



AGREEMENT

by and between the

COUNTY OF CLINTON

and

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

LOCAL 1000/AFSCME, AFL-CIO,

CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884

January 1, 2020 – December 31, 2024

INFORMATIONAL PURPOSES ONLY

CSEA Unit Officials

President: Joseph Musso, Probation Department

1st Vice President: James Courson, Social Services

2nd Vice President: Cynthia Gallicchio, Social Services

3rd Vice President: Nichole Poupore, Probation Department

Treasurer: Keri Lynn Guynup-Booth, Social Services

Recording Secretary: Sally Rock, Social Services

CSEA Labor Relations Specialist

Emy Pombrio
6 Booth Drive
Plattsburgh, New York 12901

2020 – 2024 County Legislature

Calvin T. Castine, Area One	Patty A. Waldron, Area Six
Francis J. Peryea, Area Two	Rob B. Timmons, Area Seven
Mark R. Henry, Area Three	Wendall K. Hughes, Area Eight
David G. Bezio, Area Four	Joshua A. Kretser, Area Nine
Richard S. Potiker, Area Five	Robert E. Hall, Area Ten

Michael Zurlo, County Administrator

Kim Kinblom, Deputy County Administrator

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

THIS AGREEMENT is effective January 1, 2020, between the County of Clinton, New York, a municipal corporation existing under the laws of the State of New York, party of the first part, hereinafter called the "Employer," and THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000/AFSCME, AFL-CIO, CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884, a membership corporation, party of the second part, hereinafter called "CSEA".

W I T N E S S E T H

ARTICLE 1

PREAMBLE

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

ARTICLE 2

RECOGNITION OF BARGAINING UNIT

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

Section 2. The Employer agrees that it shall deduct from the wages of the members of CSEA (persons who have signed a membership card) and remit to CSEA, or its designated agent, the regular membership dues and other authorized deductions for those members of CSEA who sign authorization permitting such payroll deductions. Such deductions shall be made in accordance with the authorization signed by the member and shall be revocable only in accordance with the instructions contained in the written authorization. The County agrees to remit such amounts that are withheld to the Association, or its designated agent, once each month or in such manner as the Employer and CSEA may otherwise agree. Payroll deductions for Clinton Community College will list separate union dues and insurances.

- The Employer will provide the CSEA County Unit with a list of all employees within the bargaining unit once each quarter in accordance with the Taylor Law. The Employer will also provide the unit president, the assigned Labor Relations Specialist and CSEA Membership with a list of new employees in the unit each payroll month in accordance with the Taylor Law to include:
 - Employee's name
 - Address
 - Job title
 - Department, and
 - Work location

Such information may be transmitted at the end of each month via Email.

New Employee Orientation:

Within thirty (30) days of providing the new hire notice, Employer shall allow CSEA to meet with a new employee privately for a reasonable amount of time, not to exceed 30 minutes, without loss of pay to the new hire or CSEA representative in accordance with ARTICLE 34, Section 3.

CSEA will provide new employees in the unit with a packet of information at the time of hire.

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

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

ARTICLE 3

DEFINITION OF EMPLOYEES

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

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

Section 2. Definition/Status of Employee.

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

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

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

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

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

Section 3. Seniority

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

Section 4. Maintenance of Benefits

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

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

b. An employee in any category who has accumulated benefits and (i) who moves to a part-time position and subsequently moves to a full-time position within eight (8) workweeks or (ii) is laid off by the County and who subsequently returns to service within the time limits as provided by statute shall be entitled to restoration of benefits, commencing from the point of taking the part-time position or layoff, which were unused or not paid by the County at the time of taking the part-time position or layoff. Upon return to service, the employee shall then accumulate benefits, if any, in accordance with the terms of the position to which the employee was restored. No benefits shall accrue, apply or be credited for the period of time on layoff.

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

d. Any employee who is reinstated in County service within one (1) year, subject to Rule 18, Subdivision 1, of the Clinton County Civil Service Rules and Regulations, shall be entitled to restoration of benefits. Upon return to service, the employee shall then accumulate benefits, if any, in accordance with the terms of the position to which the employee was reinstated. No benefits shall be credited for the period of time not in County service.

ARTICLE 4

POSTING OF POSITIONS

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

In addition to posting job openings within the department, the department head will provide the Department of Personnel with a copy of all posting notices so that they can provide such information to other interested employees and simultaneously post on the County website.

ARTICLE 5

OUT-OF-TITLE WORK

No person shall be employed under any title not appropriate to the duties to be performed and, except upon assignment by proper authority during the continuance of a temporary emergency situation, no person shall be assigned to perform the duties of any position unless he/she has been duly appointed, promoted, transferred or reinstated to such position in accordance with the

provisions of the Civil Service Law, Rules and Regulations. No credit shall be granted in a promotional examination for out-of-title work.

ARTICLE 6

REALLOCATIONS

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

The following is the procedure for reallocations:

STEP 1 - Employee submits request in writing to the department head.

STEP 2 - Department head makes written recommendation to the Personnel Committee within fourteen (14) working days of receipt.

STEP 3 - Personnel Committee makes recommendations to the full legislature within fourteen (14) working days. Copies of the request and the department head comments, to be forwarded to each of the legislators. Copies of the Personnel Committee and department head recommendations will be given to the employee and CSEA.

STEP 4 - Employee and CSEA may ask for a re-hearing for presentation orally and/or in writing to the Personnel Committee within seven (7) working days of the notice of the Personnel Committee's recommendation. The Personnel Committee shall re-hear such request within fourteen (14) working days of the request.

STEP 5 - After re-hearing, the Personnel Committee shall reconsider and submit to the full legislature its recommendations within fourteen (14) working days - copies to employees and CSEA. The legislative body shall act at the next regularly scheduled meeting on recommendations; all determinations shall be done in a fair and equitable manner. This procedure is not subject to the grievance process.

ARTICLE 7

COUNTY-WIDE PERFORMANCE EVALUATION

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

Each employee who is evaluated will receive a copy of the completed evaluation within ten (10) days. An evaluation conference will be conducted within five (5) days of the receipt of the completed form unless other arrangements are made. The employee will be asked to sign the evaluation at the completion of the conference to indicate that the employee has seen the

evaluation and discussed it with the evaluator. Such signature does not imply agreement by the employee with the contents of the evaluation. The employee is entitled to append any comments he/she thinks necessary to the evaluation and such appendage will be placed in the employee's file along with the completed evaluation form. All evaluation documents and appendages will be dated and signed before placement in the file. The department head, the employee, and the Department of Personnel will receive copies. The employee may request in writing that the supervisor send a copy to the union president.

ARTICLE 8

PERSONNEL FILE

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

ARTICLE 9

LEAVE TIME YEAR

Effective January 1, 2003, the leave time year for which vacation allowance, time credits and time deductions are calculated shall coincide with the payroll year (excluding Clinton Community College). The payroll year is defined as the 26 (or 27) pay periods whose pay dates (check date) all occur within the same calendar year. The following calendars (2020 through 2024) highlight the last leave time period of each year with a box marking the last day to use vacation and personal time (use or lose).

Please see Appendix D for more information on 27 pays.

December-2020						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December-2021						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December-2022						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

December-2023						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December-2024						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

ARTICLE 10

NORMAL WORKWEEK

Section 1. The normal workweek in administrative offices shall be Monday through Friday and consist of a total of thirty-five (35) hours or forty (40) hours per week in those offices or positions where the normal workweek is presently forty (40) hours. The normal workweek for Nursing Home employees is thirty-seven and one-half (37.5) hours. The department head, subject to any applicable labor laws and to the Clinton County Legislature, shall establish the workweek and hours of employees in field positions. Wherever possible, offices shall be open for the transaction of business from at least 9 a.m. to 5 p.m. Monday through Friday, excluding holidays, except as otherwise required by law or by the Employer. When an agent, office, department, or institution conducts certain functions or operations on a twenty-four (24) hour basis or other than a 9 a.m. to 5 p.m. basis, the working days and hours of an employee shall be established by the appointing authority in a manner consistent with these rules. In the event that the appointing authority establishes hours of work other than the regular hours of work, pursuant to the above, assignment of employees shall be made where reasonably practicable from among those employees having the skills and abilities required for the work, who volunteer to work such hours, and from among such employees with regard to seniority.

Section 2. Copies of department work schedules will be posted monthly by the department head subject to change depending on department needs and will be made available upon request to either management or officials representing CSEA.

Section 3. During the summer work period (“Summer Work” shall begin no earlier than April 1st in any year, with the specific date to be established by the Highway Superintendent each year, and which shall end no later than November 30th in any year, with the specific date to be established by the Highway Superintendent each year with all remaining periods of the year being “Snow and Ice”), the members of the Highway Department (other than engineering and administrative staff) shall work four (4) ten-hour days per week. For those working this ten-hour day, overtime will be paid for each hour over forty (40) in the workweek and over ten (10) in the workday. It is understood that this does not increase or decrease leave time which is based on hours.

Section 4. Department heads and all employees, upon mutual agreement, will be able to establish and utilize a flexible work schedule. Such schedule may encompass the workweek (35, 37.5, or 40 hours) or the pay period (70, 75, or 80 hours). The flexible work schedule must be within the confines of the hours of 6 a.m. and 9 p.m. per day, but need not be continuous. A flexible work schedule may include, but will not be limited to: variable starting and ending times in the workday, variable lengths of the workday and variable workweeks where feasible. If the workday includes more than a six (6) hour shift which starts before 11 a.m. and ends after 2 p.m., an uninterrupted meal period of at least one-half (1/2) hour must be taken. The lunch break cannot be added to the beginning or taken at the end of the workday. In the event an agreement in which the employee(s) and the department head agree on a workday in excess of eight (8) hours, overtime or compensatory time will commence after the agreed upon length of workday or forty (40) hours in the workweek.

ARTICLE 11

OVERTIME

Section 1. Any hours worked over and above a workweek of forty (40) hours or eight (8) hours in a given day, an employee, with the written permission of the department head, shall either be paid at the rate of one and one-half (1-1/2) times the employee's rate of pay or earn compensatory time at the rate of one and one-half (1-1/2) hours. Employees who work a normal thirty-five (35) hour week shall either be paid straight time or earn straight compensatory hours for working from thirty-five (35) to forty (40) hours.

Section 2. The necessity for overtime work shall be approved by the employee's immediate supervisor and the department head before any credit for overtime work shall be allowed. No credit shall be given for overtime of less than one-half (1/2) hour in a day. Overtime or compensatory hours shall be credited only in one-half (1/2) hour units and no fractional part of such a unit shall receive credit.

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

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

Section 5. Accrued compensatory time may not exceed two (2) working days in one (1) pay period and must be used in the period it is earned or the next two (2) pay periods, provided that such time off from regular working hours shall first be approved by the department head. If an employee requests to use compensatory time within the required time frame, but the department head cannot approve the use due to work requirements, the employee will receive pay for the unused compensatory time not to exceed two (2) working days. Upon termination of employment, all accumulated compensatory time limited to a maximum of six (6) working days as provided by this Agreement shall be paid in a lump sum payment. Such payment shall be based upon the employee's rate of pay at the time of termination.

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

Employees within departments which remain open seven (7) days per week, all year, who are normally scheduled to work on a Sunday or a holiday shall be exempt from this provision except as otherwise provided herein. The exempt employees shall receive a day off in lieu of the holiday granted on a day(s) approved by the department head. The provision as stated in Paragraph 1 of this section shall be in force for the exempt employees when such employees are required to work on his/her assigned lieu day or on the seventh day of work during a seven (7) day work period.

Section 7. If not previously scheduled and/or agreed upon in advance, any employee called to work other than the normally scheduled workday shall receive a minimum of four (4) hours call-back pay. If such hours result in over eight (8) hours worked in a given workday or forty (40) hours in a given workweek, such employee shall be entitled to overtime pay at a rate of one and one-half (1-1/2) of their regular pay.

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

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

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

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

Section 12. Longevities and shift differential shall only be included in calculations of an employee's overtime rate of pay for hours actually worked in excess of 40 hours in a week, as required by the FLSA, which shall be paid at time and a half. Any other premium pay set forth in this section shall be calculated by using the employee's hourly rate, excluding longevity and shift differential amount for calculation of contractual premium pay.

ARTICLE 12

WAGES, SALARIES AND INCREMENTS

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

1. Wages

Year 1: Effective January 1, 2020, the salary scale will not be increased and shall reflect the same values as 2019 those entitled to an increment will receive the increment. There will be no change in the longevity levels.

Year 2: Effective January 1, 2021 the salary scale will be increased by 2.25% and those entitled to an increment will receive the increment. There will be no change in the longevity levels.

Year 3: Effective January 1, 2022, the salary scale will be increased by 2.25% and those entitled to an increment will receive the increment. There will be no change in longevity levels.

Year 4: Effective January 1, 2023, the salary scale will be increased by 2.25% and those entitled to an increment will receive the increment. There will be no change in longevity levels.

Year 5: Effective January 1, 2024, the salary scale will be increased by 2.25% and those entitled to an increment will receive the increment. There will be no change in longevity levels.

2. Increments

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

3. Longevity

In 2004, the Employer shall pay longevity increments of \$595 after an employee has completed ten (10) years of service and further agrees to pay additional increments of \$595 for each five (5) years of service thereafter. In 2005, the longevity increments will be \$770. In 2006, the longevity increments will be \$950. In 2007, the longevity increments will be \$1,135. In 2008, the longevity increments will be \$1,325. In 2012, the longevity increments will be \$1,400. Any leave of absence without pay shall not be considered in computing longevity time. Longevity will be computed from the date of continuous employment.

Such longevity increments shall be paid beginning in the first payroll after ten (10) years of service in equal installments over the payroll year, based on the hours in an employee's regular workweek. This longevity amount shall not be included in overtime rates of pay, except as required by the FLSA.

ARTICLE 13

SHIFT DIFFERENTIALS

1. Shift Differential

Those employees in departments which must operate on a twenty-four (24) hour basis year-round who work second or third shift shall receive, in addition to their regular rate, the following shift differential:

Second Shift: An additional fifty cents (\$.50) per hour

Third Shift: An additional fifty-five cents (\$.55) per hour

2. Highway Department Shift Differential

For twenty-four (24) hour snow and ice operations within the Highway Department, employees assigned to any shift beginning or ending two (2) hours or more outside of the normal work hours of 7:30 a.m. to 4:00 p.m. shall receive a shift differential of fifty cents (\$.50) per hour for all hours worked in the shift. This differential shall not apply to summer work periods where employees are on a four (4) day workweek schedule.

Effective January 1, 2017: For twenty-four (24) hour snow and ice operations within the Highway Department, employees assigned to any shift beginning or ending two (2) hours or more outside of the normal work hours of 7:30 a.m. to 4 p.m. shall receive a shift differential of sixty cents (\$.60) per hour for all hours worked in the shift. This differential shall not apply to summer work periods where employees are on a four (4) day workweek schedule.

3. Health Department Shift Differential

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

Effective January 1, 2017: The Health Department will pay a shift differential of one dollar sixty cents (\$1.60) an hour for Licensed Practical Nurses, Registered Professional Nurses, and Public Health Nurses who work the 1 p.m. to 9 p.m. shift.

4. Nursing Home Shift Differential

Effective January 1, 2021: The Nursing Home will pay a shift differential for all part-time and full-time Nurse's Aides, Licensed Practical Nurses, Staff Nurses, Senior Staff Nurses, and Head Nurses as follows:

3 p.m. to 11 p.m. shift: An additional one dollar eighty-five cents (\$1.85) per hour

11 p.m. to 7 a.m. shift: An additional two dollars thirty-five cents (\$2.35) per hour

All Staff Nurses, Senior Staff Nurses, or Head Nurses who work a second seven and one-half hour (7-1/2) shift on the same calendar day in order to have a Registered Professional Nurse on duty, and who choose not to flex their time, will be paid at one and one-half (1-1/2) times their regular hourly rate for the entire second shift. Shift differential shall be paid at the rates set forth in this Article, unless an employee actually works more than forty (40) hours in a week, after which applicable shift differential shall be paid at time and one-half.

ARTICLE 14

HOLIDAYS

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

New Year's Day, January 1st

Martin Luther King, Jr. Day, 3rd Monday in January

Presidents' Day, 3rd Monday in February

Memorial Day, last Monday in May

Independence Day, July 4th

Labor Day, 1st Monday in September

Columbus Day, 2nd Monday in October

Election Day

Veteran's Day, November 11th

Thanksgiving Day, 4th Thursday in November

Christmas Day, December 25th

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

Section 2. If any such days fall on a Sunday, the next day thereafter shall be recognized as the legal holiday for those who do not have legal holidays as part of their normal workweek. If any such days fall on Saturday, the Friday before shall be recognized as the legal holiday for those who do not have legal holidays as part of their normal workweek. Saturday holidays shall be recognized as they fall and not moved for Landfill Operations. If any such days fall on an employee's regularly scheduled day off, the employee will receive a lieu holiday.

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

Section 4. Employees who accumulate time off in lieu of holidays shall have this time recorded in a separate category on the payroll in hourly units. Effective January 1, 2013, all accrued lieu holidays recorded must be scheduled and used within 180 calendar days of the date accrued. In the event the lieu holiday is not used within 180 calendar days, the employee will be paid for such lieu holiday in the next payroll following expiration of the 180 calendar day period at the employee's regular rate of pay (including shift differential, if applicable).

All existing accrued holidays as of January 1, 2013, must be used within 180 calendar days. If the existing lieu holidays are not used, they will be paid to the employees in the payroll following expiration of the 180 calendar day period at the employees' regular rate of pay (including shift differential, if applicable).

ARTICLE 15

PERSONAL LEAVE

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

Section 2. Each full-time County employee hired prior to January 1, 1980, will receive five (5) personal days to be credited at the start of the first pay period of the payroll year. Each full-time County employee hired on or after January 1, 1980, will receive three (3) personal days to be awarded as follows:

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

January through April = 3 days*

May through August = 2 days*

September through December = 1 day*

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

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

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

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

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

ARTICLE 16

VACATION LEAVE

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

a. Employees will accrue vacation time at the rate of two (2) weeks, (ten (10) working days) per year during the first year of employment and may use it as they earn it.

b. Any employee, after completing five (5) full years of service, shall be entitled to three (3) weeks, (fifteen (15) working days) of vacation with pay.

c. Any employee, after completing ten (10) full years of service, shall be entitled to four (4) weeks, (twenty (20) working days) of vacation with pay.

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

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

An employee's properly submitted written request for use of accrued vacation credit shall be answered in writing within ten (10) working days of receipt.

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

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

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

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

ARTICLE 17

SICK LEAVE

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

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

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

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

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

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

Section 7. Sick Time Watch. Medical certification will not be routinely required by the Employer for absences of three (3) days or less due to illness. When the appointing authority determines that an employee shall be required to provide medical documentation solely as a result of review of the employee's attendance record, such requirement shall follow written notice to the employee that such requirement has been imposed and shall commence subsequent to such notice.

Management imposition of "Time Watch" to require medical certification for all occasions of unscheduled illnesses (employee sick and family sick) which include going home early and coming in late shall be triggered in the following instances:

- a. Occasions of unscheduled illness of more than three (3) incidents in a 2 month period;
- b. Occasions of unscheduled illness of more than three (3) incidents which constitute a pattern of absence to extend days off, holiday periods, weekends, vacation or other approved leave periods in a 12-month period.

The requirement placed on the employee shall be four (4) months for the 1st offense, eight (8) months for the 2nd offense and twelve (12) months for the 3rd offense. Any offense after the 3rd will be an automatic twelve (12) months in duration, and the employee shall be advised of that duration when notified of the requirement in writing and provide the reason(s) for the imposition of time watch and provide a date certain as to when it is scheduled to terminate.

If an employee is absent consecutive days due to an unscheduled illness with the same illness then it would be counted as one (1) incident.

The following types of sick leave are not counted as incidents:

- Unscheduled illness, but the employee supplies medical documentation that references the corresponding absences upon 1st day returning to work.
- Use of pre-approved sick leave, with at least 24-hour advance notice, to attend scheduled medical appointments.
- Use of sick leave for injuries occurring while on duty and covered by Workers' Compensation.
- An approved FMLA leave - Please refer to the Clinton County FMLA Policy.
- If you are sent home by your employer due to an unscheduled illness which hinders your ability to perform essential job functions.

Satisfactory medical documentation shall be furnished and continue to be periodically furnished at the request of the appointing authority.

If during the duration of sick time watch, the employee abides by the provisions and supplies satisfactory medical documentation to their supervisor during any unscheduled illness, he/she will be removed from sick time watch after the current sick time watch duration is complete.

If during the duration of sick time watch, the employee does not supply satisfactory medical documentation to their supervisor during any unscheduled illness, he/she could face disciplinary action and will be extended on sick time watch in accordance with the graduated terms listed above.

Employee disputes as to imposition of "Time Watch" requirements shall be subject to review pursuant to the provisions of ARTICLE 36 DISCIPLINE & DISCHARGE procedures and not ARTICLE 35 GRIEVANCE PROCEDURE.

The Employer shall have the right at any time to have an independent physical examination performed of any employee by a licensed health care provider and at the Employer's expense.

Section 8. Sick leave of up to fifteen (15) days in any fiscal year may also be used for the purpose of family illness or bereavement leave. Family illness shall require the same medical proof as personal sick leave. Family sickness and bereavement leave shall be limited to mother

or father; husband or wife; mother-in-law or father-in-law; son or daughter; son-in-law or daughter-in-law; sister or brother; grandparents; grandchildren; and stepfamily residing in the household.

Section 9. At the time any employee shall retire from Clinton County service, he/she shall receive a cash payment for unused but accumulated days of sick leave up to a maximum of one hundred sixty-five (165) days. For employees hired prior to January 1, 1996, such payment shall be based upon the employee's rate of pay at the time of retirement. For employees hired on January 1, 1996, and thereafter, payment at the time of retirement will be at the hourly rate when the days were accrued. (When days are used for sick leave purposes, they will be deducted on the basis of last-in, first-out.) Effective May 1, 2021, payment of unused accumulated sick leave up to a maximum of 165 day at time of retirement for employees hired on or after January 1, 1996 shall be based on eighty percent (80%) of the employee's final or highest hourly rate of pay including longevity at time of retirement.

Section 10. At the discretion of the department head and upon approval by resolution of the Clinton County Legislature, permanent employees may be granted additional sick leave with one-half pay for three (3) months after three (3) years of Clinton County service, after all available sick leave credits or other credits have been used. Leave, not exceeding twelve (12) months without pay, may also be granted upon approval by a resolution of the Clinton County Legislature in the case of employees who have served continuously for at least one (1) year in Clinton County service. At Clinton Community College, the approval authority is the Clinton Community College Board of Trustees.

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

ARTICLE 18

SICK LEAVE BANK

1. POLICY:

It is the understanding and policy of Clinton County and CSEA to encourage every employee to recognize leave time as a negotiated benefit, and to utilize such leave for the purpose for which it is intended. It is further understood that there may be circumstances in which an employee would require additional sick leave time to accommodate an illness/disability that prevents them from working. The Sick Leave Bank exists to try to meet those needs and will award time in accordance with the procedures listed below.

2. ENROLLMENT PROCEDURES:

a. An employee must have been employed with the County on a permanent basis for twelve (12) consecutive months prior to joining the Bank and must have a minimum balance of ten (10) sick days at open enrollment.

b. There will be only one (1) open enrollment period a year for employees to join the Sick Leave Bank. The open enrollment for the Sick Leave Bank will coincide with open

enrollment for health insurance and membership in the Sick Leave Bank will be effective the following January 1.

c. All donations of sick leave or vacation leave are on a voluntary basis. In order to participate in the Sick Leave Bank, an employee must donate a minimum of four (4) days one (1) time only.

d. Sick leave donated will be deducted from the employee's maximum allowable retirement payout on a 1:1 formula (Example: four (4) sick days donated, four (4) sick days will be deducted from the maximum allowable retirement payout). Vacation days may be donated in lieu of or in combination with sick leave days, but will not affect retirement payout.

e. Donations must be made in full working day increments (seven (7) hours, seven and one-half (7-1/2) hours or eight (8) hours).

f. Any employee who has donated leave credits cannot withdraw those credits under any circumstances.

3. APPLICATION PROCEDURES:

a. Employees must apply for Sick Leave Bank time before they go off the payroll. Once an employee goes into an unpaid status (off payroll), the person cannot apply for Sick Leave Bank time until they return to work for ten (10) consecutive workdays.

b. All accrued leave credits, including sick, vacation and personal, must be depleted prior to using leave from the Bank.

c. An employee may submit additional requests for leave to the Bank before the previous leave credit has been exhausted, but time granted is not to exceed the levels as defined in the Administrative Procedures.

d. Each request shall be made on the prescribed form with a copy of the approved Leave of Absence Form and the Certification of Physician or Practitioner.

e. All documents shall be submitted first to the department head for comment and submission to the Department of Personnel.

f. Approved sick leave will be applied only during a current or future payroll period. It shall not be applied retroactively if the payroll period is complete prior to the committee's decision.

g. If leave qualified under the Family and Medical Leave Act, health insurance will be maintained under the same group health plan, under the same terms and conditions as when on the job for a maximum of twelve (12) weeks in accordance with the adopted Policy for Family and Medical Leave Act. For other leaves, if the employee's leave requires a change in payroll status (on or off the payroll), health insurance payments will be required in compliance with the established policy.

4. ADMINISTRATIVE PROCEDURES:

a. The Sick Leave Bank shall be administered by three (3) members of County management designated by the County Administrator and three (3) representatives designated by the CSEA General Unit President.

b. Each request for Sick Leave Bank time will be reviewed and a decision will be reached by a majority vote of the Sick Leave Bank Committee (SLB). To resolve a tie in the committee, the parties will then ask one (1) member from a mutually agreed upon list.

c. The committee will determine the number of days to be granted per request in accordance with the procedures of this article.

d. The committee's decision is final and is not subject to appeal or the grievance procedure.

e. Sick Leave Bank time will not exceed one hundred fifty (150) days per employee life-time use and cannot be used for family illness or bereavement.

f. The amount of hours a person can use from the Sick Leave Bank time is determined by the amount of time the person has been a member of the Sick Leave Bank.

(1) During the first year of membership, employees may be granted up to a maximum of thirty (30) days Sick Leave Bank time.

(2) During the second year of membership, employees may be granted an additional thirty (30) days of Sick Leave Bank time, for a total of sixty (60) days.

(3) During the third year of membership, employees may be granted an additional thirty (30) days of Sick Leave Bank time, for a total of ninety (90) days.

(4) During the fourth year of membership, employees may be granted an additional thirty (30) days of Sick Leave Bank time, for a total of one hundred twenty (120) days.

(5) After the fourth year of membership, employees may be granted an additional thirty (30) days of Sick Leave Bank time, for a total of no more than one hundred fifty (150) days life-time use.

g. An illness/disability of eight (8) weeks or less as listed on the Certification of Physician or Practitioner may receive no more than ten (10) days Sick Leave Bank time.

h. Enrollment in the Sick Leave Bank automatically allows the SLB Committee members to review the applying employee's leave time record without further authorization. The SLB Committee will also obtain a statement from the employee's department head as to the appropriateness of the employee's use of sick leave time while working in that department.

i. The committee shall meet within ten (10) working days from the receipt of the request in the Department of Personnel.

j. The employee and the department head shall be notified in writing within five (5) working days of the Committee's determination.

5. MAINTENANCE OF BANK BALANCE:

a. If the Bank falls to one thousand five hundred (1,500) hours or less, it can be reopened for additional donations.

b. When a person leaves employment with the County (other than for retirement), any accrued sick leave time will automatically be deposited in the Sick Leave Bank.

c. When a person retires from employment, any sick leave time accrued over the amount of time that can be paid out to the employee, will automatically be deposited in the Sick Leave Bank.

d. Lost "use or lose" vacation time at the end of the year will automatically be deposited in the Sick Leave Bank.

e. Lost sick time due to the death of the employee will be deposited in the Sick Leave Bank.

f. Any vacation or sick time a person accrues while using Sick Leave Bank time, will be deposited in the Sick Leave Bank and not be credited to the person.

ARTICLE 19

LEAVES OF ABSENCE

Section 1. Dental or Medical

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

Employees may use one (1) of their six (6) medical or dental visits at any time of a regularly scheduled workday with appropriate proof of the pre-arranged medical or dental visit and will be charged leave in additional one-half hour units for any remaining time in that workday for which the employee is absent, even if the employee is absent for the entire day.

Section 2. Maternity/Paternity

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

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

Section 3. Other Leaves

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

Leaves of absence without pay may be granted under the provisions of Civil Service Rule 19 to each full-time employee under extenuating circumstances, but in no case shall any total continuous leave without pay exceed twelve (12) months.

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

Section 4. Jury and Court Attendance

On proof of the necessity of jury duty or attending court for other than personal matters, a leave of absence shall be granted with full pay. All monies received for meals, mileage and for lodging shall be retained by the employee. Excused jurors on each day of jury service shall immediately return to their employment. Those employees who have one (1) or more hours of available work time before reporting for jury duty or court attendance are to report to work first, except for those employees who are assigned field, highway or landfill work who are not in reasonable proximity to the court.

Section 5. Civil Service Examinations

All full-time employees shall be allowed time, with pay, to take open-competitive and promotional Clinton County examinations. All full-time employees shall be allowed to request up to one (1) hour time of release time without loss of pay to participate in interviews for vacancies within Clinton County. Approvals of such requests shall not be unreasonably withheld.

Section 6. Educational Purposes

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

Section 7. Quarantine

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

ARTICLE 20

WORKERS' COMPENSATION

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

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

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

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

ARTICLE 21

PERSONAL LIABILITY/INJURY

Section 1. Personal Liability

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

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

Section 2. Personal Injury

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

ARTICLE 22

INSURANCE AND RETIREMENT

Section 1. Insurance

- a. Effective January 1, 2002, the County will offer the New York State Health Insurance Program Empire Plan, Core Plus Medical and Psychiatric Enhancement, to eligible employees and retirees. The New York State Health Insurance Program Empire Plan will not be replaced or withdrawn during the life of the Agreement without the consent of the unit. The Employer also reserves the right to offer an alternative choice health benefit plan for active employees only. Effective January 1, 2017, the Employer also reserves the right to offer a third option which may be a High Deductible Plan with a “Bronze” benefit level or higher or other ACA compliant plan with all third option participants paying 12.5% of premium cost for the level of coverage selected.
- b. Effective January 1, 2022, the Employer also reserves the right to offer a third option which may be a High Deductible Plan(HDP) with a “Bronze” benefit level or higher or other ACA compliant plan with all third option participants paying 12.5% of the monthly premium cost for the level of coverage selected with an annual employer-funded Health Reimbursement Account (HRA) in an amount equal to the first \$1300 annual Plan Deductible for Single and first \$2600 annual Plan Deductible for Family. Participants in the third HDP option shall receive the HRA benefit only and will not participate in the Section 125 Flexible Spending Account in paragraph “c” below.

A graduated active employee contribution rate for NYSHIP or the alternative choice plan (not the HDP) based on years of service for employees hired before May 1, 2021, as follows:

A graduated active employee contribution rate for NYSHIP or the alternative choice plan is based on years of service as follows:

Effective January 1, 2015:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service	22.5%	77.5%
10 to less than 15 yrs service	17.5%	82.5%
15 to hired on or after January 1, 1980	12.5%	87.5%

start of the plan year to access their account for payment of qualified expenses in addition to submitting paper forms for reimbursement of qualified expenses which cannot be paid by the card. The administrative expense for a benefit (debit) card will be borne by the employee and may be reimbursed when submitted as a qualified expense.

d. The County will contribute one thousand dollars (\$1,000) annually to active employees who are eligible for, but do not elect to participate in, the County-offered health insurance subject to NYSHIP restrictions*. (*Please see Appendix D.)

- The contribution will be pro-rated to the first of the month following date of service for new employees.

- County dollar contributions will be paid to active employees as a separate check in a lump sum in the first "off payroll" week in December.

Section 2. Retirement

a. The Employer agrees to continue to provide for all employees covered under this Agreement the Improved Twenty (20) Year Career Retirement Plan (Section 75-i) with Option 60-b of the New York State Retirement and Social Security Law.

b. The Employer agrees to provide health benefits (NYSHIP Plan) into retirement for eligible County employees who retire on or before December 31, 2014:

(1) complete a minimum of ten (10) years full-time Clinton County service, or its equivalent part-time Clinton County service, in a benefit eligible position; and

(2) are enrolled in County-provided health insurance, or are enrolled in NYSHIP as a dependent; and

(3) are eligible to retire and receive a retirement allowance or be enrolled in NYSHIP and terminate employment within five (5) years of the date on which he or she is entitled to receive a retirement allowance from New York State and Local Employees Retirement System, provided the retiree meets NYSHIP conditions as a vestee, and continues coverage under NYSHIP as an enrollee or dependent of an enrollee while in a vested status with no lapse in NYSHIP coverage; and

(4) meet other mandatory requirements of NYSHIP; and

(5) in accordance with Clinton County Legislature Resolution No. 827 – 10/24/07.

Employees planning to retire should meet with a representative of the Employer's Personnel Department or Human Resources Department prior to retirement to ensure necessary steps are taken to access health benefits in retirement.

Effective January 1, 2015, the Employer agrees to provide health benefits (NYSHIP Plan) into retirement for eligible County employees who:

(1) complete a minimum of fifteen (15) years full-time Clinton County service, or its equivalent part-time Clinton County service, in a benefit eligible position; and

(2) are enrolled in County-provided health insurance, or are enrolled in NYSHIP as a dependent; and

(3) are eligible to retire and receive a retirement allowance or be enrolled in NYSHIP and terminate employment within five (5) years of the date on which he or she is entitled to receive a retirement allowance from New York State and Local Employees Retirement System, provided the retiree meets NYSHIP conditions as a vestee, and continues coverage under NYSHIP as an enrollee or dependent of an enrollee while in a vested status with no lapse in NYSHIP coverage; and

(4) meet other mandatory requirements of NYSHIP; and

(5) in accordance with Clinton County Legislature Resolution No. 827 –

10/24/07

Employees planning to retire should meet with a representative of the Employer's Personnel Department or Human Resources Department prior to retirement to ensure necessary steps are taken to access health benefits in retirement.

