

# **COLLECTIVE BARGAINING AGREEMENT**

**BY AND BETWEEN**

**THE COUNTY OF ERIE, THE ERIE COUNTY MEDICAL  
CENTER CORP., THE ERIE COMMUNITY  
COLLEGE & THE BUFFALO AND ERIE COUNTY  
PUBLIC LIBRARY SYSTEM**

**and**

**THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,  
LOCAL 1000, AFSCME, AFL-CIO**

**On behalf of the**

**CSEA ERIE COUNTY UNIT 6700 OF THE CSEA  
ERIE COUNTY LOCAL 815**



**July 1, 2022, through December 31, 2027**

**Including the Sub-Bargaining Agreement by and  
between the Civil Service Employees Association and the  
Erie County Medical Center Corporation Covering  
July 1, 2022, through December 31, 2027**

**William Wilkinson, President**



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## **LEGISLATIVE REVIEW**

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

## **STATEMENT OF PURPOSE**

It shall be the policy of the County of Erie and the purpose of this agreement to promote harmonious and cooperative relationships between the County of Erie and its employees, and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government. This agreement is made between the County of Erie, hereinafter referred to as the "Employer" and Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815, hereinafter referred to as the "CSEA".

WHEREAS, it is the intent and purpose of the parties hereto set forth herein the basic agreement governing wages, hours of work and other conditions of employment to be observed by the parties hereto.

Now, therefore, it is mutually agreed as follows:

## **ARTICLE I RECOGNITION**

**Section 1.1:** The employer agrees that the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, Erie Unit of Local 815 as the certified union, and shall be the sole and exclusive organizational representative for all individuals described in Section 4 of Article II for the purpose of collective bargaining and processing grievances.

**Section 1.2:** The CSEA agrees that it will not interfere with, coerce, or intimidate any employee into joining the CSEA. The CSEA recognizes that no employee is required to join a union, but that every employee has a right to choose one of his/her own free will as to whether or not he/she will or will not join a union. The CSEA further agrees that there will be no interference with the free right of any employee of the County to enter and leave its facilities and properties unmolested.

**Section 1.3:** The County agrees that there shall be no discrimination, interference, restraint or coercion by the County on behalf of or against any of its employees because of membership in the CSEA or for engaging in legal union activity.

**Section 1.4:** The County recognizes CSEA as the exclusive negotiating agent for employees within the designated unit as certified by the Public Employment Relations Board in its Case Number C-2074 and its Case Number CP-1504 in any and all proceedings under the Public Employee's Fair Employment Act.

**Section 1.5:** The period of unchallenged representative status for CSEA shall be the maximum permitted by the Taylor Law.

## ARTICLE II DEFINITIONS

The following terms as used in this Agreement shall have the following meanings only:

1. "County" or "Employer" means County of Erie.
2. "Union" or "C.S.E.A." means Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815.
3. "Employee" or "Employees" mean only those individuals who hold a full-time permanent, temporary and/or Provisional, Regular Part-Time, Part-time, or Per-diem positions covered by the bargaining unit herein.
4. Full-time permanent, temporary and/or Provisional is an employee that is scheduled 40 hours
5. Regular-part time employee is an employee that is scheduled at least 20 hours up to 39 hours
6. Part- time employee is an employee that is scheduled up to 19 hours per week.
7. Per-diem employees are not members of the CSEA bargaining unit, and have no minimum number of hours required to maintain a per diem employee. Hours are offered to per diem employees after all other CSEA bargaining unit members (F/T, PT, & RPT) have been scheduled. The number of per-diem employees is considered when calculating the maximum number of part-time employees as outlined in Section 39.11.
8. "Bargaining Unit" means the certified bargaining unit which is composed of only those employees as defined above in Specification 3 of this Article, all of whose titles appear in Appendix A attached hereto.
9. "Position" means one of the positions included under one class title in the Plan of Class titles and Salary Ranges.
10. "Class" means a group of similar positions included under the same title in the Plan of Class titles and Salary Ranges.

11. “Salary Range” means the range of compensation, from base to step 5, as appearing in the Plan of Class Titles and Salary Ranges.
12. “Job Group” means a group of classes of positions allocated to the same salary range in the Plan of Class Titles and Salary Ranges.
13. “Increment” means the annual increment as provided in the table of increments for Job Groups in the Plan of Class Titles and Salary Ranges.
14. “Increment Step” means the point in the increment scale reached through successive periods of actual service, as designated in Steps 1, 2, 3, 4 and 5 in the Plan of Class Titles and Salary Ranges.
15. “Open Competitive List” means an eligible list resulting from an open competitive civil service examination.
16. “Promotion List” means an eligible list resulting from a promotional civil service examination.
17. “Appointing Authority” means the person or body ultimately responsible for employee selection and appointment within the department (usually the department head) subject to Civil Service Law and any rules promulgated thereunder.
18. “Actual Service” means total time spent actually working in a position including any paid time off and / or leave with pay.
19. “Service” means “Actual Service” as defined above.
20. “Continuous Service” means an uninterrupted period of actual service which includes any authorized leave of absence without pay computed from the date an employee assumes a position with the County. However, a period of actual service in a regular part-time position (20 hours or more per week) shall be credited as 75% of such period for purpose of computing continuous service. An employee’s continuous service is interrupted by voluntary resignation, discharge, retirement, assuming a non-regular part-time position (less than 20 hours per week) or layoff. If an employee is rehired within one year or is recalled within two years of layoff or during his/her period of eligibility on a preferred list pursuant to Civil Service Law

or reassumes a permanent full-time permanent position after holding a non-regular part-time position without a break in actual service, the interruption in continuous service shall be removed. The period of interruption, however, shall not be included in computing the total period of continuous service. Except as so provided, an interruption shall result in a permanent loss of all continuous service credit.

21. “Seniority” – Except as defined and determined by Civil Service Law for purposes of the provisions therein, seniority means the length of an employee’s continuous service, as defined above with the County of Erie, regardless of bargaining unit.
22. “Permanent Vacancy” means an unencumbered, budgeted position covered by the bargaining unit which may or may not be filled within the sole discretion of the Employer.
23. “Department” shall mean that unit of County Government specifically designated as a department under the Erie County Administrative Code as amended from time to time.
24. “Department Head” shall mean the person so designated pursuant to Charter, Local Law, Administrative Rule or resolution of the County Legislature as the head of a department or his/her designee(s) in his respective department, institutions, divisions, bureaus, and/or other administrative units for the purpose of handling grievances.
25. “Continuous Operation Position” – For purpose of Section 14.2 (Traditional Holidays), a continuous operation position shall be defined as a position which is utilized or scheduled on a 24 hour per day basis for seven (7) days per week.

### **ARTICLE III MANAGEMENT RIGHTS**

**Section 3.1:** Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities processed by the County are retained by it, including, but not limited to, the right to determine the mission, purpose, objectives and policies of the County; to determine facilities methods, means and number of personnel for the

conduct of the County programs; to administer the merit system, including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to establish specifications for each class of positions, and to classify or reclassify, and to allocate or re-allocate new or existing positions in accordance with law and the provisions of this Agreement.

#### **ARTICLE IV NO STRIKE CLAUSE**

**Section 4.1:** The CSEA further recognizes the status of the County employees as “public employees”, and the provisions of law applicable thereto which prohibit strikes, the willful absence from one’s position, a stoppage of work or the abstinence, in whole or in part, from the full, faithful proper performance of the duties of employment, for the purpose of inducing, influencing, or coercing a change in conditions or compensation, or the rights, privileges and obligations of employment.

**Section 4.2:** The CSEA further recognizes that any public employee who engages in said acts is subject to the penalties provided under State Law.

**Section 4.3:** The CSEA shall not engage in a strike, nor cause, instigate, encourage or condone one. In the event a strike or work stoppage occurs, the CSEA shall exert its best efforts to prevent and terminate the same.



## **ARTICLE V DUES, CHECKOFF & UNION INSURANCE PROGRAM**

**Section 5.1:** A bargaining unit member desiring to become a member of the

Union may execute a written authorization upon an appropriate form.

Upon receipt of the authorization from a bargaining unit member, the County shall, pursuant to the authorization, deduct from the wages of a bargaining unit member regular membership dues each month.

**Section 5.2:** The County, following each pay period from which those deductions are made, will transmit the amount so deducted to the Union or its designated agent within thirty (30) days. All transmittals shall be sent out by a listing of the members from whom the deductions have been made and the amount deducted from each to:

Civil Service Employees Association, Inc. 143 Washington Avenue,  
Albany, New York 12210 or to an address of its designated agent,  
which the aforementioned Association provides the County.

**Section 5.3:** The Union shall certify to the employer in writing the current rate of membership dues and shall give the employer thirty (30) days' notice prior to the effective date of any changes.

**Section 5.4:** A dues deduction authorized by a bargaining unit member shall continue as long as so authorized. Should a bargaining unit member wish to discontinue or in any way change his/her authorization, he/she shall contact the CSEA at 1-800-342-4146. Should a bargaining member contact CSEA and subsequently resign from membership, CSEA will immediately advise the Employer to cease dues deductions for that employee. The Union agrees to hold the Employer safe and harmless because of dues deductions.

Should a bargaining unit employee attempt to resign CSEA membership by approaching the Employer, the Employer representative shall provide that bargaining unit employee with CSEA's phone number of 1-800-342-4146, and advise that bargaining unit employee that they must contact CSEA in order to resign membership.

**Section 5.5:** If, through inadvertence or error, the County fails or neglects to make a deduction which is properly due and owing from a bargaining unit member's paycheck, such deduction shall be made from the next

paycheck of the bargaining unit member and submitted to the collective bargaining representative. The county shall not be liable to the collective bargaining representative, bargaining unit member or any party by reason of the requirements of this article of the Agreement for the remittance or payment of any sum other than that constituting actual deductions made from employee's wages earned.

**Section 5.6:** The CSEA shall have the right to designate an insurance representative to visit an individual bargaining unit member covered by this Agreement, on the job, for the purpose of explaining the insurance protection of a CSEA sponsored insurance program.

Only one such visit per bargaining unit member per contract year shall be permitted and only after receiving prior approval from the bargaining unit member's department head or his/her designee, and in no event shall such visit exceed one-half hour in duration.

The designation of insurance representative shall be in writing sent to the appropriate County official, on the effective date of this Agreement, and shall subsequently be renewed from year to year during the term of this Agreement setting forth the specific names and addresses of such insurance representatives. In no event shall there be more than two representatives designated in any one year. Failure on the part of the Union and/or its insurance representatives to comply with the provisions of this section shall release the County from any obligation provided in this section for the remaining term of this Agreement.

Such insurance representatives shall be permitted to attend new-employee orientation sessions.

**Section 5.7:** Any employee who is a member of CSEA and who is promoted, transferred, reassigned, temporarily laid off or removed from the payroll for other reasons and then returns to employment or whose status is otherwise changed, shall continue on County payroll deduction records as a dues paying member unless the employee authorizes a change in writing in accordance with Section 5.4 or Article V of this contract.

**Section 5.8:** Insurance Carriers. The County agrees that no insurance carriers shall be permitted to offer insurance programs to CSEA members on County property unless such authorization and permission existed prior to January 1, 1981 and no change in existing programs shall be permitted, nor shall any company be allowed to introduce new

programs unless the CSEA and the County mutually agree to such change in any existing program or the introduction of a new program. It is agreed and understood that this provision pertains only to the type of insurance programs which are presently or which may be offered to its members by CSEA, which shall include but not be limited to the Master Plan.

**ARTICLE VI BULLETIN BOARD**

**Section 6.1:** The union shall provide and Erie County shall install one lockable bulletin board in each of the following locations only:

Rath Building:	Floors: 1,3, 4, 6
290 Main Street:	Floors: 3, 5, 6
Apple Tree Business Park	460 Main Street
768 E. Ferry Street (Detention)	
43 Court Street:	Second Floor
92 Franklin Street	First Floor
Central Police Services	
Probation Department	
Central Library	
ECMCC:	Ground Floor & Second Floor
Terrace View	Outside staffing office
ECC South Campus:	Second Floor

**Section 6.2:** These bulletin boards shall be for the purpose of posting bulletins, notices and material issued by CSEA, which shall be signed by the designated official of CSEA or its appropriate local. There shall be no bulletin board space reserved exclusively for the use of any other employee organizations except employee organizations which have been certified or recognized as the representative for collective negotiations of other County employees at such locations. No such materials shall be posted which is profane or obscene, or defamatory of the County or its representatives or which constitutes election campaign material for or against any person, organizations or faction thereof. Locks and keys for these bulletin boards shall be provided by and shall be the sole and exclusive responsibility of the CSEA.

**ARTICLE VII ACCESS TO EMPLOYEES**

**Section 7.1:** Every month during the duration of this Agreement, the County will furnish the Union a list of new employees in the bargaining unit in addition to any change of address of current employees in the unit.

Such list of new employees shall contain the name, address, position and salary level. It is understood that it is the obligation of an employee to notify the County immediately of any change of address, phone number, name, marital status. Failure to do so may result in disciplinary action taken against the employee. This information will be held in strict confidence and will not be used to harass any employee.

**Section 7.2:** Six months prior to the termination date of this Agreement, the County shall furnish the Union a list of employees in the bargaining agreement, setting forth their names, positions and salary level.

**Section 7.3:** Six months after the signing of this Agreement, the County agrees to provide job descriptions of all positions covered by this Agreement to the President of Erie Unit of C.S.E.A. Local No. 815 and annually thereafter during the term of this Agreement. For any new job titles within the bargaining unit created during the term of this agreement, the Union President shall be provided a copy of such job description within thirty calendar days after an employee is appointed to such new position.

## **ARTICLE VIII MEETING PLACE**

**Section 8.1:** CSEA is accorded the privileges of use of meeting space in County-owned or leased buildings with the following restraints: The meeting shall be limited to the CSEA Executive Committee and not to exceed 25 persons and to be held not more than once a month; the meetings shall be held an hour before or one hour after the normal working day or during the lunch period and shall be prearranged with the Department Head.

## **ARTICLE IX TIME OFF FOR UNION BUSINESS**

**Section 9.1:** The County agrees that during working hours on its premises for reasonable periods of time without loss of pay or benefits, CSEA officers and properly designated CSEA representatives shall be allowed to investigate and process grievances; also have access to employees during working hours to explain CSEA membership, services and programs under mutually developed arrangements with department or agency heads, and shall be limited to no more than fifteen minutes per employee per month.

**Section 9.2:** The County agrees to grant time off with pay to employees who are designated by the Union President to attend CSEA meetings to a total of one hundred days per year.

**Section 9.3:** It is hereby deemed to be in the best interest of the County and CSEA that the Union President and the Chairman of the Grievance Committee of the Union, if they are County employees, shall be allowed reasonable periods of time, without loss of pay or benefits, to engage in union business.

**Section 9.4:** The County agrees to grant time off with pay to employees who are designated by the Union President who are serving in a CSEA Statewide Committee to attend such committee meetings, not to exceed an aggregate of fifteen (15) working days per contract year.

**Section 9.5:** Employee representatives shall be designated to the County in writing by the CSEA.

**Section 9.6:** Section Presidents shall be allowed time off for Union business as follows:

<b>Section</b>	<b>Time Off/Hours Per Week</b>
Social Services	20
Health	15
Downtown	14
Education	8
County Clerk/Legal	15
Unit Secretary	15
Unit Treasurer	8
Political Action Chair	8
Probation	8

It is agreed and understood that Section Presidents when using leave as provided under this provision, shall sign-out before leaving their work station and shall sign-in upon returning to their work station from union business if one (1) hour or more remains in their work day. The time off denoted above is intended to indicate the maximum hours allowable per week, and it is agreed and understood that only union business will be conducted during the sign-out period. It is furthermore agreed and understood that the President of the Erie Unit, Local #815, Civil Services Employees Association, Inc., may change the number of hours set forth above as the needs of each Section(s) changes, to a maximum of twenty (20) hours per week per section and a maximum of one hundred and

thirty seven (137) hours per week. If a change in the number of hours allotted a Section(s) or the Unit Secretary should occur, the President of the aforementioned unit shall notify the Director of Labor Relations two (2) weeks before the change is to be implemented.

## **ARTICLE X LABOR-MANAGEMENT COMMITTEE MEETINGS**

**Section 10.1:** Labor-Management Committee meetings will be held on a monthly basis within all County Departments which have employees covered under this Agreement. The Committee shall consist of the Department Head (or his designee), the Union Section President and any other department or union representatives as previously agreed to by both the Department Head and the Union Section President, not to exceed two (2) in number on each side. In addition, the County Director of Labor Relations and/or the Labor Relations Specialist may be requested by either party to attend.

Such employee representatives (three in number) shall give sufficient advance notice to their immediate supervisor that they are leaving their work area to attend the department's Labor Management Committee meeting. It is agreed and understood that the employee representatives of the bargaining unit shall suffer no loss of time and pay in the event such meeting falls within their regular scheduled work hours.

An agenda of items, if any, to be discussed at the meeting will be exchanged at least seven calendar days before such meeting.

## **ARTICLE XI JOINT SAFETY COMMITTEE**

**Section 11.1:** Recognizing that a safe operation is of substantial benefit to both the County and employees, the County and Union mutually agree that there shall be a Joint Safety Committee, consisting of at least three (3) Union representatives, and two (2) Union representatives, appointed by the Union President who are County employees. Such Committee shall meet on a quarterly basis during the term of this Agreement for the purpose of discussing problems arising in this area and shall mutually make advisory recommendations when it is mutually deemed necessary.

It is agreed and understood that the Union representatives shall suffer no loss of time and pay in the event such meeting falls within their regularly scheduled work hours.

**Section 11.2:** Departmental Safety Committees shall consist of both management employees and union employees in equal numbers. In each department where employees who are represented by the Erie Unit Local 815, CSEA work, there shall be at least one member of CSEA, Erie Unit of Local 815, appointed to the Departmental Safety Committee. All such appointments shall be made by each Section President.

**Section 11.3:** Any safety or health problem which involves an immediate hazard to the safety and health of employees shall immediately be reported to the Chairman of the Departmental Safety Committee, the Department Head and the appropriate bargaining unit representative(s) on the committee, who shall immediately investigate the condition to determine if such a hazard exists.

The department head shall take any action he/she deems necessary to ensure the safety and health of the employees in the area, and shall immediately notify the CSEA steward for his/her department of the potential hazard and any corrective action to be taken.

**Section 11.4:** The County shall provide such safety equipment as necessary to perform all County jobs correctly and safely. All employees shall utilize all safety equipment provided and failure to do so shall be grounds for disciplinary action.

## **ARTICLE XII EQUAL OPPORTUNITIES**

**Section 12.1:** The employer and the CSEA realize a responsibility to promote and provide equal opportunities for employment. It shall be the positive and continuing policy of the employer and the CSEA to assure an equal opportunity in employment regardless of race, color, religion, sex or national origin.

## **ARTICLE XIII HOURS OF WORK**

**Section 13.1:** A normal workday shall not exceed eight (8) consecutive hours in any twenty-four (24) hour period and usually consists of an 8 hour shift between the hours of 7:00 a.m. – 5:00 p.m. The normal work week shall not exceed forty (40) hours.

**Section 13.2:** All full-time employees covered by this agreement shall receive a one (1) hour lunch period except in positions of a nature requiring emergency or continuous service. If an employee actually receives less than an hour for lunch on a regular basis for nine (9) or

more cumulative months of the employee's prior anniversary year, he/she shall have the option of being paid the sum of \$275.00 within thirty (30) calendar days following the anniversary date or he/she shall be credited with three (3) compensatory days on the employee's anniversary date. If any such employee wishes to change their option they must notify their department head or his/her designee, in writing, no later than September 1st to be effective in the next calendar year. This one (1) hour lunch provision does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC). ECMCC employees should consult Appendix A of this Agreement for their paid lunch provision.

**Section 13.3:** The three (3) compensatory days are not cumulative from year to year and any unused compensatory days shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this agreement.

**Section 13.4:** All employees' work schedules shall provide for a fifteen (15) minute rest period during each 1/2 day shift.

**Section 13.5:** In the event the employer deems necessary any change in the work week or shift assignment, the employee and the Section President will be notified seven (7) calendar days in advance of the proposed change except in emergency situations.

**Section 13.6:** Shift Differential Pay

- (a) A one dollar and seventy-five cents (\$1.75) per hour shift differential will be granted to all employees on the second shift (i.e. Afternoon shift) and a two dollars and twenty-five cents (\$2.25) per hour shift differential will be granted to all employees on the third shift (i.e. Midnight shift) for every hour actually worked on such shifts.
- (b) For twenty-four (24) hour operations, normally the second shift begins at 3:00 p.m. and terminates at 11:00 p.m., while the third shift begins at 11:00 p.m. and ends at 7:00 a.m. When an employee works for (4) hours or more into the second shift, he/she will be paid for all hours worked in the second shift. Employees that work non-traditional schedules differing from the second and third shifts specified above (e.g. 10 hour or 12



hour shifts) shall receive shift differential for all hours that fall into either the second, third or both shift definitions. For example, if an employee is scheduled from 2:00 p.m. to 12:00 a.m., the shift differential would be \$1.75 for 3:00 p.m. to 11:00 p.m. and \$2.25 for 11:00 p.m. to 12:00 a.m.

- (c) Shift differential will be paid to employees for actual hours in accordance with the above provisions.
- (d) All cash payments for employees who are entitled to shift differential and who work overtime shall be made not later than the next regular payroll check.
- (e) A traditional day usually consists of an 8 hour shift between the hours of 7:00 a.m. – 5:00 p.m.; employees who are scheduled (involuntarily) to work a full hour or more beyond their normal shift shall be paid the appropriate shift differential as provided in subdivision (a) of this section for all full hours worked.

For the purposes of shift differential, hours at the Erie County Library shall be as follows:

Shift 1: 8am – 4pm

Shift 2: 4pm – 12am

Shift 3: 12am – 8am

Shift Differential at the Erie County Library ONLY shall be determined according to these shifts. All other provisions of shift differential shall remain consistent.

### **Section 13.7: Flexible Time Scheduling**

Each Department Head shall have the authority to provide for flex time scheduling within his/her Department. It is understood, however, that no such scheduling shall occur without the concurrence of the employees affected. It is further understood that the Department head is not obligated to agree to flex time scheduling on an employee-by-employee basis and may insist that any such scheduling changes include coverage during the hours he/she deems necessary. Finally, both parties may request to return to a regular as opposed to a flex time shift upon seven (7) days' notice prior to the start of a pay period and it shall be granted.

Flex shifts shall include four (4) core or required hours. These hours shall be from 10:30 a.m. to 2:30 p.m. There will be a one (1) hour lunch period permitted to be taken between 11:00 a.m. and 3:00 p.m. usually taken halfway through the shift. The other four hours which are necessary to complete an eight (8) hour workday shall begin at 7:30, 8:00, 8:30, 9:00, 9:30, 10:00 and 10:30 a.m.

Employees will receive two (2) fifteen (15) minute breaks usually taken as follows: one in the first half of the shift and the other in the second half. Employees shall work at least one (1) full hour into each half before taking a break.

Flex time shifts shall be offered on a Seniority basis.

Flex time scheduling shall not apply to twenty-four (24) hour a day facilities except in those areas which operate less than 24 hours a day.

Bargaining unit members employed by ECMCC must consult Appendix E of this Agreement on the subject of Flexible Time Scheduling.

**Section 13.8:** The employer shall provide part-time employees with their scheduled with at least seven (7) days advance notice. Once the schedule for a part-time employee is posted, it cannot be changed without the consent of the effected part-time employee.

**Section 13.9:** If a part-time employee is scheduled to work four (4) hours or more on a workday, a fifteen (15) minute break shall be provided. If a part-time employee is scheduled to work six (6) hours or more on a workday, a thirty (30) minute unpaid lunch shall be required.

## **ARTICLE XIV HOLIDAYS**

**Section 14.1:** The following holidays shall be observed by all employees in this bargaining unit as paid holidays:

- |                               |                     |
|-------------------------------|---------------------|
| 1. New Years Day              | 7. Independence Day |
| 2. Martin Luther King Jr. Day | 8. Labor Day        |
| 3. Presidents Day             | 9. Election Day     |
| 4. Good Friday                | 10. Veterans Day    |
| 5. Memorial Day               | 11. Thanksgiving    |
| 6. Juneteenth                 | 12. Christmas       |

Effective January 1, 2014, Columbus Day has been eliminated as a paid holiday. In return, each employee (excluding Employees of the Erie Community College (ECC) and the Buffalo and Erie County Library system) hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year.

Effective January 1, 2014, for employees of the Erie Community College (ECC), both Election Day and Columbus Day have been eliminated as paid holidays. In return, each ECC employee hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year. Additionally, all ECC employees (regardless of date of hire) shall receive the Day after Thanksgiving as a recognized paid holiday each year.

Effective January 1, 2014, for employees of the Buffalo and Erie County Library System, both Election Day and Columbus Day are eliminated as paid holidays. In return, all such employees hired on or prior to August 7, 2014 shall receive an additional two (2) personal leave days each year.

Employees of the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of paid holidays.

Part-time employees shall receive six (6) hours of paid leave time on Christmas Day of each year.*(was previously 18.5)*

**Section 14.2:** If any of the aforementioned holidays falls on a Saturday the County will observe the holiday on the prior Friday. If a holiday falls on a Sunday, the following Monday will be observed as the holiday

**Section 14.3:**

- a.) An employee who is required to work on a day celebrated as a holiday as provided in this Agreement, will be paid his/her regular straight time pay plus one & one-half times (1.5x) his/her straight time hourly rate for every hour actually worked on such holiday, except when an employee elects compensatory time off as provided under Section 16.10 of Article 16 of this contract. Licensed Practical Nurses shall be granted the option of cash payment for holiday work, or they may select compensatory time off as provided herein.

Any employee who works in excess of eight (8) hours on a holiday or a day celebrated as a holiday shall receive double time (2x) their regular hourly rate for all hours worked over eight hours on such holiday.

The Employer agrees to form a committee with CSEA to explore potential options to accommodate time off requests related to a faith-based holiday an employee celebrates.

**Section 14.4:** Notwithstanding the conditions set forth in Section 14.2 of Article 14, employees who work in a County operated facility which has a continuous schedule of 24 hours per day for 7 days per week and work in continuous operation positions as defined in Article 2 (Definitions), shall celebrate all holidays on the actual calendar date on which the holiday traditionally falls.

Any employee who has a day off on the day on which a traditional holiday is celebrated, shall receive another day off for such holiday.

**Section 14.5:** Part-time employees shall not be entitled to the Holiday benefits covered under this Article 14 of the Agreement.

## **ARTICLE XV VACATIONS**

**Section 15.1:** Every effort will be made to grant employees their vacation at the requested time subject to their department's responsibility to maintain work coverage and efficient operations for service to the public.

**Section 15.2:** Vacation credits will accrue and be available for use on a biweekly pay period basis for full-time employees after the first pay period of employment providing they are on a compensable pay status for 40 or more hours (5 or more working days) each pay period. Vacation credits will be granted by pay period in accordance with the following schedule:

<b>Rate Per Service</b>	<b>Pay Period</b>	<b>Rate Per Year</b>
From date of employment thru completion of two years of service	3.08 hours	10 days

From the second year anniversary date thru completion of nine years of service	4.62 hours	15 days
From ninth year anniversary date thru completion of Sixteen years of service	6.16 hours	20 days
From sixteenth year anniversary date thru completion of the 25th anniversary	7.70 hours	25 days
From the 25th anniversary date thru successive years of service	9.23 hours	30 days

**Section 15.3:** County Department Heads will establish vacation periods, schedules and vacation units based on their work requirements. The scheduling of vacations shall be based on seniority of the employee subject to 15.1 above. Employees may, with the prior approval of the Department Head, utilize vacation allowances as may be convenient to departmental operations, but not less than in units of thirty (30) minutes.

**Section 15.4:** Vacation credits may be accumulated up to a maximum of twenty-five (25) vacation days. An employee shall take his/her vacation during the anniversary period after which it is earned, except that he/she may place up to a maximum of 25 earned days in a vacation bank. With the approval of his/her Department Head or immediate supervisor, an employee may take vacation days as they are accumulated in accordance with Section 15.2 of this Article.

**Section 15.5:** Vacation pay shall be the regular straight time rate of pay in effect for the employee’s regular position at the time he/she takes his/her vacation.

**Section 15.6:** Employees shall be eligible to sell back up to eighty (80) hours of vacation each year, in as little as one (1) hour blocks. Such employees must have at least eighty (80) hours of vacation leave in their bank. If you have access to ESS, you will submit the amount of vacation hours you would like to sell back. During pay periods 21 and 22 you will sign into ESS, select the vacation buyback tile and enter the amount of vacation hours you would like to buy back ( the first tile located under

the “Employee” section in ESS). Payment for such sell back shall be made in payroll period 24.

ECMCC employees see Appendix A Section 15.6

**Section 15.7:** If a holiday occurs during an employee’s vacation, the holiday will not be charged against vacation credits. An employee on paid sick leave, jury duty, paid military duty, paid vacation time or full pay status will be considered as time worked in determining vacation credits.

**Section 15.8:** If an employee is promoted or transferred to another County department, vacation credits will be transferred.

**Section 15.9:** An employee who resigns, retires, or is laid off prior to taking his vacation, shall be compensated for the accumulated vacation credits. The employee’s estate will receive compensation for an employee’s unused vacation in case of the death of an employee.

**Section 15.10:** A leave of absence without pay or a resignation followed by a reinstatement or rehire in any position in the County services within one year shall constitute an interruption of service for the purposes of this provision; provided, however, that the period of leave without pay between resignation and reinstatement, shall not be counted in determining vacation credits per year or rate per month.

**Section 15.11:** Part-time employees shall not receive paid vacation benefits under the terms of Article XV of this agreement. However, once per year, upon request, part-time employees shall be allowed one (1) workweek without any hours being scheduled and subject to departmental need and approval, thirty-eight (38) hours may be scheduled in the corresponding workweek in the same pay period in order to accommodate a work-free week without loss of pay.

## **ARTICLE XVI OVERTIME**

**Section 16.1:** This article is intended only as a basis for calculating overtime payments, and nothing in this article shall be construed as a guarantee of overtime hours per day or per week.

**Section 16.2:** Overtime work shall be distributed equally to employees working within the same job classification within a department or unit subdivision. The distribution of overtime shall be equalized over each

calendar quarter. Bargaining unit employees employed by ECMCC must consult Appendix A of this Agreement on the subject of overtime distribution, cancelation and emergency mandation.

**Section 16.3:** For the purposes of equal distribution of overtime, any employee who refuses overtime shall be credited with that overtime, as if the overtime had been worked.

**Section 16.4:**  
**Overtime Distribution**

Overtime work shall be distributed by utilizing an overtime wheel for each shift arranged by seniority containing names of employees working within the same job classification within a department or unit subdivision that are not regularly scheduled for those shifts. Rejection of an offer of overtime shall entitle the department to move to the next employee on the overtime wheel. Once an overtime shift is accepted by an employee, an obligation to work the entire shift is required, unless released early. An employee must provide notice to their supervisor of the cancellation of an accepted overtime shift at least (2) hours prior to the start of the overtime shift.

The opportunity to work overtime shall be offered to the full-time employees within the job classification first. If the full-time employees have declined the overtime, Regular Part-Time(RPT) employees in the same job class will be offered the overtime. If Regular Part-Time (RPT) employees have declined, part-time employees in the job classification may be offered to work extra hours. This procedure shall be followed until the required employees have been selected for the overtime work or until the list is exhausted. It is agreed and understood, employees may refuse overtime except in recognizable, emergency situations.

**Section 16.5:** A record of overtime hours which have been worked and which have been credited by refusal, shall be posted on the departmental bulletin board monthly, with a copy to be given to each section president.

**Section 16.6:** All employees who actually work over eight (8) hours in any workday, or forty (40) hours per week shall be paid time and one-half times such employee's straight time hourly rate, for all hours worked in excess of eight (8) hours in any workday or forty (40) hours per week. Excluded from computation of forty (40) hours per week to be worked for purposes of the overtime premium of time and one-half are all sick leave and personal leave days. All other paid leave time,

including paid lunch hours and compensatory time shall be counted as time worked.

**Section 16.7:** An employee who works four (4) hours following his/ her regular full day shift shall be granted if requested, up to one-half hour off with pay for the purpose of eating. A similar one-half hour may be granted, if requested, preceding each subsequent four (4) hour period of time to be worked. An employee who works two (2) hours or more, but less than four (4) hours prior to or following his/her regular shift shall be granted a 15-minute break period. Such time shall be deemed as time worked for overtime purposes.

**Section 16.8:** An employee will not be sent home during his/her regular shift for the purpose of being recalled to work another shift which begins at the end of the employee's regular work shift.

**Section 16.9:** All cash payments for overtime shall be made no later than the next regular payroll check.

**Section 16.10:** Each employee covered under this contract may request compensatory time off in lieu of cash payment for overtime worked in accordance with the limitations provided in this section. Each employee who requests compensatory time shall be granted the right to accumulate such time up to a maximum of one hundred twenty (120) hours.

Each employee who desires compensatory time off shall accumulate the aforementioned time at the rate of time and one-half (1 -1/2) for each hour or part thereof worked. The maximum number of overtime compensatory hours that may be accumulated by an employee at any one time is one hundred twenty (120) hours. This amount shall exclude all compensatory time earned for lunch hours, as provided in Section 13.3 of Article XIII of this contract.

The rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime work shall apply only to time worked in excess of forty (40) hours per week or EIGHT (8) HOURS PER DAY as set forth in Section 16.6 of this Article XVI and to holidays as provided in Section 14.3 of Article XIV of this contract. Overtime hours shall be distributed equally among all employees according to the appropriate sections of this Article XVI and the selection of employees to work



overtime shall not be affected by nor controlled by the employee's choice of the method of payment for such time.

**Section 16.11:** Employee's shifts shall not be changed to avoid working casual overtime. However, if operational requirements cause a shift in the workload resulting in constant overtime for a period of more than forty-five (45) consecutive working days, work schedules may be changed per Article XIII, Section 13.6 to adjust to the new work load and/or operational requirements to eliminate such constant overtime.

**Section 16.12:** Regardless of job duties performed during overtime work, Board of Election employees shall receive one and one-half times their regular rate of pay for all overtime work.

**Section 16.13:** Overtime Distribution at the Auto Bureau Offices:

- (a) Overtime will be offered to full-time CSEA Erie Unit of Local 815 employees first. The administration of the County Clerk's office will make every effort to provide a minimum staffing ratio of at least two-thirds to three quarters full-time employees to one-third to one-quarter part-time employees for all evening hours.
- (b) If not enough full-time CSEA Erie Unit of Local 815 employees volunteer to work evening hours, then part-time employees will be utilized to properly staff the offices.
- (c) If insufficient overtime monies exist, then employees will earn 1-1/2 hours compensatory time for each overtime hour worked
- (d) Compensatory time earned for evening overtime will be taken within sixty (60) days.
- (e) This section applies to the Erie County Auto Bureau offices only.

## **ARTICLE XVII SICK LEAVE**

### **Section 17.1: Sick Leave Allowance**

All full-time employees in the bargaining unit, including permanent, contingent and provisional, shall earn sick leave credits immediately upon entering the service of the employer at the rate of 4.62 hours per

pay period. For purposes of calculating sick leave credits and charges, one workday equals eight hours. Refer to section 37.1 for regular part-time employees sick leave allowance. Any employee who does not use more than one day sick leave per year shall receive a non-cumulative sick leave bonus of five-hundred dollars (\$500.00) on their anniversary date. Upon ratification all bargaining unit members will be eligible for the annual sick leave bonus for the current calendar year. Thereafter, the benefit shall expire. An employee may accumulate sick leave up to a maximum of 225 days or 1800 hours. For employees hired after August 7, 2014, the maximum amount of sick leave that an employee may accumulate shall be 300 days or 2400 hours.

ECMCC employees refer to Appendix A

*Temporary employees will not earn sick leave credits until after the completion of six (6) months of continuous service.*

## **Section 17.2: Reasons for Granting Sick Leave**

Sick Leave with pay shall be granted by the County to an employee, when incapacitated or unable to perform the duties of his/her position by reason of:

1. Sickness or injury.
2. Serious illness in the employee's immediate family, requiring care and attendance of employee. Immediate family shall include, parent, spouse, brother, sister, child or grandparents; or other relative who is an actual member of the employee's household. For absence of two consecutive days or more, a certificate or affidavit issued by the attending physician certifying to the necessity for the attendance of the employee shall be filed with the Commissioner of Personnel or his/her designee and sick leave for this purpose shall be granted only with his/her approval.
3. Quarantine regulations.
4. Medical or dental visits for employee or immediate family list in paragraph 2.
5. Maternity

### **Section 17.3: Sick Leave Credits and Charges**

- (a) A credit for sick leave under this provision shall be allowed at the rate of 4.62 hours per pay period for each pay period during which the employee shall have been on a full pay status for at least fifty percent (50%) of the working days of that pay period. It should be noted that this is comparable to the previous earning rate of one and one-quarter (1-1/4) working days per month/fifteen (15) days per year and has been converted to a pay period basis to facilitate accounting and payroll procedures while at the same time enabling employees to be advised of their current sick leave balances on a continuing regular basis.
- (b) Charges against sick leave credits due to employee usage shall be comparable to past procedures, ie, where a full day was charged in the past, this will now be an eight (8) hour charge against the employee's sick leave balance. Where half a day was charged in the past, four (4) hours will be charged against the employee's sick leave balance. It is agreed and understood that sick leave may be utilized in one (1) hour increments. Requests for use of sick leave shall be submitted on the prescribed County form.

### **Section 17.4: Extended Sick Leave**

- (a) An employee who has completed the years of continuous service indicated below may receive such additional sick leave with pay as may be recommended by the employee's Department Head and approved by the Commissioner of Personnel, but no such additional sick leave shall be approved by the Personnel Commissioner in excess of: Fifteen (15) continuous years of service – five (5) months in addition to the sick leave accumulated by such employee.
- (b) No credit for sick leave, personal leave or vacation shall be earned during the period of extended sick leave with pay, granted in accordance with this section.
- (c) Employees shall be eligible for the additional period of sick leave granted in accordance with this provision until the

levels of extended sick leave to which they are entitled have been exhausted.

- (d) No extended sick leave with pay will be granted until all other accumulated leave time has been used.
- (e) There will be no extended sick leave unless there is a prognosis that sets forth that it is expected that the employee will return to full time employment.

### **Section 17.5: Reporting Time**

(a) In case of absences, the time for reporting absences shall be at least thirty (30) minutes before the start of the employee's assigned shift for those employees whose absence does not require replacement. For those employees who are in a position that requires replacement in cases of absence, the required reporting time shall be two (2) hours. In case of failure to report within the stated time limits, unless for reasons satisfactory to the employee's department head or his/her designee, the absence shall not be deductible from sick leave and shall be considered as time off without pay.

For those employees assigned to 24/7 operations, the time for reporting absence shall be at least two (2) hours before the start of the employee's assigned shift.

Bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement for their absence reporting provision.

- (b) Daily call-in is required each and every day except as outlined in Erie County Personnel Policy and Procedures, Chpt. 7, Sec. 2 Sick Leave issued by the Department of Personnel as amended by the Commissioner from time to time.
- (c) A certificate of affidavit, showing incapacity and inability of the employee to perform his/her duties issued by the attending physician, shall be filed with the Commissioner of Personnel or his/her designee in case of absence of more than five (5) consecutive workdays. The Commissioner or his/her designee may check further on any illness regardless of certificate or affidavit. Refer to Section 22.3 for documentation required to support the use of respective Sick Leave or Leave without Pay.

- (d) If an employee fails to submit proof of illness to the Commissioner when required to do so, the absence shall not be deductible from sick leave and shall be considered as time off without pay.
- (e) If the proof submitted, in the judgment of the Commissioner of Personnel or his/her designee does not justify the employee's absence, such absence shall not be deducted from sick leave and shall be considered time off without pay.
- (f) When an employee is on sick leave and the appropriate reporting form is not received by the Department of Personnel through no fault of the employee, such employee shall be paid the full amount as if said form had been received.
- (g) The County shall notify an employee, whether working or on sick leave, when their accumulated sick leave is less than 40 hours/5 days.
- (h) Once an employee has provided the County with notice of intended resignation or retirement any sick time used shall result in the reduction of an equivalent amount of vacation time unless the employee submits a Doctor's Certificate.
- (i) No sick time will be allowed without an accompanying Doctor's Certificate if an employee calls in sick on the day prior to and/or day after the day on which the holiday is celebrated. (For the purposes of holiday pay, ULUs will also not be allowed on the day preceding or following a holiday.) Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days five (5) days or less. It is understood, however, that management's right to investigate sick leave of any duration is not affected by this section.

## **Section 17.6: Abuse of Sick Leave Benefits**

Abuse of sick leave privileges shall be grounds for disciplinary action. In addition, where an employee's absence is such that the County has reasonable grounds to believe that an abuse of sick leave may exist, such employee will be notified in writing of such suspected abuse and thereafter may be required, regardless of the duration of the absence, to submit a satisfactory doctor's certificate or affidavit indicating the specific nature of this disability and its duration to the Commissioner of Personnel or his/her designee before such absence may be charged against the employee's accumulated sick leave balance. Such notice of

suspected abuse shall be a grievable matter. The Union will work cooperatively with the County to reduce and prevent abuses of sick leave.

The Union agrees to work with management to establish a policy for employees who fail to submit leave requests in a timely fashion. This policy will include the procedure for dismissing employees who are unresponsive to requests for information and paperwork.

### **Section 17.7: Sick Leave Records and Reports**

Each department shall maintain an accurate record of the attendance and sick leave status of each employee. A record of the sick leave status of all employees shall be maintained in the Personnel Office. Every payroll before being certified shall bear suitable notations thereon of leaves granted.

### **Section 17.8: Reinstatement of Sick Leave**

When an employee is reinstated into the same position or reemployed in the County bargaining unit within one (1) year following resignation or within two (2) years following layoff, sick leave credits accumulated at time of resignation or layoff shall be restored.

### **Section 17.9: Medical or Dental Visits**

*If an employee is required to make visitations during his/her working hours, as shall be determined by the employee's department head or his/her designee upon sufficient proof by the employee, time off for medical or dental visits for the employee or their dependent will be granted by the employee's department head or his/her designee so long as employee possess the necessary accruals. Such absences may be deducted from accumulated sick leave in units of not less than thirty (30) minutes.*

### **Section 17.10: Sick Leave Bonus**

Effective December 31, 2022, any employee who has reached the maximum of eighteen hundred (1800) hours, shall receive the applicable bonus structure below until December 31, 2023.

Thereafter, it shall expire.

Any employee who has not reached the maximum of eighteen hundred

(1800) hours by December 31, 2022, this section shall expire January 1, 2023.

- (a) There will be a six-hundred-dollar (\$600) bonus for any employee who reaches the maximum of eighteen hundred (1800) hours of accumulated sick leave. Payment of the initial bonus will be in the first paycheck after eighteen hundred (1800) hours is reached.
- (b) Thereafter, an additional bonus of four hundred dollars (\$400) will be earned on the twelve (12) month anniversary date of the initial six-hundred-dollar (\$600) bonus, provided that the employee maintains the maximum amount of sick leave on that anniversary date and has used five (5) or less sick days during the preceding twelve (12) month period. The additional four-hundred-dollar (\$400) bonus will be paid in the first paycheck after the anniversary date has been reached and the bonus has been earned.
- (c) As used herein, the term “anniversary date” shall mean the date the employee became eligible for the initial sick leave bonus of six hundred dollars (\$600).
- (d) ECMCC employees see Appendix A

### **Section 17.11: Criminal Assault**

In the event that an employee is necessarily absent from duty as a result of a criminal assault upon his/her person during the course and in the discharge of his/her job responsibilities and duties for the County resulting in an injury for which the New York State Worker’s Compensation Board has allowed benefits as an occupational injury, such employee shall receive up to the first month sick leave credits. Thereafter, he/she shall have all accrued sick leave credits necessarily used during such absence restored upon his/her return to duty.

For purposes of this article and section, criminal assault shall be defined as a physical action taken against an employee by another person with deliberate intent to do bodily harm to the employee. If an injury occurs under the above conditions and any County employee, files legal charges, the physical action taken against the employee shall be considered criminal assault as defined herein regardless of the outcome of the adjudication of the charges filed.

**Section 17.12:** In cases where a part-time employee is sick and cannot report to work, such leave shall be unpaid. However, subject to departmental need and approval, such employee may flex within a pay period in order to work a day for which they were previously not scheduled.

Section 17.13: Employees will be able to make direct donations of vacation time to an employee out on an extended sick leave, who is out of their own accrued benefit time.

Section 17.14: The County and the Union will develop a committee to explore the establishment of a sick bank.

## **ARTICLE XVIII PERSONAL LEAVE**

**Section 18.1:** Full-time employees including temporary and provisional personnel, will become eligible for and receive four (4) days personal leave after one (1) year of continuous service and also become eligible for and receive the same allowances for each succeeding year of employment providing they are on a compensable salary and wage basis for at least six (6) months of continuous service in the preceding anniversary year and otherwise meet all eligibility requirements.

Effective January 1, 2014, Columbus Day has been eliminated as a paid holiday. In return, each employee (excluding Employees of the Erie Community College (ECC) and the Buffalo and Erie County Library system) hired on or prior to August 7, 2014, shall receive one (1) additional personal leave day each year.

Effective January 1, 2014, for employees of the Erie Community College (ECC), both Election Day and Columbus Day have been eliminated as paid holidays. In return, each ECC employee hired on or prior to August 7, 2014, shall receive one (1) additional personal leave day each year. Additionally, all ECC employees (regardless of date of hire) shall receive the Day after Thanksgiving as a recognized paid holiday each year.

Effective January 1, 2014, for employees of the Buffalo and Erie County Library System, both Election Day and Columbus Day are eliminated as paid holidays. In return, all such employees hired on or prior to August 7, 2014, shall receive an additional two (2) personal leave days each year.



Employees of ECMCC should refer to paid holidays in Appendix A.

**Section 18.2:** Personal Leave is not cumulative from year to year. Unused personal leave credit shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this Agreement. Any employee who wishes to convert Personal Leave into comp time may do so under the following circumstances:

Employee must have fewer than 8 hours in their comp bank on the day before their anniversary date.

Employee must have worked fewer than 8 hours of overtime (cash or comp) in the preceding twelve (12) months.

Employee must submit the proper form to Personnel at least two (2) weeks prior to their anniversary date. Late forms will be denied.

If the above conditions are met, an employee may convert the amount of personal leave time into comp time so that their comp time bank does not exceed 8 hours. All remaining personal leave time will convert pursuant to 18.2. This conversion of time occurs the date before the employee's anniversary date.

Upon leaving county service, comp time accrued in this manner won't be paid out.

**Section 18.3:** In order for the department head and/or the immediate supervisor to arrange for adequate work coverage, application for personal leave must be filed by an employee on a prescribed form with the head of the department or immediate supervisor at least five (5) working days in advance when the requested time is four (4) days or more and four (4) working days' notice in advance when the requested time is for three (3) days or less. There shall be no restrictions on when this leave is to be taken unless stated in this article. In cases of emergency, the five (5) or four (4) days of advance notice may be waived by the Department Head. All requests must receive the approval of the employee's immediate supervisor or Department Head. Personal Leave can be used in fifteen (15) minute increments. There shall be no restrictions as to when this leave is to be taken except as reflected in this section. Every attempt will be made to grant the day(s) requested,

including offering overtime as outlined in Section 16.4. ECMCC employees refer to Appendix A

**Section 18.4:** In cases of reinstatement or transfer, as provided under this Agreement, unused personal leave credits shall be restored or transferred.

**Section 18.5:** As per MOA dated January 17, 2019, The College agrees to provide all part-time employees of the bargaining unit employed at the College, after successful completion of their probationary period, with two personal leave days off a calendar year, to be paid at regular straight time. The two personal leave days will not carry over at the end of the calendar year and are not cumulative year to year. Employees who resign, are discharged for cause, or laid-off will not be compensated for any unused flexible personal days. Eligible employees will receive their compensation time for the scheduled days off as RPT employees do per the CBA. They will be paid for their normally scheduled shift, ex 4 – 4 hrs, 6 – 6 hrs, 8 – 8 hrs. Eligible part-time employees must provide the head of the department, or supervisor, with four (4) working days’ notice in advance when requesting to utilize their personal leave time.

## **ARTICLE XIX LEAVE BECAUSE OF DEATH IN THE FAMILY**

**Section 19.1:** Bereavement Leave. An employee who has a death in the immediate family (parent, spouse, brother, sister, step-sibling, child, step-child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, foster child, step-parent, great grandparents, or other relative who is an actual member of the employee’s household) shall be given time off without loss of pay up to a maximum of four (4) scheduled consecutive working days commencing with the date of death, or the date of memorial services, at the option of the affected employee. However, if the death occurs after the employee reports to work, that day will not be counted as one of the four (4) consecutive working days and upon giving appropriate notice, such employee will be allowed to leave for the remainder of the shift without loss of pay.

An employee may be allowed to utilize benefit time for other family members not approved for bereavement time. Time utilized may not exceed one (1) day and may be used on the day immediately following the death or on the day of the memorial service. For the purpose of

this provision, any holiday listed in Article 14 is considered a workday.

**Section 19.2:** Part-time Employee Bereavement Leave. Upon the death of a covered family member (as defined by Section 19.1), part-time employees shall receive one (1) day of paid bereavement leave following the death, or on the date of the memorial services, provided that such day is a regularly scheduled workday. Pay shall be the number of hours that the employee was scheduled for.

Upon request, part-time employees may receive further time off for bereavement, however it shall be unpaid leave.

## **ARTICLE XX LEAVE FOR JURY DUTY/ LEGAL MATTERS**

**Section 20.1:** On proof of the necessity of jury service or attending court for other than personal matters, leave of absence with pay shall be granted to all employees.

**Section 20.2:** Employees will not be required to report to work prior to or subsequent to the performance of their jury duty.

**Section 20.3:** When an employee is assigned to the second shift on the day he/she performs jury duty, or work related matter, he/she is to be excused with pay for second shift assignment on that day.

**Section 20.4:** When an employee is scheduled to work the third shift on the day, he/she is to report for jury duty, or has been summoned by a court to attend a work-related legal proceeding, such employee is to be excused with pay for the calendar day of the proceeding.

**Section 20.5:** It is agreed and understood that the County's legal ability to pay employees on Jury Duty may be affected by state and federal legislation and that at all times jury duty pay will be paid in accordance with applicable state and federal law.

**Section 20.6:** Part-time employees shall be covered under all of the benefits contained in Article XX, so long as the jury duty in question is required during dates and times when such part-time employee would be normally scheduled to work.

