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Title: **Otsego, County of and Otsego County Unit #8100-00, CSEA Local 1000, AFSCME, AFL-CIO, Otsego County Local 839 (2007)**

Employer Name: **Otsego, County of**

Union: **Otsego County Unit #8100-00, CSEA, AFSCME, AFL-CIO**

Local: **Otsego County Local 839, 1000**

Effective Date: **01/01/2007**

Expiration Date: **12/31/2011**

PERB ID Number: **7075**

Unit Size:

Number of Pages: **130**

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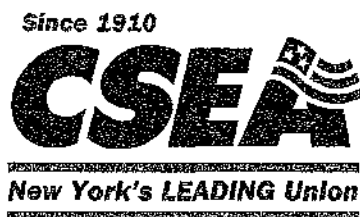
AGREEMENT

by and between the

COUNTY OF OTSEGO

and

CSEA, Local 1000 AFSCME,
AFL-CIO



Otsego County Unit #8100-00
Otsego County Local 839

January 1, 2007 - December 31, 2011



If you have a question about this contract, your CSEA President, or your CSEA benefits and services. If you feel your rights under this contract have been violated, immediately contact your nearest shop steward or Unit Officers, they are:

CSEA Unit 8100-00 President -- _____

My Labor Relations Specialist:

Lynda Broadfoot (607) 772-1750
CSEA Binghamton Satellite Office
71 State Street, Binghamton, NY 13901

The following CSEA staff professionals can be reached at the CSEA Central Region Office:

Political Action Coordinator
Occupational Safety & Health Specialist
Communications Associate
Organizer

CSEA Central Region Office
6595 Kirkville Road, E. Syracuse, NY 13057
(800) 559-7975
(315) 433-0050

Colleen Wheaton, President
Joe Maratea, Region Director

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210
Web Page: www.cseainc.org
(800) 342-4146
(518) 257-1000

Civil Service Test Prep Booklets
Cost \$3 per Book or free on line
Call CSEA 1-800-342-4146 ask for the LEAP Dept

-see inside back cover for more information and member benefits-

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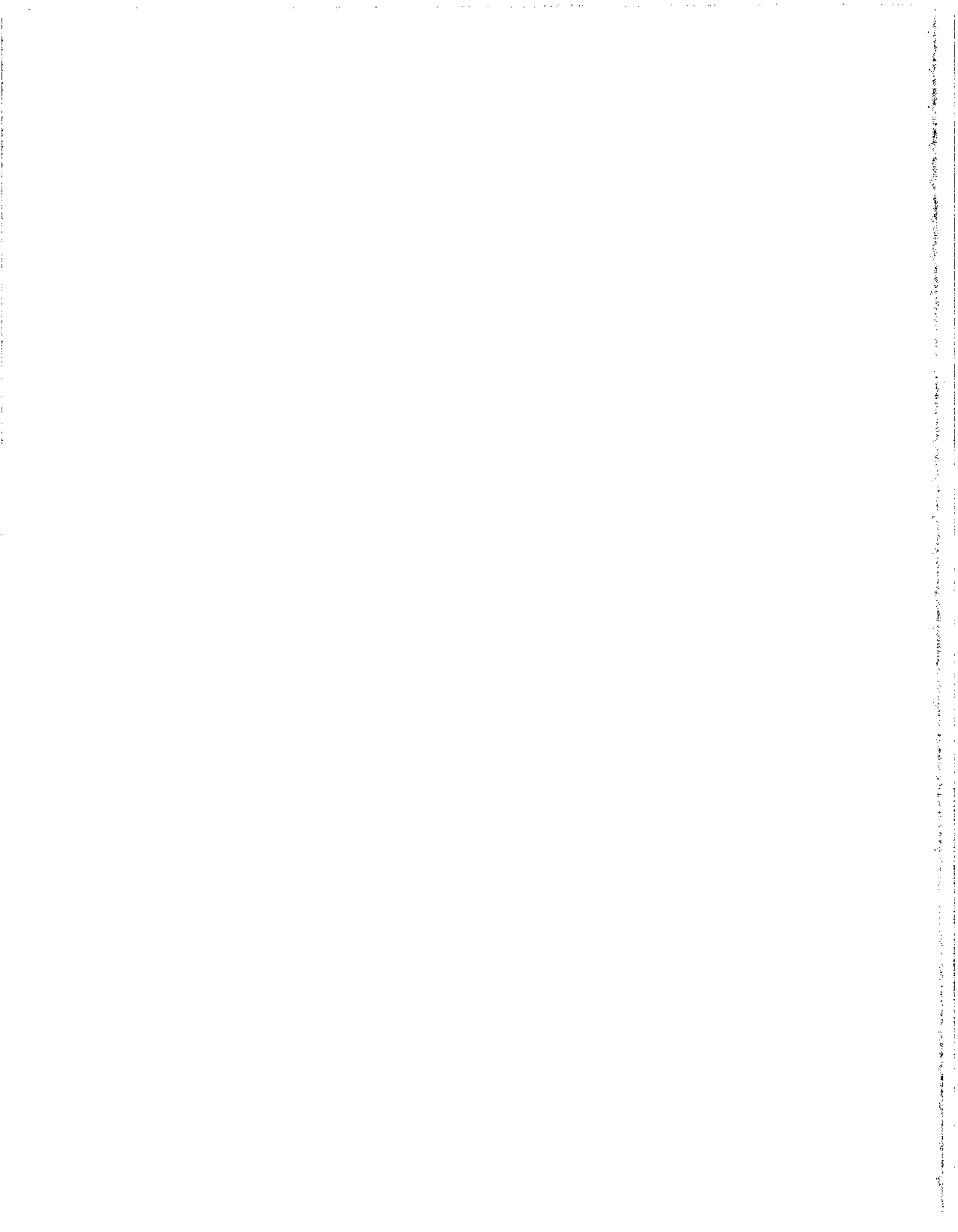
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ARTICLE I

Applicable Law

The Public Employees' Fair Employment Act, Article 14 of the New York State Civil Service Law and the Laws of the County of Otsego, which are consistent with said act, and the Civil Service Law, shall govern the terms and conditions of this agreement.

ARTICLE II

Recognition

Section 1 Representation

The County recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO (hereinafter "CSEA" or "CSEA, Inc.") as the sole and exclusive bargaining representative for the purpose of establishing salaries, wages, hours and other terms and conditions of employment as defined in Section 201 (4) of the Civil Service Law, for members of the defined bargaining unit for the duration of the Agreement.

The CSEA represents employees of the County holding either a regular full-time position or a regular part-time position in a title reflected in the salary schedules annexed to the Agreement. For the purpose of this Agreement, a regular part-time position shall be defined as a position of employment wherein the employee works at least fifteen (15) hours per workweek on a regular and continuous basis. The CSEA also represents those temporary employees in a title reflected in the salary schedules annexed to this Agreement whose temporary employment is expected to last at least three (3) months and who work at least fifteen (15) hours per workweek. The CSEA also represents seasonal employees in a title reflected in the salary schedule annexed to the Agreement provided the season for which the employee is hired is at least six (6) weeks a year and the seasonal employee is required to work at least twenty (20) hours per workweek during the particular season.

All other temporary, seasonal and casual employees shall be excluded from the bargaining unit. All employees who work less than fifteen (15) hours per workweek shall be excluded from the bargaining unit. All employees that fill positions within the jurisdiction classifications of exempt or unclassified as defined by the County's Civil Service Rules shall be excluded from the bargaining unit. All existing employees in the County Personnel Office shall be excluded from the bargaining unit.

The Otsego County Chapter of the Civil Service Employees Association, Inc., affirms that it does not assert the right to strike against the employer, to assist or participate in any such strike or to impose any obligations upon its members to conduct, assist or participate in such a strike.

Section 2 Payroll Deduction

Upon the written authorization of the employee concerned, unless subsequently revoked in writing, the County shall deduct membership dues from the employee's regular pay in the amounts specified in the written authorization. The amounts so deducted shall be forwarded to C.S.E.A., P.O. Box 7125, Albany, New York 12244.

The County also agrees to deduct from the payrolls, such insurance premiums as may be authorized by the employee who agrees to enroll in the programs available from C.S.E.A. as fringe benefits of membership. Effective as soon as practical following the ratification of this Agreement, such programs shall include the CSEA vision and dental programs provided the employees otherwise satisfy the CSEA's eligibility criteria for same. The County agrees to remit from the paycheck of each covered employee who has duly authorized a payroll deduction, the full monthly premium amounts payable to the CSEA Employee Benefit Fund for the vision and dental programs. The payroll deduction, subject to adjustment based on the cost of the applicable plan(s) and/or the level of employee participation, shall remain in effect until the effective date of the successor collective bargaining agreement.

Deductions may also be authorized by employees for enrollment in the staff credit union.

Section 3 Agency Fee

In accordance with Section 208(3)(b) of the Taylor Law, the employer agrees to deduct from the pay of each employee who is a member of the bargaining unit, but who is not a member of the C.S.E.A., an amount equivalent to the C.S.E.A. dues that are authorized, levied and collected from the general membership.

Agency fee payers shall have available through C.S.E.A. Inc., a fair and equitable refund procedure for amounts of the agency fee which represent the employee's pro rata share of expenditures by the C.S.E.A. in aid of activities or causes of a political or ideological nature only incidentally related to terms and conditions of employment.

The County of Otsego will be kept save harmless from any and all resulting litigation.

Section 4 Information

Upon written request of the C.S.E.A., the Employer shall submit to C.S.E.A. every six (6) months a list of employees in the bargaining unit and each employee's anniversary date.

ARTICLE III

Collective Bargaining Unit

Section 1

When new titles are created by the County that appear to be within the scope of the CSEA's collective bargaining unit or when existing positions are reclassified pursuant to Civil Service Law, the County will consult with the CSEA to determine whether the new or reclassified title should be included in the bargaining unit defined in Article II of this Agreement. If the parties cannot agree to the unit status of a title, the matter may be submitted to PERB for determination.

ARTICLE IV

Salary Compensation

Section 1 Schedules

Effective the beginning of the first full payroll period after January 1, 2007, all unit employees will receive a 3% pay raise, plus any increments and longevity payments. The salary schedule will be adjusted by 3%.

Effective the beginning of the first full payroll period after January 1, 2008, all unit employees will receive a 3% pay raise, plus any increments and longevity payments. The salary schedules will be adjusted by 3%.

Effective the beginning of the first full payroll period after January 1, 2009, all unit employees will receive a 3% pay raise, plus any increments and longevity payments. The salary schedules will be adjusted by 3%.

Effective the beginning of the first full payroll period after January 1, 2010, all unit employees will receive a 3% pay raise, plus any increments and longevity payments. The salary schedules will be adjusted by 3%.

Effective the beginning of the first full payroll period after January 1, 2011, all unit employees will receive a 3% pay raise, plus any increments and longevity payments. The salary schedules will be adjusted by 3%.

Said percentages shall also apply to the titles of Road Maintainer (Over Max), Road Maintainer Summer, and Summer Laborer.

Each employee covered by this Agreement who is still on the County's active payroll as of the beginning of the first full payroll period immediately following the date of ratification of this Agreement by both parties shall receive a retroactive payment computed upon the difference between his/her new 2007, 2008, and 2009 base salary level(s) for

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those hours or periods actually compensated, including overtime, if any, running from January 2007 to the time when the new base salary adjustments under this Agreement are implemented.

Section 2 Administration of the Salary Plan

A. In order to effectively administer the salary plan, it is necessary that the following provisions be applied. These rules will apply to temporary or provisional employees as well as those with permanent status.

B. New Appointees: A new appointee shall be paid the minimum rate of pay for the position to which he/she is appointed unless the department head shall certify to the County Legislature that it is impracticable to recruit at the minimum salary. The County Legislature then may authorize recruitment above the minimum salary grade for such position.

1. When the County authorizes recruitment above minimum, in a nursing title, it may hire new full or part-timers at any step except Step 5; and no expectation shall follow, that existing employees be brought up in pay as a result. Present nursing titles encompass: Licensed Practical Nurses, Clinical Services Coordinators, Registered Nurses, In-Service Training Directors, Community Health Nurses, Supervising Community Health Nurses, Assistant Director of Nursing Services, Public Health Nurses and Supervising Public Health Nurses.

2. When the County authorizes recruitment above minimum, in a non-nursing title, the other employees in that same title who were lower than the recruitment rate shall be brought up to the recruitment rate.

C. Annual Increments:

1. Each employee shall be entitled to one annual increment up to the maximum of the grade in which his/her position is allocated, provided that the increment is recommended by the department head. Before such determination is made the service of each employee should be reviewed sixty (60) days prior to his/her anniversary date by his/her department head with attention given to the efficiency with which the employee has performed his/her duties, as well as his/her work record.

2. No employee shall be eligible for more than one increment increase in any fiscal year. All increments must be reported by the department to the Otsego County Personnel Officer.

3. The employee shall be notified by the department head of increment approval/denial, in writing, sixty (60) days prior to his/her increment date, on a form provided by the County. This form shall be returned to the department head with the employee's comments, within five (5) working days.

4. The employee shall also be notified of the results of his/her second increment review thirty (30) days prior to his increment date.

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5. If necessary, a third review may be held within thirty (30) days after the second review for final increment decision.

6. If an increment has still been denied, the employee shall have the right to appeal the decision under the grievance procedure of this Agreement.

7. The anniversary date of an employee who serves continuously in his or her position shall be the date of the employee's first day of service. Such an employee will be entitled to receive an annual increment one year after the employee's anniversary date.

8. Increments will be added in the first day of the payroll period following the date on which the employee becomes eligible for the increment.

D. Promotions: When an employee is promoted to a higher position, his/her salary shall be increased to the minimum rate for the higher position. When his/her former rate exceeds this minimum, he/she shall be raised to the nearest increment of the higher position subject to the maximum of the new grade. In the event an employee is promoted to a higher grade and his/her present salary exceeds the maximum for that grade, the employee affected shall be entitled to any negotiated salary increase.

E. Reassignments: There shall be no immediate change in the salary rate of an employee reassigned to a new position unless his/her salary is below the approved minimum of the new position. If an employee is reassigned to a position in a class having a higher salary range than the position from which he/she was reassigned, such change will be deemed a promotion and the legal provisions governing promotions shall apply. If an employee is assigned to a position in a class, the salary range of which has a maximum that is lower than the minimum of the class from which the employee was reassigned, then such change shall be deemed a demotion and the provisions governing demotions apply.

F. Reallocation Downward: When an employee's position is reallocated to a lower salary grade, the employee shall be permitted to continue at his/her present rate of pay during the period of incumbency (except in event of general service-wide reductions) but shall not be eligible for a salary increase except that, if his/her present rate of pay is below the maximum of the lower grade, he/she shall be entitled to the increments of the lower grade until the maximum of that grade is reached. Any negotiated salary increase shall be applicable to any employee who is at or above the maximum salary allowed for that grade.

When an employee voluntarily goes from a position in one grade to a position in a lower grade, it is policy to give the employee credit for time in service to determine the step he/she is to be placed on in the lower grade.

G. Reinstatements: A reinstated employee shall be paid (at the salary rate) within the approved salary range for the position to which he/she is reinstated within one year.

H. Temporary assignment to a higher grade position:

1. Employees assigned for a temporary or limited basis to a higher grade position shall receive the minimum of the higher grade position during such assignment unless the present rate of pay exceeds such minimum. Under such circumstances the employee will be compensated in accordance with Article IV, Section 2, Part D during the period of temporary assignment. For the purpose of this section, a temporary assignment shall be for a period of at least thirty (30) days with salary adjustment to commence after the thirty day period.

2. The exception to the above 30-day rule shall be in the Highway Department and the Otsego Manor. Exclusively in those two departments, employees assigned "out-of-title" by the Departmental Administrator will be paid at the higher rate for all days actually worked in the "out-of-title" assignment, beginning on the first day. This temporary higher-grade pay applies only when a Department Head (or his/her designee) assigns an employee for a complete day or more, to specifically carry out the full functioning of a higher position, independent of the assignee's regular position.

3. Where other persons in addition to the Department Head are designated to make out-of-title assignments, the employer will from time to time post written notification identifying the designees. Out-of-title assignments will not be made by designees before they have been so identified. With regard to the Highway Department, posting announcements of designees shall take place in the six maintenance buildings and the main Cooperstown office.

4. The occasional former practice of affording overtime compensation, by some Departments, for out-of-title situations will be discontinued; will be considered an unenforceable practice; and in no event, will be held to be a matter of right.

1. Administration: It shall be the duty of the Personnel Officer to administer the rules of the salary plan. It shall be the duty of the Personnel Officer and of all County department heads, officers and employees to cooperate in enforcing these rules.

J. Nursing Tuition Reimbursement.

1. A maximum of \$5,000 per calendar year will be made available, in accordance with the conditions enumerated below, to full-time nursing staff who have completed the six-month probationary period; for reimbursement of tuition and fees paid to take job-related courses at state accredited colleges.

2. Such reimbursement shall be for a maximum of 6 credits per year.

3. Employees so reimbursed are expected not to resign from county employment thereafter for one year from completion of the course. (Time on Workers Compensation or Disability Leaves counts toward the service time requirements.) Employees leaving County employment prior to meeting their service requirement, shall be liable to have their final pay and allowances reduced by the amount of prior

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educational reimbursement received.

4. It is understood that this provision has no applicability to situations where the employee utilizes any time during regular work hours to pursue such courses.

5. Prior written approval is required from the Personnel Officer, in all cases.

6. Courses must be credit-bearing, term courses (not in-services, seminars, or conferences) from accredited institutions.

7. Reimbursement shall be based on the following schedule of satisfactory completion:

Grade of A: 100%
Grade of B: 75%
Grade of C: 50%

If the course is offered exclusively on a pass/fail basis, a passing grade is required for reimbursement, and that rate of reimbursement shall be 100%.

8. Actual reimbursement requires receipt of official transcript and submission to the County Treasurer of paid receipts for tuition and fees. Payment will be made within three (3) weeks after the Board meeting following the County Treasurer's receipt of the transcript and receipts.

ARTICLE V

Retirement and Health Insurance

Section 1 - Retirement

The County agrees to provide Section 75(l) of the New York State Retirement and Social Security Law on a non-contributory basis for Tier I and Tier II Retirement System members covered by this Agreement. The County further agrees to provide the applicable provisions of the New York State Retirement and Social Security Law for Tier III, Tier IV, and Tier V Retirement System members. The County further agrees to provide Section 41(j) of the New York State Retirement and Social Security Law on a non-contributory basis for all Retirement System members covered by this Agreement. Section 41(j) allows for unused sick leave credits to be applied as additional service credit upon retirement.

Section 2 - Health Insurance

A. The RMSCO CoPlan 15, with the \$5/\$10/\$20 prescription drug co-pay program and eye wear benefits provision (hereinafter the "RMSCO Plan"), shall be offered to eligible full-time and part-time employees, as the base health benefits plan for the bargaining unit. The County shall continue to make available to such employees,

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and their eligible dependents, a base group health and hospitalization benefits plan substantially equivalent to, or better than, said base RMSCO Plan.

The County reserves the right to change or provide alternate plans or carriers, HMOs, or to self-insure, as it deems appropriate for any form or portion of health and hospitalization coverage referred to in this Article, including the base RMSCO Plan, so long as the new coverage and benefits are substantially equivalent to, or better than, said base RMSCO Plan.

B. For eligible regular full-time employees hired prior to January 1, 1983, the County shall pay ninety-seven percent (97%) of the premium cost for individual and dependent coverage, based on the cost of the base RMSCO Plan, and the employee shall pay three percent (3%) of said premium cost.

C. For eligible regular full-time employees hired on or after January 1, 1983, the County shall pay eighty percent (80%) of the premium cost for individual and dependent coverage, based on the cost of the base RMSCO Plan, and the employee shall pay twenty percent (20%) of said premium cost.

D. For eligible part-time employees and full-time TE employees, the County shall pay fifty percent (50%) of the premium cost for individual and dependent coverage, based on the cost of the base RMSCO Plan, and the employee shall pay fifty percent (50%) of said premium cost.

E. Unit members and their eligible dependents shall not be eligible for multiple coverage at any time under the County's health plans. For example, an employee may not be covered under more than one County plan at the same time, nor covered as both an individual and a dependent at the same time under the County's plan.

F. Effective for the calendar year commencing January 1, 1999, and for each calendar year thereafter, any full-time employee covered by this Agreement who elects in advance in writing by the preceding November 1st to discontinue his/her active participation in the County's health insurance program for a minimum of one full calendar year will receive an annual stipend of \$500 if the employee is foregoing individual coverage, or an annual stipend of \$1,000 if the employee is foregoing family coverage, payable in equal installments throughout the calendar year of election, provided the employee produces proof of alternate health insurance coverage from another source.

G. The employee will have the right to return to County coverage, pursuant to the particular health plan's rules and regulations, either: (1) if the employee loses his/her alternate coverage due to death, divorce, or loss of insurance for other qualifying reasons beyond the employee's control, or (2) during the County's open enrollment periods. Opt-out payments shall cease upon the employee's return to County coverage.

H. The County shall continue to offer, at no cost to the employee, a flexible spending accounts benefit plan pursuant to Section 125 of the Internal Revenue Code, with operating procedures to be determined by the County in accordance with IRS regulations.

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Such an optional plan may be used for favorable income tax treatment of the employee's health premium contributions, deductibles, co-insurance amounts, other non-reimbursed medical expenses, and dependent care assistance.

I. The extent of the coverage under the benefit plans, including any HMOs and/or self-insured plans, shall be governed by the terms and conditions set forth in said policies or plans. Any questions or disputes concerning said insurance policies or plans or benefits thereunder shall be resolved in accordance with the terms and conditions set forth in said policies or plans and shall not be subject to the grievance procedure set forth in this Agreement. The failure of any insurance carrier(s) or plan administrator(s) to provide any benefit for which it is contracted or is obligated shall result in no liability to the County, nor shall such failure be considered a breach by the County of any obligation undertaken under this or any other Agreement. However, nothing in this Agreement shall be construed to relieve any insurance carrier(s) or plan administrator(s) from any liability it may have to the County, its employees, or beneficiaries of any employees.

J. Health Insurance Advisory Committee. The County and the CSEA agree to form a Health Insurance Advisory Committee which shall consist of the County Treasurer or his/her designee, the Chair of the County Board of Representatives or his/her designee, the County Personnel Officer, the CSEA Unit President, and one CSEA unit member to be designated by the CSEA Unit President. The Committee shall meet periodically with the County's benefits plan administrator and the County's benefits consultant, if any, for the purpose of discussing matters relative to claims administration, benefit utilization, and plan design. The Committee shall function in an advisory capacity to the County. The County and the CSEA also agree that representatives of other County bargaining units may be invited to participate on the Committee.

K. The County and the CSEA agree to continue negotiations on the issue of health insurance and accept the July 9, 2009 recommendations of Fact-Finder Sumner Shapiro to work cooperatively on a request for proposal (RFP) process. In conjunction with the RFP process, the County and the CSEA agree to evaluate the merits of implementing on a trial basis the CanaRx Mail Order Prescription Drug Program. The County and the CSEA also agree that the benefits of the current RMSCO health plan shall be continued pending the outcome of the RFP process.

ARTICLE VI

Grievance Procedure

Only grievances establishing violations of the express language of this contractual document shall be honored under these grievance procedures.

Step 1 - Such grievance by an employee or employer shall be presented in writing, on a standard form to be mutually agreed upon between the County and the C.S.E.A., within ten (10) working days of the act or omission giving rise to the grievance, to the CSEA employee representative and to the immediate supervisor in whose jurisdiction the grievance lies (or when jurisdiction is not

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clear, to the immediate supervisor of the employee grievant).

- Step 2 - In the event such grievance is not resolved within five (5) work days from such presentation or no answer is forthcoming, it shall then be presented by the C.S.E.A. to the department head in writing, with a copy to the Personnel Office, within five (5) work days of the day the Step 1 answer was due. A reply will be made within fifteen (15) work days.
- Step 3 - In the event the grievance is not satisfactorily adjusted at Step 2, the C.S.E.A. shall present the grievance to the Chairman of the Board of Representatives, or his/her designee, to be settled within fifteen (15) work days. Such grievance must be presented within five (5) work days of the date that the Step 2 answer was due.
- Step 4 - In the event that such grievance is not then disposed of, it may be referred by the C.S.E.A., Inc. and only the C.S.E.A., Inc., to arbitration within ten (10) working days after the reply of the Chairman of the Board of Representatives is given or is due. The County and the C.S.E.A., Inc. will select the arbitrator by mutual agreement. If the County and the C.S.E.A., Inc. are unable to select an arbitrator by mutual agreement, said selection and the arbitration itself will be handled in accordance with PERB's rules for voluntary grievance arbitration. The notice of arbitration must be given to the County Personnel Officer. If arbitration is not requested as set forth in this Step, it shall be deemed waived, and the grievance resolved on the basis of the response of the Chairman of the Board of Representatives.

The Arbitrator shall have no power or authority to render any award which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement, nor add to, subtract from, or modify any of the provisions of this Agreement. The costs of the services and of any related expenses of the Arbitrator, including stenographic services, excluding the initial filing fee, will be borne equally by the County and the C.S.E.A., Inc.

The Arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues.

Nothing in the grievance procedure shall prohibit the Employer or the C.S.E.A. from meeting informally and directly to resolve a grievance rather than following the grievance procedure outlined above, but only if both sides agree in writing to so meet.

Should this informal meeting fail to resolve the grievance, then the grievance shall proceed according to the regular grievance procedure.

ARTICLE VII

Reciprocal Rights

Section 1

The County recognizes the rights of its employees to designate representatives of the C.S.E.A. to appear on their behalf to discuss salaries, working conditions and grievances as to the terms of this agreement, and to visit employees at reasonable times during working hours for reasonable periods consistent with effective functioning of the various offices of the County. Such employee representatives shall also be permitted to appear at public hearings and/or disciplinary hearings, before the Board of Representatives upon the request of the employees.

Section 2

The County shall provide space on existing bulletin boards for the exclusive use of C.S.E.A. in existing locations at the following County buildings: County Office Building (2 boards), the Otsego Manor (2 boards), County Highway Building (1 board). C.S.E.A. shall have the right to post notices and other communications in other areas besides those described above, subject to the prior approval of the content of such notices and communications by the Personnel Officer. The officers and agents of the C.S.E.A. shall have the right to visit, at a mutually agreed upon time, the facilities of the employees at reasonable times during working hours for reasonable periods consistent with the effective functioning of the facility for the purpose of making adjustments or clarifying matters in the administration of the terms and conditions of this Agreement. Said representatives of the C.S.E.A. shall, to the extent possible, receive the permission of the appropriate department head or his/her designee in advance of the visit.

Section 3

Employees who are designated or elected for the purpose of adjusting grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations subject to the approval of the department head or his/her designee. The department head shall not unreasonably deny an employee permission to leave the area for the purpose of grievance administration. It shall be understood that these obligations have as their purpose the maintenance of a harmonious and cooperative relationship between the County and its employees, with the ultimate purpose being the uninterrupted operation of government.