For employees who retire effective on or after January 1, 2015, all County employees will be provided an individual health insurance benefit in retirement with contribution amounts as follows:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service*	22.5%	77.5%
10 to less than 15 yrs service	17.5%	82.5%
15 to hired on or after January 1, 1980	12.5%	87.5%
Hired prior to January 1, 1980 (pre-1980)	0%	100%

- The contribution percentages will apply to retirees and will be determined by their years of service at the effective date of retirement.

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

For employees who retire effective on or after January 1, 2012, all County employees who elect **family** health benefit coverage in retirement will contribute as follows:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 15 yrs service	35%	65%

15 to less than 20 yrs service	30%	70%
20 to less than 25 yrs service	20%	80%
25 or more years of service	15%	85%
Hired prior to January 1, 1980 (pre-1980)	15%	85%

*Applies to retirees who have met County requirement for years of service in a benefits-eligible position, but who have less than 15 years of continuous service as defined in Article 12(4) Longevity.

- The contribution percentages will apply to retirees and will be determined by their years of service at the effective date of retirement.

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

d. For all employees who retire effective on or after January 1, 2012, the County will provide an annual health benefit buyout in that it will pay 25% of the annual premium cost of the coverage waived each year to employees who retire and are eligible for, but do not elect to participate in, the County-offered health benefits in retirement. Employees who elect NO coverage will be eligible for such annual buyout in this amount subject to NYSHIP restrictions.* (Please see Appendix D for more information)

Also, employees who elect to reduce their benefit level of retiree health benefit to individual from family coverage shall receive 10% of the annual family premium cost subject to NYSHIP restrictions.* (*Please see Appendix D for more information.) Starting with the first of the month following effective date of retirement, County buyout payments will be prorated for new retirees. County buyout payments will be administered for retirees annually thereafter. County buyout payments will be paid to retirees as a separate check in a lump sum in the first “off-payroll” week in December.

The following table illustrates calculations for the language above; it is for illustrative purposes only:

<u>Coverage Opted Out</u>	<u>Annual Premium Cost</u>	<u>Buyout Amount</u>
Individual	\$ 8,300	\$2,075
Family	\$18,000	\$4,500
Family to Individual	\$18,000	\$1,800

e. Effective January 1, 2012, at the time of retirement, employees eligible to receive a sick leave buyout under Article 17, Section 9, of this Agreement may designate some or all of the value of such sick leave buyout to the payment of health insurance contributions utilizing the same actuarial basis formula used by the New York State Health Insurance Plan (NYSHIP) for this option. An employee’s election to apply unused sick leave accruals to offset future health benefit contribution [total dollar value divided by life expectancy = monthly credit. Life expectancy will be determined pursuant to the standard from NYSHIP for local government

participating agencies]. Such amounts are irrevocable and applies the benefit for the lifetime of the retiree. The minimum amount of such election is five thousand dollars (\$5,000).

f. If an employee qualifies for a health insurance benefit in retirement as set out in this article and is subsequently disabled and qualifies for a disability retirement from the New York State Retirement System, such employee shall receive health insurance benefits in retirement at the same level as if the disabled employee had completed twenty-five (25) years of service.

ARTICLE 23

ADDITIONAL BENEFIT PROGRAMS

Section 1. Deferred Compensation Program

Employees of the County may enroll in the Deferred Compensation Program agreed upon between the County and CSEA.

Section 2. Employees Assistance Program

Employees may participate in the Employees Assistance Program provided by the County and agreed upon by CSEA.

Section 3. Flexible Spending Account Program

Employees may participate in a Flexible Spending Account Program as agreed upon by the County and CSEA.

Section 4. Vision Benefit

Effective January 1, 2011, the Employer shall permit participation in a designated CSEA Employee Benefit Fund Vision Plan for all bargaining unit members and their dependents (family coverage) and guests at the participant's expense through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA.

Effective January 1, 2013, bargaining unit members and guests may elect to continue participation in the Employee Benefit Fund's (EBF) Solstice Vision Plan coverage into retirement at their own expense payable directly to CSEA's Employee Benefit Fund as is available without any involvement or cost to the County or CCC.

Section 5. Dental Benefit

Effective January 1, 2011, the Employer shall permit participation in a designated CSEA Employee Benefit Fund Dental Plan for all bargaining unit members and their dependents (family coverage) and guests at the participant's expense payable through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA. Effective January 1, 2013, bargaining unit members and guests may elect to continue participation in the Employee Benefit Fund's (EBF) Solstice Dental Plan coverage into retirement at their own expense payable directly to CSEA's Employee Benefit Fund as is available without any involvement or cost to the County or CCC.

ARTICLE 24

REFRESHMENT BREAK

Each full-time employee is entitled to one (1) fifteen (15) minute break in the first half of their shift and one fifteen (15) minute break in the second half of their shift. Except as expressly permitted by the department head, such breaks may not be combined with lunchtime, may not reduce the beginning or end of the workday or be used for overtime purposes.

ARTICLE 25

MILEAGE ALLOWANCE

Section 1. A mileage allowance equal to that of the published IRS rate will be allowed and paid for the use of a personal automobile on official County business during the duration of this contract. If such rate shall increase by more than two cents (\$.02) per mile in any given year, the amount paid shall not be increased by more than two cents (\$.02) in any given year. Increases in the IRS rate will be implemented sixty (60) days following publication. Reimbursement will be made only to those employees who maintain a minimum liability insurance policy of \$50,000/\$100,000. Employees who seek reimbursement shall submit annually to their department head proof of such coverage (Certificate of Insurance). CCC employees are not required to submit proof of liability insurance and will be paid at the published IRS rate regardless of the amount of the annual increase.

Section 2. Employees Mileage Reimbursement – Local Travel

Mileage shall be reimbursed at the rate set forth in Article 25 of the Collective Bargaining Agreement.

Definitions:

Local Travel - travel within the borders of Clinton County.

Point-to-Point - is the distance from the location where the employee is contacted to initiate a call-back until they return to their home or to the place where they received the call.

Normal Commute - the distance between an employee's home and regular place of work.

Excess Mileage - Mileage above and beyond an employee's normal commute.

Call-Back - (per Article 11, Section 7, and other applicable articles) when an employee is required to report to work if not previously scheduled or agreed to in advance.

On-Call - (per Article 30 and other applicable Articles) when an employee is scheduled to be available to report to work as needed outside their normal work hours.

Alternate Worksite - Any place other than the employee's regular place of work. An employee's home may not be an alternate worksite.

Regular Place of Work - County location where employee is primarily assigned.

Reimbursable mileage:

1. Mileage from the first worksite to the last worksite of the day is reimbursable.
2. In the event the first worksite of the day is an Alternate Worksite, mileage reimbursement for travel from home to the first worksite will be for Excess Mileage only.
3. The County will reimburse employees for Point-to-Point mileage for Call-Back.
4. When responding to On-Call events, Excess Mileage for Local Travel, or travel required to fulfill On-Call duties, will be reimbursed.
5. Mileage accrued for scheduled and/or mandated overtime, other than to the employee's Regular Place of Work, will be reimbursed as On-Call mileage.
6. Mileage not in Items 1 - 5 is not reimbursable mileage unless submitted to and approved by the Clinton County Auditing Department.

An employee will submit mileage reimbursement for travel on the provided form, or on a form approved by the department head and the Clinton County Auditing Department.

ARTICLE 26

ISSUANCE OF TOOLS, CLOTHING AND/OR UNIFORMS TO COUNTY EMPLOYEES

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

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

Section 2. All equipment operators in the Landfill Department will be provided with either two (2) sets of coveralls or two (2) sets of work clothes per year, one (1) pair of safety boots (to a maximum expense of \$130 per pair), hard hat, and safety goggles. All members of the department will be provided with yellow storm coats. Such equipment is to be worn.

Section 3. Highway Department employees who are required to wear steel-toed safety boots shall receive two hundred forty dollars (\$240) per year as wages for the purchase of such boots.

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

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

The Highway Department will provide mechanics with uniforms and laundry service via department contract. Any additional personnel assigned to assist the mechanics over the winter months shall receive three (3) pairs of coveralls with laundry service via the same contract.

Section 4. All full-time, permanent employees who are required to wear a uniform not supplied by the Employer will receive a one hundred dollar (\$100) yearly uniform maintenance allowance.

Effective January 1, 2017: All fulltime permanent employees who are required to wear a uniform not supplied by the Employer will receive a two hundred dollar (\$200) yearly uniform maintenance allowance.

Section 5. The County shall purchase and provide to the Garage Supervisor and each mechanic in the Highway Department sufficient basic hand tools to enable them to perform the essential functions of their work. These tools are for the exclusive use of the Garage Supervisor and the mechanics in the Highway Department for Highway Department purposes only.

Section 6. Beginning January 1, 2013, the Airport will continue to provide other worksite-related safety items such as vests, hard hats, rain clothing, eye and ear protection and any other protective items designated by the department head.

The Airport will provide each employee in the following functions: Airport Firefighter, Airport Senior Firefighter, Airport Mechanics, Airport Maintenance Workers, and Airport Laborers with sets of uniforms and cleaning service via department contract. Employees will be permitted to utilize personal work clothing already purchased in conjunction with new uniforms until the items are no longer serviceable. Each employee will be provided an annual boot allowance to a maximum of \$130 for hard-toed safety shoes.

The Airport will provide staff in the Airport cleaning function with sets of uniforms and cleaning service via department contract. Each employee will be provided an annual boot allowance to a maximum of \$130 for hard-toed safety shoes.

ARTICLE 27

EDUCATIONAL TUITION ASSISTANCE

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

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

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

CCC employees will not be required to make payment of tuition in advance for CCC classes approved for tuition reimbursement in accordance with this Article upon the employee's request and execution of an agreement to repay the tuition if the employee does not meet all criteria to be eligible for tuition reimbursement under the CBA at a later date.

ARTICLE 28

EMERGENCY CLOSURES

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

- Full-time employees whose departments were ordered closed will be paid for that time frame without charging accrued leave time.
- Full-time employees on the payroll using accrued leave time for that time frame will not be charged for those hours.
- Full-time employees who were required to work and did, but then had to leave work for a documented medical reason (personal or family), will be treated as permanent, full-time employees on the payroll using accrued leave time for that time frame and will not be charged for those hours.
- Full-time employees who were required to work for that time frame will be given an equivalent number of lieu hours to be scheduled and used by December 31st of the current year.
- Full-time employees in the Sheriff's Department, the Nursing Home and any other department where employees were directed to report to work but did not, must charge leave time or not be paid.
- Full-time employees who worked before or after their regular work shift will receive time and one-half if over eight (8) hours in that day or straight time if less than eight (8) hours.
- Temporary and seasonal employees will be paid for the time they worked but will not receive pay if they did not work.

ARTICLE 29

MANDATED MEETINGS

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

ARTICLE 30

ON-CALL COMPENSATION

Section 1. Airport

Airport employees required to provide on-call coverage for shifts outside their regularly scheduled hours shall be compensated at three dollars (\$3.00) per hour during the on-call shift coverage period. If the on-call shift coverage period is within a recognized contractual holiday, airport employees shall be compensated at nine dollars thirty-seven and ½ cents (\$9.3750) per hour during the on-call shift coverage period.

Electronic paging devices (beepers), cell phones and telephone land lines will be used to locate employees as designated by the employee in writing when an employee is providing on-call coverage. Electronic paging devices (beepers) will be provided by the Employer upon request. An airport employee who is assigned on-call coverage will report within one hour of contact; an airport employee who is assigned on-call coverage and reports to a call-out will be paid a minimum of four (4) hours call-back pay at his/her regular rate of pay in addition to the above on-call compensation.

Employees at the airport assigned on-call coverage for a specific shift only shall have their on-call compensation prorated at the rate of three dollars (\$3) per hour.

Section 2. Child Protective Services

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

b. Upon going out, if the on-call caseworker is unable to make face-to-face contact with an individual(s) listed on the report, the on-call caseworker will be compensated a minimum of two (2) hours at the appropriate rate of pay*, including travel, phone calls and documentation time. If contact is made with the individual(s) listed on the report, the on-call caseworker will be paid a minimum of four (4) hours at the appropriate rate of pay*, including travel, phone calls and documentation time. Upon review with a supervisor, if a follow-up visit is required, the on-call caseworker will be compensated a minimum of two (2) hours at the appropriate rate of pay*, including travel, phone calls and documentation time.

c. When the on-call caseworker is able to negate the need to go out on a call or CPS Report, the on-call caseworker will be paid for actual time spent on the telephone, including documentation, at the appropriate rate of pay*.

d. Compensation for the "on-call" status of the caseworker (which includes carrying an electronic paging device) will be for all hours of work outside the normal workday. This compensation will be at the same rate as the Public Health Nurse (primary responder) as stated below:

(1.) Two dollars and seventy-five cents (\$2.75) per hour (5 p.m. to 8 a.m. Monday - Friday)

2.) Three dollars and twenty-five cents (\$3.25) per hour (5 p.m. Friday to 8 a.m. Monday)

(3.) Three dollars and seventy-five cents (\$3.75) per hour for twenty-four (24) hours on holidays

*Reference (a) above to determine the appropriate rate of pay.

ARTICLE 31

PART-TIME BENEFITS

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

1. Health Insurance

Part-time employees may enroll in the County-offered health plans in the same manner as full-time employees. Enrollment in the alternative plan offered by the County is the same contribution formula to the employee as enrollment in the New York State Health Insurance Plan - the Empire Plan.

Part-time employees who work 95% of the established workweek of the Employer in their position will be permitted to participate in health insurance benefits in each successive work year following establishing eligibility. Such eligible employee shall thereafter contribution to the plan at the same rate as an employee in the first year of full-time County service.

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

2. Wages, Salaries and Increments

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

Part-time employees will be entitled to an increment. Under the first criterion of eligibility, an employee may qualify after two (2) years at the same level. The employee hired after January 1st up to and including June 30th of any given year will advance the second January after hire. An employee hired between July 1st and December 31st in any given year will advance the third January after hire. Under the second criterion, an employee may qualify with one (1) year of service at the same level. The increment will be based upon the actual hours worked. If an

employee works ninety-five percent (95%) of a full-time employee's hours in a given payroll year, he/she will be eligible for an increment the following January.

Effective January 1, 2016, prorated longevity payments will be paid to part-time employees with a 50% longevity payment paid a completion of 10 years of service and an additional 50% longevity payment paid at completion of 20 years of service.

3. Leave Time

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

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

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

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

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

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

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

(6) Sick Time Watch. Medical certification will not be routinely required by the Employer for absences of three (3) days or less due to illness. When the appointing authority determines that an employee shall be required to provide medical documentation solely as a result of review of the employee's attendance record, such requirement shall follow written notice to the employee that such requirement has been imposed and shall commence subsequent to such notice.

Management imposition of "Time Watch" to require medical certification for all occasions of unscheduled illnesses (employee sick and family sick) which include going home early and coming in late shall be triggered in the following instances:

- a. Occasions of unscheduled illness of more than three (3) incidents in a 2 month period;

- b. Occasions of unscheduled illness of more than three (3) incidents which constitute a pattern of absence to extend days off, holiday periods, weekends, vacation or other approved leave periods in a 12-month period.

The requirement placed on the employee shall be four (4) months for the 1st offense, eight (8) months for the 2nd offense and twelve (12) months for the 3rd offense. Any offense after the 3rd will be an automatic twelve (12) months in duration, and the employee shall be advised of that duration when notified of the requirement in writing and provide the reason(s) for the imposition of time watch and provide a date certain as to when it is scheduled to terminate.

If an employee is absent consecutive days due to an unscheduled illness with the same illness then it would be counted as one (1) incident.

The following types of sick leave are not counted as incidents:

- Unscheduled illness, but the employee supplies medical documentation that references the corresponding absences upon 1st day returning to work.
- Use of pre-approved sick leave, with at least 24-hour advance notice, to attend scheduled medical appointments.
- Use of sick leave for injuries occurring while on duty and covered by Workers' Compensation.
- An approved FMLA leave - Please refer to the Clinton County FMLA Policy.
- If you are sent home by your employer due to an unscheduled illness which hinders your ability to perform essential job functions.

Satisfactory medical documentation shall be furnished and continue to be periodically at the request of the appointing authority.

If during the duration of sick time watch, the employee abides by the provisions and supplies satisfactory medical documentation to their supervisor during any unscheduled illness, he/she will be removed from sick time watch after the current sick time watch duration is complete.

If during the duration of sick time watch, the employee does not supply satisfactory medical documentation to their supervisor during any unscheduled illness, he/she could face disciplinary action and will be extended on sick time watch in accordance with the graduated terms listed above.

Employee disputes as to imposition of "Time Watch" requirements shall be subject to review pursuant to the provisions of ARTICLE 36 DISCIPLINE & DISCHARGE procedures and not ARTICLE 35 GRIEVANCE PROCEDURE.

The Employer shall have the right at any time to have an independent physical examination performed of any employee by a licensed health care provider and at the Employer's expense.

(7) Sick leave of up to five (5) days in any fiscal year may also be used for the purpose of family illness or bereavement leave. Family illness shall require the same

medical proof as personal sick leave. Family sickness and bereavement leave shall be limited to mother or father; husband or wife; mother-in-law or father-in-law; son or daughter; son-in-law or daughter-in-law; sister or brother; grandparents; grandchildren; and step-family residing in the household.

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

(9) Discretionary with the department head, employees may use sick leave in half-hour units.

4. Sick Leave Bank

a. POLICY:

It is the understanding and policy of Clinton County and CSEA to encourage every employee to recognize leave time as a negotiated benefit, and to utilize such leave for the purpose for which it is intended. It is further understood that there may be circumstances in which an employee would require additional sick leave time to accommodate an illness/disability that prevents them from working. The Sick Leave Bank exists to try to meet those needs and will award time in accordance with the procedures listed below.

b. ENROLLMENT PROCEDURES:

(1) An employee must have been employed with the County on a permanent basis for twelve (12) consecutive months prior to joining the Bank and must have a minimum balance of five (5) part-time equivalent leave time days at open enrollment.

(2). There will be only one (1) open enrollment period a year for employees to join the Sick Leave Bank. The open enrollment for the Sick Leave Bank will coincide with open enrollment for health insurance and membership in the Sick Leave Bank will be effective the following January 1.

(3) All donations of sick leave or vacation leave are on a voluntary basis. In order to participate in the Sick Leave Bank, an employee must donate a minimum of two (2) days (fourteen (14), fifteen (15), or sixteen (16) hours) one (1) time only.

(4) Sick leave donated will be deducted from the employee's maximum allowable retirement payout on a 1:1 formula (Example: two (2) sick days donated, two (2) sick days will be deducted from the maximum allowable retirement payout.) Vacation days may be donated in lieu of, or in combination with, sick leave days, but will not affect retirement payout.

(5) Donations must be made in full working day increments seven (7) hours, seven and one-half (7-1/2) hours or eight (8) hours).

(6) Any employee who has donated leave credits cannot withdraw those credits under any circumstances.

(7) Sick leave hours donated will be permanently deducted from the employee's total allowable accumulation of sick leave.

c. APPLICATION PROCEDURES:

(1) Employees must apply for Sick Leave Bank time before they go off the payroll for an illness/disability. Once an employee goes off payroll due to an illness/disability, the person cannot apply for Sick Leave Bank time until they have returned and worked for ten (10) part-time equivalent days.

(2) All accrued leave credits, including sick and vacation, must be depleted prior to using leave from the Bank.

(3) An employee may submit additional requests for leave to the Bank before the previous leave credit has been exhausted, but time granted is not to exceed the levels as defined in Article 31, Administrative Procedures.

(4) Each request shall be made on the prescribed form with a copy of the approved Leave of Absence Form and the Certification of Physician or Practitioner.

(5) All documents shall be submitted first to the department head for comment and submission and then to the Department of Personnel.

(6) Approved sick leave will be applied only during a current or future payroll period. It shall not be applied retroactively if the payroll period is complete prior to the committee's decision.

(7) If leave qualified under the Family and Medical Leave Act, health insurance will be maintained under the same group health plan, under the same terms and conditions as when on the job for a maximum of twelve (12) weeks in accordance with the adopted Policy for Family and Medical Leave Act. For other leaves, if the employee's leave requires a change in payroll status (on or off the payroll), health insurance payments will be required in compliance with the established policy.

d. ADMINISTRATIVE PROCEDURES:

(1) The Sick Leave Bank shall be administered by three (3) members of County management designated by the County Administrator and three (3) representatives designated by the CSEA General Unit President.

(2) Each request for Sick Leave Bank time will be reviewed and a decision will be reached by a majority vote of the Sick Leave Bank Committee (SLB). To resolve a tie in the committee, the parties will then ask one (1) member from a mutually agreed upon list.

(3) The committee will determine the number of days to be granted per request in accordance with the procedures of this article.

(4) The committee's decision is final and is not subject to appeal or the grievance procedure.

(5) Sick Leave Bank time will not exceed one hundred fifty (150) part-time equivalent days per employee life-time use and cannot be used for family illness or bereavement.

(6) The amount of hours a person can use from the Sick Leave Bank time is determined by the amount of time the person has been a member of the Sick Leave Bank.

- During the first year of membership, employees may be granted up to a maximum of thirty (30) part-time equivalent days Sick Leave Bank time.
- During the second year of membership, employees may be granted an additional thirty (30) part-time equivalent days of Sick Leave Bank time, for a total of sixty (60) part-time equivalent days.
- During the third year of membership, employees may be granted an additional thirty (30) part-time equivalent days of Sick Leave Bank time, for a total of ninety (90) part-time equivalent days.
- During the fourth year of membership, employees may be granted an additional thirty (30) part-time equivalent days of Sick Leave Bank time, for a total of one hundred twenty (120) part-time equivalent days.
- After the fourth year of membership, employees may be granted an additional thirty (30) part-time equivalent days of Sick Leave Bank time, for a total of no more than one hundred fifty (150) part-time equivalent days life-time use.

(7) An illness/disability of eight (8) weeks or less as listed on the Certification of Physician or Practitioner may receive no more than ten (10) part-time equivalent days Sick Leave Bank time.

(8) Enrollment in the Sick Leave Bank automatically allows the SLB Committee members to review the applying employee's leave time record without further authorization. The SLB Committee will also obtain a statement from the employee's department head as to the appropriateness of the employee's use of sick leave time while working in that department.

(9) The Committee shall meet within ten (10) working days from the receipt of the request in the Department of Personnel.

(10) The employee and the department head shall be notified in writing within five (5) working days of the Committee's determination.

e. MAINTENANCE OF BANK BALANCE:

(1) If the Bank falls to one thousand five hundred (1500) hours or less, it can be reopened for additional donations.

(2) When a person leaves employment with the County (other than for retirement), any accrued sick leave time will automatically be deposited in the Sick Leave Bank.

(3) When a person retires from employment, any sick leave time accrued over the amount of time that can be paid out to the employee, will automatically be deposited in the Sick Leave Bank.

(4) Lost "use or lose" vacation time at the end of the year will automatically be deposited in the Sick Leave Bank.

(5) Lost sick time due to the death of the employee will be deposited in the Sick Leave Bank.

(6) Any vacation or sick time a person accrues while using Sick Leave Bank time, will be deposited in the Sick Leave Bank and not be credited to the person.

5. Shift Differential and Holiday Premium

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

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

Part-time employees who work on Christmas Day (December 25) shall receive 2x their regular rate of pay for all hours worked on the holiday.

6. Clothing Allowance

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

Effective January 1, 2017: All part-time employees who are required to wear a uniform not supplied by the Employer and who, by the end of each contract year, have worked an average of three (3) or more days per week will receive a uniform maintenance allowance of eighty dollars (\$80) to be paid at the end of the contract year.

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

7. Seniority

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

8. Maintenance of Benefits

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

9. Refreshment Break

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

10. Emergency Closures

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

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

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

11. Overtime

Section 1. Any hours worked over and above a workweek of forty (40) hours or eight (8) hours in a given day, a part-time employee, with the written permission of the department head, shall either be paid at the rate of one and one-half (1-1/2) times the employee's rate of pay or earn compensatory time at the rate of one and one-half (1-1/2) hours.

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

Section 3. Earning of compensatory time is an alternative to overtime pay and is subject to the approval of the employee's department head and with the mutual agreement of the employee. Department heads have overall responsibility for the accurate accounting and implementation of

compensatory time and must approve, in advance, the overtime hours that will result in compensatory time and must also approve, in advance, the use of compensatory time.

Section 4. Accrued compensatory time may not exceed two (2) working days in one (1) pay period and shall be used no later than the following two (2) pay periods provided that such time off from regular working hours shall first be approved by the department head. If an employee requests to use compensatory time within the required time frame but the department head cannot approve the use due to work requirements, the employee will receive pay for the unused compensatory time hours, not exceeding two (2) working days, accumulated according to the guidelines above in 11a.

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

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

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

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

12. Educational Tuition Assistance

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

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

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

Article 4 Posting of Position

Article 5 Out-of-Title Work

Article 6 Reallocations

Article 7 County Wide Performance Evaluations

Article 8 Personnel File

Article 20	Workers' Compensation
Article 21	Personal Liability/Injury
Article 23	Additional Benefits Programs
Article 25	Mileage Allowance
Article 29	Mandate Meetings
Article 33	Layoff and Recall
Article 34	Reciprocal Rights/Labor Management
Article 35	Disputes and Grievances
Article 36	Discipline and Discharge Action
Article 37	Clinton County Nursing Home
Article 39	Health Department

ARTICLE 32

CONTRACTING OF SERVICES

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

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

ARTICLE 33

LAYOFF AND RECALL

1. Layoff and Recall Procedures for members of the competitive service will be in accordance with the applicable sections of Civil Service Law (currently Sections 80 and 81 and any others that may apply).
2. For members of the unit who are in the non-competitive and labor classes of service, the following layoff and recall procedures will apply:

a. Within the job classification of the position to be abolished or reduced in force within the affected department, the employee with the least seniority will be laid off first. Seniority will be calculated in accordance with the definition in Article 3, Section 3, of this Agreement.

b. Recall to service within the job classification of the reduced or abolished position shall be in the inverse order of layoff, i.e., the most senior individual on the recall list will be called first. An employee will be kept on the recall list for a period of twenty-four (24) months. While layoff will be by department, recall will be County-wide. An employee who is offered recall to a lower-rated position will be compensated at the lower-rated position rate but at the step the employee was on when layoff occurred.

c. Any employee whose position has been abolished or reduced who has worked for the County in his/her department in a lower-rated job title, may replace the least senior member in the same department provided he/she has more overall County seniority.

d. Veterans in the unit will still continue to be provided the right of transfer as established in Section 86 of Civil Service Law.

e. Part-time employees in the same job and title as full-time employees in the department affected by the reduction in force or job elimination will be laid off first.

f. In the event of a tie in seniority affecting two (2) individuals, a coin toss will break the tie. In the event of a tie in seniority affecting three (3) or more employees, the tie will be broken by lot.

ARTICLE 34

RECIPROCAL RIGHTS/LABOR MANAGEMENT

Reciprocal Rights

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

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

Section 2. CSEA shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the Employer, subject to the approval of the contents of such notices and communications by the Clinton County Legislature or its designee. The officers and agents of the CSEA should have the right to visit the County's facilities for the purpose of resolving grievances and administering the terms and conditions of this contract.

Section 3. Employees who are designated or elected for the purpose of resolving grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time

free from their regular duties to fulfill these obligations which have as their purpose the maintenance of harmonious and cooperative relations between the County and CSEA.

Section 4. Employees officially elected as representatives of CSEA will be permitted leave up to five (5) work days without loss of pay to attend the Annual Delegates Meeting each year. In addition, such officially-elected representatives will be permitted leave up to four (4) work days without loss of pay per year for the purpose of attending state and regional CSEA meetings, trainings and conferences.

Section 5. Employees within the CSEA who are not elected but designated representatives of CSEA will be permitted leave for a period up to three (3) work days without loss of pay per calendar year to attend state or regional CSEA meetings, trainings and conferences. These non-elected representatives will be limited to one (1) meeting, training or conference in a calendar quarter. If more than one (1) CSEA employee from the same department will attend any given CSEA event, the additional employee(s) will be subject to the discretion of the department head. Such leave pursuant to this section will not exceed thirty (30) days total per calendar year for the membership.

Labor Management

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

The definition of the Labor Management Committee was created during the Interest-Based Bargaining Process to address issues or concerns of both the union and management at the lowest possible level while maintaining a harmonious relationship between the union and management.

The process is defined as an informal attempt to resolve an issue. This process in no way prohibits the complainant from pursuing resolution in alternative forums.

The County Administrator and Local Union President or their designees will have a standing meeting monthly to share information, discuss and facilitate change in the workplace. The meeting will be limited to one (1) hour.

Issues/Concerns

Step One – It is recommended to attempt to resolve all issues within the department whenever possible.

Step Two – The Personnel Director will convene the Labor Management Committee within ten (10) working days (two (2) weeks) of receipt of a written request from the Local Union President or the County Administrator. The Labor Management Committee will assure consistent policy interpretation throughout the County departments.

Once a written request identifying the topic(s) for discussion from the Local Union President or County Administrator, or their designees, is forwarded to the Personnel Director to convene the Labor Management Committee, he will set the meeting date accordingly.

Committee Structure

The Local Union President and the County Administrator, or their designees, will each select the members that will participate on the Labor Management Committee.

The Labor Management Committee will consist of three (3) union and three (3) management members. Labor Management Committee members will utilize a note taker, jointly agreed upon. Reasonable advance notice is expected as to any guest attending a meeting of the Labor Management Committee.

Meeting

The Labor Management Committee will discuss the issue or concern. The meeting should not exceed one (1) hour. After the meeting is complete, the Labor Management Committee will use consensus decision making for the issue or concern.

The Local Union President and the County Administrator will be responsible to disseminate the information pertaining to any resolution or decision made by the Labor Management Committee to all interested parties.

ARTICLE 35

DISPUTES AND GRIEVANCES

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

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

PROCEDURE

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

Step 2. In the event that the employee wishes to appeal an unsatisfactory decision at Step 1, he/she shall submit the written grievance and the response of the immediate supervisor, to the

CSEA Grievance Committee within five (5) working days. The Grievance Committee shall have fifteen (15) working days to conclude that the grievance may or may not be meritorious. Its decision shall be final and in writing and sent to all parties involved.

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

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

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

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

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

a. All grievance discussions, meetings, conferences and hearings shall commence during the normal workday.

b. The time limits at any step(s) may be extended by written consent of the parties.

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

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

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

ARTICLE 36

DISCIPLINE AND DISCHARGE ACTION

- (1) All employees covered under this Agreement who do not have protection under Section 75 of the Civil Service Law shall, if disciplined or discharged, be allowed to appeal the discipline or discharge action (in writing) within 30 calendar days of action taken to the Discipline Review Committee as established under this Agreement.
- (2) All employees covered under this Agreement subject to imposition of "Time Watch" requirements pursuant to ARTICLE 17 SICK LEAVE, Section 7 may appeal such requirements (in writing) within 30 calendar days of the action taken to the Discipline Review Committee as established under this Agreement.
- (3) The Discipline Review Committee shall, within ten (10) working days of receipt of the appeal, meet and review the employee's case making a decision as to whether the employee should have been disciplined or discharged or subject to time watch requirements.
- (4) If the committee determines that the employee should have been disciplined or subject to time watch requirements, it shall review the penalty(ies) or terms imposed to determine whether the penalty(ies) or terms were excessive. If the committee determines that the employee should not have been disciplined or discharged or subject to time watch requirements, the committee shall take the necessary action to cause the penalty(ies) or terms against the affected employee to be reversed. In the instance of any fine paid by an employee, the money shall be returned to him/her. In the instance of a discharge or a suspension, the employee shall be reinstated to the position held prior to the discharge or suspension with full pay and benefit status. In the instance of denied access to sick leave benefits, such benefits shall be restored. The employee shall also be given full pay and earned benefit credits, including seniority rights, for the period of the discharge or suspension. The employee shall receive a copy of the charges.
- (5) All documents, including charges, shall be delivered to the committee, the employee and CSEA by the charging party, as well as any written rebuttal by the employee. If the committee determines a hearing in the matter is necessary prior to making a decision, it shall convene such hearing within five (5) working days of its initial meeting. All parties involved in the action shall be required to attend and shall be allowed to be represented by counsel at the hearing if they desire. Within five (5) working days of the hearing, the committee shall render its decision and send it to the affected employee and CSEA.

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

ARTICLE 37

CLINTON COUNTY NURSING HOME

1. Educational Incentive

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

Contingent upon the Nursing Home Administrator declaring a nursing shortage at the Nursing Home and upon confirmation by the County Legislature, the Nursing Home Administrator and Director of Nursing would review and forward employees' applications for an Intermittent Educational Leave of Absence to the County Administrator for approval for the purpose of this incentive. During the Intermittent Educational Leave of Absence, Nursing Home employees would be required to work two (2) seven and one-half (7-1/2) hour shifts per week, as well as during scheduled academic vacations at the approved educational institution they are attending.

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

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

Each employee is eligible for receipt of one educational incentive in his/her employment with the Nursing Home.

2. Recruitment Incentive

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

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

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

New employees eligible for receipt of a recruitment incentive are those with first time employment with the Nursing Home or those returning to the employ of the Nursing Home after being separated from the Nursing Home for more than 5 years with a new hire date.

3. Mandatory Overtime

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

1) Minimum staffing levels will be provided for all shifts and posted for the supervisor's use.

2) Off-duty nursing staff will be called first when staffing levels are below minimum. The supervisor/medical clerk will post on the monthly schedule who is contacted, the response to the call and the shift for which the employee was contacted using the following codes:

0 = Unable to reach

Y = Yes

N = No

ML = Message left

3) When a supervisor is unable to cover a call-in by contacting off-duty staff, on-duty staff will be offered overtime based on seniority (most senior to least senior). If unable to cover with a staff member who is willing to work the additional time, a mandating list will be utilized.