## **ARTICLE XXI TIME OFF FOR CIVIL SERVICE EXAMINATIONS**

**Section 21.1:** Employees will be allowed time off with pay to take promotional and open competitive County civil service examinations.

**Section 21.2:** When an employee is granted time off pursuant to Section 21.1 and 21.2 above, such employee shall return to work when there are two hours or more left in his/her work day. Employee shall be allowed reasonable travel time.

**Section 21.3:** Employees shall have all fees associated with County provided promotional civil service examinations waived.

**Section 21.4:** When an employee is assigned to the second shift on the day he/she takes a civil service examination, he/she is to be excused with pay for second shift assignment on that day.

**Section 21.5** When an employee is scheduled to work the third shift on the day, he/she takes a civil service test such employee is to be excused with pay for the calendar day of the examination.

**Section 21.6** An employee will not be mandated to work overtime on the calendar day he/she is scheduled to take a civil service examination.

## **ARTICLE XXII LEAVE OF ABSENCE WITHOUT PAY**

### **Section 22.1: Application for Leave Without Pay**

Application for leave of absence without pay, for any of the reasons cited in this provision, shall be filed by the employee, on the prescribed form, with the head of his/her department. Such application shall state the reasons for the requested leave and duration thereof. If approved by the head of the department, the application shall be submitted to the Commissioner of Personnel and leave of absences shall be granted only when finally approved by the Commissioner of Personnel. It is understood that such employee will be permitted to return to the same class title within the same department.

## **Section 22.2: Maternity Leave**

- (a) Leave. The Commissioner of Personnel or his/her designee shall grant pregnant employees, a leave of absence without pay, upon competent medical proof that such employee is unable to perform her regular duties for the period of such disability, not to exceed one (1) year in duration. For these purposes, the Commissioner of Personnel or his/her designee may require suitable medical evidence from the employee's physician at such employee's expense and / or may require that the employee be examined by a physician chosen by the County at the County's expense.
- (b) Sick Leave and Vacation Leave. Employees granted maternity leave pursuant to this section shall be permitted to reduce the amount of leave without pay by the use of any and all accumulated sick leave and vacation leave credits as may be available to them.
- (c) Extension. At the request of the employee, and after receiving the recommendation of her department head, the Commissioner of Personnel or his/her designee may grant extension of such leave of absence in accordance with this section.
- (d) When an employee has exhausted all his/her paid leave time and FMLA entitlement, and is on a leave under Section 22.2(a), the employee's health insurance coverage shall be continued for six (6) weeks in the case of a natural birth or eight (8) weeks in the case of a Cesarean section or the end of the leave under Section 22.2(a), whichever is lesser. This provision shall not apply to the continuation of a health insurance waiver payment.

**Section 22.3: Substantiation of Request for Sick Leave or Leave without Pay.** A certificate is required from the employee's personal physician specifying:

1. The date that the employee is no longer able to carry out all normal assigned duties.
2. the expected date of confinement, and

3. The date the employee may return to duty shall accompany the request whether it be for sick leave (Form PO-19) or for leave without pay (PO-18).

In those instances, where the duration of certified absence will utilize the employee's sick leave balance, and in addition, a period of leave without pay both the PO-19 and PO-18 should be completed at the same time, and the above certificate used to substantiate both requests.

#### **Section 22.4: Leave Because of Extended Illness**

When an employee has exhausted all his/her sick leave credits, and is still incapacitated and unable to perform the duties of his/her position, or if the attending physician has recommended a period of rest and convalescence, the department head shall grant leave of absence without pay for a period not to exceed one (1) year, subject to extension pursuant to County Civil Service Rules, such decision shall not be arbitrary or capricious.

#### **Section 22.5: Leave for War Work**

A permanent employee may, at the discretion of the department head, be granted a leave of absence without pay for a period of time, not to exceed one (1) year, to enter the service of the Federal Government or its associated powers in time of war or to engage in war industries for the United States or its associated powers. Such leave of absence, in the discretion of the department head, and with the approval of the Commissioner of Personnel, may be renewed for additional periods, not exceeding one (1) year in each instance without requiring such person to return to his/her position in the Civil Service between successive leaves; provided; however, that no such renewal of a leave of absence without pay shall extend beyond six (6) months after the termination of the war.

#### **Section 22.6: Education Leave For Veterans**

Any veteran who is qualified to receive education or training or vocational rehabilitation under the provisions of any Federal or New York State Law, shall be granted leave of absence without pay for the period of such education, or training or vocational rehabilitation, provided that the attendance of the veteran is required at times that will preclude employment in his/her County position. Such leave of absence

shall not extend his/her County position. Such leave of absence shall not extend beyond a period of four (4) years, nor beyond the period for which the veteran shall be eligible to continue the education or training or vocational rehabilitation. It shall terminate at any time that the veteran ceases actual attendance at the classes or courses required by the education training or rehabilitation program. A veteran who has been on such leave of absence shall be reinstated to his/her position, provided he/she makes application for such reinstatement within sixty (60) days after the termination of such leave of absence. He/she may be reinstated at any time after such sixty (60) day period and within one (1) year after termination of such leave of absence in the discretion of the department head.

Part-time employees shall be entitled to the Maternity Leave benefits under Section 22.2, the Leave for War Work benefits under Section 22.5, and the Military Leave benefits under Section 22.11, however Part-time employees shall not be covered under the remaining terms of Article XXII.

#### **Section 22.7: Leave for Educational Purposes**

On the approval of the department head, permanent employees may be granted leave of absence without pay for a period of one (1) year for the purpose of acquiring additional education and training that will increase the usefulness and efficiency of the employee in his/her position.

#### **Section 22.8: Leave of Absence to Serve Another Position in the County Service.**

Leave of absence without pay may be granted by a department head to a permanent employee in the competitive class to enable such employee to serve permanently in another position in the classified class.

A leave of absence shall be granted to an employee to serve in a temporary, provisional or probationary position in the classified class; however, any such leave of absence shall be automatically terminated upon permanent appointment.

### **Section 22.9: Leave of Absence to Accept Employment Outside the County Service.**

Leave of absence shall not be granted to an employee to accept employment outside the County Service.

### **Section 22.10: Leave for Other Reasons**

Leave of absence without pay, for reasons other than those cited in this provision, shall be granted by the department head only in unusual circumstances, which in the judgment of the department head justifies the granting of such leave. Requests for such leave and the recommendation of the department head shall be submitted to the Commissioner of Personnel, and the granting of such leave shall be subject to the approval of the Commissioner of Personnel.

### **Section 22.11: Military Leave of Absence**

1. Any County employee, who is required to render ordered military or naval duty, shall be granted military leave of absence pursuant to the Military Law.
2. Military Leave, pursuant to Section 243 of the Military Law, shall be deemed actual service.

### **Section 22.12: Political Leave**

Any employee who is elected or appointed to an elective public office or who is appointed to a non-elective public office not to exceed four (4) years, shall be granted leave or leaves of absence without pay provided written application is made for such leave specifically outlining the extent of leave requested and the public office elected or appointed to. Leaves of absence to non-elective public office may be granted for a period of one (1) year, but may be renewed. Employees will not accumulate seniority if elected or appointed to a non-County position.

### **Section 22.13: Denial of Leave of Absence**

In the event a request for leave of absence under this provision is denied by a department head, CSEA may petition the Commissioner of Personnel for approval.



## **Section 22.14: Legal Adoption Leave**

In case of legal adoption under Article 7 of the Domestic Relations law, leave shall be granted where the adoptive child is required to reside with the adoptive parents for at least six (6) months prior to an order for adoption being made. In such cases, leave shall be granted for six (6) months commencing from the date the adoptive child begins actual residence with the adoptive parents. The employee shall apply for such leave in writing and shall, whenever possible, provide the employer with legal notices no later than two weeks prior to the commencement of the leave. The two (2) week notification requirement shall be waived in cases of emergency, if it proves to be impossible to give the two (2) weeks' notice.

## **Section 22.15: Child Rearing Leave**

- 1) A continuous leave of absence without pay by reason of the birth of a child within the first year of said child's birth shall be granted to an employee for a period of six (6) months. Paid leave will be substituted for the unpaid leave at the employee's or Erie County's option, where permitted by federal statute, other provisions of this collective bargaining agreement and Erie County policy. Such leave request must be presented in writing to the department head with at least thirty (30) calendar days' notice with no reasonable excuse for the delay, the County may delay the taking of the requested leave until at least thirty (30) calendar days after the date the employee submits his/her request.
- 2) An employee on child rearing leave will notify the department head of his/her intention to return to work at least thirty (30) calendar days prior to expiration of the leave of absence.
- 3) An employee returning to work after a child rearing leave shall return to the same position in the same department the employee left, if available, and shall be returned to the same step the employee occupied when the leave commenced.

## **ARTICLE XXIII EMERGENCY CLOSING**

**Section 23.1:** In the event the County Executive or his/her designee declares the closing of certain County facilities and/or operations and/or services due to any flood, fire, uncontrolled weather conditions or other causes beyond the County's control the affected employees will not be charged any accruals or lose any pay for the time closed.

In cases where an emergency closing causes a part-time employee to miss a regularly scheduled work shift, subject to a departmental needs and approval, such employees may be scheduled for another day during that pay period that he/she was previously not scheduled for.

In the event the County facility is closed and/or operations and/or services due to any flood, fire, uncontrolled weather conditions or other causes beyond the County's control, the affected employees will not be charged any accruals or lose any pay for the time closed if management fails to provide an alternate work location.

## **ARTICLE XXIV RETIREMENT PLAN**

**Section 24.1:** The County shall provide the retirement plan known as "The New Career Retirement Plan" - 75-I with riders 60B and 41-J, to all employees in the bargaining unit.

## **ARTICLE XXV HEALTH INSURANCE**

### **Section 25.1: Available Plans**

- (a) Effective upon execution of this agreement, current employees and employees who retire under this collective bargaining agreement, ("future retirees") shall have a single provider for health insurance. Employees shall have a choice among three insurance products: the Enhanced Plan, the Core Plan, or the Value Plan. For ECC employees only, the employer agrees to make available a high deductible plan for those employees choosing that option. Contribution rates for the high deductible plan, if selected by the employee, shall be the same as set forth within. Future retirees shall have the

Core Plan, except as indicated in Section 25.5 (1) (2). The health care provisions of the contract are retroactive for eligible employees who retired on or after January 1, 2003.

- (b) The County agrees to continue to provide medical benefits equal to or better than those in existence on the date the 2004-2006 CBA was executed by the parties.
- (c) Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of health insurance coverage and premium contributions.

### **Section 25.2: Dental Coverage:**

Effective January 1, 2023 The Employer shall provide the *CSEA Employee Benefit Fund Dental Insurance*. The employer shall pay \$22.13 towards the cost of single coverage and 72.69 towards the cost of family coverage for each employee covered under this contract in accordance with the type of coverage (single or family) desired by the employee. Any premium cost in this section shall be paid by the employee on a bi-weekly payroll deduction.

### **Section 25.3: Payment for Health Insurance:**

- (a) Commencing January 30, 2018, the employer shall provide all employees hired on or prior to August 7, 2014 with the Value (POS 204) health insurance plan. Such employees hired on or prior to August 7, 2014 shall be required to contribute toward the Value (POS 204) health insurance plan premium through payroll deduction on a pre-tax basis at the following rates:

January 1, 2023, through December 31, 2027

Family	\$137 .50 per pay period (24 pay periods per year)
Single	\$58 .34 per pay period (24 pay periods per year)

The above flat health insurance premium contributions shall never exceed more than fifteen percent (15%) of the total premium costs.

The employer shall provide all employees hired after August 7, 2014 with the Value (POS 204) health insurance plan. Such employees hired after August 7, 2014 shall be required to contribute fifteen percent (15%) of the Value (POS 204) health insurance plan premium through payroll deductions on a pre-tax basis, up to a maximum annual amount of six thousand dollars (\$6,000) for a family plan and two-thousand five-hundred dollars (\$2,500) for a single plan.

- (b) Employees who choose the Enhanced Plan (POS 202) or the Core plan (POS 203) shall pay the difference in cost between their selection and the employer's contractually required contribution to the cost of the Value Plan. (POS 204)
- (c) Employees, regardless of their respective date of hire, shall have the option to choose the Bronze (POS 8200) High Deductible plan. The employer shall contribute one-hundred percent (100%) of the premium cost of the Bronze (POS 8200) High Deductible health insurance plan on behalf of those employees who choose this option.
- (d) The employees will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
- (e) Open Enrollment: Employees may select from among the insurance plans annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.
- (f) The amount payable to employees who waive health insurance coverage as follows: Family - 300 per month Single - \$150 per month Effective January 1, 2023, the amount payable to employees who waive health insurance coverage is as follows: Family \$500 per month Single \$200 per month for those employees who are not otherwise covered by another County health plan.

Effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment. Other

County entities include: ECMCC, Erie Community College or Erie County Libraries.

Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of the waiver of health insurance and associated payments.

#### **Section 25.4: Employee Disabled from Work**

In the event an employee is disabled from work by accident or illness, the employer agrees to continue his/her insurance coverage for the length of his/her accumulated sick leave, plus one hundred and twenty (120) days thereafter. The employee will be responsible to continue their customary contribution for his/her insurance.

#### **Section 25.5: Retired Employees**

a) For employees who retire after 12/31/02:

1. Pre-65 Retirees: The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium,
2. Post-65 Retirees: Employees who retire under this agreement, and their eligible spouses shall be required to select the designated Medicare Advantage Plan product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the

matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

b) Employees Who Retire Prior to 1/1/03:

1. Retired employees shall continue to receive any health contributions currently enjoyed. Upon retirement, employees shall have the option of selecting the three dollar (\$3.00) copay prescription plan. Should a retired employee expire, the employee's spouse may continue the health insurance coverage, upon payment each month, at the group rate to the Personnel Department.
2. Employees who retire with a minimum of twenty (20) years of service (10 years with the County) will receive \$20.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of twenty-five (25) years of service (15 years with the County) will receive \$30.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of thirty (30) years of service (20 years with the County) will receive \$40.00 per month above the 50%, toward their health insurance.

c) Employees Hired on or prior to 8/7/14 and Retire on or Prior to 12/31/14

1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with fifteen (15) or

more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium.

2. Pre-65 Retirees Ten (10) or more years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between seventy five percent (75%) the Core Plan and the Pre-65 Option D Premium,
3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Advantage Plan product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will

be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

4. Post-65 Retirees Ten (10) years but less than fifteen(15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Advantage Plan product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

d) Employees Hired on or prior to 8/7/14 and Retire After 12/31/14

1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Value Plan for eligible employees who retire from the County with fifteen (15) or more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family



status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Value Plan and the Pre-65 Option D Premium,

2. Pre-65 Retirees Ten (10) but less than fifteen (15) years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Value Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the seventy five percent (75%) Value Plan and the Pre-65 Option D Premium. This provision and option shall sunset on December 31, 2016.
3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Advantage Plan product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The

County shall provide one hundred percent (100%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

4. Post-65 Retirees Ten (10) but less than fifteen (15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Advantage Plan product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated. (This provision shall sunset on December 31, 2016).

e) Employees hired after 8/7/14:

1. Employees hired after August 7, 2014, shall be eligible to participate in the Erie County Health Insurance plan in order to enjoy the group rate upon retirement, however, there shall be no Employer provided contribution toward the premium of such Health Insurance Plan.

f) Employees hired on or prior to 8/7/14 who retire on or after January 1, 2020.

1. Employees who retire with at least fifteen (15) years of service on or after January 1, 2020, shall be responsible to contribute

toward their retiree health insurance benefit at a rate of five percent (5%) of the applicable premium. The Employer shall continue to contribute 95% of the applicable premium for such retired employees.

### **Section 25.6: Additional Retiree Benefits**

The removal of this provision shall occur on December 31, 2026. (This does not apply to ECMCC Employees, this benefit remains for ECMCC)

Employees who retire from County service with ten (10) years of County service shall be eligible for the following:

- (1) Employees who have a minimum of eight hundred (800) hours of accumulated sick leave as of the date of retirement shall receive three thousand dollars (\$3000) cash.
- (2) Employees who have a minimum of twelve hundred (1200) hours of accumulated sick leave as of the date of retirement shall receive five thousand dollars (\$5000) cash.
- (3) Employees who have a minimum of eighteen hundred (1800) hours of accumulated sick leave as of the date of retirement shall receive seven thousand dollars (\$7000) cash.

Employees hired after August 7, 2014, or after March 6, 2013 if employed by ECMCC who retire from County service with at least fifteen (15) years of County service, shall receive fifty percent (50%) of the monetary value of the sick leave they have accrued to their credit at the hourly rate of pay in effect at the time of their retirement, which shall be placed into a Health Reimbursement Account (HRA).

### **Section 25.7: Retiree Health Insurance**

Upon retirement, the employee shall continue the same health insurance option in effect on the date of retirement without cost to the retiree, only to the extent and under the schedule listed below.

### **Section 25.8: Compensable Injury Illness**

Notwithstanding the other provisions of this Article, the employer agrees to continue the health insurance coverage of an employee for the amount of his/ her accumulated sick leave which he/she may wish to use, plus one hundred and twenty (120) days thereafter if an employee is unable to

report to work by reason of any accident, injury, illness or disease which is found to be compensable by the Worker's Compensation Board. If the employee does not wish to use all or any of his/her sick leave or if he/she does not have any sick leave available for use, the one hundred and twenty (120) day period shall commence immediately upon the employee reporting his/her inability to report to work.

### **Section 25.9: Survivor's Health Insurance Coverage**

Should a permanent County employee, for whom the County is providing family health insurance coverage, die, the employee's health insurance shall be continued for the employee's survivors during the month the death occurs and for two (2) calendar months thereafter.

"For those employees who retire with less than one hundred sick days accumulated who are, therefore, ineligible for the benefits listed in Section 25.6 above . . ." ALSO – the example utilized should reflect 60 days equating to two months of fully paid health insurance. The number of accumulated sick days in the retirees' bank on the date of retirement shall be divided by 30 and the resulting whole number (excluding fractions) shall indicate the number of months for which the County shall continue the retiree's insurance at no cost to the employee. Example - 95 sick days at retirement divided by 30 = 3.17 which would make the employee eligible to receive fully paid health insurance for a three-month period after the retirement date.

## **INFORMATION ON HOW YOU CAN RECEIVE CASH PAYMENTS IN-LIEU OF HEALTH INSURANCE**

### **Section 25.10: Health Insurance Waiver Coverage**

County employees eligible for paid medical and dental insurance may waive coverage, (with proof of current health insurance), and receive a cash payment in-lieu-of the benefits. Many past restrictions and

limitations have been removed to make this a NO-RISK waiver program for participating employees.

### **Changes in County Health Insurance Waiver Program**

1. **No Risk Feature** - County employees no longer have to wait for the annual open enrollment period to re-enter in the County paid coverage. With written notification, employees can be re-admitted in the following month.
2. **Increased Payments** - Effective January 1, 2023, Employees waiving Family Coverage will receive \$500 per month, Single Coverage \$200. Employees who are covered by another County health insurance plan shall not be entitled to a health insurance waiver payment.

Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of the waiver of health insurance and associated payments.

**Continued Dental Insurance** - Employees may continue dental insurance by paying the monthly premium. This will be deducted from an employee's bi-weekly pay.

### **Questions and Answers About Waiver Program**

#### **Q. WHO IS ELIGIBLE?**

A. Any County employee who is eligible for County paid health and dental insurance is eligible to waive these benefits.

#### **Q. WHAT IS THE WAIVER PROCEDURE?**

A.

1. To waive such benefits, an employee must complete WAIVER OF BENEFITS form, a HEALTH INSURANCE BENEFITS Form B-1 (Rev. 12/87) and submit them to their Department Health Insurance Representative. (Forms are available from the Departmental Representative.)
2. The Departmental Health Insurance Representative must complete the historical data section of the Waiver form, the "office use only" block of the EB-1 form, and forward the completed documents to the Personnel Department.

Q. CAN A WAIVER OF BENEFITS BE WITHDRAWN?

**A. A WAIVER OF BENEFITS CAN BE WITHDRAWN AT ANY TIME DURING A CALENDAR YEAR WITH APPROPRIATE WRITTEN NOTICE. COMPLETION OF A NEW APPLICATION FOR GROUP HEALTH INSURANCE IS REQUIRED.**

Q. WHEN DOES CASH PAYMENT IN-LIEU-OF HEALTH/DENTAL BENEFITS START?

A. Any person whose waiver of benefits is received by central personnel on or before the 15th day of any month will start eligibility for cash payment the first day of the following month. If received after the 15th day of any month, eligibility for cash payment will start the first day of the second month after the waiver is received. Once approved, a waiver remains in effect indefinitely until it is withdrawn in writing, or until the employee leaves County service.

Q. AFTER A WAIVER IS APPROVED, WHAT IS THE AMOUNT OF PAYMENT?

A. An employee who waives family coverage will receive \$500.00 per month. An employee who waives single coverage will receive \$200.00 per month. Payments will be made bi-weekly. (24 pays)

Effective January 1, 2023, the amount payable to employees who waive health insurance coverage is as follows: Family \$500 per month Single \$200 per month for those employees who are not otherwise covered by another County health insurance plan.

Employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Q. CAN YOU WAIVE HEALTH INSURANCE COVERAGE BUT RETAIN DENTAL COVERAGE?

A. Yes, an eligible employee may now elect to subscribe for or to continue dental insurance by having the full dental premium deducted from his or her paycheck and still collect the monthly cash allowance under the waiver.

Q.HOW ARE SUCH PAYMENTS TREATED FOR TAX/  
RETIREMENT PURPOSES?

A. These payments are treated as ordinary income and subject to withholdings for FICA, federal and state income tax. Such payments are not considered part of your salary or wages by the New York State Retirement System. Therefore, no contributions are made to the Retirement System on these payments either by the employer or by the individual employee.

The County and the Union shall agree upon a waiver form which shall include a clear acceptance of the responsibility of such a withdrawal by the employee and shall also include a release of liability for both the County and the Union from any claims arising from such withdrawal.

# HEALTH INSURANCE WAIVER EXAMPLE

Employee ID No. \_\_\_\_\_

## COUNTY OF ERIE HEALTH & DENTAL INSURANCE WAIVER

NO COUNTY PROVIDED HEALTH INSURANCE FOR YOU OR FOR YOUR FAMILY MEMBERS  
WILL BE CONTINUED UNDER THE EFFECTIVE TERMS OF THIS WAIVER

I hereby for myself, my heirs, executors and administrators, waive my rights to County provided health and dental insurance coverage pursuant to the Collective Bargaining Agreement between the County of Erie and the **(Circle One)**:

1. Blue Collar Unit: AFSCME Council 66, Local 1095, AFL-CIO
2. White Collar Unit: #815, CSEA, Local 1000 AFSCME, AFL-CIO
3. New York State Nurse's Association (NYSNA)
4. The Librarian's Association of the Buffalo and Erie County Public Library
5. No Bargaining Unit Managerial Confidential Status
6. Faculty Federation of Erie Community College
7. Teamsters Local 264

NOTE: (To elect to waive health and dental insurance you must circle the entire name of the bargaining unit (above) to which you belong, or Managerial Confidential status if you are exempt from bargaining unit status)

I understand the RISK inherent to electing the Health Insurance Waiver Option and assume any and all responsibility for said RISK to myself, my heirs, executors and administrators. I release any and all rights and claims I may have against the County of Erie and/or the Buffalo and Erie County Public Library and/or the bargaining agent circled above, and their respective representatives, as a result of my waiver of health and dental insurance coverage to which I was previously entitled.

*If my Waiver is cancelled due to an illness or worker's compensation leave or for any other reason, I understand I must complete this Waiver Application again to re-enroll in the Waiver Option.*

**IMPORTANT: If you waive only the Health Insurance Waiver Option, you will pay full price for Dental Insurance.**

I have read the above Waiver and upon reading, I understand its content:

Employee Name \_\_\_\_\_ Department \_\_\_\_\_

(Please Print)

Date of Birth: \_\_\_\_\_ Sex: \_\_\_\_\_ Social Security No. \_\_\_\_\_ Phone No. \_\_\_\_\_

Date of Hire: \_\_\_\_\_ Effective Date: \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date of Signature \_\_\_\_\_

Waiving Health \_\_\_\_\_  
\_\_\_\_\_ Single

Waiving Dental \_\_\_\_\_ Yes \_\_\_\_\_ No  
\_\_\_\_\_ Family \_\_\_\_\_ Single

In accordance with the Affordable Healthcare Act, individuals are required to accept Healthcare coverage, unless you are covered by another plan. In order to be eligible for the Health Waiver, please provide a copy of your current insurance coverage with this application and provide the name here ► \_\_\_\_\_

(Name of Insurance Company)

You cannot apply for a Waiver if you are eligible or covered by another COUNTY sponsored plan (Erie County, ECC, ECMC). I attest I am not covered by another County sponsored plan. \_\_\_\_\_

(Signature)



**1. DEPENDENT INFORMATION**

Spouse / Child \* Male / Female (circle one each)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Social Security No. \_\_\_\_\_ DOB: \_\_\_\_\_

**2. DEPENDENT INFORMATION**

Spouse / Child \* Male / Female (circle one each)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Social Security No. \_\_\_\_\_ DOB: \_\_\_\_\_

**3. DEPENDENT INFORMATION**

Spouse / Child \* Male / Female (circle one each)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Social Security No. \_\_\_\_\_ DOB: \_\_\_\_\_

**4. DEPENDENT INFORMATION**

Spouse / Child \* Male / Female (circle one each)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Social Security No. \_\_\_\_\_ DOB: \_\_\_\_\_

**5. DEPENDENT INFORMATION**

Spouse / Child \* Male / Female (circle one each)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Social Security No. \_\_\_\_\_ DOB: \_\_\_\_\_

WAIVER MUST BE SUBMITTED TO PERSONNEL DEPARTMENT BY THE 15<sup>TH</sup> OF THE PREVIOUS MONTH OF EFFECTIVE DATE

**Section 25.11:** Ten-month employees covered by this agreement, in the school based programs, shall receive fully paid health insurance for the two (2) months during which they are laid off.

**Section 25.12:** The Union agrees to participate in all future efforts by the County to reduce the cost of health insurance.

**Section 25.13:** Part-time employees shall not be entitled to the benefits contained in Article XXV of this Agreement.

## **ARTICLE XXVI PAY PERIOD**

**Section 26.1:** The salaries and wages of employees shall be paid bi-weekly. In the event this day is a holiday, the preceding day shall be the pay day. Every effort shall be made to pay the second and third shifts a day previous to first shift employees. The ten (10) day pay period will be continued.

## **ARTICLE XXVII SALARY AND INCREMENT RULES**

### **Section 27.1: Promotions**

- (a) Any employee, promoted to a position in a higher job group, from another bargaining unit (cross bargaining unit) shall receive a salary at the increment step in the range for the higher position which is nearest, but not less than:

\$250.00 for promotions to Job Groups II, III, IV, V

\$300.00 for promotions to Job Groups VI, VII, VIII,

IX \$400.00 for promotions to Job Groups X, XI,

XII, XIII

\$500.00 for promotions to Job Group XIV and higher above the salary paid to the employees at the time of promotion.

- (b) All promotions within the bargaining unit will be step to step. For the purposes of calculating a longevity step, the original date of County service will be used.
- (c) All promotions within the same class of position (regardless of bargaining unit) will be step to step across the bargaining unit.

### **Section 27.2: Demotions**

A permanent employee who accepts appointment to a position that is in a job group lower than the job group of the position in which he/she is serving shall, upon appointment to the lower positions, receive a salary at the increment step in the salary range in the lower job corresponding to the increment step reached in his/her former position. If the employee formerly held the lower position, all increments received in the higher

and lower position shall be used in computing increment placement in the lower step.

### **Section 27.3: Reinstatement**

1. A permanent competitive class employee who has been laid off and subsequently reinstated from a preferred list pursuant to Civil Service Rules shall be reinstated at the same salary step as received at the time of layoff.
2. A permanent employee who has resigned and is subsequently reinstated pursuant to Civil Service Rules may be reinstated at the same salary step received at the time of resignation if reinstated to same position held at the time of resignation.
3. An employee who is promoted temporarily or provisionally to a higher position and who is returned to his/her position in a lower grade, shall upon return to the lower position, receive a salary at the increment level he/she would have reached had he/she continued to serve continuously in that position.
4. An employee who returns to service within five (5) years may, at management's discretion, be placed at the step which they maintained at the time of their departure. No accruals will be reinstated, and seniority will not be preserved.

### **Section 27.4: Reallocation**

Upon the reallocation of a class of positions to a higher job group, the employee or employees serving in the reallocated positions shall receive a salary at the increment step in the higher job group that corresponds with the increment step in which they were serving in the lower group.

### **Section 27.5: Reclassification**

When an employee class title is reclassified to a higher title and job group, it shall be considered as a new position and promotion. The salary will then be determined in accordance with the salary rule on Promotions.

### **Section 27.6: Temporary Assignments**

An employee temporarily assigned to a higher-level encumbered position during a continuance of a temporary emergency not in excess of fifteen

(15) consecutive days of actual work by such employee in the higher-level position shall not be eligible for a salary increase. This includes assignments for vacation substitutes and for training purposes. Effective on the 16th consecutive day of actual work by such employee in the higher-level position the employee will be paid at the new rate until his/her return to his /her prior assignment. However, if the assignment is to an encumbered position from which the incumbent is on authorized leave without pay; such employee will be eligible for the new rate immediately upon actually assuming the assigned position.

### **Section 27.7: Leave of Absence – Military**

1. Military Leave of Absence – Any County employee who is required to render ordered military or naval duty, shall be granted military leave of absence pursuant to the Military Law.
2. Military Leave, pursuant to Section 243 of the Military Law, shall be deemed actual service for the purpose of eligibility for annual increments. Employees will also accumulate seniority while on authorized military leave; however, employees will not earn fringe benefits during this period of authorized military leave.

### **Section 27.8: Increments**

1. Increments are recommended by the appointing authority on the basis of merit and recognition for measuring up to the department's work performance and attendance standards. A County wide and uniform merit and recognition system as established by the employer shall be used. If an employee is not to be provided with an increment on schedule, a written notification shall be provided to the employee in advance of that time frame, and a statement advising the employee of the reasons for such.
2. Increments, if granted, shall be effective either January 1 or July 1. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year. Employees appointed to a position shall be eligible for their first increment upon approval by the appointing authority after six (6) months of actual service on January 1 or July 1 as the case may be. *Original date of County service will be used for calculating increments.*

3. If an employee who holds a permanent position is serving in another position on a temporary or provisional basis, he/she shall be eligible for increments in that other position provided he/she has met the actual service requirements in that position. However, if such employee resigns, is laid off, terminated or otherwise leaves that other position and is at some future time appointed to that other position, the actual service requirements shall be based upon the date of reappointment with no credit for any prior time spent in such position.
4. In computing increment eligibility, when appointments are made on January 1 or July 1, and the day falls on a holiday or non scheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
5. Because of payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and pay periods may not, at all times, coincide. In such cases the increment credit date is the first day of the respective pay period during which January 1 or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
6. Part-time employees shall be eligible for increments under this Section, except that the required period of actual service shall be two (2) years rather than one (1) year. For the purpose of determining the start of actual part-time service, the date of the decision and order in PERB Case number CP-1054, which was October 13, 2016, shall be applicable date when such time begins to accrue.

The County will not be arbitrary or capricious in denying increments.

### **Section 27.9: Longevity Pay**

1. An employee shall be eligible for the first longevity increment after completing a total of nine (9) years of continuous service

with the County and a minimum of five (5) years actual service at the maximum increment step.

2. All employees receiving the first longevity increment and who served an additional period of three years actual service will receive a second longevity increment.
3. Again, on the completion of another three years of actual service, the employee will receive a third longevity increment.
4. Again, on the completion of another three years of actual service, the employee will receive a fourth longevity increment.
5. Again, on the completion of another three years of actual service, the employee will receive a fifth longevity increment.
6. Again, on the completion of another four years of actual service, the employee will receive a sixth longevity increment.
7. In computing longevity increment eligibility, when appointments are made on January 1, or July 1, and the day falls on a holiday or non scheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
8. Because of the payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and payroll periods may not, at all times, coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.

#### **Section 27.10: New Appointments**

1. An employee appointed to a position in class title shall be paid the minimum rate established for the class appearing in the Plan of Class Titles and Salary Ranges; except:

2. Where recruitment difficulties are sufficiently substantiated, an appointed officer may request an appointment beyond the first step established for the position. However, such request must receive prior authorization by the County Executive and the Commissioner of Personnel before appointments can be made.
3. Union agrees that the Employer may offer wage incentives to new employees for the purpose of attracting new hires. These incentives will be solely within the right of management, are not guaranteed, and may be discontinued without input from the Union.
  - (a) An employee appointed to a position in a class title shall be paid at the probationary step of the class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/ table of this Agreement.
  - (b) Upon completion of a probationary period of twenty-six (26) weeks of work, the employee shall be moved to the first step of the applicable class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/table of this Agreement.
  - (c) For the purpose of computing an employee's eligibility to move to step 2, employees shall be credited with time worked at both the probationary rate and at the step one rate. It is agreed and understood that payment of the probationary rate will not affect an employee's movement throughout the incremental system under Article XXVII.

## **ARTICLE XXVIII JOB POSTING**

**Section 28.1:** All permanent vacancies shall be posted pursuant to the provisions of this Agreement. However, a permanent vacancy created by the movement of an employee into a posted position need not be posted under any of the posting procedures set forth in this Agreement.

**Section 28.2:** Posted vacancies shall be filled in the following order of procedure:

- (a) The exercise by the County of its right to reassign employees throughout the County. If the County exercises its right to reassign employees throughout the County, such reassignment

shall be made from among any qualified employee who requests in writing to fill the position within seven (7) calendar days following the date of posting. If the County elects to reassign employees and does not reassign from the request filed in the seven day period, such reassignment may be subject to the grievance procedure.

- (b) The exercise of any shift preference rights provided in this agreement.
- (c) The exercise of any Intradepartmental Transfer (within the same department) provided for in this Agreement.
- (d) Recall rights of an employee.
- (e) The exercise of any Interdepartmental Transfer (between departments) provided for in this Agreement.
- (f) Promotion procedures provided for in this Agreement.

Any current qualified bargaining unit member retains the right to submit an application for a posted position and be interviewed and awarded a position while on paid or unpaid leave so long as they are able to return to work within thirty (30) days after the offer is accepted.

**Section 28.3:** It is agreed and understood that the procedures set forth in this Agreement for filling a permanent vacancy must be exhausted prior to the County filling such positions at its discretion with individuals outside of the bargaining unit.

**Section 28.4:** The President of the unit shall receive copies of all job postings at the earliest possible time prior to posting.

### **Section 28.5: Promotions**

Whenever an opportunity for promotion (advancement of an employee to a higher paying position) occurs as a result of a permanent vacancy in a bargaining unit position or the creation of a new position in the bargaining unit, the County shall use the following procedure:

- (a) Competitive Class Positions – The County shall promote to competitive class positions pursuant to New York Civil Service Law as amended from time to time. All exam announcements shall be posted pursuant to law with copies



given to the President of the unit as soon as practicable prior to the posting of such notices.

- (b) All other positions – A notice of the permanent vacancy shall be posted on appropriate bulletin boards throughout the County Department in which such vacancy exists for at least ten calendar days prior to filling such vacancy. During this period, employees within such department may apply for promotion to the position. The application shall be in writing and shall be submitted to the employee's department head or his/her designee. The vacancy, if and when filled, shall be filled from among those qualified employees who have so applied. Qualifications include such factors as work performance record, conduct, attendance, ability and fitness to perform the required work. Where qualifications are substantially equal among such applicants, length of service with the County shall be controlling. If no qualified employee applies for the position, the County may fill such position at its discretion from any other source.

#### **Section 28.6: Probationary Period**

The rules governing probationary terms are set forth in Rule XIII of the rules for the Classified Civil Service of the County of Erie as amended from time to time.

The probationary term for every permanent appointment to a permanent position from an open competitive or promotional civil service list and every original appointment and promotional appointment to a position in the noncompetitive or labor class, shall be for a probationary term of not less than eight (8) nor more than twenty-six (26) weeks.

The probationary term for every permanent appointment to a competitive civil service position as defined by the Appendix F for the rules for the Classified Civil Service of the County of Erie, shall be for a probationary term of not less than twelve (12) nor more than fifty-two (52) weeks.

Part-time employees will be required to work one (1) year of service before being covered by Article XXXIV – Discipline and Discharge of this Agreement.

The probationer shall be advised by his/her supervisor as to his/her status and progress. It is understood that the status and progress will be regularly shared with the probationary employee. It is also understood that this progress shall be communicated clearly in writing at least 30 days prior to the expiration of the probationary period. The probationary employee will be given all tools necessary to adjust to the expectations outlined in the progress report. If during his/her probationary period, the employer fails to provide the requisite thirty (30) days' notice, the probationary employee will have their probationary period extended (in lieu of termination) so that they have thirty (30) days' notice of their unsatisfactory performance at which time, all tools necessary to adjust to the expectations outlined in the progress report. Anything contained within this paragraph does not preclude management from dismissing an employee without notification for actions not related to performance.

The decision to retain or terminate the probationer will be made solely by the appointing authority and shall not be subject to appeal through the grievance procedures in this contract.

**Section 28.7:** Bargaining unit employees will be allowed reasonable time off without loss of pay or use of accrued benefit time to interview for a position with the bargaining unit.

## **ARTICLE XXIX SHIFT PREFERENCE**

**Section 29.1:** After one (1) year of continuous service in the same position on a particular shift, an employee may make an application in writing, through the shift preference bidding procedures set forth below, requesting a change to another shift within the same work unit. Subject to management's right of reassignment, (in accordance with section 28.2(a)) if a permanent vacancy occurs in such employee's job classification within the same work unit, such employee, if selected pursuant to the shift preference bidding procedure below shall be changed to that shift if the County determines to fill the position and maintain it on that shift. If two (2) or more employees have so requested the same shift, the one with the greatest seniority shall be given preference. Once an employee's shift has been changed pursuant to the procedure herein he/ she may not utilize this process again for at least one (1) year from the date of his/her shift change.

**Section 29.2:** The shift preference bidding procedure, subject to the limitations set forth in Paragraph 29.1 above shall be as follows: A notice

of a permanent vacancy in a work unit which operates on a continuous 24 hour per day basis shall be posted on appropriate bulletin boards in that work unit only, for a period of five (5) calendar days prior to filling the position. During this period, eligible employees within the work unit may apply in writing, for the vacancy. Such posting shall indicate position, work unit, shift and current work schedule.

**Section 29.3:** It is agreed and understood that the Union Section Presidents and Chairman of the Grievance Committee of the Union, if County employees, shall be granted shift preference pursuant to Section 29.1 and 29.2, if a permanent vacancy occurs in their respective work units and job

classification, regardless of their seniority and/or length of service in a particular shift, when it is mutually determined by the County Labor Relations Director and Unit President that such a change of shift is necessary to better perform their union duties.

**Section 29.4:** The terms of Article XXIX shall not be applicable to part-time employees.

## **ARTICLE XXX INTRADEPARTMENTAL TRANSFER**

**Section 30.1:** After one (1) year of continuous service in the current position, an employee may make an application in writing, through the intradepartmental bidding procedure set forth below, requesting a change to another position on the same shift within the same department. Subject to management's right of reassignment (in accordance with Section 28.2(a)) and shift preference, if a permanent vacancy occurs in such employee's job classification within the same department and shift, such employee, if selected pursuant to the intradepartmental bidding procedure below, shall be changed to that position if the County determines to fill the position and maintain it on that shift and location. If two (2) or more employees have so requested the same position, the one with the greatest seniority shall be given preference. Once an employee's position has been changed pursuant to the procedure herein, he/ she may not utilize this process again for at least one (1) year from the date of his/her position change. If the position posted externally, the one (1) year period is waived.

**Section 30.2:** The intradepartmental bidding procedure, subject to the limitations set forth in Paragraph 30.1 above shall be as follows: A notice of permanent vacancy in the department within which such vacancy

exists shall be posted on appropriate bulletin boards in that department only, for a period of five (5) calendar days prior to filling the position. During this period, eligible employees within the department may apply, in writing, for the vacancy. Such posting shall indicate position, work unit, shift and current work schedule.

**Section 30.3:** The terms of Article XXX shall not be applicable to part-time employees.

## **ARTICLE XXXI INTERDEPARTMENTAL TRANSFER**

**Section 31.1:** Request by an employee for transfer to another department into a job with the same class title should be submitted in accordance with applicable Civil Service provision. Where there is a conflict resulting from an approved request for transfers, involving two (2) or more employees with the same class title, the employees will be interviewed by the department supervisor where the vacancy exists. The selection process shall follow the Civil Service procedure, matching the total requirement of the position with

the total characteristics of the candidates. When identical ratings result, seniority in the job classification shall be the deciding factor.

**Section 31.2:** The terms of Article XXXI shall not be applicable to part-time employees.

## **ARTICLE XXXII LAYOFF AND RECALL**

**Section 32.1:** The retrenchment and recall of all competitive class employees in the bargaining unit shall be pursuant to Sections 80 and 81 of the New York Civil Service Law as amended from time to time.

**Section 32.2:** For all other employees not subject to Section 80 and 81, seniority shall govern with respect to layoffs, reduction in force and/or job abolishment and recall in accordance with the following procedure:

Before any permanent incumbent in the classification is laid off in any department or institution, temporary, provisional or probationary employees in the classification in that department or institution shall be first laid off in that order.

Where there is a layoff in a specific classification and no temporary, provisional or probationary employees are involved, the employee with

the lowest seniority in the same classification in the County regardless of department or institution shall be first laid off.

If the employee who has been displaced as a result of paragraph “(b)” above previously held a lower-level position on a permanent basis, he/she may displace (bump) the least senior employee in his/her department or institution only, who holds such lower level position if such classification exists in his/her department or institution.

The employee who was displaced (bumped) under paragraph “(c)” above will be laid off regardless of any position the employee may have previously held. Such laid off employee will be placed on a recall list by position in order of layoff.

Layoff in lieu of bump. In the event of a layoff an employee who does not wish to bump into a job held by a junior employee or fails to exercise his/her bump within four (4) working days from the date of Notice of Layoff, will be placed on a recall list.

Recall. Whenever a vacancy occurs in a class title within the County, employees who are on layoff in that class title shall be recalled in accordance with their class title seniority in the reverse order in which they were laid off. If a vacancy occurs in a class title where no employee in that class title in the County has recall rights, then the laid off employee with the most seniority will be recalled if he/she has the ability to do the work and if not, the next senior employee will be recalled.

Recall rights for employees on layoff will expire two (2) years from date of last layoff.

**Section 32.3:** It is agreed and understood that should a competitive class employee not wish to exercise any bump permitted under Civil Service Law or fail to so exercise within four (4) working days from the date of the Notice of Layoff, such employee will be placed on a preferred list pursuant to Civil Service Law.

**Section 32.4:** Notice of Layoff

The County will attempt to give fourteen (14) calendar days’ notice of layoff. This applies to employees who are initially laid off because their position has been abolished and not to any employees who are retrenched as a result of any applicable bumping procedure, whether under this

Agreement or New York Civil Service law. If the County is unable to give the above notice, employees shall be either granted five (5) working days' notice or five (5) days' pay or an equivalent combination of both.

**Section 32.5: Notice of Recall.**

Notice of Recall offering reemployment shall be mailed by certified mail, return receipt requested, to the last known address of the employee and shall require his/her written acceptance to the Commissioner of Personnel within a seven (7) calendar day period from the date of such notice. If the employee refuses such offer of reemployment or if such remains unanswered at the end of the seven (7) day period, such offer of reemployment and the employee's recall rights and privileges shall be terminated.

**Section 32.6:**

- (a) The County will be liable for any error on a separation or layoff only from the date of the filing of a written grievance bringing said errors to the County's attention.
- (b) Concerning any errors in the recall of an employee, the County shall be liable only from the date of filing a written grievance bringing said error to its attention to the date the County notifies the employee to return to work.
- (c) A laid off employee who is recalled within two (2) years in any position will have any accumulated sick leave, personal leave and/ or compensatory time credits restored.

**ARTICLE XXXIII GRIEVANCES AND ARBITRATION**

**Section 33.1: General**

- 1. It is the intent of this article to promote and provide a mutually satisfactory procedure for the settlement of grievances of employees arising out of the meaning, application or operation of this Agreement and any County rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie.
- 2. The CSEA representative shall be permitted to participate in the activity and progress of any grievance in each stage through the final decision, all other labor organizations will be excluded from

the grievance procedure involving the unit covered by this Agreement.

3. No provision in this Agreement shall be interpreted to require the CSEA to represent an employee in any stage of the grievance procedure if the CSEA considers the grievance to be without merit or in contradiction of any law or regulation.

### **Section 33.2: Definitions**

1. **“Grievance”** shall mean any claimed violation, interpretation or inequitable application of this Agreement and any County rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie. This term shall not include any matter involving any employee’s rate of compensation (except merit increment increases), retirement benefits, or any other matter which is otherwise reviewable pursuant to law.
2. **“Day”** refers to calendar day and not workday.
3. **“Work day”** shall mean all days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays and legal holidays shall be excluded in computing the number of legal days in which action must be taken in any stage of the grievance procedure.

### **Section 33.3: Rights of the Parties**

1. The parties shall exchange any written statements or records used at the second step meeting provided for in this Article at the time of such meeting. Each party shall have access to written statements or records which are presented as evidence by the other party at an arbitration hearing at least five (5) working days in advance of such hearing.
2. The President of the Erie Unit shall receive a copy of any written grievance and any decision rendered in the grievance procedure.
3. The County, Union and/or grievant shall have the right to submit briefs to support or refute allegations of any party.

4. The Union may have an observer at the arbitration hearing, even though not a part thereof, and shall be granted reasonable notice of the date, time and place of the hearing.
5. The time limits set forth in this article are of the essence. They may, however, be extended by mutual agreement of the parties. The failure of the grievant to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the County to answer within the time limits set forth will entitle the grievant to proceed to the next step of the grievance procedure.
6. The grievant covered by the terms of this Agreement shall have the right, if he/she so desires, to be represented by a CSEA unit representative at any step of the grievance procedure subject to the provisions contained in 33.1 (3) above.

#### **Section 33.4: Grievance Procedure**

Step 1. The employee aggrieved shall present his/her grievance in writing, on a form to be provided, setting forth the date, time and place of the alleged grievance, facts of the grievance, the particular section of the Collective Bargaining Agreement or personnel rules involved, and the relief sought to the employee's department head or designee within fifteen (15) working days from the occurrence of the grievance or when the employee knew or should have known of the fact situation giving rise to the grievance. At the written request of the employee the department head or designee, if such request is made simultaneously with the filing of the grievance, shall hold an informal hearing within ten (10) days after receiving such written request. The department head or his/her designee shall render a decision in writing within ten (10) working days of the receipt of the grievance or date of hearing, whichever is later.

Step 2. If the employee is not satisfied with the disposition of the grievance at the preceding step, it is agreed (a) that the employee may appeal the grievance within ten (10) working days of the department head's decision in Step 1 to be considered by the County Labor Relations Committee and the Union Committee. (b) That there shall be a regularly scheduled monthly meeting between the Union Committee and the County Labor Relations Committee on the first Wednesday of each month. Changes to the schedule will be permitted upon mutual agreement. (c) That such grievance or grievances will be submitted to the Director of Labor Relations of the County by Erie Unit Grievance



Chair at least ten (10) days before the scheduled meeting reflecting such grievances which the union desires to be considered at the meeting.

Step 3. Within fifteen (15) working days after Step 2 reply, should the matter not be satisfactorily resolved, when appropriate the Union may request the assistance of a bonafide mediator in an effort to resolve the situation prior to any arbitration. The mediator's determination shall be non-binding to either party and should the matter not be satisfactorily resolved; the Union reserves the right to move the grievance to the arbitration procedure. This procedure will only be used for suspensions and contract grievances.

### **Section 33.5: Arbitration Procedure**

1. If the Union Committee in Step 2 of the grievance procedure is not satisfied with the disposition of the grievance rendered by the County Labor Relations Committee at such second step meeting, such decision may be appealed to arbitration within sixty (60) days of disposition.
2. The arbitrator may be selected by mutual agreement between the parties.
3. In the event the parties fail to mutually agree upon an arbitrator, either party will have the right to request a list of the names of five (5) arbitrators from the New York State Public Employment Relations Board. Upon the receipt of such list, each party will strike two (2) names from the list and the remaining name will be the arbitrator to be designated to hear the grievance.
4. The arbitrator's decision shall be rendered within thirty (30) days of the hearing or within thirty (30) days of the receipt of the written position of both parties. As timely arbitration decisions are in the best interest of both parties, it is agreed that if a decision is not rendered within the above stated time limits, both parties will mutually contact the arbitrator to expedite the award.
5. The cost of any arbitration hearing will be borne equally by the parties to this Agreement.
6. The decision of the arbitrator shall be final and binding on both parties.

## **ARTICLE XXXIV DISCIPLINE AND DISCHARGE**

The County shall follow a policy of progressive discipline; however, this progressiveness shall not preclude the County from advancing discipline and disciplinary penalties. If the County has any reason to reprimand an employee, it shall be done in a manner that will not unduly embarrass the employee before other employees or the public.

The following procedures shall be utilized for disciplinary and discharge matters for misconduct, or unsatisfactory work performance for all employees.

**Section 34.1:** An employee covered under the terms of this Agreement shall not be disciplined or discharged except for incompetency or misconduct while performing his/her duties. Any employee who is so disciplined or discharged

shall have the right to seek review of the discipline or discharge including the penalty involved by initiating a grievance in accordance with the procedure contained in this article. The employee shall be entitled to representation at each step of the procedure contained in this article. The employee shall be presumed innocent until proven guilty and the burden of proof on all matters shall rest on the employer.

**Section 34.2:** In any instance in which a representative of the Employer seeks to discipline or discharge an employee, a written notice of discipline or discharge shall be served upon the employee. The notice shall contain the reasons for the discipline or discharge including a description of the alleged acts and/or conduct and the dates, times and places such acts occurred. Said notice shall also include the penalty being imposed. A copy of the notice shall be served concurrently upon the Unit President or his/her designee. An employee who is discharged or suspended without pay shall be allowed to waive all steps of this procedure prior to arbitration and proceed directly to final and binding arbitration. An employee shall not be disciplined or discharged for acts which occurred more than one (1) year prior to the notice of discipline or discharge unless said acts of misconduct or incompetency would constitute a crime pursuant to the Laws of the State of New York. Furthermore, the employer shall not take into account any disciplinary action against the employee which occurred more than three (3) years

prior to the date of the discipline. An employee who is disciplined shall have the right to seek review of the disciplinary matter by initiating an appeal in accordance with the procedures set forth in Section 34.3 of this article, except in those instances where an employee has been discharged or suspended. If the employer does impose either of the latter penalties, the employee shall be allowed to begin his/her appeal of the suspension or discharge at the second step of this section (34.3). If the employee is not satisfied with the determination of the representative of the employer at the first step of the procedure set forth herein the Union may proceed to final and binding arbitration at step two of such procedure. The employee shall have ten (10) working days exclusive of the date the discipline, suspension or discharge action was effective to file a written appeal at the appropriate step of the disciplinary procedures.