The C.S.E.A. will designate one (1) employee its Unit President and will authorize this employee to deal with the Employer about employment conditions and adjustment of problems arising from this Agreement. The name of the Unit President shall be certified in writing to the Personnel Officer on an annual basis and/or as changes occur.

Section 4

Nothing in this agreement shall be construed as delegating any authority conferred by law on any elected official, department, office or agency head, or the chief executive officer, or director of any department, office or agency under the jurisdiction of a board or commission or in any way to reduce or abridge such authority.

Section 5

The rights and responsibilities of the County include, but are not limited to the following:

- a. To determine the standards of service to be offered by its officers, agencies, and departments.
- b. To direct employees of the County.
- c. To hire, promote, transfer, assign and retain employees and to suspend, demote, discharge, or take disciplinary action against employees.
- d. To relieve employees from duties because of lack of work or other legitimate reasons.
- e. To maintain the efficiency of government operations entrusted to them.
- f. To determine the methods, means and personnel by which such operations are to be conducted.
- g. To take whatever actions may be necessary to carry out the mission of County government.
- h. To administer and apply accordingly, rules for implementing the parties' salary plan.

Section 6 - Discipline and Discharge Procedure

An employee covered by this Agreement who has successfully completed his/her probationary period shall be subject to the following procedure for disciplinary and discharge matters in lieu and in place of the procedures specified in Sections 75, 76, and 77 of the Civil Service Law.

Disciplinary action shall be limited to instances of employee misconduct and/or incompetence and may include, but is not limited to, written reprimands, suspension, demotion, discharge, fines or any combination thereof or other such penalties as may be imposed by the Employer. A notice of such discipline shall be made in writing and served upon the employee with a copy to the C.S.E.A. unit president and County Personnel Officer. The specific acts for which discipline is being imposed and the penalty shall be

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specified in the notice, and shall include references to dates, times, and places to the extent practicable.

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 Unit President of the C.S.E.A. Service of the notice of discipline upon the Unit President will be by 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 by the employee.

If the employee disagrees with the disciplinary action, the employee and/or the C.S.E.A. may submit a grievance at the Step 3 level of the grievance procedure as specified in Article VI of this Agreement. Failure to submit a grievance within ten (10) working days of receipt of the notice of discipline will constitute acceptance of the imposed penalty by the employee and the C.S.E.A. and the matter will be settled in its entirety. Subject to a mutual written agreement between the C.S.E.A. and the County Personnel Officer, the time limit hereinabove specified may be extended.

It is expressly understood that the County shall be permitted to impose the disciplinary penalty prior to expiration of the ten (10) working day period for submittal of a grievance challenging the disciplinary action, except where the intended penalty consists of a discharge from County employment. In such instance, the discharge will be held in abeyance pending the outcome of the grievance procedure. However, nothing herein shall be construed as restricting the County's authority to suspend an employee without pay in contemplation of dismissal, especially where the employee's continued presence would, in the County's reasonable judgment, constitute a threat to personal safety or the security of County operations.

If a grievance is submitted and the disciplinary matter proceeds to arbitration, the County shall bear the burden of proof before the arbitrator.

An employee shall have the right to be represented in disciplinary matters by a C.S.E.A. representative if the employee elects to do so. Such right of representation shall extend to any questioning of the employee which may lead to disciplinary action. Nothing contained herein shall be construed as limiting the right of an employee to informally resolve the disciplinary matter by settlement with his/her department head and the employee may waive his/her rights to the procedure as outlined herein. Any settlement agreed upon between the parties shall be reduced to writing and shall be final and binding upon all parties.

No disciplinary action shall be commenced by the County more than eighteen (18) months after the occurrence of the alleged act(s) for which discipline is being considered provided, however, that such time limitation shall not apply where the act(s) would, if proved in a court of competent jurisdiction, constitute a crime.

ARTICLE VIII

The County shall notify C.S.E.A. at least 7 days in advance of any substantial change in working methods or working conditions, except where such change is required in an emergency or in a situation over which the County has no control.

ARTICLE IX

Any rights, privileges, or benefits already accorded the employees of Otsego County shall not be rescinded as a result of this agreement.

ARTICLE X

Driving Policies

Section 1

The employer shall periodically review and set through its administrators, mileage reimbursement policies for employees required to use their own vehicles for County business. (Except the specific cents-figure used for reimbursement, which is set in Section 2 below.)

Section 2

All employees covered by this Agreement authorized to use their private automobiles for the purpose of conducting County business shall be reimbursed at the then prevailing IRS mileage rate which reimbursement rate shall be implemented, on a prospective basis only, as soon as practical after the County Treasurer acquires actual knowledge of same.

ARTICLE XI

Vacancies in a Department

1. As a vacancy occurs in a department, and the County deems it necessary to fill such vacancy, a notice will be posted for at least ten (10) working days that the vacancy exists.

2. In filling a vacancy, the appointing authority will consider giving the first opportunity to apply for such vacancy to employees within the department. If the vacancy is not filled from within the department, employees in other departments shall be given the opportunity to apply for the vacancy. If the vacancy is still unfilled, the County shall announce the opening in the usual manner.

3. Consideration will be based on seniority and qualifications in the selection of employee applicants. At least the top three qualified employees who apply for the job shall be granted an interview for consideration for appointment.

4. The employee shall submit his application for consideration to the Personnel Office. Application must be submitted within time limits as established by the Personnel Officer.

5. This article shall not be interpreted to disallow non-employees simultaneous, fair participation in the hiring process, with existing employees, at the same time, in the same selection group.

ARTICLE XII

Seniority shall be defined as length of continuous employment since the last date of hire with the County within the bargaining unit recognized by this agreement. Such seniority shall be applicable in cases of lay-off, recall, transfer, promotion for non-competitive and labor class positions, demotion and selection of vacation time.

For purposes of vacation only, an employee's seniority shall be adjusted by the subtraction of any unpaid leave time, whether authorized or not.

ARTICLE XIII

Available overtime shall be distributed equitably among qualified employees unless none of such employees are available. Such distributions shall be made on a rotational basis. Deviations from rotation shall only be made in case of sudden emergency, in which case the employee receiving the overtime shall go to the end of the rotation list; provided, however, that the authority granted by this Section shall not be abused to avoid equitable rotation. The initial rotation list shall be set up on the basis of seniority. Refusal of overtime shall be treated as overtime worked for the purpose of placement on the rotation list.

ARTICLE XIV

Labor-Management Committee

Section 1

The composition of the Labor-Management Committee shall include the department head and any supervisory personnel who may be involved in the matter to be brought before the Committee at a particular meeting and the Personnel Officer. C.S.E.A. shall be represented by the employee(s) who have matters to be brought before the Committee and one employee appointed to the Committee by the president of the Otsego County Unit of the C.S.E.A. These employees shall not suffer loss in pay while attending these meetings.

Section 2

The Labor-Management Committee shall be a problem-solving body rather than a group of antagonists negotiating or bargaining solutions. All parties shall work together in an informal way to reach solutions to the problems brought before the Labor-Management Committee.

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Section 3

The Labor-Management Committee shall meet on a regular periodic basis, the time and frequency to be determined by the committee itself. When there are no matters to be brought before the committee, the meeting should be waived until there are matters to be considered. At the time of the request, the party requesting the meeting will provide the item or items it wishes discussed.

Section 4

If the Committee is unable to reach a solution to the problem, the complaint or matter shall be reduced to writing and presented to the department head for his consideration as provided in Step 2 of the Grievance Procedure. From that point on the Grievance Procedure shall be followed as provided in the employee contract.

Section 5

Committee shall designate one member to prepare agenda. Committee shall have authority to invite those persons employed by the County, including department heads, to which agenda is pertinent.

ARTICLE XV

Civil Service Law

It is hereby understood and agreed that this Agreement and each and every part thereof is subject to the provisions of the New York State Civil Service Law, any rules, regulations, provision, ordinances, resolutions or action of any kind or nature of the State or Local Civil Service Commission or Personnel Officer (all collectively referred to as the "law") and shall be construed and enforced only to the extent allowable and within the limits of the Law, as if such Law were a specific amendment to this Agreement. The application of the Law to this Agreement which results in any change shall in no way give rise to any right by either party to renegotiate any part or all of this Agreement.

2. PURSUANT TO SECTION 204a OF THE NEW YORK STATE CIVIL SERVICE LAW, 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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XVI

Separate Division on the Otsego Manor

(Manor)

Section 1

A. CSEA and Otsego County agree that beginning in the 1987-88 contract, the terms relating to Otsego Manor employees shall be separate, as described herein.

B. In questions between the Division on the Otsego Manor and the more general portions of the collective bargaining agreement, the Separate Division on the Otsego Manor prevails, for employees of the Manor, only.

Section 2

A. Except as indicated below, employees of the Otsego Manor except the Nursing Department personnel, shall work thirty-five (35) hours, five (5) consecutive days, with two (2) consecutive days off. Nursing Assistants and Dietary Food Service Helpers work a thirty-seven and one-half (37 $\frac{1}{2}$) hour week. Licensed nursing personnel, Occupational Therapy Assistants and Physical Therapy Assistants work a forty (40) hour week. Rotating schedules are to be formulated by the Manor management after consultation with C.S.E.A.; unless it is determined by the employer that the present system of scheduling is not in the best interest of the majority of the employees and/or the employer.

B. Compensation at the Otsego Manor shall be calculated on an hourly basis according to employee's hours, as duly recorded. Employees at the Otsego Manor shall calculate overtime on the basis of eight (8) hours worked in a twenty-four (24) hour period, rather than calculate relative to a weekly total. With regard to determining the employees' eligibility for overtime pay, the overtime rate of time and one-half (1-1/2) shall be payable for: (1) all hours continuously worked beyond the employee's first eight (8) hours in the twenty-four (24) hour period beginning when the employee begins his/her regular shift or when he/she reports for work, whichever is earlier; and (2) time worked in excess of forty (40) hours in any one work week. In accordance with the existing practice, paid time off, and unpaid meal periods, shall not be considered as time worked in determining eligibility for overtime premium pay.

C. Nurses replacing a head nurse will receive a five percent (5%) differential for the time in the replacement capacity. This replaces former stipends paid for this purpose of various shifts.

D. When a sick day request is not because of actual employee sickness on the day in question, but rather to attend a pre-arranged dental or medical appointment, then such authorization requires three days prior notice to the administrator.

E. In the Otsego Manor, full-time employees (not TE's) who are assigned to work on

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one of the exact days designated in the holiday list attached, and do so work, will receive one and one-half (1&1/2) time for the day, as well as another day in lieu of the observed holiday. The subsequent in-lieu holiday shall be scheduled at a time acceptable to the Department Head. When an employee who is scheduled to work one of these specified holidays, instead requests a leave day on that work-scheduled holiday, then he/she shall receive only the regular pay for the leave day without a subsequent in-lieu holiday. The so-called "birthday" holiday does not apply to this provision.

(Time-and-a-half Day Clarification List)

January 1

The day observed for Martin Luther King's Day by the County

The day observed for Presidents' Day by the County

The day observed for Memorial Day by the County

July 4

Official Labor Day

The day observed for Columbus Day by the County

November 11

Official Thanksgiving Day

December 25

Effective beginning with calendar year 1998, it is understood that Election Day shall no longer be observed as a paid holiday and that one (1) floating holiday per calendar year shall be substituted in its place and credited on January 1 of the particular year. Prior to utilizing the floating holiday, an employee covered by this Agreement must have been continuously employed for six (6) months. In order to use a floating holiday, an employee must notify his/her department head in writing at least ten (10) working days in advance of the requested date. Floating holidays shall not be unduly denied. However, the department head shall have the right to limit the number of employees using the floating holiday on any given day according to work requirements. Floating holidays shall not accumulate from year to year.

Section 3

A. Otsego Manor employees assigned "out-of-title" by the Department Administration will be paid at the higher rate for all days actually worked in the "out-of-title" assignment, beginning on the first day. This temporary higher-grade pay applies only when a Department Head (or his/her specified designee) assigns an employee for a complete day or more, to specifically carry out the full functioning of a higher position, independent of the assignee's regular position. Where other persons in addition to the Department Head are designated to make out-of-title assignments, the employer will from time to time post written notification identifying the designees. Out-of-title assignments will not be made by designees before they have been so identified.

Posting announcements of designees shall take place on the Otsego Manor bulletin board.

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B. Although the County no longer provides meals for employees of the Otsego Manor, an amount has been incorporated into the salary schedule to reflect this. Meals are available to Otsego Manor employees at prices equating to the County's cost of providing the meals.

Section 4 Personal Leave at The Otsego Manor

A. Otsego Manor employees may be allowed up to five (5) days leave in a calendar year with pay for personal business, including religious observances, which for compelling reasons, require the employee to absent himself/herself from work. Such leave will not be charged against any other leave credits. Personal leave credits may not be used in place of, or to extend vacation leave, sick leave, or paid holidays, except on approval by the department head.

B. Personal leave may be used only at a time convenient to and approved by the department head. Personal leave days may not be accumulated from year to year.

C. Applications for personal leave must be made at least five (5) days in advance of the day of leave, stating the reason therefor, unless waived by the department head. The application must be made upon a form provided by Otsego County and must be signed by the employee and approved by the department head.

D. Personal leave may be taken by the half day. Although personal leave is to be used only in full or half days--it may be actually credited and accounted by the hour, for the purpose of accuracy during employee transfers. (Reporting from Departments to Treasurer's Office is done by full or half days; hourly breakdown, where necessary, done at Treasurer's Office.)

E. The general rule continues that personal and sick leave are available only in full and half day units in all departments or jurisdictions of the County. However they may be taken in hourly units in any area, with the prior permission (and at the sole option) of the area's head administrator.

These decisions are to be made on a per person, case-by-case basis. In no instance will this procedure be allowed, when adequate coverage is not available. In the event that formulas contained elsewhere in this contract can produce odd fractions, because of personnel using leave by the hour, then those formula fractions will be rounded conservatively, against the individual in the resulting outcome.

F. Full-time bargaining unit employees at the Otsego Manor who have been on staff a whole calendar year and retain unused personal business days at the end of that calendar year, shall be reimbursed their regular day's rate (from the preceding year) for such unused days.

This will be done by separate check within the first quarter of the next following year. The first payments to be issued in initially implementing this provision shall be in 1988, for personal days saved in 1987.

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Unused personal leave credits shall not be compensated for, in the event of separation of an employee from County service.

G. Personal leave is not something one earns, rather it is to aid the employee in need.

H. In the first year of employment only, each full-time employee will be entitled to accrual of personal leave on the basis of one (1) day for each ten (10) weeks of compensated employment, subject to the normal requirements for a personal leave day.

Section 5

A. An employee hired as Nursing Assistant begins at Grade 3 and moves to Grade 6 after completing the orientation period. When a Nursing Assistant completes and maintains ongoing requirements for NY State Certified Nursing Assistant, his/her pay scale shall be Grade 8 rather than Grade 6---reverting to the Grade 6 step held just prior to original State certification in the unlikely event that a continuing Nursing Assistant fails to keep current his/her State certification requirements.

B. Likewise, employees hired as Graduate Practical Nurses (GPNs) will begin 75¢ per hour less than the minimum hourly rate for Licensed Practical Nurse (LPN) until securing licensing, and then increase to the minimum hourly rate for LPN upon presentation to Administration of LPN licensing validation.

ARTICLE XVII

RULES FOR EMPLOYEES IN THE COUNTY OF OTSEGO

RULE I. Attendance

1. Employment Year

The employment year for which vacation time allowance and sick leave allowance are calculated is the calendar year for the Highway Department employees and the anniversary year for all other County employees. Pro-rate Highway Department employees during their first qualifying year (see Rule II Sec 2 a); thereafter they will be credited vacation on a calendar basis.

2. Working Week

The work week shall extend from Monday through Friday, except on holidays as provided for herein, and excepting such other leave as may be permitted under these rules. (See also Rule I, Section 7, Paragraph 1 and Rule I, Section 2A-5.). However, for new employees hired on or after December 1, 2003, the workweek in the Maintenance Department may also consist of Tuesday through Saturday, or Wednesday through Sunday.

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3. Working Hours

An employee automatically accepts the working hours of the department, division, area, center, etc., as a condition of employment.

The regular working hours for employees of the Highway Department shall be from 7:00 a.m. to 12:00 noon and from 12:30 p.m. to 3:30 p.m. Monday through Friday, except from May 1 of each year through Labor Day of each year when the regular working hours for said employees will be from 6:00 a.m. to 4:30 p.m., Monday through Thursday. The one half hour between 12:00 noon and 12:30 p.m. shall be used for the lunch period. However, in order to provide the necessary personnel for emergency or essential services, certain employees may be required to have the lunch period at a time other than the regularly scheduled lunch period. At the close of contract year 2011, the portion of this paragraph referring to May 1 through Labor Day shall be exempt from presumptive continuation under the Taylor Law Section 209-a(1)(e); the parties may, however, renew it for the subsequent contract. Notwithstanding the above, the Superintendent of Highways may implement an evening shift from 3:00 p.m. to 11:30 p.m., including a one-half (1/2) hour unpaid meal period, at all patrol work locations during the snow and ice removal season. The County will first ask for qualified volunteers within job title to work the evening shift. In the absence of a sufficient number of qualified volunteers to staff the evening shift, the County shall have the right to assign employees to the evening shift giving due consideration to seniority within job title, qualifications, skills, abilities, work location, and employee preference. Any employee assigned to the evening shift shall be given at least two (2) weeks advance notice of such assignment. Beginning with the 2009-2010 snow and ice removal season, those employees assigned to the second shift shall be eligible to receive the shift differential referenced in the Highway Department Salary Schedule annexed to the Agreement. Said shift differential shall be at a rate of \$0.1974 per hour.

As in the past, Otsego County Office Staff work one hour less per day during July and August.

Department Heads reserve the right to annually regulate the clock times of work schedules department wide, limited to the extent that this procedure will not result in the unilateral modification of workday length for full-time positions. Nor will it adjust the schedule for said positions more than one hour from the prior year's schedule. This does not cover overtime.

The limitations set forth in this rule are not controlling if and when there is a written, signed amendment, utilizing the procedure followed by the Highway Department.

4. Wage Rates

Wage rates for hourly employees shall be established and remunerated pursuant to the hourly rate schedule approved by the Otsego County Board of Representatives.

5. Overtime Pay

Overtime shall be defined as the time worked in excess of forty (40) hours per week. The hourly rate for overtime shall be one and one half (1&1/2) times the regular hourly rate.

Except in emergencies, work beyond regular hours must be approved in advance by the employee's immediate supervisor before any credit for such work shall be allowed.

No credit shall be given for overtime hours of less than one half hour units in each day. Such hours shall be credited only in one half hour units, and no fractional part of such a unit shall receive credit.

Time spent in traveling in excess of the regular working hours shall receive no credit, except as required and approved by the department head.

The current practice regarding overtime shall continue in the Highway Department.

6. Temporary, Full-time, and other categories

- A. Personnel may be hired on a temporary basis, when, in the opinion of the Department Head, such personnel are necessary.
- B. Salary schedules prescribed in this contract, in the respective title areas, are the standard rates authorized for full-time employees, in a title.
- C. Full-time employment constitutes a single position in one department covering the full, normal hours on a continuing basis.
- D. An assignment is less than full-time if it does not comprise the full, normal hours for a particular title area.
- E. When an employee is assigned less than full-time, only the proportionate time actually worked shall be paid, based on the beginning step, with no step advancement.
- F. Assignments less than full-time do not qualify for incremental advancement or leave benefits.
- G. Employees assigned less than full-time are eligible for the Medical Plan, provided they are assigned by their department twenty (20) or more regular hours per week. (See additional restrictions in Article V).
- H. Adjustment. Department Administration may, within its province, adjust the workday length or workweek length of part-time personnel up to less-than-full-time without bargaining, provided the salary pro-rata is adjusted consistently.

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- I. Temporary employees. Temporary employees are persons on a payroll basis with the County who are either substitutes for staff on leave (whether long or short term), or assigned to a temporary program.
 1. Temporary employees, who are eligible for the Medical Plan, provided they are assigned by their Department twenty (20) or more regular hours per week. (See additional restrictions in Article V).
 2. Temporary employees do not receive increments or leave benefits.
 3. Temporary **Assignment** – Employees hired through administrative authority, for temporary terms as required.
 4. Temporary **Appointments** – Employees given temporary appointments under Civil Service statutes to fill unencumbered vacancies, which are authorized by Board resolution. A temporary appointment may be made for a period exceeding three (3) months only in accordance with Section 64 of the Civil Service Law.

7. Pay Schedule

All salaried employees shall be paid bi-weekly except as otherwise provided. The weekly County payroll shall run from Sunday to Saturday.

Starting January, 1969 longevity increments shall be added to the hourly or annual rate of employees who have completed 10, 15, 20 and 25 years of service. Such increments shall be in addition to the hourly or annual rate being received by the employee at the time such employee becomes eligible for each longevity increment.

The amount to be added to the hourly rate or annual rate as stated above, shall be as follows:

After 10 years of service, the longevity stipend shall be two hundred twenty five dollars (\$225) annually.

After 15 years of service, the longevity stipend shall be four hundred dollars (\$400) annually.

After 20 years of service, the longevity stipend shall be seven hundred dollars (\$700) annually.

After 25 years of service, the longevity stipend shall be one thousand three hundred dollars (\$1,300) annually.

Longevity may be prorated where appropriate for hourly employees. The
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aforementioned increments shall be added to the employee's hourly or annual rate on the first day of the payroll period following the date on which the employee becomes eligible for each increment.

8. Call-Out Pay

Employees called-out for duty outside of their regularly scheduled work shift shall be paid for a minimum of two (2) hours, unless the call-out work assignment and the employee's regular work shift overlap. Where the call-out work assignment and the employee's regular work shift overlap, the employee shall be paid for the actual number of hours worked except that pursuant to Rule I, Section 5, no credit shall be given for overtime hours of less than one half (1/2) hour units in each day.

9. Worker's Compensation

A. A bargaining unit employee absent from work as a result of injury on the job with Otsego County, who is pursuing the condition as a New York State Workers Compensation claim, may make an election in writing with the County Personnel Administrator, AT THE OUTSET OF THE ABSENCE, to utilize paid personal, accumulated sick leave that the employee has to his/her credit, as an alternative to receiving the periodic Workers Compensation benefit checks, during said absence. In the event an employee is temporarily incapacitated to such an extreme degree to preclude the act of making the election, such election may be done as soon thereafter as possible.

B. With respect to employees who chose to utilize their paid sick leave, any ongoing Workers Compensation benefit check for that employee shall be authorized by law, transmitted directly to the County Treasurer from the insurance carrier. When such check is received by the Treasurer's Office, the employee's sick leave shall then be adjusted in accordance with the following formula:

$$\frac{\text{Workers Compensation Benefit Check}}{\text{Employee's Gross Daily Rate of Base Pay}} = \text{Number of sick days per week to be returned to employee, rounded to the nearest half day. The number of days returned will not reach the actual number of days absent. (see Section C below)}$$

C. In either case, employees should be aware that 100% reimbursement is not received under law. Accordingly, for those electing to use sick leave, the number of sick days returned is also likely to be around two-thirds. Example: A person out on Workers Compensation for twenty one days and has enough sick days to receive full pay. If the County gets reimbursed for two-thirds (fourteen days) then the result is that the employee has bought back fourteen sick days and used seven, which are gone.

D. There shall be NO TRANSFER BETWEEN THE TWO CONTRACT OPTIONS

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(i.e., going directly on sick leave vs. foregoing sick leave to personally receive Compensation checks) once having begun an option.

E. In either alternative, while an employee is out on Worker's Compensation for a period up to six months, the County will continue its contribution to the employee's hospitalization. The employee's vacation continues to accrue despite not being applicable for use at that time. The employees' salary increments and sick leave continue to accrue despite not being usable during that time--unless the personal sick leave option was taken AT THE OUTSET OF THE ABSENCE PERIOD.

F. There is a time lag in receiving funds from NY State Compensation. Benefit checks shall be converted and calculated when received by the Treasurer's Office. Under law, it is the compensation carrier, not the County itself, which stands to mitigate the recipient against lost work. Regarding departure from service, transfers of funds, paperwork, etc. associated with Workers Compensation circumstances, the County shall be contractually bound to no greater extent than expressly stated in the language of this particular article.

10. Communications Department Workweek

(a) Dispatchers will work forty (40) hours a week without breaks for lunch or coffee, and without a separately defined meal hour. Lunch and meals may be eaten as circumstances permit during work time.

(b) Because of the special responsibilities and schedule particularities worked by dispatchers, they shall receive a salary differential as demarked by asterisks on the contract salary schedule.

(c) In the Communications Department full time employees (not TE's) who are assigned to work on one of the exact days designated in the holiday list attached, and do so work, will receive one and one-half (1&1/2) time for the day, as well as another day in lieu of the observed holiday. The subsequent in-lieu holiday shall be scheduled at a time acceptable to the Department Head. When an employee who is scheduled to work one of these specified holidays instead requests a leave day on that work-scheduled holiday, then he/she shall receive only the regular pay for the leave day, without a subsequent in-lieu holiday. The so-called "birthday" holiday does not apply to this provision.

(Time-and-a-half Day Clarification List)

January 1

The day observed for Martin Luther King's Day by the County

The day observed for Presidents' Day by the County

The day observed for Memorial Day by the County

July 4

Official Labor Day

The day observed for Columbus Day by the County

November 11

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Official Thanksgiving Day
December 25

Effective beginning with calendar year 1998, it is understood that Election Day shall no longer be observed as a paid holiday and that one (1) floating holiday per calendar year shall be substituted in its place and credited on January 1 of the particular year. Prior to utilizing the floating holiday, an employee covered by this Agreement must have been continuously employed for six (6) months. In order to use a floating holiday, an employee must notify his/her department head in writing at least ten (10) working days in advance of the requested date. Floating holidays shall not be unduly denied. However, the department head shall have the right to limit the number of employees using the floating holiday on any given day according to work requirements. Floating holidays shall not accumulate from year to year.

11. Standby

A. Caseworkers

1. Caseworkers specifically assigned by the Social Services Department on-call for a week shall receive a stipend of \$130 for being available for standby duty during 1998. Effective January 1, 1999, the weekly stipend shall be increased to \$140.

2. When specifically assigned on-call (standby) for the following periods, by the Department, caseworkers receive:

Hours:	Weekdays	5:00 p.m. to 9:00 a.m. (Monday - Friday)
	Weekend	9:00 a.m. Saturday to 9:00 a.m. Monday
Stipend	Weekdays	\$12 - for being on-call (standby)
	Weekend	\$80 - for being on-call (standby)

Effective January 1, 2004, the standby stipend shall be \$48.00 for those weekday standby periods which encompass observed holidays under this Agreement, i.e., the period beginning on 5:00 p.m. the eve of the observed holiday and ending on 9:00 a.m. the day after the observed holiday.

3. This stipend is a) separate from other salary and benefits; and b) does not contribute toward overtime calculations; and c) accrues regardless whether an employee is actually sought to be called, provided they are available as assigned.