4) A mandating list will be maintained as follows:

a) An inverse seniority list by job title will be maintained with the least senior nursing staff member placed first on the list. The list will include part-time and full-time positions by job title. The staff member that is mandated to work will have his/her name rotated to the bottom of the list and the mandated date noted.

b) Trade slips will be available for staff members who “volunteer to substitute” and work for the mandated staff member. The staff member who was initially mandated and did not work will stay at the top of the mandating list and the staff member who “substituted” for the mandated staff member and worked will go to the bottom of the mandating list. Any substitution will be noted on the mandatory overtime list by name, date, and job title.

* Please see Appendix D for additional information related to Trade Slips

5) All employees must be aware of where they are on the mandating list and be available when his/her name has been rotated to the top, or near the top of the list posted at each nursing unit. * Please see Appendix D for additional information related to Mandatory OT procedures.

6) CNA Tuition Reimbursement

Please see Appendix D for Tuition Reimbursement benefit for Certified Nurse Aide
-April 5, 2018 Certified Nurses’ Aide Tuition Reimbursement

7) High School CNAs

Please see Appendix D for provisions as to employment of High School students as CNA employees

-April 26, 2018 High School CNAs

ARTICLE 38

HIGHWAY DEPARTMENT AND LANDFILL

Section 1. Highway Snow and Ice Operations

Employees assigned to snow and ice operations in the Highway Department will receive a seven hundred dollar (\$700) call-out bonus at the end of each snow and ice season providing the employee has a one hundred percent (100%) response rate and has responded to every call-out within one (1) hour of notification. The following exceptions apply to the calculation of the response rate:

1. Employee receives written approval from the department head or engineering assistant for a necessary absence a minimum of one (1) week prior to a scheduled weekend or holiday for on-call snow and ice coverage. In addition, the employee must contact all other eligible employees assigned to any snow and ice shift and provide a replacement name for the assigned period of coverage or indicate that he has made an agreement to swap assignments.
2. In the event of illness, the employee must provide timely notification of the illness to the Highway Construction Supervisor and provide medical notification in a form the department head deems sufficient.

3. Extenuating circumstances (ex. death in immediate family, etc.) provided that the employee promptly notifies the Highway Construction Supervisor of such situation.

Section 2. Landfill Snow and Ice Operations

Employees assigned to snow and ice operations in the Landfill will receive a five hundred dollar (\$500) call-out bonus at the end of each snow and ice season providing the employee has a one hundred percent (100%) response rate of the occasions he is asked to report and if he reports within the required time. The following guidelines will apply for the call-out bonus:

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

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

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

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

ARTICLE 39

HEALTH DEPARTMENT

Health Department Recruitment Incentive

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

Nurses and Coordinator of Community Health Services titles upon satisfactory completion of one (1) year of employment at the Health Department.

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

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

ARTICLE 40

CLINTON COMMUNITY COLLEGE

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

Section 1. No employee will be permitted to take vacation at the Community College in the two (2) weeks prior to the start of the fall/spring semesters or in the two (2) week period before spring graduation. An exception may be granted by the President of the Community College.

Section 2. Employees at the Community College will be entitled to the twelve and one-half (12-1/2) holidays specified in this Agreement. However, the use of holidays for employees at the Community College will be in accordance with the academic calendar approved by the College Board of Trustees.

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

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

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

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

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

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

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

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

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

Section 9. The College President may designate a summer schedule beginning after spring commencement and ending on a date within two (2) weeks prior to the start of the fall semester.

The summer schedule requires the approval of the College President and a majority vote of permanent, full-time CSEA employees.

Permanent, full-time employees who work thirty-five (35) hours per week will work seven and one-half (7-1/2) hours Monday through Thursday and five (5) hours on Friday. The College will pay overtime for each hour over forty (40) in the workweek and over eight (8) in the workday during the summer schedule for these employees.

Permanent, full-time employees assigned to the Buildings and Grounds Department who work forty (40) hours per week, Monday through Friday, will work eight and one-half (8-1/2) hours four (4) days a week, Monday through Thursday, and six (6) hours on Friday. Permanent, full-time employees assigned to the Buildings and Grounds Department and regularly scheduled to work on Saturday, will be allowed to work four (4) eight and one-half (8-1/2) hour days, Tuesday through Friday, and six (6) hours on Saturday.

The College will pay overtime for each hour over forty (40) in the workweek and over eight-and one-half hours (8-1/2) in the workday during the summer schedule for these employees.

Section 10. Safety Shoes

Effective January 1, 2017, CCC maintenance employees shall receive one hundred thirty dollars (\$130) per year as wages for the purchase of safety footwear including but not limited to hard-toed boots.

CCC will pay the applicable allowance to active employees on or about September 1st of each year. No employee shall be entitled to a prorated payment for a partial work year. An employee who leaves or is severed from College service prior to the date of the allowance payment shall not receive payment from the College.

Safety footwear must be worn at all times.

Section 11. Tuition Benefit

- (a) Tuition for all courses offered by Clinton Community College will be waived for all CCC CSEA members (full-time and part-time). Tuition for all credit-bearing courses will be waived for the spouses, domestic partners and dependent children of all full-time CCC CSEA members, on a seat available basis.
- (b) Full-time CCC CSEA Members may register for “job related” courses in advance of the course start date, upon completion of the “Clinton Community College Tuition-Free Course Request” and upon approval of the CCC CSEA member’s supervisor.
- (c) Registration for “non-job related” courses is on a “seats available” basis, as is registration for all part-time members. Members must wait until the first day of class to register.
- (d) CCC CSEA members may take up to four (4) credits and two (2) non-credit workshops per semester.
- (e) CCC CSEA Members are responsible for lab fees or other charges related to the course or workshop.

(f) Student activity fees are waived.

ARTICLE 41

EMERGENCY SERVICES

1. Regarding Emergency Communications Dispatchers

The Emergency Services Office will pay a shift differential for all part-time and full-time Emergency Services Dispatchers:

Second Shift: Additional fifty cents (\$.50) per hour

Third Shift: An additional seventy-five cents (\$.75) per hour

The Emergency Services Office Senior Emergency Communications Dispatcher will receive:

- One (1) hour of straight time pay for each call for assistance from the Emergency Communications Dispatchers regarding such issues as network concerns system slowdown, radio concerns, 911 problems, and equipment problems which can be corrected over the phone.
- One (1) quarter hour (fifteen minutes) straight time pay for each manor incident notification call from emergency Communication Dispatchers regarding such issues as fatalities, structural fires, flooding, storms, and dispatch staffing (call-ins).

The Emergency Services Office Assistant Emergency Services Director will receive:

- Two (2) hours compensation time per weekday of on-call coverage from 4:30 p.m. to 8:00 a.m. to be administered in accordance with ARTICLE 11 of the contract.
- Six (6) hours compensation time per weekend for on-call coverage from Friday 4:30 p.m. to Monday 8:00 a.m. to be administered in accordance with ARTICLE 11 of the contract.
- Three (3) hours compensation time per holiday for on-call coverage from 4:30 p.m. before the holiday to 8:00 a.m. after the holiday to be administered with ARTICLE 11 of the contract.

2. Regarding Emergency Services Work Schedule

For application at the Clinton County Office of Emergency Services, “OES” only, the parties have reached agreement to modify provisions of the current CBA in Article 10 for work schedule issues and Article 11 related to overtime issues for employees in the title of Emergency Communications Dispatcher at OES. It is agreed that this title will be subject to work schedule provisions as provided in the current CBA and as detailed herein to provide 24 hour/7 day coverage at OES.

In accordance with the provisions of the CBA, shift differential shall be paid for 2nd or 3rd shift. In accordance with the terms of this Agreement, a new rotational twelve (12) hour shift will be added to the work schedule at OES for Emergency Communications Dispatcher (the “Twelve

Hour Shift”). For the 12-hour shifts, 2nd and 3rd shift differential will be paid for the actual hours worked within the definition of the shifts.

Example: 7 PM to 7 AM will have 7 PM to 11 PM paid at 2nd shift differential and 11PM to 7 AM paid at 3rd shift differential.

The parties specifically agree that the provision within the current CBA at Article 11, Section 1, which provides that any hours worked over and above eight (8) hours in a given day are paid at the rate of one and one-half times the employee’s rate of pay or earn compensatory time at the rate of one and one-half hours, shall be waived only for OES employees in the specific title named herein working the Twelve Hour Shift. In the event that the OES employees working the Twelve Hour Shift work in excess of twelve (12) hours a day, overtime or compensatory time will commence after the twelve (12) hour workday or forty (40) hours in the work week.

HOURS LIMITATION:

The County shall not permit any Emergency Communications Dispatcher at OES to work in excess of sixteen (16) hours during the trial period of this Agreement. The County has an established call-in procedure which has been modified November 3, 2014 to reflect a 16 hour work limitation accordingly.

ON-CALL COMPENSATION

It is acknowledged between the parties that there are no agreed upon provisions for compensation for on-call status such that no employee will be designated as being on-call for report in the case of unplanned absence. Coverage for unplanned absences will be addressed through the County’s call-in procedure.

OTHER COMPENSATION

Employees assigned in accordance with this work schedule shall be paid in accordance with all other current CBA provisions as to call-time, overtime, holidays, lieu days, etc.

POSTING

The Employer will post the designated shift and tour positions for the Emergency Communications Dispatcher bidding process each year for one calendar week in the 3rd week of November. Schedule Assignments will be posted not later than the 2nd week of December with the schedule to be effective at that start of the first payroll period for the upcoming leave year in mid- December.

When new positions are added or a vacancy occurs, vacancies will be posted for movement of existing staff before new hires are assigned to the schedule.

Emergency Communications Dispatchers will be permitted to bid by seniority in title for the designated shift and tour vacancies for the work schedule at each opportunity. Such bids by seniority shall be disrupted only in the event the operational needs of the department are not met by such process and then such process shall only be modified to the extent necessary to secure the required skills from among the compliment of employees available to perform the work needed by the OES by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements.

In the event employees of the same or equivalent title and qualifications bid for a position in a work schedule, the bid shall be awarded by seniority. In the event of a tie in seniority, such a tie will be broken by using the last two digits of social security number(s) or tax identification number(s) in descending order. If there are successive ties in seniority, the highest level seniority tie will be resolved first and then progress downward using the rule above.

SHIFT SCHEDULE CONSTRUCTION:

The Emergency Communication Dispatchers trial work schedule will be constructed of three positions which shall be fixed 8 hour shifts Monday – Friday and one position which shall be fixed 8 hour shift Tuesday – Saturday. Also included within this Agreement are four (4) positions which shall have a combination of 8 hour and 12 hour shifts within a designated work tour which shall have a rotation of days.

Clinton County Emergency Communication Dispatchers Work Schedule

WEEK 1-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR*	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	7A-7P	0	0	7-3	7A-7P	7-3	0
Rotation Shift 2	0	7A-7P	7-3	0	0	3-11	7A-7P
Rotation Shift 3	< 7P-7A	< 7P-7A	0	0	11-7	< 7P-7A	0
Rotation Shift 4	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
PT SHIFTS	A-B-C						A-B

WEEK 2-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	0	0	7A-7P	7-3	7-3	0	7A-7P
Rotation Shift 2	7A-7P	7A-7P	0	0	3-11	7-3	0
Rotation Shift 3	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
Rotation Shift 4	< 7P-7A	< 7P-7A	0	0	11-7	7P-7A	0
PT SHIFTS	A-B-C						A-B

WEEK 3-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	7A-7P	0	0	7-3	7A-7P	7-3	0
Rotation Shift 2	0	7A-7P	7-3	0	0	3-11	7A-7P
Rotation Shift 3	< 7P-7A	< 7P-7A	0	0	11-7	< 7P-7A	0
Rotation Shift 4	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
PT SHIFTS	A-B-C						A-B

WEEK 4-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	0	0	7A-7P	7-3	7-3	0	7A-7P
Rotation Shift 2	7A-7P	7A-7P	0	0	3-11	7-3	0
Rotation Shift 3	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
Rotation Shift 4	< 7P-7A	< 7P-7A	0	0	11-7	7P-7A	0
PT SHIFTS	A-B-C						A-B

ARTICLE 42

MENTAL HEALTH AND ADDICTION SERVICES

1. DSS Grant MOA - July 26, 2019 MOA in Appendix E
2. Bathroom move MOA - July 25, 2017 in Appendix E
3. Saturday Hours – December 20, 2017, June 4, 2018, and November 6, 2019 in Appendix E
4. Home Based Community Services - October 21, 2019 in Appendix E

ARTICLE 43

PLATTSBURGH INTERNATIONAL AIRPORT

1. Regarding Normal Workweek for Plattsburgh International Airport Operations August 13, 2008 in Appendix E
2. Guard Title
July 15, 2016 in Appendix E
3. Airport Firefighter Alternative Work Schedule – Addendum 1
November 29, 2012 in Appendix E
4. Airport Night Flight Coverage – Addendum 2
November 29, 2012 in Appendix E
5. Airport Fire Training – Addendum 3
November 29, 2012 in Appendix E
6. Airport Firefighter – Swap Agreement in Appendix E
7. Airport Parking Lot
August 30, 2016 in Appendix E

ARTICLE 44

SIGNATURE PAGE

The Contract shall be for a period of five years (January 1, 2020 through December 31, 2024).

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

COUNTY OF CLINTON, NEW YORK

By: Michael Zurlo
County Administrator

CIVIL SERVICE EMPLOYEES ASSOCIATION

Joseph F Musso / Ep 8/22/2022

By: Joseph Musso
Local 884 President

Emy Pombrio 8/22/2022

By: Emy Pombrio
CSEA Labor Relations Specialist

APPENDIX A
NON-COMPETITIVE CLASS
COUNTY SERVICE

Account Clerk/Typists (PT)
+Administrator-Indigent Defendants
Air Conditioning-Ventilating, Heating and Refrigeration Mechanic
Airport Maintenance Workers I
Airport Maintenance Workers II
+Airport Manager
Bridge Maintenance Workers
+Commissioner of Social Services
Community Services Aides
Cook-Managers
+County Highway Superintendent
County Historian (PT)
Court Aide
Court Referral Specialist (PT)
+Deputy Commissioner of Social Services
+Director of Community Services
+Director of Information Technology
+Director of Office for the Aging
+Director of Planning
+Director of Real Property Tax Services
+Director of Veterans Service Agency
Emergency Communications Dispatchers (PT)
Equipment and Buildings Mechanics
Family Support Workers
Laborers (Airport)
Motor Vehicle License Clerks (PT)
Patient Agents
+Personnel Director
Physical Therapist (PT)
+Public Health Director
Senior Account Clerk/Typists (PT)
Social Services Attorney (PT)
+STOP-DWI Coordinator
Staff Nurses
Station Attendants
Supervising Public Health Nurses (PT)
Transfer Station Operator
W.I.C. Nutritionist (PT)

+Positions which are confidential or require the performance of functions influencing policy.

APPENDIX B

NON-COMPETITIVE CLASS

ALL CIVIL DIVISIONS

Assistant Recreation Director (PT or Seasonal)
Automotive Mechanic Helpers
Automotive Mechanics
Bookmobile Clerk-Drivers (PT)
Building Maintenance Mechanics
Building Maintenance Workers
Buildings and Grounds Maintenance Workers
Bus Drivers
Carpenters
Chief Water Treatment Plant Operators, Type A (PT)
Chief Water Treatment Plant Operators, Type B (PT)
Chief Water Treatment Plant Operators, Type C (PT)
Clerks (PT)
Cooks
Court Attendants
Electricians
Guards
Head Lifeguards
Licensed Practical Nurses
Lifeguards
Motor Equipment Operators I
Motor Equipment Operators II
Motor Equipment Operators III
Motor Equipment Operators IV
Motor Equipment Operator Mechanics
Nurses Aides
Principal Library Clerks (PT)
Recreation Activity Specialists (PT or Seasonal)
Recreation Assistants
Recreation Directors (PT or Seasonal)
Recreation Leaders (PT or Seasonal)
Recreation Supervisors (PT or Seasonal)
Registered Professional Nurses
School Crossing Guards (PT)
Senior Buildings Maintenance Workers
Senior Clerks (PT)
Senior Custodial Worker
Senior Library Clerks (PT)
Senior Stenographers (PT)
Senior Typists (PT)
Sports Officials
Stenographers (PT)

Summer Youth Counselors (Seasonal)
Swimming Pool Director (Seasonal)
Typists (PT)
Van Drivers
Wastewater Treatment Plant Operators (PT)
Water Maintenance Workers
Water Safety Swimming Instructors
Water Superintendent (PT)
Water Treatment Plant Operators (PT)
Youth Supervisor (PT)

55-a Omnibus Clause:

Section 55-a designated positions in titles where the incumbent is certified either by the Commission for the Blind and Visually Handicapped in the State Department of Social Services as being physically disabled by blindness or by the New York State Office of the Vocational and Educational Services for individuals with disabilities.

APPENDIX C

MANAGEMENT AND CONFIDENTIAL PERSONNEL

Accountant (Legislature)
Account Clerk/Typist
Administrative Services Officer
Airport Security Coordinator
Airport Manager
Assistant District Attorney
Assistant Public Defender
Assistant Finance Manager
Budget Officer
Building Maintenance Supervisor (Clinton Community College)
Chief Assistant District Attorney
Chief Assistant Public Defender
Chief Deputy
Child Advocacy Center Executive Director
Commissioner of Social Services
Computer Programmer
Confidential Secretary to District Attorney
Confidential Secretary to Public Defender
County Administrator
County Highway Superintendent
County Historian
County Purchasing Agent
Deputy Airport Manager
Deputy Commissioner of Social Services
Deputy County Administrator
Deputy Director of Community Services
Deputy Election Commissioner
Deputy of Health Care Services
Deputy of Health, Planning & Promotion
Deputy Highway Superintendent
Deputy Personnel Director
Director of Community Services
Director of Information Technology
Director of Legal & Social Services
Director of Nursing (Nursing Home)
Director of Office for the Aging
Director of Planning
Director of Real Property Tax Services
Director of Veterans Service Agency
Director/Engineer of Environmental Health
Economic Development Director
Emergency Services Director
Executive Secretary to the County Administrator
Finance Manager/Deputy County Treasurer
Health Facility Comptroller

Jail Administrator
Junior Audit Clerk
Junior Assistant District Attorney
Junior Assistant Public Defender
Junior Personnel Associate
Network Administrator
Nursing Home Administrator
Office Manager (Health Department)
Payroll Clerk (Treasurer)
Personnel Director
Principal Audit Clerk
Probation Director II
Public Health Director
Quality Coordinator
Senior Audit Clerk
Senior Computer Programmer
Senior Personnel Associate
Senior Social Services Attorney
Senior Typist
Social Services Attorney
Superintendent of Building and Grounds
Supervising Programmer/Analyst
Undersher

STATE OF NEW YORK
PUBLIC EMPLOYMENT RELATIONS BOARD

CIVIL SERVICE EMPLOYEES ASSOCIATION,
INC., LOCAL 1000, AFSCME, AFL-CIO,
CLINTON COUNTY UNIT 6450 and 6466 of
LOCAL 884,

STIPULATION OF
SETTLEMENT

Charging Party, Case No. U-28207

-and-

COUNTY OF CLINTON,

Public Employer.

The County of Clinton (hereinafter "County") and Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Clinton County Unit 6450 and 6466 of Local 884 (hereinafter "CSEA"), hereby stipulate that the parties agree to resolve the above-referenced matter on the following terms and conditions:

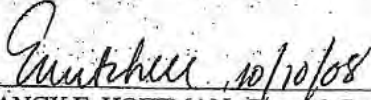
1. The County and CSEA agree that when the County appoints an individual in an existing title covered by the current collective bargaining agreement, the employer may set the initial salary for such employee on the appropriate Union Salary Grade at a Step up to and including Step 5 at the employer's discretion and without objection by CSEA.
2. The County agrees that it will not unilaterally place newly appointed employees into an existing title covered by the collective bargaining agreement at a Step higher than Step 5.
3. If an appointment is made of an existing bargaining unit member from one title to another existing title covered by the current CBA, the individual's salary placement

APPENDIX D

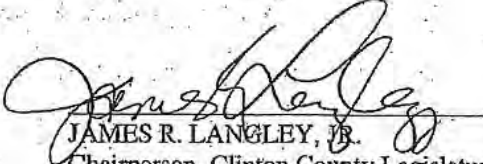
on the salary schedule in the new title shall be governed by the existing rules of contract administration between the parties.

4. The County agrees to provide the CSEA Local President with a written notice of all new appointments of individuals in titles covered by the current collective bargaining agreement and the salary placement of each such appointment.
5. This agreement shall be effective as of the date of its execution.
6. The parties agree that no change will be required as to the initial salary placement for the Coordinator of Jail Health Service who was appointed at Step 6 of the appropriate Union Salary Grade for the title on or about February 13, 2003.
7. The parties agree that no change will be required as to the initial salary placement for the Planning Technician who was appointed at Step 5 of the appropriate Union Salary Grade for the title on or about August 13, 2008.
8. The parties agree that they will abide by the provisions of the Taylor Law.
9. CSEA agrees to withdraw the above-referenced charge and will submit a withdrawal form to the Public Employment Relations Board with copy to the County upon receipt of a fully executed copy of this Stipulation of Settlement.

Dated: September _____, 2008



NANCY E. HOFFMAN, General Counsel
(Ellen M. Mitchell, of counsel)



JAMES R. LANGLEY, JR.
Chairperson, Clinton County Legislature

APPENDIX D

MEMORANDUM OF AGREEMENT

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

Except as revised or amended below, the language of the 2004 – 2008 agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

WHEREAS, the title of STOP-DWI SPECIALIST and TRAFFIC SAFETY PROGRAM SPECIALIST were previously assigned within the Clinton County Department of Public Health performed by members of the CSEA Unit 6450 & 6466 of Local 884 within the current CBA; and

WHEREAS, neither of these titles have been staffed for some time in the Public Health Department such that there are no incumbent employees presently in either of these titles; and

WHEREAS, it is the County's objective to reassign these titles from the Public Health Department to the Sheriff's Department; and


WHEREAS, it is the County's objective that to best serve the community that it seeks to assign one title (STOP-DWI SPECIALIST) to the Patrol Unit under the recognition of an employee organization other than CSEA, Inc. and one title (TRAFFIC SAFETY PROGRAM SPECIALIST) to remain within the CSEA Unit 6450 & 6466 of Local 884;

It is therefore agreed in satisfaction of the parties respective interests and concerns as to how these two titles will be assimilated into Clinton County Sheriff's Department, that the title of TRAFFIC SAFETY PROGRAM SPECIALIST will continue within the recognition of the CSEA Unit 6450 & 6466 of Local 884 as work to be performed by CSEA members under the terms of the collective bargaining agreement.

And, it is also agreed that the title of STOP-DWI SPECIALIST shall not be considered exclusively within the recognition of CSEA Unit 6450 & 6466 of Local 884 such that this title may be assigned within the Patrol Unit under the recognition of an employee organization other than CSEA, Inc. without objection by CSEA.


APPENDIX D

FOR CLINTON COUNTY:



David N. Favro
Sheriff

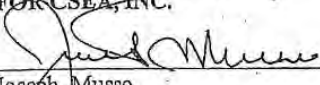
Date: 11/21/08



James Langley, Jr.
Chairperson, Clinton County Legislature


Date: 11/21/08

FOR CSEA, INC.



Joseph Musso
President, C.S.E.A. Local 884

Date: 11/25/08



Amy Pombrio
C.S.E.A. Labor Relations Specialist

Date: 11/25/08

APPENDIX D

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

Except as revised or amended below, the language of the current collective bargaining agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

For application at the Sheriff's Department Health Services operations only; the parties have reached agreement to resolve disputes with regard to the provisions of the current CBA in Article 10, Normal Workweek, and procedures for assigning overtime for permanent full time employees in the title of Registered Professional Nurse.

WORK SCHEDULE

The work schedule for the Sheriff's Department Health Services for permanent full time Registered Professional Nurses will provide for two (2) fixed seven (7) hour shifts, Monday through Friday, designated as (1) 7:00 AM to 3:00 PM and (2) 3:00 PM to 11:00 PM with one unpaid hour for lunch or dinner.

It is agreed that temporary part time Registered Professional Nurses will be primarily utilized to fill manning requirements for Saturdays, Sundays, Holidays and to cover mandatory minimum staffing when full time employees are on leave. The Employer also agrees that it will make a good faith effort to maintain staffing of the part-time Registered Professional Nurse positions.

Employees will be assigned to one of these shifts, except that one assignment will be designated as primary 7:00 AM to 3:00 PM but may also be reassigned to a 3:00 PM to 11:00 PM shift to cover absences. Assignments of employees to these shifts shall be made per Article 10, Normal Workweek of the current CBA.

The Employer will post the designated shifts for the work schedule bidding process when new positions are added or a vacancy occurs, and on an annual basis to provide opportunities for shift movement among the employees. Such bids by seniority shall be disrupted only in the event the operational needs of the department are not met by such process and then such process shall only be modified to the extent necessary to secure the required skills from among the compliment of employees available to perform the work needed by the Sheriff's Department Health Services by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements. Annual bidding on the work schedule shall be conducted between December 1 - 15 of each year unless otherwise agreed among the parties. During the annual work schedule bidding process, employees will also bid in order of seniority for vacation for the year.

The Employer will conduct Department scheduling on an annual basis in anticipation of Department needs with work schedules showing a minimum 4 week intervals to be posted in the Department at least 10 calendar days prior to the first shift of the schedule.

APPENDIX D

A copy of the working copy of the Health Services Department Annual Schedule for 2009 as provided by the Employer shall be attached hereto and incorporated herein.

LEAVE SCHEDULING

Between December 1 – 15, employees are encouraged to submit requests for vacation weeks in the upcoming calendar year. Full-time employees who submit such advance vacation requests may designate two weekend days (Saturday and Sunday) adjacent to the vacation week requested to assure 7 calendar days of release time. Full-time employees will not be required to work on such designated days in addition to their (Monday-Friday) vacation week when the vacation request is approved. Full-time employees will only be charged leave accruals for regular work days. Weekly vacation requests will be approved by seniority.

Employees may also submit vacation requests for weeks or days of vacation at least 45 days in advance of the period covered by the work schedule. Full-time employees who submit such advance vacation requests may designate two weekend days (Saturday and Sunday) as above. The benefit of designated weekends does not apply to requests of less than 5 consecutive work days of vacation.

Any employee who cancels an approved vacation leave less than 45 days prior to the first day of such approved leave may be required to cover shifts, including those on a weekend or holiday, as necessary, if a part-time Registered Nurse was assigned to cover such period vacation leave.

Employees may submit vacation requests other paid leave requests for weeks or days of leave time within 45 days or less of the first day of leave requested; however, such requests will be approved subject to coverage availability. Approved weeks of vacation under this time frame may, or may not, provide for a designated weekend off as specified by the Employer to the employee subject to the needs of the Department.

SHIFT SWAPS

If a full time employee wishes to swap a scheduled shift with a part time employee in the Department, such swap must be approved by the Employer. Approval of a shift swap will only be approved by the Employer if the full time employee agrees to work one of the part time employee's scheduled shifts.

The same agreement will be true for part-time employees seeking a shift swap arrangement with a full-time employee.

AWARD AND ASSIGNMENT OF ADDITIONAL HOURS OR OVERTIME

It is agreed that temporary part time Registered Professional Nurses will be primarily utilized to fill manning requirements for Saturdays, Sundays, Holidays and to cover mandatory minimum staffing when full time employees are on leave. Every reasonable effort will be made by the Employer to assure that full time Professional Registered Nurses will not be required to work on the Thanksgiving and Christmas holidays.

If it is not possible to meet all manning needs for weekends and holidays with temporary part time Registered Professional Nurses, permanent full time Registered Professional Nurse may be utilized to meet those needs in accordance with the provisions of this Agreement and the provisions of the current CBA.

To the extent the Employer knows that manning needs will arise in the next work schedule period, such opportunities for additional hours or overtime shall be posted in the Department for a period of 10 calendar days at 40 days prior to the first shift for which coverage is sought. Employees will designate their interest in working such additional shifts in writing during the posting period. Notification of shifts awarded will be made within 72 hours of the end of the posting period. Notification of shift assignments will be made within 72 hours of the end of the posting period.

APPENDIX D

Other shift opportunities shall be posted for 3 calendar days at seven (7) calendar days prior to the first shift for which coverage is sought. Such posting shall reflect the date posted starting and be taken down. Employees will designate their interest in working such additional shifts in writing during the posting period. Such opportunities will be awarded using the same method moving from volunteers to assignment of the shift. Notification of shifts awarded and/or assigned will be made within 72 hours after the posting period.

Any other shift opportunities for which coverage is needed occurring within the workweek shall be posted for 24 hours. Employees will designate their interest in working such shifts in writing or by contacting the Department Head by phone or Email during the posting period. Such opportunities will be awarded using the same method moving from volunteers to assignment of the shift. Notification of shifts awarded and/or assigned will be made within 72 hours after the posting period.

In the event more than one employee indicates interest in a shift opportunity during the posting period, each award of a shift will be made in order of seniority (highest to lowest) of current permanent appointment in title in the Sheriff's Department.

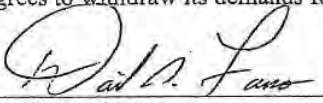
If there are no volunteers in title, any other qualified employee in the Department may volunteer during the posting period using the same method.

If there are no volunteers within the Department during the posting period, the least senior (current permanent appointment in title in the Sheriff's Department) permanent full time Registered Professional Nurse will be assigned to meet the manning need and notified of such assignment within 24 hours.

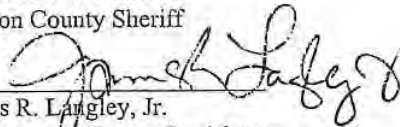
Each employee may be assigned to work 1 shift without volunteering before the next employee shall received such assignment, progressing from least senior to most senior in title. The next employee shall be assigned to work 1 shift and so on. At the exhaustion of the seniority title listing, the process shall start over beginning at the bottom once again.

RESOLUTION OF PENDING GRIEVANCES

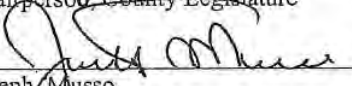
Upon the delivery of a fully executed copy of this Settlement Agreement by the Employer, CSEA, Inc. agrees to withdraw its demands for arbitration in PERB Case No. A2008-045 and PERB Case No. A2009-062.


Sheriff David Favro
Clinton County Sheriff

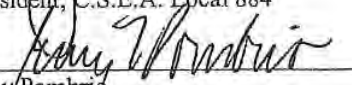
Date: 7/13/09


James R. Langley, Jr.
Chairperson, County Legislature

Date: 7/14/09


Joseph Musso
President, C.S.E.A. Local 884

Date: 7/8/09


Amy Pombrio
C.S.E.A. Labor Relations Specialist

Date: 7/8/09

APPENDIX D

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

October 16, 2009
FINAL

WHEREAS, the Clinton County Nursing Home ("Employer") and Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Clinton County Unit 6455 & 6466 of Local 8884 ("CSEA") are parties to a Collective Bargaining Agreement ("CBA"); and

WHEREAS, part-time Environmental Services Worker, Samantha Roberts filed a contract grievance alleging the Employer violated the established practice of the parties as to the scheduling of shifts (day, afternoon and evening) for part-time employees in the Environmental Services Department;

WHEREAS, the Employer has denied violation(s) of the current CBA or practice; and

WHEREAS, CSEA has appealed the denial of the grievance pursuant to the Grievance Procedure within the current CBA through the Clinton County Legislative Grievance Committee Appeal stage; and

WHEREAS, the parties wish to resolve this dispute amicably and without need of further processing in the Grievance Procedure within the current CBA to arbitration; and

IT IS THEREFORE AGREED that:

Except as revised or amended below, the language of the current collective bargaining agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

In the event a part-time Environmental Service Worker vacancy caused by the absence of an employee requires a change of shift (day, afternoon or evening) to provide coverage for a period of 5 days or less, the Employer will attempt to cover the period of vacancy through volunteers in accordance with seniority in title. If there are no volunteers, the Employer will mandate coverage at his/her discretion.

In the event a part-time Environmental Service Worker vacancy caused by the absence of an employee requires a change of shift (day, afternoon or evening) to provide coverage, for more than 5 days and less than three months, the Employer will utilize temporary employment services to fill the vacancy. .

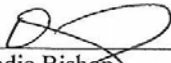
In the event a part-time Environmental Service Worker vacancy caused by the absence of an employee requires a change of shift (day, afternoon or evening) to provide coverage for more than three months the Employer will make reasonable efforts to utilize Civil Service temporary appointments to fill the vacancy.

CSEA agrees to withdraw the grievance filed by Samantha Roberts dated June 17, 2009 and .

This agreement is a grievance settlement to address the specifics herein and shall not be precedent setting.

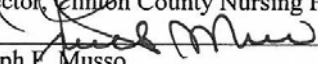
APPENDIX D

Agreed and accepted:



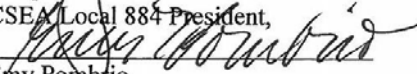
Wendie Bishop
Director, Clinton County Nursing Home

11/6/09
Date



Joseph F. Musso
CSEA Local 884 President,

10/21/09
Date



Emy Pombrio
CSEA Labor Relations Specialist

10/21/09
Date

APPENDIX D

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND
CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

ADDENDUM 4

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN THE
CLINTON COMMUNITY COLLEGE
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNIT 6466 OF LOCAL 884**

Except as revised or amended below, the language of the current Collective Bargaining Agreement (the "CBA") effective January 1, 2013 - December 31, 2015 by and between the County of Clinton (the "County") and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 ("CSEA") by which Clinton Community College is a covered employer, the provisions for summer hours in ARTICLE 40 CLINTON COMMUNITY COLLEGE shall continue in effect.