### **Section 34.3: Procedure**

Step 1. If a grievance is filed, the employee and/or his/her representative shall be allowed to present any and all written information and oral argument concerning the proposed discipline matter at the monthly Step 2 meeting as outlined in 33.4. The Director of Labor Relations or their designee shall provide a written decision to the employee and his/her representative within fifteen (15) working days following the close of said grievance meeting.

Step 2. If the Union is not satisfied with the decision of the Director of Labor Relations, the Labor Relations Specialist of the Union may request arbitration within sixty (60) working days from the date of receipt of the Step 1 decision by notifying the Director of Labor Relations that the Union is proceeding to final and binding arbitration. When the Union invokes its right to arbitration, the arbitrator whose name appears on the list of arbitrators jointly selected by the Union and the Employer to hear discipline cases below the name of the arbitrator who heard the last case shall be called. If the arbitrator called to hear a case indicated he/she cannot hear the case or issue a decision within the time period specified herein, the parties shall call the next arbitrator on the list until an arbitrator is called who can hear the case and issue a timely decision. An arbitrator who agrees to allow his/her name to be placed on the list shall hear the discipline or discharge cases within ten (10) working days from the date he/she is called and shall render an award and decision within ten (10) working days from the date post-hearing briefs are submitted to him/ her.

The decision of the arbitrator shall be final and binding on all parties to the proceeding. All fees and expenses of the arbitrator shall be shared equally by the employer and the Union.

Step 3. Within fifteen (15) working days after Step 2 reply, should the matter not be satisfactorily resolved, when appropriate the union may request the assistance of a bonafide mediator in an effort to resolve the situation prior to any arbitration. The mediator's determination shall be non-binding to either party and should the matter not be satisfactorily resolved; the union reserves the right to move the grievance to the arbitration procedure. This procedure will only be used for suspensions and contract grievances.

#### **Section 34.4:** Selection of panel of arbitrators.

For the purpose of this article, ten (10) arbitrators shall be selected jointly by the Union and the employer to hear discipline cases. The Union and the employer shall review the list of arbitrators annually in January and shall jointly agree upon which arbitrators shall remain on the list and any new arbitrators to be placed on the list alphabetically who shall be called to hear discipline or discharge cases beginning with the name of the first arbitrator on the list and therefore moving down the list until it is exhausted. When this occurs, the parties shall return to the name of the first arbitrator on the list and the process shall be repeated. Either party shall have the right to unilaterally remove the names of any arbitrator from this list upon thirty (30) days written notice to the other party. However, such removal shall be limited to January of each year and shall take place during the annual review as provided in this section.

#### **Section 34.5:** Duties of the arbitrator in a discipline or discharge matter.

The duty of the arbitrator shall be to determine the guilt or innocence of any employee and the appropriateness of the proposed penalty. If the arbitrator finds the proposed penalty is inappropriate, he/she may devise a new remedy but shall not under any circumstances, increase the penalty sought by the employer. Disciplinary arbitrators shall neither add to subtract from nor modify the provisions of this agreement.

#### **34.6:** Basic Principles

Offer of compromise and settlement at any meeting or conference prior to arbitration shall not be introduced at the arbitration hearing or accepted as evidence by the arbitrator.

### **Section 34.7: Service of Notice of Discipline**

Service of the notice of discipline shall be made by personal service, if possible, and if such service cannot be effectuated by personal service, it shall be made by registered or certified mail, return receipt requested. A copy of the notice of discipline will be served simultaneously with the local / unit president. Service of the notice of discipline will be registered or certified mail or by personal service. The time limits for presenting a grievance as defined in this article will commence at the time of receipt of the notice of discipline.

## **ARTICLE XXXV PERSONNEL FILES**

**Section 35.1:** The employee shall have the right to examine the contents of his/her personnel file and may be accompanied by an advisor of his/her choice. Each department head shall designate only one (1) official personnel file for each of his/her employees in which all material pertaining to discipline shall be filed.

**Section 35.2:** No materials will be placed in an employee's personnel file until the employee has been given the opportunity to read the contents and attach any comments he/she may desire. Each document shall be initialed by the employee before being placed in his/her file as evidence of his/her having read such document. This initialing shall not be deemed to constitute approval by the employee of the contents of such document. If the employee refuses to initial any document after having been given an opportunity to read the same, a statement to that effect should be affixed to the document. Upon written request, an employee should receive, at his/her own expense, a copy of any material in such employee's personnel file.

**Section 35.3:** The employee will be permitted to have included in his/her file any material which he/she feels is pertinent to his/her performance and personal qualifications including all internal reports generated in the department.

**Section 35.4:** Effective upon ratification, any material in the nature of a warning or reprimand which is not subject to Article 75 and 76 of the New York Civil Service Law or Article XXXIV of this agreement placed in the employee's personnel file will not proceed past Step 2 of the

grievance procedure, and shall be deemed inarbitable, if the employer decides to retain the oral or written warning in the employee's personnel file for a period of eighteen (18) months after issuance of the oral or written warning. Additionally, counseling memorandum shall be removed from the employee's personnel file after eighteen (18) months.

**Section 35.5:** Derogatory material, except for employee performance evaluation and the record regarding the loss of pay due to a suspension or discharge shall be removed after a three (3) year period from the of the offense, unless removed earlier under the provisions of Section 35.4.

## **ARTICLE XXXVI WAGES**

The wages in effect during the terms of this Agreement for all bargaining unit employees except as provided below are set forth in Appendices C through O inclusive, which are attached hereto and made part thereof.

**Section 36.1:** The first full pay period in July of 2022, each employee covered under this contract shall receive an increase in pay of \$2.50 per hour. For CSEA bargaining unit members employed by Erie Community College, this wage increase will be effective January 1, 2023.

**Section 36.2:** Effective January 1, 2023, each employee covered under this contract shall receive an increase in pay of four (4%) percent as added to the salary schedule in effect 2022. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.3:** Effective January 1, 2024, each employee covered under this contract shall receive an increase in pay of three (3%) percent as added to the salary schedule in effect in 2023. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.4:** Effective January 1, 2025, each employee covered under this contract shall receive an increase in pay of three (3%) percent as added to the salary schedule in effect in 2024. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.5:** Effective January 1, 2026, each employee covered under this contract shall receive an increase in pay of three (3%) percent as added to the salary schedule in effect in 2025. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.6:** Effective January 1, 2027, each employee covered under this contact shall receive an increase in pay of three (3%) percent as added to the salary schedule in effect in 2026. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

## **ARTICLE XXXVII REGULAR PART-TIME EMPLOYEES**

**Section 37.1:** Regular part-time employees who work twenty (20) or more hours per week shall be entitled to receive all benefits provided to all full-time employees covered by this agreement, but on a pro-rated basis. It is understood that such regular part-time employees will be entitled to full coverage of hospitalization and medical expenses.

Regular part-time employees employed by the Erie County Medical Center Corporation (ECMCC) or the Erie Community College (ECC) shall receive three-quarters (75%) of the leave accruals that a full-time employee receives. All other Regular Part time employees shall receive their leave accruals according to the following formula:

- (a) Where RPT employees perform not less than forty (40) but not more than sixty (60) hours or work in any pay period, they shall receive fifty percent (50%) of the leave accruals that a full-time employee receives.
- (b) Where RPT employees perform sixty (60) or more hours or work in any pay period, they shall receive leave accruals commensurate with that of a full-time employee. If a holiday falls in such a pay period, that holiday pay shall also be commensurate with that of a full-time employee.
- (c) Where RPT employees perform sixty (60) or more hours work on a pay period basis, cumulatively for fifty percent (50%) or more of a given calendar year, they shall receive personal leave accruals commensurate with full-time employees for that year.

## **ARTICLE XXXVIII TRAVEL POLICIES AND PROCEDURES**

### **Section 38.1: Transportation Reimbursement**

The mileage reimbursement rate will be that which is established by the IRS. The minimum allowance for mileage shall be three (3) dollars a day. Toll charges will be reimbursed if supported by appropriate receipts.

The employer agrees to reimburse an employee who is regularly assigned to a work location that does not provide free parking, up to a maximum of \$40.00 per month.

Part-time employees who are assigned to an ECC campus that does not provide free parking will be reimbursed up to a maximum of \$20.00 per month.

### **Section 38.2: Travel Policies**

The policies and procedures covering the expense for employees conducting official County business are reflected in the Rules and Regulations issued by and on file in the Budget Office of the County of Erie as amended by the Budget Office from time to time.

## **ARTICLE XXXIX GENERAL PROVISIONS**

### **Section 39.1: Call-In Pay**

Whenever an employee is requested to report for work outside his/her regular schedule shift or for emergency duty, he/she will receive a minimum of three (3) hours pay.

### **Section 39.2: Standby Pay**

- (a) Any Employee at the Erie County Medical Center shall receive stand-by pay as defined in Memorandum of Agreement prepared November 15, 1993, for employees of the Erie County Medical Center (with exception of those covered by the 1990 OR [Operating Room] Agreement).
- (b) All other employees required to carry an electronic communication device shall be eligible for standby pay provided they meet the requirements set forth in Section c below. Effective July 2, 2022, the reimbursements shall be



twenty dollars (\$20.00) per day for all non-regular hours scheduled. Effective January 1, 2025, the daily rate shall increase to twenty-five dollars (\$25.00) per day.

- (c) Such standby pay shall not be transferable and shall be paid only to the employee officially scheduled and approved by the Department Head. Should an employee not be available for call-in or respond to the call-in for any reason, standby pay shall be forfeited and shall not be paid for that week. For purposes of this Article, a complete week shall contain seven (7) consecutive calendar days. Payment of call-in pay shall not affect standby pay. Supervisors shall schedule employees for seven (7) consecutive calendar days. All departments that require standby staff shall create an overtime wheel of all qualified employees and will follow the overtime procedure outlined in Article XVI.
- (d) If the employer assigns additional employees or requires employees in other departments to be on standby and carry any electronic communication device as set forth in subdivisions (a) and (c), then, the employer shall pay such employees for standby service in accordance with this section 39.2.
- (e) If an employee is on standby and received an assignment, regardless of if the assignment requires the employee to go into the field, they will receive a minimum of three (3) hours pay. Any time actually worked will be paid at the rate of time and one half. The remainder of the minimum call out pay will be paid at straight time.

### **Section 39.3: Grant Program**

Any employee who notifies the department head that he/she is considering transferring to a grant program or who may be assigned within the confines of a grant program shall be notified of his/her rights under the Civil Service Law.

### **Section 39.4: Liability Insurance Coverage Committee**

The County and the Insurance Broker of record will meet with a committee of three CSEA members to discuss liability insurance coverage as it applies to employees who are required to use their personal

vehicle to conduct County business and/or transport clients in their personal automobiles.

### **Section 39.5: ECC Tuition**

Employees who work at ECC may be permitted to take courses at no cost on a space available basis upon application to and authorization from the Academic Dean.

### **Section 39.6: LPN Weekends Off**

Weekends for the purpose of this clause at the Erie County Medical Center Network are defined as beginning at 11 p.m. Friday and ending at 11 p.m. Sunday. LPN's working on a night variable shift shall have the weekend defined as beginning Friday of a regularly scheduled shift through the completion of the end of their regularly scheduled weekend assignment. The Erie County Medical Center Network will grant LPN's twenty-six (26) weekends off in a calendar year. He/she shall receive a bonus equal to three dollars (\$3.00) per hour for all such excess weekend hours. The Erie County Medical Center Network shall have the right to schedule an LPN to work up to a maximum of three weekends in a row. Calendar year begins upon date of implementation.

### **Section 39.7: Parks Housing**

The maximum rent for Park Superintendents during the term of this agreement will be \$270 per month. These employees will pay for the utilities associated with their County owned housing.

### **Section 39.8: County Vehicles**

It is understood that County owned vehicles are assigned for the efficient operation of County government. Twenty-four (24) hour a day assignment of such vehicles may be changed by management upon forty-eight (48) hours' notice to the employees and any such assignment shall not be considered a past practice.

### **Section 39.9: Contract Printing**

The County will not share in the cost of printing the contract and will purchase any contracts it needs on a cost per copy basis.

## **Section 39.10: Worker's Compensation**

### **1. Restoration of Sick Leave used in lieu of Workers' Compensation.**

After an employee injured on the job has been awarded benefits by the New York State Workers' Compensation Board and if the injured employee had used "sick leave previously accumulated" a partial restoration of such used sick leave shall be computed as follows:

Amount of W.C. Weekly indemnity repaid to the Department divided by  
Actual Gross Salary for same period of time x the number of sick leave  
used = number of days to be restored via notification from Comptroller.

In certain cases where specific injuries or special awards as made on other than the normal 2/3rds of weekly wages (subject to maximum benefit prescribed by law) the same formula shall be applied after the formal award of such benefits has been presented to the County.

The Workers Compensation Law requires an employee to be off at least ten (10) working days after the date of injury to be eligible for full benefits thereunder.

2. Any employee absent from work due to a compensable injury certified by the New York State Workers' Compensation Board shall be granted extended sick leave under Section 17.4 if the employee meets the continuous service requirements. Upon exhausting all leave credits under Section 17.4, the County will extend health insurance benefits for a maximum of twelve (12) months, provided the employee continues to be certified as disabled by the NYS Workers' Compensation Board.
3. Employees will accumulate seniority and benefits, except personal leave days while off on certified worker's compensation. Employees may use any or all accumulated sick days at the employee's option.

### **Section 39.11: Part-Time/Full-Time Employee Limitations and Ratios**

Part-Time *and per-diem* positions will be used only to supplement the existing Regular Part-Time and Full-Time positions. In no case will part-time positions be used to eliminate Regular Part-Time and Full-Time positions. The employer will be limited to creation of no more Part-Time *and per-diem* positions than represent ten percent (10%) of the CSEA Erie County bargaining unit. Positions on the payroll as of the date of ratification are not to be included in this percentage. Notice of the creation of part-time positions will be sent to the CSEA Unit President.

**Section 39.12:** Any employee who wishes to be fingerprinted and have their background checked for the job-related purposes of accessing the FBI's criminal history data through the NYS DCJS portal, may do so by written request. Upon approval by department, the cost of fingerprinting and background check shall be borne by the Department.

**Section 39.13:** The employer agrees to meet with CSEA if there is a need to utilize fee for service employees or outside contractor to perform CSEA bargaining unit work. The employer will canvas all qualified CSEA bargaining unit members for voluntary extra work and overtime before Fee for service workers and/or contractors will be utilized.

## **ARTICLE XL ENTIRE MEMORANDUM OF AGREEMENT**

**Section 40.1:** This Agreement constitutes the entire Agreement between the parties and no verbal statement shall supersede any of its provisions. Any amendment supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto. The parties further acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by the law from the areas of collective bargaining and that the understandings and agreement arrived

at by the parties after the exercise of that right and the opportunity are set forth in the Agreement. Therefore, the County and the Union for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred

to or covered in this Agreement, even though such subject may not have been within the knowledge and contemplating of either or both of the parties at the time that they negotiated or signed this Agreement. Waiver of any breach of this Agreement by either party shall not constitute a waiver or any future breach of this Agreement.

## **ARTICLE XLI SAVINGS CLAUSE**

**Section 41.1:** If the enactment of legislation, or a determination by a court of final jurisdiction (whether in a proceeding between the parties or in one based on a similar state of facts) invalidates any portion of this Agreement, it shall not affect the validity of the rest of this Agreement, which shall remain in full force according to its terms in the same manner and with the same effect as if such valid portion has not originally been included herein.

## ARTICLE XLII EFFECTIVE DATE AND DURATION

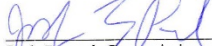
**Section 42.1:** Unless otherwise specified, the provisions of this Agreement shall become effective as of July 1, 2022, and shall continue in full force and effect until midnight, December 31, 2027.



Bill Wilkinson  
CSEA Erie Unit President



Deb Mueller  
CSEA Labor Relations Specialist



Josh Pennel, Commissioner  
Erie County Labor Relations

### Negotiating Committee


Julianne Astyk  
Denise Szymura  
Ebony Rose  
Cyndi Dyll  
Lori Cheatom  
Steve Dowling  
Joy Pulera  
Diana Rose  
Bill Daniels  
Scott Shugarts  
Jason Patronik  
Michele Bollman  
Sabrina Wells  
Janet Taylor



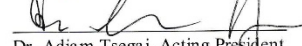
Mark C. Poloncarz  
County Executive



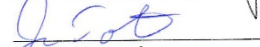
Thomas J. Quatroche, CEO  
Erie County Medical Center Corp.



Jeannine M. Doyle, COO  
Buffalo & Erie County Public Library



Dr. Adiam Tsegai, Acting President  
Erie Community College



Approved as to form  
County Attorney  
Erie County, New York



Approved to form  
ECMCC's General Counsel

## **APPENDIX A – ECMCC SUB BARGAINING AGREEMENT**

The CSEA 815 and ECMCC agreement represents an agreement only affecting those employees who are employed and become employed with ECMCC in CSEA positions. The terms that have been altered within are the only ones altered and items remaining in the larger contract remain the same. Attached is the CSEA and ECMCC agreement and wage scales for contract years 2018 - 2022.

### **Creation of a Sub-Bargaining Unit**

The County of Erie, CSEA and ECMCC agree to create a sub-bargaining unit, which represents the Erie County Medical Center Corporation employees only. The provisions below apply only to the staff at ECMCC as they modify the current collective bargaining agreement. Provisions not modified will remain as they are within the larger agreement.

### **Section Presidents shall be allowed time off for Union business as follows:9.6**

#### **Time Off/Hours Per Week**

ECMC	20 Hours
Terrace View	20 Hours

It is agreed and understood that Section Presidents, when using leave as provided under this provision, shall sign-out before leaving their workstation and shall sign-in upon returning to their work station from union business if one (1) hour or more remains in their work day. The time off denoted above is intended to indicate the maximum hours allowable per week, and it is agreed and understood that only union business will be conducted during the sign-out period. It is furthermore agreed and understood that the President of the Erie Unit, Local #815, Civil Services Employees Association, Inc., may change the number of hours set forth above as the needs of each Section(s) changes, to a maximum of twenty (20) hours per week per section and a maximum of one hundred and thirty-seven (137) hours per week. If a change in the number of hours allotted a Section(s) or the Unit Secretary should occur, the President of the aforementioned unit shall notify the Director of Labor Relations two (2) weeks before the change is to be implemented.

### **Lunch Periods 13.3**

Lunch period is a 1/2 hour paid lunch. Employees will receive no compensation for the reduction in terms of monetary sum or compensatory days.

### **Flexible Time Scheduling – ECMCC 13.7**

Each Department Head shall have the authority to provide for flex scheduling within his/her Department. It is understood, however that no such scheduling shall occur without the concurrence of the employee affected. If the request for a flex time schedule is initiated by the Department Head and not the employee, ECMCC shall notify the CSEA Section President of this request prior to placing the employee on a flex time schedule. It is further understood that the Department Head is not obligated to agree to flex time scheduling on an employee by employee basis and may insist that any such scheduling changes include coverage during hours he/she deems necessary. Finally, either part may request to return to a regular as opposed to a flex time shift upon thirty (30) days' notice prior to the start of a pay period and it shall be granted. Quarterly, ECMCC shall provide to the CSEA Section President a list of CSEA members that are on a flex time schedule during that quarter.

### **Paid Holidays 14.1**

Modify Section 14.1 effective 1/1/14 eliminate Columbus Day and Election Day as paid holidays. For only those employees hired prior to March 6, 2013 who receive the two paid holidays above, they will receive in exchange one floating holiday. The floating holiday is to be used as soon as possible but not later than December 31 of each year of the contract, after which it will default to the employee's sick leave bank. An opportunity for a 90-day extension to use the time may be granted for staff who were unable to utilize the time.

**15.6:** Employees shall be eligible to sell back up to eighty(80) hours of vacation each year, in as little as one (1) hour blocks. Such employees must have at least eighty (80) hours of vacation leave in their bank and notify their supervisor by September 1st of each year that they wish to sell vacation hours. Payment for such sell back shall be made in payroll period 24.



### **Overtime Distribution 16.4**

Overtime work shall be distributed by utilizing an overtime wheel for each shift arranged by seniority containing names of employees working within the same job classification within a department or unit subdivision that are not regularly scheduled for those shifts. Rejection of an offer of overtime shall entitle ECMCC to move to the next employee on the overtime wheel. Once an overtime shift is accepted by an employee, an obligation to work the entire shift is required, unless released early. An employee must provide notice to their supervisor of the cancellation of an accepted overtime shift at least two (2) hours prior to the start of the overtime shift.

If it is proven through the grievance process that an employee was improperly passed over for an overtime opportunity, that employee shall be entitled to the overtime pay that the employee should have been offered. The next overtime opportunity shall be offered to the employee placed after the aggrieved employee in the overtime wheel and the employee that was improperly provided the overtime hours shall become mandatory and shall be assigned beginning at the start of such overtime wheel until the overtime manpower needs are met. Under such mandatory conditions, overtime may not be refused. Any such refusal may be grounds for disciplinary action.

### **Sick Leave Allowance 17.1**

All employees in the bargaining unit shall earn sick leave credits immediately upon entering the service of the employer at the rate of 4.62 hours per pay period. For purposes of calculating sick leave credits and charges, one workday equals eight hours. Any employee who does not use more than one day sick leave per year shall receive a non-cumulative sick leave bonus of five-hundred dollars (\$500.00) on their anniversary date. An employee may accumulate sick leave up to a maximum of 225 days or 1800 hours. For employees hired after March 6, 2013 the maximum amount of sick leave that an employee may accumulate shall be 300 days or 2400 hours.

### **Reporting Time 17.5**

No sick time will be allowed without an accompanying Doctor's Certificate on an employee's last work day prior to and/or the first work day in which the

holiday is celebrated, or any combination thereof. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of five (5) days or less. It is understood, however, that management's right to investigate sick leave of any duration is not affected by this section.

### **Sick Leave Bonus 17.10**

- (e) There will be a six-hundred-dollar (\$600) bonus for any employee who reaches the maximum of eighteen hundred (1800) hours of accumulated sick leave. Payment of the initial bonus will be in the first paycheck after eighteen hundred (1800) hours is reached.
- (f) Thereafter, an additional bonus of four hundred dollars (\$400) will be earned on the twelve (12) month anniversary date of the initial six-hundred-dollar (\$600) bonus, provided that the employee maintains the maximum amount of sick leave on that anniversary date and has used five (5) or less sick days during the preceding twelve (12) month period. The additional four-hundred-dollar (\$400) bonus will be paid in the first paycheck after the anniversary date has been reached and the bonus has been earned.
- (g) As used herein, the term "anniversary date" shall mean the date the employee became eligible for the initial sick leave bonus of six hundred dollars (\$600).

### **Section 17.11: Criminal Assault**

In the event that an employee is necessarily absent from duty as a result of a criminal assault upon his/her person during the course and in the discharge of his/her job responsibilities and duties for the County resulting in an injury for which the New York State Worker's Compensation Board has allowed benefits as an occupational injury, such employee shall receive up to the first sick leave credits. Thereafter, he/she shall have all accrued sick leave credits necessarily used during such absence restored upon his/her return to duty.

For purposes of this article and section, criminal assault shall be defined as a physical action taken against an employee by another person with deliberate intent to do bodily harm to the employee. If an injury occurs under the above

conditions and any County employee, files legal charges, the physical action taken against the employee shall be considered criminal assault as defined herein regardless of the outcome of the adjudication of the charges filed.

The employee will maintain job protection for a period of two (2) years under the provisions of this section. The employee will maintain no loss of accruals and maintain their seniority.

### **Payment for Health Insurance: Section 25.3**

Payment for Health Insurance, as follows:

1. Effective upon ratification, employees hired prior to March 6, 2013 shall pay 15% of the POS 204 Plan premium. The employer shall reduce their percentage contribution (15% of the POS 204 Plan premium) by an amount equal to fifty (50%) of the difference in the monthly premium cost, single or family, based on the employee's enrollment status, between the POS 203 Plan and the POS 204 Plan. Employee's annual contribution toward the premium cost for the POS 204 Plan shall be capped as follows:

Single Plan - \$1,450

Family Plan - \$4,000

- a) In addition, employees who choose the Enhanced Plan shall pay the difference in the cost between the POS 204 Plan and the Enhanced Plan. The employee will bear the expense through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
  - b) Employees who select the POS 203 Plan or any successor thereto shall continue to pay the difference between the full monthly cost of the POS 204 Plan and the full cost of the POS 203 Plan. Additionally, these employees shall pay a contribution equal in amount to those employees who select the POS 204 plan.
  - c) For employees who choose the POS 8200 Plan, there shall be no contributions for premium cost required from the employee.
2. Employees hired after March 6, 2013 shall have the Value Plan as their base plan and shall contribute 15% of the Value Plan premium. Section 25.3 (c) shall not apply to employees hired after ratification.

- a) In addition, new employees who choose either the Core Plan or the Enhanced Plan shall pay the difference in the cost between the Value Plan and Core Plan or Enhanced Plan. The employee will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution
- b) Employees who file and actually retire within 30 days of contract ratification will receive retiree health insurance benefits as provided under the previous contract provisions.
3. Open Enrollment: Employees may select from among the insurance plans, annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.
4. The parties agree that in the event that the Erie County Fiscal Control Board suspends or nullifies pay increases, or step/increment increases contained in the collective bargaining agreement, and can legally do the same onto ECMCC, the premium amounts employees contribute toward their health insurance shall immediately freeze at the amount in effect at the time of such action and remain frozen until such time that they pay increases, or step/increment increases have been restored.
5. The negotiated provisions of the collective bargaining agreement regarding dental coverage will remain in effect.
6. Waiver, replace Section 25.9:

Effective January 1, 2018, employees who waive insurance coverage shall be eligible for a monthly stipend as follows:

- a) Employees eligible for single coverage shall receive \$200 to be paid in two equal installments of \$100 each.
- b) Employees eligible for family coverage shall receive \$350 to be paid in two equal installments of \$175 each.

\*NOTE: However, where such employee is eligible to be covered by another County employee, no waiver payments shall be due. Employees are required to notify the Employer within 30 days of occurrence of an event to this situation.

\*NOTE: After retirement, employees, their spouses and any qualified legal dependents covered by the Employer Plans are required to enroll in Medicare Parts A and B when first eligible.

**Retiree Health Insurance** Section 25.5 modify as follows:

1. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so prior to December 31, 2017, shall have their retiree health insurance paid as follows:

The Employer shall pay one hundred percent (100%) of the monthly

premium single rate for the Core Plan for eligible employees who retire from County/ECMCC service until age 65/Medicare Eligibility. The Employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65/Medicare Eligibility, upon proof of family status.

2. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with ten (10) year of County/ECMCC service, who are eligible to retire and do so on or before December 31, 2017 shall pay 50% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre Medicare-retiree may choose the Pre-Medicare Option D (Core PPO 812) Plan. Pre-Medicare retirees who choose Option D shall pay 50% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums.
3. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so between December 31, 2017 and December 31, 2019 shall pay 15% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre Medicare-retiree may choose the Pre-Medicare Option D (Core PPO 812) and POS 8200 Plan. Pre-Medicare retirees who choose Option D shall pay 15% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums. Pre-Medicare retirees who choose the POS 8200 Plan shall be not contribute towards premium cost.
4. Pre-Medicare Retirees: Employees hired prior March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so on or after January 1, 2020 shall pay 15% of the Monthly Premium for the Pre-Medicare (POS 204) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre-Medicare retiree may choose the Pre-Medicare Option D (Core PPO 812) and POS 8200 Plan. Pre-Medicare Option D (Core PPO 812) premiums. Pre-

Medicare retirees who choose the POS 8200 Plan shall be not contribute towards a premium cost.

5. Post Medicare Retiree: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that included prescription drug coverage and basic out-of-network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 203) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post Medicare/Medicare retiree, and his or her eligible spouse aged 65/Medicare eligible, may choose from Option A or B (Medicare Advantage HMO plans), or C (Medicare Advantage PPO Plan). Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan for the single or double rate for Options A, B or C. In addition, a Post Medicare eligible retiree who chooses Option D (Commercial PPO). A retiree who choose Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provide upon written documentation. All other employer contributions shall be eliminated.

6. Post Medicare Retiree: Employees hired prior to ratification of this Agreement, with fifteen (15) years of County/ECMCC service, who are eligible to retire and retire on or after January 1, 2020 shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that includes prescription drug coverage and basic out of network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 204) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post-Medicare retiree and his or her eligible spouse aged

65/Medicare eligible may choose from Option A or B (Medicare Advantage HMO plans) or C (Medicare Advantage PPO plan.) Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan for the single or double rate for Options A, B, or C. In addition, a Post-Medicare eligible retiree may choose Option D (Commercial PPO). A retiree who chooses

Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO 812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

\*NOTE: Employees hired after March 7, 2013 shall not receive retiree health insurance paid by the employer.

## **Article XXVII SALARY AND INCREMENT RULES**

### **Section 27.8** Increments

For bargaining unit employees employed by ECMCC, employees appointed or promoted to a position shall be eligible for their first increment upon approval by the appointing authority after nine (9) months of actual service. *(previously 1 year)* Employees will be eligible for subsequent increments upon approval by the appointing authority on a yearly basis provided they have a minimum of nine (9) months of actual service since receiving their last increment.

#### Section 27.9: Longevity Pay

Bargaining unit employees employed by ECMCC, shall be eligible for the first longevity increment after completing a minimum of five (5) years actual service at step five (5) of the job group. *(previously 9 years)*

#### Section 27.10: New Appointments



- At ECMCC, a uniform application will be applied when implementing a variable minimum. Candidates may be offered to start at a step higher than step one (1) when they have verifiable experience above minimum qualifications of the position they are being appointed to.
- Two (2) years of verifiable, full-time experience will be considered for increasing one (1) step above the hiring rate to step two(2).
- Four (4) years if verifiable, full-time experience will be considered for increasing two (2) steps above the hiring rate to step three (3).
- Six (6) years of verifiable, full-time experience will be considered for increasing three (3) steps above the hiring rate to step four (4).
- Eight (8) years of verifiable, full-time experience will be considered for increasing four (4) steps above the hiring rate to step five (5).

All current employees experience will be evaluated on their employment anniversary to determine eligibility for movement to a higher step based on the schedule above.

For bargaining unit employees employed by ECMCC, the probationary step zero (0) shall be waived. Anyone currently on Step 0 will be moved to step 1.

### **Clinical Ladder**

A new clinical ladder has been adopted for PT, PTA, OT, COTA, SLP, RT

### **Part time and Per Diem Employees**

The Employer will create both part time and per diem positions which may be designated to the bargaining unit. These positions will be used only to supplement existing RPT and FT positions. Notice of the creation of these positions will be sent to the unit president. The employer will be limited to creation of no more PT or per diem positions than represent 10% of the ECMC CSEA bargaining unit. Positions on the payroll as of March 6, 2013 are not to be included in this percentage. The employer will provide a listing of those titles. Should the need arise to augment the number of PT or per diem positions above the agreed percentage, the parties will meet and discuss a temporary solution. Every effort will be made to fill with Full Time and Regular Part

Time positions before using Per Diem or Part Time. Any and all rights provided to part time and per diem employees of ECMCC are provided for in the ECMCC sub bargaining agreement. Any other rights provided to part time or per diem employees in the collective bargaining agreement applicable to the County of Erie, Erie Community College or the Buffalo and Erie County Public Library System shall not apply to ECMCC.

### **Preceptor Pay Differential**

In addition to the base pay, any employee who is assigned by management to be a preceptor shall receive payment of one dollar seventy-five cent \$1.75 per hour for all time in excess of one (1) hour that such employee is performing preceptor duties. Any employee who works one (1) hour or more as a preceptor under the above referenced conditions will be paid for all hours worked as a preceptor.

# ECMCC Increment Rules - CSEA

effective 7/3/2022

CSEA	INCREMENTS					LONGEVITY INCREMENTS					
	Step 1	step 2	Step 3	Step 4	Step 5	Step A	Step B	Step C	Step D	Step E	Step F
FT & RPT Progression through wage scale	Step at DOH	Move to step 2 following 9 mos of actual service (1 yr from last inc)	Move to step 3 after 9 months of actual service (1 yr from last inc)	Move to step 4 after 9 months of actual service (1 yr from last inc)	Move to step 5 after 9 months of actual service (1 yr from last inc)	Move to step A after 5 yrs of actual service at step 5	Move to step B after 3 yrs of actual service at Step A	Move to step C after 3 yrs of actual service at Step B	Move to step D after 3 yrs of actual service at Step C	Move to step E after 3 yrs of actual service at Step D	Move to step F after 4 yrs of actual service at Step E
Effective Date of Movement	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls	First day of PPD in which Jan 1 or July 1st falls
Automatic or Merit	Merit	Merit	Merit	Merit	Merit	Automatic	Automatic	Automatic	Automatic	Automatic	Automatic

## **APPENDIX B – WHITE COLLAR TITLE LISTING**

340B SPECIALIST	GRP 11
ABSENTEE SUPERVISOR-ELECTIONS	GRP 09
ACCOUNT CLERK	GRP 04
ACCOUNT CLERK (P.T.) NB	GRP 04
ACCOUNT CLERK (RPT)	GRP 04
ACCOUNT CLERK TYPIST (PT)	GRP 04
ACCOUNT CLERK-TYPIST	GRP 04
ACCOUNT CLERK-TYPIST (RPT)	GRP 04
ACCOUNTANT	GRP 09
ACCOUNTANT (PT) NB	GRP 09
ACCOUNTANT AUDITOR	GRP 09
ACCOUNTANT RPT	GRP 09
ACCOUNTING ANALYST	GRP 11
ACCOUNTING ANALYST RPT	GRP 11
ACCOUNTS PAYABLE CLERK	GRP 08
ACCOUNTS PAYABLE SPECIALIST	GRP 09
ADMINISTRATIVE AIDE ECMC	GRP 05
ADMINISTRATIVE AIDE-EMERGENCY MED SERV	GRP 06
ADMINISTRATIVE ASSISTANT	GRP 09
ADMINISTRATIVE ASSISTANT (MENTAL HEALTH)	GRP 09
ADMINISTRATIVE ASSISTANT (PH LABORATORY)	GRP 09
ADMINISTRATIVE ASSISTANT PH LAB (RPT)	GRP 09
ADMINISTRATIVE ASSISTANT RPT	GRP 09
ADMINISTRATIVE ASSISTANT-BOARD OF EL RPT	GRP 09
ADMINISTRATIVE ASSISTANT-PUBLIC WORKS	GRP 09
ADMINISTRATIVE ASSISTANT-SOCIAL SERVICES	GRP 09
ADMINISTRATIVE ASST - EMERGENCY SVCS PT	GRP 10
ADMINISTRATIVE CLERK	GRP 07
ADMINISTRATIVE CLERK- FINANCE	GRP 07
ADMINISTRATIVE CLERK- HIM	GRP 07
ADMINISTRATIVE CLERK-LIBRARY	GRP 07
ADMINISTRATIVE CLERK-LIBRARY (RPT)	GRP 07
ADMINISTRATIVE CLERK-OPERATING ROOM	GRP 07
ADMINISTRATIVE CLERK PLASTICS & RECONSTRUC	GRP 07
ADMINISTRATIVE CONTROL CLERK	GRP 04
ADMINISTRATIVE CONTROL CLERK (ECMC) 55A	GRP 04

ADMINISTRATIVE CONTROL CLERK (RPT)	GRP 04
ADMINISTRATIVE COORDINATOR (DIST ATTY)	GRP 09
ADMINISTRATIVE COORDINATOR (DPW)	GRP 11
ADMINISTRATIVE COORDINATOR PH LAB	GRP 14
ADMINISTRATIVE COORDINATOR-LEGAL AFFAIRS	GRP 12
ADMINISTRATIVE COORDINATOR-MED EX OFFICE	GRP 14
ADMINISTRATIVE COORDINATOR-SERVICES	GRP 12
ADMINISTRATIVE DIR PERM AND CLINICAL SRV	GRP 13
ADMINISTRATIVE DIRECTOR HOME & DV SVCS	GRP 12
ADMINISTRATIVE DIRECTOR I	GRP 12
ADMINISTRATIVE DIRECTOR II	GRP 13
ADMINISTRATIVE DIRECTOR III	GRP 14
ADMINISTRATIVE DIRECTOR-SERVICES	GRP 13
ADMINISTRATIVE PSYCHOLOGIST-ADDICTION SR	GRP 15
AGING & DISABILITY RESOURCE REPRESENT	GRP 10
ALCOHOLISM COUNSELOR	GRP 09
ALCOHOLISM COUNSELOR (SPANISH SPEAKING)	GRP 09
ALCOHOLISM COUNSELOR INTERN	GRP 01
ALCOHOLISM COUNSELOR RPT	GRP 09
AIDS CENTER ELIGIBILITY REPRESENTATIVE	GRP 06
ANATOMIC PATHOLOGY ASSISTANT	GRP 07
ANESTHESIOLOGIST	GRP 20
ANESTHESIOLOGIST (RPT)	GRP 20
ANESTHESIOLOGY TECHNICIAN	GRP 05
ANTHROPOLOGIST	GRP 15
APPLICATION SYSTEMS SPECIALIST	GRP 14
APPOINTMENT CONTROL CLERK	GRP 10
ARCHITECT	GRP 15
ARCHITECTURAL DRAFTSWORKER	GRP 09
ASBESTOS/AIR QUALITY COORDINATOR	GRP 13
ASSESSMENT CLERK	GRP 06
ASSISTANT ADMINISTRATOR RESIDENT SERVICE	GRP 06
ASSISTANT ARCHITECT	GRP 14
ASSISTANT CHIEF OF MAINT ELECTRICAL-WWTP	GRP 12
ASSISTANT CHIEF OF MAINT MECHANICAL-WWTP	GRP 12
ASSISTANT CIVIL ENGINEER	GRP 11
ASSISTANT CONFIDENTIAL AIDE DISTRICT ATT	GRP 04
ASSISTANT COORDINATOR MENTAL DISAB SERV	GRP 12
ASSISTANT COORDINATOR NEIGHBORHOOD SERV	GRP 10

ASSISTANT COORDINATOR OF HOMELESS SVCS	GRP 10
ASSISTANT COORDINATOR QUALITY ASSURANCE	GRP 10
ASSISTANT COORDINATOR SIN PT AC SPAN	GRP 11
ASSISTANT COORDINATOR SINGLE PT OF ENTRY	GRP 11
ASSISTANT COORDINATOR SOLID WASTE RECYCL	GRP 09
ASSISTANT COORDINATOR-FIRE SAFETY	GRP 09
ASSISTANT COORDINATOR-STOP DWI	GRP 10
ASSISTANT COORDINATOR-STOP DWI (55A)	GRP 10
ASSISTANT CRIME ANALYST	GRP 12
ASSISTANT DETENTION SOCIAL WORKER (RPT)	GRP 09
ASSISTANT DIRECTOR AMBULATORY SERVICES	GRP 15
ASSISTANT DIRECTOR CLINICAL BIOCHEMIST	GRP 16
ASSISTANT DIRECTOR CLINICAL LAB PATHOLOGY	GRP 17
ASSISTANT DIRECTOR CLINICAL PATHOLOGY	GRP 18
ASSISTANT DIRECTOR-CHILDREN SPECIAL NEED	GRP 10
ASSISTANT DIRECTOR SOCIAL WORK SERVICES	GRP 14
ASSISTANT DIRECTOR FOR ADM-CHEM DEPENDEN	GRP 14
ASSISTANT DIRECTOR FOR APPLICATION SVCS	GRP 16
ASSISTANT DIRECTOR HEALTH INFORMATION MG	GRP 13
ASSISTANT DIRECTOR HIM	GRP 11
ASSISTANT DIRECTOR LAW ENF FORENCIS LAB	GRP 14
ASSISTANT DIRECTOR OF ADMIN (HEALTH)	GRP 14
ASSISTAND DIRECTOR OF CAPITAL PROJECTS	GRP 15
ASSISTANT DIRECTOR OF ENERGY PROGRAMS	GRP 10
ASSISTSNT DIRECTOR OF IMAGING SERVICES	RAD 09
ASSISTANT DIRECTOR OF INFORMATION SYSTEMS	GRP 15
ASSISTANT DIRECTOR OF INVESTIGATIONS	GRP 13
ASSISTANT DIRECTOR OF MARKETING (ECMC)	GRP 12
ASSISTANT DIRECTOR OF REVENUE RECOVERY	GRP 11
ASSISTANT DIRECTOR OF SOCIAL WORK BEHAV HEALTH	GRP 14
ASSISTANT ELECTIONS OFFICE MANAGER	GRP 11
ASSISTANT ENERGY PROGRAM COORDINATOR	GRP 10
ASSISTANT ENTERPRISE STORAGE MANAGER	GRP 14
ASSISTANT EPIDEMIOLOGIST	GRP 11
ASSISTANT EPIDEMIOLOGIST RPT	GRP 11
ASSISTANT FOOD SERVICE MANAGER	GRP 09
ASSISTANT INFORMATION SYSTEMS SPEC RPT	GRP 11

ASSISTANT INFORMATION SYSTEMS SPECIALIST	GRP 11
ASSISTANT JUVENILE JUSTICE COUNSELOR	GRP 09
ASSISTANT JUVENILE JUSTICE COUNSELOR RPT	GRP 09
ASSISTANT LIBRARY ADMINISTRATIVE MANAGER	GRP 07
ASSISTANT LIBRARY DISPLAY ARTIST	GRP 06
ASSISTANT LIBRARY DISPLAY ARTIST (RPT)	GRP 06
ASSISTANT LONG TERM CARE COORDINATOR	GRP 10
ASSISTANT MAINTENANCE SUPERVISOR	GRP 10
ASSISTANT MECHANICAL ENGINEER	GRP 11
ASSISTANT NUTRITIONIST	GRP 08
ASSISTANT NUTRITIONIST RPT	GRP 08
ASSISTANT PATIENT & COMMUNITY REL REP	GRP 09
ASSISTANT PAYROLL SUPERVISOR	GRP 11
ASSISTANT PLANNER	GRP 08
ASSISTANT PLANNER RPT	GRP 08
ASSISTANT PRESCHOOL COORDINATOR	GRP 09
ASSISTANT PROJ COORDINATOR VICTIM/WIT PR	GRP 09
ASSISTANT PROJECT ADMINISTRATOR	GRP 09
ASSISTANT PROJECT ADMINISTRATOR RPT	GRP 09
ASSISTANT PROJECT DIR NUTRITION PROG ELD	GRP 14
ASSISTANT PROJECT ENGINEER	GRP 09
ASSISTANT PROJECT ENGINEER-CONSTRUCTION	GRP 09
ASSISTANT PUBLIC HEALTH ENGINEER	GRP 12
ASSISTANT PUBLIC HEALTH ENGINEER RPT	GRP 12
ASSISTANT RESEARCH ANALYST	GRP 07
ASSISTANT SANITARY ENGINEER	GRP 12
ASSISTANT SERVICE OFFICER	GRP 08
ASSISTANT SERVICE OFFICER RPT	GRP 05
ASSISTANT SEWER DISTRICT MANAGER	GRP 11
ASSISTANT SOCIAL SERVICES PROGRAM DIRECT	GRP 11
ASSISTANT SPECIAL INVESTIGATOR	GRP 07
ASSISTANT SPECIAL INVESTIGATOR RPT	GRP 07
ASSISTANT SPECIAL INVESTIGATOR (SPAN SP)	GRP 07
ASSISTANT SPECIAL INVESTIGATOR SS 55A	GRP 07
ASSISTANT SS TECHNICAL LIAISON	GRP 07
ASSISTANT SUPERVISOR OF ACCOUNTS	GRP 08
ASSISTANT SUPERVISOR OF CLEANING SERVICE	GRP 10
ASSISTANT SUPERVISOR OF RECORDS	GRP 07

ASSISTANT SUPERVISOR TRANSPORT & ELECTRI	GRP 12
ASSISTANT SUPERVISOR-PARKS	GRP 07
ASSISTANT TOXICOLOGIST	GRP 09
ASSISTANT VOTING MACHINE TECHNICIAN BD E	GRP 06
ASSOC PUBLIC HEALTH SANITARIAN (PT) NB	GRP 14
ASSOCIATE CIVIL ENGINEER	GRP 15
ASSOCIATE COMMUNICATION MANAGER	GRP 12
ASSOCIATE EMPLOYMENT COUNSELOR	GRP 11
ASSOCIATE ENGINEER ENVIRONMENTAL COMPLIA	GRP 15
ASSOCIATE EPIDEMIOLOGIST	GRP 13
ASSOCIATE PUBLIC HEALTH ENGINEER	GRP 15
ASSOCIATE PUBLIC HEALTH SANITARIAN	GRP 14
ASST CHIEF WASTEWATER TREATMENT PLANT OP	GRP 11
ASST CHIEF FINANCIAL RECORD SERVICES	GRP 11
ASST COMMUNITY REC COORDINATOR FOR AGING	GRP 08
ASST COORD OF CHILDREN & YOUTH SVC INTEG	GRP 11
ASST COORD-ADULT SNGL PT OF ACCESS & ACC I	GRP 11
ASST COORD-ADULT SNGL PT OF ACCESS & ACC II	GRP 12
ASST DIRECTOR OF FORENSIC LABORATORY	GRP 14
ASST DIRECTOR OF FORENSIC MENTAL HEALTH	GRP 13
ASST ELECTIONS OFFICE MANAGER (PT) NB	GRP 11
ASST PROJECT COORD COMMUNICABLE DISEASES	GRP 09
ASST SUPERVISOR OF BLDG OPER & MAINT (LIB)	GRP 10
ATTENDING PHYSICIAN (PT) NB	GRP 15
ATTENDING PHYSICIAN CONSULTANT (PT) NB	GRP 15
AUDIOMETER TECHNICIAN	GRP 04
AUTOPSY TECHNICIAN	GRP 08
BEHAVIORAL HEALTH SUPERVISOR	GRP 13
BENEFIT ANALYST	GRP 07
BENEFITS CLERK	GRP 05
BILLING ACCOUNT CLERK	GRP 06
BILLING COLLECTIONS SPECIALIST	GRP 10
BLOOD BANK SUPERVISOR	GRP 12
BOOK PROCESSING SUPERVISOR	GRP 05
BRANCH MANAGER-AUTO BUREAU	GRP 10
BUDGET ANALYST ECMC	GRP 12
BUSINESS COORD, CHILDREN W/SP NEEDS	GRP 11



BUSINESS INFORMATION SYSTEMS ANALYST	GRP 12
BUSINESS PROCESS ENGINEER (SAP)	GRP 13
BUYER	GRP 11
CASE AIDE	GRP 06
CASE AIDE (ECMC) 55A	GRP 06
CASE ASSISTANT (SOCIAL SERVICES) 55A	GRP 06
CASE ASSISTANT-SOCIAL SERVICES	GRP 06
CASE ASSISTANT-SOCIAL SERVICES RPT	GRP 06
CASE ASSISTANT-SOCIAL SERVICES SPANISH SP	GRP 06
CASE MANAGEMENT COORD- RURAL CLINICS	GRP 10
CASE MANAGER (SPANISH SPEAKING) SEN SRV	GRP 07
CASE MANAGER EARLY INTERVENTION SERVICES	GRP 07
CASE MANAGER PRE-TRIAL SERV SPANISH SPK	GRP 07
CASE MANAGER-EARLY INTERVENTION SRV SPAN	GRP 07
CASE MANAGER-SENIOR SERVICES	GRP 07
CASE MANAGER-SENIOR SERVICES RPT	GRP 07
CASE MGR-EARLY INTERVENTION SERV PT NB	GRP 07
CASEWORKER	GRP 09
CASEWORKER (HEALTH) 55A	GRP 07
CASEWORKER (PT) NB	GRP 09
CASEWORKER (RPT)	GRP 09
CASEWORKER (SPANISH SPEAKING)	GRP 09
CASEWORKER AMBULATORY SERVICES	GRP 07
CASEWORKER EARLY INTERVENTION SERV 55A	GRP 07
CASEWORKER INTERN	GRP 07
CASEWORKER RPT (SPANISH SPEAKING)	GRP 07
CASEWORKER-AIDS CENTER	GRP 07
CASHIER	GRP 06
CASHIER (P.T.)	GRP 06
CENTRAL SPECIMEN RECEIVING & PROC CRD	GRP 10
CERTIFIED INSTRUCTOR COORD-EMS PT NB	GRP 15
CERTIFIED LAB INSTRUCTOR-EMS PT NB	GRP 08
CERTIFIED CLINICAL LAB TECHNICIAN	GRP LAB 1
CERTIFIED CLINICAL LAB TECHNICIAN RPT	GRP LAB 1
CERTIFIED EARLY EDUCATION ADMINISTRATOR	GRP 13
CERTIFIED MEDICAL OFFICE ASSISTANT	GRP 05
CERTIFIED MEDICAL OFFICE ASSISTANT RPT	GRP 05
CERTIFIED OCCUPATIONAL THERAPIST ASST(COTA)	GRP 06

CERTIFIED OCCUPATIONAL THER ASST PT	GRP 06
CERTIFIED OCCUPATIONAL THER ASST RPT	GRP 06
CERTIFIED OCCUPATIONAL THERAPIST ASST	GRP 06
CERTIFIED OPHTHALMIC TECHNICIAN	GRP 07
CHANGE MANAGEMENT ANALYST	GRP 14
CHAPLAIN	GRP 11
CHAPLAIN (PT)	GRP 11
CHAPLAIN (RPT)	GRP 11
CHARGE CAPTURE ANALYST	GRP 10
CHARGE CAPTURE CLERK	GRP 05-3
CHEMICAL DEPENDENCY GRANT ADVOCATE	GRP 04
CHEMICAL DEPENDENCY GRANT COUNSELOR	GRP 06
CHEMICAL DEPENDENCY LICENSED CLINICAL SW	GRP 11
CHEMICAL DEPENDENCY PROJECT COORDINATOR	GRP 11
CHIEF ACCOUNT CLERK	GRP 07
CHIEF ACCOUNT CLERK (PT) NB	GRP 07
CHIEF ACCOUNT CLERK (RPT)	GRP 07
CHIEF ACCOUNTANT (HEALTH)	GRP 12
CHIEF BACTERIOLOGIST	GRP 13
CHIEF BIOCHEMIST	GRP 13
CHIEF BIOMEDICAL REPAIR TECHNICIAN	GRP 13
CHIEF CASE ASSISTANT (SOCIAL SERVICES)	GRP 10
CHIEF CHILD SUPPORT INVESTIGATOR	GRP 11
CHIEF CLINICAL LABORATORY TECHNOLOGIST	GRP LAB 4
CHIEF CLINICAL LABORATORY TECHNOLOGIST RPT	GRP LAB 4
CHIEF CLINICAL PSYCHOLOGIST	GRP 17
CHIEF CONFIDENTIAL CRIMINAL INV ACCOUNT	GRP 15
CHIEF CONFIDENTIAL CRIMINAL INVESTIGATOR	GRP 13
CHIEF COUNTY TOXICOLOGIST	GRP 18
CHIEF DATA TAX CLERK	GRP 12
CHIEF DATA TAX CLERK (PT) NB	GRP 12
CHIEF DIETITIAN	GRP 12
CHIEF DOCUMENT CLERK	GRP 09
CHIEF ELECTION CLERK - CUSTODIAN	GRP 09
CHIEF ELECTION CLERK-CUSTODIAN (PT) NB	GRP 09
CHIEF EMPLOYMENT COUNSELOR	GRP 12
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SENIOR CHILD SUPPORT INVESTIGATOR	GRP 08
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SENIOR SANITARY CHEMIST	GRP 12
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SENIOR SEROLOGY TECHNOLOGIST	GRP 10
SENIOR SHIFT SUPERVISOR DATA PROCESSING	GRP 10
SENIOR SOCIAL SERVICES NETWORK ADMINISTRATOR	GRP 12
SENIOR SOCIAL SERVICES PROGRAM SPEC	GRP 09
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SENIOR TECHNICAL SUPPORT SERV SPECIALIST	GRP 13
SENIOR TECHNICAL SUPPORT SPECIALIST	GRP 10
SENIOR TELEPHONE OPERATOR	GRP 05
SENIOR TELEPHONE OPERATOR RPT	GRP 05
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SEWER REPAIR SUPERVISOR	GRP 10
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SOCIAL CASEWORK MANAGER-AMBULATORY SVCS	GRP 11
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SOCIAL SERVICES CLINICAL COORDINATOR	GRP 12
SOCIAL SERVICES CLINICAL SPECIALIST	GRP 11
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SOCIAL SERVICES NETWORK ADMINISTRATOR	GRP 11
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SOCIAL SERVICES TEAM WORKER	GRP 05
SOCIAL SERVICES TEAM WORKER RPT	GRP 05
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SPECIAL AIDE (COUNTY EXECUTIVE) (PT) NB	GRP 11
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SPECIAL ASSISTANT DEPUTY COMM EMS	GRP12
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SPEECH PATHOLOGIST (RPT)	REHAB 1
SR BIOCHEMISTRY TECHNOLOGIST	GRP 10
SR BIOCHEMISTRY TECHNOLOGIST RPT	GRP 10
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SR ENVIRONMENTAL EDUCATION COORD (DSM)	GRP 09
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SR PATIENT ACCESS SERVICES REPRESENTIVE	GRP 06
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SR PROTECTIVE SERVICES INVESTIGATOR-RPT	GRP 14
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SR SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 11
SR TECHNICAL ASSISTANT INFO SYSTEMS RPT	GRP 07
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STAFF DEVELOPMENT MANAGER	GRP 10
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## **APPENDIX C - TIME AND ATTENDANCE POLICY ERIE COUNTY EMPLOYEES**

CSEA agrees to the following Time and Attendance Policy for all non-ECMCC bargaining unit employees:

### **I. Policy Purpose**

The purpose of this Time and Attendance policy is to provide employees with ample notice regarding (1) what type of absence is excused versus unexcused, (2) what is considered unacceptable levels of unexcused absences, (3) how discipline will progress based on the number of unexcused absence occurrences in given time frames, and (4) inform employees of negotiated benefits for those employees who avoid the use of sick leave.