4. The standby stipend is intended to cover the full responsibilities of the on-call employee, in his or her base or locus of operation, at the standby site. If, however, the standby employee is required (with Department Approval) to leave his or her base or locus of standby operation; then and only then, do they also receive their individual rate for the regular duty time away from the base or locus of standby operation. In any event, the standby employee shall be paid at time-and-one-half (1-1/2) his/her regular rate of pay if he/she performs such work on the actual date of any of the following specific holidays:

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New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. It is understood that the actual date of New Year's Day, July 4th, or Christmas Day may differ from the date of the observed holiday.

B. Public Health Nurse

1. Nurses specifically assigned by the Public Health Department on-call for a week shall receive a stipend of \$130 for being available for standby during 1998. Effective January 1, 1999, the weekly stipend shall be increased to \$140.

2. When specifically assigned on-call (standby) for the following periods, by the Department, nurses receive:

Hours	Weekdays	5:00 p.m. to 9:00 a.m. (Monday - Friday)
	Weekend	9:00 a.m. Saturday to 9:00 a.m. Monday
Stipend	Weekdays	\$12 - for being on-call (standby)
	Weekend	\$80 - for being on-call (standby)

3. This stipend is a) separate from other salary and benefits; and b) does not contribute toward overtime calculations; and c) accrues regardless whether an employee is actually sought to be called, provided he/she is available as assigned.

4. The standby stipend is intended to cover the full responsibilities of the on-call employee, in his or her base or locus of operation, at the standby site. If, however, the standby employee is required (with Department Approval) to leave his or her base or locus of standby operation; then and only then, do they also receive their individual rate for the regular duty time away from the base or locus of operation.

C. Highway Maintenance and Equipment Operators

1. During the period from November 1 to April 1, individuals specifically assigned by the Highway Department to on-call (standby) for a weekend will receive a stipend of \$30 for being available on standby duty that complete weekend. Effective January 1, 1999, the weekend stipend shall be increased to \$40. A weekend, for this purpose, means Friday 3:30 p.m. to Monday 7:00 a.m. This stipend is not applicable to Supervisors (e.g. Garage Supervisor, Working Supervisor/Construction, General Maintenance Supervisor, Working Supervisor/Sign Shop) since either the basic terms of their position already include paid work hours for supervising each emergency weekend---or for other Supervisors, since their title distinguishes them from winter emergency supervision.

2. The number of persons to be placed on standby to cover a potential emergency for a particular weekend and how many are to be so assigned in each Highway Unit, shall be determined by the Superintendent of Highways or his representative, on a case-by-case basis. When assigned, that function is a job responsibility.

3. In all units larger than three persons, there will be a sign-up sheet available for
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the covered period. Deadline for sign-ups shall be October 1st. In those particular Units, standby assignments shall be filled by rotation from the sign-up sheet. In situations where only one person is likely to be required in a truck, only an experienced driver will be assigned. In the unlikely event of no sign-ups, the Superintendent or his representative will assign standby as necessary.

4. This stipend is (a) separate from other salary and benefits; and (b) does not contribute towards overtime calculations; and (c) accrues regardless whether an employee is actually sought to be called, provided they are available and suitable for call out.

5. The standby stipend is intended to cover the full responsibilities of the on-call employee at his base or locus of standby. If the standby employee is required (with Department approval) to go out to perform emergency road work, only then does the employee also receive his individual pay rate for the emergency work time. When road work requires the Superintendent or representative to extend employees' day-end past 3:30 p.m. or day-start before 7:00 a.m. this paid time is not specifically considered a call out.

6. (The first applicability for this section shall be November, 1992 through March, 1993 weekend periods. Weekday off-hours and other months continue to be handled as per prior department practice.)

12. Coveralls.

The County will implement a coverall service in the Highway Department, which will provide clean, dry coveralls for each full-time mechanic in the Department.

13. Flexitime.

A. Flexitime is the possibility of an employee working his/her normal length work day and work week, but not coincidental with the normal beginning and ending time. The purpose of such is to relax the rigidity of scheduling times, where feasible and agreeable with Department Administration.

B. In no case shall the use of flexitime jeopardize the need for adequate staff coverage during a given time interval. Flexitime may be used with the mutual consent of the particular employee and his/her Department Head on a case-by-case basis. An employee's flexitime schedule (or changes thereafter) are to be determined between the employee and Department Administration at least five work days in advance, and initialed in writing, including the duration, in the event it is temporary.

C. Flexitime does not change the number of hours worked, only the clock-times. Similarly, eligibility for overtime continues to operate by number of hours, not by clock times.

D. Adjustment of lunch length may be used to create flexibility within this system, but adjustments of break time will not shorten the work day. Use of flexitime shall not create a change in entitlement for shift differentials.

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E. Flextime offers possibilities of expanding periods when Departments may be open to the public, but not at the expense of increasing the number of hours an employee works.

F. Flextime does not constitute an excuse for tardiness, which may be dealt with in the same manner as under conventional scheduling.

RULE II. ABSENCE WITH PAY

1. Sundays and Holidays

All Sundays and legal holidays as defined in the General Municipal Law occurring during the year shall be observed in the various county departments, or shall be allowed in lieu thereof. In those departments which must be operated seven (7) days a week, employees who are required to work on a holiday shall be given another day in lieu of the observed holiday. When the holiday falls on a Sunday, the following Monday shall be observed. If a holiday falls on Saturday, the day before will be observed.

Pursuant to the conditions and regulations herein stated, employees shall receive the benefit of the paid holidays listed below:

- New Year's Day
- Martin Luther King's Day
- Presidents' Day
- Memorial Day
- Fourth of July
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day
- Birthday
- Floating Holiday

Effective beginning with calendar year 1998, it is understood that Election Day shall no longer be observed as a paid holiday and that one (1) floating holiday per calendar year shall be substituted in its place and credited on January 1 of the particular year. Prior to utilizing the floating holiday, an employee covered by this Agreement must have been continuously employed for six (6) months. In order to use a floating holiday, an employee must notify his/her department head in writing at least ten (10) working days in advance of the requested date. Floating holidays shall not be unduly denied. However, the department head shall have the right to limit the number of employees using the floating holiday on any given day according to work requirements. Floating holidays shall not accumulate from year to year.

(a) To be eligible to receive pay for a paid holiday, an employee must have worked a

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regularly scheduled day on the last regular working day preceding the paid holiday and a regularly scheduled day on the first regular working day following the paid holiday. Any approved leave will be considered a day worked.

(b) In case of an emergency or for the purpose of snow and ice control operation, certain employees will be required to work on the holidays mentioned in paragraph three of this section.

(c) Members of the bargaining unit may elect to take their Birthday holiday on another day after their actual birthday, but not immediately contiguous to a vacation, and provided the request is made to the Department Head ten (10) working days in advance and the Supervisor agrees that it does not jeopardize coverage.

2. Vacation

(a) For the purpose of this section the word service shall mean continuous full-time employment with the County of Otsego. Vacation credit is accrued on an annual basis only for the Highway Department and an anniversary basis for all other employees, and such credits will not be earned for periods of less than twelve (12) months. The time used by any employee, for a leave of absence without pay, shall not be included when computing the service requirements for vacation leave. The dates of any vacation leave must be approved by the Working Supervisor and the Superintendent or Deputy Superintendent of Highways for the Highway Department and by the department head in other County offices.

The application for a vacation leave must be made at least ten (10) days in advance of the requested vacation leave period. The application must be made upon the form provided by the County of Otsego and must be signed by the employee. The employee shall be notified in writing within three (3) days of approval or denial of said requested vacation, and reason for a denial shall be so stated. Each employee should take his vacation leave in the year for which it is intended. Although it is expected that vacation leave will normally be used in full day units, subject to the department head's sole discretion, vacation leave may be used in one-half ($\frac{1}{2}$) day units. Under no circumstances can vacation leave be used in less than one-half ($\frac{1}{2}$) day multiples. For the purpose of computing vacation leave time, the word day shall mean a regular work day Monday through Friday. Saturdays, Sundays and paid holidays shall not be counted as vacation leave days.

As of 1 January, 1972, the vacation leave schedule will be as follows:

After 1 year of service, 10 days per year.

After 5 years of service and through the tenth year, 15 days per year.

After 11 years of service, 16 days per year.

After 12 years of service, 17 days per year.

After 13 years of service, 18 days per year.

After 14 years of service, 19 days per year.

After 15 years of service, 20 days per year.

An employee who has completed at least six (6) months of continuous service may borrow up to five (5) days of vacation leave from their anticipated first year accrual of ten (10) days of vacation leave. If the employee does not complete at least one (1) year of continuous service for any reason, that employee shall reimburse the Employer upon his/her termination for the amount of borrowed leave.

(b) Payment for vacation time shall be paid on the regular payroll dates for the period in which the vacation is taken.

(c) Employees shall be entitled to cash payment of the monetary value of accumulated and unused vacation time, standing to the credit of such employee, at the time of his separation from service for reasons of retirement, lay-off, resignation or death. In the event of death in service, such sum shall be paid to the surviving spouse, designated beneficiary or the estate, in that order.

(d) An employee who has worked for Otsego County for at least five (5) years, and is eligible for retirement benefits, shall have his/her vacation credits prorated to cover the time worked since his/her last anniversary date.

(e) With respect to retirement and/or resignation, in order for an employee to qualify and be eligible to receive vacation credits provided by the above paragraph(s), said employee must give prior written notice of severance date, to the Department Administrator, at least in advance of the last ten (10) working days the employee is at work.

(f) Earned vacation may be taken by the employee at the time convenient to the department, with the approval of the department head. The department head shall also have the right to limit the number of employees on vacation leave according to work requirements.

(g) Vacation earned during any employment year, but not used, may be carried over from that year to the next succeeding one only, with the approval of the department head. Any vacation time unused for a period of two years shall be lost.

(h) Under no circumstances shall vacation credits accrue in excess of forty (40) days.

(i) Holidays falling during the vacation period shall not be counted as vacation days.

(j) Persons transferring from one department to another within the County do not lose longevity, vacation credits, sick leave, etc., upon transfer.

(k) In the Highway Department, from May 1 to Labor Day of each year, the County shall deduct one hour of vacation leave for each hour of vacation taken during this period.

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(At the close of contract year 2011, this paragraph shall be exempt from presumptive continuation under Taylor Law Section 209-a (1) (e); the parties may, however, renew it for the subsequent contract).

3. Sick Leave

Sick leave has been established for the purpose of giving financial aid to employees who are absent from work due to personal illness or disability. Therefore, sick leave benefits must be used only for the personal illness or disability of the employee.

Each county employee shall be allowed sick leave credits at the rate of one working day per calendar month of service, which shall be cumulative up to one hundred sixty five (165) days, providing, however, that an employee shall not earn sick credits for any month unless he is on full pay status.

Sick leave may be taken by the half day. However, in the Highway Department, because of the difference in working hours in the forenoon and afternoon, half day sick leave days must be equally divided between morning and afternoon periods.

Although sick leave is to be used only in full or half-days--it may be actually credited and accounted by the hour, for purposes of accuracy during employee transfers. (Reporting from Department to Treasurer's Office is done by full or half days; hourly breakdown, when necessary, done at Treasurer's Office.)

The general rule continues, that sick leave is available only in full and half day units in all departments or jurisdiction of the County. However they may be taken in hourly units in any area, with the prior permission (and at the sole option) of the area's head administrator.

These decisions are to be made on a per person, case-by-case basis. In no instance will this procedure be allowed, when adequate coverage is not available. In the event that formulas contained elsewhere in this contract produce odd fractions, because of personnel using leave by the hour, then those formula fractions will be rounded conservatively, against the individual in the resulting outcome.

In order that absence because of personal illness may be charged to accumulated sick leave, it must be reported by the employee on the first working day of such absence within such time limits as the department head may fix. The County may require a doctor's certificate for any absence in excess of three (3) days in a row unless the County informs the employee in writing, with a copy to C.S.E.A., that he/she had abused his/her absences for illness and that a doctor's certificate will be required when he/she is absent for personal illness. In such case, a doctor's certificate shall be required whether or not the absence is for more than three (3) days.

Unless otherwise provided by these rules and regulations, sick leave credits shall be credited to the sick leave account of the employee on the first day of each month.

For new employees the first sick leave credit shall be added to such employee's account on the first day of the first month following his/her first full month of employment.

Sick leave credits shall not be added to or be held in reserve for the sick leave account of an employee who has accumulated the maximum sick leave credits.

Sick leave credits shall not be added to the account of an employee who has accumulated the maximum sick leave credits only as such accumulated credits are used. Credits shall then be added in the same manner as stated in the 6th and 7th paragraphs of this section, depending on whichever conditions are applicable under the prevailing circumstances.

To receive the benefit of sick leave payments, all employees must observe the following:

(a) In cases of protracted illness or disability, a statement from a doctor must be furnished to the department head at least every ten (10) work days. Such statement must state the nature of the illness, or disability and an estimate of time the employee will be absent from work.

(b) Before returning to work following a protracted illness or disability of five (5) or more work days, the employee must furnish a statement from his/her doctor stating that such employee has recovered from the illness or disability to the extent that he/she is able to resume his/her regular duties as an employee of the department.

(c) With the approval of the department head, sick leave pay may be granted for a period of five (5) or more work days of absence without a doctor's certificate.

Any accumulated sick leave credits, not used prior to the retirement of any employee or termination of employment for any other reason, shall become void effective on the date of such retirement or termination of employment and no sick leave benefits shall be paid such employee thereafter, except that such sick leave credit shall be available for retirement benefit purposes to the maximum permitted by law.

Temporary or part-time employees shall not be entitled to sick leave benefits.

Regular full-time employees who qualify may use up to five (5) of their annual sick days per year, for illness of children under fourteen in the employee's immediate household. Request must state this purpose.

In the Highway Department, from May 1 to Labor Day each year, the County shall deduct one hour for each hour of sick leave taken during this period. For example, a ten hour sick leave day taken shall result in ten hours being deducted. (At the close of contract year 2011, this paragraph shall be exempt from presumptive continuation under Taylor Law Section 209-a(1)(e); the parties may, however, renew it for the subsequent contract)

4. Financial Incentive for Sick Days Not Taken

A. In any January 1 to January 1 period, in which a bargaining unit member does not utilize seven or more of his/her annual sick days, said bargaining unit member shall, at his/her option, elect to receive or not receive the following incentive plan:

1. Half of the unused annual sick days shall be expended by being reimbursed at the employee's regular day's pay, which excludes longevity. (Figure may result in a half-day.)

2. The other half of the unused annual sick days shall be recorded and applied as normal under the terms of the contractual sick leave provisions. (Figure may result in a half-day.)

B. When the original number of unused annual days, before the division, is not an integer (i.e., include a half-day), that extra half-day goes to category 2 above, before the original unused annual days are divided in half. In this way the figure from paragraph 1 and 2 above may not always match exactly, but neither should contain any fraction except one-half.

C. Amounts paid under this benefit do not count toward or affect overtime calculations.

D. The first January 1 referred to above, shall be January 1, 1988.

5. Sick Leave Bank

A voluntary Sick Leave Bank has been established to aid any participating bargaining unit member who suffers a prolonged non-work related serious health condition, as hereinafter defined, and who has exhausted his/her paid sick leave accruals and who has no income replacement under no fault auto insurance.

The Sick Leave Bank shall be jointly administered by a three-member Sick Bank Committee consisting of the County Personnel Officer or his/her designee, the CSEA Unit President or his/her designee, and one (1) active unit member appointed by the CSEA unit president. The Committee shall review and approve/disapprove applications for sick leave bank usage submitted by participating members of the bargaining unit.

Each unit member may become a member of the Sick Leave Bank only during the month of January of each year. Any such new entrant shall be required to contribute two (2) of his/her accrued but unused sick days to the bank at the time of entry.

All unused sick days in the Sick Leave Bank shall carry over from year to year. On or about each February 1st, the number of unused sick days in the Sick Leave Bank will be evaluated. If the bank has five-hundred (500) days or more at that time, participating members will not be required to contribute any additional sick days. If the Bank has less than five-hundred (500) days, each participating member will be required to contribute one

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(1) of his/her accrued but unused sick days. Such contributions will be assessed in or about February.

Any and all sick days contributed by an employee to the Sick Leave Bank shall not be reimbursed or restored to the employee under any circumstances.

The existence of any Sick Leave Bank balance in no way guarantees that it will be expended. The balance represents only the number of sick days available for disbursement by the Sick Bank Committee subject to the limitations below.

A participating sick bank member may make application to draw sick days from the Sick Leave Bank subject to all of the following conditions:

- A. The employee must have completed at least one (1) year of continuous service with the County and have fully contributed to the bank in accordance with the above requirements;
- B. The employee must be continuously unable to perform the essential functions of his/her regular job with or without reasonable accommodation due to a non-work related serious health condition. For purposes of the Sick Leave Bank, a "serious health condition" means a non-work related illness, injury, impairment, or physical or mental condition regarded as such by the medical profession and that involves either (i) inpatient care in a hospital, hospice, or residential medical care facility, or (ii) continuing treatment by a health care provider;
- C. The employee must have exhausted his/her accrued but unused sick leave accruals;
- D. The employee must have served a continuous four (4) week waiting period from the onset of the serious health condition. The waiting period can be satisfied by any combination of authorized paid and/or unpaid time off;
- E. The application must be made on a standard form promulgated by the County Personnel Officer. The application must be accompanied by a certification issued by a licensed doctor of medicine or osteopathy to support the employee's request for sick bank usage. The employee must bear any costs associated with obtaining the certification. The certification will be sufficient only if it lists: (i) the date the condition began; (ii) its probable duration; (iii) relevant medical facts; (iv) an assertion that the employee is unable to perform the essential functions of the employee's regular job due to a non-work related serious health condition; (v) the dates on which treatment is expected, if known; (vi) a statement of the medical necessity for continued work absence and the expected duration of such absence; and (vii) the date of the next medical appointment, if known. The Sick Bank Committee shall have

the right to request additional relevant medical information as it deems necessary as well as the right to have the employee examined at the County's expense by a licensed doctor of medicine or osteopathy selected solely by the Committee. The employee may also be required by the Committee to authorize a release of his/her relevant medical records to the Committee as a condition for processing his/her application.

The Sick Bank Committee will meet as soon as practicable to review each sick bank application. The Committee may approve or disapprove an application only by majority vote. Each application will be considered on its own merits. In addition to the medical information before the Committee, the Committee may also take account of the applicant's work attendance record. All actions and decisions of the Sick Bank Committee shall be final and binding, and not subject to review under the grievance and arbitration procedure of this Agreement or in any other legal forum.

An applicant shall be entitled to apply to withdraw up to forty (40) sick days from the sick bank for any single period of work absence occasioned by a serious health condition. The applicant may also apply for one (1) extension of up to forty (40) additional sick days for the same or related condition. The individual must return to work and work at least one hundred twenty (120) work days after any such withdrawal prior to becoming eligible to make any further application to use the Sick Leave Bank.

The employee shall normally receive full pay while using the Sick Leave Bank. However, the Sick Bank Committee may grant partial days from the bank to a full-time employee when the employee is capable of working part-time and the department head accepts the employee back to work on a part-time basis.

When an employee is using sick days from the bank, all benefits will continue to accrue in accordance with the applicable provisions of this Agreement. Any Sick Leave Bank days approved but not used by the employee will be returned to the Sick Leave Bank.

6. Bereavement Leave

Full-time employees shall be granted a leave of absence with pay, not to exceed three (3) consecutive regularly scheduled workdays, solely for the purpose of attending the funeral and/or otherwise assisting in the arrangements necessary upon each death of a member of his/her immediate family. Effective as soon as practical following the ratification of this Agreement, one (1) of the said days of paid bereavement leave may be reserved for the purpose of attending the decedent's interment in the event that the interment is delayed to a later date such as for a spring burial. The immediate family of an employee, shall include and be limited to grandparents, brother, sister, current spouse, child, father, mother, grandchild, son-in-law, daughter-in-law, sister-in-law, brother-in-law, mother-in-law, father-in-law, aunts, uncles, nieces, and nephews. Bereavement days are not accumulated from year to year. One day of bereavement leave may be taken upon the death of any one fellow employee. A fellow employee shall be defined as a person who is employed in the same department.

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7. Personal Leave

Employees may be allowed up to five (5) days leave in a calendar year with pay for personal business, including religious observances, which for compelling reasons, require the employee to absent him/herself from work. Such leave will not be charged against any other leave credits. Personal leave credits may not be used in place of, or to extend vacation leave, sick leave, time off, or paid holidays, except on approval by the department head or deputy.

(a) Personal leave may be used only at a time convenient to and approved by the department head or deputy. Personal leave days may not be accumulated from year to year. Any personal leave days not used in a calendar year shall be lost.

(b) Applications for personal leave must be made at least three (3) days in advance of the day of leave stating the reason therefore, unless waived by the department or deputy. The application must be made upon form provided by Otsego County and must be signed by the employee and approved by the department head.

(c) Personal leave may be taken by the half day. However, in the Highway Department, because of the difference in working hours in the forenoon and afternoon, half-day personal leave days must be equally divided between morning and afternoon periods.

(d) Although personal leave is to be used only in full or half-days--it may be actually credited and accounted by the hour, for purposes of accuracy during employee transfers. (Reporting from Departments to Treasurer's Office is done by full or half days; hourly breakdown, where necessary, done at Treasurer's Office.)

(e) The general rules continues, that personal leave is available only in full and half day units in all departments or jurisdictions of the County. However, they may be taken in hourly units in any area, with the prior permission (and sole option) of the area's head administrator.

These decisions are to be made on a per person, case-by-case basis. In no instance will this procedure be allowed, when adequate coverage is not available. In the event that formulas contained elsewhere in this contract produce odd fractions, because of personnel using leave by the hour, then those formula fractions will be rounded conservatively, against the individual in the resulting outcome.

(f) Unused personal leave credits shall not be compensated for in the event of separation of an employee from County service.

(g) Personal leave is not something one earns; rather it is to aid the employee in time of need.

(h) In the first year of employment only, each full-time employee will be entitled to accrual of personal leave on the basis of one (1) day for each ten (10) weeks of

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compensated employment, subject to the normal requirements for a personal leave day.

(i) In the Highway Department, from May 1 to Labor Day of each year, the County shall deduct one hour for each hour of Personal Leave taken during this period. For example, a ten hour personal day shall result in ten hours being deducted. (At the close of contract year 2011, this paragraph shall be exempt from presumptive continuation under Taylor Law Section 209-a(1)(e); the parties may, however, renew it for the subsequent contract)

8. Leave for C.S.E.A. Business.

The Otsego County Unit president or delegate shall receive leave with pay not to exceed a maximum of five (5) days per year to attend meetings, workshops, etc. called by the Civil Service Employees Association, Inc. Five (5) days notice should be given to the department head or deputy and the Personnel Office. An additional two (2) days shall be given to the aforementioned people providing that the Personnel Officer, based on an emergency situation, has given prior approval.

C.S.E.A. may purchase additional employee organization leave time from the County for the Unit President or delegate to a maximum of five (5) days per year total so long as five (5) working days' notice is given to the department head or deputy and the Personnel Office and further provided that such time off shall not unreasonably interfere with the efficient operation of the department.

9. Jury Duty

Employees shall be granted leave of absence with pay when they are required to report for jury duty. If the employee is excused by the court and at least three (3) hours are remaining in the employee's regularly scheduled work day, the employee shall report to work.

10. Leave for Civil Service Examinations.

Each county employee shall be allowed leave with full pay for the purpose of participating in any Civil Service examination for positions in the Public Service in Otsego County to which he may be eligible. Due notice should be given by the employee to the department head.

11. Leave for Dental or Medical Visits

Discretionary with the head of the department, occasionally required medical or dental visits may be allowed permanent employees without loss of pay. Each such absence in excess of two hours shall be charged to earned sick leave credits in one-half day units.

12. Leave for Quarantine

Employees required to remain absent because of quarantine, shall present a certificate issued by the attending physician or by the local health officer, proving the necessity thereof. Under these circumstances they shall be granted leave with pay, and no charge shall be made against sick or other leave credits if the appointing officer is satisfied that the condition warrants such action. Prior to return to duty, a medical certificate may be required.

13. Leave for Extraordinary Weather Conditions

The department head may, in his/her discretion, grant employees time off with pay on account of extraordinary weather conditions.

Such time off shall be charged against accumulated vacation or overtime, or may, with the approval of the department head, be allowed as a personal leave day, except that the employee shall not be charged for any leave time if the County Office Building has been closed by official action.

The necessity for permitting early departure from work by employees shall be left to the discretion of the appropriate department head, but only after a declaration of extraordinary weather conditions has been made by the Sheriff, or, in his/her absence, the Chair of the Board of Representatives, or, in his/her absence, the Vice-Chair of the Board of Representatives.

RULE III. LEAVE OF ABSENCE WITHOUT PAY

1. Maternity Leave/Paternity Leave

The County shall continue to make available to unit employees leaves of absence for the purpose of maternity and paternity leave. As a supplement to any leave required under the Family and Medical Leave Act, and in accordance with the County's policy on said Act, the employee's department head may grant the employee a leave of absence without pay up to a total of six (6) months duration for the purpose of maternity or paternity leave. This may be extended by the department head to a total not exceeding eleven (11) months without pay. The County shall treat pregnancy-related periods of medical disability like other periods of medical disability. In particular, a pregnant employee shall be entitled to use any accumulated sick leave for that period during which she is physically/medically unable to continue her duties because of her disability. Sick leave may not be used unless the employee is, in fact, medically/physically disabled. But in any event, the employee, whether female or male, shall be allowed to reduce the period of leave without pay by the use of all other earned leave credits (such as vacation days, days accrued in lieu of holidays, and personal leave days) for a period not to exceed six (6) months. A physician's certificate may be required of the pregnant employee at the time leave is requested, and prior to return to duty.

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2. Leave for Other Reasons

On approval of the department head, permanent employees may be granted a leave of absence for the purpose of acquiring educational training which will increase the efficiency and usefulness of the employee to the department.

Leaves of absence without pay for reasons not covered by the foregoing rules may be granted by the department head under extenuating circumstances; but in no case shall any total continuous leave without pay exceed twelve (12) months, without approval of the Personnel Office.

A leave of absence shall not be granted during the first year of an employee's service.

Only one leave of absence will be granted in any twelve (12) month period.

A leave of absence will not be granted for the purpose of seeking employment or for the purpose of working for another employer. An employee who works for another employer while on leave of absence without pay will be separated from service with Otsego County.

Requests for a leave of absence without pay must be made in writing and must state the reason for such request.

The period of time used for a leave of absence without pay will not be considered as time eligible to be used for credits for wage increments and vacation.

To exercise any right of reinstatement from an unpaid leave of absence, the employee must provide advance notice of his/her intent to return to active employment. Such notice shall be in the form of a telephone call to the employee's department head at least two (2) weeks prior to the expiration date of the approved leave. Failure to provide such notice may be treated by the County as a resignation from County employment. If the employee is returning from a medical leave of absence, the employee must submit to the employee's department head a physician's statement attesting to the employee's recovery and physical fitness to perform, with or without reasonable accommodation, the essential functions of his/her position. No employee will be allowed to return to work who has failed to present such physician's statement.