The understandings and/or revisions below will be effective upon ratification of the parties and shall continue in effect unless earlier terminated or amended in writing by mutual agreement of the parties as provided herein or upon expiration of the CBA on December 31, 2015.

WHEREAS, employees in the CSEA bargaining unit assigned to the Buildings and Grounds Department at Clinton Community College have a regular work week of five (5) consecutive days with two (2) days off Monday - Saturday with a work day of eight (8) hours per day with overtime as needed; and

APPENDIX D

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND

CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

WHEREAS, College President has had discretion to designate summer hours to start after spring commencement and ending on a date within two (2) weeks prior to the start of the fall semester; and

WHEREAS, subject to the terms and conditions stated herein, the parties have reached an agreement with respect to an alternative summer hours schedule for permanent full-time employees assigned to the Buildings and Grounds Department at the College; and

THEREFORE, IT IS AGREED that solely for the duration of the CBA in effect from January 1, 2013 to December 31, 2015, the alternate summer hours schedule shall be piloted for the Buildings and Grounds Department employees to provide as follows:

- (1) **The College President may approve a summer schedule for permanent, full-time employees assigned to the Buildings and Grounds Department who work forty (40) hours per week, on five (5) consecutive days with two (2) days off Monday through Saturday, such schedule would require employees to work ten (10) hours per day on four (4) consecutive work days Monday through Saturday with three (3) days off. For those working this schedule, the College will pay overtime for each hour worked over forty (40) hours in the workweek and over ten (10) hours in the work day. It is understood that this schedule configuration does not increase or decrease paid leave time. For example, if an employee is working this schedule requests one (1) vacation day, the employee will be charged 10 hours paid vacation leave, equivalent to 1.25 vacation days.**
- (2) **Employee assigned in accordance with this work schedule shall receive overtime unless their hours exceed the regular work day sated herein, or 40 hours in a week and will be paid in accordance with all other current CBA provisions as to call-time, overtime, holidays, lieu days, etc.**
- (3) **The summer schedule shall be granted at the sole discretion of the Employer,"**

The parties agree that this language shall be interpreted to mean that the following schedule configurations will be available for assignment for full time CSEA Buildings and Grounds staff for summer hours:

APPENDIX D

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND

CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

Monday - Thursday:

- 4:00 AM - 2:30 PM - 2 individuals
- 5:00 AM - 3:30 PM - 3 individuals
- 1:30 PM - 12:00 AM - 2 individuals

Tuesday - Friday:

- 6:00 AM - 4:30 PM- 1 individual
- 1:30 PM - 12:00 AM-2 individuals

Wednesday - Saturday:

- 5:00 AM - 3:30 PM -2 individuals

Assignments of employee to these shifts shall be made as stated in Article 10, Normal Work Week of the current CBA. The Employer may permit swapping of shifts by mutual agreement, and subject to department approval. If the College President approves a summer schedule and an employee elects to work such schedule, the employee must work the schedule for the entire summer.

It is understood that the College may terminate this pilot agreement with a two week written notice to the CSEA Local President and affected employees if it not successful. This trial will not be successful if overtime expenses rise from the traditional schedule or service standards are compromised.

John E. Jablonski,
Clinton Community College President

Date:

Joseph Musso
President, CSEA Local 884

Date:

Emy Pombrio
CSEA Labor Relations Specialist

Date:

APPENDIX D

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884

June 25, 2015

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement through December 31, 2015; and

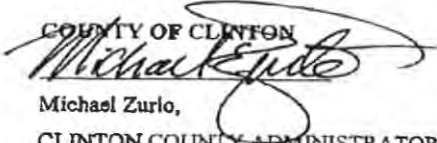
WHEREAS, the parties agree that there is mutual benefit to clarifying and establishing administrative guidance on the procedures to assign nursing staff vacant shifts as a result of unplanned absences at the Clinton County Nursing Home; and

WHEREAS, the parties have met and conferred as to the details of such assignment procedures; and

NOW THEREFORE, the parties agree that this Memorandum of Agreement shall provide clarification and guidance as to the administration of Article 37 CLINTON COUNTY NURSING HOME in the current collective bargaining agreement as to assignment of additional work, overtime at the Clinton County Nursing Home and mandatory overtime to nursing staff as attached hereto and incorporated herein as Exhibit A.


DATED: June 25, 2015

COUNTY OF CLINTON


Michael Zurlo,

CLINTON COUNTY ADMINISTRATOR


Date

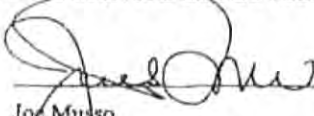

Wendie Bishop

DIRECTOR, CLINTON COUNTY NURSING HOME


Date

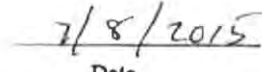
APPENDIX D

CIVIL SERVICE EMPLOYEES ASSOCIATION




Joe Musso

PRESIDENT, LOCAL 884



Date



Emily Pombrio

LABOR RELATIONS SPECIALIST



Date

APPENDIX D

EXHIBIT A

Clinton County Nursing Home

Certified Nurse Aide Tuition Reimbursement Benefit Request Agreement

NAME: _____

I attended the following CERTIFIED NURSES AIDE PROGRAM:

Name of Program: _____

Name of Educational Institution: _____

Date of Completion: _____

Phone: _____

*1- Attach receipt of payment of Program Tuition inclusive of books and certification cost for which reimbursement is requested.

(Limit of Tuition Reimbursement Benefit is \$2288).

*2 - Attach copy of Certification as a Nurse Aide for New York State.

Date of Hire by CCNH: _____

I understand that this Tuition Reimbursement Benefit shall be payable upon confirmation of the attachments submitted above are true and accurate and that I have satisfied all of the following terms:

A) Newly Hired CNA at the CCNH within the period of ratification of MOA through April 30, 2019; and

B) Successfully completed the Certification Nurses Aide Program within the last 6 months.

C) Payment shall be made to me in my bi-weekly payroll check effective the first pay period after approval of this request. There will be no partial payments if any requirements are not satisfied.

Signature: _____ Date: _____

PRINT NAME: _____

RECEIVED BY: _____ Date: _____

PRINT NAME & TITLE _____

APPENDIX D

EXHIBIT A PROCEDURE FOR FILLING TEMPORARY ABSENCE NURSING STAFF VACANCIES

NURSING STAFF - HEAD NURSE, SENIOR STAFF NURSE, STAFF NURSE, LPN, CNA

When an employee reports he/she is unable to work his/her scheduled shift and will not be reporting, the following procedures will be followed:

- ✓ RECORD ABSENCE:
 - ✓ Record the absence ("Call-Out") by the staff person in the "Schedule Book" as designated by the employee.
- ✓ DETERMINE MINIMUM STAFFING LEVEL SHORTAGE:
 - ✓ Review the "Daily" Schedule Sheet which is kept at each unit (Adirondack & Champlain), and adjust it accordingly.
 - ✓ Determine if there is enough staff scheduled and reporting to meet established minimum staffing levels.
 - ✓ If the employee's call-out places the shift staffing below minimum staffing levels, you must place calls to off-duty* staff in title as soon as possible.
 - *Off-duty nursing staff is one who is not scheduled to work during any part of the day.
 - *Off-duty nursing staff with approved leave (e.g. a scheduled holiday, vacation or personal time off) will not be contacted.
- ✓ CALL OFF DUTY STAFF:
 - ✓ Off-duty staff will be called in the following order:
 1. Off-duty part-time (PT) staff arranged most senior in title to least senior in title; and
 2. Off-duty full-time (FT) staff arranged most senior in title to least senior in title.
 - ✓ Off-duty staff are called first when staffing levels are below minimum. Staff not scheduled for the day in question will be contacted first and offered the eight (8) hour shift or the last four (4) hours of the shift.
 - ✓ If the staff declines the 8 hour shift, he/she will be asked if available for the last four (4) hour increment of the vacant shift.
 - ✓ If the staff is able to cover the last four (4) hour increment of the vacant shift, it will be noted and remaining calls will be made offering the 8 hour shift and the remaining first four (4) hours increment of vacant shift.

APPENDIX D

- ✓ If the 8 hour shift is declined in the subsequent off-duty staff calls, he/she will be offered the first four (4) hour increment of the vacant shift.
- ✓ SHIFT COVERED – Stop calls; Confirm assignment of hours; Call-back notification to the off-duty staff as to report time
- ✓ SHIFT NOT COVERED:
 - ✓ If any portion of the vacant shift is not covered, proceed to the next step.
- ✓ STAFF SCHEDULED IN THE DAY BUT NOT ON VACANT SHIFT:
 - ✓ Off-duty Staff scheduled in the day but not on any of the vacant shift hours will be called in the following order:
 1. Off-duty part-time (PT) staff arranged most senior in title to least senior in title; and
 2. Off-duty full-time (FT) staff arranged most senior in title to least senior in title.
 - ✓ By seniority in title (dates can be found on the MOT list) offered the eight (8) hour shift.
 - ✓ If eight (8) hour shift is declined, he/she will be offered the last 4 hours of the vacant shift. If accepted, it will be noted.
 - ✓ Remaining staff will be called offering the eight (8) hours shift. If the eight (8) hour shift is declined, he/she will be offered the remaining first 4 hours of the vacant shift.
- ✓ RECORD CALLS
 - ✓ Record the calls placed on the "Call Out/Shortage Form" indicating the times calls made in the box.
 - ✓ Record the response of the staff contacted by placing an "X" in one of the following boxes:
 - a. ACCEPTED SHIFT (8 hour shift)
 - b. DECLINED SHIFT (8 hour shift)
 - c. Will do part of shift (4 hour shift) ___ first 4hrs ___ last 4 hrs
 - d. Left message on machine ___ with person ___
 - e. No answer
 - f. Line busy/No service
- ✓ SHIFT COVERED – Stop calls; Confirm assignment of hours; Call-back notification to the off-duty staff as to report time

APPENDIX D

✓ SHIFT NOT COVERED:

If any portion of the vacant shift is not covered, proceed to the next step.

CONTACT ON DUTY STAFF

- ✓ When a supervisor is unable to secure coverage for a vacant shift by contacting off-duty staff, on-duty nursing staff (in order of seniority in title (full-time most senior to least senior and part-time most senior to least senior)) will be offered the vacant eight (8) hour shift.
- ✓ If he/she declines, he/she will be offered the first 4 hours of the shift.

- ✓ SHIFT COVERED – Stop contacts; Confirm assignment of hours; Notification to the on-duty staff as to report time

✓ SHIFT NOT COVERED:

If any portion of the vacant shift is not covered, proceed to the next step.

MANDATORY OVERTIME ASSIGNMENTS

- ✓ If unable to secure voluntary coverage for any portion of the vacant shift with off-duty or on-duty staff, the mandatory overtime (mandating) list will be utilized.
- ✓ The mandatory overtime list is constructed by title seniority with the least senior staff member placed first on the mandating list.*

*The list will include part-time and full-time positions by job title with part time employees listed in order of title seniority at the top and full time employees in order of title seniority listed at the bottom.

ROTATION

- ✓ The staff person who covers an eight (8) hour shift or the alternative four (4) hour portion of a shift when staffing levels are below minimum will be credited on the mandatory overtime list with the date recorded next to his/her name.
- ✓ Once recorded, the employee will be rotated to the bottom of the mandatory overtime list.

SHIFT TRADES

- ✓ An employee being assigned to mandatory overtime is permitted to initiate a shift trade with a written slip submitted for the approval of the supervisor.

APPENDIX D

- ✓ Requests for shift trades for mandatory overtime will not be unreasonably refused.
- ✓ In the unlikely event a shift trade is refused, the assigned employee will be required to work the mandatory overtime assignment.
- ✓ Employees are not permitted to refuse a mandatory overtime assignment.

REFUSAL OF MANDATORY OVERTIME ASSIGNMENT

- ✓ If an employee declines a mandatory overtime assignment, the supervisor should state clearly to the employee before a witness: "You are assigned to mandatory overtime; you are directed to work."
- ✓ If the employees refuses the directive, note the refusal and have it initialed by the witness.
- ✓ Report the incident for potential disciplinary action to the Director of Nursing.
- ✓ Return to the Mandatory Overtime Assignment procedures and repeat with next staff person on listing.

APPENDIX D

Kinblom, Kim

From: Kinblom, Kim
Sent: Friday, June 05, 2015 2:36 PM
To: Kinblom, Kim
Subject: LEAVE TIME PROCESS FOR 2015 DUE TO 27 PAY PERIODS IN THE YEAR

Good afternoon all,

In 2015, we will have 27 pay periods in the year. This is to notify all permanent, full-time & part-time employees of the year-end process for leave time and what will happen in the 27th pay period of this year. In accordance with the union contracts, the leave time year is defined as the 26 (or 27) pay periods whose pay dates (check date) all occur within the same calendar year. Please note that 2015 will have 27 pay periods with the last pay period being 12/13/2015 through 12/26/2015. In 2004, we had 27 pay periods and we are going to treat this year (2015) the same way we did the 27th pay period in 2004.

For Pay Period 12/13/2015 through 12/26/2015:

- All leave time earnings will be “shut off” for this pay period. No time will be earned during the pay period of 12/13/2015 through 12/26/2015 since it is an extra pay period in the year.
- The “use or lose” time for vacation and personal days must be used by 12/26/2015 or time is lost.
- We will complete the year-end process as of 12/26/2015 and the carry over time will be effective 12/27/2015. All unused “use or lose” vacation and personal time as of 12/26/2015 will be lost. Per the contract, lost vacation time will be donated to the Sick Bank.
- Personal Days will be awarded to all full-time employees effective 12/27/2015. This means that 2016 Personal Days cannot be used until 12/27/2015 or after.

Floating Holidays and Dental or Medical Visits:

- For employees who have the one and one-half (1-1/2) days floating holidays per the general union contract, these must be used by the end of the calendar year—12/31/2015. For those under the Deputy Sheriff or Corrections contracts, earned holidays must be used by 12/31/2015 as well (refer to contract language for further details).
- For employees who have the two (2) hour dental or medical visits for themselves or family members, these also can be used by the end of the calendar year—12/31/2015.

ALL TIMEKEEPERS SHOULD BE POSTING THE “USE OR LOSE” PRINTOUTS THAT ARE AVAILABLE ON THE TIMEKEEPER DATABASE SO EMPLOYEES ARE AWARE OF THE VACATION AND PERSONAL DAYS THEY MUST USE BY 12/26/2015. PLEASE NOTE, EACH EMPLOYEE IS RESPONSIBLE FOR MONITORING THEIR OWN LEAVE TIME AND SCHEDULING THE USE OF REQUIRED “USE OR LOSE” TIME BY THE DEADLINE DATE OF 12/26/2015.

Thank you for your attention in this matter.

Please note new email address

APPENDIX D

Kim.Kinblom@clintoncountygov.com

Kim Kinblom, PHR
Personnel Director
Clinton County
518-565-4554

APPENDIX D

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884

August 24, 2016

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement through December 31, 2015 and have not concluded negotiation of a successor labor agreement; and

WHEREAS, the parties agree that there is mutual benefit to clarifying and establishing administrative guidance on the procedures as to shift trades (swaps) at the Clinton County Nursing Home; and

WHEREAS, the parties have met and conferred as to the details of such operational procedures; and

NOW THEREFORE, the parties agree that this Memorandum of Agreement shall provide clarification and guidance as to the administration of Article 37 CLINTON COUNTY NURSING HOME in the current collective bargaining agreement as to shift trades (swaps) at the Clinton County Nursing Home as new paragraph – to read as follows with the shift trade (swap form attached hereto and incorporated herein as Exhibit A:

ARTICLE 37 – NURSING HOME

Section 4. Shift Trades for all staff

Shift trades require advance approval in writing by the Director of Nursing. Employees requesting to trade assigned shifts will submit a "Swap Slip" identifying dates and shifts to be exchanged and signed by each employee for submission to the Director of Nursing or designee for authorization of the shift trade at least 48 hours in advance of the first shift to be worked. Shift trade requests will be acted upon within 24 hours in advance of the first shift to be worked with approval or denial provided to the affected employees. Approval of shift trade requests will not be unreasonably withheld, and a reason shall be provided for a denial.

The following limitations apply to requests for shift trades: (1) shift trades are limited to full shifts; (2) shift trades may not result in overtime expense to the employer; (3) weekend days

APPENDIX D

may only be swapped for weekend days; (4) an employee who swaps an assigned holiday with another employee will automatically be scheduled for the same holiday next calendar year; (5) an employee who agrees to a shift trade and fails to report on the agreed upon date & shift for any reason will lose their shift trade (swap) privileges for six (6) months.”

DATED: August 24, 2016

COUNTY OF CLINTON

Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR

Date

Wendie Bishop
DIRECTOR, CLINTON COUNTY NURSING HOME

Date

CIVIL SERVICE EMPLOYEES ASSOCIATION

Joe Musso
PRESIDENT, LOCAL 884

Date

Emy Pombrio
LABOR RELATIONS SPECIALIST

Date

APPENDIX D

EXHIBIT A
PROCEDURE FOR SHIFT TRADES (SWAPPING)

CLINTON COUNTY NURSING HOME
SWAP SLIP

_____ will work the _____ AM/PM to _____ AM/PM shift on _____
Employee Name

_____ will work the _____ AM/PM to _____ AM/PM shift on _____

Employee Signature*

Date

Employee Signature*

Date

Approved / Denied If denied, Reason for denial: _____

Director of Nursing

Date

*Shift trades are subject to terms as provided in ARTICLE 37, Section 4 of the collective bargaining agreement.

APPENDIX D

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884

August 24, 2016

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement through December 31, 2015 and have not concluded negotiation of a successor labor agreement; and

WHEREAS, the parties agree that there is mutual benefit to pursuing some limited time initiatives, i.e. pilot agreements, designed to decrease unplanned absences, reduce occasions of mandated overtime on staff and reduce overall overtime expense at the Clinton County Nursing Home; and

WHEREAS, the parties have met and conferred as to the details of such pilot initiatives; and

NOW THEREFORE, the parties agree as follows:

- I. Attendance Improvement Program for employees in titles subject to Mandated Overtime (Nursing Staff titles) January 2017 – March 2017
 - A. \$25 Gift Card Attendance Recognition Incentive
An attendance recognition incentive to reduce unplanned absences (call-outs) for individuals in titles which trigger mandated overtime when minimum staffing levels are breached shall be implemented for a 3 month trial period, January 1 to March 31, 2017 as described below:

Nursing Staff employees who are:

- (1) subject to mandated OT procedures (no limitations preventing mandated OT; no refusal of mandated OT; not required to have actually been mandated during the monthly schedule); and

APPENDIX D

(2) scheduled to work 80 hours or more in the monthly schedule; and
(3) have no unplanned absences (call outs) from scheduled work such that they work all the regularly scheduled hours they are assigned in the monthly schedule shall be awarded a \$25 gift card in the month following.

[Disputes regarding eligibility or award of the attendance recognition incentive or will be resolved in labor management and not subject to the grievance procedure in the CBA during this pilot period (January - March 2017).

DATED: August 24, 2016

COUNTY OF CLINTON

Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR

Date

Wendie Bishop
DIRECTOR, CLINTON COUNTY NURSING HOME

Date

CIVIL SERVICE EMPLOYEES ASSOCIATION

Joe Musso
PRESIDENT, LOCAL 884

Date

Emy Pombrio
LABOR RELATIONS SPECIALIST

Date

APPENDIX D

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884

April 5, 2018

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement (CBA) through December 31, 2019; and

WHEREAS, the parties agree that there is mutual benefit to establishing a recruitment initiative to address vacant Nurse Aide positions at the Clinton County Nursing Home; and

WHEREAS, the parties have met and conferred as to the details of a certain tuition reimbursement program for Certified Nurse Aide positions; and

NOW THEREFORE, the parties agree as follows to modify the language in ARTICLE 37 and to provide for a Tuition Reimbursement benefit for Certified Nurse Aide employees as follows:

1. This agreement shall be subject to a trial period between ratification of the MOA through April 30, 2019 and may be extended by mutual agreement of the parties. If not extended, no new hires will be eligible for the program after April 30, 2019, but County will continue to pay those that enrolled in the program on or before April 30, 2019.
2. "Certified Nurses Aide Tuition Reimbursement Program" for newly hired Certified Nurses Aides shall be in effect from the period of ratification of MOA through April 30, 2019.

Upon the successful completion of an accredited Certified Nurses Aide Program (e.g. CVES- BOCES Program) and production of a valid NYS Certificate to CCNH as to the individual's qualification to provide Nurses Aide services at CCNH, the employees may make application for the Certified Nurses Aide Program Tuition Reimbursement benefit as follows:

1. At hire, the employee must submit a fully executed Certified Nurse Aide Tuition Reimbursement Request Agreement by which the individual demonstrates that he/she has completed the Certified Nurse's Aide Program within the 6 months prior to the time of the reimbursement request and has a valid CNA Certificate.

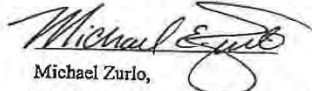
APPENDIX D

Reimbursement for the Certified Nurses Aide Program, fees and books will be issued in bi-weekly installments at a rate of up to \$88 in the employees payroll check effective the first pay period after the Reimbursement Request is approved. Total reimbursement of Certified Nurses Aide Program, fees and books will be up to \$2288.

2. If the employee separates from employment with the County for any reason, the payments shall cease and he/she shall not be entitled to any additional reimbursement payments.
3. The Tuition Reimbursement Request Agreement is attached hereto and incorporated herein as Exhibit A.

DATED: April 5, 2018

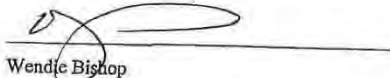
COUNTY OF CLINTON



Michael Zurlo,

CLINTON COUNTY ADMINISTRATOR

5/10/18
Date



Wendie Bishop

DIRECTOR, CLINTON COUNTY NURSING HOME

5/1/18
Date

CIVIL SERVICE EMPLOYEES ASSOCIATION



Joe Musso

PRESIDENT, LOCAL 884

4/6/18
Date



Emly Pombrio

LABOR RELATIONS SPECIALIST

4/5/18
Date

APPENDIX D

EXHIBIT A
Clinton County Nursing Home
**Certified Nurse Aide Tuition Reimbursement Benefit
Request Agreement**

NAME: _____

I attended the following CERTIFIED NURSES AIDE PROGRAM:

Name of Program: _____

Name of Educational Institution: _____

Date of Completion: _____

Phone: _____

*1- Attach receipt of payment of Program Tuition inclusive of books and certification cost for which reimbursement is requested.

(Limit of Tuition Reimbursement Benefit is \$2288).

*2 - Attach copy of Certification as a Nurse Aide for New York State.

Date of Hire by CCNH: _____

I understand that this Tuition Reimbursement Benefit shall be payable upon confirmation of the attachments submitted above are true and accurate and that I have satisfied all of the following terms:

A) Newly Hired CNA at the CCNH within the period of ratification of MOA through April 30, 2019; and

B) Successfully completed the Certification Nurses Aide Program within the last 6 months.

C) Payment shall be made to me in my bi-weekly payroll check effective the first pay period after approval of this request. There will be no partial payments if any requirements are not satisfied.

Signature: _____ Date: _____

PRINT NAME: _____

RECEIVED BY: _____ Date: _____

PRINT NAME & TITLE _____

APPENDIX D

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884

April 26, 2018

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement (CBA) through December 31, 2019; and

WHEREAS, the parties agree that there is mutual benefit to establishing terms and conditions of employment to permit High School students with valid Certification in New York State who are otherwise qualified for part-time employment as a Nurse Aide at the Clinton County Nursing Home to be employed so long as all statutory requirements are met; and

WHEREAS, the parties have met and conferred as to the details of creating a specific Agreement to permit such employment of High School students as Certified Nurse Aides; and

NOW THEREFORE, the parties agree as of May 1, 2018 or as soon thereafter as may be implemented through the trial period ending December 31, 2019 as follows:

1. High School Students employed in positions identified PT Certified Nurse Aides positions shall be paid the regular rate of pay applicable to Nurses Aide in the current CBA.
2. High School Students are statutorily restricted in their hours of work by NYS Labor Law such that PTHSS CNAs will **not** be subject to mandated overtime procedures by CCNH. Additionally, the PTHSS CNAs will not be counted in minimum staffing levels when they are working other than regular shifts (when school is in session).
3. Such PTHSS CNAs may be scheduled to work regular shift times and regular (full 8 hour) shift hours (e.g. day and afternoon shifts) when school is not in session as permitted by law. This may potentially occur during weekends, school breaks, summer recess, etc.). In no event may PTHSS CNAs exceed any applicable statutory limit for hours worked in any work week or work at any time of day which is prohibited by law.
4. Such PTHSS CNAs may be scheduled to work specific shifts from 4 PM to 8 PM or 4 PM to 10 PM on weekdays when school is in session as permitted by law. In no event

APPENDIX D

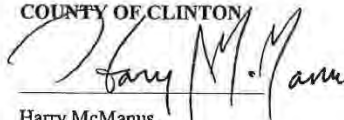
may PTHSS CNAs exceed any applicable statutory limit for hours worked in any work week or work at any time of day which is prohibited by law.

5. PTHSS CNAs shall be scheduled in the monthly schedule as is currently done for all other CCNH employees.
6. In the event a PTHSS CNA continues employment with CCNH after leaving High School, the special conditions of this Agreement shall terminate at the start of the first payroll cycle after leaving High School and the employee shall be subject to all terms of employment at CCNH.

This Agreement shall be subject to a trial period ending at the expiration of the current collective bargaining agreement, i.e. December 31, 2019, at which time such Agreement may be extended and incorporated into the CBA as an Appendix to the Agreement, modified, or terminated, by mutual agreement of the parties.

DATED: April 26, 2018

COUNTY OF CLINTON


Harry McManus,
CHAIRPERSON, CLINTON COUNTY LEGISLATURE

Date


Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR

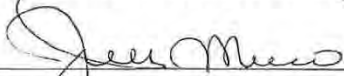
5/10/18
Date


Wendie Bishop
DIRECTOR, CLINTON COUNTY NURSING HOME

5/1/18
Date

APPENDIX D

CIVIL SERVICE EMPLOYEES ASSOCIATION



Joe Musso
PRESIDENT, LOCAL 884

4-28-18

Date



Emy Pombrio
LABOR RELATIONS SPECIALIST

4/26/18

Date

APPENDIX D

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884
August 30, 2016

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement through December 31, 2015 and have not concluded negotiation of a successor labor agreement; and

WHEREAS, the parties agree that there is mutual benefit to pursuing a buyout for employees who have other NYSHIP health benefit coverage available to them; and

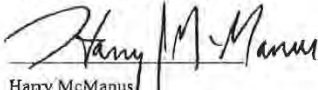
WHEREAS, the parties have met and conferred as to the details; and

NOW THEREFORE, the parties agree as follows:

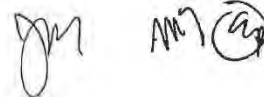
- (1) All references to NYSHIP policies in ARTICLE 22 INSURANCE AND RETIREMENT restricting participation in the negotiated buyout for those with other health benefit coverage shall be removed from the CBA within 7 calendar days of the applicable statutory authority being effective permitting such change by the County as a participating provider with NYSHIP.
- (2) Availability of the buyout benefits to those restricted from the buyout participation due to former NYSHIP policy shall be effective for all County employees at the next enrollment opportunity or sooner as the County permits.

DATED: August 30, 2016

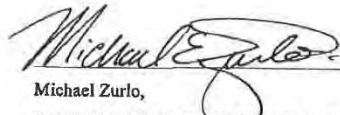
COUNTY OF CLINTON


Harry McManus
Chair, Clinton County Legislature

11/9/16
Date



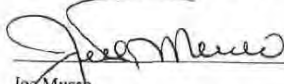
APPENDIX D



Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR


11/10/16
Date

CIVIL SERVICE EMPLOYEES ASSOCIATION



Joe Musso
PRESIDENT, LOCAL 884

11/10/16
Date



Emy Pombrio
LABOR RELATIONS SPECIALIST

11/10/16
Date





APPENDIX E

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

July 26, 2019

Except as revised or amended below, the language of the 2016-2019 Collective Bargaining Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 5450 & 6466 of Local 884 (the "CBA") will continue in effect.

WHEREAS, the Clinton County Department of Social Services ("DSS") has secured grant funding through March 31, 2020 for certain Clinton County Mental Health and Addictions staff to accompany DSS Child Protective Services staff into the field to provide specified services for adults and/or children as defined by the grant; and

WHEREAS, the parties have met and conferred as to the terms and conditions of CCMHAS staff providing services pursuant to the Grant through March 31, 2020 ; and

THEREFORE, it is agreed as follows:

1. Beginning August 26th, 2019 and continuing to March 31, 2020, unless earlier terminated by Clinton County Mental Health and Addictions Services, CCHMAS will provide requested Clinical Services to DSS up to 35 hours per week on a Monday through Friday basis during normal Clinic business hours. CCHMAS employees providing Clinical Services will work with DSS staff either at 13 Durkee Street or accompany DSS staff into the field as requested by DSS. CCHMAS employees providing such services shall be assigned from volunteers who meet qualifications as determined by grant funding requirements. More specifically, the Clinical Services schedules for the two employees shall be as follows:

Employee 1

Monday: 12:00 p.m. to 5:00 p.m.
Wednesday: 9:00 a.m. to 5:00 p.m.
Friday: 12:00 p.m. to 5:00 p.m.

Employee 2

Wednesday: 8:00 a.m. to 5:00 p.m.
Thursday: 11:30 a.m. to 4:00 p.m.
Friday: 8:00 a.m. to 12:30 p.m.

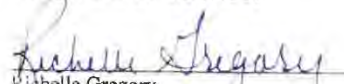
2. Employees assigned to perform Clinical Services will be provided with the following safety training:
 - (a) Partners in Safety Training;
 - (b) Safetyville Safety Training provided by Office of Children and Family Services (3-hour on-line course)

APPENDIX E

- (c) All of the above safety training will be completed prior to CCHMAS staff accompanying DSS staff into the field.
3. Mileage will be paid to employees assigned to provide Clinical Services for performing travel in the normal course of business as is currently done.
 4. Volunteers possessing the CASAC or CASAC-t designation in the titles of Mental Health Clinician I; Mental Health Clinician II, Mental Health Clinician III; Social Worker I; Social Worker II; or Addictions Counselor I may be assigned for the scheduled periods to provide Clinical Services for the grant by seniority defined as the date of hire with Clinton County.
 5. No employee shall be designated as being on-call to report in the case of an unplanned absence occurring when scheduled to provide Clinical Services to DSS.
 6. There will be no call-in procedure administered by CCMHAS to cover the Clinical Services schedule for absences of assigned staff during the Grant term.

FOR CLINTON COUNTY:

Date:

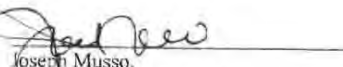

Richelle Gregory,
Director of Community Services

Date:


Michael E. Zurlo,
County Administrator

FOR CIVIL SERVICE
EMPLOYEES ASSOCIATION:

Date:


Joseph Musso,
CSEA Local 884 President

Date:

8/13/19


Amy Pombrio,
CSEA Labor Relations Specialist

APPENDIX E

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000
AFSCME, AFL-CIO,
CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884
July 25, 2017**

THIS MEMORANDUM OF AGREEMENT (this "Agreement") is made this July 25, 2017 by and between the County of Clinton (the "County") and The Civil Services Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the "Association") regarding a change in the designation of certain bathrooms at Clinton County Mental Health and Addiction Services.

WHEREAS, the County and the Association are parties to a collective bargaining agreement dated January 1, 2016 through December 31, 2019 (the "CBA"); and

WHEREAS, Clinton County Mental Health and Addiction Services ("Mental Health" or "Employer") has determined that the Child Advocacy Center will be relocated to the second floor of its facility located at 130 Arizona Avenue, Suite 1500, Plattsburgh, New York 12903 (the "Facility"), in order to better serve its clients in accordance with its mission; and

WHEREAS, there are currently two bathrooms on the second floor of the Facility: (1) one male bathroom and (1) one female bathroom, which are used only by employees; and

WHEREAS, the parties have agreed to change the designation and access of the bathrooms on the second floor of the Facility as provided herein in light of the relocation of the Child Advocacy Center; and

NOW THEREFORE, the parties agree as follows:

1. The parties acknowledge and agree that the two bathrooms on the second floor of the Facility shall be designated as unisex bathrooms.
2. The parties further acknowledge and agree that only clients of the Child Advocacy Center will have access to the bathroom on the second floor of the Facility closest to the Child Advocacy Center. The other bathroom on the second floor of the Facility will be available only to Mental Health employees.
3. The parties acknowledge that this Agreement shall be effective as of the date it is executed by the parties and will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

APPENDIX E

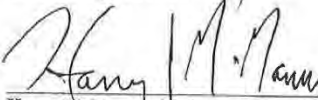
4. The parties agree that this Agreement is limited to the specifics of this situation and shall not be used by either party to set forth a precedent in the interpretation or application of the CBA.

FOR THE COUNTY:

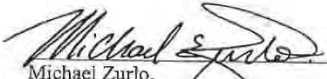
July __, 2017


Richelle Gregory, Director of
Community Services

July __, 2017


Harry McManus, Chairperson
Clinton County Legislature

July __, 2017

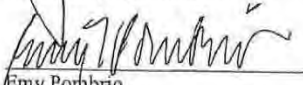

Michael Zurlo,
Clinton County Administrator

FOR CSEA:

July __, 2017


Joe Musso, Unit President

July 25, 2017


Emy Porhbrio,
CSEA Labor Relations Specialist

APPENDIX E

MEMORANDUM OF AGREEMENT

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

December 20, 2017

Except as revised or amended below, the language of the 2016-2019 Collective Bargaining Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the "CBA") will continue in effect.