Additionally, this policy provides employees with ample notice regarding (1) the definition of tardiness, (2) the prohibition on habitual tardiness, and (3) how disciplinary action will progress based on the frequency of tardiness in given time frames.

### **II. Reporting Time**

Whether excused or unexcused, employees are required to notify their department before the start of their scheduled shift in accordance with Section 17.5 of the Collective Bargaining Agreement if they are going to be absent, or if they know they will be reporting late.

### **III. Excused Absence Defined**

An excused absence is one that is not considered an occurrence for the purposes of applying progressive disciplinary action for excessive absenteeism. Excused absences shall include the following and shall not be counted as occurrences in applying discipline under this policy:

1. Pre-approved paid time off
2. Approved leave of absence

3. Approved absence with pay for any contractual benefit time. (ex. Bereavement, jury duty, military service, union business, criminal assault, emergency closings, etc.)
4. Absence caused by a certified work related illness or injury as defined by the NYS Worker's Compensation Law and Board, and to which the NYS Worker's Compensation Board has allowed benefits for the employee.
5. Absences which are covered by the Family Medical Leave Act (FMLA)
6. Absence in which an employee is sent home or banned from working as a result of infection control such as, but not limited to instances which have been contracted at work such as pink eye, scabies, chicken pox, bed bugs and COVID, etc.
7. Absence in which an employee provides the Employer with a medical certificate, verifying the illness or injury which caused their absence. "So long as the employee has adequate and appropriate time to cover the time off."

#### **IV. Unexcused Absences**

It is recognized that unexcused absences will occur and are not in and of themselves ground for disciplinary action. However, this policy is designed to define and prohibit the excessive or habitual occurrence of unexcused absences, and the progressive penalties for continued excessive or habitual occurrence of unexcused absences.

1. In applying the penalties set forth below, it is understood that every employee is allowed two (2) occurrences (occurrences being either one day or a set of consecutive days) of unexcused absence per rolling calendar year without penalty, unless the employee has already received a written warning for violation of this policy. Any use of these two (2) occurrences per rolling quarter, or eight (8) occurrences per rolling year, shall not be counted as an absence for the purpose of moving to any level of discipline.
2. After three (3) occurrences of unexcused absence in a rolling quarter, or nine (9) occurrences of unexcused absence in a rolling year, an employee's supervisor will counsel said employee. No record of this counseling will be placed in the employee's personnel file but may be maintained in the supervisor's anecdotal file.
3. After four (4) occurrences of unexcused absence in a rolling quarter, or ten (10) occurrences of unexcused absence in a rolling

year, an employee will receive a verbal warning for excessive absenteeism. The verbal warning shall be acknowledged in the employee's Personnel file.

4. After five (5) occurrences of unexcused absence in a rolling quarter, or eleven (11) occurrences in a rolling year, a copy of said warning will be placed in the employee's personnel file and remain active for a twelve (12) month period, from the date of the last occurrence. This twelve (12) month period for Time and Attendance does not modify the length of time the written warning remains in the employee's personnel file per contract.
5. Once an employee has received a written warning as set forth in paragraph 4 above, the next occurrence of unscheduled absence in the twelve-month period, from the date of the last absence will result in a one (1) day suspension without pay. The day of call in will be considered the day of suspension if no accruals have been paid.
6. An employee, who has received a suspension without pay pursuant to paragraph 5 above and has two (2) more occurrences of unscheduled absence in the next twelve (12) month period will be suspended pending administrative review of the employee's complete attendance file. If after the administrative review has been completed, the Employer determines termination is warranted, the employee may be terminated.
7. Twice in any calendar year, an employee who reports to work, makes an effort to work, and fulfills fifty percent (50%) of his/her shift, but is unable to complete the full shift as assigned for reasons of illness will not have that partial shift counted as an occurrence of unscheduled leave in applying items 1-6 above.
8. Finally, an employee will be offered union representation at each step of the procedure outline above, and any disputes arising from this procedure shall be subject to the contractual grievance procedure.

V. **Excessive Tardiness**

It is recognized that from time to time an employee may be late for work, and such sporadic and non-habitual tardiness is not grounds for disciplinary action. However, this policy is designed to define and prohibit excessive or habitual tardiness, and the progressive penalties for continued excessive or habitual tardiness.

An employee will be considered tardy when he or she arrives for work after the employee's regularly scheduled starting time. The following procedure will be utilized in cases of employee tardiness:

1. An employee who is tardy for a period of five (5) minutes or less will not be considered tardy and will not lose pay for such time provided that they work the equivalent amount of time at the end of their scheduled shift.
2. An employee who is tardy more than three (3) times in a three (3) month period will receive counseling. No record of this counseling will be placed in the employee's personnel file but shall be maintained by the immediate supervisor.
3. Following such counseling, an oral warning will occur if any employee is tardy an additional two (2) times in the next sixty (60) calendar days following informal counseling. Such oral warning will be noted in the employee's personnel file.
4. Following such oral warning, a written warning will occur if an employee is again tardy an additional time within sixty (60) calendar days following the issuance of an oral warning. Such written warning shall be placed in the employee's personnel file.
5. Following such written warning, an employee who is again tardy an additional time within sixty (60) calendar days following the issuance of a written warning shall be suspended for one (1) day without pay.
6. An additional instance of tardiness within ninety (90) calendar days following the issuance of a one (1) day suspension without pay will result in termination.
7. None of the steps set forth in 1-6 may be skipped.
8. If an employee does not have another instance of tardiness during the time frames set forth above, they will go back one step for the purpose of progressive discipline.
9. Any written record of discipline for tardiness placed in an employee's personnel file will be removed after the appropriate time frames as listed in the "c-g" above, provided there has been no further action taken against the employee.
10. Finally, an employee will be offered union representation at each step of the procedure outlined above, and any disputes arising from this procedure shall be subject to the contractual grievance procedure.

## **APPENDIX D – WORK FROM HOME**

1. Department shall identify titles and position that have ability to work from home and determine work from home schedules based on those job titles and positions. Departments shall accommodate individual employee needs any may provide the maximum amount of flexibility that the department can provide without sacrificing the needs of the department. No minimum hours of “on-site” requirement is established however, departments may establish a minimum number of hours worked on site as part of their work from home plan. Not all jobs are suited for work from home modifications. In determining the eligibility for work from home, all employees will be treated equally. CSEA will be provided a copy of all department WFH schedules and job titles/positions.
2. Any changes to work location or schedule shall not create any additional cost to the County as it relates to employee compensation.
3. No variable hour shifts may be approved. All changes to a schedule must coincide with the start of a new pay period.
4. Any overtime performed by the employee off-site must be specifically pre-approved in writing by the department. Departments may require overtime to be performed on-site.
5. Employees who request to work from home are responsible to secure the necessary equipment, services, and space so that they may perform all of their job duties. This may include internet, phone, computer, or any other equipment and will, in no instance, bear additional cost to ensure the employee secures and maintains the necessary equipment or services. The employee bears the burden of demonstrating sufficient equipment and employer has the right to confirm.



6. Inclement Weather and Commuting Time:

- a. No employee shall be compensated for travel time to and from their assigned on-site work location. If, however, an employee is required to travel from their home to the on-site location at the request of the department due to an issue associated with a

widespread problem or inclement weather, such as is necessary to travel one-way to the work-location (as determined by Google Maps).

- b. Inclement weather or other emergency situation may cause an employee's on-site location to be closed. If, however, an employee has requested an alternate work location under this agreement, that alternate site, for the purposes of Section XXIII (Emergency Closing" of the CBA, shall be considered the employees work location during any office closure, regardless of whether the employee was scheduled to work from home on that day.

- 7. Employees, when requesting to work from home must sign the work location modification form which will be provided by the Personnel Department. No employee shall be granted a work location modification without agreeing to all the terms of the form. The employee is responsible for abiding by all the terms presented in the form. Any failure to abide by the terms as defined by the form may result in immediate revocation of the work from home modification /approval.
- 8. Terms of the work location modification agreement shall include the following terms:
  - a. Employees must be within one (1) hour of their assigned work location or at the address on

record as their residence at the time of the signed agreement.

- b. Employees must be reasonably reachable by telephone during the entirety of their shift and shall maintain contact with the department.
- c. Employees must be reasonably reachable by email during the entirety of their shift and shall maintain contact with the department.
- d. Sufficient productivity must be maintained by the employees. Failure to maintain sufficient productivity of any work performance issues, regardless of whether they result from the shift or work location modification, may result in revocation of shift or work location and/or disciplinary action as per the CBA.
- e. All work performed from home shall be accurately accounted for by the employee. Employees are solely responsible for the input of their time into the County time-keeping system. Failure to enter worktime in a timely fashion may result in delays to payment, and for repeated or egregious failures, counseling or discipline.
- f. Any other requirement which the department determines is necessary to carry out the mission of the department.

- 9. Departments may, with sufficient notification, revoke the shift or work locations modification based on the needs of the department. The department shall not revoke a shift or workplace modification agreement arbitrarily except for violations of the agreement. Departments may, under emergency circumstances, modify or revoke the shift or work location agreement.
- 10. Sufficient notification in paragraph 8 shall mean seven working days.
- 11. Failure to adequately abide by all Erie County Policies including those found in the Erie County Employee Handbook may still result

in discipline regardless of the work location.

12. When working from home and for the purpose of mileage reimbursement, the employee's residence will be considered his or her place of employment. Employees who work more than 3/5 of their schedule under the provisions herein are not eligible for any parking stipend as defined in Article XXXVIII, Section 38.1.
13. When approving a shift or work location modification request, the department may consider work performance during previous work from home instances. Any documented failures during previous work from home instances may be used as grounds for denial of the shift or work location modification request. No instances older than one year may be used as grounds for denial. Previous failures may not create a permanent bar against work from home.
14. Additional time keeping devices may be required by the department. This may include daily logs, routine check-ins, or other method as devised by the department. These additional time keeping devices do not substitute for, and are additional, to the regular time keeping requirements for the Department of Personnel. Failure to properly utilize these time keeping devices may form the basis of corrective action including revocation of WFH or discipline.
15. Departments may utilize a tracking software to ensure productivity. This software may form the basis of corrective action including revocation of WFH or discipline.
16. Employees must follow the CBA in regards to the time and attendance policy regardless of work location or shift.
17. Pursuant to paragraph five (5) an employee who has been granted work from an alternate work location must work any day that the County building to which they are permanently assigned is closed due to weather or other unforeseeable circumstance. If, however, the event which caused the permanently assigned building to close also impacts the employee's alternate work location, they may be granted emergency closure. The Department of Personnel will determine the availability of a request and provided an explanation

of the circumstances which they believe qualify them for emergency closure.

18. Once established, a department will not withhold the scheduled shift from an employee arbitrarily or capriciously.
19. Appeal of denials revocations only may be appealed to the CSEA Union, Department Personnel, and Labor Relations. Appeals will be heard once a week, with standing meeting each Friday at 10am (unless a time change is mutually agreed), between the Department of Labor Relations, Personnel, and representatives from CSEA. List of the issues to be appealed must be given to the Department and Union at least 24 hours in advance of the meeting. Appeals will be heard at the time. Decision on appeals will be given no later than three (3) working days from the appeal hearing. This is the only procedure available for challenging the work from home revocation.
20. The department may modify its WFH policy but will not do so in an arbitrary or capricious manner. The department will notify CSEA of such modifications and agrees to discuss potential changes with them.
21. Grievances for this section may only challenge that a shift was withheld or revoked arbitrarily and capriciously.

### **10-HOUR SHIFT**

1. Management may, at its discretion, establish a 10-Hour Work Day. **It is understood, however, that no such scheduling shall occur without the concurrence of the employees affected.** An employee may submit a request to their supervisor to change their normal 5-day, eight-hour work schedule to a four-day, ten hour per day work schedule. This schedule will allow a total of forty-hours in 4 days. The normal workday shall hereafter refer to a 10-hour workday. Every December an employee will submit a form to affirm or change

their workday/work week. The change will be effective the first full pay period of the following year.

2. A normal workday will not exceed ten consecutive hours in any 24-hour period. The normal pay period will not exceed eighty-hours for ten-hour employees.
3. Premium pay for overtime shall not begin until an employee has completed the normal 10 hours scheduled for the day in question or forty hours per week.
4. Compensatory time shall be accumulated in accordance with the overtime provision in the collective bargaining agreement.
5. Similarly, in order to qualify for a paid lunch (one hour), an employee must work either the first or the last four and one-half hours of the shift. Employees working a ten-hour shift shall receive three fifteen-minute breaks per day.
6. A vacation day, sick day or personal leave day utilized shall be considered a ten-hour day and utilized shall result in the deduction of ten hours from the employee's accumulated balance. A half-day in any of these categories will result in the deduction of five hours from the employee's accumulated balance and the employee must work four and one-half hours on the day in question.
7. If an employee is not scheduled to work on a holiday recognized by the Collective bargaining agreement, they will be paid for eight (8) hours of holiday pay. If an employee with a ten (10) hour schedule is scheduled to work on a holiday recognized by the collective bargaining agreement, they can work the day and receive holiday pay for eight hours and overtime pay for actual hours worked. If they are not assigned

to work on the recognized day then they will be paid for eight hours of holiday pay and are expected to either utilize two (2) hours of appropriate accruals or make up the two (2) hours within that pay period at compensatory time at the rate of time and one half.

8. Management and the union may mutually agree in writing to modify the program at any time. Any changes shall take effect the second Monday following written notification to the employees.
9. If an employee experiences a new significant life event (i.e., FMLA qualifying medical disease or injury to self or qualifying family member), he/she may submit a written a request to revert back to a 5-day, 8-hour work schedule. The employer will have the right to request appropriate documentation to verify the life event any change in schedule will take effect the second Monday following the request.
10. Departments shall identify positions (titles) that will be allowed to choose a 10-hour work schedule and develop available schedules (i.e. Monday-Thursday, Tuesday-Friday). The employees will have an opportunity to submit the schedule preferences. When more than one employee submits a request for a particular schedule, seniority will be used to determine which employee is awarded the preferred schedule.
11. No employee may receive any additional benefit that is not given to an employee working eight-hour shifts.
12. No employee is guaranteed a 10-hour work day. The decision to establish a 10-hour work day shifts rest solely on within the discretion of the department. Once established, a department

will not withhold the scheduled shift from an employee arbitrarily or capriciously.

13. Grievances for this section may only challenge **that this section has been violated or** that a shift was withheld or revoked arbitrarily and capriciously.

## APPENDIX E - ERIE COUNTY SALARY SCHEDULE 2022-2027

Report: ZTMR\_PAYSCALE\_REPORT  
System: PRD/100/ZHR\_PAYSCALES  
User: BARCAM

Payscale Type: CSEA

Erie County  
Pay Scale Report  
Pay Area: 12: CSEA

For: 07/02/2022

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GRP 14	73880 2841.52 35.519	78077 3002.96 37.537	82347 3167.20 39.590	86584 3330.16 41.627	90821 3493.12 43.664	95085 3657.12 45.714	97207 3738.72 46.734	99343 3820.88 47.761	101492 3903.52 48.794	103626 3985.60 49.820	105756 4067.52 50.844	108014 4154.40 51.930
GRP 15	81128 3120.32 39.004	85788 3299.52 41.244	90534 3482.08 43.526	95279 3664.56 45.807	100031 3847.36 48.092	104774 4029.76 50.372	107153 4121.28 51.516	109522 4212.40 52.655	111906 4304.08 53.801	114277 4395.28 54.941	116651 4486.56 56.082	119159 4583.04 57.288
GRP 16	88937 3420.64 42.758	94089 3618.80 45.235	99339 3820.72 47.759	104612 4023.52 50.294	109064 4225.52 52.819	115109 4427.28 55.341	117738 4528.40 56.605	120376 4629.84 57.873	123020 4731.52 59.144	125649 4832.64 60.408	128290 4934.24 61.678	131080 5041.52 63.019
GRP 17	96647 3717.20 46.465	102296 3934.48 49.181	108091 4157.36 51.967	113903 4380.88 54.761	119704 4604.00 57.550	125516 4827.52 60.344	128413 4938.96 61.737	131325 5050.96 63.137	134220 5162.32 64.529	137118 5273.76 65.922	140019 5385.36 67.317	143087 5503.36 68.792
GRP 18	104705 4027.12 50.339	110872 4264.32 53.304	117227 4508.72 56.359	123575 4752.88 59.411	129923 4997.04 62.463	136280 5241.52 65.519	139454 5363.60 67.045	142638 5486.08 68.576	145825 5608.64 70.108	149005 5730.96 71.637	152192 5853.52 73.169	155561 5983.12 74.789
GRP 19	113556 4367.52 54.594	120295 4626.72 57.834	127221 4893.12 61.164	134181 5160.80 64.510	141111 5427.36 67.842	148059 5694.56 71.182	151535 5828.32 72.854	154995 5961.36 74.517	158479 6095.36 76.192	161955 6229.04 77.863	165429 6362.64 79.533	169104 6504.00 81.300
GRP 20	122489 4711.12 58.889	129790 4991.92 62.399	137367 5283.36 66.042	144932 5574.32 69.679	152497 5865.28 73.316	160091 6157.36 76.967	163852 6302.00 78.775	167642 6447.76 80.597	171425 6593.28 82.416	175215 6739.04 84.238	178994 6884.40 86.055	183000 7038.48 87.981
GRP 21	131429 5054.96 63.187	139296 5357.52 66.969	147495 5672.88 70.911	155669 5987.28 74.841	163875 6302.88 78.786	172060 6617.68 82.721	176149 6774.96 84.687	180255 6932.88 86.661	184334 7089.76 88.622	188421 7246.96 90.587	192519 7404.56 92.557	196851 7571.20 94.640
GRP 22	139697 5372.96 67.162	148096 5696.00 71.200	156830 6031.92 75.399	165560 6367.68 79.596	174275 6702.88 83.786	183000 7038.48 87.981	187366 7206.40 90.080	191732 7374.32 92.179	196107 7542.56 94.282	200466 7710.24 96.378	204834 7878.24 98.478	209456 8056.00 100.700



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User: BARCAM

PayScale Type: CSEA

Erie County  
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GRP 01	36779 1414.56 17.682	38590 1484.24 18.553	39711 1527.36 19.092	40860 1571.52 19.644	41995 1615.20 20.190	43120 1658.48 20.731	43686 1680.24 21.003	44256 1702.16 21.277	44814 1723.60 21.545	45388 1745.68 21.821	45945 1767.12 22.089	46528 1789.52 22.369
GRP 02	37332 1435.84 17.948	39171 1506.56 18.832	40362 1552.40 19.405	41531 1597.36 19.967	42715 1642.88 20.536	43884 1687.84 21.098	44470 1710.40 21.380	45078 1733.76 21.672	45652 1755.84 21.948	46236 1778.32 22.229	46825 1800.96 22.512	47434 1824.40 22.805
GRP 03	38405 1477.12 18.464	40312 1550.48 19.381	41552 1598.16 19.977	42792 1645.84 20.573	44021 1693.12 21.164	45286 1741.76 21.772	45904 1765.52 22.069	46542 1790.08 22.376	47154 1813.60 22.670	47778 1837.60 22.970	48395 1861.36 23.267	49042 1886.24 23.578
GRP 04	39691 1526.56 19.082	41689 1603.44 20.043	42994 1653.60 20.670	44308 1704.16 21.302	45644 1755.52 21.944	46973 1806.64 22.583	47638 1832.24 22.903	48279 1856.88 23.211	48949 1882.64 23.533	49606 1907.92 23.849	50261 1933.12 24.164	50943 1959.36 24.492
GRP 05	41496 1596.00 19.950	43605 1677.12 20.964	45067 1733.36 21.667	46496 1788.32 22.354	47961 1844.64 23.058	49410 1900.40 23.755	50987 1930.64 24.133	51784 1961.04 24.513	52572 1991.68 24.896	53364 2022.00 25.275	54190 2052.48 25.656	54920 2084.24 26.053
GRP 06	43950 1690.40 21.130	46209 1777.28 22.216	47938 1843.76 23.047	49650 1909.60 23.870	51357 1975.28 24.691	53094 2042.08 25.526	54101 2080.80 26.010	55103 2119.36 26.492	56085 2157.12 26.964	57092 2195.84 27.448	58090 2234.24 27.928	59139 2274.56 28.437
GRP 07	46546 1790.24 22.378	48978 1883.76 23.547	51081 1964.64 24.558	53190 2045.76 25.572	55293 2126.64 26.583	57387 2207.20 27.590	58531 2251.20 28.140	59671 2295.04 28.688	60819 2339.20 29.240	61955 2382.88 29.786	63105 2427.12 30.339	64307 2473.36 30.917
GRP 08	49358 1898.40 23.730	51967 1998.72 24.984	54429 2093.44 26.168	56894 2188.24 27.353	59340 2282.32 28.529	61784 2376.32 29.704	63053 2425.12 30.314	64305 2473.28 30.916	65564 2521.68 31.521	66832 2570.48 32.131	68097 2619.12 32.739	69426 2670.24 33.378
GRP 09	52399 2015.36 25.192	55216 2123.68 26.546	57972 2229.68 27.871	60719 2335.36 29.192	63459 2440.72 30.509	66217 2546.80 31.835	67590 2599.60 32.495	68969 2652.64 33.158	70329 2704.96 33.812	71702 2757.76 34.472	73077 2810.64 35.133	74522 2866.24 35.828
GRP 10	55636 2139.84 26.748	58644 2255.84 28.194	61651 2371.20 29.640	64632 2485.84 31.073	67629 2601.12 32.514	70637 2716.80 33.960	72141 2774.64 34.683	73628 2831.84 35.398	75140 2890.00 36.125	76640 2947.68 36.846	78144 3005.52 37.569	79726 3068.40 38.330
GRP 11	60601 2330.80 29.135	63929 2458.80 30.735	67151 2582.72 32.284	70420 2708.48 33.856	73644 2832.48 35.406	76885 2957.12 36.964	78516 3019.84 37.748	80136 3082.16 38.527	81750 3144.24 39.303	83373 3208.64 40.083	84991 3268.88 40.861	86696 3334.48 41.681
GRP 12	64347 2474.88 30.936	67914 2612.08 32.651	71502 2750.08 34.376	75105 2888.64 36.108	78680 3026.16 37.827	82272 3164.32 39.554	84072 3233.52 40.419	85858 3302.24 41.278	87664 3371.68 42.146	89459 3440.72 43.009	91258 3509.92 43.874	93157 3582.96 44.787
GRP 13	69622 2677.76 33.472	73524 2827.84 35.348	77453 2978.96 37.237	81399 3130.72 39.134	85347 3282.56 41.032	89263 3433.20 42.915	91239 3509.20 43.865	93213 3585.12 44.814	95191 3661.20 45.765	97173 3737.44 46.718	99147 3813.36 47.667	101236 3893.68 48.671

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Erie County  
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GRP 15	84373 3245.12 40.564	89220 3431.52 42.894	94155 3621.36 45.267	99089 3811.12 47.639	104033 4001.28 50.016	108965 4190.96 52.387	111440 4286.16 53.577	113903 4380.88 54.761	116382 4476.24 55.953	118849 4571.12 57.139	121316 4666.00 58.325	123926 4766.40 59.580
GRP 16	92493 3557.44 44.468	97852 3763.52 47.044	103312 3973.52 49.669	108796 4184.48 52.306	114259 4394.56 54.932	119714 4604.40 57.555	122448 4709.52 58.869	125191 4815.04 60.188	127941 4920.80 61.510	130674 5025.92 62.824	133422 5131.60 64.145	136323 5243.20 65.540
GRP 17	100514 3865.92 48.324	106388 4091.84 51.148	112416 4323.68 54.046	118458 4556.08 56.951	124492 4788.16 59.852	130537 5020.64 62.758	133548 5136.48 64.206	136577 5252.96 65.662	139589 5368.80 67.110	142603 5484.72 68.559	145621 5600.80 70.030	148812 5723.52 71.544
GRP 18	108894 4188.24 52.353	115307 4434.88 55.436	121915 4689.04 58.613	128517 4942.96 61.787	135121 5196.96 64.962	141731 5451.20 68.140	145032 5578.16 69.727	148344 5705.52 71.319	151657 5832.96 72.912	154964 5960.16 74.502	158280 6087.68 76.096	161784 6222.48 77.781
GRP 19	118098 4542.24 56.778	125106 4811.76 60.147	132311 5088.88 63.611	139547 5367.20 67.090	146756 5644.48 70.556	153980 5922.32 74.029	157597 6061.44 75.768	161196 6199.84 77.498	164819 6339.20 79.240	168434 6478.24 80.978	172045 6617.12 82.714	175868 6764.16 84.552
GRP 20	127390 4899.60 61.245	134982 5191.60 64.895	142863 5494.72 68.684	150729 5797.28 72.466	158598 6099.92 76.249	166496 6403.68 80.046	170406 6554.08 81.926	174348 6705.68 83.821	178283 6857.04 85.713	182225 7008.64 87.608	186154 7159.76 89.497	190320 7320.00 91.500
GRP 21	136685 5257.12 65.714	144868 5571.84 69.648	153394 5899.76 73.747	161897 6226.80 77.935	170429 6554.96 81.937	178942 6882.40 86.030	183194 7045.92 88.074	187464 7210.16 90.127	191707 7373.36 92.167	195957 7536.80 94.210	200219 7700.72 96.259	204726 7874.08 98.426
GRP 22	145284 5587.84 69.848	154020 5923.84 74.048	163103 6273.20 78.415	172182 6622.40 82.780	181245 6970.96 87.137	190320 7320.00 91.500	194861 7494.64 93.683	199401 7669.28 95.866	203950 7844.24 98.053	208485 8018.64 100.233	213027 8193.36 102.417	217834 8378.24 104.728

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Erie County  
Pay Scale Report  
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GRP 01	37881 1456.90 18.212	39749 1528.60 19.110	40903 1573.20 19.665	42085 1613.60 20.233	43265 1653.20 20.796	44414 1708.20 21.353	44997 1730.64 21.633	45583 1753.20 21.915	46157 1775.28 22.191	46750 1798.08 22.476	47324 1820.16 22.752	47922 1843.20 23.040
GRP 02	38451 1478.88 18.486	40346 1551.76 19.397	41573 1598.96 19.987	42777 1645.28 20.566	43996 1692.16 21.152	45200 1738.48 21.731	45804 1761.68 22.021	46430 1785.76 22.322	47020 1808.48 22.606	47624 1831.68 22.896	48229 1854.96 23.187	48857 1879.12 23.489
GRP 03	39557 1521.44 19.018	41521 1596.96 19.962	42798 1646.08 20.576	44075 1695.20 21.190	45342 1743.92 21.789	46644 1794.00 22.425	47280 1818.48 22.731	47938 1843.76 23.047	48568 1868.00 23.350	49211 1892.72 23.659	49847 1917.20 23.965	50513 1942.80 24.285
GRP 04	40880 1572.32 19.654	42940 1651.52 20.644	44283 1703.20 21.290	45637 1755.28 21.941	47012 1808.16 22.602	48381 1860.80 23.260	49067 1887.20 23.590	49727 1912.56 23.907	50417 1939.12 24.239	51093 1965.12 24.564	51769 1991.12 24.889	52472 2018.16 25.227
GRP 05	42742 1643.92 20.549	44913 1727.44 21.593	46419 1785.36 22.317	47892 1842.00 23.025	49400 1900.00 23.750	50893 1957.44 24.468	51703 1988.56 24.857	52516 2019.84 25.248	53337 2051.44 25.643	54149 2082.64 26.033	54966 2114.08 26.426	55817 2146.80 26.835
GRP 06	45269 1741.12 21.764	47595 1830.56 22.882	49375 1899.04 23.738	51139 1966.88 24.586	52899 2034.56 25.432	54687 2103.36 26.292	55723 2143.20 26.790	56757 2182.96 27.287	57768 2221.84 27.773	58804 2261.68 28.271	59833 2301.28 28.766	60913 2342.80 29.285
GRP 07	47942 1843.92 23.049	50446 1940.24 24.253	52614 2023.60 25.295	54785 2107.12 26.339	56950 2190.40 27.380	59109 2273.44 28.418	60287 2318.72 28.984	61462 2363.92 29.549	62643 2409.36 30.117	63814 2454.40 30.680	64998 2499.92 31.249	66238 2547.60 31.845
GRP 08	50839 1955.36 24.442	53527 2058.72 25.734	56062 2156.24 26.953	58602 2253.92 28.174	61121 2350.80 29.385	63638 2447.60 30.595	64944 2497.84 31.223	66233 2547.44 31.843	67531 2597.36 32.467	68838 2647.60 33.095	70140 2697.68 33.721	71508 2750.32 34.379
GRP 09	53972 2075.84 25.948	56871 2187.36 27.342	59711 2296.56 28.707	62541 2405.44 30.068	65362 2513.92 31.424	68203 2623.20 32.790	69618 2677.60 33.470	71038 2732.24 34.153	72438 2786.08 34.826	73852 2840.48 35.506	75269 2894.96 36.187	76758 2952.24 36.903
GRP 10	57304 2204.00 27.550	60403 2323.20 29.040	63500 2442.32 30.529	66570 2560.40 32.005	69657 2679.12 33.489	72756 2798.32 34.979	74304 2857.84 35.723	75837 2916.80 36.460	77395 2976.72 37.209	78938 3036.08 37.951	80488 3096.16 38.696	82118 3158.40 39.480
GRP 11	62419 2400.72 30.009	65847 2532.76 31.657	69166 2660.24 33.253	72534 2789.76 34.872	75853 2917.44 36.468	79192 3045.84 38.073	80870 3111.40 38.880	82541 3174.44 39.683	84203 3238.56 40.482	85873 3302.80 41.285	87541 3366.96 42.087	89296 3434.40 42.931
GRP 12	66277 2549.12 31.864	69952 2690.48 33.631	73647 2832.56 35.407	77357 2975.28 37.191	81041 3116.96 38.962	84741 3259.28 40.741	86595 3330.56 41.632	88433 3401.28 42.516	90293 3472.80 43.410	92142 3543.92 44.299	93995 3615.20 45.190	95952 3690.48 46.131
GRP 13	71710 2758.08 34.476	75729 2912.64 36.408	79776 3068.32 38.354	83841 3224.64 40.308	87907 3381.04 42.263	91940 3536.16 44.202	93976 3614.48 45.181	96009 3692.64 46.158	98047 3771.04 47.138	100090 3849.60 48.120	102122 3927.76 49.097	104272 4010.48 50.131

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GRP 14	79140 3043.84 38.048	83635 3216.72 40.209	88211 3392.72 42.409	92749 3567.28 44.591	97288 3741.84 46.773	101856 3917.52 48.969	104127 4004.88 50.061	106415 4092.88 51.161	108717 4181.44 52.268	111003 4269.36 53.367	113285 4357.12 54.464	115704 4450.16 55.627
GRP 15	86904 3342.48 41.181	91896 3534.48 44.181	96980 3730.00 46.625	102061 3925.44 49.068	107153 4121.28 51.516	112235 4316.72 53.959	114783 4414.72 55.184	117320 4512.32 56.404	119878 4610.56 57.632	122414 4708.24 58.853	124956 4806.00 60.075	127643 4909.36 61.367
GRP 16	95268 3664.16 45.802	100786 3876.40 48.455	106411 4092.72 51.159	112060 4310.00 53.875	117686 4526.40 56.580	123307 4742.56 59.282	126121 4850.80 60.635	128948 4958.52 61.994	131778 5068.40 63.355	134595 5176.72 64.709	137424 5285.52 66.069	140412 5400.48 67.506
GRP 17	103530 3981.92 49.774	109579 4214.56 52.682	115787 4453.36 55.667	122013 4692.80 58.660	128228 4931.84 61.648	134453 5171.28 64.641	137555 5290.56 66.132	140675 5410.56 67.632	143776 5529.84 69.123	146881 5649.28 70.616	149989 5768.80 72.110	153275 5895.20 73.690
GRP 18	112162 4313.92 53.924	118766 4567.92 57.099	125572 4829.68 60.371	132373 5091.28 63.641	139175 5352.88 66.911	145983 5614.72 70.184	149384 5745.52 71.819	152795 5876.72 73.459	156206 6007.92 75.099	159613 6138.96 76.737	163028 6270.32 78.379	166637 6409.12 80.114
GRP 19	121640 4678.48 58.481	128858 4956.08 61.951	136280 5241.52 65.519	143734 5528.24 69.103	151160 5813.84 72.673	158600 6100.00 76.250	162325 6243.28 78.041	166032 6385.84 79.823	169763 6529.36 81.617	173487 6672.56 83.407	177206 6815.60 85.195	181145 6967.12 87.089
GRP 20	131211 5046.56 63.082	139031 5347.36 66.842	147150 5659.60 70.745	155251 5971.20 74.640	163355 6282.88 78.536	171490 6595.76 82.447	175519 6750.72 84.384	179579 6906.88 86.336	183631 7062.72 88.284	187691 7218.88 90.236	191739 7374.56 92.182	196030 7539.60 94.245
GRP 21	140785 5414.80 67.685	149213 5738.96 71.737	157995 6076.72 75.959	166754 6413.60 80.170	175542 6751.60 84.395	184311 7088.88 88.611	189689 7257.28 90.716	193088 7426.48 92.831	197459 7594.56 94.932	201835 7762.88 97.036	206226 7931.76 99.147	210868 8110.32 101.379
GRP 22	149641 5755.44 71.943	158640 6101.52 76.269	167995 6461.36 80.767	177347 6821.04 85.263	186682 7180.08 89.751	196030 7539.60 94.245	200705 7719.44 96.493	205383 7899.36 98.742	210070 8079.60 100.995	214739 8259.20 103.240	219419 8439.20 105.490	224370 8629.60 107.870

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GRP 01	39017 1500.64 18.758	40941 1574.64 19.683	42130 1620.40 20.255	43347 1667.20 20.840	44554 1713.60 21.420	45748 1759.52 21.994	46347 1782.56 22.282	46950 1805.76 22.572	47543 1828.56 22.857	48152 1852.00 23.150	48745 1874.80 23.435	49360 1898.48 23.731
GRP 02	39605 1523.28 19.041	41556 1598.32 19.979	42821 1646.96 20.587	44061 1694.64 21.183	45317 1742.96 21.787	46557 1790.64 22.383	47179 1814.56 22.682	47823 1839.36 22.992	48431 1862.72 23.284	49053 1886.64 23.583	49677 1910.64 23.883	50324 1935.52 24.194
GRP 03	40745 1567.12 19.589	42767 1644.88 20.561	44081 1695.44 21.193	45398 1746.08 21.826	46702 1796.24 22.453	48044 1847.84 23.098	48699 1873.04 23.413	49375 1899.04 23.738	50026 1924.08 24.051	50688 1949.52 24.369	51343 1974.72 24.684	52029 2001.12 25.014
GRP 04	42108 1619.52 20.244	44227 1701.04 21.263	45612 1754.32 21.929	47006 1807.92 22.599	48422 1862.40 23.280	49833 1916.64 23.958	50540 1943.84 24.298	51218 1969.92 24.624	51929 1997.28 24.966	52626 2024.08 25.301	53323 2050.88 25.636	54047 2078.72 25.984
GRP 05	44023 1693.20 21.165	46261 1779.28 22.241	47813 1838.96 22.987	49329 1897.28 23.716	50883 1957.04 24.463	52420 2016.16 25.202	53254 2048.24 25.603	54090 2080.40 26.005	54937 2112.96 26.412	55773 2145.12 26.814	56616 2177.52 27.219	57491 2211.20 27.640
GRP 06	46627 1793.36 22.417	49021 1885.44 23.568	50856 1956.00 24.510	52674 2025.92 25.324	54486 2095.60 26.195	56328 2166.48 27.081	57396 2207.52 27.594	58460 2248.48 28.106	59500 2288.48 28.606	60568 2329.52 29.119	61628 2370.32 29.629	62741 2413.12 30.164
GRP 07	49379 1899.20 23.740	51960 1998.48 24.981	54192 2084.32 26.054	56428 2170.32 27.129	58658 2256.08 28.201	60884 2341.68 29.271	62096 2388.32 29.854	63305 2434.80 30.435	64524 2481.68 31.021	65728 2528.00 31.600	66947 2574.88 32.186	68224 2624.00 32.800
GRP 08	52364 2014.00 25.175	55132 2120.48 26.506	57745 2220.96 27.762	60360 2321.52 29.019	62955 2421.36 30.267	65547 2521.04 31.513	68220 2623.84 32.160	70903 2675.28 32.798	73653 2727.04 33.441	76425 2778.04 34.088	79245 2832.80 34.733	82093 2894.80 35.410
GRP 09	55580 2138.08 26.726	58577 2252.96 28.162	61501 2365.44 29.568	64418 2477.60 30.970	67323 2589.36 32.367	70250 2701.92 33.774	73170 2814.24 34.472	76127 2869.68 35.178	79112 2925.68 35.871	82093 2981.84 36.571	84581 3040.80 37.273	87176 3100.64 38.010
GRP 10	59024 2270.16 28.377	62215 2392.88 29.911	65406 2515.20 31.445	68567 2637.20 32.965	71748 2759.52 34.494	74938 2882.24 36.028	78112 2943.60 36.795	81112 3004.32 37.554	84506 3066.00 38.325	87850 3127.20 39.090	90688 3188.56 39.857	94581 3253.12 40.664
GRP 11	64291 2472.72 30.909	67823 2608.56 32.607	71242 2740.08 34.251	74709 2873.44 35.918	78129 3004.96 37.562	81567 3137.92 39.215	83296 3203.68 40.046	85016 3269.84 40.873	86728 3335.68 41.696	88450 3401.92 42.524	90168 3468.00 43.350	91976 3537.52 44.219
GRP 12	68266 2625.60 32.820	72051 2771.20 34.640	75856 2917.52 36.469	79679 3064.56 38.307	83472 3210.48 40.131	87283 3357.04 41.963	89192 3430.48 42.881	91085 3503.28 43.791	93001 3576.96 44.712	94906 3650.24 45.628	96816 3723.68 46.546	98831 3801.20 47.535
GRP 13	73861 2840.80 35.510	78000 3000.00 37.500	82170 3160.40 39.505	86355 3321.36 41.517	90544 3482.48 43.531	94698 3642.24 45.528	96795 3722.88 46.536	98889 3803.44 47.543	100988 3884.16 48.552	103093 3965.12 49.564	105186 4045.60 50.570	107401 4130.80 51.635

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GRP 14	81513 3135.12 39.189	86143 3313.20 41.415	90886 3494.48 43.681	95532 3674.32 45.929	100206 3854.08 48.176	104911 4035.04 50.438	107251 4125.04 51.563	109608 4215.68 52.696	111979 4306.88 53.836	114323 4397.44 54.968	116684 4487.84 56.098	119176 4583.68 57.296
GRP 15	89511 3442.72 43.034	94652 3640.48 45.506	99890 3841.92 48.024	105123 4043.20 50.540	110367 4244.88 53.061	115602 4446.24 55.578	118227 4547.20 56.840	120840 4647.68 58.096	123471 4748.88 59.361	126088 4849.52 60.619	128704 4950.16 61.877	131473 5056.64 63.208
GRP 16	98126 3774.08 47.176	103811 3992.72 49.909	109604 4215.52 52.694	115421 4439.28 55.491	121216 4662.16 58.277	127005 4884.80 61.060	129904 4996.32 62.454	132816 5108.32 63.854	135732 5220.48 65.256	138632 5332.00 66.650	141546 5444.08 68.051	144624 5562.48 69.531
GRP 17	106635 4101.36 51.267	112965 4340.96 54.262	119261 4586.96 57.337	125674 4833.60 60.420	132074 5079.76 63.497	138486 5326.40 66.580	141681 5449.28 68.116	144895 5572.88 69.661	148090 5695.76 71.197	151287 5818.72 72.734	154488 5941.84 74.273	157874 6072.08 75.901
GRP 18	115527 4443.36 55.542	122329 4704.96 58.812	129339 4974.56 62.182	136344 5244.00 65.550	143349 5513.44 68.918	150363 5783.20 72.290	153866 5917.92 73.974	157379 6053.04 75.663	160892 6188.16 77.352	164401 6323.12 79.039	167918 6458.40 80.730	171635 6601.36 82.517
GRP 19	125289 4818.80 60.235	132725 5104.80 63.810	140369 5398.80 67.485	148046 5694.08 71.176	155694 5988.24 74.853	163359 6283.04 78.538	167195 6430.56 80.382	171013 6577.44 82.218	174857 6725.28 84.066	178691 6872.72 85.909	182522 7020.08 87.751	186580 7176.16 89.702
GRP 20	135146 5197.92 64.974	143202 5507.76 68.847	151563 5829.36 72.867	159908 6150.32 76.879	168255 6471.36 80.892	176634 6793.60 84.920	180785 6953.28 86.916	184966 7114.08 88.926	189141 7274.64 90.933	193321 7435.44 92.943	197490 7595.76 94.947	201910 7765.76 97.072
GRP 21	145009 5577.28 69.716	153689 5911.12 73.889	162735 6259.04 78.238	171756 6606.00 82.575	180808 6954.16 86.927	189840 7301.52 91.269	194349 7474.96 93.437	198881 7649.28 95.616	203382 7822.40 97.780	207890 7995.76 99.947	212412 8169.68 102.121	217194 8353.60 104.420
GRP 22	154130 5928.08 74.101	163399 6284.56 78.557	173035 6655.20 83.190	182668 7025.68 87.821	192284 7395.52 92.444	201910 7765.76 97.072	206727 7951.04 99.388	211544 8136.32 101.704	216372 8322.00 104.025	221181 8506.96 106.337	226002 8692.40 108.655	231100 8888.48 111.106

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GRP 01	40188 1545.68 19.321	42168 1621.84 20.273	43395 1669.04 20.863	44647 1717.20 21.465	45891 1765.04 22.063	47120 1812.32 22.654	47736 1836.00 22.950	48358 1859.92 23.249	48969 1883.44 23.543	49598 1907.60 23.845	50207 1931.04 24.138	50841 1955.44 24.443
GRP 02	40793 1568.96 19.612	42802 1646.24 20.578	44106 1696.40 21.205	45381 1745.44 21.818	46677 1795.28 22.441	47952 1844.32 23.054	48593 1868.96 23.362	49259 1894.56 23.682	49885 1918.64 23.983	50523 1943.20 24.290	51166 1967.92 24.599	51834 1993.60 24.920
GRP 03	41968 1614.16 20.177	44050 1694.24 21.178	45404 1746.32 21.829	46760 1798.48 22.481	48104 1850.16 23.127	49485 1903.28 23.791	50159 1929.20 24.115	50856 1956.00 24.450	51528 1981.84 24.773	52208 2008.00 25.100	52884 2034.00 25.425	53589 2061.12 25.764
GRP 04	43370 1668.08 20.851	45554 1752.08 21.901	46981 1806.96 22.587	48416 1862.16 23.277	49874 1918.24 23.978	51328 1974.16 24.677	52056 2002.16 25.027	52755 2029.04 25.363	53487 2057.20 25.715	54205 2084.80 26.060	54922 2112.40 26.405	55669 2141.12 26.764
GRP 05	45344 1744.00 21.800	47649 1832.64 22.908	49248 1894.16 23.677	50808 1954.16 24.427	52410 2015.76 25.197	53993 2076.64 25.958	54852 2109.68 26.371	55713 2142.80 26.785	56584 2176.32 27.204	57445 2209.44 27.618	58315 2242.88 28.036	59216 2277.52 28.469
GRP 06	48027 1847.20 23.090	50492 1942.00 24.275	52383 2014.72 25.184	54255 2086.72 26.084	56120 2158.48 26.981	58017 2231.44 27.893	59118 2273.76 28.422	60214 2315.92 28.949	61285 2357.12 29.464	62385 2399.44 29.993	63477 2441.44 30.518	64624 2485.52 31.069
GRP 07	50860 1956.16 24.452	53158 2058.40 25.730	55819 2146.88 26.836	58121 2235.44 27.943	60418 2323.76 29.07	62710 2411.92 30.149	63960 2460.00 30.750	65204 2507.84 31.348	66460 2556.16 31.952	67700 2603.84 32.548	68956 2652.16 33.152	70271 2702.72 33.784
GRP 08	53934 2074.40 25.930	56786 2184.08 27.301	59478 2287.60 28.595	62171 2391.20 29.890	64844 2494.00 31.175	67513 2595.64 32.458	68900 2650.00 33.125	70267 2702.56 33.782	71644 2755.52 34.444	73031 2808.88 35.111	74412 2862.00 35.775	75862 2917.76 36.472
GRP 09	57258 2320.56 27.528	60335 2436.40 29.007	63346 2551.92 30.455	66350 2667.04 31.899	69343 2782.96 33.338	72357 2840.64 34.787	73857 2888.64 35.808	75365 2955.76 36.233	76850 3013.44 36.947	78349 3071.28 37.668	79853 3129.04 38.391	81432 3186.88 39.150
GRP 10	60794 2338.24 29.228	64081 2464.64 30.808	67367 2591.04 32.388	70624 2716.32 33.954	73900 2842.32 35.529	77187 2968.72 37.109	78830 3031.92 37.899	80456 3094.48 38.681	82108 3158.00 39.475	83747 3221.04 40.263	85390 3284.24 41.053	87119 3350.72 41.884
GRP 11	66219 2546.88 31.836	69857 2686.80 33.585	73380 2822.32 35.279	76952 2959.68 36.996	80473 3095.12 38.689	84013 3231.28 40.391	85794 3299.76 41.247	87566 3367.92 42.099	89330 3435.76 42.947	91104 3504.00 43.800	92874 3572.08 44.651	94736 3643.68 45.546
GRP 12	70314 2704.40 33.805	74212 2854.32 35.679	78131 3005.40 37.563	82068 3156.48 39.456	85977 3306.80 41.335	89902 3457.76 43.222	91867 3533.36 44.167	93818 3608.40 45.105	95790 3684.24 46.053	97754 3759.76 46.997	99719 3835.36 47.942	101795 3915.20 48.940
GRP 13	76076 2926.00 36.575	80340 3090.00 38.625	84635 3255.20 40.690	88947 3421.04 42.763	93261 3586.96 44.837	97540 3751.52 46.894	99699 3834.56 47.932	101856 3917.52 48.969	104019 4000.72 50.009	106186 4084.08 51.051	108341 4166.96 52.087	110623 4254.72 53.184