3. Military Leave

Short term - Defined as a call to active duty by a recognized branch of the Armed Forces for a period not to exceed thirty (30) calendar days, or twenty-two (22) working days, whichever is greater, per calendar year. As provided in Sec. 242 of the New York State Military Law, subsection 5, all employees who are required to attend military duty shall be granted a leave of absence with pay not to exceed a total of thirty (30) calendar days, or twenty-two (22) working days, whichever is greater, per calendar year.

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Long term - Defined as a call to active duty by a recognized branch of the Armed Forces for a period of three (3) months to five (5) years of active duty. In such cases, the employee shall be considered on a military leave of absence without compensation from the County.

Reinstatement on the payroll will be made with no loss of seniority or service provided:

- (a) Military service has been completed under honorable condition.
- (b) Employee is still qualified to perform the duties of his/her former position.

(c) Employee requests reinstatement within 90 days from the termination of military service. If reinstatement to a former position is not feasible, due to a military service disability or other reasons, every effort will be made to place the employee in a position for which he/she can qualify and at a status and compensation as close as possible to his former position.

4. Seeking Other Employment

A leave of absence shall not be granted for the purpose of seeking employment of temporary work with another employer or for the purpose of serving as a probationary employee for another employer.

5. Accumulation of Other Leave Credits

No credits for any type of leave shall be given during a leave of absence granted under this section.

RULE IV. VOLUNTEER FIREFIGHTER'S AND EMERGENCY SQUAD'S PAY

If an employee loses time from his/her regular work schedule, because he/she was involved in fighting fires as a volunteer firefighter or serving as an emergency squad member, he/she will be compensated for such lost time at his/her regular rate of pay. Before compensation for such duty can be authorized, the employee must present to his/her department head a statement from his/her fire chief or emergency squad captain of the time spent by the employee in fire fighting or emergency activities.

RULE V. REINSTATEMENT

Persons returning to County employment within one year after having resigned from such a position previously or terminated for any other reason, do not lose longevity credits. However, vacation credits, sick leave, health insurance status, pay increment status, and personal or bereavement leave will be accrued as it would be for any new employee. No credit will be given for previous employment except in the case of longevity credits.

(H1205116 1)

An employee who is reinstated to a position after a separation of more than one year, either in his/her former jurisdiction or in another jurisdiction shall serve a new probationary period in the same manner and subject to the same requirements as apply upon the original appointment to such position.

An employee who leaves county employment must sign up again for membership in the sick bank, when such employee returns to covered employment.

RULE VI. ABSENTEE CONTROL PLAN

1. Intent

(a) The Bureau of Labor defines absenteeism as the failure of employees to report on the job when they are scheduled. Absences are costly to employer and employees and to overall morale. Unnecessary absenteeism must be avoided if it is at all possible.

(b) The provisions of the collective bargaining agreement relating to absences are predicated on the assumption of employee sincerity, propriety of purpose, and limited usage; excluding routine or suspected abuse.

2. Procedure

(a) If an employee's absences violate this intent, the employee will be informed in writing that his or her name is being placed on the Absentee Control list and the reason therefor. Such letter shall be placed in the employee's file and a copy forwarded to the employee.

(b) Grounds will include:

Excessive overall absentee record; or

Absences which form a specific pattern; or

A particular absence, which the immediate supervisor or the employer has reason to suspect the propriety of; or

Abuse of "call-ins" for in attendance by employees who are scheduled to work weekends.

(c) It is understood that continuing abuse of such leaves, whether it be patterned or unnecessary use thereof, shall be subject to progressive disciplinary action.

3. Improvement/Employer Monitoring

(a) At such time as the employee's record shows significant improvement that no longer requires monitoring, the employee's name shall be removed from the list and a letter

{H1205116 1}

so indicating, placed in the file and forwarded to the employee.

(b) Eight (8) months after an "improvement" letter is issued, if no further problems occur, both the original Absentee Control Letter and the improvement letter are removable.

RULE VII. MISCELLANEOUS

Section 1. Office for the Aging

This section relates to transportation of certain handicapped/disabled clients in the Office for the Aging only. It came into effect January 1, 1987.

C.S.E.A. agrees to sub-contracting outside the bargaining unit for the transportation of the following disabled/handicapped clients in the Office for the Aging:

Worcester area - One (1) client
Oneonta area - Three (3) clients

This section will be reviewed periodically to consider any additions/deletions of disabled/handicapped clients in the Office for the Aging. C.S.E.A. and the County must agree to any subsequent changes in the above mentioned clients and areas. This section shall extend to the life of this contract.

No Office for the Aging Senior Aging Services Aide shall be laid off as a result of the terms of this section, or as long as non-bargaining unit persons perform the transportation of handicapped/disabled clients.

Section 2. Veterans Van Driver.

This section relates only to the Motor Vehicle Operator in the Social Services Department who operates the Veterans Service Agency van. It came into effect January 1, 1987.

The regular working hours for the Motor Vehicle Operator in the Department of Social Services who operates the van for the Veterans Service Agency may be based on a four (4) day work week, Monday through Thursday, containing forty (40) hours, excluding one (1) hour for the lunch period. However, the Department of Social Services hereby agrees to reimburse the incumbent for expenses incurred for lunch at the rate established as County policy by the Board of Representatives. The aforesaid forty (40) hours shall be flexible to accommodate the scheduling of clients for the van.

In accordance with this change from an annual to an hourly salary basis, the salary for this Motor Vehicle Operator position shall be henceforth hourly.

This salary is derived from the annual salary for this position and shall receive any and all future salary adjustments reflected from negotiated increases.

Further, all leave time, accrued and used, shall be computed on an hourly basis.

{HI205116 1}

It is agreed that the only grievance that will be entertained concerning this Veterans Van Driver position is a violation of the terms and conditions in the paragraphs of this particular section of the contract.

3. Employee Addresses and Telephone Numbers

(a) It shall be the responsibility of each employee to keep the County informed of his/her current address and a telephone number where he/she can be notified of emergencies, changes in schedules, disciplinary actions, overtime assignments, and other matters.

(b) Employee telephone numbers that are unlisted shall be held in confidence by the County to the greatest extent possible and used for no other purpose than contact by the County.

ARTICLE XVIII

Operative Dates and Duration

1. This agreement shall become effective January 1, 2007 and shall be terminated at the close of business on December 31, 2011.

2. The full-completed contract shall not require implementation until the final-contract language-document is signed by both parties.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands the day and date set forth below:

COUNTY OF OTSEGO

By: Floyd S. Dubben Jr.
Floyd S. Dubben Jr., Chairman, Board of Representatives

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

By: Lynda Broadfoot
Lynda Broadfoot, Labor Relations Specialist

C.S.E.A. Negotiations Team

John J. Simpson Sr. Pres. Robert K. Miller - V. Pres. Kurt F. Hoover
Jeffrey F. Schmitt M. J.

Dated: February 7, 2011

County of Otsego
2007 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Account Clerk	6	20934 - 24614	736
Account Clerk-Typist	7	21852 - 25702	770
Acct Superv Grade B	14	29684 - 35109	1085
Accountant	17	33960 - 40245	1257
Addictions Counselor	14	29684 - 35109	1085
Aging Services Aide	3	18439 - 21624	637
Alcohol & Subst Abuse Prog Coor	16	32463 - 38423	1192
Alcohol Abuse Aide	3	18439 - 21624	637
Alcohol Abuse Counselor	12	27171 - 32096	985
Assessment Manager	11	26001 - 30686	937
Assoc E&T Coord	16	32463 - 38423	1192
Asst Director Nursing Services	18#	56393 - 65348	1791
Bldg Maintenance Mech	12*	27734 - 32764	1006
Bookkeeping Mach Oper	8	22812 - 26862	810
Building/Fire Inspector	8	22812 - 26862	810
Bus Driver	5	20062 - 23572	702
Case Superv Grade A	18	35526 - 42121	1319
Case Superv Grade B	16	32463 - 38423	1192
Caseworker	12	27171 - 32096	985
Central Services Clerk	6	20934 - 24614	736
CETA Training Coord	14	29684 - 35109	1085
Chief Dispatcher	12*	31696 - 37441	1149
Civil Defense Asst	5	20062 - 23572	702
Cleaner	5	20062 - 23572	702
Cleaner	5*	20477 - 24057	716
Clerk	5	20062 - 23572	702
Clinical Services Coordinator	21#	51023 - 59978	1791
Communications Specialist	16	32463 - 38423	1192
Community Health Nurse	14#	39573 - 45933	1272
Community Mental Health Aide	11	26001 - 30686	937
Community Services Aide	3	18439 - 21624	637
Community Services Worker	4	19232 - 22567	667
Computer Operator	8	22812 - 26862	810
Computer Programmer	14	29684 - 35109	1085
Computer Programmer Trainee		23830	
Computer Serv Spec	14	29684 - 35109	1085
Cook (Jail)	7*	22394 - 26234	768
Coord of Services for the Aging	14	29684 - 35109	1085
Data Entry Machine Oper	7	21852 - 25702	770
Dir of Weights & Measures	12	27171 - 32096	985
Dispatcher	10*	26705 - 31150	889
E&T Assistant	9	23830 - 28065	847
E&T Coordinator	12	27171 - 32096	985

County of Otsego
2007 SALARY SCHEDULE
Alphabetical Listing

E&T Counselor	12	27171 - 32096	985
Engineering Aide	12*	27171 - 32096	985
Family Services Specialist	14	29684 - 35109	1085
Financial Investigator	10	24885 - 29325	888
Head Social Welfare Examiner	16	32463 - 38423	1192
Home Health Aide	3	18439 - 21624	637
Home Health Assistant	6	20934 - 24614	736
Homemaker	4	19232 - 22567	667
Jr Civil Engineer	16*	32463 - 38423	1192
Key Punch Operator	6	20934 - 24614	736
Keyboard Specialist	5	20062 - 23572	702
Maintenance Worker	8*	23285 - 27420	827
Managed Care Specialist	10	24885 - 29325	888
Medical Records Clerk	8	22812 - 26862	810
Medical Worker	10	24885 - 29325	888
Microcomputer Specialist	13	28397 - 33547	1030
Motor Vehicle Bureau Superv	10	24885 - 29325	888
Motor Vehicle Clerk	8	22812 - 26862	810
Motor Vehicle Operator	5	20062 - 23572	702
Network Administrator	17	33960 - 40245	1257
Occupational Therapy Assistant	9	23830 - 28065	847
Painter	6	20934 - 24614	736
Payroll Coordinator	10	24885 - 29325	888
Physical Therapist	22	42618 - 50618	1600
Planner	17	33960 - 40245	1257
Planner Trainee		28397	
Pr Social Welf Examiner	14	29684 - 35109	1085
Pr Account Clerk	10	24885 - 29325	888
Pr Account Clerk-Typist	14	29684 - 35109	1085
Probation Officer I	15	31043 - 36738	1139
Probation Officer II	17	33960 - 40245	1257
Probation Officer Trainee		28397	
Programmer Analyst	19	37169 - 44089	1384
Purchasing Clerk	8	22812 - 26862	810
Records Management Clerk	7	21852 - 25702	770
Respite/Educational Aide	3	18439 - 21624	637
Social Serv Investigator	11	26001 - 30686	937
Social Welfare Examiner	8	22812 - 26862	810
Social Work Assistant	12	27171 - 32096	985
Social Worker	20	38896 - 46171	1455
Special Project Foreman	12	27171 - 32096	985
Specialist, Services for the Aging	9	23830 - 28065	847
Sr Account Clerk	8	22812 - 26862	810
Sr Account Clerk-Typist	9	23830 - 28065	847
Sr Aging Services Aide	5	20062 - 23572	702

County of Otsego
2007 SALARY SCHEDULE
Alphabetical Listing

Sr Caseworker	14	29684 - 35109	1085
Sr Clerk	7	21852 - 25702	770
Sr Data Entry Machine Operator	9	23830 - 28065	847
Sr E&T Coordinator	14	29684 - 35109	1085
Sr E&T Counselor	14	29684 - 35109	1085
Sr Engineering Aide	14*	29684 - 35109	1085
Sr Key Punch Operator	8	22812 - 26862	810
Sr Planner	19	37169 - 44089	1384
Sr Programmer	16	32463 - 38423	1192
Sr Social Services Inv.	13	28397 - 33547	1030
Sr Social Welf Examiner	10	24885 - 29325	888
Sr Social Work Asst	14	29684 - 35109	1085
Sr Stenographer	9	23830 - 28065	847
Sr Support Investigator	12	27171 - 32096	985
Sr Typist	7	21852 - 25702	770
Staff Development Coord	17	33960 - 40245	1257
Staff Social Worker	20	38896 - 46171	1455
Stenographer	7	21852 - 25702	770
Substance Abuse Counselor	12	27171 - 32096	985
Summer Youth Counselor	10	24885 - 29325	888
Superv Psychiatrist	29	58908 - 70173	2253
Support Investigator	10	24885 - 29325	888
Supv Community Health Nurse	21#	51023 - 59978	1791
Tax Map Draftsperson	9	23830 - 28065	847
Tax Map Supervisor	14	29684 - 35109	1085
Tax Map Technician	11	26001 - 30686	937
Telephone Operator	5	20062 - 23572	702
Transfer Station Attend	1*	19872 - 23237	673
Transportation coord	7	21852 - 25702	770
Typist	5	20062 - 23572	702
Ward Clerk	5	20062 - 23572	702
Welfare Emp Asst	8	22812 - 26862	810
Welfare Emp Rep	11	26001 - 30686	937
Welfare Manag Systems Coord	18	35526 - 42121	1319
Worksite Supervisor	12	27171 - 32096	985
Youth Care Specialist	9	23830 - 28065	847

*Position works other than 35 hr/wk with Summer hours

#Manor Position works 2080 hr/yr

<u>LONGEVITY</u>		<u>NIGHT DIFFERENTIAL</u>	
10 Years	\$225	Cleaner	\$410
15 Years	\$400	Dispatcher	\$590
20 Years	\$700		
25 Years	\$1,300		

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

Annual Salary							
GRADE	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	575	16,970	17,545	18,120	18,695	19,270	19,845
2	601	17,690	18,291	18,892	19,493	20,094	20,695
3	637	18,439	19,076	19,713	20,350	20,987	21,624
4	667	19,232	19,899	20,566	21,233	21,900	22,567
5	702	20,062	20,764	21,466	22,168	22,870	23,572
6	736	20,934	21,670	22,406	23,142	23,878	24,614
7	770	21,852	22,622	23,392	24,162	24,932	25,702
8	810	22,812	23,622	24,432	25,242	26,052	26,862
9	847	23,830	24,677	25,524	26,371	27,218	28,065
10	888	24,885	25,773	26,661	27,549	28,437	29,325
11	937	26,001	26,938	27,875	28,812	29,749	30,686
12	985	27,171	28,156	29,141	30,126	31,111	32,096
13	1,030	28,397	29,427	30,457	31,487	32,517	33,547
14	1,085	29,684	30,769	31,854	32,939	34,024	35,109
15	1,139	31,043	32,182	33,321	34,460	35,599	36,738
16	1,192	32,463	33,655	34,847	36,039	37,231	38,423
17	1,257	33,960	35,217	36,474	37,731	38,988	40,245
18	1,319	35,526	36,845	38,164	39,483	40,802	42,121
19	1,384	37,169	38,553	39,937	41,321	42,705	44,089
20	1,455	38,896	40,351	41,806	43,261	44,716	46,171
21	1,526	40,712	42,238	43,764	45,290	46,816	48,342
22	1,600	42,618	44,218	45,818	47,418	49,018	50,618
23	1,684	44,617	46,301	47,985	49,669	51,353	53,037
24	1,764	46,719	48,483	50,247	52,011	53,775	55,539
25	1,856	48,923	50,779	52,635	54,491	56,347	58,203
26	1,945	51,240	53,185	55,130	57,075	59,020	60,965
27	2,045	53,672	55,717	57,762	59,807	61,852	63,897
28	2,147	56,226	58,373	60,520	62,667	64,814	66,961
29	2,253	58,908	61,161	63,414	65,667	67,920	70,173

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

Hourly Rate						
GRADE	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	9.5172	9.8396	10.1620	10.4843	10.8067	11.1290
2	9.9211	10.2579	10.5946	10.9314	11.2682	11.6051
3	10.3410	10.6980	11.0550	11.4120	11.7690	12.1261
4	10.7859	11.1596	11.5334	11.9072	12.2809	12.6546
5	11.2515	11.6449	12.0383	12.4316	12.8251	13.2185
6	11.7408	12.1532	12.5657	12.9782	13.3907	13.8031
7	12.2555	12.6870	13.1185	13.5501	13.9816	14.4131
8	12.7939	13.2479	13.7020	14.1561	14.6101	15.0642
9	13.3646	13.8394	14.3144	14.7892	15.2640	15.7389
10	13.9568	14.4548	14.9527	15.4507	15.9486	16.4466
11	14.5824	15.1075	15.6326	16.1577	16.6829	17.2080
12	15.2386	15.7909	16.3432	16.8954	17.4476	17.9999
13	15.9260	16.5037	17.0814	17.6591	18.2368	18.8144
14	16.6481	17.2565	17.8648	18.4730	19.0813	19.6896
15	17.4101	18.0484	18.6868	19.3251	19.9634	20.6018
16	18.2067	18.8751	19.5435	20.2118	20.8802	21.5486
17	19.0461	19.7508	20.4556	21.1604	21.8652	22.5699
18	19.9248	20.6642	21.4036	22.1430	22.8824	23.6219
19	20.8461	21.6219	22.3978	23.1736	23.9494	24.7252
20	21.8149	22.6306	23.4462	24.2619	25.0777	25.8933
21	22.8334	23.6889	24.5444	25.4000	26.2555	27.1111
22	23.9020	24.7992	25.6963	26.5934	27.4905	28.3878
23	25.0233	25.9673	26.9112	27.8551	28.7991	29.7429
24	26.2023	27.1913	28.1803	29.1693	30.1583	31.1472
25	27.4386	28.4790	29.5194	30.5598	31.6002	32.6405
26	28.7378	29.8284	30.9191	32.0098	33.1004	34.1911
27	30.1017	31.2484	32.3951	33.5418	34.6885	35.8352
28	31.5343	32.7382	33.9421	35.1460	36.3499	37.5537
29	33.0386	34.3020	35.5653	36.8287	38.0921	39.3555

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

2007 CSEA titles with other than 1783 annual hours

GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
01D	Transfer Att'd	2080	0.3234	9.5538	9.8772	10.2006	10.5240	10.8474	11.1708
01Z			673	19,872	20,545	21,218	21,891	22,564	23,237
05P	Cleaner - ncb	1820	0.3934	11.2514	11.6448	12.0382	12.4316	12.8250	13.2184
			716	20,477	21,193	21,909	22,625	23,341	24,057
05T	Motor Vehicle Operator*	2080	0.3944	11.1401	11.5345	11.9289	12.3233	12.7177	13.1121
			821	23,171	23,992	24,813	25,634	26,455	27,276
*this title is paid hourly									
07J	Cook - jail	2080	0.3690	10.7665	11.1355	11.5045	11.8735	12.2425	12.6115
07V			768	22,394	23,162	23,930	24,698	25,466	26,234
08D	mtc Woker	1820	0.4540	12.7941	13.2481	13.7021	14.1561	14.6101	15.0641
			827	23,285	24,112	24,939	25,766	26,593	27,420
10D	Dispatcher	2080	0.4274	12.8389	13.2663	13.6937	14.1211	14.5485	14.9759
10Z			889	26,705	27,594	28,483	29,372	30,261	31,150
12B	Bldg Mtc Mech	1820	0.5524	15.2384	15.7908	16.3432	16.8956	17.4480	18.0004
			1,006	27,734	28,740	29,746	30,752	31,758	32,764
12M	Chief Dispatcher	2080	0.5522	15.2386	15.7908	16.3430	16.8952	17.4474	17.9996
			1,149	31,696	32,845	33,994	35,143	36,292	37,441
13Z	Reg Prof Nurse*	2080	0.5784	17.1802	17.7586	18.3370	18.9154	19.4938	20.0722
			1,203	35,735	36,938	38,141	39,344	40,547	41,750
*This title is paid from the jail but is identical to the Manor RPN									
14G	Sr Engineering Aide	2080	0.5214	14.2710	14.7924	15.3138	15.8352	16.3566	16.8780
			1,085	29,684	30,769	31,854	32,939	34,024	35,109

County of Otsego
 2007 CSEA Pay Schedule
 @3% Increase over 2006

2007 Highway Department Schedule-Annual hours 2080										
GRADE	Title	Incr	1st Step		2nd Step		3rd Step			
<u>Shift Differentials</u>			<i>hour</i>	<i>annual</i>						
			0 1974	410.59						
<u>Longevity</u>										
	10 yr		0 1082	225 00						
	15 yr		0.1923	400.00						
	20 yr		0 3365	700 00						
	25 yr		0 6250	1300 00						

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

2007 Nurse Titles									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
11Q	Licensed Practical Nurse	1783		14,440.8	14,919.1	15,397.5	15,875.7	16,354.0	16,832.4
			853	25,748	26,601	27,454	28,307	29,160	30,013
13P	Reg Prof Nurse	1783		17,293.4	17,872.3	18,451.0	19,029.9	19,608.7	20,187.6
			1033	30,835	31,868	32,901	33,934	34,967	36,000
14E	Public Health Nurse	1783	0.6112	19,025.2	19,636.4	20,247.6	20,858.8	21,469.9	22,081.1
			1090	33,923	35,013	36,103	37,193	38,283	39,373
21A	Supr Public Health Nurse	1783		24,530.0	25,390.6	26,251.4	27,112.2	27,972.9	28,833.6
			1535	43,737	45,272	46,807	48,342	49,877	51,412
21G	Suprvr PHN (IHAP)	1783		24,530.0	25,390.6	26,251.4	27,112.2	27,972.9	28,833.6
			1535	43,737	45,272	46,807	48,342	49,877	51,412
21J	Supv Comm Hlth Nurse	1783		24,530.0	25,390.6	26,251.4	27,112.2	27,972.9	28,833.6
			1535	43,737	45,272	46,807	48,342	49,877	51,412

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

2007 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
03E	Activities Aide	1820	0.3479	10.3923	10.7402	11.0881	11.4360	11.7839	12.1318
03F	Health Facility Transport		634	18,914	19,548	20,182	20,816	21,450	22,084
03I	Health Facility Transport	1950	0.3475	10.3410	10.6885	11.0360	11.3835	11.7310	12.0785
03Z	Aide Universal Aide		678	20,165	20,843	21,521	22,199	22,877	23,555
03J	Nursing Assistant Trainee	1950		9.7017					
				18,919					
05B	Cleaner - Meadows	1820	0.3814	11.2822	11.6636	12.0450	12.4264	12.8078	13.1892
05E	Laundry Worker		694	20,534	21,228	21,922	22,616	23,310	24,004
05Z	Universal Worker IA								
05F	Nursing Home Chauffeur	2080	0.3814	11.2822	11.6636	12.0450	12.4264	12.8078	13.1892
05Y	Universal Worker IB		794	23,467	24,261	25,055	25,849	26,643	27,437
06C	Food Service Helper	1950	0.3749	10.9769	11.3518	11.7267	12.1016	12.4765	12.8514
06E	Nursing Assistant		731	21,405	22,136	22,867	23,598	24,329	25,060
06Z	Universal Worker II								
06I	Home Health Assistant	1820	0.4041	11.7408	12.1449	12.5490	12.9531	13.3572	13.7613
			736	21,369	22,105	22,841	23,577	24,313	25,049
07B	Cook - Meadows	1950	0.3922	11.4451	11.8373	12.2295	12.6217	13.0139	13.4061
07C	Physical Therapy Aide		765	22,318	23,083	23,848	24,613	25,378	26,143
07E	Sr Food Service Helper								
08C	Housekeeper	1820	0.4425	12.7863	13.2288	13.6713	14.1138	14.5563	14.9988
			806	23,271	24,077	24,883	25,689	26,495	27,301
08I	Senior Cook	1950	0.4134	11.9370	12.3504	12.7638	13.1772	13.5906	14.0040
			807	23,278	24,085	24,892	25,699	26,506	27,313

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

2007 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
08J	Certified Nursing Assistant	1950	0.4425	12,7863	13,2288	13,6713	14,1138	14,5563	14,9988
08U	Physical Therapy Aide		863	24,934	25,797	26,660	27,523	28,386	29,249
08T	Head Custodian	1820	0.4425	12,7863	13,2288	13,6713	14,1138	14,5563	14,9988
			806	23,271	24,077	24,883	25,689	26,495	27,301
09A	Activity Leader	1820	0.4743	13,3644	13,8387	14,3130	14,7873	15,2616	15,7359
			864	24,324	25,188	26,052	26,916	27,780	28,644
09B	Food Service Supervisor	1820	0.4640	13,3412	13,8052	14,2692	14,7332	15,1972	15,6612
09H	Occupational Therapy		845	24,281	25,126	25,971	26,816	27,661	28,506
09C	Staffing Coordinator	2080	965	27,750	28,715	29,680	30,645	31,610	32,575
09L	Physical Therapy Assistant	1950	0.4641	13,2460	13,7101	14,1742	14,6383	15,1024	15,5665
			905	25,830	26,735	27,640	28,545	29,450	30,355
10I	Graduate Practical Nurse	2080		13,6686					
					28,431				
11K	Licensed Practical Nurse	2080	0.4788	14,4411	14,9199	15,3987	15,8775	16,3563	16,8351
			996	30,038	31,034	32,030	33,026	34,022	35,018
12A	Leisure Time Activities Dir	1820	0.5383	15,1717	15,7100	16,2483	16,7866	17,3249	17,8632
			980	27,613	28,593	29,573	30,553	31,533	32,513
12D	Health Services Supervisor	2080	0.5052	14,4816	14,9868	15,4920	15,9972	16,5024	17,0076
			1,051	30,122	31,173	32,224	33,275	34,326	35,377
12V	Physical Therapy Assistant	2080	0.5383	15,1717	15,7100	16,2483	16,7866	17,3249	17,8632
12X	Occupational Therapy Asst		1,120	31,558	32,678	33,798	34,918	36,038	37,158

County of Otsego
2007 CSEA Pay Schedule
@3% Increase over 2006

2007 Otsego Manor Salary Schedule

<u>GRADE</u>	<u>Title</u>	<u>Hours/year</u>	<u>Increment</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>5th Year</u>	<u>6th Year</u>
13Z	Reg Prof Nurse	2080	0.5784	17,1802	17,7586	18,3370	18,9154	19,4938	20,0722
			1,203	35,735	36,938	38,141	39,344	40,547	41,750
14C	Commuity Health Nurse	2080	0.6113	19,0253	19,6366	20,2479	20,8592	21,4705	22,0818
			1,272	39,573	40,845	42,117	43,389	44,661	45,933
15C	Assistant Head Nurse	2080	0.5933	17,7551	18,3484	18,9417	19,5350	20,1283	20,7216
			1,235	36,931	38,166	39,401	40,636	41,871	43,106
16B 16F	Head Nurse Inservice Training Director	2080	0.6103	18,7078	19,3181	19,9284	20,5387	21,1490	21,7593
			1,270	38,913	40,183	41,453	42,723	43,993	45,263
18A*	Asst Director Nursing Services	2080	0.8608	27,1118	27,9726	28,8334	29,6942	30,5550	31,4158
			1,791	56,393	58,184	59,975	61,766	63,557	65,348
	*Res 125-20090401 rate increase								
18L 18B	Supervising Nurse MDS Coordinator	2080	0.6717	19,8251	20,4968	21,1685	21,8402	22,5119	23,1836
			1,398	41,237	42,635	44,033	45,431	46,829	48,227
21M 21N	Supervising Com Health Nurse Clinical Svc Coord	2080	0.8607	24,5300	25,3907	26,2514	27,1121	27,9728	28,8335
			1,791	51,023	52,814	54,605	56,396	58,187	59,978