WHEREAS, the Clinton County Mental Health and Addiction Services Department ("Mental Health") proposed to expand Clinic Hours to include four (4) hours 8:00 a.m. to 12:00 p.m. on Saturday on a trial basis for a period of six (6) months (January 27, 2018 through July 8, 2018); and

WHEREAS, the parties have met and conferred as to the terms of such a trial expansion; and

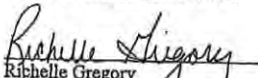
THEREFORE, it is agreed as follows:

- (1) The Clinton County Mental Health and Addiction Services central site in Plattsburgh, NY shall offer services for four (4) additional hours (8:00 AM to 12:00 PM) on scheduled Saturdays for a trial basis of six (6) months (January 27, 2018 to July 8, 2018) on the terms herein; and
- (2) Such trial period shall be reviewed by the parties as to the continued expansion of Clinic Hours on Saturdays on or before May 15, 2018; and
- (3) In the event CCMHAS terminates the trial period of additional Saturday hours prior to its end date (July 8, 2017), it shall provide all affected employees at least a five (5) calendar days advance written notice; and
- (4) The Saturday hours (8:00 AM to 12:00 PM) and the positions to be filled (one (1) Senior Clinician; one (1) Social Worker (either Social Worker I or Social Worker II); two (2) Mental Health Clinicians (Mental Health Clinician I, Mental Health Clinician II or Mental Health Clinician III); and one (1) Account Clerk Typist) shall be posted as additional work for a period of one week (M-F) by the 15th of the month for the two (2) month period of Saturdays following; and
- (5) The normal work week at Mental Health will continue to be five (5) days/ thirty-five (35) hours per week, Monday - Friday with weekends and holidays off. The trial Saturday clinic hours will be considered additional work time paid at straight time unless the employee exceeds the overtime computation per day or per week per the CBA.
- (6) Additional work time on Saturday is not normally eligible for flex when hours are not part of the regular work week, but the parties have agreed to permit hours worked on Saturday to be used as flex hours against scheduled hours in the regular work week (Monday - Friday) as provided in Article 10 Section 4 of the current CBA pursuant to this Agreement.
- (7) Additional hours of work for Saturdays during the trial period shall first be filled by qualified volunteer employees per the positions available.
- (8) The Employer shall post the available positions for Saturday clinic hours for one week (M-F) by the 15th of the month for the two (2) months of Saturdays following with the first such posting being on or before January 15, 2018. Employees will be permitted to bid by seniority (date of hire) (Senior

APPENDIX E

- Clinician, Social Worker, Mental Health Clinician, Account Clerk Typist) for the Saturday clinic hours to fill the available positions at each posting;
- (9) Employees shall be notified of their award of additional Saturday work not less than five (5) days prior to the first Saturday assigned with the 2 month Saturday schedule posted on or about 25th of the month for the 2 months following; and
 - (10) In the event that Employer is unable to fulfill the available positions to reach minimum staffing requirements for Saturday clinic hours on a volunteer basis, the Employer shall be permitted to mandate qualified employees to work the additional time by notification by not less than the 25th day of the posting month for the 2 months following.
 - (11) Employees who are scheduled off with paid leave on a Friday prior to the Saturday shall not be mandated for Saturday work; and
 - (12) Once an employee has accepted assignment of additional work on Saturday hours, they are committed to reporting for work as agreed except as to unscheduled absences due to incapacity; and
 - (13) A list for Senior Clinicians, Social Workers, Mental Health Clinicians and Account Clerk Typists will be maintained as follows:
 - A mixed title inverse seniority list (using date of hire) will be maintained with the least senior employee being placed first on the list. An employee that is mandated to work on a Saturday will have his/her name rotated to the bottom of the Saturday work list and the mandated date noted; and.
 - (14) No employee shall be designated as being on-call to report in the case of an unplanned absence occurring on a scheduled Saturday.
 - (15) There will be no call-in procedure administered by Mental Health to cover Saturday hours during the trial period.

FOR CLINTON COUNTY:

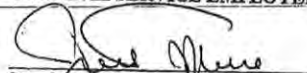

 Rishelle Gregory
 Director of Community Services

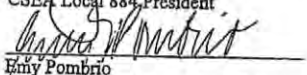
Date: 12/22/17


 Michael E. Zurlo
 County Administrator

Date: 12/27/17

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


 Joseph Mueso
 CSEA Local 884 President


 Emily Pombrio
 CSEA Labor Relations Specialist

Date: 12/27/17

Date: 12/27/17

APPENDIX E

MEMORANDUM OF AGREEMENT

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

June 4, 2018

Except as revised or amended below, the language of the 2016-2019 Collective Bargaining Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the "CBA") will continue in effect.

WHEREAS, the Clinton County Mental Health and Addiction Services Department ("Mental Health") proposed to expand Clinic Hours to include five (5) hours 8:00 a.m. to 1:00 p.m. on Saturday on a trial basis for from July 9, 2018 to current contract expiration of December 31, 2019; and

WHEREAS, the parties have met and conferred as to the terms of such a trial expansion; and

THEREFORE, it is agreed as follows:

- (1) The Clinton County Mental Health and Addiction Services central site in Plattsburgh, NY shall offer services for five (5) additional hours (8:00 AM to 1:00 PM) on scheduled Saturdays for a trial basis from July 9, 2018 to December 31, 2019 on the terms herein; and
- (2) Such trial period shall be reviewed by the parties as to the continued expansion of Clinic Hours on Saturdays on or before October 15, 2019; and
- (3) In the event CCMHAS terminates the trial period of additional Saturday hours prior to its end date December 31, 2019, it shall provide all affected employees at least a five (5) calendar days advance written notice; and
- (4) The Saturday hours (8:00 AM to 1:00 PM) and the positions to be filled (one (1) Senior Clinician; three (3) Clinicians either Social Worker (either Social Worker I or Social Worker II) or one (1) Mental Health Clinician (either Mental Health Clinician I, Mental Health Clinician II or Mental Health Clinician III); and two (2) Account Clerk Typists) and two (2) Addictions staff (either Addictions Counselor I, Addictions Counselor II or Addiction

APPENDIX E

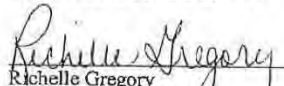
(14) A list for Senior Clinicians, Social Workers, Mental Health Clinicians and Account Clerk Typists will be maintained as follows:

- A mixed title inverse seniority list (using date of hire) will be maintained with the least senior employee being placed first on the list. An employee that is mandated to work on a Saturday will have his/her name rotated to the bottom of the Saturday work list and the mandated date noted; and

(15) No employee shall be designated as being on-call to report in the case of an unplanned absence occurring on a scheduled Saturday; and

(16) There will be no call-in procedure administered by Mental Health to cover Saturday hours during the trial period.

FOR CLINTON COUNTY:

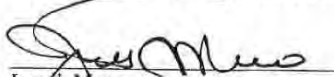

Richelle Gregory
Director of Community Services

Date: 6/5/18


Michael E. Zurlo,
County Administrator

Date: 6/15/18

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


Joseph Musso
CSEA Local 884 President

Date: 6/5/18


Amy Pombrio
CSEA Labor Relations Specialist

Date: 6/4/18

APPENDIX E

MEMORANDUM OF AGREEMENT

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

November 6, 2019

Except as revised or amended below, the language of the 2016-2019 Collective Bargaining Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the "CBA") will continue in effect.

WHEREAS, the Clinton County Mental Health and Addiction Services Department ("Mental Health") proposed to extend a trial program expanding Clinic Hours to include five (5) hours 8:00 a.m. to 1:00 p.m. on Saturday on a trial basis for from December 31, 2019 through March 31, 2020; and

WHEREAS, the parties have met and conferred as to the terms of such extension of the trial expansion; and

THEREFORE, it is agreed as follows:

- (1) The Clinton County Mental Health and Addiction Services central site in Plattsburgh, NY shall continue to offer services for five (5) additional hours (8:00 AM to 1:00 PM) on scheduled Saturdays on a trial basis from December 31, 2019 to March 31, 2020 on the terms herein; and
- (2) Such trial period shall be reviewed by the parties as to the continued expansion of Clinic Hours on Saturdays on or before January 31, 2020; and
- (3) In the event CCMHAS terminates the trial period of additional Saturday hours prior to its end date March 31, 2020, it shall provide all affected employees at least a five (5) calendar days advance written notice; and
- (4) The Saturday hours (8:00 a.m. to 1:00 p.m.) and the positions to be filled shall consist of two (2) Mental Health Clinicians: may be comprised of a Senior Clinician; Social Worker (Social Worker I or Social Worker II); or Mental Health Clinician (either Mental Health Clinician I, Mental Health Clinician II or Mental Health Clinician III); and one (1) Account Clerk Typist and one (1) Addictions Staff member: (Addictions

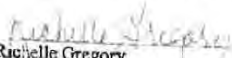
APPENDIX E

- Counselor I, Addictions Counselor II or Addiction Services Program Coordinator); shall be posted as additional work for a period of one week (M-F) by December 15, 2019 for the three (3) month period of Saturdays following and thereafter by the 15th of the month for the three (3) month period of Saturdays following or such period of remaining time of the trial to March 31, 2020; and**
- (5) The normal work week at Mental Health will continue to be five (5) days/ thirty-five (35) hours per week, Monday – Friday with weekends and holidays off. The trial Saturday clinic hours will be considered additional work time paid per the CBA provisions if the hours exceed the regular work day or workweek provisions requiring the payment of overtime; and
 - (6) Additional work time on Saturday is not normally eligible for flex when hours are not part of the regular work week, but the parties have agreed to permit hours worked on Saturday to be used as flex hours against scheduled hours in the regular work week (Monday – Friday) as provided in Article 10 Section 4 of the current CBA pursuant to this Agreement requiring mutual agreement; and
 - (7) Additional hours of work for Saturdays during the trial period shall first be filled by qualified volunteer employees per the positions available; and
 - (8) The Employer shall post the available positions for Saturday clinic hours for one week (M-F) by the 15th of the month for the three (3) months of Saturdays following with the first such posting being on or before December 15, 2019. Employees will be permitted to bid by seniority (date of hire) (Senior Clinician, Social Worker, Mental Health Clinician, Account Clerk Typist) for the Saturday clinic hours to fill the available positions at each posting; and
 - (9) Employees shall be notified of their award of additional Saturday work not less than five (5) days prior to the first Saturday assigned with the three (3) month Saturday schedule posted on or about 25th of the month for the three (3) following; and
 - (10) In the event that Employer is unable to fulfill the available positions to reach minimum staffing requirements for Saturday clinic hours on a volunteer basis, the Employer shall be permitted to mandate qualified employees to work the additional time by notification by not less than the 25th day of the posting month for the three (3) months following; and
 - (11) When a holiday falls on a Saturday, there shall be no Saturday clinic hours; and

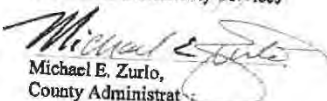
APPENDIX E

- (12) Employees who are scheduled off with paid leave on a Friday prior to the Saturday shall not be mandated for Saturday work; and
- (13) Once an employee has accepted assignment of additional work on Saturday hours, they are committed to reporting for work as agreed except as to unscheduled absences due to incapacity; and
- (14) A list for Senior Clinicians, Social Workers, Mental Health Clinicians and Account Clerk Typists will be maintained as follows:
 - A mixed title inverse seniority list (using date of hire) will be maintained with the least senior employee being placed first on the list. An employee that is mandated to work on a Saturday will have his/her name rotated to the bottom of the Saturday work list and the mandated date noted; and
- (15) No employee shall be designated as being on-call to report in the case of an unplanned absence occurring on a scheduled Saturday; and
- (16) There will be no call-in procedure administered by Mental Health to cover Saturday hours during the trial period.

FOR CLINTON COUNTY:

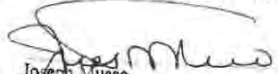

Michelle Gregory
Director of Community Services

Date: 12/19/19

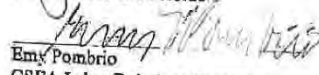

Michael E. Zurlo,
County Administrator

Date: 12/16/19

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


Joseph Musso
CSEA Local 884 President

Date: 12/16/19


Amy Pombrio
CSEA Labor Relations Specialist

Date: 12/16/19

APPENDIX E

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO
CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884**

October 21, 2019

Except as revised or amended below, the language of the 2016-2019 Collective Bargaining Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 5450 & 6466 of Local 884 (the "CBA") will continue in effect.

WHEREAS, the Clinton County Department of Mental Health and Addiction Services ("CCMHAS") has proposed to expand operations to provide Home and Community Based (HCB) services on a trial basis from November 1st, 2019 ("HCB Services") through March 31, 2020; and

WHEREAS, the parties have met and conferred as to the terms and conditions of CCMHAS staff providing HCB Services during a trial period through March 31, 2020; and

THEREFORE, it is agreed as follows:

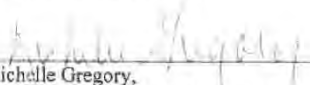
1. Beginning on **November 1st** and continuing until March 31, 2020, unless earlier terminated by Clinton County Mental Health and Addictions Services (CCHMAS) will provide HCB Services as requested by referring agencies and as available by CCHMAS, Monday through Friday during normal Clinic (Arizona Avenue) business hours.
2. The HCB Services will be performed by volunteer qualified employees in the titles of Mental Health Clinician I, Mental Health Clinician II, Mental Health Clinician III, Social Worker I, Social Worker II, Senior Social Worker, Addictions Counselor I, and Addictions Counselor II who accept assignment to HCB work. The HCB Services will be community based, outside of the established CCMHAS clinic or satellite sites.
3. Volunteer employees in the requested titles above shall indicate their interest by responding in writing to Richelle Gregory by October 31, 2019 for the whole of the trial period and will receive their scheduled HCB assignment accordingly. In the event the employee is no longer available to perform HCB Services in the course of the trial period, a written withdrawal notice of not less than five (5) working days is requested so scheduling may be adjusted accordingly.
4. Employees accepting assignment to perform HCB Services will be provided with the following safety training:

APPENDIX E

- (a) Partners in Safety Training;
 - (b) Training will be completed prior to CCHMAS being deployed into the community.
3. Mileage will be paid to employees accepting assignment to provide HCB Services for County business travel in accordance with County policy and the current CBA.
 4. Volunteers providing HCB Services will be required to possess a valid driver's license, and insured vehicle that meet County requirements per established County policy and the current CBA.
 5. There will be no call-in procedure administered by CCMHAS to cover the absence of any employee scheduled to provide HCB Services and no employee will be designated as being on-call for absences of scheduled staff during the term of this trial period.
 6. Scheduling for staff providing HCB Services will be developed and posted biweekly.
 7. Any employee concerned for his/her personal safety in providing services under this agreement may immediately abandon and/or terminate the appointment and report the incident to the Director or her designee.

FOR CLINTON COUNTY:

Date: 11/13/2019

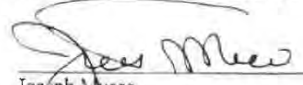

Richelle Gregory,
Director of Community Services

Date:



Michael E. Zurlo
County Administrator

**FOR CIVIL SERVICE
EMPLOYEES ASSOCIATION:**

Date:


Joseph Musso,
CSA Local 884 President

Date: 10/30/19


Emy Pombrio,
CSEA Labor Relations Specialist

APPENDIX E

MEMORANDUM OF AGREEMENT

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

August 13, 2008

Except as revised or amended below, the language of the 2004 – 2008 agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

For application at the Plattsburgh International Airport (PIA) Operations only, the parties have reached agreement to resolve disputes with regard to the provisions of the current CBA in Article 10 and related provisions for work schedule issues for employees in the titles of Airport Maintenance Worker I, Airport Maintenance Worker II, Laborer (Airport) and Airport Firefighter at PIA. It is agreed that these titles will be subject to work schedule provisions as provided in the current CBA and as detailed herein to provide 24 hour operations at PIA. It is further agreed that the title of Motor Equipment Operator Mechanic if employed at the Plattsburgh International Airport will be subject to the provisions of this Agreement as set forth herein, upon the Employer's compliance with the notice provisions contained herein, and without need of further discussion.

The work schedule at the PIA will provide for three (3) fixed eight (8) hour shifts designated as (1) 5:30 AM to 1:30 PM; (2) 1:30 PM to 9:30 PM and (3) 9:30 PM to 5:30 A.M. In accordance with the provisions of the current collective bargaining agreement provisions, shift differential shall be paid for 2nd or 3rd shift. It is also agreed that in recognition of the flex hours agreement contained herein, that if an employee works hours which are flexed into another shift (e.g. designated as 2nd or 3rd shift) without regard to his/her assigned or original shift, he/she will be paid the appropriate shift differential for all hours on the new shift. Overtime would not start until after the agreed flex time.

The work hours of each of these three (3) shifts may be flexed upon mutual agreement between the employee and the Airport Manager. Such agreement shall be voluntary and shall continue so long as it is mutually agreeable. If there is no mutual agreement, the employee's work hours shall be restored to his/her established shift hours as designated by bid herein.

To enable this specific agreement to operate as to flexing of work hours, the parties specifically provide that the current provision within the current collective bargaining agreement at Article 10, section 4 which limits flexing of work hours only to those work schedules between hours of 6 AM to 9 PM shall be waived only for PIA employees in the specific titles named herein when working subject to this Agreement. Such waiver shall only permit flexing of hours on each of the three shifts designated herein and does not include an intent to waive the contractual requirement within the same section that any work shift that is more than six (6) hours requires an uninterrupted meal period of at least one-half hour to be taken during the middles of the work shift or that a meal period cannot be added to the beginning or taken at the end of the workday as stated in the current CBA. These provisions shall remain in full force and effect. Further, in the event of an agreement in which the employee(s) and the Airport Manager agree on a workday in excess of eight (8) hours, overtime or compensatory time will commence after the agreed-upon length of workday or forty (40) hours in the workweek as provided in the current CBA.

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APPENDIX E

It is agreed and understood that any use of compensatory time shall be made with the mutual agreement of the employee as provided in the current CBA provisions (e.g. Article 11, Section 3 and Section 5.)

Employees assigned in accordance with this work schedule shall be paid in accordance with all other current CBA provisions as to call-time, overtime, holidays, lieu days, etc.

The parties agree that the work schedule at PIA as described herein shall operate with two fixed five (5) day work tours (1- Sunday through Thursday and 2- Tuesday through Saturday).

The Employer will post the designated shift and tour positions by title for the work schedule bidding process at implementation, when new positions are added or a vacancy occurs and on an annual basis to provide opportunities for shift/tour movement among the employees.

If there are other extraordinary circumstances that cause an employee to request a shift or tour reassignment between established bidding opportunities, such request shall be made to the Airport Manager and shall be accommodated only if a volunteer can be found to make a switch which meets the needs of the Employer. Such request shall be granted at sole discretion of the Employer and such discretion shall not be unreasonably withheld.


Employees in the designated titles at the PIA will be permitted to bid by seniority in title for the designated shift and tour vacancies for the work schedule at each opportunity. Such bids by seniority shall be disrupted only in the event the operational needs of the department are not met by such process and then such process shall only be modified to the extent necessary to secure the required skills from among the compliment of employees available to perform the work needed by the Airport operations by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements.

In the event employees of the same or equivalent title and qualifications bid for a position in a work schedule, the bid shall be awarded by seniority. In the event of a tie in seniority, such a tie will be broken by using the last two digits of social security number(s) or tax identification number(s) in descending order. If there are successive ties in seniority, the highest level seniority tie will be resolved first and then progress downward using the rule above.

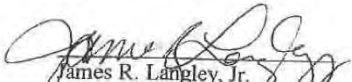
Annual bidding on the work schedule shall be conducted between November 1 - 15 of each year unless otherwise agreed among the parties.

Notice of changes in the work schedule will be provided by the Airport Manager to the CSEA Local President by mail and to the employees in the titles listed herein by posting thirty (30) days in advance of the effective date of such change. Such notice shall be required for all schedule changes unless it is waived in writing by the CSEA Local President.

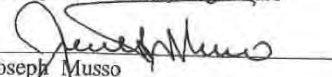
APPENDIX E


Chris Kreig,
Airport Manager

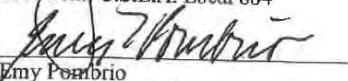
Date: 16SEP08


James R. Langley, Jr.
Chairperson, County Legislature

Date: 9/19/08


Joseph Musso
President C.S.E.A. Local 884

Date: 9/17/08


Amy Pombrio
C.S.E.A. Labor Relations Specialist

Date: 9/18/08



APPENDIX E

MEMORANDUM OF AGREEMENT

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

July 15, 2016

Except as revised or amended below, the language of the 2012 – 2015 agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

For application at the Plattsburgh International Airport (PBG) Operations only, the parties have reached agreement to resolve disputes with regard to the provisions of the current CBA in Article 10 and related provisions for work schedule issues for employees in the title of "Guard".

Effective with the start of payroll period July 28, 2016, it is agreed that this title will be subject to work schedule provisions as provided in the current CBA and as detailed herein to provide 24 hour operations at PBG as follows:

- I. Work day, Work week and Shift Schedule
 - A. The work schedule at the PBG will provide for three (3) fixed eight (8.5) hour shifts with unpaid 30 minute lunch designated as (1) 5:30 AM to 2:00 PM; (2) 1:30 PM to 10:00 PM and (3) 9:30 PM to 6:00 A.M. The work week is designated as 40 hours per week.
 - B. The parties agree that the work schedule at PBG as described herein shall operate with two fixed five (5) day work tours (1- Sunday through Thursday and 2- Tuesday through Saturday).
 - C. Employees assigned in accordance with this work schedule shall be paid in accordance with all other current CBA provisions as to call-time, overtime, holidays, lieu days, etc.
 - D. The Employer will post the designated shift and tour positions by title for the work schedule bidding process at implementation, when new positions are added or a vacancy occurs and on an annual basis to provide opportunities for shift/tour movement among the employees.

APPENDIX E

- E. If there are other extraordinary circumstances that cause an employee to request a shift or tour reassignment between established bidding opportunities, such request shall be made to the Supervisor of Security Operations (or Airport Manager) and shall be accommodated only if a volunteer can be found to make a switch which meets the needs of the Employer. Such request shall be granted at sole discretion of the Employer and such discretion shall not be unreasonably withheld.
- F. Employees in the designated title at the PBG will be permitted to bid by seniority in title for the designated shift and tour vacancies for the work schedule at each opportunity. Such bids by seniority shall be disrupted only in the event the operational needs of the department are not met by such process and then such process shall only be modified to the extent necessary to secure the required skills from among the compliment of employees available to perform the work needed by the Airport operations by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements.
- G. In the event employees of the same or equivalent title and qualifications bid for a position in a work schedule, the bid shall be awarded by seniority. In the event of a tie in seniority, such a tie will be broken by using the last two digits of social security number(s) or tax identification number(s) in descending order. If there are successive ties in seniority, the highest level seniority tie will be resolved first and then progress downward using the rule above.
- H. After implementation, annual bidding for shift configurations on the work schedule shall be conducted between November 1st – 15th of each year, unless otherwise agreed among the parties.
- I. Notice of changes in the work schedule will be provided by the Airport Manager to the CSEA Local 884 President by mail and to the employees in the titles listed herein by posting thirty (30) days in advance of the effective date of such change. Such notice shall be required for all schedule changes unless it is waived in writing by the CSEA Local 884 President.

II. Shift Differential

Shift differential shall be paid for 2nd or 3rd shift. It is also agreed that in recognition of the flex hours agreement contained herein, that if an employee works hours which are flexed into another shift (e.g. designated as 2nd or 3rd shift) without regard to his/her assigned or original shift, he/she will be paid the appropriate shift differential for all hours on the new shift.

III. Flex time

The work hours of each of these three (3) shifts may be flexed upon mutual agreement between the employee and the Supervisor for Security Operations or Airport Manager. Such agreement shall be voluntary and shall continue so long as it is mutually agreeable. If there is no mutual agreement, the employee's work hours shall be restored to his/her established shift hours as designated by bid herein.

APPENDIX E

To enable this specific agreement to operate as to flexing of work hours, the parties specifically provide that the current provision within the current collective bargaining agreement at Article 10, section 4 which limits flexing of work hours only to those work schedules between hours of 6 AM to 9 PM shall be waived only for PBG employees in the specific title named herein when working subject to this Agreement.

Such waiver shall only permit flexing of hours on each of the three shifts designated herein and does not include an intent to waive the contractual requirement within the same section that any work shift that is more than six (6) hours requires an uninterrupted meal period of at least one-half hour to be taken during the middles of the work shift or that a meal period cannot be added to the beginning or taken at the end of the workday as stated in the current CBA. These provisions shall remain in full force and effect.

Further, in the event of an agreement in which the employee(s) and the Supervisor of Security Operations or Airport Manager agree on a workday in excess of eight (8) hours, overtime or compensatory time will commence after the agreed-upon length of workday or forty (40) hours in the workweek as provided in the current CBA.

IV. Compensatory time

It is agreed and understood that any use of compensatory time shall be made with the mutual agreement of the employee as provided in the current CBA provisions (e.g. Article 11, Section 3 and Section 5.)

V. Partial Shifts for part-time employees

In an effort to provide flexibility to the Airport Operations during the term of this agreement until staffing can be fully implemented, partial shifts of four (4) hours may be scheduled for part-time employees utilizing the same starting or ending shift times on a given shift day, but not both. For example: A part-shift may be scheduled for a part-time employee on Monday starting at 5:30 AM and ending at 9:30 AM but a second part-time shift may not be scheduled for any employee on the same day for 9:30 AM to 1:30 PM.

It is understood that staffing is not currently configured for the evening shift (9:30 PM to 6:00 AM). In an effort to address flight coverage, partial shifts for part-time employees to address flight coverage will be permitted under the same terms as outlined in Paragraph E. above.

It is understood that any PT employee may work any combination of full and partial shifts to reach their appointment level (hours per week) divisible by 4, i.e.; 36 hours (4.5 days), 32 hours (4 days), 28 hours (3.5 days); 24 hours (3 days), 20 hours (2.5 days), 16 hours (2 days), 12 hours (1.5 days); 8 hours (1 day) etc.

Retirees under the NYS Retirement System who work as a Guard will have their available hourly appointment level adjusted in scheduling as indicated in the paragraph above to assure compliance with annual earnings limitations.

APPENDIX E

Configurations of the individual's work schedule will be bid per seniority as indicated herein annually.

VI. Salary Schedule Adjustment from 70 hour to 80 hour salary schedule

To date, Guard title has been scheduled on a 35 hour per week basis and compensated according to the 70 hours per payroll salary schedule rates. Current staffing is comprised of part-time employees only.

All current part-time employees employed as of the effective date of this Agreement listed below will have their compensation rates transitioned from the 70 hour rate schedule to the 80 hour rate schedule* as follows:

Employee	Current	New*
Greg Dew	Grade 8, Step 4 (\$18,3434/hour)	Grade 8, Step 10 (\$18,3154/hour)
Justin Sample	Grade 8, Step 2 (\$17,4807/hour)	Grade 8, Step 8 (\$17,5606/hour)
Tanner Hooker	Grade 8, Step 1 (\$17,0483/hour)	Grade 8, Step 7 (\$17,1831/hour)
Chester Jenkins	Grade 8, Step 1 (\$17,0483/hour)	Grade 8, Step 7 (\$17,1831/hour)

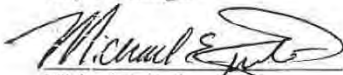
*Current CBA wage schedules are expired such that all "New" step rates for each employee are subject to increase per the settlement of the successor labor agreement.

V. New hires

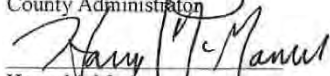
Guards hired on or after July 28, 2016 will be subject to the 80 hours per payroll rate as reflected in each year of the CBA.


 Christopher D. Kreig
 Airport Manager

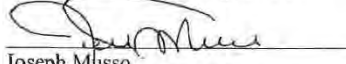
Date: 2/10/16


 Michael E. Zurlo,
 County Administrator

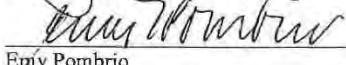
Date: 8/3/16


 Harry McManus
 Chairperson, County Legislature

Date: 8/8/16


 Joseph Musso
 President, C.S.E.A. Local 884

Date: 7/26/16


 Emy Pombrio
 C.S.E.A. Labor Relations Specialist

Date: 7/26/16

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
 CLINTON COUNTY
 AND
 CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
 November 29, 2012

ADDENDUM I

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE COUNTY OF CLINTON

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

AIRPORT FIREFIGHTER ALTERNATIVE WORK SCHEDULE

Except as revised or amended below, the language of the August 13, 2008 Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect without change.

The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

For application at the Plattsburgh International Airport (PIA) Operations—for the Airport Firefighter Department only—the parties have reached agreement to provide an alternative work schedule to that which is provided in the August 13, 2008 Memorandum of Agreement. Use of such alternative work schedule for Airport Firefighters may be designated by the Airport Manager or his designee, prior to the annual bidding procedures conducted in November each year for selection of shift and tour.

Upon designation by the Airport Manager or his designee, the following shift schedule may be elected for use by Airport Firefighter Operations in the calendar year following the annual bidding process (i.e. as reasonably close to January 1st for transition).

Name	Shift	Work	Alternative Schedule Week						
			Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	A	OFF	1 FF	1 FF	1 FF	OFF	1 FF	1 FF	
2	B	OFF	1 FF	1 FF	1 FF	OFF	1 FF	1 FF	
3	A	1 FF	1 FF	OFF	1 FF	1 FF	1 FF	OFF	
4	B	1 FF	1 FF	OFF	1 FF	1 FF	1 FF	OFF	

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
 CLINTON COUNTY
 AND
 CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
 November 29, 2012

		2:							
	A	1 FF	1 FF	OFF	1 FF	1 FF	1 FF	OFF	
2	B	1- FF	1 FF	OFF			1 FF	1 FF	
3	A	OFF	1 FF	1 FF	1 FF	OFF	1 FF	1 FF	
4	B	OFF	1 FF	1 FF	1 FF	OFF	1 FF	1 FF	

A = 5:30 AM - 1:30 PM
 B = 1:30 PM - 9:30 PM

Notice of decision to revert to regular work schedule, as contained in the August 13, 2008 Memorandum of Agreement, during the year, will be provided by the Airport Manager to the CSEA Local President by mail and to the employees in the titles listed herein by posting sixty (60) days in advance of the effective date of such change. Such notice shall be required for all schedule changes unless it is waived in writing by the CSEA Local President.

 James R. Langley, Jr.
 Chairperson, County Legislature

Date: _____

 Joseph Musso
 President, C.S.E.A. Local 884

Date: _____

 Emy Pombrio
 C.S.E.A. Labor Relations Specialist

Date: _____

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND
CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

ADDENDUM 2
MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE
COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884
AIRPORT NIGHT FLIGHT COVERAGE

This Memorandum of Agreement is intended to address understandings between the parties as to schedule of staff to provide Aircraft Rescue Fire Fighting ("ARFF") coverage to air flights which arrive or depart from the Plattsburgh International Airport (PIA) during the night shift operations (9:30 PM - 5:30 AM) when such air flights do not arrive or depart contiguous to the beginning or end of such night shift hours (i.e. "Mid-shift Flights").

The parties have agreed that ARFF coverage for such Mid-shift Flights will be scheduled and staffed by the Employer in a four (4) hour minimum blocks.

This Agreement will remain in effect unless earlier terminated or amended in writing by mutual agreement of the parties.

_____	Date: _____
James R. Langley, Jr. Chairperson, County Legislature	
_____	Date: _____
Joseph Musso President, CSEA Local 884	
_____	Date: _____
Emy Pombrio CSEA Labor Relations Specialist	

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT
BETWEEN
CLINTON COUNTY
AND
CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

ADDENDUM 3

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE
COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884
AIRPORT FIRE TRAINING MOA

This Memorandum of Agreement is intended to fully replace the previous version between the parties from July 13, 2012 as to PLA employees attending the Rochester Fire Training. This Agreement will remain in effect unless earlier terminated or amended in writing by mutual agreement of the parties.

WHEREAS, employees in the PLA operations titles of Airport Maintenance Worker I, Airport Maintenance Worker II, Laborer (Airport) and Airport Firefighter at PLA are charged with Aircraft Rescue Fire Fighting ("ARFF") responsibilities at the PLA which annual training and certification is mandated by Part 139 of the Federal Aviation Regulations ("ARFF Training"); and

WHEREAS, pursuant to the 2008 MOA the employees at PLA who are mandated to participate in ARFF Training, operate on fixed, five (5) day work tours of (a) either Sunday through Thursday or (b) Tuesday through Saturday, during one (1) of three (3) 8-hour periods: 5:30 AM - 1:30 PM; 1:30 PM - 9:30 PM and 9:30 PM - 5:30 AM; and

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND

CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

WHEREAS, a component of the required ARFF Training is currently conducted on an annual basis in Rochester, New York with sessions conducted during daytime hours (the "Rochester Training"); and

WHEREAS, the parties have reached an agreement with respect to the Rochester Training for PIA employees only, to resolve disputes with regard to Article 10 and Article 11 of the current CBA including Normal Workweek and Training and Travel Compensation; and :

THEREFORE, IT IS AGREED that PIA employees required to attend the Rochester Training shall be entitled to compensation for training and travel as outlined in this Agreement:

I. In the work week that Rochester Training is conducted:

Day before travel to Training: work as normally scheduled

Travel Day to attend Training:

all affected PIA employees shall be compensated for 8 hours of straight time for travel without regard to: the actual length of travel time, whether the employee is driving, and the employee's normal working hours.

Training Day: all affected PIA employees shall be compensated for 8 hours straight time for participation in the Rochester Training ("Training Time").

Evening Travel on Training Day or Travel Day following Training Day:

all affected PIA employees will be provided two (2) options for return travel at the conclusion of the Rochester Training:

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND

CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

(1) Return travel home: on the same day, following the conclusion of the

Rochester Training (Evening of Training Day): The employee shall be compensated eight (8) hours straight time for travel time in excess of Training Time as set forth above. A PIA employee electing to travel home on the same day as the Rochester Training shall be required to apply such 8 hours to his/her normal shift on Day following the Rochester Training; OR

(2) Return travel home on the next day following Training Day: The PIA employee shall be paid 8 hours straight time for travel without regard to the actual length of travel time; whether the employee is driving; and the employee's normal working hours.