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GRP 14	83959 3229.20 40.365	88727 3412.56 42.657	93581 3599.28 44.991	98399 3784.56 47.307	103212 3969.68 49.621	108058 4156.08 51.951	110469 4248.80 53.110	112896 4342.16 54.277	115338 4436.08 55.451	117763 4529.36 56.617	120184 4622.48 57.781	122751 4721.20 59.015
GRP 15	92196 3546.00 44.325	97492 3749.68 46.871	102887 3957.20 49.465	108276 4164.48 52.056	113678 4372.24 54.653	119070 4579.60 57.245	121774 4683.60 58.545	124465 4787.12 59.839	127175 4891.36 61.142	129871 4995.04 62.438	132565 5098.64 63.733	135416 5208.32 65.104
GRP 16	101069 3887.28 48.591	106924 4112.48 51.406	112892 4342.00 54.275	118884 4572.48 57.156	124852 4802.00 60.025	130815 5031.36 62.892	133802 5146.24 64.328	136802 5261.60 65.770	139805 5377.12 67.214	142792 5492.00 68.650	145793 5607.44 70.093	148963 5729.36 71.617
GRP 17	109834 4224.40 52.805	116251 4471.20 55.890	122839 4724.56 59.057	129445 4978.64 62.233	136036 5232.16 65.402	142640 5486.16 68.577	145931 5612.72 70.159	149242 5740.08 71.751	152533 5866.64 73.333	155825 5993.28 74.916	159122 6120.08 76.501	162610 6254.24 78.178
GRP 18	118993 4576.64 57.208	125998 4846.08 60.576	133218 5123.76 64.047	140435 5401.36 67.517	147651 5678.88 70.986	154875 5956.72 74.459	158481 6095.44 76.193	162101 6234.64 77.933	165720 6373.84 79.673	169333 6512.80 81.410	172956 6652.16 83.152	176785 6799.44 84.993
GRP 19	129047 4963.36 62.042	136706 5257.92 65.724	144581 5560.80 69.530	152487 5864.88 73.311	160366 6167.92 77.099	168260 6471.52 80.894	172209 6623.44 82.793	176145 6774.80 84.685	180103 6927.04 86.588	184051 7078.88 88.486	187999 7230.72 90.384	192177 7391.44 92.393
GRP 20	139200 5353.84 66.923	147497 5672.96 70.912	156110 6004.24 75.053	164705 6334.80 79.185	173304 6665.52 83.319	181933 6997.44 87.468	186208 7161.84 89.523	190516 7327.52 91.594	194815 7492.88 93.661	199120 7658.48 95.731	203414 7823.60 97.795	207967 7998.72 99.984
GRP 21	149359 5744.56 71.807	159300 6088.48 76.106	176767 6446.80 80.585	176908 6804.16 85.052	186233 7162.80 89.535	195535 7520.56 94.007	200479 7699.20 96.240	204847 7878.72 98.484	209483 8057.04 100.713	214126 8235.60 102.945	218785 8414.80 105.185	223710 8604.24 107.553
GRP 22	158754 6105.92 76.324	168301 6473.12 80.914	178227 6854.88 85.686	188148 7236.48 90.456	198051 7617.36 95.217	207967 7998.72 99.984	212930 8189.60 102.370	217890 8380.40 104.755	222864 8571.68 107.146	227816 8762.16 109.527	232783 8953.20 111.915	238033 9155.12 114.439

Report: ZTMR\_PAYSCALE\_REPORT  
System: PRD/100/ZHR\_PAYSCALES  
User: BRCMN

Erie County  
Pay Scale Report  
Pay Area: 12: CSEA

For: 01/01/2027

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		PayScale Type: CSEA											
		0	1	2	3	4	5	A	B	C	D	E	F
GRP 01		41394	43432	44697	45987	47268	48535	49169	49808	50438	51085	51713	52366
		1592.08	1670.48	1719.12	1768.72	1818.00	1866.72	1891.12	1915.68	1939.92	1964.80	1988.96	2014.08
		19.901	20.881	21.489	22.109	22.725	23.334	23.639	23.946	24.249	24.560	24.862	25.176
GRP 02		42016	44086	45429	46744	48077	49392	50051	50735	51380	52040	52701	53389
		1616.00	1695.60	1747.28	1797.84	1849.12	1899.68	1925.04	1951.36	1976.16	2001.52	2026.96	2053.44
		20.200	21.195	21.841	22.473	23.114	23.746	24.063	24.392	24.702	25.019	25.337	25.668
GRP 03		43227	45371	46767	48162	49548	50970	51663	52383	53073	53774	54471	55197
		1662.56	1745.04	1798.72	1852.40	1905.68	1960.40	1987.04	2014.72	2041.28	2068.24	2095.04	2122.96
		20.782	21.813	22.484	23.155	23.821	24.505	24.838	25.184	25.516	25.853	26.188	26.537
GRP 04		44672	46921	48391	49868	51370	52867	53618	54338	55091	55831	56570	57339
		1718.16	1804.64	1861.20	1918.00	1975.76	2033.36	2062.24	2089.92	2118.88	2147.36	2175.76	2205.36
		21.477	22.558	23.265	23.975	24.697	25.417	25.778	26.124	26.486	26.842	27.197	27.567
GRP 05		46704	49078	50725	52333	53982	55637	56497	57385	58282	59170	60064	60992
		1796.32	1887.60	1950.96	2012.80	2076.24	2138.96	2172.96	2207.12	2241.60	2275.76	2310.16	2345.84
		22.454	23.595	24.387	25.160	25.953	26.737	27.162	27.589	28.020	28.447	28.877	29.323
GRP 06		49469	52006	53955	55883	57803	59758	60892	62019	63124	64257	65383	66562
		1902.64	2000.36	2079.20	2149.36	2223.20	2298.40	2342.00	2385.36	2427.84	2471.44	2516.08	2560.08
		23.783	25.003	25.940	26.867	27.790	28.730	29.275	29.817	30.348	30.893	31.434	32.001
GRP 07		52387	55124	57493	59864	62229	64590	65880	67159	68455	69730	71026	72380
		2014.88	2120.16	2211.28	2302.48	2393.44	2484.24	2533.84	2583.04	2632.88	2681.92	2731.76	2783.84
		25.186	26.502	27.641	28.781	29.918	31.053	31.673	32.298	32.911	33.524	34.147	34.798
GRP 08		55553	58490	61262	64037	66789	69539	70968	72374	73792	75221	76644	78137
		2136.64	2249.60	2356.24	2462.96	2568.80	2674.56	2729.52	2783.60	2838.16	2893.12	2947.84	3005.28
		26.708	28.120	29.453	30.787	32.110	33.432	34.119	34.795	35.477	36.164	36.848	37.566
GRP 09		58976	62144	65248	68340	71423	74528	76072	77626	79154	80700	82249	83876
		2268.32	2390.16	2509.52	2628.48	2747.04	2866.48	2925.84	2985.60	3044.40	3103.84	3163.44	3223.00
		28.354	29.877	31.369	32.856	34.338	35.831	36.573	37.320	38.055	38.798	39.543	40.325
GRP 10		62618	66003	69389	72744	76118	79502	81195	82869	84571	86260	87953	89733
		2408.40	2538.56	2668.80	2797.84	2927.60	3057.76	3122.88	3187.28	3252.72	3317.68	3382.80	3451.28
		30.105	31.732	33.360	34.973	36.595	38.222	39.036	39.841	40.659	41.471	42.285	43.141
GRP 11		68205	71953	75581	79260	82888	86534	88367	90193	92009	93837	95661	97577
		2623.28	2767.44	2906.96	3048.48	3188.00	3328.24	3398.72	3468.96	3538.80	3609.12	3679.28	3752.96
		32.791	34.593	36.337	38.106	39.850	41.603	42.484	43.362	44.235	45.114	45.991	46.912
GRP 12		72424	76438	80475	84531	88556	92600	94623	96633	98665	100687	102710	104849
		2785.52	2939.92	3095.20	3251.20	3406.00	3561.52	3639.36	3716.64	3794.80	3872.56	3950.40	4032.64
		34.819	36.749	38.690	40.640	42.575	44.519	45.492	46.458	47.435	48.407	49.380	50.408
GRP 13		78358	82751	87175	91616	96059	100466	102690	104911	107139	109373	111592	113942
		3013.76	3182.72	3352.88	3523.68	3694.56	3864.08	3949.60	4035.04	4120.72	4206.64	4292.00	4382.40
		37.672	39.784	41.911	44.046	46.182	48.301	49.370	50.438	51.509	52.583	53.650	54.780

Report: ZIMR\_PAYSCALE\_REPORT  
System: PRD/100/ZHR\_PAYSCALES  
User: BARCAM

Payscale Type: CSEA

Erie County  
Pay Scale Report  
Pay Area: 12: CSEA

For: 01/01/2027

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	0	1	2	3	4	5	A	B	C	D	E	F
GRP 14	86478 3326.08 41.576	91389 3514.96 43.937	96389 3707.28 46.341	101350 3898.08 48.726	106309 4088.80 51.110	111301 4280.80 53.510	113782 4376.24 54.703	116282 4472.40 55.905	118799 4569.20 57.115	121297 4665.28 58.316	123789 4761.12 59.514	126433 4862.80 60.785
GRP 15	94962 3652.40 45.655	100416 3862.16 48.277	105974 4075.92 50.949	111525 4289.44 53.618	117089 4503.44 56.293	122641 4716.96 58.962	125426 4824.08 60.301	128199 4930.72 61.634	130990 5038.08 62.976	133767 5144.88 64.311	136542 5251.60 65.645	139479 5364.56 67.057
GRP 16	104102 4003.92 50.049	110132 4235.84 52.948	116278 4472.24 55.903	122452 4709.68 58.871	128598 4946.08 61.826	134740 5182.32 64.779	137817 5300.64 66.258	140905 5419.44 67.743	143998 5538.40 69.230	147077 5656.80 70.710	150168 5775.68 72.196	153433 5901.28 73.766
GRP 17	113129 4351.12 54.389	119739 4605.36 57.567	126524 4866.32 60.829	133328 5128.00 64.100	140117 5389.12 67.364	146919 5650.72 70.634	150309 5781.12 72.264	153720 5912.32 73.904	157109 6042.64 75.533	160499 6173.04 77.163	163896 6303.68 78.796	167488 6441.84 80.523
GRP 18	122562 4713.92 58.924	129777 4991.44 62.393	137213 5277.44 65.968	144649 5563.44 69.543	152081 5849.28 73.116	159521 6135.44 76.693	163236 6278.32 78.479	166964 6421.68 80.271	170691 6565.04 82.063	174412 6708.16 83.852	178146 6851.76 85.647	182089 7003.44 87.543
GRP 19	132918 5112.24 63.903	140808 5415.68 67.696	148918 5727.60 71.595	157061 6040.80 75.510	165177 6352.96 79.412	173308 6665.68 83.321	177376 6822.16 85.277	181430 6978.08 87.226	185507 7134.88 89.186	189573 7291.28 91.141	193640 7447.68 93.096	197943 7613.20 95.165
GRP 20	143376 5514.48 68.931	151921 5843.12 73.039	160794 6184.40 77.303	169647 6524.88 81.561	178504 6865.52 85.819	187391 7207.36 90.092	191795 7376.72 92.209	196231 7547.36 94.342	200660 7717.68 96.471	205094 7888.24 98.603	209516 8058.32 100.729	214207 8238.72 102.984
GRP 21	153839 5916.88 73.961	163049 6271.12 78.389	172646 6640.24 83.003	182216 7009.32 87.604	191820 7377.68 92.221	201400 7746.16 96.827	206184 7930.16 99.127	210993 8115.12 101.439	215767 8298.72 103.734	220549 8482.64 106.033	225349 8667.28 108.341	230422 8862.40 110.780
GRP 22	163517 6289.12 78.614	173349 6667.28 83.341	183575 7060.56 88.257	193794 7453.60 93.170	203994 7845.92 98.074	214207 8238.72 102.984	219317 8435.28 105.441	224428 8631.84 107.898	229549 8828.80 110.360	234651 9025.04 112.813	239766 9221.76 115.272	245174 9429.76 117.872

## **APPENDIX F - ECMC SALARY SCHEDULE 2022-2027**

**CSEA Pay Scale 7/1/2022-12/31/2022**

\$2.50													
Job Group	1	2	3	4	5	A	B	C	D	E	F		
1	\$ 38,268.028	\$ 39,366.012	\$ 40,485.022	\$ 41,590.015	\$ 42,692.672	\$ 43,239.329	\$ 43,800.002	\$ 44,344.322	\$ 44,902.659	\$ 45,446.979	\$ 45,998.761		
	\$ 1,471.847	\$ 1,514.077	\$ 1,557.116	\$ 1,599.616	\$ 1,642.026	\$ 1,663.051	\$ 1,684.615	\$ 1,705.551	\$ 1,727.025	\$ 1,747.961	\$ 1,769.183		
	\$ 18.398	\$ 18.926	\$ 19.464	\$ 19.995	\$ 20.525	\$ 20.788	\$ 21.058	\$ 21.319	\$ 21.588	\$ 21.850	\$ 22.115		
2	\$ 38,838.045	\$ 40,001.442	\$ 41,141.477	\$ 42,293.193	\$ 43,435.564	\$ 44,005.582	\$ 44,598.961	\$ 45,159.634	\$ 45,731.987	\$ 46,306.677	\$ 46,899.515		
	\$ 1,493.771	\$ 1,538.517	\$ 1,582.364	\$ 1,626.661	\$ 1,670.599	\$ 1,692.522	\$ 1,715.345	\$ 1,736.909	\$ 1,758.923	\$ 1,781.026	\$ 1,803.443		
	\$ 18.672	\$ 19.231	\$ 19.780	\$ 20.333	\$ 20.882	\$ 21.157	\$ 21.442	\$ 21.711	\$ 21.987	\$ 22.263	\$ 22.543		
3	\$ 39,947.711	\$ 41,155.494	\$ 42,370.285	\$ 43,568.724	\$ 44,804.541	\$ 45,404.828	\$ 46,028.677	\$ 46,624.392	\$ 47,231.788	\$ 47,836.847	\$ 48,450.617		
	\$ 1,536.450	\$ 1,582.904	\$ 1,629.626	\$ 1,675.720	\$ 1,723.252	\$ 1,746.343	\$ 1,770.334	\$ 1,793.246	\$ 1,816.607	\$ 1,839.879	\$ 1,863.485		
	\$ 19.206	\$ 19.788	\$ 20.370	\$ 20.947	\$ 21.541	\$ 21.829	\$ 22.129	\$ 22.416	\$ 22.708	\$ 22.998	\$ 23.294		
4	\$ 41,290.990	\$ 42,568.857	\$ 43,851.397	\$ 45,152.625	\$ 46,449.182	\$ 47,096.292	\$ 47,724.713	\$ 48,378.831	\$ 49,021.269	\$ 49,661.371	\$ 50,310.823		
	\$ 1,588.115	\$ 1,637.264	\$ 1,686.592	\$ 1,736.639	\$ 1,786.507	\$ 1,811.396	\$ 1,835.566	\$ 1,860.724	\$ 1,885.433	\$ 1,910.053	\$ 1,935.032		
	\$ 19.851	\$ 20.466	\$ 21.082	\$ 21.708	\$ 22.331	\$ 22.642	\$ 22.945	\$ 23.259	\$ 23.568	\$ 23.876	\$ 24.188		
5	\$ 43,164.572	\$ 44,589.616	\$ 45,984.290	\$ 47,411.670	\$ 48,829.708	\$ 49,593.823	\$ 50,369.221	\$ 51,142.482	\$ 51,913.407	\$ 52,681.997	\$ 53,463.232		
	\$ 1,660.176	\$ 1,714.985	\$ 1,768.627	\$ 1,823.526	\$ 1,878.068	\$ 1,907.447	\$ 1,937.278	\$ 1,967.019	\$ 1,996.670	\$ 2,026.231	\$ 2,056.278		
	\$ 20.762	\$ 21.437	\$ 22.108	\$ 22.794	\$ 23.476	\$ 23.843	\$ 24.216	\$ 24.588	\$ 24.958	\$ 25.328	\$ 25.703		
6	\$ 45,706.290	\$ 47,390.645	\$ 49,060.983	\$ 50,731.322	\$ 52,418.013	\$ 53,408.536	\$ 54,389.713	\$ 55,345.194	\$ 56,324.035	\$ 57,300.541	\$ 58,295.698		
	\$ 1,757.934	\$ 1,822.717	\$ 1,888.981	\$ 1,951.205	\$ 2,016.077	\$ 2,054.174	\$ 2,091.912	\$ 2,128.661	\$ 2,166.309	\$ 2,203.867	\$ 2,242.142		
	\$ 21.974	\$ 22.784	\$ 23.587	\$ 24.390	\$ 25.201	\$ 25.677	\$ 26.149	\$ 26.608	\$ 27.079	\$ 27.548	\$ 28.027		
7	\$ 48,402.193	\$ 50,457.994	\$ 52,518.467	\$ 54,571.932	\$ 56,613.716	\$ 57,732.726	\$ 58,844.728	\$ 59,961.402	\$ 61,073.403	\$ 62,192.413	\$ 63,333.834		
	\$ 1,861.623	\$ 1,940.692	\$ 2,019.941	\$ 2,098.920	\$ 2,177.455	\$ 2,220.489	\$ 2,263.259	\$ 2,306.208	\$ 2,348.977	\$ 2,392.016	\$ 2,435.917		
	\$ 23.270	\$ 24.259	\$ 25.249	\$ 26.237	\$ 27.218	\$ 27.756	\$ 28.291	\$ 28.828	\$ 29.362	\$ 29.900	\$ 30.449		
8	\$ 51,322.365	\$ 53,726.250	\$ 56,134.808	\$ 58,522.341	\$ 60,905.201	\$ 62,138.682	\$ 63,367.490	\$ 64,596.299	\$ 65,829.779	\$ 67,065.596	\$ 68,326.602		
	\$ 1,973.937	\$ 2,066.394	\$ 2,159.031	\$ 2,250.859	\$ 2,342.508	\$ 2,389.949	\$ 2,437.211	\$ 2,484.473	\$ 2,531.915	\$ 2,579.446	\$ 2,627.946		
	\$ 24.674	\$ 26.830	\$ 26.988	\$ 28.136	\$ 29.281	\$ 29.874	\$ 30.465	\$ 31.056	\$ 31.649	\$ 32.243	\$ 32.849		
9	\$ 54,492.503	\$ 57,183.734	\$ 59,863.284	\$ 62,540.497	\$ 65,229.392	\$ 66,570.335	\$ 67,918.286	\$ 69,247.548	\$ 70,588.941	\$ 71,929.434	\$ 73,297.877		
	\$ 2,095.866	\$ 2,199.374	\$ 2,302.434	\$ 2,405.404	\$ 2,508.823	\$ 2,560.397	\$ 2,612.242	\$ 2,663.367	\$ 2,714.942	\$ 2,766.517	\$ 2,819.149		
	\$ 26.198	\$ 27.492	\$ 28.780	\$ 30.068	\$ 31.360	\$ 32.005	\$ 32.653	\$ 33.292	\$ 33.937	\$ 34.581	\$ 35.239		
10	\$ 57,840.189	\$ 60,774.377	\$ 63,685.205	\$ 66,607.713	\$ 69,548.574	\$ 71,016.005	\$ 72,469.082	\$ 73,940.849	\$ 75,405.607	\$ 76,870.365	\$ 78,365.684		
	\$ 2,224.623	\$ 2,337.476	\$ 2,449.431	\$ 2,561.835	\$ 2,674.868	\$ 2,731.385	\$ 2,787.272	\$ 2,843.879	\$ 2,900.216	\$ 2,956.553	\$ 3,014.065		
	\$ 27.808	\$ 29.218	\$ 30.618	\$ 32.023	\$ 33.436	\$ 34.142	\$ 34.841	\$ 35.548	\$ 36.253	\$ 36.957	\$ 37.676		
11	\$ 62,996.044	\$ 66,145.158	\$ 69,336.322	\$ 72,478.427	\$ 75,646.229	\$ 77,234.803	\$ 78,816.368	\$ 80,390.925	\$ 81,974.826	\$ 83,556.391	\$ 85,170.537		
	\$ 2,422.925	\$ 2,544.045	\$ 2,666.782	\$ 2,787.632	\$ 2,909.470	\$ 2,970.569	\$ 3,031.399	\$ 3,091.959	\$ 3,152.878	\$ 3,213.707	\$ 3,275.790		
	\$ 30.267	\$ 31.801	\$ 33.335	\$ 34.845	\$ 36.368	\$ 37.132	\$ 37.892	\$ 38.649	\$ 39.411	\$ 40.171	\$ 40.947		
12	\$ 66,885.713	\$ 70,389.920	\$ 73,903.471	\$ 77,398.333	\$ 80,900.203	\$ 82,656.978	\$ 84,399.737	\$ 86,163.521	\$ 87,913.288	\$ 89,674.736	\$ 91,473.695		
	\$ 2,572.527	\$ 2,707.305	\$ 2,842.441	\$ 2,976.859	\$ 3,111.546	\$ 3,179.115	\$ 3,246.144	\$ 3,313.982	\$ 3,381.280	\$ 3,449.028	\$ 3,518.219		
	\$ 32.157	\$ 33.841	\$ 35.531	\$ 37.211	\$ 38.894	\$ 39.739	\$ 40.577	\$ 41.426	\$ 42.266	\$ 43.113	\$ 43.978		
13	\$ 72,366.292	\$ 76,197.558	\$ 80,047.513	\$ 83,902.140	\$ 87,728.733	\$ 89,651.374	\$ 91,581.024	\$ 93,508.337	\$ 95,442.659	\$ 97,372.309	\$ 99,343.220		
	\$ 2,783.319	\$ 2,930.676	\$ 3,078.750	\$ 3,227.005	\$ 3,374.182	\$ 3,448.130	\$ 3,522.347	\$ 3,596.475	\$ 3,670.872	\$ 3,745.089	\$ 3,820.893		
	\$ 34.791	\$ 36.633	\$ 38.484	\$ 40.338	\$ 42.177	\$ 43.102	\$ 44.029	\$ 44.956	\$ 45.886	\$ 46.814	\$ 47.761		

**CSEA Pay Scale 7/1/2022-12/31/2022**

\$2.50												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
14	\$ 79,853.613	\$ 84,187.148	\$ 88,490.314	\$ 92,791.143	\$ 97,120.006	\$ 99,271.589	\$ 101,439.525	\$ 103,616.805	\$ 105,784.741	\$ 107,950.340	\$ 110,162.565	
	\$ 3,071.293	\$ 3,237.967	\$ 3,403.474	\$ 3,568.890	\$ 3,735.385	\$ 3,818.138	\$ 3,901.520	\$ 3,985.262	\$ 4,068.644	\$ 4,151.936	\$ 4,237.022	
	\$ 38.391	\$ 40.475	\$ 42.543	\$ 44.611	\$ 46.692	\$ 47.727	\$ 48.769	\$ 49.816	\$ 50.858	\$ 51.899	\$ 52.963	
15	\$ 87,679.674	\$ 92,499.126	\$ 97,313.906	\$ 102,135.694	\$ 106,955.145	\$ 109,366.039	\$ 111,774.597	\$ 114,190.164	\$ 116,601.058	\$ 119,007.279	\$ 121,465.475	
	\$ 3,372.295	\$ 3,557.659	\$ 3,742.843	\$ 3,928.296	\$ 4,113.659	\$ 4,206.386	\$ 4,299.023	\$ 4,391.929	\$ 4,484.656	\$ 4,577.203	\$ 4,671.749	
	\$ 42.164	\$ 44.471	\$ 46.786	\$ 49.104	\$ 51.421	\$ 52.580	\$ 53.738	\$ 54.899	\$ 56.058	\$ 57.215	\$ 58.397	
16	\$ 96,108.459	\$ 101,434.852	\$ 106,786.944	\$ 112,122.682	\$ 117,442.067	\$ 120,112.272	\$ 122,791.822	\$ 125,471.372	\$ 128,143.914	\$ 130,821.127	\$ 133,556.640	
	\$ 3,696.479	\$ 3,901.340	\$ 4,107.190	\$ 4,312.411	\$ 4,517.003	\$ 4,619.703	\$ 4,722.762	\$ 4,825.822	\$ 4,928.612	\$ 5,031.582	\$ 5,136.794	
	\$ 46.206	\$ 48.767	\$ 51.340	\$ 53.905	\$ 56.463	\$ 57.746	\$ 59.035	\$ 60.323	\$ 61.608	\$ 62.895	\$ 64.210	
17	\$ 104,436.789	\$ 110,316.847	\$ 116,217.931	\$ 122,104.998	\$ 128,008.418	\$ 130,947.279	\$ 133,902.493	\$ 136,839.018	\$ 139,782.551	\$ 142,730.757	\$ 145,743.547	
	\$ 4,016.800	\$ 4,242.956	\$ 4,469.920	\$ 4,696.346	\$ 4,923.401	\$ 5,036.434	\$ 5,150.096	\$ 5,263.039	\$ 5,376.252	\$ 5,489.644	\$ 5,605.521	
	\$ 50.210	\$ 53.037	\$ 55.874	\$ 58.704	\$ 61.543	\$ 62.955	\$ 64.376	\$ 65.788	\$ 67.203	\$ 68.621	\$ 70.069	
18	\$ 113,143.574	\$ 119,593.650	\$ 126,041.390	\$ 132,477.449	\$ 138,932.197	\$ 142,158.403	\$ 145,384.609	\$ 148,620.160	\$ 151,848.702	\$ 155,079.580	\$ 158,381.639	
	\$ 4,351.676	\$ 4,599.756	\$ 4,847.746	\$ 5,095.288	\$ 5,343.546	\$ 5,467.631	\$ 5,591.716	\$ 5,716.160	\$ 5,840.335	\$ 5,964.599	\$ 6,091.602	
	\$ 54.396	\$ 57.497	\$ 60.597	\$ 63.691	\$ 66.794	\$ 68.345	\$ 69.896	\$ 71.452	\$ 73.004	\$ 74.557	\$ 76.145	
19	\$ 122,703.049	\$ 129,737.159	\$ 136,801.639	\$ 143,835.750	\$ 150,893.221	\$ 154,418.453	\$ 157,927.332	\$ 161,464.244	\$ 164,991.812	\$ 168,521.716	\$ 172,129.598	
	\$ 4,719.348	\$ 4,989.891	\$ 5,261.602	\$ 5,532.144	\$ 5,803.585	\$ 5,939.171	\$ 6,074.128	\$ 6,210.163	\$ 6,345.839	\$ 6,481.604	\$ 6,620.369	
	\$ 58.992	\$ 62.374	\$ 65.770	\$ 69.152	\$ 72.545	\$ 74.240	\$ 75.927	\$ 77.627	\$ 79.323	\$ 81.020	\$ 82.755	
20	\$ 132,344.289	\$ 140,037.190	\$ 147,713.738	\$ 155,394.959	\$ 163,101.877	\$ 166,919.125	\$ 170,766.744	\$ 174,607.354	\$ 178,450.301	\$ 182,288.575	\$ 186,211.884	
	\$ 5,090.165	\$ 5,386.046	\$ 5,681.298	\$ 5,976.729	\$ 6,273.149	\$ 6,419.966	\$ 6,567.952	\$ 6,715.667	\$ 6,863.473	\$ 7,011.099	\$ 7,161.996	
	\$ 63.627	\$ 67.326	\$ 71.016	\$ 74.709	\$ 78.414	\$ 80.250	\$ 82.099	\$ 83.946	\$ 85.793	\$ 87.639	\$ 89.525	
21	\$ 141,992.537	\$ 150,316.195	\$ 158,614.156	\$ 166,944.823	\$ 175,247.456	\$ 179,398.772	\$ 183,561.770	\$ 187,703.742	\$ 191,859.730	\$ 196,013.383	\$ 200,259.465	
	\$ 5,461.251	\$ 5,781.392	\$ 6,100.544	\$ 6,420.955	\$ 6,740.287	\$ 6,899.953	\$ 7,060.068	\$ 7,219.375	\$ 7,379.220	\$ 7,538.976	\$ 7,702.287	
	\$ 68.266	\$ 72.267	\$ 76.257	\$ 80.262	\$ 84.254	\$ 86.249	\$ 88.251	\$ 90.242	\$ 92.240	\$ 94.237	\$ 96.279	
22	\$ 150,925.927	\$ 159,789.233	\$ 168,652.540	\$ 177,497.156	\$ 186,355.790	\$ 190,785.107	\$ 195,219.096	\$ 199,660.094	\$ 204,084.739	\$ 208,516.392	\$ 213,046.793	
	\$ 5,804.843	\$ 6,145.740	\$ 6,486.636	\$ 6,828.614	\$ 7,167.530	\$ 7,337.889	\$ 7,508.427	\$ 7,679.234	\$ 7,849.413	\$ 8,019.861	\$ 8,194.107	
	\$ 72.561	\$ 76.822	\$ 81.083	\$ 85.335	\$ 89.594	\$ 91.724	\$ 93.855	\$ 95.990	\$ 98.118	\$ 100.248	\$ 102.426	

**CSEA Pay Scale 1/1/2023-12/31/2023**

4%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
1	\$ 39,798.749	\$ 40,940.653	\$ 42,104.423	\$ 43,253.616	\$ 44,400.379	\$ 44,968.902	\$ 45,562.002	\$ 46,118.095	\$ 46,698.765	\$ 47,264.858	\$ 47,838.712
	\$ 1,530.721	\$ 1,574.640	\$ 1,619.401	\$ 1,663.601	\$ 1,707.707	\$ 1,729.573	\$ 1,752.000	\$ 1,773.773	\$ 1,796.106	\$ 1,817.879	\$ 1,839.950
	\$ 19.134	\$ 19.683	\$ 20.243	\$ 20.795	\$ 21.346	\$ 21.620	\$ 21.900	\$ 22.172	\$ 22.451	\$ 22.723	\$ 22.999
2	\$ 40,391.567	\$ 41,601.500	\$ 42,787.136	\$ 43,984.921	\$ 45,172.987	\$ 45,765.805	\$ 46,382.919	\$ 46,966.019	\$ 47,561.267	\$ 48,158.944	\$ 48,765.096
	\$ 1,553.522	\$ 1,600.058	\$ 1,645.659	\$ 1,691.728	\$ 1,737.423	\$ 1,760.223	\$ 1,783.958	\$ 1,806.385	\$ 1,829.279	\$ 1,852.267	\$ 1,875.581
	\$ 19.419	\$ 20.001	\$ 20.571	\$ 21.147	\$ 21.718	\$ 22.003	\$ 22.299	\$ 22.580	\$ 22.866	\$ 23.153	\$ 23.445
3	\$ 41,545.619	\$ 42,801.714	\$ 44,065.097	\$ 45,311.473	\$ 46,596.722	\$ 47,221.125	\$ 47,869.824	\$ 48,489.368	\$ 49,121.059	\$ 49,750.321	\$ 50,386.642
	\$ 1,597.908	\$ 1,646.220	\$ 1,694.811	\$ 1,742.749	\$ 1,792.182	\$ 1,816.197	\$ 1,841.147	\$ 1,864.976	\$ 1,889.272	\$ 1,913.474	\$ 1,938.025
	\$ 19.974	\$ 20.578	\$ 21.185	\$ 21.784	\$ 22.402	\$ 22.702	\$ 23.014	\$ 23.312	\$ 23.616	\$ 23.918	\$ 24.225
4	\$ 42,942.629	\$ 44,271.611	\$ 45,605.452	\$ 46,958.730	\$ 48,307.149	\$ 48,980.143	\$ 49,633.701	\$ 50,313.985	\$ 50,982.120	\$ 51,647.826	\$ 52,323.255
	\$ 1,651.640	\$ 1,702.754	\$ 1,754.066	\$ 1,806.105	\$ 1,857.967	\$ 1,883.852	\$ 1,908.989	\$ 1,935.153	\$ 1,960.851	\$ 1,986.455	\$ 2,012.433
	\$ 20.645	\$ 21.284	\$ 21.926	\$ 22.576	\$ 23.225	\$ 23.548	\$ 23.862	\$ 24.189	\$ 24.511	\$ 24.831	\$ 25.155
5	\$ 44,891.155	\$ 46,373.201	\$ 47,823.662	\$ 49,308.137	\$ 50,782.894	\$ 51,677.368	\$ 52,393.989	\$ 53,188.181	\$ 53,989.944	\$ 54,789.277	\$ 55,601.761
	\$ 1,726.583	\$ 1,783.585	\$ 1,839.372	\$ 1,896.467	\$ 1,953.188	\$ 1,983.745	\$ 2,014.769	\$ 2,045.699	\$ 2,076.536	\$ 2,107.280	\$ 2,138.529
	\$ 21.582	\$ 22.295	\$ 22.992	\$ 23.706	\$ 24.415	\$ 24.797	\$ 25.185	\$ 25.571	\$ 25.957	\$ 26.341	\$ 26.732
6	\$ 47,534.541	\$ 49,286.271	\$ 51,023.423	\$ 52,760.575	\$ 54,514.734	\$ 55,544.877	\$ 56,565.302	\$ 57,559.001	\$ 58,576.997	\$ 59,592.562	\$ 60,627.526
	\$ 1,828.252	\$ 1,895.626	\$ 1,962.439	\$ 2,029.253	\$ 2,096.721	\$ 2,136.341	\$ 2,175.589	\$ 2,213.806	\$ 2,252.961	\$ 2,292.022	\$ 2,331.828
	\$ 22.853	\$ 23.695	\$ 24.530	\$ 25.366	\$ 26.209	\$ 26.704	\$ 27.195	\$ 27.673	\$ 28.162	\$ 28.650	\$ 29.148
7	\$ 50,338.280	\$ 52,476.313	\$ 54,619.206	\$ 56,754.809	\$ 58,878.265	\$ 60,042.035	\$ 61,198.517	\$ 62,359.858	\$ 63,516.339	\$ 64,680.109	\$ 65,867.187
	\$ 1,936.088	\$ 2,018.320	\$ 2,100.739	\$ 2,182.877	\$ 2,264.549	\$ 2,309.309	\$ 2,353.789	\$ 2,398.456	\$ 2,442.936	\$ 2,487.697	\$ 2,533.353
	\$ 24.201	\$ 25.229	\$ 26.259	\$ 27.286	\$ 28.307	\$ 28.866	\$ 29.422	\$ 29.981	\$ 30.537	\$ 31.096	\$ 31.667
8	\$ 53,375.259	\$ 55,875.300	\$ 58,380.200	\$ 60,863.234	\$ 63,341.409	\$ 64,624.229	\$ 65,902.190	\$ 67,180.150	\$ 68,462.970	\$ 69,744.220	\$ 71,059.666
	\$ 2,052.895	\$ 2,149.050	\$ 2,245.392	\$ 2,340.894	\$ 2,436.208	\$ 2,485.547	\$ 2,534.700	\$ 2,583.852	\$ 2,633.191	\$ 2,682.624	\$ 2,733.064
	\$ 25.661	\$ 26.863	\$ 28.067	\$ 29.261	\$ 30.453	\$ 31.069	\$ 31.684	\$ 32.298	\$ 32.915	\$ 33.533	\$ 34.163
9	\$ 56,672.004	\$ 59,471.083	\$ 62,257.815	\$ 65,042.117	\$ 67,838.567	\$ 69,233.148	\$ 70,635.018	\$ 72,017.450	\$ 73,412.031	\$ 74,806.612	\$ 76,229.792
	\$ 2,179.700	\$ 2,287.349	\$ 2,394.531	\$ 2,501.620	\$ 2,609.176	\$ 2,662.813	\$ 2,716.731	\$ 2,769.902	\$ 2,823.540	\$ 2,877.177	\$ 2,931.915
	\$ 27.246	\$ 28.592	\$ 29.932	\$ 31.270	\$ 32.615	\$ 33.285	\$ 33.959	\$ 34.624	\$ 35.294	\$ 35.965	\$ 36.649
10	\$ 60,153.796	\$ 63,205.352	\$ 66,232.613	\$ 69,272.021	\$ 72,328.437	\$ 73,856.645	\$ 75,367.848	\$ 76,898.483	\$ 78,421.831	\$ 79,945.180	\$ 81,500.312
	\$ 2,313.608	\$ 2,430.975	\$ 2,547.408	\$ 2,664.309	\$ 2,781.863	\$ 2,840.640	\$ 2,898.763	\$ 2,957.634	\$ 3,016.224	\$ 3,074.815	\$ 3,134.627
	\$ 28.920	\$ 30.387	\$ 31.843	\$ 33.304	\$ 34.773	\$ 35.508	\$ 36.235	\$ 36.970	\$ 37.703	\$ 38.435	\$ 39.183
11	\$ 65,515.886	\$ 68,790.964	\$ 72,109.775	\$ 75,377.564	\$ 78,672.079	\$ 80,234.195	\$ 81,969.023	\$ 83,606.562	\$ 85,253.819	\$ 86,898.647	\$ 88,577.358
	\$ 2,519.882	\$ 2,645.806	\$ 2,773.453	\$ 2,899.137	\$ 3,025.849	\$ 3,089.392	\$ 3,152.655	\$ 3,215.637	\$ 3,278.993	\$ 3,342.256	\$ 3,406.821
	\$ 31.498	\$ 33.073	\$ 34.668	\$ 36.239	\$ 37.823	\$ 38.617	\$ 39.408	\$ 40.195	\$ 40.987	\$ 41.778	\$ 42.585
12	\$ 69,561.142	\$ 73,205.517	\$ 76,859.610	\$ 80,494.266	\$ 84,136.211	\$ 85,963.257	\$ 87,775.726	\$ 89,610.062	\$ 91,429.819	\$ 93,261.725	\$ 95,132.643
	\$ 2,675.429	\$ 2,815.597	\$ 2,956.139	\$ 3,095.933	\$ 3,236.008	\$ 3,306.279	\$ 3,376.989	\$ 3,446.541	\$ 3,516.532	\$ 3,586.989	\$ 3,658.948
	\$ 33.443	\$ 35.195	\$ 36.952	\$ 38.699	\$ 40.450	\$ 41.328	\$ 42.200	\$ 43.082	\$ 43.957	\$ 44.837	\$ 45.737
13	\$ 75,260.944	\$ 79,245.460	\$ 83,249.413	\$ 87,258.225	\$ 91,237.882	\$ 93,234.029	\$ 95,244.265	\$ 97,248.671	\$ 99,260.366	\$ 101,267.201	\$ 103,316.949
	\$ 2,894.652	\$ 3,047.902	\$ 3,201.901	\$ 3,356.086	\$ 3,509.149	\$ 3,586.055	\$ 3,663.241	\$ 3,740.333	\$ 3,817.706	\$ 3,894.892	\$ 3,973.729
	\$ 36.183	\$ 38.099	\$ 40.024	\$ 41.951	\$ 43.864	\$ 44.826	\$ 45.791	\$ 46.754	\$ 47.721	\$ 48.686	\$ 49.672
14	\$ 83,047.758	\$ 87,554.634	\$ 92,029.926	\$ 96,502.789	\$ 101,004.806	\$ 103,242.452	\$ 105,497.106	\$ 107,761.477	\$ 110,016.130	\$ 112,268.354	\$ 114,569.088
	\$ 3,194.145	\$ 3,367.466	\$ 3,539.613	\$ 3,711.646	\$ 3,884.800	\$ 3,970.864	\$ 4,057.581	\$ 4,144.672	\$ 4,231.390	\$ 4,318.014	\$ 4,406.503
	\$ 39.927	\$ 42.094	\$ 44.245	\$ 46.396	\$ 48.560	\$ 49.636	\$ 50.720	\$ 51.808	\$ 52.892	\$ 53.975	\$ 55.061

15	\$ 91,186.861	\$ 96,199.091	\$ 101,208.462	\$ 106,221.121	\$ 111,233.351	\$ 113,740.681	\$ 116,245.581	\$ 118,757.770	\$ 121,265.100	\$ 123,767.571	\$ 126,324.094
	\$ 3,507.187	\$ 3,699.965	\$ 3,892.556	\$ 4,085.428	\$ 4,278.206	\$ 4,374.642	\$ 4,470.984	\$ 4,567.607	\$ 4,664.042	\$ 4,760.291	\$ 4,868.619
	\$ 43.840	\$ 46.250	\$ 48.657	\$ 51.068	\$ 53.478	\$ 54.683	\$ 55.887	\$ 57.095	\$ 58.301	\$ 59.504	\$ 60.733
16	\$ 99,952.797	\$ 105,492.246	\$ 111,058.421	\$ 116,607.589	\$ 122,139.750	\$ 124,916.763	\$ 127,703.495	\$ 130,490.227	\$ 133,269.670	\$ 136,053.972	\$ 138,888.905
	\$ 3,844.338	\$ 4,057.394	\$ 4,271.478	\$ 4,484.907	\$ 4,697.683	\$ 4,804.491	\$ 4,911.673	\$ 5,018.855	\$ 5,125.757	\$ 5,232.845	\$ 5,342.266
	\$ 48.054	\$ 50.717	\$ 53.393	\$ 56.061	\$ 58.721	\$ 60.056	\$ 61.396	\$ 62.736	\$ 64.072	\$ 65.411	\$ 66.778
17	\$ 108,614.261	\$ 114,729.521	\$ 120,866.648	\$ 126,989.198	\$ 133,128.754	\$ 136,185.170	\$ 139,258.592	\$ 142,312.578	\$ 145,373.853	\$ 148,439.987	\$ 151,573.288
	\$ 4,177.472	\$ 4,412.674	\$ 4,648.717	\$ 4,884.200	\$ 5,120.337	\$ 5,237.891	\$ 5,356.100	\$ 5,473.561	\$ 5,591.302	\$ 5,709.230	\$ 5,829.742
	\$ 52.218	\$ 55.158	\$ 58.109	\$ 61.052	\$ 64.004	\$ 65.474	\$ 66.951	\$ 68.420	\$ 69.891	\$ 71.365	\$ 72.872
18	\$ 117,669.317	\$ 124,377.396	\$ 131,083.045	\$ 137,776.547	\$ 144,469.485	\$ 147,844.739	\$ 151,199.993	\$ 154,564.986	\$ 157,922.650	\$ 161,282.763	\$ 164,716.905
	\$ 4,525.743	\$ 4,783.746	\$ 5,041.656	\$ 5,299.098	\$ 5,557.288	\$ 5,686.336	\$ 5,815.384	\$ 5,944.806	\$ 6,073.948	\$ 6,203.183	\$ 6,335.266
	\$ 56.572	\$ 59.797	\$ 63.021	\$ 66.239	\$ 69.466	\$ 71.079	\$ 72.692	\$ 74.310	\$ 75.924	\$ 77.540	\$ 79.191
19	\$ 127,611.171	\$ 134,926.646	\$ 142,273.705	\$ 149,589.180	\$ 156,928.950	\$ 160,595.191	\$ 164,244.425	\$ 167,922.814	\$ 171,591.484	\$ 175,262.584	\$ 179,014.781
	\$ 4,908.122	\$ 5,189.486	\$ 5,472.066	\$ 5,753.430	\$ 6,035.729	\$ 6,176.738	\$ 6,317.093	\$ 6,458.570	\$ 6,599.672	\$ 6,740.869	\$ 6,885.184
	\$ 61.352	\$ 64.869	\$ 68.401	\$ 71.918	\$ 75.447	\$ 77.209	\$ 78.964	\$ 80.732	\$ 82.496	\$ 84.261	\$ 86.065
20	\$ 137,638.060	\$ 145,638.678	\$ 153,622.288	\$ 161,610.757	\$ 169,625.952	\$ 173,595.890	\$ 177,597.414	\$ 181,591.648	\$ 185,588.313	\$ 189,580.118	\$ 193,660.359
	\$ 5,293.772	\$ 5,601.488	\$ 5,908.550	\$ 6,215.798	\$ 6,524.075	\$ 6,676.765	\$ 6,830.670	\$ 6,984.294	\$ 7,138.012	\$ 7,291.543	\$ 7,448.475
	\$ 86.172	\$ 70.019	\$ 73.857	\$ 77.697	\$ 81.551	\$ 83.460	\$ 85.383	\$ 87.304	\$ 89.225	\$ 91.144	\$ 93.106
21	\$ 147,672.239	\$ 156,328.843	\$ 164,958.722	\$ 173,622.616	\$ 182,257.354	\$ 186,574.723	\$ 190,904.240	\$ 195,211.891	\$ 199,534.120	\$ 203,853.918	\$ 208,269.844
	\$ 5,679.701	\$ 6,012.648	\$ 6,344.566	\$ 6,677.793	\$ 7,009.898	\$ 7,175.951	\$ 7,342.471	\$ 7,508.150	\$ 7,674.389	\$ 7,840.535	\$ 8,010.379
	\$ 70.996	\$ 75.158	\$ 79.307	\$ 83.472	\$ 87.624	\$ 89.699	\$ 91.781	\$ 93.852	\$ 95.930	\$ 98.007	\$ 100.130
22	\$ 156,962.965	\$ 166,180.803	\$ 175,398.641	\$ 184,597.043	\$ 193,810.022	\$ 198,416.511	\$ 203,027.860	\$ 207,646.498	\$ 212,248.128	\$ 216,857.047	\$ 221,568.665
	\$ 6,037.037	\$ 6,391.599	\$ 6,746.102	\$ 7,099.886	\$ 7,454.232	\$ 7,631.404	\$ 7,808.784	\$ 7,986.404	\$ 8,163.390	\$ 8,340.656	\$ 8,521.872
	\$ 75.463	\$ 79.895	\$ 84.326	\$ 88.749	\$ 93.178	\$ 95.393	\$ 97.610	\$ 99.830	\$ 102.042	\$ 104.258	\$ 106.523



**CSEA Pay Scale 1/1/2024-12/31/2024**

3%										
Job Group	1	2	3	4	5	A	B	C	D	E
1	\$ 40,992.711	\$ 42,168.872	\$ 43,367.556	\$ 44,551.225	\$ 45,732.391	\$ 46,317.969	\$ 46,918.562	\$ 47,501.637	\$ 48,099.728	\$ 48,692.803
	\$ 1,576.643	\$ 1,621.880	\$ 1,667.983	\$ 1,713.509	\$ 1,758.938	\$ 1,781.460	\$ 1,804.560	\$ 1,826.986	\$ 1,849.990	\$ 1,872.416
	\$ 19.708	\$ 20.723	\$ 20.850	\$ 21.419	\$ 21.987	\$ 22.268	\$ 22.557	\$ 22.837	\$ 23.125	\$ 23.405
2	\$ 41,603.314	\$ 42,849.544	\$ 44,070.750	\$ 45,304.468	\$ 46,528.176	\$ 47,138.779	\$ 47,774.407	\$ 48,375.000	\$ 48,988.105	\$ 49,603.713
	\$ 1,600.127	\$ 1,648.059	\$ 1,695.029	\$ 1,742.480	\$ 1,789.545	\$ 1,813.030	\$ 1,837.477	\$ 1,860.577	\$ 1,884.158	\$ 1,907.835
	\$ 20.002	\$ 20.601	\$ 21.188	\$ 21.781	\$ 22.369	\$ 22.663	\$ 22.968	\$ 23.257	\$ 23.552	\$ 23.848
3	\$ 42,791.988	\$ 44,085.765	\$ 45,387.050	\$ 46,870.817	\$ 47,994.624	\$ 48,637.759	\$ 49,305.919	\$ 49,944.049	\$ 50,594.691	\$ 51,242.831
	\$ 1,645.846	\$ 1,695.606	\$ 1,745.656	\$ 1,795.031	\$ 1,845.947	\$ 1,870.683	\$ 1,896.381	\$ 1,920.925	\$ 1,945.950	\$ 1,970.878
	\$ 20.573	\$ 21.195	\$ 21.821	\$ 22.438	\$ 23.074	\$ 23.384	\$ 23.705	\$ 24.012	\$ 24.324	\$ 24.636
4	\$ 44,230.908	\$ 45,599.760	\$ 46,973.616	\$ 48,367.492	\$ 49,756.363	\$ 50,448.548	\$ 51,122.712	\$ 51,823.404	\$ 52,511.583	\$ 53,197.260
	\$ 1,701.189	\$ 1,753.837	\$ 1,806.678	\$ 1,860.288	\$ 1,913.706	\$ 1,940.367	\$ 1,966.258	\$ 1,993.208	\$ 2,019.676	\$ 2,046.048
	\$ 21.265	\$ 21.923	\$ 22.583	\$ 23.254	\$ 23.921	\$ 24.255	\$ 24.578	\$ 24.915	\$ 25.246	\$ 25.576
5	\$ 46,237.890	\$ 47,764.397	\$ 49,258.372	\$ 50,787.381	\$ 52,306.381	\$ 53,124.689	\$ 53,955.509	\$ 54,783.827	\$ 55,609.642	\$ 56,432.955
	\$ 1,778.380	\$ 1,837.092	\$ 1,894.553	\$ 1,953.361	\$ 2,011.784	\$ 2,043.257	\$ 2,075.212	\$ 2,107.070	\$ 2,138.832	\$ 2,170.498
	\$ 22.230	\$ 22.964	\$ 23.682	\$ 24.417	\$ 25.147	\$ 25.541	\$ 25.940	\$ 26.338	\$ 26.735	\$ 27.131
6	\$ 48,960.578	\$ 50,764.859	\$ 52,554.125	\$ 54,343.392	\$ 56,150.176	\$ 57,211.223	\$ 58,262.261	\$ 59,285.771	\$ 60,334.307	\$ 61,380.339
	\$ 1,883.099	\$ 1,952.495	\$ 2,021.313	\$ 2,090.130	\$ 2,159.622	\$ 2,200.432	\$ 2,240.856	\$ 2,280.222	\$ 2,320.550	\$ 2,360.782
	\$ 23.539	\$ 24.406	\$ 25.266	\$ 26.127	\$ 26.995	\$ 27.505	\$ 28.011	\$ 28.503	\$ 29.007	\$ 29.510
7	\$ 51,848.429	\$ 54,050.603	\$ 56,257.782	\$ 58,457.454	\$ 60,644.613	\$ 61,843.296	\$ 63,034.472	\$ 64,230.853	\$ 65,421.828	\$ 66,620.513
	\$ 1,994.170	\$ 2,078.869	\$ 2,163.761	\$ 2,248.364	\$ 2,332.485	\$ 2,378.588	\$ 2,424.403	\$ 2,470.410	\$ 2,516.224	\$ 2,562.327
	\$ 24.927	\$ 25.988	\$ 27.047	\$ 28.105	\$ 29.156	\$ 29.732	\$ 30.305	\$ 30.880	\$ 31.453	\$ 32.026
8	\$ 54,976.517	\$ 57,551.559	\$ 60,131.606	\$ 62,689.131	\$ 65,241.651	\$ 66,562.956	\$ 67,879.255	\$ 69,195.555	\$ 70,516.855	\$ 71,840.866
	\$ 2,114.481	\$ 2,213.522	\$ 2,312.754	\$ 2,411.120	\$ 2,509.284	\$ 2,560.114	\$ 2,610.741	\$ 2,661.367	\$ 2,712.187	\$ 2,763.103
	\$ 26.431	\$ 27.669	\$ 28.909	\$ 30.139	\$ 31.366	\$ 32.001	\$ 32.634	\$ 33.267	\$ 33.902	\$ 34.536
9	\$ 58,372.370	\$ 61,255.215	\$ 64,125.550	\$ 66,983.381	\$ 69,873.724	\$ 71,310.143	\$ 72,764.068	\$ 74,177.974	\$ 75,614.392	\$ 77,050.810
	\$ 2,245.091	\$ 2,356.970	\$ 2,466.357	\$ 2,576.888	\$ 2,687.451	\$ 2,742.698	\$ 2,798.233	\$ 2,852.999	\$ 2,908.245	\$ 2,963.493
	\$ 28.064	\$ 29.450	\$ 30.830	\$ 32.208	\$ 33.593	\$ 34.284	\$ 34.978	\$ 35.662	\$ 36.353	\$ 37.044
10	\$ 61,958.410	\$ 65,101.513	\$ 68,219.591	\$ 71,350.182	\$ 74,498.290	\$ 76,072.344	\$ 77,628.881	\$ 79,205.437	\$ 80,774.486	\$ 82,343.535
	\$ 2,383.016	\$ 2,503.904	\$ 2,623.830	\$ 2,744.238	\$ 2,865.319	\$ 2,925.859	\$ 2,985.726	\$ 3,046.363	\$ 3,106.711	\$ 3,167.059
	\$ 29.788	\$ 31.299	\$ 32.798	\$ 34.303	\$ 35.816	\$ 36.573	\$ 37.322	\$ 38.080	\$ 38.834	\$ 39.588
11	\$ 67,481.363	\$ 70,854.693	\$ 74,273.068	\$ 77,638.891	\$ 81,032.241	\$ 82,733.921	\$ 84,428.093	\$ 86,114.759	\$ 87,811.434	\$ 89,505.606
	\$ 2,595.437	\$ 2,725.180	\$ 2,856.656	\$ 2,986.111	\$ 3,116.625	\$ 3,182.074	\$ 3,247.234	\$ 3,312.106	\$ 3,377.363	\$ 3,442.523
	\$ 32.443	\$ 34.065	\$ 35.708	\$ 37.326	\$ 38.958	\$ 39.776	\$ 40.590	\$ 41.401	\$ 42.217	\$ 43.032
12	\$ 71,647.976	\$ 75,401.682	\$ 79,165.398	\$ 82,909.094	\$ 86,660.297	\$ 88,542.155	\$ 90,408.998	\$ 92,298.364	\$ 94,172.714	\$ 96,056.577
	\$ 2,755.691	\$ 2,900.065	\$ 3,044.823	\$ 3,188.811	\$ 3,333.088	\$ 3,405.468	\$ 3,477.269	\$ 3,549.937	\$ 3,622.027	\$ 3,694.599
	\$ 34.446	\$ 36.251	\$ 38.060	\$ 39.860	\$ 41.664	\$ 42.568	\$ 43.466	\$ 44.374	\$ 45.275	\$ 46.182
13	\$ 77,518.772	\$ 81,622.824	\$ 85,746.895	\$ 89,875.972	\$ 93,975.019	\$ 96,034.552	\$ 98,101.593	\$ 100,166.131	\$ 102,236.177	\$ 104,305.217
	\$ 2,981.491	\$ 3,139.339	\$ 3,297.958	\$ 3,456.768	\$ 3,614.424	\$ 3,693.837	\$ 3,773.138	\$ 3,852.544	\$ 3,932.128	\$ 4,011.739
	\$ 37.269	\$ 39.242	\$ 41.224	\$ 43.210	\$ 45.180	\$ 46.170	\$ 47.164	\$ 48.157	\$ 49.153	\$ 50.147
14	\$ 85,539.190	\$ 90,181.273	\$ 94,790.824	\$ 99,397.873	\$ 104,034.951	\$ 106,339.726	\$ 108,662.019	\$ 110,994.321	\$ 113,316.614	\$ 115,636.404
	\$ 3,289.969	\$ 3,468.511	\$ 3,645.801	\$ 3,822.995	\$ 4,001.344	\$ 4,089.989	\$ 4,179.308	\$ 4,269.012	\$ 4,358.331	\$ 4,447.554
	\$ 41.125	\$ 43.356	\$ 45.573	\$ 47.787	\$ 50.017	\$ 51.125	\$ 52.241	\$ 53.363	\$ 54.479	\$ 55.594