County of Otsego
2007 Pay Schedule
@3% Increase over 2006

TITLE CODE	BASE RATE	CHARGE TIME RATE				
		DAY	PM	NT		
		13Z	17 1802	0.8590	0.8775	0.8823
	17.7586	0.8879	0.9064	0.9112		
	18 3370	0.9169	0.9354	0.9401		
	18.9154	0.9458	0.9643	0.9690		
	19 4938	0.9747	0.9932	0.9979		
	20.0722	1.0036	1.0221	1.0269		
11K	14 4411	0.7221	0.7361	0.7411		
	14.9199	0.7460	0.7600	0.7650		
	15 3987	0.7699	0.7839	0.7889		
	15.8775	0.7939	0.8079	0.8129		
	16 3563	0.8178	0.8318	0.8368		
	16.8351	0.8418	0.8558	0.8608		
TITLE	SHIFT DIFFERENTIAL					
		Regular			OT	
		PM	NT		PM	NT
Supr Nurse						
Head Nurse		0.3700	0.4650		0.5550	0.6975
RN						
LPN						
GPN		0.2800	0.3800		0.4200	0.5700
Health Serv Supvr						
Nursing Assistant						
Certified NA						
Laundry Worker		0.2090	0.2220		0.3135	0.3330
MTC Worker						
Security Guard						

County of Otsego
2008 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Account Clerk	6	21563 - 25358	759
Account Clerk-Typist	7	22508 - 26478	794
Acct Superv Grade B	14	30575 - 36165	1118
Accountant	17	34979 - 41454	1295
Addictions Counselor	14	30575 - 36165	1118
Aging Services Aide	3	18993 - 22278	657
Alcohol & Subst Abuse Prog Coord	16	33437 - 39577	1228
Alcohol Abuse Aide	3	18993 - 22278	657
Alcohol Abuse Counselor	12	27987 - 33062	1015
Assessment Manager	11	26782 - 31612	966
Assoc E&T Coord	16	33437 - 39577	1228
Asst Director Nursing Services	18#	58085 - 67310	1845
Bldg Maintenance Mech	12*	28566 - 33751	1037
Bookkeeping Mach Oper	8	23497 - 27672	835
Building/Fire Inspector	8	23497 - 27672	835
Bus Driver	5	20664 - 24284	724
Case Superv Grade A	18	36592 - 43387	1359
Case Superv Grade B	16	33437 - 39577	1228
Caseworker	12	27987 - 33062	1015
Central Services Clerk	6	21563 - 25358	759
CETA Training Coord	14	30575 - 36165	1118
Chief Dispatcher	12*	32647 - 38567	1184
Civil Defense Asst	5	20664 - 24284	724
Cleaner	5	20664 - 24284	724
Cleaner	5*	21092 - 24782	738
Clerk	5	20664 - 24284	724
Clinical Services Coordinator	21#	52554 - 61779	1845
Communications Specialist	16	33437 - 39577	1228
Community Health Nurse	14#	40761 - 47316	1311
Community Mental Health Aide	11	26782 - 31612	966
Community Services Aide	3	18993 - 22278	657
Community Services Worker	4	19809 - 23249	688
Computer Operator	8	23497 - 27672	835
Computer Programmer	14	30575 - 36165	1118
Computer Programmer Trainee		24545	
Computer Serv Spec	14	30575 - 36165	1118
Cook (Jail)	7*	23066 - 27026	792
Coord of Services for the Aging	14	30575 - 36165	1118
Data Entry Machine Oper	7	22508 - 26478	794
Dir of Weights & Measures	12	27987 - 33062	1015
Dispatcher	10*	27506 - 32086	916
E&T Assistant	9	24545 - 28910	873
E&T Coordinator	12	27987 - 33062	1015

County of Otsego
2008 SALARY SCHEDULE
Alphabetical Listing

E&T Counselor	12	27987 - 33062	1015
Engineering Aide	12*	27987 - 33062	1015
Family Services Specialist	14	30575 - 36165	1118
Financial Investigator	10	25632 - 30207	915
Head Social Welfare Examiner	16	33437 - 39577	1228
Home Health Aide	3	18993 - 22278	657
Home Health Assistant	6	21563 - 25358	759
Homemaker	4	19809 - 23249	688
Jr Civil Engineer	16*	33437 - 39577	1228
Key Punch Operator	6	21563 - 25358	759
Keyboard Specialist	5	20664 - 24284	724
Maintenance Worker	8*	23984 - 28244	852
Managed Care Specialist	10	25632 - 30207	915
Medical Records Clerk	8	23497 - 27672	835
Medical Worker	10	25632 - 30207	915
Microcomputer Specialist	13	29249 - 34554	1061
Motor Vehicle Bureau Superv	10	25632 - 30207	915
Motor Vehicle Clerk	8	23497 - 27672	835
Motor Vehicle Operator	5	20664 - 24284	724
Network Administrator	17	34979 - 41454	1295
Occupational Therapy Assistant	9	24545 - 28910	873
Painter	6	21563 - 25358	759
Payroll Coordinator	10	25632 - 30207	915
Physical Therapist	22	43897 - 52137	1648
Planner	17	34979 - 41454	1295
Planner Trainee		29249	
Pr Social Welf Examiner	14	30575 - 36165	1118
Pr Account Clerk	10	25632 - 30207	915
Pr Account Clerk-Typist	14	30575 - 36165	1118
Probation Officer I	15	31975 - 37845	1174
Probation Officer II	17	34979 - 41454	1295
Probation Officer Trainee		29249	
Programmer Analyst	19	38285 - 45415	1426
Purchasing Clerk	8	23497 - 27672	835
Real Prop Information Spc	10	25632 - 30207	915
Records Management Clerk	7	22508 - 26478	794
Respite/Educational Aide	3	18993 - 22278	657
Social Serv Investigator	11	26782 - 31612	966
Social Welfare Examiner	8	23497 - 27672	835
Social Work Assistant	12	27987 - 33062	1015
Social Worker	20	40063 - 47558	1499
Special Project Foreman	12	27987 - 33062	1015
Specialist, Services for the Aging	9	24545 - 28910	873
Sr Account Clerk	8	23497 - 27672	835
Sr Account Clerk-Typist	9	24545 - 28910	873

County of Otsego
2008 SALARY SCHEDULE
Alphabetical Listing

Sr Aging Services Aide	5	20664 - 24284	724
Sr Caseworker	14	30575 - 36165	1118
Sr Clerk	7	22508 - 26478	794
Sr Data Entry Machine Operator	9	24545 - 28910	873
Sr E&T Coordinator	14	30575 - 36165	1118
Sr E&T Counselor	14	30575 - 36165	1118
Sr Engineering Aide	14*	30575 - 36165	1118
Sr Key Punch Operator	8	23497 - 27672	835
Sr Planner	19	38285 - 45415	1426
Sr Programmer	16	33437 - 39577	1228
Sr Social Services Inv.	13	29249 - 34554	1061
Sr Social Welf Examiner	10	25632 - 30207	915
Sr Social Work Asst	14	30575 - 36165	1118
Sr Stenographer	9	24545 - 28910	873
Sr Support Investigator	12	27987 - 33062	1015
Sr Typist	7	22508 - 26478	794
Staff Development Coord	17	34979 - 41454	1295
Staff Social Worker	20	40063 - 47558	1499
Stenographer	7	22508 - 26478	794
Substance Abuse Counselor	12	27987 - 33062	1015
Summer Youth Counselor	10	25632 - 30207	915
Superv Psychiatrist	29	60676 - 72281	2321
Support Investigator	10	25632 - 30207	915
Supv Community Health Nurse	21#	52554 - 61779	1845
Tax Map Draftsperson	9	24545 - 28910	873
Tax Map Supervisor	14	30575 - 36165	1118
Tax Map Technician	11	26782 - 31612	966
Telephone Operator	5	20664 - 24284	724
Transfer Station Attend	1*	20468 - 23938	694
Transportation coord	7	22508 - 26478	794
Typist	5	20664 - 24284	724
Ward Clerk	5	20664 - 24284	724
Welfare Emp Asst	8	23497 - 27672	835
Welfare Emp Rep	11	26782 - 31612	966
Welfare Mgmt Systems Coord	18	36592 - 43387	1359
Worksite Supervisor	12	27987 - 33062	1015
Youth Care Specialist	9	24545 - 28910	873
*Position works other than 35 hr/wk with Summer hours			
#Manor Position works 2080 hr/yr			
<u>LONGEVITY</u>		<u>NIGHT DIFFERENTIAL</u>	
10 Years	\$225	Cleaner	\$410
15 Years	\$400	Dispatcher	\$590
20 Years	\$700		
25 Years	\$1,300		

County of Otsego
2008 CSEA Pay Schedule
@3% Increase over 2007

Annual Salary

GRADE	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	593	17,480	18,073	18,666	19,259	19,852	20,445
2	620	18,221	18,841	19,461	20,081	20,701	21,321
3	657	18,993	19,650	20,307	20,964	21,621	22,278
4	688	19,809	20,497	21,185	21,873	22,561	23,249
5	724	20,664	21,388	22,112	22,836	23,560	24,284
6	759	21,563	22,322	23,081	23,840	24,599	25,358
7	794	22,508	23,302	24,096	24,890	25,684	26,478
8	835	23,497	24,332	25,167	26,002	26,837	27,672
9	873	24,545	25,418	26,291	27,164	28,037	28,910
10	915	25,632	26,547	27,462	28,377	29,292	30,207
11	966	26,782	27,748	28,714	29,680	30,646	31,612
12	1,015	27,987	29,002	30,017	31,032	32,047	33,062
13	1,061	29,249	30,310	31,371	32,432	33,493	34,554
14	1,118	30,575	31,693	32,811	33,929	35,047	36,165
15	1,174	31,975	33,149	34,323	35,497	36,671	37,845
16	1,228	33,437	34,665	35,893	37,121	38,349	39,577
17	1,295	34,979	36,274	37,569	38,864	40,159	41,454
18	1,359	36,592	37,951	39,310	40,669	42,028	43,387
19	1,426	38,285	39,711	41,137	42,563	43,989	45,415
20	1,499	40,063	41,562	43,061	44,560	46,059	47,558
21	1,572	41,934	43,506	45,078	46,650	48,222	49,794
22	1,648	43,897	45,545	47,193	48,841	50,489	52,137
23	1,735	45,956	47,691	49,426	51,161	52,896	54,631
24	1,817	48,121	49,938	51,755	53,572	55,389	57,206
25	1,912	50,391	52,303	54,215	56,127	58,039	59,951
26	2,004	52,778	54,782	56,786	58,790	60,794	62,798
27	2,107	55,283	57,390	59,497	61,604	63,711	65,818
28	2,212	57,913	60,125	62,337	64,549	66,761	68,973
29	2,321	60,676	62,997	65,318	67,639	69,960	72,281

County of Otsego
2008 CSEA Pay Schedule
@3% Increase over 2007

Hourly Rate						
GRADE	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	9.8028	10.1348	10.4669	10.7989	11.1310	11.4629
2	10.2188	10.5657	10.9125	11.2594	11.6063	11.9533
3	10.6513	11.0190	11.3867	11.7544	12.1221	12.4899
4	11.1095	11.4944	11.8795	12.2645	12.6494	13.0343
5	11.5891	11.9943	12.3995	12.8046	13.2099	13.6151
6	12.0931	12.5178	12.9427	13.3676	13.7925	14.2172
7	12.6232	13.0677	13.5121	13.9567	14.4011	14.8455
8	13.1778	13.6454	14.1131	14.5808	15.0485	15.5162
9	13.7656	14.2546	14.7439	15.2329	15.7220	16.2111
10	14.3756	14.8885	15.4013	15.9143	16.4271	16.9400
11	15.0199	15.5608	16.1016	16.6425	17.1834	17.7243
12	15.6958	16.2647	16.8335	17.4023	17.9711	18.5399
13	16.4038	16.9989	17.5939	18.1889	18.7840	19.3789
14	17.1476	17.7742	18.4008	19.0272	19.6538	20.2803
15	17.9325	18.5899	19.2475	19.9049	20.5624	21.2199
16	18.7530	19.4414	20.1299	20.8182	21.5067	22.1951
17	19.6175	20.3434	21.0693	21.7953	22.5212	23.2470
18	20.5226	21.2842	22.0458	22.8073	23.5689	24.3306
19	21.4715	22.2706	23.0698	23.8689	24.6679	25.4670
20	22.4694	23.3096	24.1496	24.9898	25.8301	26.6701
21	23.5185	24.3996	25.2808	26.1620	27.0432	27.9245
22	24.6191	25.5432	26.4672	27.3913	28.3153	29.2395
23	25.7740	26.7464	27.7186	28.6908	29.6631	30.6352
24	26.9884	28.0071	29.0258	30.0444	31.0631	32.0817
25	28.2618	29.3334	30.4050	31.4766	32.5483	33.6198
26	29.6000	30.7233	31.8467	32.9701	34.0935	35.2169
27	31.0048	32.1859	33.3670	34.5481	35.7292	36.9103
28	32.4804	33.7204	34.9604	36.2004	37.4404	38.6804
29	34.0298	35.3311	36.6323	37.9336	39.2349	40.5362

County of Otsego
2008 CSEA Pay Schedule
@3% Increase over 2007

2008 CSEA titles with other than 1783 annual hours

GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
01D	Transfer Att'd	2080	0.3332	9,8405	10,1737	10,5069	10,8401	11,1733	11,5065
01Z			694	20,468	21,162	21,856	22,550	23,244	23,938
05P	Cleaner - ncb	1820	0.4053	11,5890	11,9943	12,3996	12,8049	13,2102	13,6155
			738	21,092	21,830	22,568	23,306	24,044	24,782
05T	Motor Vehicle Operator	2080	0.4063	11,4744	11,8807	12,2870	12,6933	13,0996	13,5059
			846	23,866	24,712	25,558	26,404	27,250	28,096
07J	Cook - jail	2080	0.3801	11,0895	11,4696	11,8497	12,2298	12,6099	12,9900
07V			792	23,066	23,858	24,650	25,442	26,234	27,026
08D	mtc Woker	1820	0.4677	13,1780	13,6457	14,1134	14,5811	15,0488	15,5165
			852	23,984	24,836	25,688	26,540	27,392	28,244
10D	Dispatcher	2080	0.4403	13,2241	13,6644	14,1047	14,5450	14,9853	15,4256
10Z			916	27,506	28,422	29,338	30,254	31,170	32,086
12B	Bldg Mtc Mech	1820	0.5690	15,6956	16,2646	16,8336	17,4026	17,9716	18,5406
			1,037	28,566	29,603	30,640	31,677	32,714	33,751
12M	Chief Dispatcher	2080	0.5688	15,6958	16,2646	16,8334	17,4022	17,9710	18,5398
			1,184	32,647	33,831	35,015	36,199	37,383	38,567
13Z	Reg Prof Nurse*	2080	0.5958	17,6957	18,2915	18,8873	19,4831	20,0789	20,6747
			1,240	36,807	38,047	39,287	40,527	41,767	43,007
*This title is paid from the jail but is identical to the Meadows RPN									
14G	Sr Engineering Aide	2080	0.5371	14,6992	15,2363	15,7734	16,3105	16,8476	17,3847
			1,118	30,574	31,692	32,810	33,928	35,046	36,164

County of Otsego
 2008 CSEA Pay Schedule
 @3% Increase over 2007

2008 CSEA titles with other than 1783 annual hours

<u>GRADE</u>	<u>Title</u>	<u>Hours/year</u>	<u>Increment</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>
16H	Jr Civil Engineer	2080	0.5902	16.0753	16.6655	17.2557	17.8459	18.4361	19.0263
			1,228	33,436	34,664	35,892	37,120	38,348	39,576
05J / 05U	<i>Elec Clerk</i>	1783		15.5025	No Increment - this title does not fall under regular CSEA rules; however contract increases are the same as CSEA				
	<i>Tech Spec</i>		27,641						
15T	<i>Legislative Office Assistant</i>			17.9325	Part Time Position				

<u>Shift Differentials</u>				<u>PM</u>	<u>NT</u>				
05P			hour	0.2253	0.2253				
			annual	410.00	410.00				
08D			hour	0.2090	0.2220				
			annual	380.38	404.04				
10D			hour	0.2837	0.2837				
			annual	590.00	590.00				

County of Otsego
 2008 CSEA Pay Schedule
 @3% Increase over 2007

2008 Nurse Titles

GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
11Q	Licensed Practical Nurse	1783		14.8740	15.3667	15.8594	16.3520	16.8447	17.3373
			879	26,521	27,400	28,279	29,158	30,037	30,916
13P	Reg Prof Nurse	1783		17.8122	18.4084	19.0045	19.6008	20.1970	20.7932
			1064	31,761	32,825	33,889	34,953	36,017	37,081
14E	Public Health Nurse	1783	0.6295	19.5960	20.2255	20.8551	21.4846	22.1140	22.7436
			1123	34,941	36,064	37,187	38,310	39,433	40,556
21A	Supr Public Health Nurse	1783		25.2659	26.1524	27.0389	27.9255	28.8121	29.6986
			1582	45,050	46,632	48,214	49,796	51,378	52,960
21G	Suprvr PHN (IHAP)	1783		25.2659	26.1524	27.0389	27.9255	28.8121	29.6986
			1582	45,050	46,632	48,214	49,796	51,378	52,960
21J	Supv Comm Hlth Nurse	1783		25.2659	26.1524	27.0389	27.9255	28.8121	29.6986
			1582	45,050	46,632	48,214	49,796	51,378	52,960

County of Otsego
2008 CSEA Pay Schedule
@3% Increase over 2007

2008 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
03E	Activities Aide	1820	0.3584	10.7041	11.0625	11.4209	11.7793	12.1377	12.4961
03F	Health Facility Transport		654	19,482	20,136	20,790	21,444	22,098	22,752
03I	Health Facility Transport	1950	0.3580	10.6513	11.0093	11.3673	11.7253	12.0833	12.4413
03Z	Aide Universal Aide		699	20,770	21,469	22,168	22,867	23,566	24,265
03J	Nursing Assistant Trainee	1950		9,928					
				19,487					
05B	Cleaner - Meadows	1820	0.3929	11.6207	12.0136	12.4065	12.7994	13.1923	13.5852
05E	Laundry Worker		715	21,151	21,866	22,581	23,296	24,011	24,726
05Z	Universal Worker IA								
05F	Nursing Home Chauffeur	2080	0.3929	11.6207	12.0136	12.4065	12.7994	13.1923	13.5852
05Y	Universal Worker IB		818	24,172	24,990	25,808	26,626	27,444	28,262
06C	Food Service Helper	1950	0.3862	11.3063	11.6925	12.0787	12.4649	12.8511	13.2373
06E	Nursing Assistant		753	22,048	22,801	23,554	24,307	25,060	25,813
06Z	Universal Worker II								
06I	Home Health Assistant	1820	0.4163	12.0931	12.5094	12.9257	13.3420	13.7583	14.1746
			759	22,011	22,770	23,529	24,288	25,047	25,806
07B	Cook - Meadows	1950	0.4040	11.7885	12.1925	12.5965	13.0005	13.4045	13.8085
07C	Physical Therapy Aide		788	22,988	23,776	24,564	25,352	26,140	26,928
07E	Sr Food Service Helper								
08C	Housekeeper	1820	0.4558	13.1699	13.6257	14.0815	14.5373	14.9931	15.4489
			831	23,970	24,801	25,632	26,463	27,294	28,125

County of Otsego
2008 CSEA Pay Schedule
@3% Increase over 2007

2008 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
08I	Senior Cook	1950	0.4259	12,2952	12,7211	13,1470	13,5729	13,9988	14,4247
			832	23,977	24,809	25,641	26,473	27,305	28,137
08J	Certified Nursing Assistant Physical Therapy Aide	1950	0.4558	13,1699	13,6257	14,0815	14,5373	14,9931	15,4489
08U			889	25,683	26,572	27,461	28,350	29,239	30,128
08T	Head Custodian	1820	0.4558	13,1699	13,6257	14,0815	14,5373	14,9931	15,4489
			831	23,970	24,801	25,632	26,463	27,294	28,125
09A	Activity Leader	1820	0.4886	13,7654	14,2540	14,7426	15,2312	15,7198	16,2084
			890	25,054	25,944	26,834	27,724	28,614	29,504
09B	Food Service Supervisor Occupational Thepy	1820	0.4780	13,7415	14,2195	14,6975	15,1755	15,6535	16,1315
09H			871	25,010	25,881	26,752	27,623	28,494	29,365
09C	Staffing Coordinator	2080	994	28,583	29,577	30,571	31,565	32,559	33,553
09L	Physical Therapy Assistant	1950	0.4781	13,6434	14,1215	14,5996	15,0777	15,5558	16,0339
			933	26,605	27,538	28,471	29,404	30,337	31,270
10I	Graduate Practical Nurse	2080		14,0787					
				29,284					
11K	Licensed Practical Nurse	2080	0.4932	14,8744	15,3676	15,8608	16,3540	16,8472	17,3404
			1,026	30,940	31,966	32,992	34,018	35,044	36,070
12A	Lleisure Time Activities Dir	1820	0.5545	15,6269	16,1814	16,7359	17,2904	17,8449	18,3994
			1,010	28,442	29,452	30,462	31,472	32,482	33,492

County of Otsego
 2008 CSEA Pay Schedule
 @3% Increase over 2007

2008 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
12D	Health Services Supervisor	2080	0.5204	14,916.1	15,436.5	15,956.9	16,477.3	16,997.7	17,518.1
			1,083	31,026	32,109	33,192	34,275	35,358	36,441
12V	Physical Therapy Assistant	2080	0.5545	15,626.9	16,181.4	16,735.9	17,290.4	17,844.9	18,399.4
12X	Occupational Therapy Asst		1,154	32,505	33,659	34,813	35,967	37,121	38,275

County of Otsego
2008 CSEA Pay Schedule
@3% Increase over 2007

2008 Otsego Manor Salary Schedule

<u>GRADE</u>	<u>Title</u>	<u>Hours/year</u>	<u>Increment</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>5th Year</u>	<u>6th Year</u>
13Z	Reg Prof Nurse	2080	0.5958	17,6957	18,2915	18,8873	19,4831	20,0789	20,6747
			1,240	36,808	38,048	39,288	40,528	41,768	43,008
14C	Community Health Nurse	2080	0.6297	19,5961	20,2258	20,8555	21,4852	22,1149	22,7446
			1,311	40,761	42,072	43,383	44,694	46,005	47,316
15C	Assistant Head Nurse	2080	0.6111	18,2878	18,8989	19,5100	20,1211	20,7322	21,3433
			1,273	38,039	39,312	40,585	41,858	43,131	44,404
16B	Head Nurse	2080	0.6287	19,2691	19,8978	20,5265	21,1552	21,7839	22,4126
16F	Inservice Training Director		1,309	40,081	41,390	42,699	44,008	45,317	46,626
18A	Asst Director Nursing Services	2080	0.8867	27,9252	28,8119	29,6986	30,5853	31,4720	32,3587
			1,845	58,085	59,930	61,775	63,620	65,465	67,310
18L	Supervising Nurse	2080	0.6919	20,4199	21,1118	21,8037	22,4956	23,1875	23,8794
18B	MDS Coordinator		1,440	42,475	43,915	45,355	46,795	48,235	49,675
21M	Supervising Com Health Nurse	2080	0.8866	25,2659	26,1525	27,0391	27,9257	28,8123	29,6989
21N	Clinical Svc Coord		1,845	52,554	54,399	56,244	58,089	59,934	61,779

County of Otsego
2008 Pay Schedule
@3% Increase over 2007

TITLE CODE	BASE RATE	CHARGE TIME RATE			
		DAY	PM	NT	
13Z	17 6957	0.8848	0.9033	0.9080	
	18.2915	0.9146	0.9331	0.9378	
	18.8873	0.9444	0.9629	0.9676	
	19.4831	0.9742	0.9927	0.9974	
	20.0789	1.0039	1.0224	1.0272	
	20.6747	1.0337	1.0522	1.0570	
11K	14 8744	0.7437	0.7577	0.7627	
	15.3676	0.7684	0.7824	0.7874	
	15.8608	0.7930	0.8070	0.8120	
	16.3540	0.8177	0.8317	0.8367	
	16.8472	0.8424	0.8564	0.8614	
	17.3404	0.8670	0.8810	0.8860	
TITLE	SHIFT DIFFERENTIAL				
	Regular		OT		
	PM	NT	PM	NT	
Supr Nurse	0.3700	0.4650		0.5550	0.6975
Head Nurse					
RN					
LPN	0.2800	0.3800		0.4200	0.5700
GPN					
Health Serv Supvr					
Nursing Assistant	0.2090	0.2220		0.3135	0.3330
Certified NA					
Laundry Worker					
MTC Worker					
Security Guard					

County of Otsego
2009 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Account Clerk	6	22210 - 26120	782
Account Clerk-Typist	7	23184 - 27274	818
Acct Superv Grade B	14	31493 - 37253	1152
Accountant	17	36029 - 42699	1334
Addictions Counselor	14	31493 - 37253	1152
Aging Services Aide	3	19563 - 22948	677
Alcohol & Subst Abuse Prog Coord	16	34441 - 40766	1265
Alcohol Abuse Aide	3	19563 - 22948	677
Alcohol Abuse Counselor	12	28827 - 34057	1046
Assessment Manager	11	27586 - 32561	995
Assoc E&T Coord	16	34441 - 40766	1265
Asst Director Nursing Services	18#	59828 - 69333	1901
Bldg Maintenance Mech	12*	29423 - 34768	1069
Bookkeeping Mach Oper	8	24202 - 28507	861
Building/Fire Inspector	8	24202 - 28507	861
Bus Driver	5	21284 - 25014	746
Case Superv Grade A	18	37690 - 44690	1400
Case Superv Grade B	16	34441 - 40766	1265
Caseworker	12	28827 - 34057	1046
Central Services Clerk	6	22210 - 26120	782
CETA Training Coord	14	31493 - 37253	1152
Chief Dispatcher	12*	33626 - 39726	1220
Civil Defense Asst	5	21284 - 25014	746
Cleaner	5	21284 - 25014	746
Cleaner	5*	21725 - 25530	761
Clerk	5	21284 - 25014	746
Clinical Services Coordinator	21#	54131 - 63636	1901
Communications Specialist	16	34441 - 40766	1265
Community Health Nurse	14#	41984 - 48739	1351
Community Mental Health Aide	11	27586 - 32561	995
Community Services Aide	3	19563 - 22948	677
Community Services Worker	4	20404 - 23949	709
Computer Operator	8	24202 - 28507	861
Computer Programmer	14	31493 - 37253	1152
Computer Programmer Trainee		25282	
Computer Serv Spec	14	31493 - 37253	1152
Cook (Jail)	7*	23758 - 27838	816
Coord of Services for the Aging	14	31493 - 37253	1152
Data Entry Machine Oper	7	23184 - 27274	818
Dir of Weights & Measures	12	28827 - 34057	1046
Dispatcher	10*	28331 - 33051	944
E&T Assistant	9	25282 - 29782	900
E&T Coordinator	12	28827 - 34057	1046
E&T Counselor	12	28827 - 34057	1046