2nd Day following Training Day or Day after Traveling Day:

work as normally scheduled

3rd Day following Training Day: work as normally scheduled

4th Day following Training Day: work as normally scheduled

2. Employees will resume their normal work schedule (days of work (tour) and shift) on the 2nd Day after the Rochester Training Day.

3. The County will provide transportation, lodging and meals for the Rochester Training in accordance with the terms and conditions of the CBA and pursuant to their policy and practice.

4. Regardless of an employee's regular day off, an employee will only be eligible for time-and-one-half for hours actually worked over 40 hours in the work week.

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND
CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

5. It is expected that traveling to the Rochester Training will take six (6) hours. If an employee spends more than eight (8) hours in travel time between Clinton County and Rochester, the County shall pay the employee for time actually spent traveling.

IT IS FURTHER AGREED that all PIA employees, including, but not limited to Airport Fire Safety Coordinator, Airport Operations Coordinator, who are mandated to complete ARIF Training and participate in the Rochester Training shall be compensated in the same manner outlined above for shift employees.

IT IS FURTHER AGREED by and between the County and CSEA that this Agreement does not set forth any precedent in the interpretation or application of the Contract, nor does it establish any practice or precedent of the County or CSEA.

James R. Langley, Jr. Chairperson,
County Legislature

Date: _____

Joseph Musso
President, CSEA Local 884

Date: _____

Amy Pombrio
CSEA Labor Relations Specialist

Date: _____

APPENDIX E

Plattsburgh International Airport Fire Department In-House Swap-Time Guideline and Form

SCOPE: This guideline applies only to Airport Firefighter personnel who work their normal shift at the Airport Fire Station.

LAW REFERENCE: In accordance with 29 U.S. Code Section 207(p)(3) – Fair Labor Standards Act (FLSA), employees may agree to substitute, during scheduled hours, for another employee. Employees may substitute for one another where the substitution is voluntarily undertaken, agreed to solely by the employees, and approved by the employer. The scheduled hours worked by the substituting employee shall be excluded from any overtime calculation.

Swap-time is permitted as a mutual agreement between individuals of equal rank and capabilities, because it is recognized by FLSA as providing no liability to the County or to the Plattsburgh International Airport FD and it incurs no impact on staffing levels.

REQUIRED PAYBACK: To meet the swap intent, swap-time cycles should be repaid within the same pay period, if feasible (e.g.: holiday or lieu), unless a longer duration is approved by the Airport Fire and Safety Coordinator or immediate acting supervisor.

PROCEDURE:

A. An employee requesting a swap shall submit an *In-House Swap-Time Agreement* form to the Airport Fire and Safety Coordinator or immediate acting supervisor at the station or at the Airport. The form shall indicate the dates and times of the swap, the duration of time and show the signatures of the person requesting and the person agreeing to the swap.

B. The Airport Fire and Safety Coordinator or immediate acting supervisor shall review the form, checking for equal rank and capabilities. If finding no valid reason to reject the request, he/she shall sign the form, make notes of the names, dates and times and, having approved the request, maintain a copy for their records and forward one copy to each employee swapping time.

LIMITATIONS: With approval of the Airport Fire and Safety Coordinator or immediate acting supervisor, the following limitations apply to this procedure:

A. Swaps shall be made between employees of the same rank.

B. No submission of the *In-House Swap-Time Agreement* form is required for employees swapping holidays or vacation days with an employee on the same shift; however, notification to the Airport Fire and Safety Coordinator or immediate acting supervisor is still required.

C. An employee enrolled in an educational institution for a subject related to their position or for advancement to the next position may arrange multiple swaps with the same employee provided that the employee shall repay the person to whom he/she is in debt.

D. When an employee is scheduled to work for swap or repayment and the employee fails to appear for work on the scheduled date, the employee failing to appear under the agreement shall be responsible for the work schedule that was intended for the shift.

E. Shift Swap-time will not intentionally be used to create overtime.

PRIOR NOTIFICATION: Employees requesting a swap or payback of a swap shall submit the request to their supervisor in a timely manner. Hand-carried requests are allowed, provided that the "PROCEDURE" Section of this guideline is adhered to, otherwise 48 hours prior to the beginning of the swap period is considered to be a "timely" period.

APPENDIX E

Plattsburgh International Airport Fire Department IN-HOUSE SWAP-TIME AGREEMENT FORM

We, the undersigned, both being employees of equal rank with the Plattsburgh International Airport Fire Department, understand that this form constitutes a mutual agreement made solely between two Plattsburgh International Airport FD employees. We agree that the repayment of swap time be completed within the same pay period of the original swap time worked, if feasible, unless a longer duration is approved by the Airport Fire and Safety Coordinator or immediate acting supervisor, and that the Plattsburgh International Airport FD, although aware of and approving this request, shall not be held liable in case of failure to perform by either party. We understand that failure to meet this commitment may also result in future loss of the privilege.

I, _____ (Requesting Employee), _____ (Rank), _____ (Shift), request that

the following hours of my regularly scheduled duty assignment(s):

Swap Date(s)*	TIME PERIOD		Supervisor Initial** (When completed)
	From:	To:	

are allowed to be worked by:

_____ (Consenting employee), _____ (Rank), _____ (Shift)

and, in return, I will work the following consenting employee's regularly scheduled duty assignment(s):

Payback Date(s)*	TIME PERIOD		Supervisor Initial** (When completed)
	From:	To:	

SIGNATURES:

Requesting Employee _____ Date of Request _____

Consenting Employee _____ Date of Consent _____

APPROVAL: (Airport Fire and Safety Coordinator or immediate Supervisor)

Supervisor _____ Approval Date _____

* Multiple educational swaps may be taken and paid back as soon as feasibly possible.

** Supervisor shall initial each line to verify that time is actually taken.

(ORIGINAL to Supervisor for the initial swap(s), then to track when the swaps are completed). COPIES to both consenting employees)

APPENDIX E

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

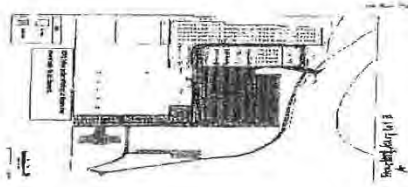
August 30, 2016

WHEREAS, the Plattsburgh International Airport (PBG) Operations has bargained to engage private service providers for snow removal for the completed expanded portion of the parking at the PBG Terminal designated as a specific portion of Lot A and all of Lot B of the Plattsburgh International Airport; and

WHEREAS, the parties have met and conferred as to the terms of such limited subcontracting:

THEREFORE, IT IS AGREED as follows that effective October 1, 2016:

- 1) CSEA bargaining unit employees at the Airport and Highway Department shall continue to perform snow removal duties and related tasks at the Plattsburgh International Airport and parking lots as has been done to the present date; and
- 2) CSEA and the County agree that the County may utilize private contracted service providers for snow removal pursuant to this Agreement for the specified parking lot area at PBG known as a specific portion of Lot A and all of Lot B only. The same is highlighted in yellow in the map below.



1

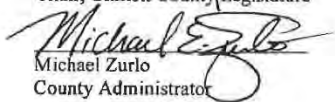
[Handwritten signatures]

APPENDIX E

- 3) Such Agreement shall in no way be deemed to affect CSEA's claim of exclusivity with respect to bargaining unit work performed in any other portion of the Plattsburgh International Airport or any other County property.

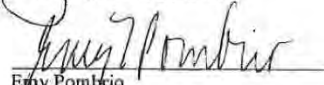
FOR CLINTON COUNTY:


Harry McManus
Chair, Clinton County Legislature
Date: 11/9/16


Michael Zurlo
County Administrator
Date: 11/10/16

FOR CSEA:


Joseph Musso
President, CSEA Local 884
Date: 11/10/16


Emly Pombrio
CSEA Labor Relations Specialist
Date: 11/10/16







APPENDIX F

MEMORANDUM OF AGREEMENT

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

April 20, 2020

WHEREAS, the current COVID-19 (Coronavirus) pandemic and subsequent effect on the State of New York has resulted in an unprecedented economic impact to all businesses and public entities, including Clinton County; and

WHEREAS, a State of Emergency was declared in Clinton County in response to the COVID-19 pandemic effective March 15, 2020; and

WHEREAS, Governor Andrew Cuomo has issued, and continues to issue Executive Orders 202 and 202.1-202.18 et al directing actions in response to the COVID-19 pandemic in New York State; and

WHEREAS, as a result of the Executive Orders, County operations have been significantly curtailed, creating a temporary situation where the workforce can be reduced without a negative impact to operations, and revenue projections indicate that labor costs for 2020 need to be reduced; and

WHEREAS, the current Collective Bargaining Agreement does not contain provisions which speak to "furlough" as a method of implementing temporary reductions in staffing; and

WHEREAS, the parties have met and conferred as to the terms and conditions of utilization of such a temporary staffing tool which are provided herein; and

THEREFORE, except as revised or amended below, the language of the 2016-2019 Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the CBA) will continue in full force and effect with additional provisions as follows:

1. This voluntary furlough agreement will be effective April 22, 2020 through July 31, 2020, unless terminated or revised in writing by mutual agreement of the parties. Furloughs shall be administered in rolling 30-day increments; and may be continued to July 31, 2020 during the Furlough program.

APPENDIX F

2. Voluntary furlough initiative:

The County will identify which employees are eligible to participate in the voluntary furlough program in approving a requested furlough by position job duties in relation to the essential functions of County services to the public with an objective to reducing overall operating expenses in the short term up to a minimum of \$12 M for the period April 27, 2020 to July 31, 2020 through the furlough program.

In the event that the minimum cost saving target has not been achieved through the furlough program, the County reserves the right to reject any, or all furlough participants and initiate the Layoff procedures for the shortfall portion, or the whole of its staffing reductions, pursuant to the terms of the CBA i.e. ARTICLE 33 and applicable Civil Service Law.

Any employee on a furlough period must be returned to work at the end of their furlough period.

3. Eligible employees volunteering for furlough:

Eligible employees will be invited to volunteer for the whole of the furlough period: April 22, 2020 to July 31, 2020 by submitting a FURLOUGH REQUEST FORM submitted to Clinton County Personnel Department to be confirmed receipt before close of business April 24, 2020. Employees may submit a request form after the April 24, 2020 date and may be subsequently approved. Sample form attached hereto as Attachment 1.

The County must maintain its essential operations and may not furlough all employees who apply. Employees processed as approved for the furlough program will receive a confirmation FURLOUGH NOTICE. Sample form attached hereto as Attachment 2.

4. New York Civil Service Law and Clinton County Civil Service rules do not address "furloughs". Employees identified herein as being on "furlough" shall remain employees of the County and retain all rights and privileges of employment as if on an approved leave of absence without pay as provided by the current CBA with additional parameters herein:

a. NYS Unemployment Insurance Compensation Benefits:

Employees participating in the FURLOUGH due to lack of work are anticipated to initiate their personal application for NYS Unemployment Insurance benefits with the NYS Department of Labor. It is estimated that such employees will be eligible to receive NYS UI compensation benefits weekly benefits at an average of 50% of their average work week earnings up to the NYS maximum UI compensation benefit of \$504/week plus the Federal Stimulus increment of an additional \$600 per week for the period of furlough up to July 31, 2020.

APPENDIX F

In the unlikely event an employee participating in the FURLOUGH program receives an initial denial of NYS UI compensation benefits, the employee may request immediate reinstatement with a copy of the Initial Denial Determination Notice to Clinton County Personnel and will have his/her work schedule restored. Such request for immediate reinstatement shall not require the employee to exhaust administrative remedies e.g. appealing the UI initial determination. The employee shall be made whole by the County for any portion of the unpaid leave under the FURLOUGH program prior to reinstatement to their regularly scheduled work hours.

b. Group Health Insurance benefits:

Furlough employees shall be permitted continued participation in the County group health insurance plans at monthly contribution rates for active employees which shall be paid directly to the County. The current active employee contribution rates for 2020-21 for each plan and level of coverage participation:

2020 Monthly Health Insurance Rates

Year Groups	NYSHIP			EXCELLUS PPO			EXCELLUS HDHP		
	Employee Contribution	Individual	Family	Employee Contribution	Individual	Family	Employee Contribution	Individual	Family
0 to less than 10 years	22.5%	\$232.16	\$537.21	22.5%	\$200.15	\$532.64	12.5%	\$82.70	\$220.29
10 to less than 15 years	17.5%	\$180.57	\$417.83	17.5%	\$155.68	\$414.28	12.5%	\$82.70	\$220.29
15 to hired on or after 1/1/1980	12.5%	\$128.98	\$298.45	12.5%	\$111.20	\$295.91	12.5%	\$82.70	\$220.29
Hired prior to 1/1/1980	0.0%	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	12.5%	\$82.70	\$220.29

<u>PART-TIME MONTHLY RATES</u>	Individual (50%)	Family (58%)
	NYSHIP	\$515.91
EXCELLUS PPO	\$444.81	\$1,373.04
EXCELLUS HDHP	\$330.79	\$1,022.14

Group health insurance payments shall be made by the employee to be received by the County Treasurer's Office/Personnel Department by close of business on the first of each month for each 30-day furlough period. In the event a furlough is terminated such amounts due and paid shall be reconciled.

c. Flex Spending Benefits:

APPENDIX F

Qualified Medical Expense Flex Spending account funds are not available during a period of furlough. No additional contributions may be made during a period of furlough.

Dependent Care Expense Flex Spending account benefits contributed by the employee are available for use by the employee during a period of furlough. No additional contributions may be made during a period of furlough.

d. Paid leave accrual benefits:

1. Furlough employees will not earn any accrued paid leave benefits during furlough period.
2. Any previously approved paid time off (e.g., sick, vacation, personal day, etc.) for furloughed employees shall be considered cancelled during the period of furlough.
3. Any accrued leaves e.g. lieu holidays which must be used within specified times per the CBA or forfeited shall be automatically extended for any furlough time period but not past end of the current leave time year i.e. 2020. In instances where benefits expiring at year end e.g. vacation have been inaccessible due to furlough and would otherwise be forfeited, the prorated value reduced by furlough time shall be paid in the last payroll of the calendar year.

e. Dates of employment:

Furlough employees will not have longevity increment eligibility dates or leave time anniversary dates adjusted for the furlough period.

f. NYS Employees' Retirement System (ERS):

Furlough employees are in unpaid leave status such that there are no hours paid or reported to the NYS Employees' Retirement System (ERS) for the period of furlough. Furlough employees are subject to adjustments accordingly by the NYS ERS. Furlough employees with active loans with NYS ERS will be personally responsible to make direct contact with ERS for instructions regarding their accounts.

g. Release from duties:

During any furlough period, employees do not report to work; request or participate in any work-related activity, including making or receiving telephone calls, emails or meetings; work on projects related to County needs; or perform any work which would benefit the County.

1. Voluntary, unpaid work is not authorized and is not permitted and such prohibition shall be monitored and enforced by Department Heads.
2. Any Department Head or employee found to be in violation of this furlough rule may be subject to disciplinary action as provided by the CBA and law.
3. The County may limit access to County data sources and equipment to proactively mitigate the risk of any prohibited work activity during the furlough period.

APPENDIX F

h. Family Medical Leave Act (FMLA):

For purposes of Family Medical Leave Act (FMLA), work days during a furlough period covered by a FMLA certification will not be counted against an employee's FMLA work week leave entitlement.

i. Payroll deductions:

No payroll deductions will be administered on behalf of the employee during the period of furlough. It is the responsibility of the furloughed employee to arrange alternative payment methods during the furlough period.

j. CSEA dues and/or other CSEA program deductions:

CSEA will provide dues waiver forms to furloughed employees and information for direct payment for any other CSEA program payroll deductions. CSEA Member Benefits programs e.g. Pearl insurance, Employee Benefit Fund Solstice Dental and Vision, etc. require continued CSEA membership to continue in effect. It is the responsibility of FURLOUGH participants to submit any required forms or direct payments to CSEA affiliated entities to maintain benefits of CSEA membership to be continued.

Active CSEA membership status in good standing must be maintained by CSEA members holding CSEA office as well as any member who intends to hold future CSEA office according to the CSEA Bylaws e.g. June 1, 2020 prior to the 2021 Elections.

5. Termination of furlough period:

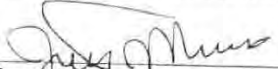
- a. Employees are responsible for ensuring current contact information (mailing address, phone numbers and Email address if available) is provided to the Clinton County Personnel Department during the period of furlough with an ongoing responsibility to communicate any changes to this information for any portion of the furlough period.
 - b. Employees may terminate a furlough period upon seven (7) days' notice to the Clinton County Personnel Director requesting reinstatement to their position.
 - c. Employees terminating furlough and resigning from their employment with the County must provide a written resignation notice to the Clinton County Personnel Department. Delivery of such written resignation notice is requested to be provided at least seven (7) days prior to its effective date.
 - d. The County will notify employees of any changes to the timing or duration of their furlough and may terminate a furlough period upon seven (7) days' written notice to the employee to return to work on a designated return to work date. Failure to return to work as noticed by the County to the last address of record may result in termination of employment as provided by the CBA and provisions of Civil Service Law.
6. The administration this Agreement shall be subject to the contractual Grievance procedures set forth in Article 35 of the Collective Bargaining Agreement.
7. In the event the Furlough program does not result in the necessary savings to the County, the County maintains the right to lay off employees in accord with Civil Service rules and the Collective Bargaining Agreement.

APPENDIX F


8. The Memorandum of Agreement shall not set forth a precedent in the interpretation of the Collective Bargaining Agreement between the parties to the extent that it addresses subjects for which the CBA is silent. This Agreement shall control as to the Furlough Program initiative as provided herein emphasizing that it is a voluntary offering with its availability controlled by the County and must be requested by the employee such that it is not subject to the ratification procedures of the Civil Service Employees Association as a modification of provisions of the current CBA. To the extent that the County implements layoffs severing the employment of staff, the current CBA provisions i.e. ARTICLE 33 and applicable Civil Service statutes, rules and regulations shall control.
9. CONFLICT OF LAWS: In the event this Agreement, or any provision thereof, is determined to be in violation of law by a court of competent jurisdiction such remaining provisions, if any, shall be conformed to law and continue in full force and effect.
To the extent that federal, state or local mandates cause revision to the provisions of this Agreement, any voided or conformed provision of this Agreement by operation of law may be opened for impact negotiations in accordance with the Taylor Law rights of each party.

APPENDIX F

Civil Service Employees Association:

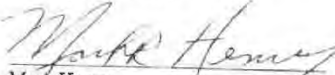

Joseph Musso
President, CSEA Local 884

Date: 4/21/20

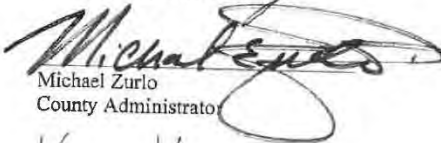

Emy Pombrio
CSEA Labor Relations Specialist

Date: 4/21/2020


County of Clinton:


Mark Henry
Chair, County Legislator

Date: 4/21/2020


Michael Zurlo
County Administrator

Date: 4/21/20.


Kim Kinblom
Personnel Director

Date: 4/21/20

APPENDIX F

MEMORANDUM OF AGREEMENT

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

August 20, 2020

WHEREAS, the current COVID-19 (Coronavirus) pandemic and subsequent effect on the State of New York has resulted in an unprecedented economic impact to all businesses and public entities, including Clinton County; and

WHEREAS, the current Collective Bargaining Agreement does not contain provisions which speak to "furlough" as a method of implementing temporary reductions in staffing to achieve cost reductions; and

WHEREAS, the parties have met and conferred as to the terms and conditions of utilization of such a temporary staffing tool which are provided herein; and

THEREFORE, except as revised or amended below, the language of the 2016-2019 Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the CBA) will continue in full force and effect with additional provisions as follows:

1. This voluntary furlough agreement will be effective September 7, 2020 through December 27, 2020, unless terminated or revised in writing by mutual agreement of the parties. Furloughs shall be administered in rolling 30-day increments, and may be continued to December 27, 2020 during the Furlough program.
2. Voluntary furlough initiative:
The County will identify which employees are eligible to participate in the voluntary furlough program in approving a requested furlough by position job duties in relation to the essential functions of County services to the public with an objective to reducing overall operating expenses in the short term for the period September 7, 2020 to December 27, 2020 through the Furlough program.

In the event that the minimum cost saving target has not been achieved through the furlough program, the County reserves the right to reject any, or all furlough participants and initiate the Layoff procedures for the shortfall portion, or the whole of its staffing reductions, pursuant to the terms of the CBA i.e. ARTICLE 33 and applicable Civil Service Law.

APPENDIX F

Any employee on a furlough period must be returned to work at the end of their furlough period.

3. Eligible employees volunteering for furlough:

Eligible employees will be invited to volunteer for the whole of the furlough period: September 7, 2020 to December 27, 2020 by submitting a FURLOUGH REQUEST FORM submitted to Clinton County Personnel Department to be confirmed receipt before close of business September 4, 2020. Employees may submit a request form after the September 4, 2020 date and may be subsequently approved. Sample form attached hereto as Attachment 1.

The County must maintain its essential operations and may not furlough all employees who apply. Employees processed as approved for the furlough program will receive a confirmation FURLOUGH NOTICE. Sample form attached hereto as Attachment 2.

4. New York Civil Service Law and Clinton County Civil Service rules do not address "furloughs". Employees identified herein as being on "furlough" shall remain employees of the County and retain all rights and privileges of employment as if on an approved leave of absence without pay as provided by the current CBA with additional parameters herein:

a. NYS Unemployment Insurance Compensation Benefits:

Employees participating in the FURLOUGH due to lack of work are anticipated to initiate their personal application for NYS Unemployment Insurance benefits with the NYS Department of Labor. It is estimated that such employees will be eligible to receive NYS UI compensation benefits weekly benefits at an average of 50% of their average work week earnings up to the NYS maximum UI compensation benefit of \$504/week.

b. Additional Federal monies:

The eligibility of any furlough participant for receipt of any specified amount of additional federal money weekly is undetermined at this time.

In the unlikely event an employee participating in the FURLOUGH program receives an initial denial of NYS UI compensation benefits, the employee may request immediate reinstatement with a copy of the Initial Denial Determination Notice to Clinton County Personnel and will have his/her work schedule restored. Such request for immediate reinstatement shall not require the employee to exhaust administrative remedies e.g. appealing the UI initial determination. The employee shall be made whole by the County for any portion of the unpaid leave under the FURLOUGH program prior to reinstatement to their regularly scheduled work hours.

APPENDIX F

c. Group Health Insurance benefits:
 Furlough employees shall be permitted continued participation in the County group health insurance plans at monthly contribution rates for active employees which shall be paid directly to the County. The current active employee contribution rates for 2020-21 for each plan and level of coverage participation:

2020
Monthly Health Insurance Rates

PART-TIME MONTHLY RATES	Individual (50%)	Family (58%)
NYSHIP	\$515.91	\$1,384.80
EXCELLUS PPO	\$444.81	\$1,373.04
EXCELLUS HDHP	\$330.79	\$1,022.14

Year Groups	NYSHIP			EXCELLUS PPO			EXCELLUS HDHP		
	Employee Contribution	Individual	Family	Employee Contribution	Individual	Family	Employee Contribution	Individual	Family
0 to less than 10 years	22.5%	\$232.16	\$537.21	22.5%	\$200.16	\$532.64	12.5%	\$82.70	\$220.29
10 to less than 15 years	17.5%	\$180.57	\$417.83	17.5%	\$155.68	\$414.28	12.5%	\$82.70	\$220.29
15 to hired on or after 1/1/1980	12.5%	\$128.98	\$298.45	12.5%	\$111.20	\$295.91	12.5%	\$82.70	\$220.29
Hired prior to 1/1/1980	0.0%	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	12.5%	\$82.70	\$220.29

Group health insurance payments shall be made by the employee to be received by the County Treasurer's Office/Personnel Department by close of business on the first of each month for each 30-day furlough period. In the event a furlough is terminated such amounts due and paid shall be reconciled.

d. Flex Spending Benefits:
 Qualified Medical Expense Flex Spending account funds are not available during a period of furlough. No additional contributions may be made during a period of furlough.
 Dependent Care Expense Flex Spending account benefits contributed by the employee are available for use by the employee during a period of furlough. No additional contributions may be made during a period of furlough.

APPENDIX F

- e. Paid leave accrual benefits:
 - i. Furlough employees will not earn any accrued paid leave benefits during furlough period.
 - ii. Any previously approved paid time off (e.g., sick, vacation, personal day, etc.) for furloughed employees shall be considered cancelled during the period of furlough.
 - iii. Any accrued leaves, e.g. lieu holidays, which must be used within specified times per the CBA falling during a furlough period shall be automatically extended for use till March 31, 2021.
 - iv. Any vacation leave which must be used within specified times per the CBA or be subject to forfeiture at year end shall be automatically extended for use till March 31, 2021.
 - v. Any COVID Lieu holidays shall retain the COVID Lieu MOA terms as to their use, expiration and payment without modification i.e. June 2021.
- f. Dates of employment:

Furlough employees will not have longevity increment eligibility dates or leave time anniversary dates adjusted for the furlough period.
- g. NYS Employees' Retirement System (ERS):

Furlough employees are in unpaid leave status such that there are no hours paid or reported to the NYS Employees' Retirement System (ERS) for the period of furlough. Furlough employees are subject to adjustments accordingly by the NYS ERS. Furlough employees with active loans with NYS ERS will be personally responsible to make direct contact with ERS for instructions regarding their accounts.
- h. Release from duties:

During any furlough period, employees do not report to work; request or participate in any work-related activity, including making or receiving telephone calls, emails or meetings; work on projects related to County needs; or perform any work which would benefit the County.

 - i. Voluntary, unpaid work is not authorized and is not permitted, and such prohibition shall be monitored and enforced by Department Heads.
 - ii. Any Department Head or employee found to be in violation of this furlough rule may be subject to disciplinary action as provided by the CBA and law.
 - iii. The County may limit access to County data sources and equipment to proactively mitigate the risk of any prohibited work activity during the furlough period.
- i. Family Medical Leave Act (FMLA):

APPENDIX F

For purposes of Family Medical Leave Act (FMLA), work days during a furlough period covered by a FMLA certification will not be counted against an employee's FMLA work week leave entitlement.

j. Payroll deductions:

No payroll deductions will be administered on behalf of the employee during the period of furlough. It is the responsibility of the furloughed employee to arrange alternative payment methods during the furlough period.

k. CSEA dues and/or other CSEA program deductions:

CSEA will provide dues waiver forms to furloughed employees and information for direct payment for any other CSEA program payroll deductions. CSEA Member Benefits programs e.g. Pearl insurance, Employee Benefit Fund Solstice Dental and Vision, etc. require continued CSEA membership to continue in effect. It is the responsibility of FURLOUGH participants to submit any required forms or direct payments to CSEA affiliated entities to maintain benefits of CSEA membership to be continued.

Active CSEA membership status in good standing must be maintained by CSEA members holding CSEA office as well as any member who intends to hold future CSEA office according to the CSEA Bylaws e.g. June 1, 2020 prior to the 2021 Elections.

5. Termination of furlough period:

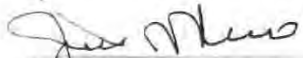
- a. Employees are responsible for ensuring current contact information (mailing address, phone numbers and Email address if available) is provided to the Clinton County Personnel Department during the period of furlough with an ongoing responsibility to communicate any changes to this information for any portion of the furlough period.
 - b. Employees may terminate a furlough period upon seven (7) days' notice to the Clinton County Personnel Director requesting reinstatement to their position.
 - c. Employees terminating furlough and resigning from their employment with the County must provide a written resignation notice to the Clinton County Personnel Department. Delivery of such written resignation notice is requested to be provided at least seven (7) days prior to its effective date.
 - d. The County will notify employees of any changes to the timing or duration of their furlough and may terminate a furlough period upon seven (7) days' written notice to the employee to return to work on a designated return to work date. Failure to return to work as noticed by the County to the last address of record may result in termination of employment as provided by the CBA and provisions of Civil Service Law.
6. The administration this Agreement shall be subject to the contractual Grievance procedures set forth in Article 35 of the Collective Bargaining Agreement.
7. In the event the Furlough program does not result in the necessary savings to the County, the County maintains the right to lay off employees in accord with Civil Service rules and the Collective Bargaining Agreement.

APPENDIX F


- 8. The Memorandum of Agreement shall not set forth a precedent in the interpretation of the Collective Bargaining Agreement between the parties to the extent that it addresses subjects for which the CBA is silent. This Agreement shall control as to the Furlough Program initiative as provided herein emphasizing that it is a voluntary offering with its availability controlled by the County and must be requested by the employee such that it is not subject to the ratification procedures of the Civil Service Employees Association as a modification of provisions of the current CBA. To the extent that the County implements layoffs severing the employment of staff, the current CBA provisions i.e. ARTICLE 33 and applicable Civil Service statutes, rules and regulations shall control.
- 9. CONFLICT OF LAWS: In the event this Agreement, or any provision thereof, is determined to be in violation of law by a court of competent jurisdiction such remaining provisions, if any, shall be conformed to law and continue in full force and effect.

To the extent that federal, state or local mandates cause revision to the provisions of this Agreement, any voided or conformed provision of this Agreement by operation of law may be opened for impact negotiations in accordance with the Taylor Law rights of each party.

Civil Service Employees Association:


Joseph Musso
President, CSEA Local 884

Date: 8/27/2020



Amy Pombrio
CSEA Labor Relations Specialist

Date: 8/27/2020

County of Clinton:


Michael Zurlo
County Administrator

Date: 8/27/20


Kim Kinblom
Personnel Director

Date: 8/27/20

APPENDIX F

COVID-19: Guidelines for Pay, Leave and Telework

Today's Date: March 16, 2020

Revised Date: March 24, 2020

As of March 15, 2020, a State of Emergency was declared in Clinton County in response to the COVID-19 outbreak. Since the initial policy implementation, NYS has established Executive Order 202.4-202.9. As of this date, County services will remain operational, and employees are expected to continue with their job duties and responsibilities. The guidelines contained herein will be reviewed periodically and may evolve to ensure the health and safety of Clinton County's workforce. These guidelines apply to all employees. These guidelines shall be updated as legal requirements change. In the event there is a conflict between these guidelines, and a new legal requirement, the legal requirement shall be followed.

Purpose and Intent

Clinton County employees will still continue to provide the excellent services that the community expects and is reliant upon. In order to continue operations, the intent is for employees to work at their regular locations, however when that is not possible due to the impacts of COVID-19, and job duties and technology allows, employees will be able to work remotely and, if necessary, utilize emergency leave.

This guide outlines workforce guidance relevant to any of the NYS 202 Executive Orders specific to COVID-19 pay, leave, telework, and departmental closures including information that may be different from traditional "Work From Home" arrangements available in some County Departments.

Hours Worked

All employees who work when the County is open, either remotely or on-site, shall be paid for hours worked at their regular hourly rate of pay.

50% Reduction in Workforce for NON-ESSENTIAL Employees

NYS Governor Andrew Cuomo has passed through Executive Order 202.4, effective March 17, 2020 that all local governments should reduce their staffing to 50% through April 15, 2020. We are asking Department heads to use the following guidance below in order to balance essential county services with the goal of having at the most 50% of your workforce in the building at one time. The County Administrator has encouraged Department Heads to reduce the workforce further, if possible to maintain county operations.

Flexible Work Time

A flexible work schedule may be available for employees provided there is mutual agreement between the employee and the Department Head. This flexible work schedule can be outside of normal business hours but not to exceed 11:59pm with the exemption of a designated 24/7 operations. Flexible work schedule can also include, condensed work week (4-ten hour days) and weekend work at their regular rate of pay. For the safety and security of our employees, Department heads must ensure that at least 2 employees are working during non-business hours and that the facility is secure.

Suspension of Sick Time Watch Provisions

Department heads will suspend any provisions of the sick time watch policies and allow employees to take their accrued time as necessary during this COVID-19 outbreak. At this time, employees are able to use any of their designated accruals with prior approval from their Supervisors.

APPENDIX F

No Travel

Department heads should discontinue any non-essential travel including satellite locations and limiting home visits for essential reasons only.

Quarantine

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

Departmental Closures

As the situation evolves, Clinton County may have to make the critical decision in closing departments that are not considered essential in accordance with NYS Executive Order 202.6. If the Clinton County Legislature decides to temporarily close identified departments that are non-essential to reduce the in-office personnel functions, employees will be paid their normal pay rates.

Paid Emergency Leave

Clinton County will allow employees to utilize paid emergency leave to use in accordance with the NYS Executive Order 202 series related to the COVID-19 outbreak which shall include personal health situations, meeting reduced staffing benchmarks, to care for children or other dependents related to COVID-19. Employees may utilize paid emergency leave for COVID-19 without utilizing fringe time. Utilizing this leave is subject to approval by supervisors based on the needs of the department while also recognizing personal needs and obligations.

Paid emergency leave may not be used for:

- Illnesses or dependent care unrelated to COVID-19.
- Replacement of pre-approved vacation, comp or personal time, assuming that the leave is not COVID-19 related.
- Absences for purposes other than those described above.

Employees who do not work due to personal decisions, or non-COVID-19 related illness or injury, may, with approval of their supervisor, utilize their available fringe time.

Approval of Paid Emergency Leave

Supervisors will be responsible for approving the use of paid emergency leave. Additional approval will not be required by the Personnel Department, though supervisors will require that employees send requests in writing (email or paper) explaining why the emergency leave is being requested and, if illness-related, the medical certification from their medical provider or Clinton County Health Department.

Employees and their supervisors will be responsible for tracking the use of paid emergency leave.

Tracking Paid Emergency Leave

Information Technology will be setting up two different codes in the timekeeper's database, the absence policy code is "Emergency" if using the Paid Emergency Leave and "Quarantine" if the employee receives a quarantine order by their medical provider or the Clinton County Health Department.