15	\$ 93,922.467	\$ 99,085.064	\$ 104,242.656	\$ 109,407.755	\$ 114,570.352	\$ 117,152.901	\$ 119,732.949	\$ 122,320.503	\$ 124,903.053	\$ 127,480.598	\$ 130,113.816
	\$ 3,612.403	\$ 3,810.964	\$ 4,009.333	\$ 4,207.991	\$ 4,406.552	\$ 4,505.881	\$ 4,605.113	\$ 4,704.635	\$ 4,803.964	\$ 4,903.100	\$ 5,004.378
	\$ 45.155	\$ 47.637	\$ 50.117	\$ 52.600	\$ 55.082	\$ 56.324	\$ 57.584	\$ 58.808	\$ 60.050	\$ 61.289	\$ 62.555
16	\$ 102,951.381	\$ 108,657.014	\$ 114,390.174	\$ 120,105.817	\$ 125,803.942	\$ 128,664.266	\$ 131,534.600	\$ 134,404.934	\$ 137,267.760	\$ 140,135.591	\$ 143,065.872
	\$ 3,959.668	\$ 4,179.116	\$ 4,399.622	\$ 4,619.454	\$ 4,838.613	\$ 4,946.626	\$ 5,059.023	\$ 5,169.421	\$ 5,279.529	\$ 5,389.830	\$ 5,502.534
	\$ 49.496	\$ 52.239	\$ 54.995	\$ 57.743	\$ 60.483	\$ 61.858	\$ 63.238	\$ 64.618	\$ 65.994	\$ 67.373	\$ 68.782
17	\$ 111,872.689	\$ 118,171.407	\$ 124,492.648	\$ 130,798.874	\$ 137,122.617	\$ 140,270.725	\$ 143,436.350	\$ 146,581.956	\$ 149,735.069	\$ 152,893.187	\$ 156,120.487
	\$ 4,302.796	\$ 4,545.064	\$ 4,788.179	\$ 5,030.726	\$ 5,273.947	\$ 5,395.028	\$ 5,516.783	\$ 5,637.768	\$ 5,759.041	\$ 5,880.507	\$ 6,004.634
	\$ 53.785	\$ 56.813	\$ 59.852	\$ 62.884	\$ 65.924	\$ 67.438	\$ 68.960	\$ 70.472	\$ 71.988	\$ 73.506	\$ 75.058
18	\$ 121,199.396	\$ 128,108.718	\$ 135,015.537	\$ 141,909.843	\$ 148,824.169	\$ 152,280.081	\$ 155,735.993	\$ 159,201.915	\$ 162,660.329	\$ 166,121.246	\$ 169,658.412
	\$ 4,661.516	\$ 4,927.258	\$ 5,192.905	\$ 5,458.071	\$ 5,724.007	\$ 5,856.926	\$ 5,989.846	\$ 6,123.151	\$ 6,256.167	\$ 6,389.279	\$ 6,525.324
	\$ 58.269	\$ 61.591	\$ 64.911	\$ 68.229	\$ 71.550	\$ 73.212	\$ 74.873	\$ 76.539	\$ 78.202	\$ 79.868	\$ 81.567
19	\$ 131,439.506	\$ 138,974.445	\$ 146,541.916	\$ 154,076.856	\$ 161,636.819	\$ 165,413.047	\$ 169,171.758	\$ 172,960.498	\$ 176,739.229	\$ 180,520.462	\$ 184,385.225
	\$ 5,055.366	\$ 5,345.171	\$ 5,636.228	\$ 5,926.033	\$ 6,216.801	\$ 6,362.040	\$ 6,506.606	\$ 6,652.327	\$ 6,797.663	\$ 6,943.095	\$ 7,091.739
	\$ 63.192	\$ 66.815	\$ 70.453	\$ 74.075	\$ 77.710	\$ 79.526	\$ 81.333	\$ 83.154	\$ 84.971	\$ 86.789	\$ 88.647
20	\$ 141,767.202	\$ 150,007.838	\$ 158,230.966	\$ 166,459.080	\$ 174,714.730	\$ 178,803.767	\$ 182,925.336	\$ 187,039.398	\$ 191,155.952	\$ 195,267.521	\$ 199,470.170
	\$ 5,452.585	\$ 5,769.532	\$ 6,085.806	\$ 6,402.272	\$ 6,719.797	\$ 6,877.069	\$ 7,035.590	\$ 7,193.823	\$ 7,352.152	\$ 7,510.289	\$ 7,671.930
	\$ 68.157	\$ 72.119	\$ 76.073	\$ 80.028	\$ 83.987	\$ 85.963	\$ 87.945	\$ 89.923	\$ 91.902	\$ 93.879	\$ 95.899
21	\$ 152,102.406	\$ 161,018.709	\$ 169,907.484	\$ 178,831.294	\$ 187,725.075	\$ 192,171.965	\$ 196,631.368	\$ 201,068.248	\$ 205,520.143	\$ 209,969.536	\$ 214,517.939
	\$ 5,850.093	\$ 6,193.027	\$ 6,534.903	\$ 6,878.127	\$ 7,220.195	\$ 7,391.229	\$ 7,562.745	\$ 7,733.394	\$ 7,904.621	\$ 8,075.751	\$ 8,250.690
	\$ 73.126	\$ 77.413	\$ 81.686	\$ 85.977	\$ 90.252	\$ 92.390	\$ 94.534	\$ 96.667	\$ 98.808	\$ 100.947	\$ 103.134
22	\$ 161,671.853	\$ 171,166.227	\$ 180,660.600	\$ 190,134.954	\$ 199,624.323	\$ 204,369.007	\$ 209,118.696	\$ 213,875.893	\$ 218,615.572	\$ 223,362.759	\$ 228,215.725
	\$ 6,218.148	\$ 6,583.316	\$ 6,948.485	\$ 7,312.883	\$ 7,677.859	\$ 7,860.346	\$ 8,043.027	\$ 8,225.996	\$ 8,408.291	\$ 8,590.875	\$ 8,777.528
	\$ 77.727	\$ 82.291	\$ 86.866	\$ 91.411	\$ 95.973	\$ 98.254	\$ 100.538	\$ 102.825	\$ 105.104	\$ 107.388	\$ 109.719

**CSEA Pay Scale 1/1/2025-12/31/2025**

3%												
Job Group	1	2	3	4	5	6	A	B	C	D	E	F
1	\$ 42,222.495	\$ 43,433.939	\$ 44,668.583	\$ 45,887.761	\$ 47,104.362	\$ 47,707.508	\$ 48,326.119	\$ 48,926.686	\$ 49,542.720	\$ 50,143.288	\$ 50,752.089	
	\$ 1,623.942	\$ 1,870.536	\$ 1,718.022	\$ 1,764.914	\$ 1,811.706	\$ 1,834.804	\$ 1,858.697	\$ 1,881.796	\$ 1,905.489	\$ 1,928.588	\$ 1,952.031	
	\$ 20.299	\$ 20.862	\$ 21.475	\$ 22.061	\$ 22.646	\$ 22.936	\$ 23.234	\$ 23.522	\$ 23.819	\$ 24.107	\$ 24.400	
2	\$ 42,851.414	\$ 44,135.031	\$ 45,392.873	\$ 46,663.602	\$ 47,924.022	\$ 48,552.942	\$ 49,207.639	\$ 49,826.250	\$ 50,457.748	\$ 51,091.824	\$ 51,734.890	
	\$ 1,848.131	\$ 1,697.501	\$ 1,745.880	\$ 1,794.754	\$ 1,843.232	\$ 1,867.421	\$ 1,892.601	\$ 1,916.394	\$ 1,940.683	\$ 1,965.070	\$ 1,989.803	
	\$ 20.602	\$ 21.219	\$ 21.823	\$ 22.434	\$ 23.040	\$ 23.343	\$ 23.658	\$ 23.955	\$ 24.259	\$ 24.563	\$ 24.873	
3	\$ 44,075.747	\$ 45,408.338	\$ 46,748.661	\$ 48,070.942	\$ 49,434.463	\$ 50,096.892	\$ 50,785.096	\$ 51,442.370	\$ 52,112.532	\$ 52,780.116	\$ 53,457.310	
	\$ 1,695.221	\$ 1,746.475	\$ 1,798.025	\$ 1,848.882	\$ 1,901.325	\$ 1,926.804	\$ 1,953.273	\$ 1,978.553	\$ 2,004.328	\$ 2,030.004	\$ 2,056.050	
	\$ 21.190	\$ 21.831	\$ 22.475	\$ 23.111	\$ 23.767	\$ 24.085	\$ 24.416	\$ 24.732	\$ 25.054	\$ 25.375	\$ 25.701	
4	\$ 45,557.836	\$ 46,967.752	\$ 48,382.825	\$ 49,818.517	\$ 51,249.054	\$ 51,963.034	\$ 52,655.394	\$ 53,378.106	\$ 54,086.931	\$ 54,793.178	\$ 55,509.742	
	\$ 1,752.224	\$ 1,806.452	\$ 1,860.878	\$ 1,916.097	\$ 1,971.117	\$ 1,998.578	\$ 2,025.246	\$ 2,053.004	\$ 2,080.267	\$ 2,107.430	\$ 2,134.990	
	\$ 21.903	\$ 22.581	\$ 23.261	\$ 23.951	\$ 24.639	\$ 24.982	\$ 25.316	\$ 25.663	\$ 26.003	\$ 26.343	\$ 26.687	
5	\$ 47,625.026	\$ 49,197.329	\$ 50,736.123	\$ 52,311.003	\$ 53,875.572	\$ 54,718.429	\$ 55,574.174	\$ 56,427.342	\$ 57,277.931	\$ 58,126.944	\$ 58,987.908	
	\$ 1,831.732	\$ 1,892.205	\$ 1,951.389	\$ 2,011.962	\$ 2,072.137	\$ 2,104.555	\$ 2,137.468	\$ 2,170.282	\$ 2,202.997	\$ 2,235.613	\$ 2,268.766	
	\$ 22.897	\$ 23.653	\$ 24.392	\$ 25.150	\$ 25.902	\$ 26.307	\$ 26.718	\$ 27.129	\$ 27.537	\$ 27.945	\$ 28.360	
6	\$ 50,429.395	\$ 52,287.805	\$ 54,130.749	\$ 55,973.694	\$ 57,834.681	\$ 58,927.560	\$ 60,010.129	\$ 61,064.345	\$ 62,144.336	\$ 63,221.749	\$ 64,319.743	
	\$ 1,939.592	\$ 2,011.069	\$ 2,081.952	\$ 2,152.834	\$ 2,224.411	\$ 2,266.445	\$ 2,308.082	\$ 2,348.629	\$ 2,390.167	\$ 2,431.606	\$ 2,473.836	
	\$ 24.245	\$ 25.138	\$ 26.024	\$ 26.910	\$ 27.805	\$ 28.331	\$ 28.851	\$ 29.358	\$ 29.877	\$ 30.395	\$ 30.923	
7	\$ 53,403.882	\$ 55,672.121	\$ 57,945.515	\$ 60,211.177	\$ 62,463.951	\$ 63,698.595	\$ 64,925.507	\$ 66,157.573	\$ 67,384.484	\$ 68,619.128	\$ 69,878.499	
	\$ 2,053.995	\$ 2,141.235	\$ 2,228.674	\$ 2,315.815	\$ 2,402.460	\$ 2,449.946	\$ 2,497.135	\$ 2,544.522	\$ 2,591.711	\$ 2,639.197	\$ 2,687.635	
	\$ 25.675	\$ 26.765	\$ 27.858	\$ 28.948	\$ 30.031	\$ 30.624	\$ 31.214	\$ 31.807	\$ 32.396	\$ 32.990	\$ 33.595	
8	\$ 56,625.813	\$ 59,278.106	\$ 61,935.555	\$ 64,569.805	\$ 67,198.901	\$ 68,559.845	\$ 69,915.633	\$ 71,271.422	\$ 72,632.365	\$ 73,995.686	\$ 75,387.380	
	\$ 2,177.916	\$ 2,279.927	\$ 2,382.137	\$ 2,483.454	\$ 2,584.573	\$ 2,636.917	\$ 2,689.063	\$ 2,741.209	\$ 2,793.553	\$ 2,845.996	\$ 2,899.508	
	\$ 27.224	\$ 28.499	\$ 29.777	\$ 31.043	\$ 32.307	\$ 32.961	\$ 33.613	\$ 34.265	\$ 34.919	\$ 35.575	\$ 36.244	
9	\$ 60,123.541	\$ 63,092.872	\$ 66,049.316	\$ 69,003.182	\$ 71,969.936	\$ 73,449.447	\$ 74,936.690	\$ 76,403.313	\$ 77,882.824	\$ 79,362.334	\$ 80,872.186	
	\$ 2,132.444	\$ 2,426.649	\$ 2,540.358	\$ 2,653.969	\$ 2,768.074	\$ 2,824.979	\$ 2,882.180	\$ 2,938.589	\$ 2,995.493	\$ 3,052.397	\$ 3,110.469	
	\$ 28.908	\$ 30.333	\$ 31.754	\$ 33.175	\$ 34.601	\$ 35.312	\$ 36.027	\$ 36.732	\$ 37.444	\$ 38.155	\$ 38.881	
10	\$ 63,817.162	\$ 67,054.558	\$ 70,266.179	\$ 73,490.688	\$ 76,733.239	\$ 78,354.514	\$ 79,957.747	\$ 81,581.600	\$ 83,197.721	\$ 84,813.842	\$ 86,463.681	
	\$ 2,454.506	\$ 2,579.021	\$ 2,702.545	\$ 2,826.565	\$ 2,951.278	\$ 3,013.635	\$ 3,075.298	\$ 3,137.754	\$ 3,199.912	\$ 3,262.071	\$ 3,325.626	
	\$ 30.681	\$ 32.238	\$ 33.782	\$ 35.322	\$ 36.891	\$ 37.670	\$ 38.441	\$ 39.222	\$ 39.999	\$ 40.776	\$ 41.560	
11	\$ 69,505.803	\$ 72,980.334	\$ 76,501.260	\$ 79,968.057	\$ 83,463.208	\$ 85,215.939	\$ 86,960.936	\$ 88,698.201	\$ 90,445.777	\$ 92,190.775	\$ 93,971.719	
	\$ 2,673.300	\$ 2,806.936	\$ 2,942.356	\$ 3,075.695	\$ 3,210.123	\$ 3,277.536	\$ 3,344.651	\$ 3,411.469	\$ 3,478.684	\$ 3,545.799	\$ 3,614.297	
	\$ 33.416	\$ 35.067	\$ 36.779	\$ 38.446	\$ 40.127	\$ 40.969	\$ 41.808	\$ 42.643	\$ 43.484	\$ 44.322	\$ 45.179	
12	\$ 73,797.415	\$ 77,663.732	\$ 81,540.380	\$ 85,396.367	\$ 89,260.106	\$ 91,198.420	\$ 93,121.268	\$ 95,067.314	\$ 96,997.895	\$ 98,947.364	\$ 100,926.221	
	\$ 2,838.362	\$ 2,987.067	\$ 3,136.168	\$ 3,284.476	\$ 3,433.081	\$ 3,507.632	\$ 3,581.587	\$ 3,656.435	\$ 3,730.688	\$ 3,805.437	\$ 3,881.778	
	\$ 35.480	\$ 37.338	\$ 39.202	\$ 41.056	\$ 42.914	\$ 43.845	\$ 44.770	\$ 45.705	\$ 46.634	\$ 47.568	\$ 48.522	
13	\$ 79,844.335	\$ 84,071.509	\$ 88,319.302	\$ 92,572.251	\$ 96,794.269	\$ 98,915.589	\$ 101,044.641	\$ 103,171.115	\$ 105,305.322	\$ 107,434.374	\$ 109,608.951	
	\$ 3,070.936	\$ 3,233.520	\$ 3,396.896	\$ 3,560.471	\$ 3,722.857	\$ 3,804.446	\$ 3,886.332	\$ 3,968.120	\$ 4,050.205	\$ 4,132.091	\$ 4,215.729	
	\$ 38.387	\$ 40.419	\$ 42.461	\$ 44.506	\$ 46.536	\$ 47.556	\$ 48.579	\$ 49.601	\$ 50.628	\$ 51.651	\$ 52.697	
14	\$ 88,105.366	\$ 92,886.712	\$ 97,634.549	\$ 102,379.809	\$ 107,155.999	\$ 109,529.918	\$ 111,921.879	\$ 114,324.151	\$ 116,716.112	\$ 119,105.496	\$ 121,546.324	
	\$ 3,388.668	\$ 3,572.566	\$ 3,755.175	\$ 3,937.685	\$ 4,121.385	\$ 4,212.688	\$ 4,304.688	\$ 4,397.083	\$ 4,489.081	\$ 4,580.981	\$ 4,674.859	
	\$ 42.358	\$ 44.657	\$ 46.940	\$ 49.221	\$ 51.517	\$ 52.659	\$ 53.809	\$ 54.964	\$ 56.114	\$ 57.262	\$ 58.436	



15	\$ 98,740.141	\$ 102,057.616	\$ 107,369.935	\$ 112,689.988	\$ 118,007.462	\$ 120,667.489	\$ 123,324.937	\$ 125,990.118	\$ 128,650.145	\$ 131,305.016	\$ 134,017.231
	\$ 3,720.775	\$ 3,925.293	\$ 4,129.613	\$ 4,334.230	\$ 4,538.749	\$ 4,641.057	\$ 4,743.267	\$ 4,845.774	\$ 4,948.082	\$ 5,050.193	\$ 5,154.509
	\$ 46.510	\$ 49.066	\$ 51.620	\$ 54.178	\$ 56.734	\$ 58.013	\$ 59.291	\$ 60.572	\$ 61.851	\$ 63.127	\$ 64.431
16	\$ 106,039.922	\$ 111,916.724	\$ 117,821.679	\$ 123,708.991	\$ 129,578.061	\$ 132,524.194	\$ 135,480.638	\$ 138,437.082	\$ 141,385.793	\$ 144,339.659	\$ 147,357.849
	\$ 4,078.459	\$ 4,304.469	\$ 4,531.611	\$ 4,758.038	\$ 4,983.772	\$ 5,097.084	\$ 5,210.794	\$ 5,324.503	\$ 5,437.915	\$ 5,551.525	\$ 5,667.610
	\$ 50.981	\$ 53.806	\$ 56.645	\$ 59.475	\$ 62.297	\$ 63.714	\$ 65.135	\$ 66.556	\$ 67.974	\$ 69.394	\$ 70.845
17	\$ 115,228.869	\$ 121,716.549	\$ 128,227.427	\$ 134,722.840	\$ 141,236.295	\$ 144,478.847	\$ 147,739.441	\$ 150,979.414	\$ 154,227.121	\$ 157,479.982	\$ 160,804.102
	\$ 4,431.890	\$ 4,681.406	\$ 4,931.824	\$ 5,181.648	\$ 5,432.165	\$ 5,556.879	\$ 5,682.286	\$ 5,806.901	\$ 5,931.812	\$ 6,056.922	\$ 6,184.773
	\$ 55.398	\$ 58.518	\$ 61.648	\$ 64.771	\$ 67.902	\$ 69.461	\$ 71.029	\$ 72.586	\$ 74.148	\$ 75.712	\$ 77.310
18	\$ 124,835.378	\$ 131,951.979	\$ 139,068.003	\$ 146,167.138	\$ 153,288.894	\$ 156,848.484	\$ 160,408.073	\$ 163,977.972	\$ 167,540.139	\$ 171,104.884	\$ 174,748.164
	\$ 4,801.361	\$ 5,075.076	\$ 5,348.692	\$ 5,621.813	\$ 5,895.727	\$ 6,032.834	\$ 6,189.541	\$ 6,306.845	\$ 6,443.852	\$ 6,580.957	\$ 6,721.083
	\$ 60.017	\$ 63.438	\$ 66.859	\$ 70.273	\$ 73.697	\$ 75.408	\$ 77.119	\$ 78.836	\$ 80.548	\$ 82.262	\$ 84.014
19	\$ 135,382.691	\$ 143,143.678	\$ 150,938.174	\$ 158,699.161	\$ 166,485.923	\$ 170,375.438	\$ 174,246.911	\$ 178,149.313	\$ 182,041.406	\$ 185,936.076	\$ 189,916.782
	\$ 5,207.027	\$ 5,505.526	\$ 5,805.314	\$ 6,103.814	\$ 6,403.305	\$ 6,552.901	\$ 6,701.804	\$ 6,851.897	\$ 7,001.593	\$ 7,151.388	\$ 7,304.492
	\$ 65.088	\$ 68.819	\$ 72.566	\$ 76.298	\$ 80.041	\$ 81.911	\$ 83.773	\$ 85.649	\$ 87.520	\$ 89.392	\$ 91.306
20	\$ 146,020.218	\$ 154,508.073	\$ 162,977.885	\$ 171,452.852	\$ 179,956.172	\$ 184,167.880	\$ 188,413.096	\$ 192,650.580	\$ 196,890.641	\$ 201,125.547	\$ 205,454.275
	\$ 5,616.162	\$ 5,942.618	\$ 6,268.380	\$ 6,594.340	\$ 6,921.391	\$ 7,083.380	\$ 7,246.658	\$ 7,409.638	\$ 7,572.717	\$ 7,735.696	\$ 7,902.088
	\$ 70.202	\$ 74.283	\$ 78.365	\$ 82.429	\$ 86.517	\$ 88.542	\$ 90.583	\$ 92.620	\$ 94.659	\$ 96.695	\$ 98.776
21	\$ 156,665.478	\$ 165,849.270	\$ 175,004.709	\$ 184,196.233	\$ 193,356.827	\$ 197,937.124	\$ 202,530.309	\$ 207,100.296	\$ 211,685.748	\$ 216,268.622	\$ 220,953.477
	\$ 6,025.595	\$ 6,378.818	\$ 6,730.950	\$ 7,084.471	\$ 7,436.801	\$ 7,612.966	\$ 7,789.627	\$ 7,965.396	\$ 8,141.760	\$ 8,318.024	\$ 8,498.211
	\$ 75.320	\$ 79.735	\$ 84.137	\$ 88.556	\$ 92.960	\$ 95.182	\$ 97.370	\$ 99.557	\$ 101.772	\$ 103.975	\$ 106.228
22	\$ 166,522.009	\$ 176,301.214	\$ 186,080.418	\$ 195,839.003	\$ 205,613.052	\$ 210,500.077	\$ 215,392.257	\$ 220,292.169	\$ 225,174.039	\$ 230,063.641	\$ 235,062.198
	\$ 6,404.693	\$ 6,780.816	\$ 7,156.939	\$ 7,532.269	\$ 7,908.194	\$ 8,096.157	\$ 8,284.318	\$ 8,472.778	\$ 8,660.540	\$ 8,848.602	\$ 9,040.854
	\$ 80.059	\$ 84.760	\$ 89.462	\$ 94.153	\$ 98.852	\$ 101.202	\$ 103.554	\$ 105.910	\$ 108.257	\$ 110.608	\$ 113.011

**CSEA Pay Scale 1/1/2026-12/31/2026**

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
1	\$ 43,489.167	\$ 44,736.957	\$ 46,008.640	\$ 47,264.394	\$ 48,517.493	\$ 49,138.733	\$ 49,775.902	\$ 50,394.487	\$ 51,029.001	\$ 51,647.588	\$ 52,274.652
	\$ 1,672.680	\$ 1,720.652	\$ 1,769.563	\$ 1,817.881	\$ 1,866.057	\$ 1,889.951	\$ 1,914.458	\$ 1,938.250	\$ 1,962.654	\$ 1,986.446	\$ 2,010.564
	\$ 20.908	\$ 21.508	\$ 22.120	\$ 22.723	\$ 23.326	\$ 23.931	\$ 24.528	\$ 25.128	\$ 25.733	\$ 26.343	\$ 26.952
2	\$ 44,136.956	\$ 45,459.082	\$ 46,754.659	\$ 48,063.510	\$ 49,361.742	\$ 50,009.531	\$ 50,683.868	\$ 51,321.037	\$ 51,971.480	\$ 52,624.579	\$ 53,286.937
	\$ 1,697.575	\$ 1,748.426	\$ 1,798.256	\$ 1,848.597	\$ 1,898.529	\$ 1,923.443	\$ 1,949.380	\$ 1,973.886	\$ 1,998.903	\$ 2,024.022	\$ 2,049.498
	\$ 21.220	\$ 21.855	\$ 22.478	\$ 23.107	\$ 23.732	\$ 24.363	\$ 24.977	\$ 25.594	\$ 26.213	\$ 26.835	\$ 27.459
3	\$ 45,398.020	\$ 46,770.588	\$ 48,151.121	\$ 49,513.070	\$ 50,917.497	\$ 51,599.799	\$ 52,308.649	\$ 52,985.641	\$ 53,675.908	\$ 54,363.519	\$ 55,061.029
	\$ 1,746.078	\$ 1,798.869	\$ 1,851.986	\$ 1,904.349	\$ 1,958.365	\$ 1,984.608	\$ 2,011.871	\$ 2,037.909	\$ 2,064.458	\$ 2,090.905	\$ 2,117.732
	\$ 21.826	\$ 22.486	\$ 23.150	\$ 23.804	\$ 24.480	\$ 24.808	\$ 25.148	\$ 25.474	\$ 25.806	\$ 26.136	\$ 26.472
4	\$ 46,924.571	\$ 48,376.785	\$ 49,834.309	\$ 51,313.072	\$ 52,786.626	\$ 53,521.925	\$ 54,236.085	\$ 54,979.449	\$ 55,709.539	\$ 56,436.974	\$ 57,175.034
	\$ 1,804.791	\$ 1,860.646	\$ 1,916.704	\$ 1,973.580	\$ 2,030.251	\$ 2,058.536	\$ 2,086.003	\$ 2,114.594	\$ 2,142.675	\$ 2,170.653	\$ 2,199.040
	\$ 22.560	\$ 23.258	\$ 23.959	\$ 24.670	\$ 25.378	\$ 25.732	\$ 26.076	\$ 26.432	\$ 26.783	\$ 27.133	\$ 27.488
5	\$ 49,053.777	\$ 50,673.249	\$ 52,258.207	\$ 53,880.333	\$ 55,461.839	\$ 56,359.982	\$ 57,241.400	\$ 58,120.162	\$ 58,996.269	\$ 59,889.722	\$ 60,757.546
	\$ 1,886.684	\$ 1,948.971	\$ 2,009.931	\$ 2,072.320	\$ 2,134.302	\$ 2,167.692	\$ 2,201.592	\$ 2,235.391	\$ 2,269.087	\$ 2,302.682	\$ 2,336.829
	\$ 23.584	\$ 24.362	\$ 25.124	\$ 25.904	\$ 26.679	\$ 27.096	\$ 27.520	\$ 27.942	\$ 28.364	\$ 28.784	\$ 29.210
6	\$ 51,942.277	\$ 53,856.439	\$ 55,754.672	\$ 57,652.905	\$ 59,569.721	\$ 60,695.387	\$ 61,810.433	\$ 62,896.275	\$ 64,008.668	\$ 65,118.402	\$ 66,249.335
	\$ 1,997.780	\$ 2,071.401	\$ 2,144.410	\$ 2,217.419	\$ 2,291.143	\$ 2,334.438	\$ 2,377.324	\$ 2,419.087	\$ 2,461.872	\$ 2,504.554	\$ 2,548.051
	\$ 24.972	\$ 25.893	\$ 26.805	\$ 27.718	\$ 28.639	\$ 29.180	\$ 29.717	\$ 30.239	\$ 30.773	\$ 31.307	\$ 31.851
7	\$ 55,005.998	\$ 57,342.285	\$ 59,683.881	\$ 62,017.513	\$ 64,337.870	\$ 65,609.553	\$ 66,873.272	\$ 68,142.300	\$ 69,406.019	\$ 70,677.702	\$ 71,974.854
	\$ 2,115.615	\$ 2,205.472	\$ 2,295.534	\$ 2,385.289	\$ 2,474.533	\$ 2,523.444	\$ 2,572.049	\$ 2,620.858	\$ 2,669.462	\$ 2,718.373	\$ 2,768.284
	\$ 26.445	\$ 27.568	\$ 28.694	\$ 29.816	\$ 30.932	\$ 31.543	\$ 32.151	\$ 32.761	\$ 33.368	\$ 33.980	\$ 34.603
8	\$ 58,324.587	\$ 61,056.449	\$ 63,793.621	\$ 66,508.900	\$ 69,214.868	\$ 70,616.840	\$ 72,013.102	\$ 73,409.564	\$ 74,811.336	\$ 76,215.763	\$ 77,648.816
	\$ 2,243.253	\$ 2,348.325	\$ 2,453.601	\$ 2,557.958	\$ 2,662.110	\$ 2,716.025	\$ 2,769.735	\$ 2,823.445	\$ 2,877.359	\$ 2,931.375	\$ 2,986.493
	\$ 28.041	\$ 29.354	\$ 30.670	\$ 31.974	\$ 33.276	\$ 33.950	\$ 34.622	\$ 35.293	\$ 35.967	\$ 36.642	\$ 37.331
9	\$ 61,927.247	\$ 64,985.658	\$ 68,030.795	\$ 71,073.278	\$ 74,129.034	\$ 75,632.930	\$ 77,184.791	\$ 78,695.413	\$ 80,219.309	\$ 81,743.205	\$ 83,298.352
	\$ 2,381.817	\$ 2,499.448	\$ 2,616.569	\$ 2,733.588	\$ 2,851.117	\$ 2,909.728	\$ 2,968.646	\$ 3,026.747	\$ 3,085.358	\$ 3,143.969	\$ 3,203.783
	\$ 29.773	\$ 31.243	\$ 32.707	\$ 34.170	\$ 35.639	\$ 36.372	\$ 37.108	\$ 37.834	\$ 38.567	\$ 39.300	\$ 40.047
10	\$ 65,731.677	\$ 69,066.195	\$ 72,374.165	\$ 75,695.408	\$ 79,035.236	\$ 80,705.150	\$ 82,356.480	\$ 84,029.048	\$ 85,693.653	\$ 87,358.257	\$ 89,057.591
	\$ 2,528.141	\$ 2,666.362	\$ 2,783.622	\$ 2,911.362	\$ 3,039.817	\$ 3,104.044	\$ 3,167.557	\$ 3,231.886	\$ 3,295.910	\$ 3,359.933	\$ 3,425.292
	\$ 31.602	\$ 33.205	\$ 34.795	\$ 36.392	\$ 37.998	\$ 38.801	\$ 39.594	\$ 40.389	\$ 41.199	\$ 41.999	\$ 42.816
11	\$ 71,590.978	\$ 75,169.744	\$ 78,796.298	\$ 82,367.099	\$ 85,967.104	\$ 87,772.417	\$ 89,569.764	\$ 91,359.147	\$ 93,159.150	\$ 94,956.498	\$ 96,790.871
	\$ 2,753.499	\$ 2,891.144	\$ 3,030.827	\$ 3,167.965	\$ 3,305.427	\$ 3,375.862	\$ 3,444.991	\$ 3,513.813	\$ 3,583.044	\$ 3,652.173	\$ 3,722.726
	\$ 34.419	\$ 36.139	\$ 37.883	\$ 39.600	\$ 41.330	\$ 42.198	\$ 43.062	\$ 43.923	\$ 44.788	\$ 45.652	\$ 46.534
12	\$ 76,011.338	\$ 79,993.644	\$ 83,986.571	\$ 87,958.258	\$ 91,937.909	\$ 93,934.372	\$ 95,914.906	\$ 97,919.334	\$ 99,907.832	\$ 101,909.605	\$ 103,954.007
	\$ 2,923.513	\$ 3,076.679	\$ 3,230.253	\$ 3,383.010	\$ 3,536.073	\$ 3,612.860	\$ 3,689.035	\$ 3,766.128	\$ 3,842.609	\$ 3,919.600	\$ 3,998.231
	\$ 36.544	\$ 38.458	\$ 40.378	\$ 42.288	\$ 44.201	\$ 45.181	\$ 46.131	\$ 47.077	\$ 48.033	\$ 48.995	\$ 49.978
13	\$ 82,239.665	\$ 86,593.654	\$ 90,968.881	\$ 95,349.419	\$ 99,698.097	\$ 101,883.056	\$ 104,075.980	\$ 106,266.248	\$ 108,464.482	\$ 110,657.405	\$ 112,897.220
	\$ 3,163.064	\$ 3,330.525	\$ 3,498.803	\$ 3,667.285	\$ 3,834.542	\$ 3,918.579	\$ 4,002.822	\$ 4,087.163	\$ 4,171.711	\$ 4,256.054	\$ 4,342.201
	\$ 39.538	\$ 41.832	\$ 43.735	\$ 45.841	\$ 47.932	\$ 48.982	\$ 50.037	\$ 51.090	\$ 52.146	\$ 53.201	\$ 54.278
14	\$ 90,748.527	\$ 95,673.313	\$ 100,563.585	\$ 105,451.203	\$ 110,370.679	\$ 112,815.815	\$ 115,279.536	\$ 117,753.876	\$ 120,217.596	\$ 122,678.661	\$ 125,192.714
	\$ 3,490.328	\$ 3,679.743	\$ 3,867.830	\$ 4,055.816	\$ 4,245.026	\$ 4,339.070	\$ 4,433.825	\$ 4,528.995	\$ 4,623.754	\$ 4,718.410	\$ 4,815.104
	\$ 43.629	\$ 45.997	\$ 48.348	\$ 50.698	\$ 53.063	\$ 54.238	\$ 55.423	\$ 56.612	\$ 57.797	\$ 58.980	\$ 60.189





15	\$ 99,642.345	\$ 105,119.344	\$ 110,591.033	\$ 116,070.687	\$ 121,547.686	\$ 124,287.513	\$ 127,024.685	\$ 129,769.822	\$ 132,509.649	\$ 135,244.166	\$ 138,037.748
	\$ 3,832.398	\$ 4,043.052	\$ 4,253.501	\$ 4,464.257	\$ 4,674.911	\$ 4,780.289	\$ 4,885.565	\$ 4,991.147	\$ 5,096.525	\$ 5,201.699	\$ 5,309.144
	\$ 47.905	\$ 50.538	\$ 53.169	\$ 55.803	\$ 58.436	\$ 59.754	\$ 61.070	\$ 62.389	\$ 63.707	\$ 65.021	\$ 66.364
16	\$ 109,221.120	\$ 115,274.226	\$ 121,356.536	\$ 127,420.261	\$ 133,465.402	\$ 136,499.920	\$ 139,545.057	\$ 142,590.194	\$ 145,627.367	\$ 148,669.649	\$ 151,778.584
	\$ 4,200.812	\$ 4,433.624	\$ 4,667.559	\$ 4,900.779	\$ 5,133.285	\$ 5,249.997	\$ 5,367.118	\$ 5,484.238	\$ 5,601.053	\$ 5,718.071	\$ 5,837.638
	\$ 52.510	\$ 55.420	\$ 58.344	\$ 61.260	\$ 64.166	\$ 65.625	\$ 67.089	\$ 68.553	\$ 70.013	\$ 71.476	\$ 72.970
17	\$ 118,685.735	\$ 125,368.046	\$ 132,074.250	\$ 138,764.525	\$ 145,473.384	\$ 148,813.212	\$ 152,171.624	\$ 155,508.797	\$ 158,863.934	\$ 162,204.362	\$ 165,628.225
	\$ 4,564.836	\$ 4,821.848	\$ 5,079.779	\$ 5,337.097	\$ 5,595.130	\$ 5,723.585	\$ 5,852.755	\$ 5,981.108	\$ 6,109.767	\$ 6,238.830	\$ 6,370.316
	\$ 57.060	\$ 60.273	\$ 63.497	\$ 66.714	\$ 69.939	\$ 71.545	\$ 73.159	\$ 74.764	\$ 76.372	\$ 77.983	\$ 79.629
18	\$ 128,580.440	\$ 135,910.539	\$ 143,237.983	\$ 150,562.153	\$ 157,887.561	\$ 161,553.938	\$ 165,220.315	\$ 168,897.312	\$ 172,566.343	\$ 176,238.030	\$ 179,990.609
	\$ 4,845.402	\$ 5,227.328	\$ 5,509.153	\$ 5,790.467	\$ 6,072.599	\$ 6,213.613	\$ 6,354.628	\$ 6,496.050	\$ 6,637.167	\$ 6,778.386	\$ 6,922.716
	\$ 61.818	\$ 65.342	\$ 68.864	\$ 72.381	\$ 75.907	\$ 77.670	\$ 79.433	\$ 81.201	\$ 82.965	\$ 84.730	\$ 86.534
19	\$ 139,444.172	\$ 147,437.989	\$ 155,466.319	\$ 163,480.136	\$ 171,480.501	\$ 175,486.702	\$ 179,474.318	\$ 183,493.793	\$ 187,502.648	\$ 191,514.158	\$ 195,614.285
	\$ 5,363.237	\$ 5,670.692	\$ 5,979.474	\$ 6,288.928	\$ 6,595.404	\$ 6,749.489	\$ 6,902.858	\$ 7,057.454	\$ 7,211.640	\$ 7,365.929	\$ 7,523.626
	\$ 67.040	\$ 70.884	\$ 74.743	\$ 78.587	\$ 82.443	\$ 84.369	\$ 86.286	\$ 88.218	\$ 90.146	\$ 92.074	\$ 94.045
20	\$ 150,400.825	\$ 159,143.315	\$ 167,867.222	\$ 176,598.438	\$ 185,364.857	\$ 189,892.917	\$ 194,065.489	\$ 198,430.097	\$ 202,797.360	\$ 207,159.313	\$ 211,617.903
	\$ 5,784.647	\$ 6,120.897	\$ 6,456.432	\$ 6,792.171	\$ 7,129.033	\$ 7,295.881	\$ 7,464.057	\$ 7,631.927	\$ 7,799.898	\$ 7,967.666	\$ 8,139.150
	\$ 72.308	\$ 76.511	\$ 80.705	\$ 84.902	\$ 89.113	\$ 91.199	\$ 93.301	\$ 95.399	\$ 97.499	\$ 99.598	\$ 101.739
21	\$ 161,365.442	\$ 170,824.748	\$ 180,254.850	\$ 189,722.120	\$ 199,157.532	\$ 203,875.236	\$ 208,606.218	\$ 213,313.304	\$ 218,036.320	\$ 222,756.681	\$ 227,582.081
	\$ 6,206.363	\$ 6,570.183	\$ 6,932.879	\$ 7,297.005	\$ 7,659.905	\$ 7,841.355	\$ 8,023.316	\$ 8,204.358	\$ 8,386.012	\$ 8,567.565	\$ 8,753.157
	\$ 77.580	\$ 82.127	\$ 86.661	\$ 91.213	\$ 95.749	\$ 98.017	\$ 100.291	\$ 102.554	\$ 104.825	\$ 107.095	\$ 109.414
22	\$ 171,517.669	\$ 181,590.250	\$ 191,662.831	\$ 201,714.173	\$ 211,781.444	\$ 216,815.079	\$ 221,854.025	\$ 226,900.934	\$ 231,929.260	\$ 236,965.551	\$ 242,114.062
	\$ 6,596.833	\$ 6,984.240	\$ 7,371.647	\$ 7,758.237	\$ 8,145.440	\$ 8,339.042	\$ 8,532.847	\$ 8,726.959	\$ 8,920.356	\$ 9,114.080	\$ 9,312.079
	\$ 82.460	\$ 87.303	\$ 92.146	\$ 96.978	\$ 101.818	\$ 104.236	\$ 106.661	\$ 109.087	\$ 111.504	\$ 113.926	\$ 116.401

**CSEA Pay Scale 1/1/2027-12/31/2027**

1%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
1	\$ 44,793.842	\$ 46,079.066	\$ 47,388.899	\$ 48,682.326	\$ 49,973.018	\$ 50,612.895	\$ 51,269.179	\$ 51,906.322	\$ 52,559.871	\$ 53,197.014	\$ 53,842.891
	\$ 1,722.840	\$ 1,772.272	\$ 1,822.650	\$ 1,872.397	\$ 1,922.039	\$ 1,946.650	\$ 1,971.892	\$ 1,996.397	\$ 2,021.534	\$ 2,046.039	\$ 2,070.880
	\$ 21.636	\$ 22.153	\$ 22.783	\$ 23.405	\$ 24.025	\$ 24.333	\$ 24.649	\$ 24.955	\$ 25.269	\$ 25.576	\$ 25.886
2	\$ 45,461.065	\$ 46,822.854	\$ 48,157.299	\$ 49,505.416	\$ 50,842.594	\$ 51,509.817	\$ 52,204.384	\$ 52,860.668	\$ 53,530.625	\$ 54,203.316	\$ 54,885.545
	\$ 1,748.502	\$ 1,800.879	\$ 1,852.204	\$ 1,904.054	\$ 1,955.484	\$ 1,981.147	\$ 2,007.861	\$ 2,033.103	\$ 2,058.870	\$ 2,084.743	\$ 2,110.983
	\$ 21.856	\$ 22.511	\$ 23.153	\$ 23.801	\$ 24.444	\$ 24.764	\$ 25.098	\$ 25.414	\$ 25.736	\$ 26.059	\$ 26.387
3	\$ 46,769.960	\$ 48,173.706	\$ 49,595.655	\$ 50,998.462	\$ 52,445.022	\$ 53,147.792	\$ 53,877.909	\$ 54,575.210	\$ 55,286.185	\$ 55,994.425	\$ 56,712.860
	\$ 1,798.460	\$ 1,852.835	\$ 1,907.625	\$ 1,961.479	\$ 2,017.116	\$ 2,044.146	\$ 2,072.227	\$ 2,099.047	\$ 2,126.392	\$ 2,153.632	\$ 2,181.264
	\$ 22.481	\$ 23.160	\$ 23.844	\$ 24.518	\$ 25.214	\$ 25.552	\$ 25.903	\$ 26.238	\$ 26.580	\$ 26.920	\$ 27.266
4	\$ 48,332.308	\$ 49,826.089	\$ 51,329.339	\$ 52,852.465	\$ 54,370.122	\$ 55,127.583	\$ 55,863.168	\$ 56,628.833	\$ 57,380.825	\$ 58,130.083	\$ 58,890.285
	\$ 1,858.935	\$ 1,916.465	\$ 1,974.205	\$ 2,032.787	\$ 2,091.159	\$ 2,120.292	\$ 2,148.683	\$ 2,178.032	\$ 2,206.955	\$ 2,235.772	\$ 2,265.011
	\$ 23.237	\$ 23.956	\$ 24.678	\$ 25.410	\$ 26.139	\$ 26.504	\$ 26.857	\$ 27.225	\$ 27.587	\$ 27.947	\$ 28.313
5	\$ 50,525.390	\$ 52,193.446	\$ 53,825.953	\$ 55,496.743	\$ 57,156.595	\$ 58,050.782	\$ 58,958.641	\$ 59,863.767	\$ 60,766.157	\$ 61,665.814	\$ 62,580.272
	\$ 1,943.284	\$ 2,007.440	\$ 2,070.229	\$ 2,134.490	\$ 2,198.331	\$ 2,232.722	\$ 2,267.840	\$ 2,302.453	\$ 2,337.160	\$ 2,371.762	\$ 2,406.934
	\$ 24.291	\$ 25.093	\$ 25.878	\$ 26.681	\$ 27.479	\$ 27.909	\$ 28.346	\$ 28.781	\$ 29.214	\$ 29.647	\$ 30.087
6	\$ 53,500.545	\$ 55,472.132	\$ 57,427.312	\$ 59,362.492	\$ 61,356.813	\$ 62,516.248	\$ 63,664.746	\$ 64,783.183	\$ 65,928.926	\$ 67,071.954	\$ 68,236.815
	\$ 2,057.713	\$ 2,133.544	\$ 2,208.743	\$ 2,283.942	\$ 2,359.877	\$ 2,404.471	\$ 2,448.644	\$ 2,491.680	\$ 2,535.728	\$ 2,579.680	\$ 2,623.493
	\$ 25.721	\$ 26.669	\$ 27.609	\$ 28.549	\$ 29.486	\$ 30.056	\$ 30.608	\$ 31.146	\$ 31.697	\$ 32.246	\$ 32.806
7	\$ 56,566.178	\$ 59,062.553	\$ 61,474.397	\$ 63,878.038	\$ 66,268.006	\$ 67,577.840	\$ 68,879.470	\$ 70,166.569	\$ 71,448.199	\$ 72,798.033	\$ 74,134.100
	\$ 2,179.084	\$ 2,271.637	\$ 2,364.400	\$ 2,456.848	\$ 2,548.769	\$ 2,599.148	\$ 2,649.210	\$ 2,699.483	\$ 2,749.546	\$ 2,799.524	\$ 2,851.312
	\$ 27.239	\$ 28.395	\$ 29.555	\$ 30.711	\$ 31.860	\$ 32.489	\$ 33.115	\$ 33.744	\$ 34.369	\$ 34.999	\$ 35.641
8	\$ 60,074.325	\$ 62,888.143	\$ 65,707.430	\$ 68,502.106	\$ 71,291.314	\$ 72,735.139	\$ 74,173.495	\$ 75,611.851	\$ 77,055.676	\$ 78,502.236	\$ 79,978.281
	\$ 2,310.551	\$ 2,418.775	\$ 2,527.209	\$ 2,634.696	\$ 2,741.974	\$ 2,797.505	\$ 2,852.827	\$ 2,908.148	\$ 2,963.680	\$ 3,019.317	\$ 3,076.088
	\$ 28.862	\$ 30.235	\$ 31.590	\$ 32.934	\$ 34.275	\$ 34.969	\$ 35.660	\$ 36.352	\$ 37.046	\$ 37.741	\$ 38.451
9	\$ 63,785.064	\$ 66,935.228	\$ 70,071.719	\$ 73,205.476	\$ 76,352.905	\$ 77,922.518	\$ 79,500.335	\$ 81,056.275	\$ 82,625.888	\$ 84,195.501	\$ 85,797.302
	\$ 2,453.272	\$ 2,574.432	\$ 2,695.066	\$ 2,815.595	\$ 2,936.650	\$ 2,997.020	\$ 3,057.705	\$ 3,117.549	\$ 3,177.919	\$ 3,238.288	\$ 3,299.896
	\$ 30.666	\$ 32.180	\$ 33.688	\$ 35.195	\$ 36.708	\$ 37.483	\$ 38.221	\$ 38.969	\$ 39.724	\$ 40.479	\$ 41.249
10	\$ 67,703.627	\$ 71,138.181	\$ 74,545.389	\$ 77,966.270	\$ 81,406.293	\$ 83,126.304	\$ 84,827.174	\$ 86,549.920	\$ 88,264.482	\$ 89,979.004	\$ 91,729.319
	\$ 2,603.986	\$ 2,736.084	\$ 2,867.130	\$ 2,998.703	\$ 3,131.011	\$ 3,197.166	\$ 3,262.584	\$ 3,328.843	\$ 3,394.787	\$ 3,460.731	\$ 3,526.051
	\$ 32.550	\$ 34.201	\$ 35.839	\$ 37.484	\$ 39.138	\$ 39.965	\$ 40.782	\$ 41.611	\$ 42.435	\$ 43.259	\$ 44.101
11	\$ 73,738.107	\$ 77,424.836	\$ 81,160.187	\$ 84,838.112	\$ 88,546.117	\$ 90,405.589	\$ 92,256.867	\$ 94,099.922	\$ 95,935.925	\$ 97,805.193	\$ 99,694.597
	\$ 2,836.104	\$ 2,977.678	\$ 3,121.546	\$ 3,263.004	\$ 3,405.820	\$ 3,477.138	\$ 3,548.341	\$ 3,619.226	\$ 3,690.536	\$ 3,761.738	\$ 3,834.408
	\$ 35.451	\$ 37.223	\$ 39.019	\$ 40.788	\$ 42.570	\$ 43.464	\$ 44.354	\$ 45.240	\$ 46.132	\$ 47.022	\$ 47.930
12	\$ 78,291.678	\$ 82,393.454	\$ 86,506.168	\$ 90,597.005	\$ 94,696.047	\$ 96,752.404	\$ 98,792.353	\$ 100,856.914	\$ 102,905.067	\$ 104,966.893	\$ 107,072.627
	\$ 3,011.218	\$ 3,168.979	\$ 3,327.160	\$ 3,484.500	\$ 3,642.156	\$ 3,721.246	\$ 3,799.706	\$ 3,879.112	\$ 3,957.887	\$ 4,037.188	\$ 4,118.178
	\$ 37.640	\$ 39.612	\$ 41.590	\$ 43.556	\$ 45.527	\$ 46.516	\$ 47.496	\$ 48.469	\$ 49.474	\$ 50.465	\$ 51.477
13	\$ 84,706.855	\$ 89,191.464	\$ 93,697.948	\$ 98,209.901	\$ 102,689.404	\$ 104,939.548	\$ 107,198.259	\$ 109,454.236	\$ 111,718.416	\$ 113,977.127	\$ 116,284.136
	\$ 3,257.956	\$ 3,430.441	\$ 3,603.787	\$ 3,777.304	\$ 3,949.578	\$ 4,036.136	\$ 4,123.010	\$ 4,209.778	\$ 4,296.862	\$ 4,383.736	\$ 4,472.467
	\$ 40.724	\$ 42.881	\$ 45.047	\$ 47.216	\$ 49.370	\$ 50.452	\$ 51.538	\$ 52.622	\$ 53.711	\$ 54.797	\$ 55.906
14	\$ 93,470.983	\$ 98,543.512	\$ 103,580.493	\$ 108,614.739	\$ 113,681.799	\$ 116,200.290	\$ 118,737.922	\$ 121,286.492	\$ 123,824.124	\$ 126,359.021	\$ 128,948.495
	\$ 3,595.038	\$ 3,790.135	\$ 3,983.865	\$ 4,177.490	\$ 4,372.377	\$ 4,469.242	\$ 4,566.843	\$ 4,664.865	\$ 4,762.466	\$ 4,859.962	\$ 4,959.558
	\$ 44.938	\$ 47.377	\$ 49.798	\$ 52.219	\$ 54.655	\$ 55.866	\$ 57.086	\$ 58.311	\$ 59.531	\$ 60.750	\$ 61.994