County of Otsego
2009 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Engineering Aide	12*	28827 - 34057	1046
Family Services Specialist	14	31493 - 37253	1152
Financial Investigator	10	26401 - 31116	943
Head Social Welfare Examiner	16	34441 - 40766	1265
Home Health Aide	3	19563 - 22948	677
Home Health Assistant	6	22210 - 26120	782
Homeland Security Admin/Nurse	10	26401 - 31116	943
Homemaker	4	20404 - 23949	709
Jr Civil Engineer	16*	34441 - 40766	1265
Key Punch Operator	6	22210 - 26120	782
Keyboard Specialist	5	21284 - 25014	746
Maintenance Worker	8*	24703 - 29093	878
Managed Care Specialist	10	26401 - 31116	943
Medical Records Clerk	8	24202 - 28507	861
Medical Worker	10	26401 - 31116	943
Microcomputer Specialist	13	30127 - 35592	1093
Motor Vehicle Bureau Superv	10	26401 - 31116	943
Motor Vehicle Clerk	8	24202 - 28507	861
Motor Vehicle Operator	5	21284 - 25014	746
Network Administrator	17	36029 - 42699	1334
Occupational Therapy Assistant	9	25282 - 29782	900
Painter	6	22210 - 26120	782
Payroll Coordinator	10	26401 - 31116	943
Physical Therapist	22	45214 - 53704	1698
Planner	17	36029 - 42699	1334
Planner Trainee		30127	
Pr Social Welf Examiner	14	31493 - 37253	1152
Pr Account Clerk	10	26401 - 31116	943
Pr Account Clerk-Typist	14	31493 - 37253	1152
Probation Officer I	15	32935 - 38985	1210
Probation Officer II	17	36029 - 42699	1334
Probation Officer Trainee		30127	
Programmer Analyst	19	39434 - 46779	1469
Purchasing Clerk	8	24202 - 28507	861
Real Prop Information Spc	10	26401 - 31116	943
Records Management Clerk	7	23184 - 27274	818
Respite/Educational Aide	3	19563 - 22948	677
Social Serv Investigator	11	27586 - 32561	995
Social Welfare Examiner	8	24202 - 28507	861
Social Work Assistant	12	28827 - 34057	1046
Social Worker	20	41265 - 48985	1544
Special Project Foreman	12	28827 - 34057	1046
Specialist, Services for the Aging	9	25282 - 29782	900
Sr Account Clerk	8	24202 - 28507	861

County of Otsego
2009 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Sr Account Clerk-Typist	9	25282 - 29782	900
Sr Aging Services Aide	5	21284 - 25014	746
Sr Caseworker	14	31493 - 37253	1152
Sr Clerk	7	23184 - 27274	818
Sr Data Entry Machine Operator	9	25282 - 29782	900
Sr E&T Coordinator	14	31493 - 37253	1152
Sr E&T Counselor	14	31493 - 37253	1152
Sr Engineering Aide	14*	31493 - 37253	1152
Sr Key Punch Operator	8	24202 - 28507	861
Sr Planner	19	39434 - 46779	1469
Sr Programmer	16	34441 - 40766	1265
Sr Social Services Inv.	13	30127 - 35592	1093
Sr Social Welf Examiner	10	26401 - 31116	943
Sr Social Work Asst	14	31493 - 37253	1152
Sr Stenographer	9	25282 - 29782	900
Sr Support Investigator	12	28827 - 34057	1046
Sr Typist	7	23184 - 27274	818
Staff Development Coord	17	36029 - 42699	1334
Staff Social Worker	20	41265 - 48985	1544
Stenographer	7	23184 - 27274	818
Substance Abuse Counselor	12	28827 - 34057	1046
Summer Youth Counselor	10	26401 - 31116	943
Superv Psychiatrist	29	62497 - 74452	2391
Support Investigator	10	26401 - 31116	943
Supv Community Health Nurse	21#	54131 - 63636	1901
Tax Map Draftsperson	9	25282 - 29782	900
Tax Map Supervisor	14	31493 - 37253	1152
Tax Map Technician	11	27586 - 32561	995
Telephone Operator	5	21284 - 25014	746
Transfer Station Attend	1*	21082 - 24657	715
Transportation coord	7	23184 - 27274	818
Typist	5	21284 - 25014	746
Ward Clerk	5	21284 - 25014	746
Welfare Emp Asst	8	24202 - 28507	861
Welfare Emp Rep	11	27586 - 32561	995
Welfare Mgmt Systems Coord	18	37690 - 44690	1400
Worksite Supervisor	12	28827 - 34057	1046
Youth Care Specialist	9	25282 - 29782	900
*Position works other than 35 hr/wk with Summer hours			
#Manor Position works 2080 hr/yr			
<u>LONGEVITY</u>		<u>NIGHT DIFFERENTIAL</u>	
10 Years	\$225	Cleaner	\$410
15 Years	\$400	Dispatcher	\$590
20 Years	\$700		

County of Otsego
2009 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
25 Years	\$1,300		

County of Otsego
2009 CSEA Pay Schedule
@3% Increase over 2008

Annual Salary							
GRADE	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	611	18,005	18,616	19,227	19,838	20,449	21,060
2	639	18,768	19,407	20,046	20,685	21,324	21,963
3	677	19,563	20,240	20,917	21,594	22,271	22,948
4	709	20,404	21,113	21,822	22,531	23,240	23,949
5	746	21,284	22,030	22,776	23,522	24,268	25,014
6	782	22,210	22,992	23,774	24,556	25,338	26,120
7	818	23,184	24,002	24,820	25,638	26,456	27,274
8	861	24,202	25,063	25,924	26,785	27,646	28,507
9	900	25,282	26,182	27,082	27,982	28,882	29,782
10	943	26,401	27,344	28,287	29,230	30,173	31,116
11	995	27,586	28,581	29,576	30,571	31,566	32,561
12	1,046	28,827	29,873	30,919	31,965	33,011	34,057
13	1,093	30,127	31,220	32,313	33,406	34,499	35,592
14	1,152	31,493	32,645	33,797	34,949	36,101	37,253
15	1,210	32,935	34,145	35,355	36,565	37,775	38,985
16	1,265	34,441	35,706	36,971	38,236	39,501	40,766
17	1,334	36,029	37,363	38,697	40,031	41,365	42,699
18	1,400	37,690	39,090	40,490	41,890	43,290	44,690
19	1,469	39,434	40,903	42,372	43,841	45,310	46,779
20	1,544	41,265	42,809	44,353	45,897	47,441	48,985
21	1,620	43,193	44,813	46,433	48,053	49,673	51,293
22	1,698	45,214	46,912	48,610	50,308	52,006	53,704
23	1,788	47,335	49,123	50,911	52,699	54,487	56,275
24	1,872	49,565	51,437	53,309	55,181	57,053	58,925
25	1,970	51,903	53,873	55,843	57,813	59,783	61,753
26	2,065	54,362	56,427	58,492	60,557	62,622	64,687
27	2,171	56,942	59,113	61,284	63,455	65,626	67,797
28	2,279	59,651	61,930	64,209	66,488	68,767	71,046
29	2,391	62,497	64,888	67,279	69,670	72,061	74,452

County of Otsego
 2009 CSEA Pay Schedule
 @3% Increase over 2008

Hourly Rate						
GRADE	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	10.0969	10.4389	10.7810	11.1229	11.4650	11.8068
2	10.5254	10.8827	11.2399	11.5972	11.9545	12.3119
3	10.9709	11.3496	11.7284	12.1071	12.4858	12.8646
4	11.4428	11.8393	12.2359	12.6325	13.0289	13.4254
5	11.9368	12.3542	12.7715	13.1888	13.6062	14.0236
6	12.4559	12.8934	13.3310	13.7687	14.2063	14.6438
7	13.0019	13.4598	13.9175	14.3755	14.8332	15.2909
8	13.5732	14.0548	14.5365	15.0183	15.5000	15.9817
9	14.1786	14.6823	15.1863	15.6899	16.1937	16.6975
10	14.8069	15.3352	15.8634	16.3918	16.9200	17.4482
11	15.4705	16.0277	16.5847	17.1418	17.6990	18.2561
12	16.1667	16.7527	17.3386	17.9244	18.5103	19.0961
13	16.8960	17.5089	18.1218	18.7346	19.3476	19.9603
14	17.6621	18.3075	18.9529	19.5981	20.2435	20.8888
15	18.4705	19.1476	19.8250	20.5021	21.1793	21.8565
16	19.3156	20.0247	20.7338	21.4428	22.1520	22.8610
17	20.2061	20.9538	21.7014	22.4492	23.1969	23.9445
18	21.1383	21.9228	22.7072	23.4916	24.2760	25.0606
19	22.1157	22.9388	23.7619	24.5850	25.4080	26.2311
20	23.1435	24.0089	24.8741	25.7395	26.6051	27.4703
21	24.2241	25.1316	26.0393	26.9469	27.8545	28.7623
22	25.3577	26.3095	27.2613	28.2131	29.1648	30.1167
23	26.5473	27.5488	28.5502	29.5516	30.5530	31.5543
24	27.7981	28.8474	29.8966	30.9458	31.9950	33.0442
25	29.1097	30.2135	31.3172	32.4209	33.5248	34.6284
26	30.4880	31.6450	32.8022	33.9593	35.1164	36.2735
27	31.9350	33.1515	34.3681	35.5846	36.8011	38.0177
28	33.4549	34.7321	36.0093	37.2865	38.5637	39.8409
29	35.0507	36.3911	37.7313	39.0717	40.4120	41.7523

County of Otsego
2009 CSEA Pay Schedule
@3% Increase over 2008

2009 CSEA titles with other than 1783 annual hours

GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
01D	Transfer Att'd	2080	0.3432	10,135.8	10,479.0	10,822.2	11,165.4	11,508.6	11,851.8
01Z			715	21,082	21,797	22,512	23,227	23,942	24,657
05P	Cleaner - ncb	1820	0.4175	11,936.7	12,354.2	12,771.7	13,189.2	13,606.7	14,024.2
			761	21,725	22,486	23,247	24,008	24,769	25,530
05T	Motor Vehicle Operator	2080	0.4185	11,818.7	12,237.2	12,655.7	13,074.2	13,492.7	13,911.2
			872	24,582	25,454	26,326	27,198	28,070	28,942
07J	Cook - jail	2080	0.3916	11,422.2	11,813.8	12,205.4	12,597.0	12,988.6	13,380.2
07V			816	23,758	24,574	25,390	26,206	27,022	27,838
08D	mtc Woker	1820	0.4818	13,573.4	14,055.2	14,537.0	15,018.8	15,500.6	15,982.4
			878	24,703	25,581	26,459	27,337	28,215	29,093
10D	Dispatcher	2080	0.4536	13,620.9	14,074.5	14,528.1	14,981.7	15,435.3	15,888.9
10Z			944	28,331	29,275	30,219	31,163	32,107	33,051
12B	Bldg Mtc Mech	1820	0.5861	16,166.5	16,752.6	17,338.7	17,924.8	18,510.9	19,097.0
			1,069	29,423	30,492	31,561	32,630	33,699	34,768
12M	Chief Dispatcher	2080	0.5859	16,166.7	16,752.6	17,338.5	17,924.4	18,510.3	19,096.2
			1,220	33,626	34,846	36,066	37,286	38,506	39,726
13Z	Reg Prof Nurse*	2080	0.6137	18,226.6	18,840.3	19,454.0	20,067.7	20,681.4	21,295.1
			1,278	37,911	39,189	40,467	41,745	43,023	44,301
*This title is paid from the jail but is identical to the Meadows RPN									
14G	Sr Engineering Aide	2080	0.5533	15,140.2	15,693.5	16,246.8	16,800.1	17,353.4	17,906.7
			1,152	31,491	32,643	33,795	34,947	36,099	37,251

County of Otsego
2009 CSEA Pay Schedule
@3% Increase over 2008

2009 CSEA titles with other than 1783 annual hours

GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
16H	Jr Civil Engineer	2080	0.6080	16.5576	17.1656	17.7736	18.3816	18.9896	19.5976
			1,265	34,439	35,704	36,969	38,234	39,499	40,764
05J / 05U	<i>Elec Clerk</i>	1783		15.9676	No Increment - this title does not fall under regular CSEA rules; however contract increases are the same as CSEA				
	<i>Tech Spec</i>			28,470					
15T	<i>Legislative Office Assistant</i>			18.4705	Part Time Position				
Shift Differentials				PM	NT				
05P			hour	0.2253	0.2253				
			annual	410.00	410.00				
08D			hour	0.2090	0.2220				
			annual	380.38	404.04				
10D			hour	0.2837	0.2837				
			annual	590.00	590.00				

County of Otsego
 2009 CSEA Pay Schedule
 @3% Increase over 2008

2009 Highway Department Schedule-Annual hours 2080										
GRADE	Title	Increment	1st Step		2nd Step		3rd Step			
Shift Differentials			<i>hour</i>	<i>annual</i>						
			0 1974	410 59						
Longevity										
	10 yr		0 1082	225 00						
	15 yr		0.1923	400 00						
	20 yr		0.3365	700.00						
	25 yr		0 6250	1300.00						

County of Otsego
 2009 CSEA Pay Schedule
 @3% Increase over 2008

2009 Nurse Titles									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
11Q	Licensed Practical Nurse	1783		15.3203	15.8277	16.3352	16.8425	17.3500	17.8575
			906	27,317	28,223	29,129	30,035	30,941	31,847
13P	Reg Prof Nurse	1783		18.3466	18.9607	19.5747	20.1888	20.8029	21.4170
			1096	32,714	33,810	34,906	36,002	37,098	38,194
14E	Public Health Nurse	1783	0.6484	20.1839	20.8323	21.4807	22.1291	22.7775	23.4259
			1157	35,990	37,147	38,304	39,461	40,618	41,775
21A	Supr Public Health Nurse	1783		26.0238	26.9369	27.8501	28.7633	29.6765	30.5896
			1630	46,402	48,032	49,662	51,292	52,922	54,552
21G	Suprvr PHN (IHAP)	1783		26.0238	26.9369	27.8501	28.7633	29.6765	30.5896
			1630	46,402	48,032	49,662	51,292	52,922	54,552
21J	Supv Comm Hlth Nurse	1783		26.0238	26.9369	27.8501	28.7633	29.6765	30.5896
			1630	46,402	48,032	49,662	51,292	52,922	54,552

County of Otsego
2009 CSEA Pay Schedule
@3% Increase over 2008

2009 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
03E	Activities Aide	1820	0.3692	11,0253	11,3945	11,7637	12,1329	12,5021	12,8713
03F	Health Facility Transport		674	20,067	20,741	21,415	22,089	22,763	23,437
03I	Health Facility Transport	1950	0.3688	10,9709	11,3397	11,7085	12,0773	12,4461	12,8149
03Z	Aide Universal Aide		720	21,394	22,114	22,834	23,554	24,274	24,994
03J	Nursing Assistant Trainee	1950		10,2926					
					20,072				
05B	Cleaner - Meadows	1820	0.4047	11,9694	12,3741	12,7788	13,1835	13,5882	13,9929
05E	Laundry Worker		737	21,786	22,523	23,260	23,997	24,734	25,471
05Z	Universal Worker IA								
05F	Nursing Home Chauffeur	2080	0.4047	11,9694	12,3741	12,7788	13,1835	13,5882	13,9929
05Y	Universal Worker IB		843	24,898	25,741	26,584	27,427	28,270	29,113
06C	Food Service Helper	1950	0.3978	11,6455	12,0433	12,4411	12,8389	13,2367	13,6345
06E	Nursing Assistant		776	22,710	23,486	24,262	25,038	25,814	26,590
06Z	Universal Worker II								
06I	Home Health Assistant	1820	0.4288	12,4559	12,8847	13,3135	13,7423	14,1711	14,5999
			782	22,672	23,454	24,236	25,018	25,800	26,582
07B	Cook - Meadows	1950	0.4162	12,1422	12,5584	12,9746	13,3908	13,8070	14,2232
07C	Physical Therapy Aide		812	23,678	24,490	25,302	26,114	26,926	27,738
07E	Sr Food Service Helper								
08C	Housekeeper	1820	0.4695	13,5650	14,0345	14,5040	14,9735	15,4430	15,9125
			856	24,690	25,546	26,402	27,258	28,114	28,970

County of Otsego
2009 CSEA Pay Schedule
@3% Increase over 2008

2009 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
08I	Senior Cook	1950	0.4387	12,664.1	13,102.8	13,541.5	13,980.2	14,418.9	14,857.6
			857	24,697	25,554	26,411	27,268	28,125	28,982
08J 08U	Certified Nursing Assistant Physical Therapy Aide	1950	0.4695	13,565.0	14,034.5	14,504.0	14,973.5	15,443.0	15,912.5
			916	26,454	27,370	28,286	29,202	30,118	31,034
08T	Head Custodian	1820	0.4695	13,565.0	14,034.5	14,504.0	14,973.5	15,443.0	15,912.5
			856	24,690	25,546	26,402	27,258	28,114	28,970
09A	Activity Leader	1820	0.5033	14,178.4	14,681.7	15,185.0	15,688.3	16,191.6	16,694.9
			917	25,806	26,723	27,640	28,557	29,474	30,391
09B 09H	Food Service Supervisor Occupational Therapy	1820	0.4924	14,153.8	14,646.2	15,138.6	15,631.0	16,123.4	16,615.8
			898	25,761	26,659	27,557	28,455	29,353	30,251
09C	Staffing Coordinator	2080	1,024	29,441	30,465	31,489	32,513	33,537	34,561
09L	Physical Therapy Assistant	1950	0.4925	14,052.8	14,545.3	15,037.8	15,530.3	16,022.8	16,515.3
			961	27,404	28,365	29,326	30,287	31,248	32,209
10I	Graduate Practical Nurse	2080		14,501.1					
				30,163					
11K	Licensed Practical Nurse	2080	0.5080	15,320.7	15,828.7	16,336.7	16,844.7	17,352.7	17,860.7
			1,057	31,869	32,926	33,983	35,040	36,097	37,154
12A	Leisure Time Activities Dir	1820	0.5712	16,095.8	16,667.0	17,238.2	17,809.4	18,380.6	18,951.8
			1,041	29,296	30,337	31,378	32,419	33,460	34,501

County of Otsego
 2009 CSEA Pay Schedule
 @3% Increase over 2008

2009 Otsego Manor Salary Schedule

<u>GRADE</u>	<u>Title</u>	<u>Hours/year</u>	<u>Increment</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>5th Year</u>	<u>6th Year</u>
12D	Health Services Supervisor	2080	0.5361	15,363.6	15,899.7	16,435.8	16,971.9	17,508.0	18,044.1
			1,116	31,957	33,073	34,189	35,305	36,421	37,537
12V	Physical Therapy Assistant	2080	0.5712	16,095.8	16,667.0	17,238.2	17,809.4	18,380.6	18,951.8
12X	Occupational Therapy Asst		1,189	33,481	34,670	35,859	37,048	38,237	39,426

County of Otsego
2009 CSEA Pay Schedule
@3% Increase over 2008

2009 Otsego Manor Salary Schedule

GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
13Z	Reg Prof Nurse	2080	0.6137	18.2266	18.8403	19.4540	20.0677	20.6814	21.2951
			1,278	37,913	39,191	40,469	41,747	43,025	44,303
14C	Community Health Nurse	2080	0.6486	20.1840	20.8326	21.4812	22.1298	22.7784	23.4270
			1,351	41,984	43,335	44,686	46,037	47,388	48,739
15C	Assistant Head Nurse	2080	0.6295	18.8365	19.4660	20.0955	20.7250	21.3545	21.9840
			1,312	39,181	40,493	41,805	43,117	44,429	45,741
16B 16F	Head Nurse Inservice Training Director	2080	0.6476	19.8472	20.4948	21.1424	21.7900	22.4376	23.0852
			1,349	41,284	42,633	43,982	45,331	46,680	48,029
18A	Asst Director Nursing Services	2080	0.9134	28.7630	29.6764	30.5898	31.5032	32.4166	33.3300
			1,901.00	59,828	61,729.00	63,630.00	65,531.00	67,432.00	69,333
18L 18B	Supervising Nurse MDS Coordinator	2080	0.7127	21.0325	21.7452	22.4579	23.1706	23.8833	24.5960
			1,484	43,750	45,234	46,718	48,202	49,686	51,170
21M 21N	Supervising Com Health Nurse Clinical Svc Coord	2080	0.9132	26.0239	26.9371	27.8503	28.7635	29.6767	30.5899
			1,901	54,131	56,032	57,933	59,834	61,735	63,636

County of Otsego
2009 Pay Schedule
@3% Increase over 2008

	TITLE CODE	BASE RATE	CHARGE TIME RATE		
			DAY	PM	NT
			13Z	18.2266	0.9113
	18.8403	0.9420	0.9605	0.9653	
	19.4540	0.9727	0.9912	0.9960	
	20.0677	1.0034	1.0219	1.0266	
	20.6814	1.0341	1.0526	1.0573	
	21.2951	1.0648	1.0833	1.0880	
11K	15.3207	0.7660	0.7800	0.7850	
	15.8287	0.7914	0.8054	0.8104	
	16.3367	0.8168	0.8308	0.8358	
	16.8447	0.8422	0.8562	0.8612	
	17.3527	0.8676	0.8816	0.8866	
	17.8607	0.8930	0.9070	0.9120	
TITLE	SHIFT DIFFERENTIAL				
	Regular		OT		
	PM	NT	PM	NT	
Supr Nurse	0.3700	0.4650		0.5550	0.6975
Head Nurse					
RN					
LPN	0.2800	0.3800		0.4200	0.5700
GPN					
Health Serv Supvr					
Nursing Assistant	0.2090	0.2220		0.3135	0.3330
Certified NA					
Laundry Worker					
MTC Worker					
Security Guard					

County of Otsego
2010 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Account Clerk	6	22877 - 26907	806
Account Clerk-Typist	7	23880 - 28095	843
Acct Superv Grade B	14	32438 - 38373	1187
Accountant	17	37110 - 43985	1375
Addictions Counselor	14	32438 - 38373	1187
Aging Services Aide	3	20150 - 23640	698
Alcohol & Subst Abuse Prog Coord	16	35475 - 41990	1303
Alcohol Abuse Aide	3	20150 - 23640	698
Alcohol Abuse Counselor	12	29692 - 35082	1078
Assessment Manager	11	28414 - 33539	1025
Assoc E&T Coord	16	35475 - 41990	1303
Asst Director Nursing Services	18#	61623 - 71418	1959
Bldg Maintenance Mech	12*	30305 - 35815	1102
Bookkeeping Mach Oper	8	24929 - 29364	887
Building/Fire Inspector	8	24929 - 29364	887
Bus Driver	5	21923 - 25768	769
Case Superv Grade A	18	38821 - 46031	1442
Case Superv Grade B	16	35475 - 41990	1303
Caseworker	12	29692 - 35082	1078
Central Services Clerk	6	22877 - 26907	806
CETA Training Coord	14	32438 - 38373	1187
Chief Dispatcher	12*	34635 - 40920	1257
Civil Defense Asst	5	21923 - 25768	769
Cleaner	5	21923 - 25768	769
Cleaner	5*	22376 - 26296	784
Clerk	5	21923 - 25768	769
Clinical Services Coordinator	21#	55755 - 65550	1959
Communications Specialist	16	35475 - 41990	1303
Community Health Nurse	14#	43244 - 50204	1392
Community Mental Health Aide	11	28414 - 33539	1025
Community Services Aide	3	20150 - 23640	698
Community Services Worker	4	21017 - 24672	731
Computer Operator	8	24929 - 29364	887
Computer Programmer	14	32438 - 38373	1187
Computer Programmer Trainee		26041	
Computer Serv Spec	14	32438 - 38373	1187
Cook (Jail)	7*	24471 - 28676	841
Coord of Services for the Aging	14	32438 - 38373	1187
Data Entry Machine Oper	7	23880 - 28095	843
Dir of Weights & Measures	12	29692 - 35082	1078
Dispatcher	10*	29181 - 34046	973
E&T Assistant	9	26041 - 30676	927
E&T Coordinator	12	29692 - 35082	1078
E&T Counselor	12	29692 - 35082	1078
Engineering Aide	12*	29692 - 35082	1078

County of Otsego
2010 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Family Services Specialist	14	32438 - 38373	1187
Financial Investigator	10	27194 - 32054	972
Head Social Welfare Examiner	16	35475 - 41990	1303
Home Health Aide	3	20150 - 23640	698
Home Health Assistant	6	22877 - 26907	806
Homeland Security Admin/Nurse	10	27194 - 32054	972
Homemaker	4	21017 - 24672	731
Jr Civil Engineer	16*	35475 - 41990	1303
Key Punch Operator	6	22877 - 26907	806
Keyboard Specialist	5	21923 - 25768	769
Maintenance Worker	8*	25444 - 29969	905
Managed Care Specialist	10	27194 - 32054	972
Medical Records Clerk	8	24929 - 29364	887
Medical Worker	10	27194 - 32054	972
Microcomputer Specialist	13	31031 - 36661	1126
Motor Vehicle Bureau Superv	10	27194 - 32054	972
Motor Vehicle Clerk	8	24929 - 29364	887
Motor Vehicle Operator	5	21923 - 25768	769
Network Administrator	17	37110 - 43985	1375
Occupational Therapy Assistant	9	26041 - 30676	927
Painter	6	22877 - 26907	806
Payroll Coordinator	10	27194 - 32054	972
Physical Therapist	22	46571 - 55316	1749
Planner	17	37110 - 43985	1375
Planner Trainee		31031	
Pr Social Welf Examiner	14	32438 - 38373	1187
Pr Account Clerk	10	27194 - 32054	972
Pr Account Clerk-Typist	14	32438 - 38373	1187
Probation Officer I	15	33924 - 40159	1247
Probation Officer II	17	37110 - 43985	1375
Probation Officer Trainee		31031	
Programmer Analyst	19	40618 - 48188	1514
Purchasing Clerk	8	24929 - 29364	887
Real Prop Information Spc	10	27194 - 32054	972
Records Management Clerk	7	23880 - 28095	843
Respite/Educational Aide	3	20150 - 23640	698
Social Serv Investigator	11	28414 - 33539	1025
Social Welfare Examiner	8	24929 - 29364	887
Social Work Assistant	12	29692 - 35082	1078
Social Worker	20	42503 - 50458	1591
Special Project Foreman	12	29692 - 35082	1078
Specialist, Services for the Aging	9	26041 - 30676	927
Sr Account Clerk	8	24929 - 29364	887
Sr Account Clerk-Typist	9	26041 - 30676	927
Sr Aging Services Aide	5	21923 - 25768	769