APPENDIX F

As the COVID-19 situation continues to evolve, the information provided may not cover all the scenarios employees may face. If you have further questions please consult your supervisor and/or the Personnel Director.

Critical Personnel

In accordance with NYS Executive Order 202.6, Clinton County has identified critical Departments and Personnel that will be required to perform their normal functions during this "New York State Pause" Executive Order. For those Departments that operate with critical personnel (Nursing Home, Airport, Sheriff's Department, Emergency Services, Front-Line Public Health workers, Department of Social Services (employees designated by Commissioner), Mental Health & Addictions Services, CC Landfill and cleaners), minimum staffing models should now be in place. Since these Departments are considered "critical" personnel for the safety of the public, they will receive up to 14 days of Lieu time to use after the COVID-19 crisis is over if they meet all of the following criteria listed below

Critical Employees would receive up to 14 days of lieu time if they meet all of the following criteria:

1. Designated as a Critical Department and Critical Personnel.
2. Must have worked their full workweek (i.e. 35 hours or 40 hours each week during this outbreak) without the use of emergency paid leave or any other accruals with the exception of sick time.
3. Holds a position which is not designated as Department Heads and/or Management/Confidential Employees.

For those employees that are awarded lieu time in accordance with COVID-19, it will be required to use lieu time first prior to any other accruals once county operations continue as normal.

COVID-19 Telework Guidelines

COVID-19: Who May Work Remotely

Permitted situations where telework may be authorized, assuming the employee is healthy and able to perform duties:

- Employee is healthy but dependent has symptoms or diagnosis related to COVID-19 that have been confirmed by a health care professional or the Clinton County Health Department. For additional information on COVID-19 symptoms please consult online resources from the Centers for Disease Control and Prevention and/or Clinton County Health Department.
- Employee is healthy, but placed under COVID-19 related quarantine by their health care provider or Health Department.
- Employee is at a higher risk for contracting COVID-19 as defined by the CDC (higher risk groups include being 60 years or older, having an underlying health condition or being immunocompromised).
- Employee needs to provide care to dependents due to COVID-19 related closures.
- Employee has recently traveled to a high-risk area, as defined by the CDC or may have some other exposure to COVID-19.
- Department seeks to meet or exceed 50% reduction in workforce benchmark.

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Key Considerations:

Priorities & Essential Work

The employee and supervisor will evaluate the responsibilities and priorities of the position, considering customer/collaborator impact and feasibility of completing some or all of it remotely. It is likely that many employees either will not have enough work available remotely to fill their regular work day, or will have demands on their time, for example child care, that will make it impossible to work their full work day. In those cases, the employee should submit regular work hours for time actually worked and take emergency leave if permitted, or other fringe leave for the remaining hours.

Technology

At a minimum, an employee needs a computer, internet, and phone access to work remotely. This may be a County-issued or personal desktop or laptop computer. Clinton County IT will not provide technical support for personal devices.

Computer and Internet

The County can provide remote access to internal County technology resources two ways, either through a Virtual Private Network (VPN) connection to the county network, or a Remote Desktop connection to the employee's County desktop. A County laptop is required for a VPN connection. A Remote Desktop connection may be made from either a County owned laptop, or a personal desktop or laptop computer.

A VPN will create a secure connection into the County network, allowing the laptop to function as if it were connected internally. The VPN connection will allow users to use the County laptop as normal, providing access to E-Mail, shared files, databases, and other internal County resources. When available, the VPN is the preferred method of Remote Access.

A Remote Desktop connection allows a remote computer to function as the keyboard, mouse and monitor of the County desktop computer. For this type of connection, the employee would copy a IT provided file to their home computer, or county laptop, and open this file to initiate the connection. Once connected, the employee would be able to use their County desktop to access County technology resources as normal. To setup this type of connection, IT will need to know what County desktop you would be connecting to. Remote Desktop connections are the only method of remote access when connecting from a person desktop or laptop. Please note, additional setup may be required on non-Windows computers and devices. County IT will only provide support for County owned equipment.

Employees are responsible for following all County practices and policies when connecting remotely. The County is not responsible for any additional fees you may be charged by your internet or phone provider, or for any damage to your personal devices. If you have any concerns, please discuss them with your supervisor.

To request Remote Access, please fill out the attached remote access request form, indicating under "Level of Access" what type of connection you are requesting. Please contact IT if you have questions regarding what type of remote access to request.

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Phone

To work remotely, an employee may also need to roll phone calls forward from their work phones to either a home phone or cell phone. IT will provide guidance on how to forward incoming calls. Speak to your phone provider about your plan(s) to ensure that you will not experience any overage fees.

Home Environment

Consider whether your home environment is conducive to remote work. Factors include the demands of other household members, household construction, appropriate lighting, seating, and other basic conditions. Set expectations with others in your home regarding your interactions and availability.

Pay

All employees who work remotely when the County is open will be paid for hours worked at their regular hourly rate of pay. Overtime, flextime and comp time accruals must be approved in advance by your supervisor.

Remote Agreements & Expectations

Department Heads or supervisors and employees must sign a written COVID-19 Telework Agreement outlining duration and expectations.

Time & Performance

Discuss with your supervisor how your time and performance will be managed. Communicate regularly with your supervisor regarding your work priorities, deliverables, timelines, etc.

APPENDIX F

COVID-19: Guidelines for Telework

Revised Date: November 2, 2020

As of March 15, 2020, a State of Emergency was declared in Clinton County in response to the COVID-19 outbreak. As of this date, County services will remain operational, and employees are expected to continue with their job duties and responsibilities. The guidelines contained herein will be reviewed periodically and may evolve to ensure the health and safety of Clinton County's workforce. These guidelines shall be updated as legal requirements change. In the event there is a conflict between these guidelines, and a new legal requirement, the legal requirement shall be followed.

1. Purpose and Intent

Recommendations for the use of work at home and telework arrangements are an important component of a multi-layered strategy to prevent sustained spread of COVID-19 in New York State, especially among the workforce. This program strikes a balance between ensuring government can continue to function, while providing appropriate precautions for employees to prevent the spread of illness.

This is a temporary agreement, and parties agree that where management determines it to be operationally feasible or necessary, telework shall be assigned or approved consistent with this Agreement to the greatest extent possible.

2. Telework Enrollment

The following steps must be completed to request participation:

1. The employee must submit a COVID-19 Employee Telework Agreement to their supervisor/manager.
2. The Department Head will review the employee COVID-19 Employee Telework Agreement to make an initial determination whether an employee meets the criteria. Any denial will be in writing.
3. A copy of the approved COVID-19 Employee Telework Agreement form will be required to be sent to the Department of Personnel.

3. Guidelines for Participation

The following are general guidelines for the employees participating in the Telework Agreement Program:

1. Employees must comply with all NYS and agency laws and rules required at the official work site when teleworking. Failure to abide by all rules and laws may result in exclusion from the Telework Agreement Program and/or administrative action, including disciplinary action.

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2. All assigned duties will be performed in a manner consistent with applicable agency rules, policies, practices, collective bargaining agreements, and ethical standards.
3. Telework is not an employee entitlement. Full discretion to either approve or disapprove an application for teleworking rests solely within the discretion of the Department Head.
4. Telework is not operationally feasible for all job functions. The Department Head determines which job functions are eligible to participate in this program. Such a decision by the Department Head is final and cannot be appealed.
5. Telework employees will treat teleworking days like regular working days, and will be expected to maintain a regular work routine while telecommuting.
6. Managers may require teleworking employees to have a set telework schedule.
7. The approved set schedule and days per week approved to telework is determined by the Department Heads based on operational needs.
8. Teleworking employees may be required to forward their official work site phone to the phone that will be used while teleworking.
9. All attendance rules and call-in procedures apply when teleworking, however, management shall have the right to establish attendance and call-in procedures in the work plan sufficient to meet operating needs.

4. Pay

All employees who work remotely when the County is open will be paid for hours worked at their regular hourly rate of pay. Overtime, flextime and comp time accruals must be approved in advance by your supervisor.

5. Time & Performance

Discuss with your supervisor how your time and performance will be managed. Communicate regularly with your supervisor regarding your work priorities, deliverables, timelines, etc.

6. Technology

At a minimum, an employee needs a computer, internet, and phone access to work remotely. This may be a County-issued (limited supply) or personal desktop or laptop computer. Clinton County IT will not provide technical support for personal devices.

7. Computer and Internet

The County can provide remote access to internal County technology resources two ways, either through a Virtual Private Network (VPN) connection to the county network, or a Remote Desktop connection to the employee's County desktop. A County laptop is required for a VPN connection. A

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Employees are responsible for following all County practices and policies when connecting remotely. The County is not responsible for any additional fees you may be charged by your internet or phone provider, or for any damage to your personal devices. If you have any concerns, please discuss them with your supervisor.

To request Remote Access, please fill out the attached remote access request form, indicating under "Level of Access" what type of connection you are requesting. Please contact IT if you have questions regarding what type of remote access to request.

8. Phone

To work remotely, an employee may also need to roll phone calls forward from their work phones to either a home phone or cell phone. IT will provide guidance on how to forward incoming calls. Speak to your phone provider about your plan(s) to ensure that you will not experience any overage fees.

9. Home Environment

Consider whether your home environment is conducive to remote work. Factors include the demands of other household members, household construction, appropriate lighting, seating, and other basic conditions. Set expectations with others in your home regarding your interactions and availability.

10. Remote Agreements & Expectations

Department Heads and employees must sign a written COVID-19 Telework Agreement outlining duration and expectations.

APPENDIX F

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF CLINTON
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNITS 6450 & 6466 OF LOCAL 884
May 12, 2020

WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Clinton County Local 884 are parties to an expired collective bargaining agreement (CBA) as of December 31, 2019; and

WHEREAS, the County developed a COVID-19: Guidelines for Pay, Leave and Telework guideline for the Clinton County workforce due to COVID-19 and resulting NY PAUSE initiatives collaboratively developed and effective March 16, 2020; and

WHEREAS, the County COVID-19: Guidelines for Pay, Leave and Telework was subsequently revised effective March 23, 2020; and

WHEREAS, the County COVID-19: Guidelines for Pay, Leave and Telework identified employees working in departments in titles or roles designated as "critical" in providing services as: Nursing Home, Airport, Sheriff's Department, Emergency Services, Health Department, Department of Social Services (employees designated by Commissioner), Mental Health & Addictions Services, Clinton County Landfill and Buildings and Grounds to receive up to fourteen (14) COVID Lieu days if eligibility criteria specified therein were met; and

WHEREAS, the parties have met and conferred as to the administration of the COVID Lieu day benefits for eligible "critical" employees; and

NOW THEREFORE, the parties agree as of follows:

1. Effective May 15, 2020, the COVID-19: Guidelines for Pay, Leave and Telework coverage period will terminate; and
2. COVID Lieu day benefits will be administered as follows:
 - a. The Personnel Director will establish a listing from each critical department with the names of the eligible employees and the amount of COVID Lieu time credited;
 - b. COVID Lieu time to a maximum of fourteen (14) work days shall be credited to each eligible employee on a 1 COVID Lieu workday for 1 worked day during the recognized COVID-19 period (March 16, 2020 through May 15, 2020) such that

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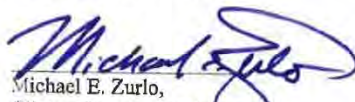
- an employee who worked at least fourteen (14) days during the identified period shall earn the maximum fourteen (14) COVID Lieu days;
- c. COVID Lieu may be adjusted by the Personnel Director in the event access to the benefit was advanced in recognition of an extraordinary hardship such that any time accessed shall be deducted and shown on the employee's designated COVID Lieu statement;
 - d. The Personnel Director will inform the employee with a COVID Lieu benefit statement indicating the amount of COVID Lieu time earned and the details established in this Agreement as to its use;
 - e. The COVID Lieu days will not be required to be used before any other accrued benefit leave time as specified in the March 16 & March 23 policy terms. Such requirement shall be suspended effective May 15, 2020. Employees may schedule use of other paid leaves starting May 15, 2020 without impact on their credited COVID Lieu days;
 - f. COVID lieu days shall be available for use starting June 30, 2020 excepting furloughed employees. Furloughed employees shall have any COVID Lieu days available for use on the date they return from furlough on or after the June 30, 2020 date;
 - g. Employees must submit a request to schedule use of COVID Lieu days in accordance with their departmental paid leave time scheduling procedures to be used within 365 days from June 30, 2020 excepting furloughed employees. Furloughed employees returning to work after June 30, 2020 will use their return to work date as the measure of the 365-day scheduling deadline;
 - h. During the 365-day COVID Lieu scheduling period, if an employee resigns, terminates or retires, any unused COVID Lieu days shall **not** be liquidated to a cash benefit paid out to the employee at separation;
 - i. After the 365-day COVID Lieu scheduling period, i.e. June 30, 2021 or alternative return from furlough date plus 365 days, any COVID Lieu days not scheduled for use will be forfeited and shall **not** be liquidated to a cash benefit paid out;
 - j. If an employee requests scheduled use of a COVID Lieu day but is denied in writing per the CBA, the employee may submit his/her denial slip at the end of the 365-day COVID Lieu scheduling period requesting to be paid for the denied COVID Lieu day at his/her regular rate of pay. Such payment shall be processed in the next regularly scheduled payroll period following the submission;
 - k. Employees may authorize donation of all, or any lesser number, of their COVID Lieu days back to the County by completing, signing and submitting the specified donation slip attached to their COVID Lieu day statement provided by the Personnel Director. Such donation will be accepted at any time up to the expiration of the 365-day COVID Lieu scheduling period applicable to them. A COVID Lieu donation may only be made to the County; and once processed, a COVID Lieu donation may not be rescinded.

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3. The provisions of this Agreement are limited to COVID Lieu days only and specifically does NOT modify any provisions of the Collective Bargaining Agreement addressing any other lieu time benefit and is applicable only to COVID Lieu days as established in the March 16 & March 23 County policy statements.
4. The administration this Agreement shall be subject to the contractual Grievance procedures set forth in Article 35 of the Collective Bargaining Agreement.
5. The Memorandum of Agreement shall not set forth a precedent in the interpretation of the Collective Bargaining Agreement between the parties to the extent that it addresses subjects for which the CBA is silent. This Agreement shall control as to the administration of COVID Lieu benefits provided by the County such that it is not subject to the ratification procedures of the Civil Service Employees Association as a modification of provisions of the current CBA.
6. CONFLICT OF LAWS: In the event this Agreement, or any provision thereof, is determined to be in violation of law by a court of competent jurisdiction such remaining provisions, if any, shall be conformed to law and continue in full force and effect.
7. To the extent that federal, state or local mandates cause revision to the provisions of this Agreement, any voided or conformed provision of this Agreement by operation of law may be opened for impact negotiations in accordance with the Taylor Law rights of each party.

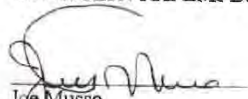
AGREED AND ACCPETED:

COUNTY OF CLINTON


Michael E. Zurlo,
Clinton County Administrator

5/14/20
Date

CIVIL SERVICE EMPLOYEES ASSOCIATION


Joe Musso
President, Local 884

5/14/20
Date

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Amy Pombrio
CSEA Labor Relations Specialist

5/14/20
Date

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MEMORANDUM OF AGREEMENT

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

December 10, 2021

Except as revised or amended below, the language of the 2020 -2024 Collective Bargaining Agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 (the "CBA") will continue in effect.

WHEREAS, the Clinton County Health Department ("CCHD") has proposed that Nursing titles be placed on-call to respond to questions from the public or health care providers as they arise outside of regular work hours and on weekends related to COVID-19 Global Outbreak; and

WHEREAS, the parties have met and conferred as to the extending terms of such an on-call services related to COVID-19; and

THEREFORE, it is agreed as follows:

- (1) Currently, CCHD regularly receives and respond to COVID-19 related questions from the public or health care providers outside of regular work hours which include nights, weekends and holidays;
- (2) Continuing from December 31, 2021, CCHD will create an on-call schedule to provide sufficient coverage for COVID-19 related service calls to cover non-office hours of operation including nights (Monday 4 PM to Friday 8:00 AM); weekends (Friday 4:00 PM to Monday 8:00 AM) and actual holidays (8:00 AM on the actual holiday until 8:00 AM on the next regular work day following the actual holiday) on the terms herein; and
- (3) All identified titles in CCHD as a Registered Professional Nurse, Public Health Nurse, and other Public Health titles staff that possess a NYS Registered Nurse (RN) Licensure, have been trained in COVID-19 Isolation/Quarantine and Case Investigation shall be assigned to perform on-call COVID-19 related services; and

APPENDIX F

- (4) The periods of assignment for Clinton County Health Department on-call COVID-19 services shall be scheduled as follows:
 - (A) Weeknight hours: Monday night 4 PM to 8:00 AM Friday morning;
 - (B) Weekend hours: Friday night 4:00 PM to Monday morning 8:00 AM;
 - (C) Holiday hours 8:00 AM on actual Holiday until 8:00 AM on the regular business day following. (Holiday hours will be included within the Weeknight or Weekend On-call coverage periods and will not be scheduled separately.)
- (5) Employees will be provided the following tools to perform the work:
 - (A) CCHD mobile phone with Wi-Fi access via phone Hot Spot; and
 - (B) CCHD lap top computer; and
- (6) Employees will be scheduled for "on-call" periods to answer phone calls related to COVID-19 from the hospital and other health care providers, as well as persons self-reporting travel; emergency case investigation duties; and
- (7) Employees shall be permitted to volunteer for the scheduled periods of on-call COVID-19 coverage by seniority defined as date of hire (DOH) with Clinton County. Such on-call coverage periods will be scheduled in one (1) month intervals with the first such posting being on or before **December 15, 2021**; and
- (8) In the event the Employer is unable to fill the scheduled on-call COVID-19 Coverage periods with volunteers, employees in identified CCHD titles herein will be assigned (mandated) to a scheduled period by rotation by inverse seniority.
- (9) Once an employee has accepted assignment of additional work period, they are committed to performing as agreed except as to unscheduled absences due to incapacity; and
- (10)
 - A. Employees will be permitted to trade (or swap) scheduled periods of on-call COVID-19 coverage to be submitted in writing on the form attached with at least 48 hours' notice with both employees' signatures and the signed advance approval of the Director of Health Care Services. Such on-call COVID-19 coverage period trade (or swap) requests will be acted upon immediately in advance of the first period to be worked with approval or denial provided to the affected employees; and

APPENDIX F

- B. Approval of on-call COVID-19 coverage period trade (or swap) requests will not be unreasonably withheld, and a reason shall be provided for a denial; and
- C. The following limitations apply to requests for on-call COVID-19 coverage period trades (or swaps): (1) period trades are limited to full on-call coverage periods assigned;
- (11) A list for CCHD titles will be maintained as follows:
- A mixed title inverse seniority list (using date of hire with Clinton County) will be maintained with the least senior employee being placed first on the list. An employee that is mandated to work for a scheduled on-call COVID-19 coverage period will have his/her name rotated to the bottom of the list and the mandated date noted.
 - Please see attached listing of names by inverse seniority.
- (12) No employee shall be designated as being on-call to report in the case of an unplanned absence occurring on a scheduled on-call COVID-19 coverage period. In the case of an unplanned absence, the person assigned On-Call must notify their supervisor or, if no contact made, notify the Director of Health Care Services and arrangements made to transfer necessary equipment; and
- (13) Employees performing work for scheduled "on-call" COVID-19 coverage periods shall be compensated for all periods of time outside their normal work day. This compensation will be as follows:
- (A) Two and 75/100 dollars (\$2.75) per hour for the period defined as 4 PM Monday night to 8:00 AM Friday;
- (B) Three and 25/100 dollars (\$3.25) per hour for the period defined as 4:00 PM Friday night to 8:00 AM Monday morning;
- (14) Three and 75/100 dollars (\$3.75) per hour for actual holidays (8:00 AM the day of the actual holiday until 8:00 AM the regular business day following.
- (15) Employees responding to phone contacts including phone conversations (actual time on the telephone) and documentation time (actual time on the lap top) shall be paid their regular rate of pay in half-hour (30 minute) intervals.


APPENDIX F

This agreement shall terminate on March 31, 2022 unless renewed by mutual agreement by the parties.

This proposal shall be subject to the ratification procedures for each party.

This proposal shall be subject to the ratification procedures for each party.

FOR CLINTON COUNTY:



John Kanoza
Director of Public Health

Date: 7/15/21


Michael E. Zurlo,
County Administrator

Date: 12/15/21

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


Joseph Russo
CSEA Local 884 President

Date: 12/15/21


Amy Pombrino
CSEA Labor Relations Specialist

Date: 12/10/2021

APPENDIX F

CLINTON COUNTY HEALTH DEPARTMENT
TRADE (OR SWAP) SLIP

Employee Name _____ will work the On-Call COVID-19 Coverage period from _____ AM/PM on

_____ to _____ AM/PM on _____ currently scheduled for: _____ Employee Name

Employee Signature* _____ Date _____

Employee Signature* _____ Date _____

Submitted: _____
.....

Approved / Denied _____ If denied, Reason for denial: _____

Director _____ Date _____

APPENDIX F

Last Name	First Name	Job Class Description	Hire Date
COLEMAN	SCOTT	PUBLIC HEALTH NURSE	3/1/2021
FARRELL	DAWN	PUBLIC HEALTH NURSE	06/15/2015
NOONAN	KAREN	SR. PH SANITARIAN	03/13/2013
PLIMPTON	TRACY	PUBLIC HEALTH NURSE	08/12/2008
LABOMBARD	PEGGY	PUBLIC HEALTH NURSE II	02/21/2007
PLOTAS-			
MCGRATH	KAREN	PUBLIC HEALTH NUSRE	07/24/2006
TAYLOR	LAURIE	RPN	12/27/2005
LEE	SHELLY	PUBLIC HEALTH NURSE	01/13/2004
ALLAN	JACKIE	RPN	09/25/2000
LOUIS	NICHOLE	SUPERVISING PH NURS	10/3/1996
SZCZPIEN	BOBBIE	RPN	01/29/1996

APPENDIX G

MEMORANDUM OF AGREEMENT BY AND BETWEEN COUNTY OF CLINTON AND CLINTON COUNTY GENERAL UNIT OF THE C.S.E.A.

It is agreed by and between the parties that the language of the 2004 -2008 agreement will continue in effect except as revised or amended by the proposal below and is effective upon ratification by both parties.

PERMANENT PART TIME POSITIONS

The committee agreed that the seven (7) temporary part time on-call Emergency Communications Dispatcher positions will be abolished and seven permanent part time Emergency Communications Dispatcher positions will be created.

ARTICLE 13 EMERGENCY SERVICE OFFICE SHIFT DIFFERENTIALS

The Emergency Services Office will pay a shift differential for all part-time and full-time Emergency Communications Dispatchers as follows:

Second Shift: An additional fifty cents (\$.50) per hour.

Third Shift: An additional seventy-five cents (\$.75) per hour.

ARTICLE 30 ON CALL COMPENSATION

The Emergency Services Office Senior Emergency Communication Dispatcher will receive:

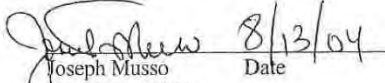
- One (1) hour of straight time pay for each call for assistance from Emergency Communications Dispatchers regarding such issues as: network concerns, system slowdown, radio concerns, 911 problems, and equipment problems which can be corrected over the phone.
- One (1) quarter hour (fifteen minutes) straight time pay for each major incident notification call from Emergency Communication Dispatchers regarding such issues as: fatalities, structural fires, flooding, storms, and dispatch staffing (call-ins).

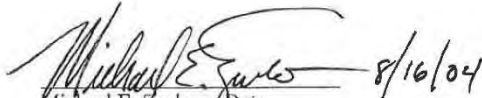
The Emergency Services Office Assistant Emergency Services Director will receive:

- Two (2) hours compensation time per weekday of on-call coverage from 4:30 p.m. to 8:00 am to be administered in accordance with Article 11 of the contract.
- Six (6) hours compensation time per weekend for on-call coverage from Friday 4:30 p.m. to Monday 8:00 am to be administered in accordance with Article 11 of the contract.
- Three (3) hours compensation time per holiday for on-call coverage from 4:30 p.m. before the holiday to 8:00 am after the holiday to be administered in accordance with Article 11 of the contract.

APPENDIX G


Kenneth Lushia, Date
C.S.E.A. Labor Relations Specialist


Joseph Musso Date
President, C.S.E.A.


Michael E. Zurlo, Date
County Administrator

APPENDIX G



SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT
BETWEEN
CLINTON COUNTY
AND
CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466
November 29, 2012

Monday - Thursday:
4:00 AM - 2:30 PM - 2 individuals
3:00 AM - 3:30 PM - 3 individuals
1:30 PM - 12:00 AM - 2 individuals

Tuesday - Friday:
6:00 AM - 4:30 PM - 1 individual
1:30 PM - 12:00 AM - 2 individuals

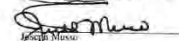
Wednesday - Saturday:
5:00 AM - 3:30 PM - 2 individuals

Assignment of employee to these shifts shall be made as stated in Article 10, Normal Work Week of the current CBA. The Employer may permit swapping of shifts by mutual agreement, and subject to department approval. If the College President approves a summer schedule and an employee elects to work such schedule, the employee must work the schedule for the entire summer.

It is understood that the College may terminate this pilot agreement with a two week written notice to the CSEA Local President and affected employees if it not successful. This trial will not be successful if overtime expenses rise from the traditional schedule or service standards are compromised.


John G. Johnson
Clinton Community College President

Date: 4/16/13


Joseph Mirso
President, CSEA Local 884

Date: 7-4-13


Amy Pombrio
CSEA Labor Relations Specialist

Date: 4/4/13

PROOF

APPENDIX G

MEMORANDUM OF AGREEMENT

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

April 22, 2014

Except as revised or amended below, the language of the 2013-2015 agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

For application at the Clinton County Nursing Home ("Nursing Home" or "Employer") only, the parties have reached agreement regarding the provisions of the current CBA in ARTICLE 3 - DEFINITION OF EMPLOYEES, Section 3 -Seniority; ARTICLE 10 NORMAL WORK WEEK; ARTICLE 31 - PART-TIME BENEFITS, Section 7 and related provisions regarding scheduling shift and days off work for part-time Staff Nurses, Licensed Practical Nurses (LPN) and (Certified) Nurses Aides (CNA) employees at the Nursing Home. It is agreed that these part-time titles at the Nursing Home will be subject to work schedule provisions as provided in the current CBA and as modified herein.

The work schedule at the Nursing Home will continue to provide for one (1) eight (8) hour day shift: 7:00AM to 3:00 PM; one (1) eight (8) hour afternoon shift: 3:00 PM to 11:00 PM and one (1) eight (8) hour night shift 11:00 PM to 7:00 AM. The work week for all titles referenced herein shall be a 7 day work week with days off as scheduled for part-time staff. Part-time positions will be fixed (permanent) shift or variable (relief) shift but neither designation shall have fixed designated days off work. Days off work will be as scheduled monthly and should reflect 3 to 4 regularly scheduled shifts per week for a part-time employee or as needed to meet operational needs.

APPENDIX G

Employees assigned in accordance with this work schedule shall be paid in accordance with all other current CBA provisions as to call-time, overtime, holidays, lieu days, etc.

The Employer will designate and post all Staff Nurse, Licensed Practical Nurses (LPN) and (Certified) Nurses' Aides (CNA) part-time fixed (permanent) shift positions for day, evening and night shifts at the Nursing Home. Days off work will be variable for part-time employees.

The Employer will designate and post all Staff Nurse, Licensed Practical Nurses (LPN) and (Certified) Nurses' Aides (CNA) part-time variable (relief) shift positions for day, evening and night shifts at the Nursing Home.

After the implementation of this Agreement, when a position becomes vacant or a new position is added, the Nursing Home will determine the status of the position (variable or fixed shift) and post accordingly. In no event will all positions in title be designated as variable shift.

The purpose of implementing such schedule bidding is to ease administration of scheduling and provide opportunities for movement by employees among shifts and days off work to improve employee's work life.

In the implementation of Agreement, bidding by seniority shall be disrupted only in the event the operational needs of the department are not met by such process, and then such process shall only be modified to the extent necessary to secure the required skills from among the compliment of employees available to perform the work needed at the Nursing Home operations by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements.

INITIAL IMPLEMENTATION

The Nursing Home will create position postings designating all Staff Nurse, Licensed Practical Nurses (LPN) and (Certified) Nurses' Aides (CNA) positions per the structure above for an initial implementation bidding period in June 2014. The bidding process will be explained and the bids posted and open for 7 calendar days and removed at 7 AM on the 7th day posted as is currently the practice.

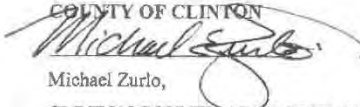
Written notification of position awards to employees will be made as soon as possible but not later than the posting of the August 2014 work schedule.

Thereafter, posted position vacancies will be conducted per the CBA provisions for vacancies. New Hires will fill relief (variable) shift opportunities available at hire and will be permitted exercise of title seniority for movement to other posted vacancies thereafter.

APPENDIX G

DATED: April 22, 2014

COUNTY OF CLINTON


Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR

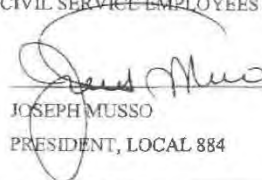
Date


WANDA BISHOP
DIRECTOR, CLINTON COUNTY NURSING HOME

Date

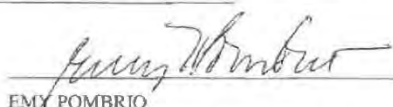
5/19/14

CIVIL SERVICE EMPLOYEES ASSOCIATION


JOSEPH MUSSO
PRESIDENT, LOCAL 884

Date

5/16/14


EMV POMBRIO
LABOR RELATIONS SPECIALIST

Date

5/16/14

APPENDIX G

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

December 28, 2015

Except as revised or amended below, the language of the current Collective Bargaining Agreement (CBA) (January 1, 2013 – December 31, 2015) by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect.

The parties have agreed that the current work schedule for the Emergency Communications Dispatchers is in need of modification. Accordingly, the parties have met and conferred as to proposed new work schedules. The parties implemented a pilot agreement for a trial period December 28, 2014 to December 27, 2015 which was successful. Accordingly, the parties into this Agreement incorporating the pilot agreement with a provision for annual shift bidding pursuant to this agreement to be effective December 28, 2015.

This Agreement will be effective upon ratification of the parties and will automatically renew unless terminated by either party upon written notice by or before November 1st of any given year.

For application at the Clinton County Office of Emergency Services, "OES" only, the parties have reached agreement to modify provisions of the current CBA in Article 10 for work schedule issues and Article 11 related to overtime issues for employees in the title of Emergency Communications Dispatcher at OES. It is agreed that this title will be subject to work schedule provisions as provided in the current CBA and as detailed herein to provide 24 hour/7 day coverage at OES.

In accordance with the provisions of the CBA, shift differential shall be paid for 2nd or 3rd shift. In accordance with the terms of this Agreement, a new rotational twelve (12) hour shift will be added to the work schedule at OES for Emergency Communications Dispatcher (the "Twelve Hour Shift"). For the 12-hour shifts, 2nd and 3rd shift differential will be paid for the actual hours worked within the definition of the shifts.

APPENDIX G

MEMORANDUM OF AGREEMENT

Example: 7 PM to 7

AM will have 7 PM to 11 PM paid at 2nd shift differential and 11PM to 7 AM paid at 3rd shift differential.

The parties specifically agree that the provision within the current CBA at Article 11, Section 1, which provides that any hours worked over and above eight (8) hours in a given day are paid at the rate of one and one-half times the employee's rate of pay or earn compensatory time at the rate of one and one-half hours, shall be waived only for OES employees in the specific title named herein working the Twelve Hour Shift. In the event that the OES employees working the Twelve Hour Shift work in excess of twelve (12) hours a day, overtime or compensatory time will commence after the twelve (12) hour workday or forty (40) hours in the work week.

HOURS LIMITATION:

The County shall not permit any Emergency Communications Dispatcher at OES to work in excess of sixteen (16) hours during the trial period of this Agreement. The County has an established call-in procedure which has been modified November 3, 2014 to reflect a 16 hour work limitation accordingly.

ON-CALL COMPENSATION

It is acknowledged between the parties that there are no agreed upon provisions for compensation for on-call status such that no employee will be designated as being on-call for report in the case of unplanned absence. Coverage for unplanned absences will be addressed through the County's call-in procedure.

OTHER COMPENSATION

Employees assigned in accordance with this work schedule shall be paid in accordance with all other current CBA provisions as to call-time, overtime, holidays, lieu days, etc.

POSTING

The Employer will post the designated shift and tour positions for the Emergency Communications Dispatcher bidding process each year for one calendar week in the 3rd week of November. Schedule Assignments will be posted not later than the 2nd week of December with the schedule to be effective at that start of the first payroll period for the upcoming leave year in mid- December.

APPENDIX G

MEMORANDUM OF AGREEMENT

When new positions are added or a vacancy occurs, vacancies will be posted for movement of existing staff before new hires are assigned to the schedule.

Emergency Communications Dispatchers will be permitted to bid by seniority in title for the designated shift and tour vacancies for the work schedule at each opportunity. Such bids by seniority shall be disrupted only in the event the operational needs of the department are not met by such process and then such process shall only be modified to the extent necessary to secure the required skills from among the compliment of employees available to perform the work needed by the OES by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements.

In the event employees of the same or equivalent title and qualifications bid for a position in a work schedule, the bid shall be awarded by seniority. In the event of a tie in seniority, such a tie will be broken by using the last two digits of social security number(s) or tax identification number(s) in descending order. If there are successive ties in seniority, the highest level seniority tie will be resolved first and then progress downward using the rule above.