15	\$ 102,631.616	\$ 108,272.924	\$ 113,908.764	\$ 119,552.808	\$ 125,194.117	\$ 128,016.139	\$ 130,835.426	\$ 133,662.917	\$ 136,484.938	\$ 139,301.491	\$ 142,178.680
	\$ 3,947.370	\$ 4,164.343	\$ 4,381.106	\$ 4,598.185	\$ 4,815.158	\$ 4,923.698	\$ 5,032.132	\$ 5,140.881	\$ 5,249.421	\$ 5,357.750	\$ 5,466.418
	\$ 49.342	\$ 52.054	\$ 54.764	\$ 57.477	\$ 60.189	\$ 61.546	\$ 62.902	\$ 64.261	\$ 65.618	\$ 66.972	\$ 68.355
16	\$ 112,497.754	\$ 118,732.453	\$ 124,997.232	\$ 131,242.869	\$ 137,469.365	\$ 140,594.916	\$ 143,731.409	\$ 146,867.900	\$ 149,996.188	\$ 153,129.944	\$ 156,331.942
	\$ 4,326.837	\$ 4,566.633	\$ 4,807.586	\$ 5,047.803	\$ 5,287.283	\$ 5,407.497	\$ 5,528.131	\$ 5,648.785	\$ 5,769.084	\$ 5,889.613	\$ 6,012.767
	\$ 54.085	\$ 57.083	\$ 60.095	\$ 63.098	\$ 66.091	\$ 67.594	\$ 69.102	\$ 70.610	\$ 72.114	\$ 73.620	\$ 75.160
17	\$ 122,246.307	\$ 129,129.087	\$ 136,036.478	\$ 142,927.461	\$ 149,837.586	\$ 153,277.608	\$ 156,736.773	\$ 160,174.061	\$ 163,619.552	\$ 167,070.513	\$ 170,597.072
	\$ 4,701.781	\$ 4,966.503	\$ 5,232.172	\$ 5,497.210	\$ 5,762.984	\$ 5,895.293	\$ 6,028.337	\$ 6,160.541	\$ 6,293.060	\$ 6,425.789	\$ 6,561.426
	\$ 58.772	\$ 62.081	\$ 65.402	\$ 68.715	\$ 72.037	\$ 73.691	\$ 75.354	\$ 77.007	\$ 78.663	\$ 80.322	\$ 82.018
18	\$ 132,437.853	\$ 139,987.856	\$ 147,535.122	\$ 155,068.717	\$ 162,624.188	\$ 166,400.556	\$ 170,176.925	\$ 173,964.231	\$ 177,743.334	\$ 181,525.171	\$ 185,390.327
	\$ 5,093.754	\$ 5,384.148	\$ 5,674.428	\$ 5,964.181	\$ 6,254.776	\$ 6,400.021	\$ 6,545.266	\$ 6,690.932	\$ 6,836.282	\$ 6,981.737	\$ 7,130.397
	\$ 63.672	\$ 67.302	\$ 70.930	\$ 74.562	\$ 78.185	\$ 80.000	\$ 81.816	\$ 83.637	\$ 85.454	\$ 87.272	\$ 89.130
19	\$ 143,627.497	\$ 151,861.128	\$ 160,130.308	\$ 168,363.940	\$ 176,624.916	\$ 180,751.303	\$ 184,858.547	\$ 188,998.606	\$ 193,127.727	\$ 197,259.583	\$ 201,482.714
	\$ 5,524.135	\$ 5,840.813	\$ 6,158.858	\$ 6,475.536	\$ 6,793.266	\$ 6,951.973	\$ 7,109.944	\$ 7,269.177	\$ 7,427.990	\$ 7,586.907	\$ 7,749.335
	\$ 69.052	\$ 73.010	\$ 76.986	\$ 80.944	\$ 84.916	\$ 86.900	\$ 88.874	\$ 90.865	\$ 92.850	\$ 94.836	\$ 96.867
20	\$ 154,912.850	\$ 163,917.615	\$ 172,903.238	\$ 181,894.331	\$ 190,915.503	\$ 195,383.704	\$ 199,887.454	\$ 204,383.000	\$ 208,881.281	\$ 213,374.093	\$ 217,866.440
	\$ 5,958.187	\$ 6,304.524	\$ 6,650.125	\$ 6,995.936	\$ 7,342.904	\$ 7,514.758	\$ 7,687.979	\$ 7,860.885	\$ 8,033.895	\$ 8,206.896	\$ 8,383.325
	\$ 74.477	\$ 78.807	\$ 83.127	\$ 87.449	\$ 91.786	\$ 93.934	\$ 96.100	\$ 98.261	\$ 100.424	\$ 102.584	\$ 104.792
21	\$ 166,206.406	\$ 175,949.490	\$ 185,662.495	\$ 195,413.784	\$ 205,132.258	\$ 209,991.495	\$ 214,864.405	\$ 219,712.703	\$ 224,577.410	\$ 229,439.381	\$ 234,409.544
	\$ 6,392.554	\$ 6,767.288	\$ 7,140.865	\$ 7,515.915	\$ 7,889.702	\$ 8,076.595	\$ 8,264.016	\$ 8,450.489	\$ 8,637.593	\$ 8,824.592	\$ 9,015.752
	\$ 79.907	\$ 84.591	\$ 89.261	\$ 93.949	\$ 98.621	\$ 100.957	\$ 103.300	\$ 105.631	\$ 107.970	\$ 110.307	\$ 112.697
22	\$ 176,863.199	\$ 187,037.958	\$ 197,412.716	\$ 207,765.598	\$ 218,134.887	\$ 223,319.532	\$ 228,509.645	\$ 233,707.962	\$ 238,887.138	\$ 244,074.517	\$ 249,377.484
	\$ 6,794.738	\$ 7,193.768	\$ 7,592.797	\$ 7,990.985	\$ 8,389.803	\$ 8,589.213	\$ 8,788.833	\$ 8,988.768	\$ 9,187.967	\$ 9,387.481	\$ 9,591.442
	\$ 84.934	\$ 89.922	\$ 94.910	\$ 99.887	\$ 104.873	\$ 107.365	\$ 109.860	\$ 112.360	\$ 114.850	\$ 117.344	\$ 119.893

## ECMC COTA SALARY SCHEDULE 2022-2027

### CSEA Pay Scale 7/1/2022-12/31/2022

\$2.50												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>COTA WAGE SCALE</b>												
<b>COTA</b>	\$ 45,705.565	\$ 47,391.777	\$ 49,060.969	\$ 50,730.161	\$ 55,579.815	\$ 56,569.294	\$ 57,550.385	\$ 58,505.946	\$ 59,484.606	\$ 60,460.834	\$ 61,454.618	
	\$ 1,757.906	\$ 1,822.761	\$ 1,886.960	\$ 1,951.160	\$ 2,137.685	\$ 2,175.742	\$ 2,213.476	\$ 2,250.229	\$ 2,287.869	\$ 2,325.417	\$ 2,363.639	
	\$ 21.974	\$ 22.785	\$ 23.587	\$ 24.390	\$ 26.721	\$ 27.197	\$ 27.668	\$ 28.128	\$ 28.598	\$ 29.068	\$ 29.545	

### CSEA Pay Scale 1/1/2023-12/31/2023

4%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>COTA WAGE SCALE</b>												
<b>COTA</b>	\$ 47,533.788	\$ 49,287.448	\$ 51,023.408	\$ 52,759.368	\$ 57,803.007	\$ 58,832.066	\$ 59,852.401	\$ 60,846.184	\$ 61,863.990	\$ 62,879.267	\$ 63,912.803	
	\$ 1,828.223	\$ 1,895.671	\$ 1,962.439	\$ 2,029.206	\$ 2,223.193	\$ 2,262.772	\$ 2,302.015	\$ 2,340.238	\$ 2,379.384	\$ 2,418.433	\$ 2,458.185	
	\$ 22.853	\$ 23.696	\$ 24.530	\$ 25.365	\$ 27.790	\$ 28.285	\$ 28.775	\$ 29.253	\$ 29.742	\$ 30.230	\$ 30.727	



**CSEA Pay Scale 1/1/2024-12/31/2024**

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>COTA WAGE SCALE</b>											
<b>COTA</b>	\$ 48,959.801	\$ 50,766.072	\$ 52,554.110	\$ 54,342.149	\$ 59,537.098	\$ 60,597.028	\$ 61,647.973	\$ 62,671.569	\$ 63,719.910	\$ 64,765.645	\$ 65,830.187
	\$ 1,883.069	\$ 1,952.541	\$ 2,021.312	\$ 2,090.083	\$ 2,289.888	\$ 2,330.655	\$ 2,371.076	\$ 2,410.445	\$ 2,450.766	\$ 2,490.986	\$ 2,531.930
	\$ 23.538	\$ 24.407	\$ 25.266	\$ 26.126	\$ 28.624	\$ 29.133	\$ 29.638	\$ 30.131	\$ 30.635	\$ 31.137	\$ 31.649

**CSEA Pay Scale 1/1/2025-12/31/2025**

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>COTA WAGE SCALE</b>											
<b>COTA</b>	\$ 50,428.595	\$ 52,289.054	\$ 54,130.734	\$ 55,972.413	\$ 61,323.211	\$ 62,414.939	\$ 63,497.412	\$ 64,551.717	\$ 65,631.507	\$ 66,708.615	\$ 67,805.092
	\$ 1,939.561	\$ 2,011.117	\$ 2,081.951	\$ 2,152.785	\$ 2,358.585	\$ 2,400.575	\$ 2,442.208	\$ 2,482.758	\$ 2,524.289	\$ 2,565.716	\$ 2,607.888
	\$ 24.245	\$ 25.139	\$ 26.024	\$ 26.910	\$ 29.482	\$ 30.007	\$ 30.528	\$ 31.034	\$ 31.554	\$ 32.071	\$ 32.599

### CSEA Pay Scale 1/1/2026-12/31/2026

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>COTA WAGE SCALE</b>											
<b>COTA</b>	\$ 51,941.453	\$ 53,857.726	\$ 55,754.656	\$ 57,651.586	\$ 63,162.907	\$ 64,287.387	\$ 65,402.334	\$ 66,488.268	\$ 67,600.452	\$ 68,709.873	\$ 69,839.245
	\$ 1,997.748	\$ 2,071.451	\$ 2,144.410	\$ 2,217.369	\$ 2,429.343	\$ 2,472.592	\$ 2,515.474	\$ 2,557.241	\$ 2,600.017	\$ 2,642.687	\$ 2,686.125
	\$ 24.972	\$ 25.893	\$ 26.805	\$ 27.717	\$ 30.367	\$ 30.907	\$ 31.443	\$ 31.966	\$ 32.500	\$ 33.034	\$ 33.577

### CSEA Pay Scale 1/1/2027-12/31/2027

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>COTA WAGE SCALE</b>											
<b>COTA</b>	\$ 53,499.697	\$ 55,473.457	\$ 57,427.295	\$ 59,381.133	\$ 65,057.794	\$ 66,216.009	\$ 67,364.404	\$ 68,482.916	\$ 69,628.466	\$ 70,771.169	\$ 71,934.423
	\$ 2,057.681	\$ 2,133.595	\$ 2,208.742	\$ 2,283.890	\$ 2,502.223	\$ 2,546.770	\$ 2,590.939	\$ 2,633.958	\$ 2,678.018	\$ 2,721.968	\$ 2,766.709
	\$ 25.721	\$ 26.670	\$ 27.609	\$ 28.549	\$ 31.278	\$ 31.835	\$ 32.387	\$ 32.924	\$ 33.475	\$ 34.025	\$ 34.584





## ECMC REHAB SALARY SCHEDULE 2022-2027

### CSEA Pay Scale 7/1/2022-12/31/2022

\$2.50												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>REHAB WAGE SCALE</b>												
Rehab 1	\$ 77,122.361	\$ 78,560.808	\$ 80,028.025	\$ 81,524.585	\$ 83,051.077	\$ 86,262.434	\$ 87,478.370	\$ 88,712.546	\$ 89,965.234	\$ 91,236.713	\$ 92,527.263	
	\$ 2,966.245	\$ 3,021.570	\$ 3,078.001	\$ 3,135.561	\$ 3,194.272	\$ 3,317.786	\$ 3,364.553	\$ 3,412.021	\$ 3,460.201	\$ 3,509.104	\$ 3,558.741	
	\$ 37.078	\$ 37.770	\$ 38.475	\$ 39.195	\$ 39.928	\$ 41.472	\$ 42.057	\$ 42.650	\$ 43.253	\$ 43.864	\$ 44.484	
Rehab 2	\$ 80,842.483	\$ 82,355.333	\$ 83,898.440	\$ 85,472.408	\$ 87,077.857	\$ 91,111.346	\$ 92,829.573	\$ 94,582.164	\$ 96,369.807	\$ 97,737.354	\$ 99,125.415	
	\$ 3,109.326	\$ 3,167.513	\$ 3,226.863	\$ 3,287.400	\$ 3,349.148	\$ 3,504.283	\$ 3,570.368	\$ 3,637.776	\$ 3,706.531	\$ 3,759.129	\$ 3,812.516	
	\$ 38.867	\$ 39.594	\$ 40.336	\$ 41.093	\$ 41.864	\$ 43.804	\$ 44.630	\$ 45.472	\$ 46.332	\$ 46.989	\$ 47.656	
Rehab 3	\$ 83,942.585	\$ 85,517.437	\$ 87,123.786	\$ 88,762.261	\$ 90,433.507	\$ 97,614.593	\$ 99,462.885	\$ 101,348.143	\$ 103,271.106	\$ 104,742.172	\$ 106,235.305	
	\$ 3,228.561	\$ 3,289.132	\$ 3,350.915	\$ 3,413.933	\$ 3,478.212	\$ 3,754.407	\$ 3,825.496	\$ 3,898.005	\$ 3,971.966	\$ 4,028.545	\$ 4,085.973	
	\$ 40.357	\$ 41.114	\$ 41.886	\$ 42.674	\$ 43.478	\$ 46.930	\$ 47.819	\$ 48.725	\$ 49.650	\$ 50.357	\$ 51.075	

# CSEA Pay Scale 1/1/2023-12/31/2023

4%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>REHAB WAGE SCALE</b>											
Rehab 1	\$ 80,207.256	\$ 81,703.241	\$ 83,229.146	\$ 84,785.569	\$ 86,373.120	\$ 89,712.931	\$ 90,977.505	\$ 92,261.048	\$ 93,563.843	\$ 94,886.181	\$ 96,228.354
	\$ 3,084.894	\$ 3,142.432	\$ 3,201.121	\$ 3,260.983	\$ 3,322.043	\$ 3,450.497	\$ 3,499.135	\$ 3,548.502	\$ 3,598.609	\$ 3,649.469	\$ 3,701.091
	\$ 38,561	\$ 39,280	\$ 40,014	\$ 40,762	\$ 41,526	\$ 43,131	\$ 43,739	\$ 44,356	\$ 44,983	\$ 45,618	\$ 46,264
Rehab 2	\$ 84,076.183	\$ 85,649.546	\$ 87,254.377	\$ 88,891.305	\$ 90,560.971	\$ 94,755.799	\$ 96,542.755	\$ 98,365.451	\$ 100,224.600	\$ 101,646.849	\$ 103,090.431
	\$ 3,233.699	\$ 3,294.213	\$ 3,355.938	\$ 3,418.896	\$ 3,483.114	\$ 3,644.454	\$ 3,713.183	\$ 3,783.287	\$ 3,854.792	\$ 3,909.494	\$ 3,965.017
	\$ 40,421	\$ 41,178	\$ 41,949	\$ 42,736	\$ 43,539	\$ 45,556	\$ 46,415	\$ 47,291	\$ 48,185	\$ 48,869	\$ 49,563
Rehab 3	\$ 87,300.289	\$ 88,938.134	\$ 90,608.737	\$ 92,312.752	\$ 94,050.847	\$ 101,519.177	\$ 103,441.400	\$ 105,402.068	\$ 107,401.950	\$ 108,931.859	\$ 110,484.717
	\$ 3,357.703	\$ 3,420.697	\$ 3,484.951	\$ 3,550.490	\$ 3,617.340	\$ 3,904.584	\$ 3,978.515	\$ 4,053.926	\$ 4,130.844	\$ 4,189.687	\$ 4,249.412
	\$ 41.971	\$ 42.759	\$ 43.562	\$ 44.381	\$ 45.217	\$ 48.807	\$ 49.731	\$ 50.674	\$ 51.636	\$ 52.371	\$ 53.118

### CSEA Pay Scale 1/1/2024-12/31/2024

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>REHAB WAGE SCALE</b>												
Rehab 1	\$ 82,613.473	\$ 84,154.338	\$ 85,726.020	\$ 87,329.136	\$ 88,964.313	\$ 92,404.319	\$ 93,706.830	\$ 95,028.879	\$ 96,370.759	\$ 97,732.767	\$ 99,115.204	
	\$ 3,177.441	\$ 3,236.705	\$ 3,297.155	\$ 3,358.813	\$ 3,421.704	\$ 3,554.012	\$ 3,604.109	\$ 3,654.957	\$ 3,708.568	\$ 3,758.953	\$ 3,812.123	
	\$ 39.718	\$ 40.459	\$ 41.214	\$ 41.985	\$ 42.771	\$ 44.425	\$ 45.051	\$ 45.687	\$ 46.332	\$ 46.987	\$ 47.652	
Rehab 2	\$ 86,598.468	\$ 88,219.033	\$ 89,872.009	\$ 91,558.044	\$ 93,277.800	\$ 97,598.473	\$ 99,439.038	\$ 101,316.414	\$ 103,231.338	\$ 104,696.254	\$ 106,183.144	
	\$ 3,330.710	\$ 3,393.040	\$ 3,456.616	\$ 3,521.463	\$ 3,587.608	\$ 3,753.787	\$ 3,824.578	\$ 3,896.785	\$ 3,970.436	\$ 4,026.779	\$ 4,083.967	
	\$ 41.634	\$ 42.413	\$ 43.208	\$ 44.018	\$ 44.845	\$ 46.922	\$ 47.807	\$ 48.710	\$ 49.630	\$ 50.335	\$ 51.050	
Rehab 3	\$ 89,919.297	\$ 91,606.278	\$ 93,326.999	\$ 95,082.134	\$ 96,872.372	\$ 104,564.752	\$ 106,544.642	\$ 108,564.131	\$ 110,624.008	\$ 112,199.815	\$ 113,799.259	
	\$ 3,458.435	\$ 3,523.318	\$ 3,589.500	\$ 3,657.005	\$ 3,725.860	\$ 4,021.721	\$ 4,097.871	\$ 4,175.543	\$ 4,254.770	\$ 4,315.377	\$ 4,376.895	
	\$ 43.230	\$ 44.041	\$ 44.869	\$ 45.713	\$ 46.573	\$ 50.272	\$ 51.223	\$ 52.194	\$ 53.185	\$ 53.942	\$ 54.711	

### CSEA Pay Scale 1/1/2025-12/31/2025

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>REHAB WAGE SCALE</b>												
Rehab 1	\$ 85,091.878	\$ 86,678.968	\$ 88,297.801	\$ 89,949.010	\$ 91,633.243	\$ 95,176.449	\$ 96,518.035	\$ 97,879.746	\$ 99,261.882	\$ 100,664.750	\$ 102,088.661	
	\$ 3,272.765	\$ 3,333.806	\$ 3,396.069	\$ 3,459.577	\$ 3,524.355	\$ 3,660.633	\$ 3,712.232	\$ 3,764.606	\$ 3,817.765	\$ 3,871.721	\$ 3,926.487	
	\$ 40.910	\$ 41.673	\$ 42.451	\$ 43.245	\$ 44.054	\$ 45.758	\$ 46.403	\$ 47.058	\$ 47.722	\$ 48.397	\$ 49.081	
Rehab 2	\$ 89,196.422	\$ 90,865.604	\$ 92,568.169	\$ 94,304.785	\$ 96,076.134	\$ 100,526.428	\$ 102,422.209	\$ 104,355.906	\$ 106,328.278	\$ 107,837.142	\$ 109,368.639	
	\$ 3,430.632	\$ 3,494.831	\$ 3,560.314	\$ 3,627.107	\$ 3,695.236	\$ 3,866.401	\$ 3,939.316	\$ 4,013.689	\$ 4,089.549	\$ 4,147.582	\$ 4,206.486	
	\$ 42.883	\$ 43.685	\$ 44.504	\$ 45.339	\$ 46.190	\$ 48.330	\$ 49.241	\$ 50.171	\$ 51.119	\$ 51.845	\$ 52.581	
Rehab 3	\$ 92,616.876	\$ 94,354.467	\$ 96,126.809	\$ 97,934.598	\$ 99,778.543	\$ 107,701.695	\$ 109,740.982	\$ 111,821.054	\$ 113,942.729	\$ 115,565.809	\$ 117,213.236	
	\$ 3,562.188	\$ 3,629.018	\$ 3,697.185	\$ 3,766.715	\$ 3,837.636	\$ 4,142.373	\$ 4,220.807	\$ 4,300.810	\$ 4,382.413	\$ 4,444.839	\$ 4,508.201	
	\$ 44.527	\$ 45.363	\$ 46.215	\$ 47.084	\$ 47.970	\$ 51.780	\$ 52.760	\$ 53.760	\$ 54.780	\$ 55.560	\$ 56.353	



### CSEA Pay Scale 1/1/2026-12/31/2026

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>REHAB WAGE SCALE</b>												
<b>Rehab 1</b>	\$ 87,644.634	\$ 89,279.337	\$ 90,946.735	\$ 92,647.480	\$ 94,382.240	\$ 98,031.742	\$ 99,413.576	\$ 100,816.138	\$ 102,239.738	\$ 103,684.692	\$ 105,151.320	
	\$ 3,370.947	\$ 3,433.821	\$ 3,497.951	\$ 3,563.365	\$ 3,630.086	\$ 3,770.452	\$ 3,823.599	\$ 3,877.544	\$ 3,932.298	\$ 3,987.873	\$ 4,044.282	
	\$ 42.137	\$ 42.923	\$ 43.724	\$ 44.542	\$ 45.376	\$ 47.131	\$ 47.795	\$ 48.469	\$ 49.154	\$ 49.848	\$ 50.554	
<b>Rehab 2</b>	\$ 91,872.315	\$ 93,591.572	\$ 95,345.214	\$ 97,133.929	\$ 98,958.418	\$ 103,542.220	\$ 105,494.875	\$ 107,488.584	\$ 109,518.126	\$ 111,072.256	\$ 112,649.698	
	\$ 3,533.551	\$ 3,599.676	\$ 3,667.124	\$ 3,735.920	\$ 3,806.093	\$ 3,982.393	\$ 4,057.495	\$ 4,134.099	\$ 4,212.236	\$ 4,272.010	\$ 4,332.681	
	\$ 44.169	\$ 44.996	\$ 45.839	\$ 46.699	\$ 47.576	\$ 49.780	\$ 50.719	\$ 51.676	\$ 52.653	\$ 53.400	\$ 54.159	
<b>Rehab 3</b>	\$ 95,395.382	\$ 97,185.101	\$ 99,010.613	\$ 100,872.636	\$ 102,771.900	\$ 110,932.746	\$ 113,033.211	\$ 115,175.686	\$ 117,361.010	\$ 119,032.784	\$ 120,729.633	
	\$ 3,669.053	\$ 3,737.888	\$ 3,808.101	\$ 3,879.717	\$ 3,952.765	\$ 4,266.644	\$ 4,347.431	\$ 4,429.834	\$ 4,513.885	\$ 4,578.184	\$ 4,643.447	
	\$ 45.863	\$ 46.724	\$ 47.601	\$ 48.496	\$ 49.410	\$ 53.333	\$ 54.343	\$ 55.373	\$ 56.424	\$ 57.227	\$ 58.043	

### CSEA Pay Scale 1/1/2027-12/31/2027

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>REHAB WAGE SCALE</b>												
<b>Rehab 1</b>	\$ 90,273.973	\$ 91,957.717	\$ 93,675.137	\$ 95,426.904	\$ 97,213.707	\$ 100,972.694	\$ 102,395.984	\$ 103,840.622	\$ 105,306.930	\$ 106,795.233	\$ 108,305.860	
	\$ 3,472.076	\$ 3,536.835	\$ 3,602.890	\$ 3,670.266	\$ 3,738.989	\$ 3,883.565	\$ 3,938.307	\$ 3,993.870	\$ 4,050.267	\$ 4,107.509	\$ 4,165.610	
	\$ 43.401	\$ 44.210	\$ 45.036	\$ 45.878	\$ 46.737	\$ 48.545	\$ 49.229	\$ 49.923	\$ 50.628	\$ 51.344	\$ 52.070	
<b>Rehab 2</b>	\$ 94,628.484	\$ 96,399.319	\$ 98,205.570	\$ 100,047.947	\$ 101,927.171	\$ 106,648.487	\$ 108,659.722	\$ 110,711.181	\$ 112,803.670	\$ 114,404.424	\$ 116,029.189	
	\$ 3,639.557	\$ 3,707.666	\$ 3,777.137	\$ 3,847.998	\$ 3,920.276	\$ 4,101.865	\$ 4,179.220	\$ 4,258.122	\$ 4,338.603	\$ 4,400.170	\$ 4,462.661	
	\$ 45.494	\$ 46.346	\$ 47.214	\$ 48.100	\$ 49.003	\$ 51.273	\$ 52.240	\$ 53.227	\$ 54.233	\$ 55.002	\$ 55.783	
<b>Rehab 3</b>	\$ 98,257.244	\$ 100,100.654	\$ 101,980.932	\$ 103,898.815	\$ 105,855.057	\$ 114,260.728	\$ 116,424.208	\$ 118,630.957	\$ 120,881.841	\$ 122,603.767	\$ 124,351.522	
	\$ 3,779.125	\$ 3,850.025	\$ 3,922.344	\$ 3,996.108	\$ 4,071.348	\$ 4,394.643	\$ 4,477.854	\$ 4,562.729	\$ 4,649.302	\$ 4,715.530	\$ 4,782.751	
	\$ 47.239	\$ 48.125	\$ 49.029	\$ 49.951	\$ 50.892	\$ 54.933	\$ 55.973	\$ 57.034	\$ 58.116	\$ 58.944	\$ 59.784	

## ECMC RESPIRATORY SALARY SCHEDULE 2022-2027

### CSEA Pay Scale 7/1/2022-12/31/2022

\$2.50											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>RESPIRATORY WAGE SCALE</b>											
Resp 1	\$ 68,423.680	\$ 70,320.640	\$ 72,273.760	\$ 74,287.200	\$ 76,358.880	\$ 78,495.040	\$ 79,959.360	\$ 81,454.880	\$ 82,979.520	\$ 84,535.360	\$ 86,122.322
	\$ 2,631.680	\$ 2,704.640	\$ 2,779.760	\$ 2,857.200	\$ 2,936.880	\$ 3,019.040	\$ 3,075.360	\$ 3,132.880	\$ 3,191.520	\$ 3,251.360	\$ 3,312.397
	\$ 32.896	\$ 33.808	\$ 34.747	\$ 35.715	\$ 36.711	\$ 37.738	\$ 38.442	\$ 39.161	\$ 39.894	\$ 40.642	\$ 41.405
Resp 2	\$ 71,566.560	\$ 73,557.120	\$ 75,608.000	\$ 77,721.280	\$ 79,896.960	\$ 82,137.120	\$ 83,676.320	\$ 85,246.720	\$ 86,846.240	\$ 88,479.040	\$ 90,144.494
	\$ 2,752.560	\$ 2,829.120	\$ 2,908.000	\$ 2,989.280	\$ 3,072.960	\$ 3,159.120	\$ 3,218.320	\$ 3,278.720	\$ 3,340.240	\$ 3,403.040	\$ 3,467.096
	\$ 34.407	\$ 35.364	\$ 36.350	\$ 37.366	\$ 38.412	\$ 39.489	\$ 40.229	\$ 40.984	\$ 41.753	\$ 42.538	\$ 43.339

# CSEA Pay Scale 1/1/2023-12/31/2023

4%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>RESPIRATORY WAGE SCALE</b>												
Resp 1	\$ 71,160.627	\$ 73,133.466	\$ 75,164.710	\$ 77,258.688	\$ 79,413.235	\$ 81,634.842	\$ 83,157.734	\$ 84,713.075	\$ 86,298.701	\$ 87,916.774	\$ 89,567.215	
	\$ 2,736.947	\$ 2,812.826	\$ 2,890.950	\$ 2,971.488	\$ 3,054.355	\$ 3,139.802	\$ 3,198.374	\$ 3,258.195	\$ 3,319.181	\$ 3,381.414	\$ 3,444.893	
	\$ 34.212	\$ 35.160	\$ 36.137	\$ 37.144	\$ 38.179	\$ 39.248	\$ 39.980	\$ 40.727	\$ 41.490	\$ 42.268	\$ 43.061	
Resp 2	\$ 74,429.222	\$ 76,499.405	\$ 78,632.320	\$ 80,830.131	\$ 83,092.838	\$ 85,422.605	\$ 87,023.373	\$ 88,656.589	\$ 90,320.090	\$ 92,018.202	\$ 93,750.273	
	\$ 2,862.662	\$ 2,942.285	\$ 3,024.320	\$ 3,108.851	\$ 3,195.878	\$ 3,285.485	\$ 3,347.053	\$ 3,409.869	\$ 3,473.850	\$ 3,539.162	\$ 3,605.780	
	\$ 35.783	\$ 36.779	\$ 37.804	\$ 38.861	\$ 39.948	\$ 41.069	\$ 41.838	\$ 42.623	\$ 43.423	\$ 44.240	\$ 45.072	



# CSEA Pay Scale 1/1/2024-12/31/2024

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
RESPIRATORY WAGE SCALE												
Resp 1	\$ 73,295.446	\$ 75,327.470	\$ 77,419.652	\$ 79,576.449	\$ 81,795.632	\$ 84,083.887	\$ 85,652.466	\$ 87,254.467	\$ 88,887.662	\$ 90,554.278	\$ 92,254.231	
	\$ 2,819.056	\$ 2,897.210	\$ 2,977.679	\$ 3,060.633	\$ 3,145.986	\$ 3,233.996	\$ 3,294.326	\$ 3,355.941	\$ 3,418.756	\$ 3,482.857	\$ 3,548.240	
	\$ 35.238	\$ 36.215	\$ 37.221	\$ 38.258	\$ 39.325	\$ 40.425	\$ 41.179	\$ 41.949	\$ 42.734	\$ 43.536	\$ 44.353	
Resp 2	\$ 76,662.099	\$ 78,794.387	\$ 80,991.290	\$ 83,255.035	\$ 85,585.624	\$ 87,985.283	\$ 89,634.074	\$ 91,316.286	\$ 93,029.692	\$ 94,778.748	\$ 96,562.781	
	\$ 2,948.542	\$ 3,030.553	\$ 3,115.050	\$ 3,202.117	\$ 3,291.755	\$ 3,384.049	\$ 3,447.464	\$ 3,512.165	\$ 3,578.065	\$ 3,645.336	\$ 3,713.953	
	\$ 36.857	\$ 37.882	\$ 38.938	\$ 40.026	\$ 41.147	\$ 42.301	\$ 43.093	\$ 43.902	\$ 44.726	\$ 45.567	\$ 46.424	

# CSEA Pay Scale 1/1/2025-12/31/2025

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
RESPIRATORY WAGE SCALE											
Resp 1	\$ 75,494.309	\$ 77,587.294	\$ 79,742.241	\$ 81,963.742	\$ 84,249.501	\$ 86,606.403	\$ 88,222.040	\$ 89,872.101	\$ 91,554.292	\$ 93,270.906	\$ 95,021.858
	\$ 2,903.627	\$ 2,984.127	\$ 3,067.009	\$ 3,152.452	\$ 3,240.365	\$ 3,331.016	\$ 3,393.155	\$ 3,456.619	\$ 3,521.319	\$ 3,587.343	\$ 3,654.687
	\$ 36.295	\$ 37.302	\$ 38.338	\$ 39.406	\$ 40.505	\$ 41.638	\$ 42.414	\$ 43.208	\$ 44.016	\$ 44.842	\$ 45.684
Resp 2	\$ 78,961.962	\$ 81,158.219	\$ 83,421.028	\$ 85,752.686	\$ 88,153.192	\$ 90,624.841	\$ 92,323.096	\$ 94,055.775	\$ 95,820.583	\$ 97,622.110	\$ 99,459.665
	\$ 3,036.999	\$ 3,121.470	\$ 3,208.501	\$ 3,298.180	\$ 3,390.507	\$ 3,485.571	\$ 3,550.888	\$ 3,617.530	\$ 3,685.407	\$ 3,754.697	\$ 3,825.372
	\$ 37.962	\$ 39.018	\$ 40.106	\$ 41.227	\$ 42.381	\$ 43.570	\$ 44.386	\$ 45.219	\$ 46.068	\$ 46.934	\$ 47.817

### CSEA Pay Scale 1/1/2026-12/31/2026

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>RESPIRATORY WAGE SCALE</b>											
Resp 1	\$ 77,759.139	\$ 79,914.912	\$ 82,134.509	\$ 84,422.654	\$ 86,776.986	\$ 89,204.596	\$ 90,868.702	\$ 92,568.265	\$ 94,300.920	\$ 96,069.033	\$ 97,872.514
	\$ 2,990.736	\$ 3,073.650	\$ 3,159.020	\$ 3,247.025	\$ 3,337.576	\$ 3,430.946	\$ 3,494.950	\$ 3,560.318	\$ 3,626.958	\$ 3,694.963	\$ 3,764.327
	\$ 37.384	\$ 38.421	\$ 39.488	\$ 40.588	\$ 41.720	\$ 42.887	\$ 43.687	\$ 44.504	\$ 45.337	\$ 46.187	\$ 47.054
Resp 2	\$ 81,330.821	\$ 83,592.965	\$ 85,923.659	\$ 88,325.267	\$ 90,797.788	\$ 93,343.587	\$ 95,092.789	\$ 96,877.448	\$ 98,695.201	\$ 100,550.773	\$ 102,443.455
	\$ 3,128.108	\$ 3,215.114	\$ 3,304.756	\$ 3,397.126	\$ 3,492.223	\$ 3,590.138	\$ 3,657.415	\$ 3,726.056	\$ 3,795.969	\$ 3,867.337	\$ 3,940.133
	\$ 39.101	\$ 40.189	\$ 41.309	\$ 42.464	\$ 43.653	\$ 44.877	\$ 45.718	\$ 46.576	\$ 47.450	\$ 48.342	\$ 49.252

### CSEA Pay Scale 1/1/2027-12/31/2027

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>RESPIRATORY WAGE SCALE</b>											
Resp 1	\$ 80,091.913	\$ 82,312.360	\$ 84,598.544	\$ 86,955.334	\$ 89,380.296	\$ 91,880.733	\$ 93,594.763	\$ 95,345.312	\$ 97,129.948	\$ 98,951.104	\$ 100,808.689
	\$ 3,080.458	\$ 3,165.860	\$ 3,253.790	\$ 3,344.436	\$ 3,437.704	\$ 3,533.874	\$ 3,599.799	\$ 3,667.127	\$ 3,735.767	\$ 3,805.812	\$ 3,877.257
	\$ 38.506	\$ 39.573	\$ 40.672	\$ 41.805	\$ 42.971	\$ 44.173	\$ 44.997	\$ 45.839	\$ 46.697	\$ 47.573	\$ 48.466
Resp 2	\$ 83,770.746	\$ 86,100.754	\$ 88,501.369	\$ 90,975.025	\$ 93,521.722	\$ 96,143.894	\$ 97,945.573	\$ 99,783.772	\$ 101,656.057	\$ 103,567.297	\$ 105,516.758
	\$ 3,221.952	\$ 3,311.567	\$ 3,403.899	\$ 3,499.039	\$ 3,596.989	\$ 3,697.842	\$ 3,767.137	\$ 3,837.837	\$ 3,909.848	\$ 3,983.358	\$ 4,058.337
	\$ 40.274	\$ 41.395	\$ 42.549	\$ 43.738	\$ 44.962	\$ 46.223	\$ 47.089	\$ 47.973	\$ 48.873	\$ 49.792	\$ 50.729



## **ECMC LAB SALARY SCHEDULE 2022-2027**

### CSEA Pay Scale 1/1/2023-12/31/2023

4%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>LAB WAGE SCALE</b>											
<b>Lab 1</b>	\$ 62,391.883	\$ 64,101.399	\$ 65,862.201	\$ 67,675.827	\$ 69,543.862	\$ 70,826.579	\$ 72,134.951	\$ 73,469.490	\$ 74,830.720	\$ 76,219.174	\$ 77,635.398
	\$ 2,399.688	\$ 2,465.438	\$ 2,533.162	\$ 2,602.916	\$ 2,674.764	\$ 2,724.099	\$ 2,774.421	\$ 2,825.750	\$ 2,878.105	\$ 2,931.507	\$ 2,985.977
	\$ 29.996	\$ 30.818	\$ 31.665	\$ 32.536	\$ 33.435	\$ 34.051	\$ 34.680	\$ 35.322	\$ 35.976	\$ 36.644	\$ 37.325
<b>Lab 2</b>	\$ 78,082.610	\$ 79,536.102	\$ 81,759.945	\$ 84,050.504	\$ 87,196.204	\$ 88,831.968	\$ 90,500.447	\$ 92,202.296	\$ 93,938.182	\$ 95,708.786	\$ 97,514.801
	\$ 3,003.177	\$ 3,059.081	\$ 3,144.613	\$ 3,232.712	\$ 3,353.700	\$ 3,416.614	\$ 3,480.786	\$ 3,546.242	\$ 3,613.007	\$ 3,681.107	\$ 3,750.569
	\$ 37.540	\$ 38.239	\$ 39.308	\$ 40.409	\$ 41.921	\$ 42.708	\$ 43.510	\$ 44.328	\$ 45.163	\$ 46.014	\$ 46.882
<b>Lab 3</b>	\$ 82,443.087	\$ 84,754.139	\$ 87,134.523	\$ 89,586.319	\$ 92,953.452	\$ 94,704.361	\$ 96,490.288	\$ 98,311.934	\$ 100,170.012	\$ 102,065.253	\$ 103,998.398
	\$ 3,170.888	\$ 3,259.775	\$ 3,351.328	\$ 3,445.628	\$ 3,575.133	\$ 3,642.475	\$ 3,711.165	\$ 3,781.228	\$ 3,852.693	\$ 3,925.587	\$ 3,999.938
	\$ 39.636	\$ 40.747	\$ 41.892	\$ 43.070	\$ 44.689	\$ 45.531	\$ 46.390	\$ 47.265	\$ 48.159	\$ 49.070	\$ 49.999
<b>Lab 4</b>	\$ 94,414.339	\$ 97,084.529	\$ 99,834.825	\$ 102,667.630	\$ 106,558.015	\$ 108,581.015	\$ 110,644.476	\$ 112,749.205	\$ 114,896.029	\$ 117,085.790	\$ 119,319.346
	\$ 3,631.321	\$ 3,734.020	\$ 3,839.801	\$ 3,948.755	\$ 4,098.385	\$ 4,176.193	\$ 4,255.557	\$ 4,336.508	\$ 4,419.078	\$ 4,503.300	\$ 4,589.206
	\$ 45.392	\$ 46.675	\$ 47.998	\$ 49.359	\$ 51.230	\$ 52.202	\$ 53.194	\$ 54.206	\$ 55.238	\$ 56.291	\$ 57.365

### CSEA Pay Scale 7/1/2022-12/31/2022

\$2.50											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>LAB WAGE SCALE</b>											
<b>Lab 1</b>	\$ 59,992.195	\$ 61,635.961	\$ 63,329.040	\$ 65,072.911	\$ 66,869.098	\$ 68,102.480	\$ 69,360.530	\$ 70,643.740	\$ 71,952.615	\$ 73,287.667	\$ 74,649.421
	\$ 2,307.392	\$ 2,370.614	\$ 2,435.732	\$ 2,502.804	\$ 2,571.888	\$ 2,619.326	\$ 2,667.713	\$ 2,717.067	\$ 2,767.408	\$ 2,818.756	\$ 2,871.132
	\$ 28.842	\$ 29.633	\$ 30.447	\$ 31.285	\$ 32.149	\$ 32.742	\$ 33.346	\$ 33.963	\$ 34.593	\$ 35.234	\$ 35.889
<b>Lab 2</b>	\$ 75,079.433	\$ 76,477.021	\$ 78,615.332	\$ 80,817.792	\$ 83,842.504	\$ 85,415.354	\$ 87,019.661	\$ 88,656.054	\$ 90,325.175	\$ 92,027.679	\$ 93,764.232
	\$ 2,887.670	\$ 2,941.424	\$ 3,023.667	\$ 3,108.377	\$ 3,224.712	\$ 3,285.206	\$ 3,346.910	\$ 3,409.848	\$ 3,474.045	\$ 3,539.526	\$ 3,606.317
	\$ 36.096	\$ 36.768	\$ 37.796	\$ 38.855	\$ 40.309	\$ 41.065	\$ 41.836	\$ 42.623	\$ 43.426	\$ 44.244	\$ 45.079
<b>Lab 3</b>	\$ 79,272.199	\$ 81,494.365	\$ 83,783.196	\$ 86,140.691	\$ 89,378.319	\$ 91,061.885	\$ 92,779.123	\$ 94,530.706	\$ 96,317.320	\$ 98,139.666	\$ 99,998.459
	\$ 3,048.931	\$ 3,134.399	\$ 3,222.431	\$ 3,313.104	\$ 3,437.628	\$ 3,502.380	\$ 3,568.428	\$ 3,635.796	\$ 3,704.512	\$ 3,774.603	\$ 3,846.095
	\$ 38.112	\$ 39.180	\$ 40.280	\$ 41.414	\$ 42.970	\$ 43.780	\$ 44.605	\$ 45.447	\$ 46.306	\$ 47.183	\$ 48.076
<b>Lab 4</b>	\$ 90,783.018	\$ 93,350.509	\$ 95,995.024	\$ 98,718.875	\$ 102,459.630	\$ 104,404.822	\$ 106,388.919	\$ 108,412.697	\$ 110,476.951	\$ 112,582.490	\$ 114,730.140
	\$ 3,491.655	\$ 3,590.404	\$ 3,692.116	\$ 3,796.880	\$ 3,940.755	\$ 4,015.570	\$ 4,091.881	\$ 4,169.719	\$ 4,249.114	\$ 4,330.096	\$ 4,412.698
	\$ 43.646	\$ 44.880	\$ 46.151	\$ 47.461	\$ 49.259	\$ 50.195	\$ 51.149	\$ 52.121	\$ 53.114	\$ 54.126	\$ 55.159

### CSEA Pay Scale 1/1/2024-12/31/2024

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>LAB WAGE SCALE</b>											
Lab 1	\$ 64,263.639	\$ 66,024.441	\$ 67,838.067	\$ 69,706.102	\$ 71,630.178	\$ 72,951.377	\$ 74,298.999	\$ 75,673.575	\$ 77,075.641	\$ 78,505.749	\$ 79,964.460
	\$ 2,471.678	\$ 2,539.402	\$ 2,609.156	\$ 2,681.004	\$ 2,755.007	\$ 2,805.822	\$ 2,857.654	\$ 2,910.522	\$ 2,964.448	\$ 3,019.452	\$ 3,075.556
	\$ 30.896	\$ 31.743	\$ 32.614	\$ 33.513	\$ 34.438	\$ 35.073	\$ 35.721	\$ 36.382	\$ 37.056	\$ 37.743	\$ 38.444
Lab 2	\$ 80,425.088	\$ 81,922.185	\$ 84,212.744	\$ 86,572.019	\$ 89,812.090	\$ 91,496.927	\$ 93,215.461	\$ 94,968.365	\$ 96,756.327	\$ 98,580.049	\$ 100,440.245
	\$ 3,093.273	\$ 3,150.853	\$ 3,238.952	\$ 3,329.693	\$ 3,454.311	\$ 3,519.113	\$ 3,585.210	\$ 3,652.629	\$ 3,721.397	\$ 3,791.540	\$ 3,863.086
	\$ 38.666	\$ 39.386	\$ 40.487	\$ 41.621	\$ 43.179	\$ 43.989	\$ 44.815	\$ 45.658	\$ 46.517	\$ 47.394	\$ 48.289
Lab 3	\$ 84,916.379	\$ 87,296.763	\$ 89,748.559	\$ 92,273.909	\$ 95,742.055	\$ 97,545.492	\$ 99,384.997	\$ 101,261.292	\$ 103,175.113	\$ 105,127.210	\$ 107,118.350
	\$ 3,266.015	\$ 3,357.568	\$ 3,451.868	\$ 3,548.996	\$ 3,682.387	\$ 3,751.750	\$ 3,822.500	\$ 3,894.665	\$ 3,968.274	\$ 4,043.354	\$ 4,119.937
	\$ 40.825	\$ 41.970	\$ 43.148	\$ 44.362	\$ 46.030	\$ 46.897	\$ 47.781	\$ 48.683	\$ 49.603	\$ 50.542	\$ 51.499
Lab 4	\$ 97,246.769	\$ 99,997.065	\$ 102,829.870	\$ 105,747.659	\$ 109,754.735	\$ 111,838.446	\$ 113,963.810	\$ 116,131.681	\$ 118,342.910	\$ 120,598.364	\$ 122,898.926
	\$ 3,740.260	\$ 3,846.041	\$ 3,954.995	\$ 4,067.218	\$ 4,221.337	\$ 4,301.479	\$ 4,383.223	\$ 4,466.603	\$ 4,551.650	\$ 4,638.399	\$ 4,726.882
	\$ 46.753	\$ 48.076	\$ 49.437	\$ 50.840	\$ 52.767	\$ 53.768	\$ 54.790	\$ 55.833	\$ 56.896	\$ 57.980	\$ 59.086