County of Otsego
2010 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Sr Caseworker	14	32438 - 38373	1187
Sr Clerk	7	23880 - 28095	843
Sr Data Entry Machine Operator	9	26041 - 30676	927
Sr E&T Coordinator	14	32438 - 38373	1187
Sr E&T Counselor	14	32438 - 38373	1187
Sr Engineering Aide	14*	32438 - 38373	1187
Sr Key Punch Operator	8	24929 - 29364	887
Sr Planner	19	40618 - 48188	1514
Sr Programmer	16	35475 - 41990	1303
Sr Social Services Inv.	13	31031 - 36661	1126
Sr Social Welf Examiner	10	27194 - 32054	972
Sr Social Work Asst	14	32438 - 38373	1187
Sr Stenographer	9	26041 - 30676	927
Sr Support Investigator	12	29692 - 35082	1078
Sr Typist	7	23880 - 28095	843
Staff Development Coord	17	37110 - 43985	1375
Staff Social Worker	20	42503 - 50458	1591
Stenographer	7	23880 - 28095	843
Substance Abuse Counselor	12	29692 - 35082	1078
Summer Youth Counselor	10	27194 - 32054	972
Superv Psychiatrist	29	64372 - 76687	2463
Support Investigator	10	27194 - 32054	972
Supv Community Health Nurse	21#	55755 - 65550	1959
Tax Map Draftsperson	9	26041 - 30676	927
Tax Map Supervisor	14	32438 - 38373	1187
Tax Map Technician	11	28414 - 33539	1025
Telephone Operator	5	21923 - 25768	769
Transfer Station Attend	1*	21714 - 25399	737
Transportation coord	7	23880 - 28095	843
Typist	5	21923 - 25768	769
Ward Clerk	5	21923 - 25768	769
Welfare Emp Asst	8	24929 - 29364	887
Welfare Emp Rep	11	28414 - 33539	1025
Welfare Mgmt Systems Coord	18	38821 - 46031	1442
Worksite Supervisor	12	29692 - 35082	1078
Youth Care Specialist	9	26041 - 30676	927
*Position works other than 35 hr/wk with Summer hours			
#Manor position works 2080 hr/yr			
<u>LONGEVITY</u>		<u>NIGHT DIFFERENTIAL</u>	
10 Years	\$225	Cleaner	\$410
15 Years	\$400	Dispatcher	\$590
20 Years	\$700		
25 Years	\$1,300		

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

Annual Salary							
GRADE	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	630	18,546	19,176	19,806	20,436	21,066	21,696
2	659	19,332	19,991	20,650	21,309	21,968	22,627
3	698	20,150	20,848	21,546	22,244	22,942	23,640
4	731	21,017	21,748	22,479	23,210	23,941	24,672
5	769	21,923	22,692	23,461	24,230	24,999	25,768
6	806	22,877	23,683	24,489	25,295	26,101	26,907
7	843	23,880	24,723	25,566	26,409	27,252	28,095
8	887	24,929	25,816	26,703	27,590	28,477	29,364
9	927	26,041	26,968	27,895	28,822	29,749	30,676
10	972	27,194	28,166	29,138	30,110	31,082	32,054
11	1,025	28,414	29,439	30,464	31,489	32,514	33,539
12	1,078	29,692	30,770	31,848	32,926	34,004	35,082
13	1,126	31,031	32,157	33,283	34,409	35,535	36,661
14	1,187	32,438	33,625	34,812	35,999	37,186	38,373
15	1,247	33,924	35,171	36,418	37,665	38,912	40,159
16	1,303	35,475	36,778	38,081	39,384	40,687	41,990
17	1,375	37,110	38,485	39,860	41,235	42,610	43,985
18	1,442	38,821	40,263	41,705	43,147	44,589	46,031
19	1,514	40,618	42,132	43,646	45,160	46,674	48,188
20	1,591	42,503	44,094	45,685	47,276	48,867	50,458
21	1,669	44,489	46,158	47,827	49,496	51,165	52,834
22	1,749	46,571	48,320	50,069	51,818	53,567	55,316
23	1,842	48,756	50,598	52,440	54,282	56,124	57,966
24	1,929	51,052	52,981	54,910	56,839	58,768	60,697
25	2,030	53,461	55,491	57,521	59,551	61,581	63,611
26	2,127	55,993	58,120	60,247	62,374	64,501	66,628
27	2,237	58,651	60,888	63,125	65,362	67,599	69,836
28	2,348	61,441	63,789	66,137	68,485	70,833	73,181
29	2,463	64,372	66,835	69,298	71,761	74,224	76,687

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

Hourly Rate						
GRADE	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	10.3999	10.7521	11.1045	11.4566	11.8090	12.1611
2	10.8412	11.2092	11.5771	11.9452	12.3132	12.6813
3	11.3001	11.6901	12.0803	12.4704	12.8604	13.2506
4	11.7861	12.1945	12.6030	13.0115	13.4198	13.8282
5	12.2950	12.7249	13.1547	13.5845	14.0144	14.4444
6	12.8296	13.2803	13.7310	14.1818	14.6325	15.0832
7	13.3920	13.8636	14.3351	14.8068	15.2782	15.7497
8	13.9804	14.4765	14.9726	15.4689	15.9650	16.4612
9	14.6040	15.1228	15.6419	16.1606	16.6796	17.1985
10	15.2512	15.7953	16.3394	16.8836	17.4276	17.9717
11	15.9347	16.5086	17.0823	17.6561	18.2300	18.8038
12	16.6518	17.2553	17.8588	18.4622	19.0657	19.6690
13	17.4029	18.0342	18.6655	19.2967	19.9281	20.5592
14	18.1920	18.8568	19.5215	20.1861	20.8509	21.5155
15	19.0247	19.7221	20.4198	21.1172	21.8147	22.5122
16	19.8951	20.6255	21.3559	22.0861	22.8166	23.5469
17	20.8123	21.5825	22.3525	23.1227	23.8929	24.6629
18	21.7725	22.5805	23.3885	24.1964	25.0043	25.8125
19	22.7792	23.6270	24.4748	25.3226	26.1703	27.0181
20	23.8379	24.7292	25.6204	26.5117	27.4033	28.2945
21	24.9509	25.8856	26.8205	27.7554	28.6902	29.6252
22	26.1185	27.0988	28.0792	29.0595	30.0398	31.0203
23	27.3438	28.3753	29.4068	30.4382	31.4696	32.5010
24	28.6321	29.7129	30.7935	31.8742	32.9549	34.0356
25	29.9830	31.1200	32.2568	33.3936	34.5306	35.6673
26	31.4027	32.5944	33.7863	34.9781	36.1699	37.3618
27	32.8931	34.1461	35.3992	36.6522	37.9052	39.1583
28	34.4586	35.7741	37.0896	38.4051	39.7207	41.0362
29	36.1023	37.4829	38.8633	40.2439	41.6244	43.0049

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 CSEA titles with other than 1783 annual hours									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
01D	Transfer Att'd	2080	0.3535	10.4399	10.7934	11.1469	11.5004	11.8539	12.2074
01Z			737	21,714	22,451	23,188	23,925	24,662	25,399
05P	Cleaner - ncb	1820	0.4301	12.2949	12.7250	13.1551	13.5852	14.0153	14.4454
			784	22,376	23,160	23,944	24,728	25,512	26,296
05T	Motor Vehicle Operator	2080	0.4311	12.1733	12.6044	13.0355	13.4666	13.8977	14.3288
			899	25,320	26,219	27,118	28,017	28,916	29,815
07J	Cook - jail	2080	0.4034	11.7649	12.1683	12.5717	12.9751	13.3785	13.7819
07V			841	24,471	25,312	26,153	26,994	27,835	28,676
08D	mtc Woker	1820	0.4963	13.9807	14.4770	14.9733	15.4696	15.9659	16.4622
			905	25,444	26,349	27,254	28,159	29,064	29,969
10D	Dispatcher	2080	0.4673	14.0296	14.4969	14.9642	15.4315	15.8988	16.3661
10Z			973	29,181	30,154	31,127	32,100	33,073	34,046
12B	Bldg Mtc Mech	1820	0.6037	16.6515	17.2552	17.8589	18.4626	19.0663	19.6700
			1,102	30,305	31,407	32,509	33,611	34,713	35,815
12M	Chief Dispatcher	2080	0.6035	16.6518	17.2553	17.8588	18.4623	19.0658	19.6693
			1,257	34,635	35,892	37,149	38,406	39,663	40,920
13Z	Reg Prof Nurse*	2080	0.6322	18.7734	19.4056	20.0378	20.6700	21.3022	21.9344
			1,317	39,048	40,365	41,682	42,999	44,316	45,633
*This title is paid from the jail but is identical to the Meadows RPN									
14G	Sr Engineering Aide	2080	0.5699	15.5945	16.1644	16.7343	17.3042	17.8741	18.4440
			1,187	32,436	33,623	34,810	35,997	37,184	38,371

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 CSEA titles with other than 1783 annual hours									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
			0						
16H	Jr Civil Engineer	2080	0.6263	17.0544	17.6807	18.3070	18.9333	19.5596	20.1859
			1,303	35,473	36,776	38,079	39,382	40,685	41,988
05J / 05U	<i>Elec Clerk</i>	1783		16.4467	No Increment - this title does not fall under regular CSEA rules; however contract increases are the same as CSEA				
	<i>Tech Spec</i>		29,324						
15T	<i>Legislative Office Assistant</i>			19.0247	Part Time Position				

<u>Shift Differentials</u>				<u>PM</u>	<u>NT</u>				
05P		hour		0.2253	0.2253				
		annual		410.00	410.00				
08D		hour		0.2090	0.2220				
		annual		380.38	404.04				
10D		hour		0.2837	0.2837				
		annual		590.00	590.00				

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 Highway Department Schedule-Annual Hours 2080											
GRADE	Title	Incr	1st Step		2nd Step		3rd Step				
			hourly	annual	hourly	annual	hourly	annual			
17G	Garage Supervisor		20.1911	41,998	21 6565	45,046	23 0893	48,026			
14J	Working Supr Construction		18 0266	37,495	19 2932	40,130	20 5292	42,700			
16E	General Maintenance Supr		17 2511	35,882	18.6144	38,718	19 9436	41,482			
13J	Working Supervisor										
13N	Working Supr Sign Shop		16 4085	34,129	17.5729	36,553	18.7098	38,915			
13H	Automotive Mechanic		15 2533	31,726	16.4527	34,223	17 6125	36,634			
12H	Welder										
12Y	Heavy Motor Eq Op Class II		15.2304	31,680	16 3622	34,032	17 4712	36,340			
12G	Heavy Motor Eq Op Class I		14.6213	30,412	15.7485	32,756	16 8532	35,054			
11C	Weigh Station Operator										
11L	Motor Equip Oper Class II		14 1492	29,430	15.2164	31,650	16 2491	33,798			
11I	Motor Equip Oper Class I		13 7832	28,669	14 8502	30,888	15.8857	33,041			
11J	Skilled Laborer										
11B	Mechanic's Helper		13 6210	28,331	14.6866	30,549	15 7191	32,696			
08L	Laborer										
08M	Road Maintainer										
08O	Summer Laborer		12.1908	25,357	13.1234	27,296	14 0536	29,232			
08P	Road Maintainer Summer		6 5213	13,564	7.1545	14,882	7 7876	16,199			
									4th Step	5th Step	6th Step
05A	Cleaner - Hwy	0.4284	12.1731		12 6014		13 0298		13 4582	13 8865	14.3149
		891 01		25319.94		26210.96		27101 97	27992.98	28883 99	29775 00

County of Otsego
 2010 CSEA Pay Schedule
 @3% Increase over 2009

2010 Highway Department Schedule-Annual Hours 2080											
GRADE	Title	Incr	1st Step	2nd Step	3rd Step						
Shift Differentials			<i>hour</i>	<i>annual</i>							
			0 1974	410 59							
Longevity											
	10 yr		0.1082	225 00							
	15 yr		0 1923	400 00							
	20 yr		0 3365	700 00							
	25 yr		0.6250	1300.00							

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 Nurse Titles									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
11Q	Licensed Practical Nurse	1783		15.7799	16.3025	16.8252	17.3478	17.8705	18.3932
			934	28,137	29,071	30,005	30,939	31,873	32,807
13P	Reg Prof Nurse	1783		18.8970	19.5295	20.1619	20.7945	21.4270	22.0595
			1129	33,696	34,825	35,954	37,083	38,212	39,341
14E	Public Health Nurse	1783	0.6679	20.7894	21.4573	22.1251	22.7930	23.4608	24.1287
			1192	37,070	38,262	39,454	40,646	41,838	43,030
21A	Supr Public Health Nurse	1783		26.8046	27.7450	28.6856	29.6262	30.5668	31.5073
			1679	47,795	49,474	51,153	52,832	54,511	56,190
21G	Suprvr PHN (IHAP)	1783		26.8046	27.7450	28.6856	29.6262	30.5668	31.5073
			1679	47,795	49,474	51,153	52,832	54,511	56,190
21J	Supv Comm Hlth Nurse	1783		26.8046	27.7450	28.6856	29.6262	30.5668	31.5073
			1679	47,795	49,474	51,153	52,832	54,511	56,190

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 Otsego Manor Salary Schedule									
GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
03E	Activities Aide	1820	0.3803	11.3561	11.7364	12.1167	12.4970	12.8773	13.2576
03F	Health Facility Transport		695	20,670	21,365	22,060	22,755	23,450	24,145
03I	Health Facility Transport	1950	0.3799	11.3001	11.6800	12.0599	12.4398	12.8197	13.1996
03Z	Aide Universal Aide		742	22,036	22,778	23,520	24,262	25,004	25,746
03J	Nursing Assistant Trainee	1950		10.6014					
				20,675					
05B	Cleaner - Meadows	1820	0.4169	12.3285	12.7454	13.1623	13.5792	13.9961	14.4130
05E	Laundry Worker		760	22,440	23,200	23,960	24,720	25,480	26,240
05Z	Universal Worker IA								
05F	Nursing Home Chauffeur	2080	0.4169	12.3285	12.7454	13.1623	13.5792	13.9961	14.4130
05Y	Universal Worker IB		869	25,645	26,514	27,383	28,252	29,121	29,990
06C	Food Service Helper	1950	0.4098	11.9949	12.4047	12.8145	13.2243	13.6341	14.0439
06E	Nursing Assistant		800	23,392	24,192	24,992	25,792	26,592	27,392
06Z	Universal Worker II								
06I	Home Health Assistant	1820	0.4417	12.8296	13.2713	13.7130	14.1547	14.5964	15.0381
			806	23,353	24,159	24,965	25,771	26,577	27,383
07B	Cook - Meadows	1950	0.4287	12.5065	12.9352	13.3639	13.7926	14.2213	14.6500
07C	Physical Therapy Aide		837	24,389	25,226	26,063	26,900	27,737	28,574
07E	Sr Food Service Helper								
08C	Housekeeper	1820	0.4836	13.9720	14.4556	14.9392	15.4228	15.9064	16.3900
			882	25,431	26,313	27,195	28,077	28,959	29,841

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 Otsego Manor Salary Schedule									
GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
08I	Senior Cook	1950	0.4519	13.0441	13.4960	13.9479	14.3998	14.8517	15.3036
			883	25,438	26,321	27,204	28,087	28,970	29,853
08J	Certified Nursing Assistant	1950	0.4836	13.9720	14.4556	14.9392	15.4228	15.9064	16.3900
08U	Physical Therapy Aide		944	27,248	28,192	29,136	30,080	31,024	31,968
08T	Head Custodian	1820	0.4836	13.9720	14.4556	14.9392	15.4228	15.9064	16.3900
			882	25,431	26,313	27,195	28,077	28,959	29,841
09A	Activity Leader	1820	0.5184	14.6038	15.1222	15.6406	16.1590	16.6774	17.1958
			945	26,581	27,526	28,471	29,416	30,361	31,306
09B	Food Service Supervisor	1820	0.5072	14.5785	15.0857	15.5929	16.1001	16.6073	17.1145
09H	Occupational Therapy		925	26,534	27,459	28,384	29,309	30,234	31,159
09C	Staffing Coordinator	2080	1,055	30,325	31,380	32,435	33,490	34,545	35,600
09L	Physical Therapy Assistant	1950	0.5073	14.4744	14.9817	15.4890	15.9963	16.5036	17.0109
			990	28,227	29,217	30,207	31,197	32,187	33,177
10I	Graduate Practical Nurse	2080		14.9362					
				31,068					
11K	Licensed Practical Nurse	2080	0.5233	15.7804	16.3037	16.8270	17.3503	17.8736	18.3969
			1,089	32,826	33,915	35,004	36,093	37,182	38,271
12A	Leisure Time Activities Dir	1820	0.5884	16.5787	17.1671	17.7555	18.3439	18.9323	19.5207
			1,073	30,175	31,248	32,321	33,394	34,467	35,540
12D	Health Services Supervisor	2080	0.5522	15.8246	16.3768	16.9290	17.4812	18.0334	18.5856

County of Otsego
2010 CSEA Pay Schedule
@3% Increase over 2009

2010 Otsego Manor Salary Schedule									
GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
12B	Health Services Supervisor	2080	1,150	32,916	34,066	35,216	36,366	37,516	38,666
12V	Physical Therapy Assistant	2080	0.5884	16,5787	17,1671	17,7555	18,3439	18,9323	19,5207
12X	Occupational Therapy Asst		1,225	34,486	35,711	36,936	38,161	39,386	40,611
13Z	Reg Prof Nurse	2080	0.6322	18,7734	19,4056	20,0378	20,6700	21,3022	21,9344
			1,317	39,051	40,368	41,685	43,002	44,319	45,636
14C	Community Health Nurse	2080	0.6681	20,7896	21,4577	22,1258	22,7939	23,4620	24,1301
			1,392	43,244	44,636	46,028	47,420	48,812	50,204
15C	Assistant Head Nurse	2080	0.6484	19,4016	20,0500	20,6984	21,3468	21,9952	22,6436
			1,352	40,357	41,709	43,061	44,413	45,765	47,117
16B	Head Nurse	2080	0.6671	20,4427	21,1098	21,7769	22,4440	23,1111	23,7782
16F	Inservice Training Director		1,390	42,523	43,913	45,303	46,693	48,083	49,473
18A	Asst Director Nursing Services	2080	0.9409	29,6259	30,5668	31,5077	32,4486	33,3895	34,3304
			1,959	61,623	63,582	65,541	67,500	69,459	71,418
18L	Supervising Nurse	2080	0.7341	21,6635	22,3976	23,1317	23,8658	24,5999	25,3340
18B	MDS Coordinator		1,529	45,063	46,592	48,121	49,650	51,179	52,708
21M	Supervising Com Health Nurse	2080	0.9406	26,8047	27,7453	28,6859	29,6265	30,5671	31,5077
21N	Clinical Svc Coord		1,959	55,755	57,714	59,673	61,632	63,591	65,550

County of Otsego
2010 Pay Schedule
@3% Increase over 2009

	TITLE CODE	BASE RATE	CHARGE TIME RATE			
			DAY	PM	NT	
			13Z	18 7734	0.9387	0 9572
	19 4056	0 9703	0 9888	0 9935		
	20 0378	1 0019	1 0204	1 0251		
	20.6700	1 0335	1.0520	1 0568		
	21 3022	1.0651	1 0836	1 0884		
	21 9344	1.0967	1.1152	1 1200		
	11K	15.7804	0 7890	0.8030	0 8080	
	16 3037	0 8152	0.8292	0 8342		
	16 8270	0 8414	0 8554	0 8604		
	17 3503	0.8675	0 8815	0 8865		
	17 8736	0.8937	0.9077	0.9127		
	18.3969	0 9198	0.9338	0 9388		
TITLE	SHIFT DIFFERENTIAL					
		Regular			OT	
		PM	NT		PM	NT
	Supr Nurse Head Nurse RN	0.3700	0 4650		0 5550	0 6975
	LPN GPN Health Serv Supvr	0.2800	0 3800		0 4200	0.5700
	Nursing Assistant Certified NA Laundry Worker MTC Worker Security Guard	0 2090	0 2220		0 3135	0 3330

County of Otsego
2011 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Account Clerk	6	23564 - 27719	831
Account Clerk-Typist	7	24597 - 28942	869
Acct Superv Grade B	14	33412 - 39527	1223
Accountant	17	38224 - 45309	1417
Addictions Counselor	14	33412 - 39527	1223
Aging Services Aide	3	20755 - 24350	719
Alcohol & Subst Abuse Prog Coord	16	36540 - 43255	1343
Alcohol Abuse Aide	3	20755 - 24350	719
Alcohol Abuse Counselor	12	30583 - 36138	1111
Assessment Manager	11	29267 - 34547	1056
Assoc E&T Coord	16	36540 - 43255	1343
Asst Director Nursing Services	18#	63472 - 73562	2018
Bldg Maintenance Mech	12*	31215 - 36895	1136
Bookkeeping Mach Oper	8	25677 - 30247	914
Building/Fire Inspector	8	25677 - 30247	914
Bus Driver	5	22581 - 26546	793
Case Superv Grade A	18	39986 - 47416	1486
Case Superv Grade B	16	36540 - 43255	1343
Caseworker	12	30583 - 36138	1111
Central Services Clerk	6	23564 - 27719	831
CETA Training Coord	14	33412 - 39527	1223
Chief Dispatcher	12*	35674 - 42149	1295
Civil Defense Asst	5	22581 - 26546	793
Cleaner	5	22581 - 26546	793
Cleaner	5*	23048 - 27088	808
Clerk	5	22581 - 26546	793
Clinical Services Coordinator	21#	57428 - 67518	2018
Communications Specialist	16	36540 - 43255	1343
Community Health Nurse	14#	44542 - 51712	1434
Community Mental Health Aide	11	29267 - 34547	1056
Community Services Aide	3	20755 - 24350	719
Community Services Worker	4	21648 - 25413	753
Computer Operator	8	25677 - 30247	914
Computer Programmer	14	33412 - 39527	1223
Computer Programmer Trainee		26823	
Computer Serv Spec	14	33412 - 39527	1223
Cook (Jail)	7*	25205 - 29540	867
Coord of Services for the Aging	14	33412 - 39527	1223
Data Entry Machine Oper	7	24597 - 28942	869
Dir of Weights & Measures	12	30583 - 36138	1111
Dispatcher	10*	30056 - 35071	1003
E&T Assistant	9	26823 - 31598	955
E&T Coordinator	12	30583 - 36138	1111
E&T Counselor	12	30583 - 36138	1111

County of Otsego
2011 SALARY SCHEDULE
Alphabetical Listing

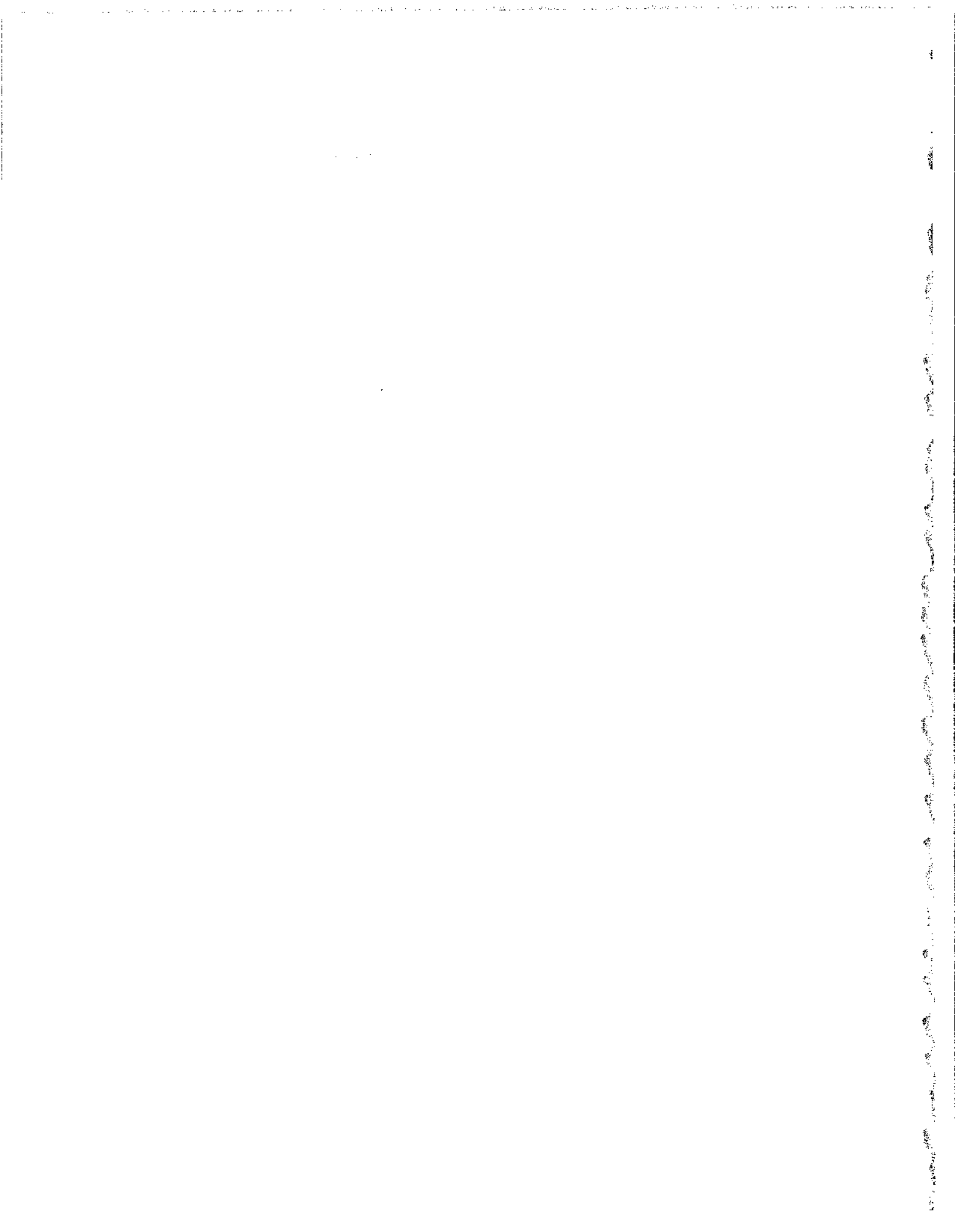
<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Engineering Aide	12*	30583 - 36138	1111
Family Services Specialist	14	33412 - 39527	1223
Financial Investigator	10	28010 - 33020	1002
Head Social Welfare Examiner	16	36540 - 43255	1343
Home Health Aide	3	20755 - 24350	719
Home Health Assistant	6	23564 - 27719	831
Homeland Security/Safety Admin	10	28010 - 33020	1002
Homemaker	4	21648 - 25413	753
Jr Civil Engineer	16*	36540 - 43255	1343
Key Punch Operator	6	23564 - 27719	831
Keyboard Specialist	5	22581 - 26546	793
Maintenance Worker	8*	26208 - 30873	933
Managed Care Specialist	10	28010 - 33020	1002
Medical Records Clerk	8	25677 - 30247	914
Medical Worker	10	28010 - 33020	1002
Microcomputer Specialist	13	31962 - 37762	1160
Motor Vehicle Bureau Superv	10	28010 - 33020	1002
Motor Vehicle Clerk	8	25677 - 30247	914
Motor Vehicle Operator	5	22581 - 26546	793
Network Administrator	17	38224 - 45309	1417
Occupational Therapy Assistant	9	26823 - 31598	955
Painter	6	23564 - 27719	831
Payroll Coordinator	10	28010 - 33020	1002
Physical Thereapist	22	47969 - 56979	1802
Planner	17	38224 - 45309	1417
Planner Trainee		31962	
Pr Social Welf Examiner	14	33412 - 39527	1223
Pr Account Clerk	10	28010 - 33020	1002
Pr Account Clerk-Typist	14	33412 - 39527	1223
Probation Officer I	15	34942 - 41367	1285
Probation Officer II	17	38224 - 45309	1417
Probation Officer Trainee		31962	
Programmer Analyst	19	41837 - 49637	1560
Purchasing Clerk	8	25677 - 30247	914
Real Prop Information Spc	10	28010 - 33020	1002
Records Management Clerk	7	24597 - 28942	869
Respite/Educational Aide	3	20755 - 24350	719
Social Serv Investigator	11	29267 - 34547	1056
Social Welfare Examiner	8	25677 - 30247	914
Social Work Assistant	12	30583 - 36138	1111
Social Worker	20	43779 - 51974	1639
Special Project Foreman	12	30583 - 36138	1111
Specialist, Services for the Aging	9	26823 - 31598	955
Sr Account Clerk	8	25677 - 30247	914