### CSEA Pay Scale 1/1/2025-12/31/2025

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>LAB WAGE SCALE</b>											
Lab 1	\$ 66,191.548	\$ 68,005.175	\$ 69,873.209	\$ 71,797.285	\$ 73,779.083	\$ 75,139.918	\$ 76,527.969	\$ 77,943.782	\$ 79,387.911	\$ 80,860.922	\$ 82,363.393
	\$ 2,545.829	\$ 2,615.584	\$ 2,687.431	\$ 2,761.434	\$ 2,837.657	\$ 2,899.997	\$ 2,943.383	\$ 2,997.838	\$ 3,053.381	\$ 3,110.035	\$ 3,167.823
	\$ 31.823	\$ 32.695	\$ 33.593	\$ 34.518	\$ 35.471	\$ 36.125	\$ 36.792	\$ 37.473	\$ 38.167	\$ 38.875	\$ 39.598
Lab 2	\$ 82,837.841	\$ 84,379.851	\$ 86,739.126	\$ 89,169.179	\$ 92,506.453	\$ 94,241.835	\$ 96,011.924	\$ 97,817.416	\$ 99,659.017	\$ 101,537.451	\$ 103,453.453
	\$ 3,186.071	\$ 3,245.379	\$ 3,336.120	\$ 3,429.584	\$ 3,557.940	\$ 3,624.686	\$ 3,692.766	\$ 3,762.208	\$ 3,833.039	\$ 3,905.287	\$ 3,978.979
	\$ 39.826	\$ 40.567	\$ 41.702	\$ 42.870	\$ 44.474	\$ 45.309	\$ 46.160	\$ 47.028	\$ 47.913	\$ 48.816	\$ 49.737
Lab 3	\$ 87,463.871	\$ 89,915.666	\$ 92,441.016	\$ 95,042.126	\$ 98,614.317	\$ 100,471.856	\$ 102,366.547	\$ 104,299.131	\$ 106,270.366	\$ 108,281.027	\$ 110,331.900
	\$ 3,363.995	\$ 3,458.295	\$ 3,555.424	\$ 3,655.466	\$ 3,792.858	\$ 3,864.302	\$ 3,937.175	\$ 4,011.505	\$ 4,087.322	\$ 4,164.655	\$ 4,243.535
	\$ 42.050	\$ 43.229	\$ 44.443	\$ 45.693	\$ 47.411	\$ 48.304	\$ 49.215	\$ 50.144	\$ 51.092	\$ 52.058	\$ 53.044
Lab 4	\$ 100,164.172	\$ 102,996.977	\$ 105,914.766	\$ 108,920.088	\$ 113,047.398	\$ 115,193.599	\$ 117,382.724	\$ 119,615.632	\$ 121,893.197	\$ 124,216.314	\$ 126,585.894
	\$ 3,852.468	\$ 3,961.422	\$ 4,073.645	\$ 4,189.234	\$ 4,347.977	\$ 4,430.523	\$ 4,514.720	\$ 4,600.601	\$ 4,688.200	\$ 4,777.551	\$ 4,868.688
	\$ 48.168	\$ 49.518	\$ 50.921	\$ 52.365	\$ 53.950	\$ 55.382	\$ 56.434	\$ 57.508	\$ 58.602	\$ 59.710	\$ 60.850

### CSEA Pay Scale 1/1/2026-12/31/2026

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>LAB WAGE SCALE</b>												
Lab 1	\$ 68,177.295	\$ 70,045.330	\$ 71,969.406	\$ 73,951.204	\$ 75,992.456	\$ 77,394.116	\$ 78,823.809	\$ 80,282.095	\$ 81,769.548	\$ 83,286.750	\$ 84,834.295	
	\$ 2,622.204	\$ 2,694.051	\$ 2,768.054	\$ 2,844.277	\$ 2,922.787	\$ 2,976.697	\$ 3,031.685	\$ 3,087.773	\$ 3,144.983	\$ 3,203.337	\$ 3,262.858	
	\$ 32.778	\$ 33.676	\$ 34.601	\$ 35.553	\$ 36.535	\$ 37.209	\$ 37.896	\$ 38.597	\$ 39.312	\$ 40.042	\$ 40.786	
Lab 2	\$ 85,322.976	\$ 86,911.246	\$ 89,341.300	\$ 91,844.255	\$ 95,281.646	\$ 97,069.090	\$ 98,892.282	\$ 100,751.938	\$ 102,648.788	\$ 104,583.574	\$ 106,557.056	
	\$ 3,281.653	\$ 3,342.740	\$ 3,436.204	\$ 3,532.471	\$ 3,664.679	\$ 3,733.427	\$ 3,803.549	\$ 3,875.075	\$ 3,948.030	\$ 4,022.445	\$ 4,098.348	
	\$ 41.021	\$ 41.784	\$ 42.953	\$ 44.156	\$ 45.808	\$ 46.668	\$ 47.544	\$ 48.438	\$ 49.350	\$ 50.281	\$ 51.229	
Lab 3	\$ 90,087.787	\$ 92,613.136	\$ 95,214.246	\$ 97,893.390	\$ 101,572.747	\$ 103,486.012	\$ 105,437.543	\$ 107,428.104	\$ 109,458.477	\$ 111,529.457	\$ 113,641.857	
	\$ 3,464.915	\$ 3,562.044	\$ 3,662.086	\$ 3,765.130	\$ 3,906.644	\$ 3,980.231	\$ 4,055.290	\$ 4,131.850	\$ 4,209.941	\$ 4,289.595	\$ 4,370.841	
	\$ 43.311	\$ 44.526	\$ 45.776	\$ 47.064	\$ 48.833	\$ 49.753	\$ 50.691	\$ 51.648	\$ 52.624	\$ 53.620	\$ 54.636	
Lab 4	\$ 103,169.097	\$ 106,086.886	\$ 109,092.209	\$ 112,187.691	\$ 116,438.820	\$ 118,649.407	\$ 120,904.206	\$ 123,204.101	\$ 125,549.993	\$ 127,942.804	\$ 130,383.471	
	\$ 3,968.042	\$ 4,080.265	\$ 4,195.854	\$ 4,314.911	\$ 4,478.416	\$ 4,563.439	\$ 4,650.162	\$ 4,738.619	\$ 4,828.846	\$ 4,920.877	\$ 5,014.749	
	\$ 49.601	\$ 51.003	\$ 52.448	\$ 53.936	\$ 55.980	\$ 57.043	\$ 58.127	\$ 59.233	\$ 60.361	\$ 61.511	\$ 62.684	

### CSEA Pay Scale 1/1/2027-12/31/2027

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>LAB WAGE SCALE</b>												
Lab 1	\$ 70,222.614	\$ 72,146.690	\$ 74,128.488	\$ 76,169.740	\$ 78,272.229	\$ 79,715.939	\$ 81,188.523	\$ 82,690.558	\$ 84,222.634	\$ 85,785.352	\$ 87,379.324	
	\$ 2,700.870	\$ 2,774.873	\$ 2,851.096	\$ 2,929.605	\$ 3,010.470	\$ 3,065.998	\$ 3,122.635	\$ 3,180.406	\$ 3,239.332	\$ 3,299.437	\$ 3,360.743	
	\$ 33.761	\$ 34.686	\$ 35.639	\$ 36.620	\$ 37.631	\$ 38.325	\$ 39.033	\$ 39.755	\$ 40.492	\$ 41.243	\$ 42.009	
Lab 2	\$ 87,882.665	\$ 89,518.584	\$ 92,021.539	\$ 94,599.582	\$ 98,140.095	\$ 99,981.162	\$ 101,859.051	\$ 103,774.497	\$ 105,728.251	\$ 107,721.081	\$ 109,753.768	
	\$ 3,380.103	\$ 3,443.022	\$ 3,539.290	\$ 3,638.445	\$ 3,774.619	\$ 3,845.429	\$ 3,917.656	\$ 3,991.327	\$ 4,066.471	\$ 4,143.119	\$ 4,221.299	
	\$ 42.251	\$ 43.038	\$ 44.241	\$ 45.481	\$ 47.183	\$ 48.068	\$ 48.971	\$ 49.892	\$ 50.831	\$ 51.789	\$ 52.766	
Lab 3	\$ 92,790.420	\$ 95,391.530	\$ 98,070.674	\$ 100,830.191	\$ 104,619.929	\$ 106,590.592	\$ 108,600.669	\$ 110,650.948	\$ 112,742.232	\$ 114,875.341	\$ 117,051.113	
	\$ 3,568.862	\$ 3,668.905	\$ 3,771.949	\$ 3,878.084	\$ 4,023.843	\$ 4,099.638	\$ 4,176.949	\$ 4,255.806	\$ 4,336.240	\$ 4,418.282	\$ 4,501.966	
	\$ 44.611	\$ 45.861	\$ 47.149	\$ 48.476	\$ 50.298	\$ 51.245	\$ 52.212	\$ 53.198	\$ 54.203	\$ 55.229	\$ 56.275	
Lab 4	\$ 106,264.170	\$ 109,269.493	\$ 112,364.975	\$ 115,553.322	\$ 119,931.985	\$ 122,208.889	\$ 124,531.332	\$ 126,900.224	\$ 129,316.493	\$ 131,781.088	\$ 134,294.975	
	\$ 4,087.083	\$ 4,202.673	\$ 4,321.730	\$ 4,444.359	\$ 4,612.769	\$ 4,700.342	\$ 4,789.667	\$ 4,880.778	\$ 4,973.711	\$ 5,068.503	\$ 5,165.191	
	\$ 51.089	\$ 52.533	\$ 54.022	\$ 55.554	\$ 57.660	\$ 58.754	\$ 59.871	\$ 61.010	\$ 62.171	\$ 63.366	\$ 64.565	



# ECMC RADIOLOGY SALARY SCHEDULE 2022-2027

## CSEA Pay Scale 7/1/2022-12/31/2022

\$2.50												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>RADIOLOGY WAGE SCALE</b>												
Rad 1	\$ 64,101.934	\$ 65,279.972	\$ 66,481.572	\$ 67,707.203	\$ 68,957.347	\$ 70,073.101	\$ 71,208.380	\$ 72,363.527	\$ 73,538.889	\$ 74,734.819	\$ 75,951.679	
	\$ 2,465.459	\$ 2,510.768	\$ 2,556.984	\$ 2,604.123	\$ 2,652.206	\$ 2,695.119	\$ 2,738.784	\$ 2,783.213	\$ 2,828.419	\$ 2,874.416	\$ 2,921.218	
	\$ 30.818	\$ 31.385	\$ 31.962	\$ 32.552	\$ 33.153	\$ 33.689	\$ 34.235	\$ 34.790	\$ 35.355	\$ 35.930	\$ 36.515	
Rad 2	\$ 69,062.097	\$ 70,339.339	\$ 71,642.125	\$ 72,970.968	\$ 74,326.387	\$ 75,363.283	\$ 76,415.732	\$ 77,483.968	\$ 78,568.228	\$ 79,668.751	\$ 80,785.782	
	\$ 2,656.234	\$ 2,705.359	\$ 2,755.466	\$ 2,806.576	\$ 2,858.707	\$ 2,898.588	\$ 2,939.067	\$ 2,980.153	\$ 3,021.855	\$ 3,064.183	\$ 3,107.145	
	\$ 33.203	\$ 33.817	\$ 34.443	\$ 35.082	\$ 35.734	\$ 36.232	\$ 36.738	\$ 37.252	\$ 37.773	\$ 38.302	\$ 38.839	
Rad 3	\$ 70,922.158	\$ 72,236.601	\$ 73,577.333	\$ 74,944.880	\$ 76,339.777	\$ 77,408.874	\$ 78,489.977	\$ 79,589.327	\$ 80,705.166	\$ 81,837.744	\$ 82,987.310	
	\$ 2,727.775	\$ 2,778.331	\$ 2,829.897	\$ 2,882.495	\$ 2,936.145	\$ 2,977.187	\$ 3,018.845	\$ 3,061.128	\$ 3,104.045	\$ 3,147.606	\$ 3,191.820	
	\$ 34.097	\$ 34.729	\$ 35.374	\$ 36.031	\$ 36.702	\$ 37.215	\$ 37.736	\$ 38.264	\$ 38.801	\$ 39.345	\$ 39.898	
Rad 4	\$ 74,642.280	\$ 76,031.125	\$ 77,447.748	\$ 78,892.703	\$ 80,366.557	\$ 81,494.055	\$ 82,638.466	\$ 83,800.043	\$ 84,979.044	\$ 86,175.729	\$ 87,390.365	
	\$ 2,870.857	\$ 2,924.274	\$ 2,978.760	\$ 3,034.335	\$ 3,091.021	\$ 3,134.387	\$ 3,178.403	\$ 3,223.079	\$ 3,268.425	\$ 3,314.451	\$ 3,361.168	
	\$ 35.886	\$ 36.553	\$ 37.234	\$ 37.929	\$ 38.638	\$ 39.180	\$ 39.730	\$ 40.288	\$ 40.855	\$ 41.431	\$ 42.015	
Rad 5	\$ 77,742.382	\$ 79,193.229	\$ 80,673.094	\$ 82,182.556	\$ 83,722.207	\$ 84,900.040	\$ 86,095.540	\$ 87,308.974	\$ 88,540.608	\$ 89,790.717	\$ 91,059.578	
	\$ 2,990.092	\$ 3,045.893	\$ 3,102.811	\$ 3,160.868	\$ 3,220.085	\$ 3,265.386	\$ 3,311.367	\$ 3,358.037	\$ 3,405.408	\$ 3,453.489	\$ 3,502.291	
	\$ 37.376	\$ 38.074	\$ 38.785	\$ 39.511	\$ 40.251	\$ 40.817	\$ 41.392	\$ 41.975	\$ 42.568	\$ 43.169	\$ 43.779	
Rad 6	\$ 81,462.504	\$ 82,987.754	\$ 84,543.509	\$ 86,130.379	\$ 87,748.987	\$ 88,987.221	\$ 90,244.030	\$ 91,519.690	\$ 92,814.486	\$ 94,128.703	\$ 95,462.633	
	\$ 3,133.173	\$ 3,191.837	\$ 3,251.673	\$ 3,312.707	\$ 3,374.961	\$ 3,422.585	\$ 3,470.924	\$ 3,519.988	\$ 3,569.788	\$ 3,620.335	\$ 3,671.640	
	\$ 39.165	\$ 39.898	\$ 40.646	\$ 41.409	\$ 42.187	\$ 42.782	\$ 43.387	\$ 44.000	\$ 44.622	\$ 45.254	\$ 45.895	
Rad 7	\$ 85,802.646	\$ 87,414.699	\$ 89,058.993	\$ 90,736.173	\$ 92,446.896	\$ 93,755.600	\$ 95,083.934	\$ 96,432.193	\$ 97,800.676	\$ 99,189.686	\$ 100,599.531	
	\$ 3,300.102	\$ 3,362.104	\$ 3,425.346	\$ 3,489.853	\$ 3,555.650	\$ 3,605.985	\$ 3,657.074	\$ 3,708.930	\$ 3,761.564	\$ 3,814.988	\$ 3,869.273	
	\$ 41.251	\$ 42.026	\$ 42.817	\$ 43.623	\$ 44.446	\$ 45.075	\$ 45.713	\$ 46.362	\$ 47.020	\$ 47.687	\$ 48.365	
Rad 8	\$ 95,722.972	\$ 97,533.431	\$ 99,380.100	\$ 101,263.702	\$ 103,184.976	\$ 104,654.751	\$ 106,146.572	\$ 107,660.770	\$ 109,197.682	\$ 110,757.647	\$ 112,341.012	
	\$ 3,681.653	\$ 3,751.286	\$ 3,822.312	\$ 3,894.758	\$ 3,968.653	\$ 4,025.183	\$ 4,082.560	\$ 4,140.799	\$ 4,199.911	\$ 4,259.910	\$ 4,320.808	
	\$ 46.021	\$ 46.891	\$ 47.779	\$ 48.684	\$ 49.608	\$ 50.315	\$ 51.032	\$ 51.760	\$ 52.499	\$ 53.249	\$ 54.010	
Rad 9	\$ 120,523.786	\$ 122,830.262	\$ 125,182.867	\$ 127,582.524	\$ 130,030.175	\$ 131,902.628	\$ 133,803.167	\$ 135,732.214	\$ 137,690.198	\$ 139,677.551	\$ 141,694.714	
	\$ 4,635.530	\$ 4,724.241	\$ 4,814.726	\$ 4,907.020	\$ 5,001.161	\$ 5,073.178	\$ 5,146.276	\$ 5,220.470	\$ 5,295.777	\$ 5,372.213	\$ 5,449.797	
	\$ 57.944	\$ 59.053	\$ 60.184	\$ 61.338	\$ 62.515	\$ 63.415	\$ 64.328	\$ 65.256	\$ 66.197	\$ 67.153	\$ 68.122	

**CSEA Pay Scale 1/1/2023-12/31/2023**

4%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>RADIOLOGY WAGE SCALE</b>												
Rad 1	\$ 66,666.011	\$ 67,891.171	\$ 69,140.835	\$ 70,415.491	\$ 71,715.641	\$ 72,876.025	\$ 74,056.715	\$ 75,258.068	\$ 76,480.444	\$ 77,724.212	\$ 78,989.746	
	\$ 2,564.077	\$ 2,611.199	\$ 2,659.263	\$ 2,708.288	\$ 2,758.294	\$ 2,802.924	\$ 2,848.335	\$ 2,894.541	\$ 2,941.556	\$ 2,989.393	\$ 3,038.067	
	\$ 32.051	\$ 32.640	\$ 33.241	\$ 33.854	\$ 34.479	\$ 35.037	\$ 35.604	\$ 36.182	\$ 36.769	\$ 37.367	\$ 37.976	
Rad 2	\$ 71,824.580	\$ 73,152.912	\$ 74,507.810	\$ 75,889.807	\$ 77,299.443	\$ 78,737.814	\$ 79,472.362	\$ 80,583.327	\$ 81,710.957	\$ 82,855.501	\$ 84,017.214	
	\$ 2,762.484	\$ 2,813.574	\$ 2,865.685	\$ 2,918.839	\$ 2,973.055	\$ 3,014.631	\$ 3,056.629	\$ 3,099.359	\$ 3,142.729	\$ 3,186.750	\$ 3,231.431	
	\$ 34.531	\$ 35.170	\$ 35.821	\$ 36.485	\$ 37.163	\$ 37.682	\$ 38.208	\$ 38.742	\$ 39.284	\$ 39.834	\$ 40.393	
Rad 3	\$ 73,759.044	\$ 75,126.065	\$ 76,520.428	\$ 77,942.675	\$ 79,393.368	\$ 80,503.149	\$ 81,629.576	\$ 82,772.900	\$ 83,933.373	\$ 85,111.254	\$ 86,306.802	
	\$ 2,836.866	\$ 2,889.464	\$ 2,943.093	\$ 2,997.795	\$ 3,053.591	\$ 3,096.275	\$ 3,139.599	\$ 3,183.573	\$ 3,228.207	\$ 3,273.510	\$ 3,319.492	
	\$ 35.461	\$ 36.118	\$ 36.789	\$ 37.472	\$ 38.170	\$ 38.703	\$ 39.245	\$ 39.795	\$ 40.353	\$ 40.919	\$ 41.494	
Rad 4	\$ 77,627.971	\$ 79,072.370	\$ 80,545.658	\$ 82,048.411	\$ 83,581.219	\$ 84,753.817	\$ 85,944.005	\$ 87,152.045	\$ 88,378.206	\$ 89,622.759	\$ 90,885.980	
	\$ 2,985.691	\$ 3,041.245	\$ 3,097.910	\$ 3,155.708	\$ 3,214.662	\$ 3,259.762	\$ 3,305.539	\$ 3,352.002	\$ 3,399.162	\$ 3,447.029	\$ 3,495.615	
	\$ 37.321	\$ 38.016	\$ 38.724	\$ 39.446	\$ 40.183	\$ 40.747	\$ 41.319	\$ 41.900	\$ 42.480	\$ 43.068	\$ 43.695	
Rad 5	\$ 80,852.077	\$ 82,360.958	\$ 83,900.018	\$ 85,469.858	\$ 87,071.095	\$ 88,296.041	\$ 89,539.362	\$ 90,801.333	\$ 92,082.233	\$ 93,382.346	\$ 94,701.961	
	\$ 3,109.695	\$ 3,167.729	\$ 3,226.924	\$ 3,287.302	\$ 3,348.888	\$ 3,396.002	\$ 3,443.622	\$ 3,492.359	\$ 3,541.624	\$ 3,591.629	\$ 3,642.383	
	\$ 38.871	\$ 39.597	\$ 40.337	\$ 41.091	\$ 41.861	\$ 42.450	\$ 43.048	\$ 43.654	\$ 44.270	\$ 44.895	\$ 45.530	
Rad 6	\$ 84,721.004	\$ 86,307.264	\$ 87,925.249	\$ 89,575.594	\$ 91,258.946	\$ 92,546.710	\$ 93,853.791	\$ 95,180.478	\$ 96,527.065	\$ 97,893.851	\$ 99,281.139	
	\$ 3,258.500	\$ 3,319.510	\$ 3,381.740	\$ 3,445.215	\$ 3,509.959	\$ 3,559.489	\$ 3,609.761	\$ 3,660.788	\$ 3,712.579	\$ 3,765.148	\$ 3,818.505	
	\$ 40.731	\$ 41.494	\$ 42.272	\$ 43.065	\$ 43.874	\$ 44.494	\$ 45.122	\$ 45.760	\$ 46.407	\$ 47.064	\$ 47.731	
Rad 7	\$ 89,234.752	\$ 90,911.287	\$ 92,621.353	\$ 94,365.620	\$ 96,144.772	\$ 97,505.824	\$ 98,887.291	\$ 100,289.481	\$ 101,712.703	\$ 103,157.273	\$ 104,623.512	
	\$ 3,432.106	\$ 3,498.588	\$ 3,562.360	\$ 3,629.447	\$ 3,697.876	\$ 3,750.224	\$ 3,803.357	\$ 3,857.288	\$ 3,912.027	\$ 3,967.587	\$ 4,023.981	
	\$ 42.901	\$ 43.707	\$ 44.529	\$ 45.368	\$ 46.223	\$ 46.878	\$ 47.542	\$ 48.216	\$ 48.900	\$ 49.595	\$ 50.300	
Rad 8	\$ 99,551.891	\$ 101,434.769	\$ 103,355.304	\$ 105,314.250	\$ 107,312.375	\$ 108,840.941	\$ 110,392.435	\$ 111,967.201	\$ 113,565.589	\$ 115,187.953	\$ 116,834.652	
	\$ 3,828.919	\$ 3,901.337	\$ 3,975.204	\$ 4,050.548	\$ 4,127.399	\$ 4,186.190	\$ 4,245.863	\$ 4,306.431	\$ 4,367.907	\$ 4,430.306	\$ 4,493.640	
	\$ 47.861	\$ 48.767	\$ 49.690	\$ 50.632	\$ 51.592	\$ 52.327	\$ 53.073	\$ 53.830	\$ 54.599	\$ 55.379	\$ 56.171	
Rad 9	\$ 125,344.738	\$ 127,743.472	\$ 130,190.182	\$ 132,685.825	\$ 135,231.382	\$ 137,178.733	\$ 139,155.294	\$ 141,161.503	\$ 143,197.806	\$ 145,264.653	\$ 147,362.502	
	\$ 4,820.951	\$ 4,913.210	\$ 5,007.315	\$ 5,103.301	\$ 5,201.207	\$ 5,276.105	\$ 5,352.127	\$ 5,429.289	\$ 5,507.608	\$ 5,587.102	\$ 5,667.789	
	\$ 60.262	\$ 61.415	\$ 62.591	\$ 63.791	\$ 65.015	\$ 65.951	\$ 66.902	\$ 67.866	\$ 68.845	\$ 69.839	\$ 70.847	

**CSEA Pay Scale 1/1/2024-12/31/2024**

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>RADIOLOGY WAGE SCALE</b>												
<b>Rad 1</b>	\$ 68,665.991	\$ 69,927.908	\$ 71,215.060	\$ 72,527.956	\$ 73,867.111	\$ 75,062.306	\$ 76,278.417	\$ 77,515.810	\$ 78,774.857	\$ 80,055.938	\$ 81,359.438	
	\$ 2,641.000	\$ 2,689.535	\$ 2,739.041	\$ 2,789.537	\$ 2,841.043	\$ 2,887.012	\$ 2,933.785	\$ 2,981.377	\$ 3,029.802	\$ 3,079.075	\$ 3,129.209	
	\$ 33.012	\$ 33.619	\$ 34.238	\$ 34.869	\$ 35.513	\$ 36.088	\$ 36.672	\$ 37.267	\$ 37.873	\$ 38.488	\$ 39.115	
<b>Rad 2</b>	\$ 73,979.318	\$ 75,347.499	\$ 76,743.045	\$ 78,166.501	\$ 79,618.426	\$ 80,729.149	\$ 81,856.532	\$ 83,000.827	\$ 84,162.286	\$ 85,341.166	\$ 86,537.730	
	\$ 2,845.358	\$ 2,897.981	\$ 2,951.656	\$ 3,006.404	\$ 3,062.247	\$ 3,104.967	\$ 3,148.328	\$ 3,192.339	\$ 3,237.011	\$ 3,282.353	\$ 3,328.374	
	\$ 35.567	\$ 36.225	\$ 36.896	\$ 37.580	\$ 38.278	\$ 38.812	\$ 39.354	\$ 39.904	\$ 40.463	\$ 41.029	\$ 41.605	
<b>Rad 3</b>	\$ 75,971.815	\$ 77,379.847	\$ 78,816.039	\$ 80,280.955	\$ 81,775.169	\$ 82,918.243	\$ 84,078.463	\$ 85,256.087	\$ 86,451.374	\$ 87,664.591	\$ 88,896.007	
	\$ 2,921.993	\$ 2,976.148	\$ 3,031.386	\$ 3,087.729	\$ 3,145.199	\$ 3,189.163	\$ 3,233.787	\$ 3,279.080	\$ 3,325.053	\$ 3,371.715	\$ 3,419.077	
	\$ 36.525	\$ 37.202	\$ 37.892	\$ 38.597	\$ 39.315	\$ 39.865	\$ 40.422	\$ 40.989	\$ 41.563	\$ 42.146	\$ 42.738	
<b>Rad 4</b>	\$ 79,956.810	\$ 81,444.542	\$ 82,962.028	\$ 84,509.863	\$ 86,088.656	\$ 87,296.432	\$ 88,522.325	\$ 89,766.606	\$ 91,029.552	\$ 92,311.441	\$ 93,612.559	
	\$ 3,075.262	\$ 3,132.482	\$ 3,190.847	\$ 3,250.379	\$ 3,311.102	\$ 3,357.555	\$ 3,404.705	\$ 3,452.562	\$ 3,501.137	\$ 3,550.440	\$ 3,600.483	
	\$ 38.441	\$ 39.156	\$ 39.886	\$ 40.630	\$ 41.389	\$ 41.969	\$ 42.559	\$ 43.157	\$ 43.764	\$ 44.381	\$ 45.006	
<b>Rad 5</b>	\$ 83,277.639	\$ 84,831.787	\$ 86,417.018	\$ 88,033.954	\$ 89,683.228	\$ 90,944.923	\$ 92,225.543	\$ 93,525.373	\$ 94,844.700	\$ 96,183.816	\$ 97,543.020	
	\$ 3,202.986	\$ 3,262.761	\$ 3,323.731	\$ 3,385.921	\$ 3,449.355	\$ 3,497.882	\$ 3,547.136	\$ 3,597.130	\$ 3,647.873	\$ 3,699.378	\$ 3,751.655	
	\$ 40.037	\$ 40.785	\$ 41.547	\$ 42.324	\$ 43.117	\$ 43.724	\$ 44.339	\$ 44.964	\$ 45.598	\$ 46.242	\$ 46.896	
<b>Rad 6</b>	\$ 87,262.634	\$ 88,896.482	\$ 90,563.007	\$ 92,262.862	\$ 93,998.714	\$ 95,323.112	\$ 96,669.405	\$ 98,035.892	\$ 99,422.877	\$ 100,830.666	\$ 102,259.573	
	\$ 3,356.255	\$ 3,419.095	\$ 3,483.193	\$ 3,548.572	\$ 3,615.258	\$ 3,666.274	\$ 3,718.054	\$ 3,770.611	\$ 3,823.957	\$ 3,878.103	\$ 3,933.060	
	\$ 41.953	\$ 42.739	\$ 43.540	\$ 44.357	\$ 45.191	\$ 45.828	\$ 46.478	\$ 47.133	\$ 47.799	\$ 48.476	\$ 49.163	
<b>Rad 7</b>	\$ 91,911.795	\$ 93,638.626	\$ 95,399.993	\$ 97,166.588	\$ 99,029.115	\$ 100,430.999	\$ 101,853.910	\$ 103,298.165	\$ 104,764.084	\$ 106,251.992	\$ 107,762.218	
	\$ 3,535.069	\$ 3,601.486	\$ 3,669.231	\$ 3,738.330	\$ 3,808.812	\$ 3,862.731	\$ 3,917.458	\$ 3,973.006	\$ 4,029.388	\$ 4,086.615	\$ 4,144.701	
	\$ 44.188	\$ 45.019	\$ 45.865	\$ 46.729	\$ 47.610	\$ 48.284	\$ 48.968	\$ 49.663	\$ 50.367	\$ 51.083	\$ 51.809	
<b>Rad 8</b>	\$ 102,538.447	\$ 104,477.812	\$ 106,455.963	\$ 108,473.678	\$ 110,531.746	\$ 112,106.169	\$ 113,704.208	\$ 115,326.217	\$ 116,972.557	\$ 118,643.592	\$ 120,339.692	
	\$ 3,943.786	\$ 4,018.377	\$ 4,094.460	\$ 4,172.065	\$ 4,251.221	\$ 4,311.776	\$ 4,373.239	\$ 4,435.624	\$ 4,498.944	\$ 4,563.215	\$ 4,628.450	
	\$ 49.297	\$ 50.230	\$ 51.181	\$ 52.151	\$ 53.140	\$ 53.897	\$ 54.665	\$ 55.445	\$ 56.237	\$ 57.040	\$ 57.856	
<b>Rad 9</b>	\$ 129,105.080	\$ 131,575.776	\$ 134,095.887	\$ 136,666.400	\$ 139,288.323	\$ 141,294.095	\$ 143,329.952	\$ 145,396.348	\$ 147,493.740	\$ 149,622.592	\$ 151,783.378	
	\$ 4,965.580	\$ 5,060.607	\$ 5,157.534	\$ 5,256.400	\$ 5,357.243	\$ 5,434.388	\$ 5,512.690	\$ 5,592.167	\$ 5,672.836	\$ 5,754.716	\$ 5,837.822	
	\$ 62.070	\$ 63.258	\$ 64.469	\$ 65.705	\$ 66.966	\$ 67.930	\$ 68.909	\$ 69.902	\$ 70.910	\$ 71.934	\$ 72.973	

**CSEA Pay Scale 1/1/2025-12/31/2025**

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>RADIOLOGY WAGE SCALE</b>												
Rad 1	\$ 70,725.971	\$ 72,025.744	\$ 73,351.512	\$ 74,703.795	\$ 76,083.124	\$ 77,314.175	\$ 78,566.769	\$ 79,841.284	\$ 81,138.103	\$ 82,457.616	\$ 83,800.221	
	\$ 2,720.230	\$ 2,770.221	\$ 2,821.212	\$ 2,873.223	\$ 2,926.274	\$ 2,973.622	\$ 3,021.799	\$ 3,070.819	\$ 3,120.696	\$ 3,171.447	\$ 3,223.085	
	\$ 34.003	\$ 34.628	\$ 35.265	\$ 35.915	\$ 36.578	\$ 37.170	\$ 37.772	\$ 38.385	\$ 39.009	\$ 39.643	\$ 40.289	
Rad 2	\$ 76,198.697	\$ 77,607.924	\$ 79,045.336	\$ 80,511.496	\$ 82,006.979	\$ 83,151.023	\$ 84,312.228	\$ 85,490.852	\$ 86,687.154	\$ 87,901.401	\$ 89,133.862	
	\$ 2,930.719	\$ 2,984.920	\$ 3,040.205	\$ 3,096.596	\$ 3,154.115	\$ 3,198.116	\$ 3,242.778	\$ 3,288.110	\$ 3,334.121	\$ 3,380.823	\$ 3,428.225	
	\$ 36.634	\$ 37.312	\$ 38.003	\$ 38.707	\$ 39.426	\$ 39.976	\$ 40.535	\$ 41.101	\$ 41.677	\$ 42.260	\$ 42.853	
Rad 3	\$ 78,250.970	\$ 79,701.242	\$ 81,180.520	\$ 82,689.384	\$ 84,228.424	\$ 85,405.790	\$ 86,600.817	\$ 87,813.769	\$ 89,044.915	\$ 90,294.529	\$ 91,562.887	
	\$ 3,009.653	\$ 3,065.432	\$ 3,122.328	\$ 3,180.361	\$ 3,239.555	\$ 3,284.838	\$ 3,330.801	\$ 3,377.453	\$ 3,424.804	\$ 3,472.867	\$ 3,521.649	
	\$ 37.621	\$ 38.318	\$ 39.029	\$ 39.755	\$ 40.494	\$ 41.060	\$ 41.635	\$ 42.218	\$ 42.810	\$ 43.411	\$ 44.021	
Rad 4	\$ 82,355.514	\$ 83,887.878	\$ 85,450.888	\$ 87,045.159	\$ 88,671.315	\$ 89,915.325	\$ 91,177.995	\$ 92,459.604	\$ 93,760.438	\$ 95,080.785	\$ 96,420.936	
	\$ 3,167.520	\$ 3,226.457	\$ 3,286.573	\$ 3,347.891	\$ 3,410.435	\$ 3,458.282	\$ 3,506.846	\$ 3,556.139	\$ 3,606.171	\$ 3,656.953	\$ 3,708.498	
	\$ 39.594	\$ 40.331	\$ 41.082	\$ 41.849	\$ 42.630	\$ 43.229	\$ 43.838	\$ 44.452	\$ 45.077	\$ 45.712	\$ 46.356	
Rad 5	\$ 85,775.968	\$ 87,376.741	\$ 89,009.529	\$ 90,674.972	\$ 92,373.725	\$ 93,673.270	\$ 94,992.309	\$ 96,331.134	\$ 97,690.040	\$ 99,069.331	\$ 100,469.311	
	\$ 3,299.076	\$ 3,360.644	\$ 3,423.443	\$ 3,487.499	\$ 3,552.836	\$ 3,602.818	\$ 3,653.550	\$ 3,705.044	\$ 3,757.309	\$ 3,810.359	\$ 3,864.204	
	\$ 41.238	\$ 42.008	\$ 42.793	\$ 43.594	\$ 44.410	\$ 45.035	\$ 45.669	\$ 46.313	\$ 46.966	\$ 47.629	\$ 48.303	
Rad 6	\$ 89,880.513	\$ 91,563.376	\$ 93,279.897	\$ 95,030.748	\$ 96,816.616	\$ 98,182.805	\$ 99,569.487	\$ 100,976.969	\$ 102,405.563	\$ 103,855.586	\$ 105,327.360	
	\$ 3,456.943	\$ 3,521.668	\$ 3,587.688	\$ 3,655.029	\$ 3,723.716	\$ 3,776.262	\$ 3,829.596	\$ 3,883.730	\$ 3,938.676	\$ 3,994.446	\$ 4,051.052	
	\$ 43.212	\$ 44.021	\$ 44.846	\$ 45.688	\$ 46.546	\$ 47.203	\$ 47.870	\$ 48.547	\$ 49.233	\$ 49.931	\$ 50.638	
Rad 7	\$ 94,669.148	\$ 96,447.784	\$ 98,261.993	\$ 100,112.486	\$ 101,999.989	\$ 103,443.929	\$ 104,909.527	\$ 106,397.110	\$ 107,907.006	\$ 109,439.551	\$ 110,995.084	
	\$ 3,641.121	\$ 3,709.530	\$ 3,779.307	\$ 3,850.480	\$ 3,923.076	\$ 3,978.613	\$ 4,034.982	\$ 4,092.197	\$ 4,150.269	\$ 4,209.214	\$ 4,269.042	
	\$ 45.514	\$ 46.369	\$ 47.241	\$ 48.131	\$ 49.038	\$ 49.733	\$ 50.437	\$ 51.152	\$ 51.878	\$ 52.615	\$ 53.363	
Rad 8	\$ 105,614.601	\$ 107,612.146	\$ 109,649.642	\$ 111,727.888	\$ 113,847.699	\$ 115,469.354	\$ 117,115.334	\$ 118,786.004	\$ 120,481.734	\$ 122,202.900	\$ 123,949.883	
	\$ 4,062.100	\$ 4,138.929	\$ 4,217.294	\$ 4,297.226	\$ 4,378.758	\$ 4,441.129	\$ 4,504.436	\$ 4,568.692	\$ 4,633.913	\$ 4,700.112	\$ 4,767.303	
	\$ 50.776	\$ 51.737	\$ 52.716	\$ 53.715	\$ 54.734	\$ 55.514	\$ 56.305	\$ 57.109	\$ 57.924	\$ 58.751	\$ 59.591	
Rad 9	\$ 132,978.232	\$ 135,523.050	\$ 138,118.764	\$ 140,766.392	\$ 143,466.973	\$ 145,532.917	\$ 147,629.851	\$ 149,758.239	\$ 151,918.552	\$ 154,111.270	\$ 156,336.879	
	\$ 5,114.547	\$ 5,212.426	\$ 5,312.260	\$ 5,414.092	\$ 5,517.961	\$ 5,597.420	\$ 5,678.071	\$ 5,759.932	\$ 5,843.021	\$ 5,927.357	\$ 6,012.957	
	\$ 63.932	\$ 65.155	\$ 66.403	\$ 67.676	\$ 68.975	\$ 69.968	\$ 70.976	\$ 71.999	\$ 73.038	\$ 74.092	\$ 75.162	

**CSEA Pay Scale 1/1/2026-12/31/2026**

3%												
Job Group	1	2	3	4	5	A	B	C	D	E	F	
<b>RADIOLOGY WAGE SCALE</b>												
Rad 1	\$ 72,847.750	\$ 74,186.516	\$ 75,552.057	\$ 76,944.909	\$ 78,365.618	\$ 79,833.600	\$ 80,923.773	\$ 82,236.523	\$ 83,572.246	\$ 84,931.345	\$ 86,314.228	
	\$ 2,801.837	\$ 2,853.328	\$ 2,905.848	\$ 2,959.420	\$ 3,014.062	\$ 3,062.831	\$ 3,112.453	\$ 3,162.943	\$ 3,214.317	\$ 3,266.590	\$ 3,319.778	
	\$ 35.023	\$ 35.667	\$ 36.323	\$ 36.993	\$ 37.676	\$ 38.285	\$ 38.905	\$ 39.537	\$ 40.179	\$ 40.832	\$ 41.497	
Rad 2	\$ 78,484.658	\$ 79,936.162	\$ 81,416.696	\$ 82,926.841	\$ 84,467.188	\$ 85,645.554	\$ 86,841.595	\$ 88,055.577	\$ 89,287.769	\$ 90,538.443	\$ 91,807.878	
	\$ 3,018.641	\$ 3,074.468	\$ 3,131.411	\$ 3,189.494	\$ 3,248.738	\$ 3,294.060	\$ 3,340.061	\$ 3,386.753	\$ 3,434.145	\$ 3,482.248	\$ 3,531.072	
	\$ 37.733	\$ 38.431	\$ 39.143	\$ 39.869	\$ 40.609	\$ 41.176	\$ 41.751	\$ 42.334	\$ 42.927	\$ 43.528	\$ 44.138	
Rad 3	\$ 80,598.499	\$ 82,092.279	\$ 83,615.936	\$ 85,170.065	\$ 86,755.277	\$ 87,967.964	\$ 89,198.842	\$ 90,448.182	\$ 91,716.263	\$ 93,003.365	\$ 94,309.773	
	\$ 3,099.942	\$ 3,157.395	\$ 3,215.998	\$ 3,275.772	\$ 3,336.741	\$ 3,383.383	\$ 3,430.725	\$ 3,478.776	\$ 3,527.549	\$ 3,577.052	\$ 3,627.299	
	\$ 38.749	\$ 39.467	\$ 40.200	\$ 40.947	\$ 41.709	\$ 42.292	\$ 42.884	\$ 43.485	\$ 44.094	\$ 44.713	\$ 45.341	
Rad 4	\$ 84,826.180	\$ 86,404.514	\$ 88,014.415	\$ 89,656.514	\$ 91,331.455	\$ 92,612.785	\$ 93,913.334	\$ 95,233.392	\$ 96,573.251	\$ 97,933.208	\$ 99,313.564	
	\$ 3,262.545	\$ 3,323.251	\$ 3,385.170	\$ 3,448.327	\$ 3,512.748	\$ 3,562.030	\$ 3,612.051	\$ 3,662.823	\$ 3,714.356	\$ 3,766.662	\$ 3,819.752	
	\$ 40.782	\$ 41.541	\$ 42.315	\$ 43.104	\$ 43.909	\$ 44.525	\$ 45.151	\$ 45.785	\$ 46.429	\$ 47.083	\$ 47.747	
Rad 5	\$ 88,349.247	\$ 89,996.043	\$ 91,679.814	\$ 93,395.221	\$ 95,144.937	\$ 96,483.469	\$ 97,842.079	\$ 99,221.068	\$ 100,620.742	\$ 102,041.411	\$ 103,483.390	
	\$ 3,398.048	\$ 3,461.463	\$ 3,526.147	\$ 3,592.124	\$ 3,659.421	\$ 3,710.903	\$ 3,763.157	\$ 3,816.195	\$ 3,870.029	\$ 3,924.670	\$ 3,980.130	
	\$ 42.476	\$ 43.268	\$ 44.077	\$ 44.902	\$ 45.743	\$ 46.386	\$ 47.039	\$ 47.702	\$ 48.375	\$ 49.058	\$ 49.752	
Rad 6	\$ 92,576.928	\$ 94,310.278	\$ 96,078.294	\$ 97,881.670	\$ 99,721.114	\$ 101,128.289	\$ 102,556.571	\$ 104,006.278	\$ 105,477.730	\$ 106,971.254	\$ 108,487.181	
	\$ 3,560.651	\$ 3,627.318	\$ 3,695.319	\$ 3,764.680	\$ 3,835.427	\$ 3,889.550	\$ 3,944.484	\$ 4,000.241	\$ 4,056.836	\$ 4,114.279	\$ 4,172.584	
	\$ 44.508	\$ 45.341	\$ 46.191	\$ 47.058	\$ 47.943	\$ 48.619	\$ 49.306	\$ 50.003	\$ 50.710	\$ 51.428	\$ 52.157	
Rad 7	\$ 97,509.223	\$ 99,341.218	\$ 101,209.853	\$ 103,115.861	\$ 105,059.989	\$ 106,547.246	\$ 108,056.813	\$ 109,589.023	\$ 111,144.217	\$ 112,722.738	\$ 114,324.937	
	\$ 3,750.355	\$ 3,820.816	\$ 3,892.687	\$ 3,965.995	\$ 4,040.769	\$ 4,097.971	\$ 4,156.031	\$ 4,214.962	\$ 4,274.778	\$ 4,335.490	\$ 4,397.113	
	\$ 46.879	\$ 47.760	\$ 48.659	\$ 49.575	\$ 50.510	\$ 51.225	\$ 51.990	\$ 52.687	\$ 53.435	\$ 54.194	\$ 54.964	
Rad 8	\$ 108,783.039	\$ 110,840.510	\$ 112,939.131	\$ 115,079.725	\$ 117,263.130	\$ 118,933.435	\$ 120,628.794	\$ 122,349.584	\$ 124,096.186	\$ 125,868.986	\$ 127,668.379	
	\$ 4,183.963	\$ 4,263.097	\$ 4,343.813	\$ 4,426.143	\$ 4,510.120	\$ 4,574.363	\$ 4,639.569	\$ 4,705.753	\$ 4,772.930	\$ 4,841.115	\$ 4,910.322	
	\$ 52.300	\$ 53.289	\$ 54.298	\$ 55.327	\$ 56.377	\$ 57.180	\$ 57.995	\$ 58.822	\$ 59.662	\$ 60.514	\$ 61.379	
Rad 9	\$ 136,967.579	\$ 139,588.741	\$ 142,262.327	\$ 144,989.384	\$ 147,770.982	\$ 149,898.905	\$ 152,058.747	\$ 154,250.986	\$ 156,476.108	\$ 158,734.608	\$ 161,026.985	
	\$ 5,267.964	\$ 5,368.798	\$ 5,471.628	\$ 5,576.515	\$ 5,683.499	\$ 5,765.342	\$ 5,848.413	\$ 5,932.730	\$ 6,018.312	\$ 6,105.177	\$ 6,193.346	
	\$ 65.850	\$ 67.110	\$ 68.395	\$ 69.706	\$ 71.044	\$ 72.067	\$ 73.105	\$ 74.159	\$ 75.229	\$ 76.315	\$ 77.417	

**CSEA Pay Scale 1/1/2027-12/31/2027**

3%											
Job Group	1	2	3	4	5	A	B	C	D	E	F
<b>RADIOLOGY WAGE SCALE</b>											
Rad 1	\$ 75,033.183	\$ 76,412.111	\$ 77,816.619	\$ 79,253.256	\$ 80,716.586	\$ 82,022.608	\$ 83,351.486	\$ 84,703.619	\$ 86,079.414	\$ 87,479.285	\$ 88,903.655
	\$ 2,865.892	\$ 2,938.927	\$ 2,993.024	\$ 3,048.202	\$ 3,104.484	\$ 3,154.716	\$ 3,205.826	\$ 3,257.831	\$ 3,310.747	\$ 3,364.588	\$ 3,419.371
	\$ 36.074	\$ 36.737	\$ 37.413	\$ 38.103	\$ 38.806	\$ 39.434	\$ 40.073	\$ 40.723	\$ 41.384	\$ 42.057	\$ 42.742
Rad 2	\$ 80,839.198	\$ 82,334.247	\$ 83,859.197	\$ 85,414.646	\$ 87,001.204	\$ 88,214.921	\$ 89,446.843	\$ 90,697.244	\$ 91,966.402	\$ 93,254.597	\$ 94,562.114
	\$ 3,109.200	\$ 3,166.702	\$ 3,225.354	\$ 3,285.179	\$ 3,346.200	\$ 3,392.882	\$ 3,440.263	\$ 3,488.356	\$ 3,537.169	\$ 3,586.715	\$ 3,637.004
	\$ 38.865	\$ 39.584	\$ 40.317	\$ 41.065	\$ 41.828	\$ 42.411	\$ 43.003	\$ 43.604	\$ 44.215	\$ 44.834	\$ 45.463
Rad 3	\$ 83,016.454	\$ 84,555.048	\$ 86,124.414	\$ 87,725.167	\$ 89,357.935	\$ 90,607.003	\$ 91,874.807	\$ 93,161.628	\$ 94,467.751	\$ 95,793.466	\$ 97,139.067
	\$ 3,192.941	\$ 3,252.117	\$ 3,312.477	\$ 3,374.045	\$ 3,436.844	\$ 3,484.885	\$ 3,533.646	\$ 3,583.140	\$ 3,633.375	\$ 3,684.364	\$ 3,736.118
	\$ 39.912	\$ 40.651	\$ 41.406	\$ 42.176	\$ 42.961	\$ 43.561	\$ 44.171	\$ 44.789	\$ 45.417	\$ 46.055	\$ 46.701
Rad 4	\$ 87,370.965	\$ 88,996.650	\$ 90,654.847	\$ 92,346.209	\$ 94,071.399	\$ 95,391.168	\$ 96,730.735	\$ 98,090.394	\$ 99,470.449	\$ 100,871.204	\$ 102,292.971
	\$ 3,360.422	\$ 3,422.948	\$ 3,486.725	\$ 3,551.777	\$ 3,618.131	\$ 3,668.891	\$ 3,720.413	\$ 3,772.707	\$ 3,825.786	\$ 3,879.662	\$ 3,934.345
	\$ 42.005	\$ 42.787	\$ 43.584	\$ 44.397	\$ 45.227	\$ 45.861	\$ 46.505	\$ 47.159	\$ 47.822	\$ 48.496	\$ 49.179
Rad 5	\$ 90,999.725	\$ 92,697.984	\$ 94,430.209	\$ 96,197.078	\$ 97,999.285	\$ 99,377.973	\$ 100,777.341	\$ 102,197.700	\$ 103,639.364	\$ 105,102.653	\$ 106,587.892
	\$ 3,499.989	\$ 3,565.307	\$ 3,631.931	\$ 3,699.886	\$ 3,769.203	\$ 3,822.230	\$ 3,876.052	\$ 3,930.681	\$ 3,986.129	\$ 4,042.410	\$ 4,099.534
	\$ 43.750	\$ 44.566	\$ 45.399	\$ 46.249	\$ 47.115	\$ 47.778	\$ 48.451	\$ 49.134	\$ 49.827	\$ 50.530	\$ 51.244
Rad 6	\$ 95,354.236	\$ 97,139.586	\$ 98,960.643	\$ 100,818.120	\$ 102,712.748	\$ 104,162.138	\$ 105,633.269	\$ 107,126.466	\$ 108,642.062	\$ 110,180.392	\$ 111,741.796
	\$ 3,667.471	\$ 3,736.138	\$ 3,806.179	\$ 3,877.620	\$ 3,950.490	\$ 4,006.236	\$ 4,062.818	\$ 4,120.249	\$ 4,178.541	\$ 4,237.707	\$ 4,297.761
	\$ 45.843	\$ 46.702	\$ 47.577	\$ 48.470	\$ 49.381	\$ 50.078	\$ 50.785	\$ 51.503	\$ 52.232	\$ 52.971	\$ 53.722
Rad 7	\$ 100,434.500	\$ 102,321.455	\$ 104,246.149	\$ 106,209.337	\$ 108,211.788	\$ 109,743.664	\$ 111,298.517	\$ 112,876.694	\$ 114,478.543	\$ 116,104.420	\$ 117,754.685
	\$ 3,862.865	\$ 3,935.441	\$ 4,009.467	\$ 4,084.974	\$ 4,161.992	\$ 4,220.910	\$ 4,280.712	\$ 4,341.411	\$ 4,403.021	\$ 4,465.555	\$ 4,529.026
	\$ 48.286	\$ 49.193	\$ 50.118	\$ 51.062	\$ 52.025	\$ 52.761	\$ 53.509	\$ 54.268	\$ 55.038	\$ 55.819	\$ 56.613
Rad 8	\$ 112,046.530	\$ 114,166.726	\$ 116,327.305	\$ 118,532.116	\$ 120,781.024	\$ 122,501.438	\$ 124,247.658	\$ 126,020.071	\$ 127,819.071	\$ 129,645.056	\$ 131,498.431
	\$ 4,309.482	\$ 4,390.989	\$ 4,474.127	\$ 4,558.928	\$ 4,645.424	\$ 4,711.594	\$ 4,778.758	\$ 4,846.926	\$ 4,916.118	\$ 4,986.348	\$ 5,057.632
	\$ 53.869	\$ 54.887	\$ 55.927	\$ 56.987	\$ 58.068	\$ 58.895	\$ 59.734	\$ 60.587	\$ 61.451	\$ 62.329	\$ 63.220
Rad 9	\$ 141,076.606	\$ 143,776.404	\$ 146,530.197	\$ 149,339.065	\$ 152,204.112	\$ 154,395.872	\$ 156,620.509	\$ 158,878.515	\$ 161,170.392	\$ 163,496.646	\$ 165,857.795
	\$ 5,426.023	\$ 5,529.862	\$ 5,635.777	\$ 5,743.810	\$ 5,854.004	\$ 5,938.303	\$ 6,023.866	\$ 6,110.712	\$ 6,198.861	\$ 6,288.333	\$ 6,379.146
	\$ 67.825	\$ 69.123	\$ 70.447	\$ 71.798	\$ 73.175	\$ 74.229	\$ 75.298	\$ 76.384	\$ 77.486	\$ 78.604	\$ 79.739