County of Otsego
2011 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
Sr Account Clerk-Typist	9	26823 - 31598	955
Sr Aging Services Aide	5	22581 - 26546	793
Sr Caseworker	14	33412 - 39527	1223
Sr Clerk	7	24597 - 28942	869
Sr Data Entry Machine Operator	9	26823 - 31598	955
Sr E&T Coordinator	14	33412 - 39527	1223
Sr E&T Counselor	14	33412 - 39527	1223
Sr Engineering Aide	14*	33412 - 39527	1223
Sr Key Punch Operator	8	25677 - 30247	914
Sr Planner	19	41837 - 49637	1560
Sr Programmer	16	36540 - 43255	1343
Sr Social Services Inv.	13	31962 - 37762	1160
Sr Social Welf Examiner	10	28010 - 33020	1002
Sr Social Work Asst	14	33412 - 39527	1223
Sr Stenographer	9	26823 - 31598	955
Sr Support Investigator	12	30583 - 36138	1111
Sr Typist	7	24597 - 28942	869
Staff Development Coord	17	38224 - 45309	1417
Staff Social Worker	20	43779 - 51974	1639
Stenographer	7	24597 - 28942	869
Substance Abuse Counselor	12	30583 - 36138	1111
Summer Youth Counselor	10	28010 - 33020	1002
Superv Psychiatrist	29	66304 - 78989	2537
Support Investigator	10	28010 - 33020	1002
Supv Community Health Nurse	21#	57428 - 67518	2018
Tax Map Draftsperson	9	26823 - 31598	955
Tax Map Supervisor	14	33412 - 39527	1223
Tax Map Technician	11	29267 - 34547	1056
Telephone Operator	5	22581 - 26546	793
Transfer Station Attend	1*	22366 - 26166	760
Transportation coord	7	24597 - 28942	869
Typist	5	22581 - 26546	793
Ward Clerk	5	22581 - 26546	793
Welfare Emp Asst	8	25677 - 30247	914
Welfare Emp Rep	11	29267 - 34547	1056
Welfare Mgmt Systems Coord	18	39986 - 47416	1486
Worksite Supervisor	12	30583 - 36138	1111
Youth Care Specialist	9	26823 - 31598	955
*Position works other than 35 hr/wk with Summer hours			
#Manor position works 2080 hr/yr			
<u>LONGEVITY</u>		<u>NIGHT DIFFERENTIAL</u>	
10 Years	\$225	Cleaner	\$410
15 Years	\$400	Dispatcher	\$590
20 Years	\$700		

County of Otsego
2011 SALARY SCHEDULE
Alphabetical Listing

<u>TITLE</u>	<u>GRADE</u>	<u>RANGE</u>	<u>ANNUAL INCREMENT</u>
25 Years	\$1,300		



County of Otsego
 2011 CSEA Pay Schedule
 @3% Increase over 2010

Annual Salary							
GRADE	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	649	19,103	19,752	20,401	21,050	21,699	22,348
2	679	19,912	20,591	21,270	21,949	22,628	23,307
3	719	20,755	21,474	22,193	22,912	23,631	24,350
4	753	21,648	22,401	23,154	23,907	24,660	25,413
5	793	22,581	23,374	24,167	24,960	25,753	26,546
6	831	23,564	24,395	25,226	26,057	26,888	27,719
7	869	24,597	25,466	26,335	27,204	28,073	28,942
8	914	25,677	26,591	27,505	28,419	29,333	30,247
9	955	26,823	27,778	28,733	29,688	30,643	31,598
10	1,002	28,010	29,012	30,014	31,016	32,018	33,020
11	1,056	29,267	30,323	31,379	32,435	33,491	34,547
12	1,111	30,583	31,694	32,805	33,916	35,027	36,138
13	1,160	31,962	33,122	34,282	35,442	36,602	37,762
14	1,223	33,412	34,635	35,858	37,081	38,304	39,527
15	1,285	34,942	36,227	37,512	38,797	40,082	41,367
16	1,343	36,540	37,883	39,226	40,569	41,912	43,255
17	1,417	38,224	39,641	41,058	42,475	43,892	45,309
18	1,486	39,986	41,472	42,958	44,444	45,930	47,416
19	1,560	41,837	43,397	44,957	46,517	48,077	49,637
20	1,639	43,779	45,418	47,057	48,696	50,335	51,974
21	1,720	45,824	47,544	49,264	50,984	52,704	54,424
22	1,802	47,969	49,771	51,573	53,375	55,177	56,979
23	1,898	50,219	52,117	54,015	55,913	57,811	59,709
24	1,987	52,584	54,571	56,558	58,545	60,532	62,519
25	2,091	55,065	57,156	59,247	61,338	63,429	65,520
26	2,191	57,673	59,864	62,055	64,246	66,437	68,628
27	2,305	60,411	62,716	65,021	67,326	69,631	71,936
28	2,419	63,285	65,704	68,123	70,542	72,961	75,380
29	2,537	66,304	68,841	71,378	73,915	76,452	78,989

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

Hourly Rate						
GRADE	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
1	10.7119	11.0747	11.4377	11.8003	12.1633	12.5260
2	11.1665	11.5455	11.9245	12.3036	12.6826	13.0618
3	11.6392	12.0409	12.4428	12.8446	13.2463	13.6482
4	12.1397	12.5604	12.9811	13.4019	13.8224	14.2431
5	12.6639	13.1067	13.5494	13.9921	14.4349	14.8778
6	13.2145	13.6788	14.1430	14.6073	15.0715	15.5357
7	13.7938	14.2796	14.7652	15.2511	15.7366	16.2222
8	14.3999	14.9108	15.4218	15.9330	16.4440	16.9551
9	15.0422	15.5765	16.1112	16.6455	17.1800	17.7145
10	15.7088	16.2692	16.8296	17.3902	17.9505	18.5109
11	16.4128	17.0039	17.5948	18.1858	18.7769	19.3680
12	17.1514	17.7730	18.3946	19.0161	19.6377	20.2591
13	17.9250	18.5753	19.2255	19.8757	20.5260	21.1760
14	18.7378	19.4226	20.1072	20.7917	21.4765	22.1610
15	19.5955	20.3138	21.0324	21.7508	22.4692	23.1876
16	20.4920	21.2443	21.9966	22.7487	23.5011	24.2534
17	21.4367	22.2300	23.0231	23.8164	24.6097	25.4028
18	22.4257	23.2580	24.0902	24.9223	25.7545	26.5869
19	23.4626	24.3359	25.2091	26.0823	26.9555	27.8287
20	24.5531	25.4711	26.3891	27.3071	28.2254	29.1434
21	25.6995	26.6622	27.6252	28.5881	29.5510	30.5140
22	26.9021	27.9118	28.9216	29.9313	30.9410	31.9510
23	28.1642	29.2266	30.2891	31.3514	32.4137	33.4761
24	29.4911	30.6043	31.7174	32.8305	33.9436	35.0567
25	30.8825	32.0536	33.2246	34.3955	35.5666	36.7374
26	32.3448	33.5723	34.7999	36.0275	37.2550	38.4827
27	33.8799	35.1705	36.4612	37.7518	39.0424	40.3331
28	35.4924	36.8474	38.2023	39.5573	40.9124	42.2673
29	37.1854	38.6074	40.0292	41.4513	42.8732	44.2951

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

2011 CSEA titles with other than 1783 annual hours									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
01D	Transfer Att'd	2080	0.3642	10,7531	11,1173	11,4815	11,8457	12,2099	12,5741
01Z			760	22,366	23,126	23,886	24,646	25,406	26,166
05P	Cleaner - ncb	1820	0.4431	12,6638	13,1069	13,5500	13,9931	14,4362	14,8793
			808	23,048	23,856	24,664	25,472	26,280	27,088
05T	Motor Vehicle Operator	2080	0.4441	12,5385	12,9826	13,4267	13,8708	14,3149	14,7590
			926	26,080	27,006	27,932	28,858	29,784	30,710
07J	Cook - jail	2080	0.4156	12,1179	12,5335	12,9491	13,3647	13,7803	14,1959
07V			867	25,205	26,072	26,939	27,806	28,673	29,540
08D	mtc Woker	1820	0.5112	14,4002	14,9114	15,4226	15,9338	16,4450	16,9562
			933	26,208	27,141	28,074	29,007	29,940	30,873
10D	Dispatcher	2080	0.4814	14,4505	14,9319	15,4133	15,8947	16,3761	16,8575
10Z			1,003	30,056	31,059	32,062	33,065	34,068	35,071
12B	Bldg Mtc Mech	1820	0.6219	17,1511	17,7730	18,3949	19,0168	19,6387	20,2606
			1,136	31,215	32,351	33,487	34,623	35,759	36,895
12M	Chief Dispatcher	2080	0.6217	17,1514	17,7731	18,3948	19,0165	19,6382	20,2599
			1,295	35,674	36,969	38,264	39,559	40,854	42,149
13Z	Reg Prof Nurse*	2080	0.6512	19,3367	19,9879	20,6391	21,2903	21,9415	22,5927
			1,357	40,220	41,577	42,934	44,291	45,648	47,005
*This title is paid from the jail but is identical to the Meadows RPN									

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

2011 CSEA titles with other than 1783 annual hours									
GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
14G	Sr Engineering Aide	2080	0.5870	16.0624	16.6494	17.2364	17.8234	18.4104	18.9974
16H	Jr Civil Engineer	2080	0.6451	17.5661	18.2112	18.8563	19.5014	20.1465	20.7916
			1,343	36,537	37,880	39,223	40,566	41,909	43,252
05J / 05U	<i>Elec Clerk</i>	1783		16.9402	No Increment - this title does not fall under regular CSEA rules; however contract increases are the same as CSEA				
	<i>Tech Spec</i>		30,204						
15T	<i>Legislative Office Assistant</i>			19.5955	Part Time Position				

Shift Differentials			PM	NT				
05P		hour	0.2253	0.2253				
		annual	410.00	410.00				
08D		hour	0.2090	0.2220				
		annual	380.38	404.04				
10D		hour	0.2837	0.2837				
		annual	590.00	590.00				

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

2011 Highway Department Schedule-Annual hours 2080												
GRADE	Title	Incr	1st Step		2nd Step		3rd Step					
			hourly	annual	hourly	annual	hourly	annual				
17G	Garage Supervisor		20 7968	43,258	22,3062	46,397	23,7820	49,467				
14J	Working Supr Construction		18 5674	38,620	19,8720	41,334	21,1451	43,981				
16E	General Maintenance Supr		17 7686	36,958	19,1728	39,880	20 5419	42,726				
13J	Working Supervisor											
13N	Working Supr Sign Shop		16,9008	35,153	18,1001	37,650	19 2711	40,082				
13H	Automotive Mechanic		15,7109	32,678	16 9463	35,250	18 1409	37,733				
12H	Welder											
12Y	Heavy Motor Eq Op Class II		15 6873	32,630	16,8531	35,053	17 9953	37,430				
12G	Heavy Motor Eq Op Class I		15 0599	31,324	16 2210	33,739	17 3588	36,106				
11C	Weigh Station Operator											
11L	Motor Equip Oper Class II		14 5737	30,313	15,6729	32,600	16,7366	34,812				
11I	Motor Equip Oper Class I		14 1967	29,529	15 2957	31,815	16 3623	34,032				
11J	Skilled Laborer											
11B	Mechanic's Helper		14 0296	29,181	15 1272	31,465	16,1907	33,677				
08L	Laborer											
08M	Road Maintainer											
08O	Summer Laborer		12,5565	26,118	13 5171	28,115	14 4752	30,109				
08P	Road Maintainer Summer		6 7169	13,971	7 3691	15,328	8,0212	16,685				
									4th Step	5th Step	6th Step	
05A	Cleaner - Hwy	0.4284	12,5383		12,9794		13,4207		13,8619	14 3031	14,7443	
		891 01		26079.54		26970 55		27861 56		28752 57	29643.59	30534 60

County of Otsego
 2011 CSEA Pay Schedule
 @3% Increase over 2010

2011 Highway Department Schedule-Annual hours 2080											
GRADE	Title	Incr	1st Step		2nd Step		3rd Step				
Shift Differentials			<i>hour</i>	<i>annual</i>							
			0 1974	410 59							
Longevity											
	10 yr		0 1082	225 00							
	15 yr		0 1923	400.00							
	20 yr		0 3365	700 00							
	25 yr		0 6250	1300 00							

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

GRADE	Title	Hours/year	Increment	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step
11Q	Licensed Practical Nurse	1783		16.2533	16.7916	17.3300	17.8682	18.4066	18.9450
			963	28,982	29,945	30,908	31,871	32,834	33,797
13P	Reg Prof Nurse	1783		19.4639	20.1154	20.7668	21.4183	22.0698	22.7213
			1163	34,707	35,870	37,033	38,196	39,359	40,522
14E	Public Health Nurse	1783	0.6879	21.4131	22.1010	22.7889	23.4768	24.1646	24.8525
			1228	38,183	39,411	40,639	41,867	43,095	44,323
21A	Supr Public Health Nurse	1783		27.6087	28.5774	29.5462	30.5150	31.4838	32.4525
			1730	49,229	50,959	52,689	54,419	56,149	57,879
21G	Suprvr PHN (IHAP)	1783		27.6087	28.5774	29.5462	30.5150	31.4838	32.4525
			1730	49,229	50,959	52,689	54,419	56,149	57,879
21J	Supv Comm Hlth Nurse	1783		27.6087	28.5774	29.5462	30.5150	31.4838	32.4525
			1730	49,229	50,959	52,689	54,419	56,149	57,879

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

2011 Otsego Manor Salary Schedule									
GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
03E	Activities Aide	1820	0.3918	11 6968	12.0886	12.4804	12.8722	13.2640	13.6558
03F	Health Facility Transport Aide		716	21,291	22,007	22,723	23,439	24,155	24,871
03I	Health Facility Transport Aide	1950	0.3913	11.6392	12.0305	12.4218	12.8131	13.2044	13.5957
03Z	Universal Aide		765	22,698	23,463	24,228	24,993	25,758	26,523
03J	Nursing Assistant Trainee	1950		10 9195					
				21,296					
05B	Cleaner - Meadows	1820	0.4295	12.6984	13.1279	13.5574	13.9869	14.4164	14.8459
05E	Laundry Worker		783	23,114	23,897	24,680	25,463	26,246	27,029
05Z	Universal Worker IA								
05F	Nursing Home Chauffeur	2080	0 4295	12.6984	13 1279	13.5574	13.9869	14.4164	14.8459
05Y	Universal Worker IB		896	26,415	27,311	28,207	29,103	29,999	30,895
06C	Food Service Helper	1950	0.4221	12.3548	12.7769	13.1990	13.6211	14.0432	14.4653
06E	Nursing Assistant		824	24,094	24,918	25,742	26,566	27,390	28,214
06Z	Universal Worker II								
06I	Home Health Assistant	1820	0.4550	13.2145	13.6695	14.1245	14.5795	15.0345	15.4895
			831	24,054	24,885	25,716	26,547	27,378	28,209
07B	Cook - Meadows	1950	0 4416	12.8817	13.3233	13.7649	14.2065	14.6481	15.0897
07C	Physical Therapy Aide		863	25,121	25,984	26,847	27,710	28,573	29,436
07E	Sr Food Service Helper								
08C	Housekeeper	1820	0.4982	14.3912	14.8894	15.3876	15.8858	16.3840	16.8822
			909	26,194	27,103	28,012	28,921	29,830	30,739

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

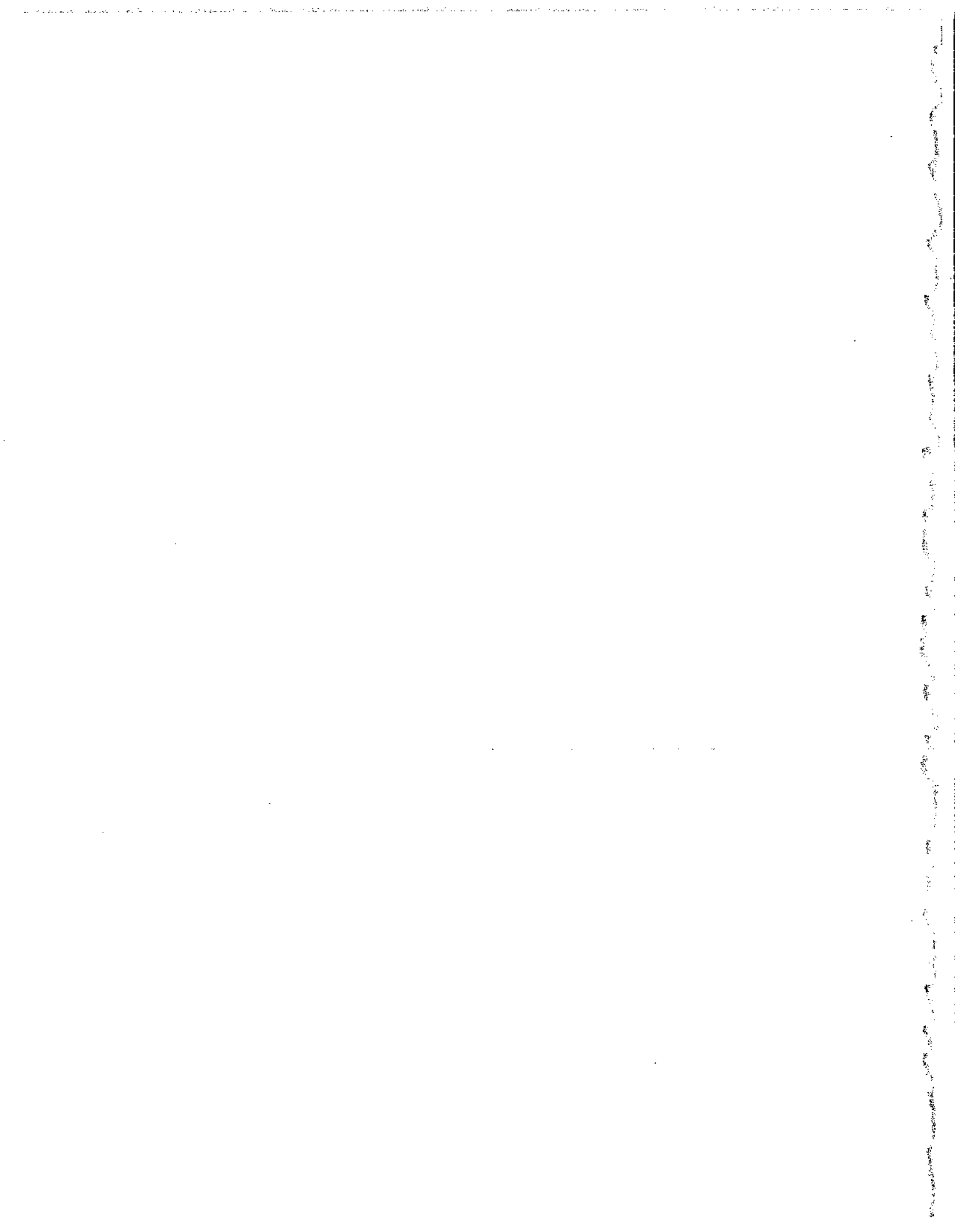
2011 Otsego Manor Salary Schedule									
GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
08I	Senior Cook	1950	0.4655	13.4355	13.9010	14.3665	14.8320	15.2975	15.7630
			910	26,202	27,112	28,022	28,932	29,842	30,752
08J	Certified Nursing Assistant Physical Therapy Aide	1950	0.4982	14.3912	14.8894	15.3876	15.8858	16.3840	16.8822
08U			973	28,066	29,039	30,012	30,985	31,958	32,931
08T	Head Custodian	1820	0.4982	14.3912	14.8894	15.3876	15.8858	16.3840	16.8822
			909	26,194	27,103	28,012	28,921	29,830	30,739
09A	Activity Leader	1820	0.5340	15.0420	15.5760	16.1100	16.6440	17.1780	17.7120
			974	27,379	28,353	29,327	30,301	31,275	32,249
09B	Food Service Supervisor	1820	0.5225	15.0159	15.5384	16.0609	16.5834	17.1059	17.6284
09H	Occupational Therapy Assistant		953	27,331	28,284	29,237	30,190	31,143	32,096
09C	Staffing Coordinator	2080	1,087	31,235	32,322	33,409	34,496	35,583	36,670
09L	Physical Therapy Assistant	1950	0.5226	14.9087	15.4313	15.9539	16.4765	16.9991	17.5217
			1,020	29,074	30,094	31,114	32,134	33,154	34,174
10I	Graduate Practical Nurse	2080		15.3843					
				32,001					
11K	Licensed Practical Nurse	2080	0.5390	16.2539	16.7929	17.3319	17.8709	18.4099	18.9489
			1,122	33,811	34,933	36,055	37,177	38,299	39,421
12A	Leisure Time Activities Dir	1820	0.6061	17.0761	17.6822	18.2883	18.8944	19.5005	20.1066
			1,106	31,081	32,187	33,293	34,399	35,505	36,611

County of Otsego
2011 CSEA Pay Schedule
@3% Increase over 2010

2011 Otsego Manor Salary Schedule									
GRADE	Title	Hours/year	Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
12D	Health Services Supervisor	2080	0.5688	16,2994	16,8682	17,4370	18,0058	18,5746	19,1434
			1,185	33,904	35,089	36,274	37,459	38,644	39,829
12V	Physical Therapy Assistant Occupational Therapy Asst	2080	0.6061	17,0761	17,6822	18,2883	18,8944	19,5005	20,1066
12X			1,262	35,521	36,783	38,045	39,307	40,569	41,831
13Z	Reg Prof Nurse	2080	0.6512	19,3367	19,9879	20,6391	21,2903	21,9415	22,5927
			1,357	40,223	41,580	42,937	44,294	45,651	47,008
14C	Community Health Nurse	2080	0.6882	21,4133	22,1015	22,7897	23,4779	24,1661	24,8543
			1,434	44,542	45,976	47,410	48,844	50,278	51,712
15C	Assistant Head Nurse	2080	0.6679	19,9837	20,6516	21,3195	21,9874	22,6553	23,3232
			1,393	41,568	42,961	44,354	45,747	47,140	48,533
16B	Head Nurse	2080	0.6872	21,0560	21,7432	22,4304	23,1176	23,8048	24,4920
16F	Inservice Training Director		1,432	43,799	45,231	46,663	48,095	49,527	50,959
18A	Asst Director Nursing Services	2080	0.9692	30,5147	31,4839	32,4531	33,4223	34,3915	35,3607
			2,018	63,472	65,490	67,508	69,526	71,544	73,562
18L	Supervising Nurse	2080	0.7562	22,3135	23,0697	23,8259	24,5821	25,3383	26,0945
18B	MDS Coordinator		1,575	46,415	47,990	49,565	51,140	52,715	54,290
21M	Supervising Com Health Nurse	2080	0.9689	27,6089	28,5778	29,5467	30,5156	31,4845	32,4534
21N	Clinical Svc Coord		2,018	57,428	59,446	61,464	63,482	65,500	67,518

County of Otsego
 2011 Pay Schedule
 @3% Increase over 2010

TITLE CODE	BASE RATE	CHARGE TIME RATE		
		DAY	PM	NT
13Z	19 3367	0.9668	0.9853	0.9901
	19 9879	0.9994	1.0179	1.0226
	20 6391	1.0320	1.0505	1.0552
	21 2903	1.0645	1.0830	1.0878
	21 9415	1.0971	1.1156	1.1203
	22 5927	1.1296	1.1481	1.1529
11K	16 2539	0.8127	0.8267	0.8317
	16.7929	0.8396	0.8536	0.8586
	17 3319	0.8666	0.8806	0.8856
	17.8709	0.8935	0.9075	0.9125
	18 4099	0.9205	0.9345	0.9395
	18 9489	0.9474	0.9614	0.9664
TITLE		SHIFT DIFFERENTIAL		
		Regular		OT
		PM	NT	PM
Supr Nurse				
Head Nurse	0.3700	0.4650		0.5550
				0.6975
RN				
LPN				
GN	0.2800	0.3800		0.4200
Health Serv Supvr				
Nursing Assistant				
Certified NA				
Laundry Worker	0.2090	0.2220		0.3135
MTC Worker				0.3330
Security Guard				



CSEA Member Benefits Department
(800) 342-4146, ext. 1357



Pearl Carroll Insurance Representative
Darren Germaine 1-800 313-0591

CSEA/Pearl Carroll Personal Insurance Lines
1-800-929-6656

NY State Retirement System
Toll free 1-866-805-0990
<http://www.osc.state.ny.us/divisions/retire/rshomepg.htm>

CSEA/AFSCME Union Privilege Loan Program
1 (888) 235-2759, Ext 09
8 a.m. and 8 p.m. Mon-Fri

Magic Kingdom Club
Six Flags Parks
Universal Studios Fan Club
Hershey Park
1-800-238-2539

Identify yourself as a CSEA/AFSCME Local 1000 Member
& Soc. Sec. number

CSEA/AFSCME Union Member's Mortgage and Real Estate Program
1-800-848-6466
8:30 a.m. to 7 p.m. Mon-Fri

National Ear Care Plan
1-800-766-3363
9 a.m. to 7 p.m. Mon-Fri

Rental Car Discounts
20% off daily rate
Budget 1-800 455-2848 ID#V816100
Avis ID#B23700

Union Plus Credit Card
For Application 1- 800 522-4000