SHIFT SCHEDULE CONSTRUCTION:

The Emergency Communication Dispatchers trial work schedule will be constructed of three positions which shall be fixed 8 hour shifts Monday – Friday and one position which shall be fixed 8 hour shift Tuesday – Saturday. Also included within this Agreement are four (4) positions which shall have a combination of 8 hour and 12 hour shifts within a designated work tour which shall have a rotation of days.

Clinton County Emergency Communication Dispatchers Work Schedule

DISP#	WEEK I-MONTH DATE-DATE, YEAR						
	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR*	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	7A-7P	0	0	7-3	7A-7P	7-3	0
Rotation Shift 2	0	7A-7P	7-3	0	0	3-11	7A-7P
Rotation Shift 3	< 7P-7A	< 7P-7A	0	0	11-7	< 7P-7A	0
Rotation Shift 4	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
PT SHIFTS	A-B-C						A-B

APPENDIX G

MEMORANDUM OF AGREEMENT

WEEK 2-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	0	0	7A-7P	7-3	7-3	0	7A-7P
Rotation Shift 2	7A-7P	7A-7P	0	0	3-11	7-3	0
Rotation Shift 3	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
Rotation Shift 4	< 7P-7A	< 7P-7A	0	0	11-7	7P-7A	0
PT SHIFTS	A-B-C						A-B

WEEK 3-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	7A-7P	0	0	7-3	7A-7P	7-3	0
Rotation Shift 2	0	7A-7P	7-3	0	0	3-11	7A-7P
Rotation Shift 3	< 7P-7A	< 7P-7A	0	0	11-7	< 7P-7A	0
Rotation Shift 4	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
PT SHIFTS	A-B-C						A-B

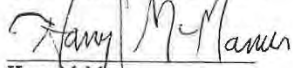
WEEK 4-MONTH DATE-DATE, YEAR

DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	0	0	7A-7P	7-3	7-3	0	7A-7P
Rotation Shift 2	7A-7P	7A-7P	0	0	3-11	7-3	0
Rotation Shift 3	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
Rotation Shift 4	< 7P-7A	< 7P-7A	0	0	11-7	7P-7A	0
PT SHIFTS	A-B-C						A-B

APPENDIX G

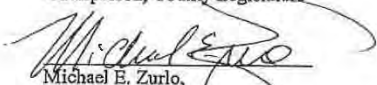
MEMORANDUM OF AGREEMENT

FOR COUNTY OF CLINTON:



Harry McManus
Chairperson, County Legislature

Date: 2/22/16



Michael E. Zurlo,
County Administrator

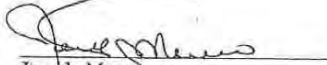
Date: 2/17/16



Eric Day,
Office of Emergency Services, Director

Date: 2/8/16

FOR CSEA:



Joseph Musso
President, C.S.E.A. Local 884

Date: 2/5/16



Amy Pombrio
C.S.E.A. Labor Relations Specialist

Date: 2/4/16

APPENDIX H

January 1, 2020 to December 31, 2020
Clinton County Salary Schedule

0.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		27,275	27,866	28,455	29,045	29,634	30,226	30,817	31,404	31,996	32,585	33,143	33,462
COMMUNITY SERVICES AIDE	70 hrs	14.9863	15.3110	15.6346	15.9589	16.2824	16.6077	16.9324	17.2550	17.5803	17.9039	18.2104	18.3857
	75 hrs	13.9872	14.2903	14.5923	14.8949	15.1969	15.5005	15.8036	16.1047	16.4083	16.7103	16.9964	17.1600
	80 hrs	13.1130	13.3971	13.6803	13.9640	14.2471	14.5318	14.8159	15.0981	15.3828	15.6659	15.9341	16.0875
Grade: 1		27,925	28,530	29,143	29,748	30,362	30,966	31,573	32,184	32,790	33,398	33,975	34,319
NONE	70 hrs	15.3434	15.6759	16.0126	16.3450	16.6824	17.0143	17.3479	17.6836	18.0164	18.3506	18.6676	18.8566
	75 hrs	14.3205	14.6308	14.9451	15.2553	15.5703	15.8800	16.1913	16.5047	16.8153	17.1272	17.4231	17.5995
	80 hrs	13.4255	13.7164	14.0110	14.3019	14.5971	14.8875	15.1794	15.4731	15.7644	16.0568	16.3341	16.4995
Grade: 2		28,405	29,038	29,676	30,308	30,942	31,575	32,211	32,844	33,479	34,112	34,732	35,096
ACTIVITIES AIDE	70 hrs	15.6071	15.9550	16.3054	16.6527	17.0011	17.3489	17.6983	18.0461	18.3950	18.7429	19.0836	19.2836
CLEANER	75 hrs	14.5667	14.8913	15.2184	15.5425	15.8677	16.1923	16.5184	16.8431	17.1687	17.4933	17.8113	17.9980
DIETARY ATTENDANT	80 hrs	13.6563	13.9606	14.2673	14.5711	14.8760	15.1803	15.4860	15.7904	16.0956	16.4000	16.6981	16.8731
ENVIRONMENTAL SERVICES WORKER													
Grade: 3		29,056	29,727	30,394	31,064	31,735	32,406	33,074	33,745	34,416	35,087	35,714	36,110
CLERK	70 hrs	15.9649	16.3336	16.7000	17.0681	17.4369	17.8054	18.1726	18.5411	18.9099	19.2786	19.6231	19.8407
NURSES AIDE	75 hrs	14.9005	15.2447	15.5867	15.9303	16.2744	16.6184	16.9611	17.3051	17.6492	17.9933	18.3149	18.5180
PATIENT AGENT	80 hrs	13.9693	14.2919	14.6125	14.9346	15.2573	15.5798	15.9010	16.2235	16.5461	16.8688	17.1703	17.3606
POLICE DISPATCHER													
Grade: 4		29,695	30,399	31,106	31,811	32,516	33,220	33,924	34,626	35,332	36,035	36,701	37,126
ACCOUNT CLERK	70 hrs	16.3160	16.7027	17.0911	17.4786	17.8660	18.2527	18.6396	19.0253	19.4131	19.7994	20.1654	20.3989
CENTRAL SERVICES CLERK	75 hrs	15.2283	15.5892	15.9517	16.3133	16.6749	17.0359	17.3969	17.7569	18.1189	18.4795	18.8211	19.0389
COOK	80 hrs	14.2765	14.6149	14.9548	15.2938	15.6328	15.9711	16.3096	16.6471	16.9865	17.3245	17.6448	17.8490
CUSTODIAL WORKER													
LIBRARY AIDE/TYPIST													
MESSANGER													
MESSANGER/CUSTODIAL WORKER													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													

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0.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 5		30,506	31,246	31,985	32,723	33,465	34,204	34,945	35,685	36,425	37,163	37,861	38,316
ACCOUNT CLERK/TYPIST	70 hrs	16,7616	17,1681	17,5741	17,9797	18,3874	18,7934	19,2006	19,6071	20,0137	20,4193	20,8027	21,0527
DIETARY TECHNICIAN	75 hrs	15,6441	16,0236	16,4025	16,7811	17,1616	17,5405	17,9205	18,3000	18,6795	19,0580	19,4159	19,6492
LIBRARY CLERK	80 hrs	14,6664	15,0221	15,3774	15,7323	16,0890	16,4443	16,8005	17,1563	17,5120	17,8669	18,2024	18,4211
Grade: 6		31,311	32,088	32,869	33,645	34,422	35,198	35,977	36,754	37,531	38,309	39,025	39,510
ELECTION SPECIALIST	70 hrs	17,2039	17,6307	18,0599	18,4863	18,9131	19,3396	19,7676	20,1946	20,6214	21,0489	21,4423	21,7089
MEDICAL CLERK/TYPIST	75 hrs	16,0569	16,4553	16,8559	17,2539	17,6523	18,0503	18,4497	18,8483	19,2467	19,6456	20,0128	20,2616
NUTRITION AIDE	80 hrs	15,0534	15,4269	15,8024	16,1755	16,5490	16,9221	17,2966	17,6703	18,0438	18,4178	18,7620	18,9953
PURCHASING CLERK													
SR CLERK													
Grade: 7		32,288	33,096	33,896	34,698	35,502	36,307	37,108	37,910	38,714	39,516	40,283	40,808
EMPLOYMENT & TRAIN ASST.	70 hrs	17,7407	18,1846	18,6241	19,0649	19,5066	19,9489	20,3890	20,8297	21,2714	21,7121	22,1336	22,4220
FAMILY SUPPORT WORKER	75 hrs	16,5580	16,9723	17,3825	17,7939	18,2061	18,6189	19,0297	19,4411	19,8533	20,2647	20,6580	20,9272
LABORER	80 hrs	15,5231	15,9115	16,2961	16,6818	17,0683	17,4553	17,8404	18,2260	18,6125	18,9981	19,3669	19,6193
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													
Grade: 8		33,257	34,101	34,943	35,784	36,624	37,468	38,309	39,151	39,992	40,833	41,625	42,185
EMS COORDINATOR	70 hrs	18,2731	18,7369	19,1994	19,6616	20,1231	20,5869	21,0489	21,5116	21,9736	22,4357	22,8709	23,1786
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	17,0549	17,4877	17,9195	18,3508	18,7816	19,2144	19,6456	20,0775	20,5087	20,9400	21,3461	21,6333
GUARD	80 hrs	15,9890	16,3948	16,7995	17,2039	17,6078	18,0135	18,4178	18,8226	19,2269	19,6313	20,0120	20,2813
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													

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D.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 9		34,392	35,271	36,153	37,035	37,919	38,799	39,682	40,564	41,444	42,328	43,161	43,768
AUTOMOTIVE MECHANIC HELPER	70 hrs	18,8967	19,3797	19,8643	20,3489	20,8346	21,3181	21,8033	22,2879	22,7714	23,2571	23,7149	24,0483
BUILDING MAINTENANCE WORKER	75 hrs	17,6369	18,0877	18,5400	18,9923	19,4456	19,8969	20,3497	20,8020	21,2533	21,7067	22,1339	22,4451
COOK/MANAGER	80 hrs	16,5346	16,9573	17,3813	17,8053	18,2303	18,6534	19,0779	19,5019	19,9250	20,3500	20,7505	21,0423
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													
Grade: 10		35,520	36,445	37,366	38,288	39,216	40,137	41,058	41,980	42,910	43,831	44,711	45,355
ASSESSMENT CONTROL EXAMINER	70 hrs	19,5164	20,0247	20,5307	21,0374	21,5473	22,0533	22,5593	23,0660	23,5769	24,0830	24,5664	24,9203
MOTOR EQUIP OPER I	75 hrs	18,2153	18,6897	19,1620	19,6349	20,1108	20,5831	21,0553	21,5283	22,0051	22,4775	22,9287	23,2589
PRINCIPAL CLERK/TYPIST	80 hrs	17,0769	17,5216	17,9644	18,4078	18,8539	19,2966	19,7394	20,1828	20,6298	21,0726	21,4956	21,8053
PROBATION ASSISTANT													
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													

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		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 11		36,655	37,618	38,580	39,541	40,505	41,466	42,426	43,388	44,353	45,310	46,234	46,922
AIRPORT FIREFIGHTER	70 hrs	20.1401	20.6693	21.1979	21.7259	22.2554	22.7836	23.3110	23.8396	24.3697	24.8956	25.4033	25.7813
AIRPORT MAINTENANCE WORKER I	75 hrs	18.7975	19.2913	19.7847	20.2775	20.7717	21.2647	21.7569	22.2503	22.7451	23.2359	23.7097	24.0625
EMERGENCY COMM DISPATCHER	80 hrs	17.6226	18.0856	18.5481	19.0101	19.4735	19.9356	20.3971	20.8596	21.3235	21.7836	22.2279	22.5586
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													
Grade: 12		37,784	38,783	39,780	40,783	41,782	42,778	43,781	44,777	45,779	46,778	47,738	48,470
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	20.7604	21.3093	21.8571	22.4083	22.9571	23.5044	24.0554	24.6027	25.1533	25.7021	26.2297	26.6319
BRIDGE REPAIR MECHANIC	75 hrs	19.3764	19.8887	20.4000	20.9144	21.4267	21.9375	22.4517	22.9625	23.4764	23.9887	24.4811	24.8564
CIVIL MANAGER	80 hrs	18.1654	18.6456	19.1250	19.6073	20.0875	20.5664	21.0485	21.5274	22.0091	22.4894	22.9510	23.3029
COMPUTER SPECIALIST													
COOK/MANAGER (JAIL)													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

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Grade: 13		1	2	3	4	5	6	7	8	9	10	Offstep	
		39,078	40,128	41,184	42,233	43,286	44,337	45,391	46,441	47,494	48,546	49,551	50,336
AIRPORT MAINTENANCE WORKER II	70 hrs	21.4714	22.0483	22.6286	23.2050	23.7836	24.3610	24.9401	25.5170	26.0956	26.6736	27.2259	27.6571
AUTOMOTIVE MECHANIC	75 hrs	20.0400	20.5784	21.1200	21.6580	22.1980	22.7369	23.2775	23.8159	24.3559	24.8953	25.4108	25.8133
BUILDING MAINT MECHANIC	80 hrs	18.7875	19.2923	19.8000	20.3044	20.8106	21.3159	21.8226	22.3274	22.8336	23.3394	23.8226	24.2000
CHILD SUPPORT SPECIALIST													
CORD OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
LICENSED PRACTICAL NURSE													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

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0.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		40,530	41,630	42,729	43,828	44,926	46,026	47,125	48,225	49,325	50,423	51,482	52,317
ADMINISTRATIVE AIDE	70 hrs	22,2693	22,8736	23,4774	24,0813	24,6846	25,2890	25,8929	26,4973	27,1017	27,7050	28,2869	28,7456
AIRPORT FIRE & SAFETY COORD	75 hrs	20,7847	21,3487	21,9123	22,4759	23,0389	23,6031	24,1667	24,7308	25,2949	25,8580	26,4011	26,8292
ASSISTANT COMPUTER PROGRAMMER	80 hrs	19,4856	20,0144	20,5428	21,0711	21,5990	22,1279	22,6563	23,1851	23,7140	24,2419	24,7510	25,1524
COMPUTER COORDINATOR													
EQUIPMENT & BLDG MECHANIC													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 15		41,993	43,138	44,280	45,419	46,565	47,707	48,847	49,990	51,135	52,274	53,398	54,289
ADDICTION COUNSELOR I	70 hrs	23,0731	23,7021	24,3297	24,9554	25,5851	26,2126	26,8390	27,4670	28,0961	28,7220	29,3396	29,8291
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	21,5349	22,1220	22,7077	23,2917	23,8795	24,4651	25,0497	25,6359	26,2231	26,8072	27,3836	27,8405
PLANNING TECHNICIAN	80 hrs	20,1890	20,7394	21,2885	21,8360	22,3870	22,9360	23,4841	24,0336	24,5841	25,1318	25,6721	26,1005
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

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		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		43,610	44,805	45,998	47,193	48,385	49,583	50,771	51,969	53,162	54,355	55,533	56,482
ADMINISTRATIVE ASSISTANT	70 hrs	23.9616	24.6181	25.2736	25.9303	26.5851	27.2434	27.8961	28.5544	29.2099	29.8654	30.5126	31.0340
ASSESSOR	75 hrs	22.3641	22.9769	23.5887	24.2016	24.8128	25.4272	26.0364	26.6508	27.2625	27.8744	28.4784	28.9651
BRIDGE INSPECTOR	80 hrs	20.9664	21.5409	22.1144	22.6890	23.2620	23.8380	24.4091	24.9851	25.5586	26.1323	26.6985	27.1548
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 17		45,231	46,481	47,734	48,985	50,236	51,491	52,742	53,996	55,247	56,500	57,740	58,752
AIRPORT MAINTENANCE COORDIN	70 hrs	24.8521	25.5390	26.2274	26.9149	27.6021	28.2917	28.9791	29.6681	30.3554	31.0440	31.7253	32.2813
GARAGE SUPERVISOR	75 hrs	23.1953	23.8364	24.4789	25.1205	25.7620	26.4056	27.0472	27.6903	28.3317	28.9744	29.6103	30.1292
HIGHWAY CONSTRUCTION SUPERVIS	80 hrs	21.7456	22.3466	22.9490	23.5505	24.1519	24.7553	25.3568	25.9596	26.5610	27.1635	27.7596	28.2461
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

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		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		46,846	48,166	49,482	50,804	52,119	53,436	54,757	56,073	57,390	58,713	60,008	61,082
ADDICTION COUNSELOR II	70 hrs	25.7396	26.4649	27.1879	27.9143	28.6369	29.3604	30.0863	30.8093	31.5330	32.2599	32.9714	33.5616
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	24.0236	24.7005	25.3753	26.0533	26.7277	27.4031	28.0805	28.7553	29.4308	30.1092	30.7733	31.3241
CHILD SERVICES PROGRAM SPECIAL	80 hrs	22.5221	23.1568	23.7894	24.4250	25.0573	25.6904	26.3255	26.9581	27.5914	28.2274	28.8500	29.3664
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISOR COUNTY YOUTH PROGRAM													
Grade: 19		48,460	49,832	51,210	52,582	53,957	55,331	56,704	58,080	59,453	60,827	62,181	63,317
PUBLIC HEALTH NURSE	70 hrs	26.6264	27.3803	28.1374	28.8911	29.6467	30.4017	31.1560	31.9121	32.6664	33.4214	34.1654	34.7896
PUBLIC HEALTH NUTRITIONIST	75 hrs	24.8513	25.5549	26.2616	26.9651	27.6703	28.3749	29.0789	29.7847	30.4887	31.1933	31.8877	32.4703
	80 hrs	23.2981	23.9578	24.6203	25.2798	25.9409	26.6015	27.2615	27.9231	28.5831	29.2438	29.8948	30.4409

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		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		50,402	51,839	53,278	54,717	56,157	57,594	59,033	60,471	61,909	63,345	64,777	65,989
CASE SUPERVISOR GR B	70 hrs	27.6934	28.4830	29.2736	30.0643	30.8554	31.6450	32.4357	33.2259	34.0160	34.8050	35.5917	36.2577
MENTAL HEALTH CLINICIAN I	75 hrs	25.8472	26.5841	27.3220	28.0600	28.7984	29.5353	30.2733	31.0108	31.7483	32.4847	33.2189	33.8405
PROBATION SUPERVISOR 1	80 hrs	24.2318	24.9226	25.6144	26.3063	26.9985	27.6894	28.3813	29.0726	29.7640	30.4544	31.1428	31.7255
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
STAFF NURSE													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 21		52,338	53,843	55,344	56,847	58,344	59,847	61,351	62,852	64,354	65,856	67,346	68,628
ACCOUNTING SUPERVISOR GR. B	70 hrs	28.7571	29.5840	30.4089	31.2346	32.0571	32.8830	33.7093	34.5340	35.3593	36.1846	37.0033	37.7077
AIR COND-VENT-HEAT-REF MECH	75 hrs	26.8400	27.6117	28.3816	29.1523	29.9200	30.6908	31.4620	32.2317	33.0020	33.7723	34.5364	35.1939
CHILDREN'S SERVICE COORDINATOR	80 hrs	25.1625	25.8860	26.6078	27.3303	28.0500	28.7726	29.4956	30.2173	30.9394	31.6615	32.3779	32.9943
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN II													
SOCIAL WORKER I													
SR COMPUTER PROGRAMMER													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 22		54,281	55,851	57,429	58,996	60,570	62,141	63,715	65,286	66,859	68,428	70,002	71,357
MENTAL HEALTH CLINICIAN III	70 hrs	29.8247	30.6874	31.5544	32.4154	33.2803	34.1434	35.0083	35.8714	36.7357	37.5979	38.4626	39.2071
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	27.8364	28.6416	29.4508	30.2544	31.0616	31.8672	32.6744	33.4800	34.2867	35.0913	35.8984	36.5933
SOCIAL WORKER II	80 hrs	26.0966	26.8515	27.6101	28.3635	29.1203	29.8755	30.6323	31.3875	32.1438	32.8981	33.6548	34.3063
SUPERVISING PUBLIC HEALTH NURS													

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Grade: 23		56,228	57,858	59,487	61,118	62,748	64,379	66,011	67,641	69,274	70,901	72,545	73,973
COORDINATOR OF JAIL HEALTH SVR	70 hrs	30.8946	31.7901	32.6851	33.5813	34.4769	35.3731	36.2697	37.1654	38.0626	38.9566	39.8599	40.6446
HEAD NURSE	75 hrs	28.8349	29.6708	30.5061	31.3425	32.1784	33.0149	33.8517	34.6877	35.5251	36.3595	37.2025	37.9349
REAL PROP SYSTEM COORDINATOR	80 hrs	27.0328	27.8164	28.5995	29.3836	30.1673	30.9515	31.7360	32.5198	33.3048	34.0870	34.8774	35.5640
SENIOR CLINICIAN													
SR NETWORK ENGINEER													
SR STAFF NURSE													
Grade: 24		58,488	60,183	61,884	63,580	65,279	66,974	68,673	70,373	72,072	73,766	75,503	77,008
DIRECT OF STAFF & ORG DEV	70 hrs	32.1363	33.0676	34.0021	34.9340	35.8676	36.7989	37.7324	38.6664	39.6000	40.5307	41.4851	42.3121
	75 hrs	29.9939	30.8631	31.7353	32.6051	33.4764	34.3456	35.2169	36.0887	36.9600	37.8287	38.7195	39.4913
	80 hrs	28.1193	28.9341	29.7519	30.5673	31.3841	32.1990	33.0159	33.8331	34.6500	35.4644	36.2995	37.0231
Grade: 25		60,748	62,513	64,280	66,050	67,819	69,584	71,353	73,123	74,889	76,657	78,441	80,030
NONE	70 hrs	33.3780	34.3479	35.3187	36.2911	37.2631	38.2330	39.2050	40.1774	41.1479	42.1193	43.0994	43.9726
	75 hrs	31.1528	32.0580	32.9641	33.8717	34.7789	35.6841	36.5913	37.4989	38.4047	39.3113	40.2261	41.0411
	80 hrs	29.2058	30.0544	30.9039	31.7548	32.6053	33.4539	34.3044	35.1553	36.0044	36.8544	37.7120	38.4760
Grade: 26		63,018	64,846	66,675	68,505	70,333	72,169	73,990	75,823	77,652	79,484	81,346	83,018
NONE	70 hrs	34.6253	35.6297	36.6346	37.6401	38.6446	39.6533	40.6539	41.6610	42.6660	43.6726	44.6956	45.6143
	75 hrs	32.3169	33.2544	34.1923	35.1308	36.0683	37.0097	37.9436	38.8836	39.8216	40.7611	41.7159	42.5733
	80 hrs	30.2971	31.1760	32.0553	32.9351	33.8140	34.6966	35.5721	36.4534	37.3328	38.2135	39.1086	39.9125
Grade: 27		65,607	67,496	69,387	71,281	73,170	75,063	76,952	78,844	80,736	82,625	84,579	86,345
NONE	70 hrs	36.0479	37.0857	38.1247	39.1654	40.2033	41.2434	42.2813	43.3209	44.3604	45.3983	46.4720	47.4423
	75 hrs	33.6447	34.6133	35.5831	36.5544	37.5231	38.4939	39.4625	40.4328	41.4031	42.3717	43.3739	44.2795
	80 hrs	31.5419	32.4500	33.3591	34.2698	35.1779	36.0880	36.9961	37.9058	38.8154	39.7235	40.6630	41.5120
Grade: 28		74,373	76,522	78,669	80,813	82,961	85,107	87,254	89,403	91,550	93,696	95,974	98,055
PSYCHIATRIC NURSE	70 hrs	40.8643	42.0450	43.2247	44.4027	45.5830	46.7621	47.9417	49.1226	50.3021	51.4813	52.7330	53.8764
	75 hrs	38.1400	39.2420	40.3431	41.4425	42.5441	43.6447	44.7456	45.8477	46.9487	48.0492	49.2175	50.2847
	80 hrs	35.7563	36.7894	37.8216	38.8524	39.8851	40.9169	41.9490	42.9823	44.0144	45.0461	46.1414	47.1419

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2.25% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		27,889	28,493	29,095	29,699	30,301	30,906	31,510	32,111	32,716	33,318	33,889	34,215
COMMUNITY SERVICES AIDE	70 hrs	15.3236	15.6554	15.9863	16.3181	16.6489	16.9813	17.3131	17.6434	17.9759	18.3066	18.6203	18.7994
	75 hrs	14.3020	14.6117	14.9205	15.2303	15.5389	15.8492	16.1589	16.4672	16.7775	17.0861	17.3789	17.5461
	80 hrs	13.4081	13.6985	13.9880	14.2784	14.5678	14.8586	15.1490	15.4380	15.7289	16.0183	16.2928	16.4495
Grade: 1		28,553	29,172	29,799	30,417	31,045	31,663	32,283	32,908	33,528	34,149	34,739	35,091
NONE	70 hrs	15.6884	16.0286	16.3731	16.7126	17.0577	17.3973	17.7379	18.0813	18.4220	18.7631	19.0874	19.2807
	75 hrs	14.6425	14.9600	15.2816	15.5984	15.9205	16.2375	16.5553	16.8759	17.1939	17.5123	17.8149	17.9953
	80 hrs	13.7274	14.0250	14.3265	14.6235	14.9255	15.2226	15.5206	15.8211	16.1193	16.4178	16.7015	16.8706
Grade: 2		29,044	29,691	30,344	30,990	31,638	32,285	32,936	33,583	34,232	34,880	35,513	35,886
ACTIVITIES AIDE	70 hrs	15.9583	16.3137	16.6726	17.0274	17.3836	17.7390	18.0967	18.4521	18.8089	19.1649	19.5126	19.7176
CLEANER	75 hrs	14.8944	15.2261	15.5611	15.8923	16.2247	16.5564	16.8903	17.2220	17.5549	17.8872	18.2117	18.4031
DIETARY ATTENDANT	80 hrs	13.9635	14.2745	14.5885	14.8990	15.2106	15.5216	15.8346	16.1456	16.4578	16.7693	17.0735	17.2529
ENVIRONMENTAL SERVICES WORKER													
Grade: 3		29,710	30,396	31,078	31,763	32,449	33,135	33,818	34,504	35,190	35,876	36,518	36,922
CLERK	70 hrs	16.3241	16.7011	17.0759	17.4521	17.8291	18.2060	18.5813	18.9583	19.3351	19.7121	20.0649	20.2869
NURSES AIDE	75 hrs	15.2359	15.5877	15.9375	16.2887	16.6405	16.9923	17.3425	17.6944	18.0461	18.3980	18.7272	18.9344
PATIENT AGENT	80 hrs	14.2836	14.6135	14.9414	15.2706	15.6005	15.9303	16.2586	16.5885	16.9183	17.2481	17.5568	17.7510
POLICE DISPATCHER													
Grade: 4		30,363	31,083	31,806	32,527	33,248	33,967	34,687	35,405	36,127	36,846	37,527	37,961
ACCOUNT CLERK	70 hrs	16.6830	17.0786	17.4759	17.8720	18.2681	18.6631	19.0589	19.4533	19.8500	20.2450	20.6193	20.8577
CENTRAL SERVICES CLERK	75 hrs	15.5708	15.9400	16.3108	16.6805	17.0503	17.4189	17.7883	18.1564	18.5267	18.8953	19.2447	19.4672
COOK	80 hrs	14.5976	14.9438	15.2914	15.6380	15.9846	16.3303	16.6765	17.0216	17.3688	17.7144	18.0419	18.2505
CUSTODIAL WORKER													
LIBRARY AIDE/TYPIST													
MESSANGER													
MESSANGER/CUSTODIAL WORKER													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													

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Grade: 5		31,192	31,949	32,705	33,459	34,218	34,974	35,731	36,488	37,245	37,999	38,713	39,178
ACCOUNT CLERK/TYPIST	70 hrs	17,1384	17,5544	17,9697	18,3840	18,8011	19,2164	19,6324	20,0483	20,4643	20,8786	21,2709	21,5264
DIETARY TECHNICIAN	75 hrs	15,9959	16,3841	16,7717	17,1584	17,5477	17,9353	18,3236	18,7117	19,1000	19,4867	19,8528	20,0913
LIBRARY CLERK	80 hrs	14,9961	15,3601	15,7235	16,0860	16,4510	16,8144	17,1784	17,5423	17,9063	18,2688	18,6120	18,8356
Grade: 6		32,015	32,810	33,609	34,402	35,196	35,990	36,786	37,581	38,375	39,171	39,903	40,399
ELECTION SPECIALIST	70 hrs	17,5907	18,0274	18,4664	18,9021	19,3384	19,7747	20,2121	20,6489	21,0851	21,5226	21,9247	22,1973
MEDICAL CLERK/TYPIST	75 hrs	16,4180	16,8256	17,2353	17,6420	18,0492	18,4564	18,8647	19,2723	19,6795	20,0877	20,4631	20,7175
NUTRITION AIDE	80 hrs	15,3919	15,7740	16,1581	16,5394	16,9211	17,3029	17,6856	18,0678	18,4495	18,8323	19,1841	19,4226
PURCHASING CLERK													
SR CLERK													
Grade: 7		33,014	33,841	34,659	35,479	36,301	37,124	37,943	38,763	39,585	40,405	41,189	41,726
EMPLOYMENT & TRAIN ASST.	70 hrs	18,1396	18,5940	19,0434	19,4940	19,9456	20,3979	20,8479	21,2983	21,7500	22,2006	22,6313	22,9264
FAMILY SUPPORT WORKER	75 hrs	16,9303	17,3544	17,7739	18,1944	18,6159	19,0380	19,4580	19,8784	20,3000	20,7205	21,1225	21,3980
LABORER	80 hrs	15,8721	16,2698	16,6630	17,0573	17,4524	17,8481	18,2419	18,6360	19,0313	19,4255	19,8024	20,0606
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													
Grade: 8		34,005	34,868	35,729	36,589	37,448	38,311	39,171	40,032	40,892	41,752	42,562	43,134
EMS COORDINATOR	70 hrs	18,6840	19,1583	19,6313	20,1039	20,5759	21,0500	21,5226	21,9956	22,4681	22,9407	23,3857	23,7000
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	17,4384	17,8811	18,3225	18,7636	19,2041	19,6467	20,0877	20,5292	20,9703	21,4113	21,8267	22,1200
GUARD	80 hrs	16,3485	16,7635	17,1774	17,5909	18,0039	18,4188	18,8323	19,2461	19,6596	20,0731	20,4625	20,7375
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													

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Grade: 9		35,166	36,065	36,966	37,868	38,772	39,672	40,575	41,477	42,376	43,280	44,132	44,753
AUTOMOTIVE MECHANIC HELPER	70 hrs	19,3220	19,8160	20,3110	20,8066	21,3033	21,7979	22,2940	22,7896	23,2836	23,7803	24,2483	24,5896
BUILDING MAINTENANCE WORKER	75 hrs	18,0339	18,4949	18,9569	19,4195	19,8831	20,3447	20,8077	21,2703	21,7313	22,1949	22,6317	22,9503
COOK/MANAGER	80 hrs	16,9068	17,3390	17,7721	18,2058	18,6404	19,0731	19,5073	19,9409	20,3731	20,8078	21,2173	21,5159
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													
Grade: 10		36,319	37,265	38,207	39,149	40,098	41,040	41,982	42,925	43,875	44,817	45,717	46,375
ASSESSMENT CONTROL EXAMINER	70 hrs	19,9554	20,4753	20,9929	21,5104	22,0319	22,5494	23,0670	23,5851	24,1071	24,6247	25,1193	25,4807
MOTOR EQUIP OPER I	75 hrs	18,6251	19,1103	19,5933	20,0764	20,5631	21,0461	21,5292	22,0128	22,5000	22,9831	23,4447	23,7820
PRINCIPAL CLERK/TYPIST	80 hrs	17,4610	17,9159	18,3688	18,8216	19,2779	19,7308	20,1836	20,6370	21,0938	21,5466	21,9794	22,2956
PROBATION ASSISTANT													
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													

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		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 11		37,480	38,464	39,448	40,431	41,416	42,399	43,381	44,364	45,351	46,329	47,274	47,978
AIRPORT FIREFIGHTER	70 hrs	20,5934	21,1340	21,6747	22,2149	22,7560	23,2961	23,8357	24,3759	24,9181	25,4554	25,9747	26,3616
AIRPORT MAINTENANCE WORKER I	75 hrs	19,2205	19,7251	20,2297	20,7339	21,2389	21,7431	22,2467	22,7508	23,2569	23,7584	24,2431	24,6041
EMERGENCY COMM DISPATCHER	80 hrs	18,0193	18,4923	18,9654	19,4380	19,9115	20,3841	20,8563	21,3289	21,8034	22,2735	22,7279	23,0664
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													
Grade: 12		38,634	39,656	40,675	41,701	42,722	43,741	44,766	45,784	46,809	47,831	48,812	49,561
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	21,2274	21,7890	22,3489	22,9126	23,4736	24,0336	24,5967	25,1560	25,7193	26,2807	26,8197	27,2313
BRIDGE REPAIR MECHANIC	75 hrs	19,8123	20,3364	20,8589	21,3851	21,9087	22,4313	22,9569	23,4789	24,0047	24,5287	25,0317	25,4159
CIVIL MANAGER	80 hrs	18,5740	19,0654	19,5553	20,0485	20,5394	21,0294	21,5221	22,0115	22,5044	22,9956	23,4673	23,8274
COMPUTER SPECIALIST													
COOK/MANAGER (JAIL)													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

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Grade: 13		39,957	41,031	42,111	43,183	44,260	45,335	46,412	47,486	48,563	49,638	50,666	51,469
AIRPORT MAINTENANCE WORKER II	70 hrs	21,9544	22,5446	23,1379	23,7269	24,3187	24,9093	25,5011	26,0911	26,6830	27,2736	27,8384	28,2797
AUTOMOTIVE MECHANIC	75 hrs	20,4908	21,0416	21,5953	22,1451	22,6975	23,2487	23,8011	24,3517	24,9041	25,4553	25,9825	26,3944
BUILDING MAINT MECHANIC	80 hrs	19,2101	19,7265	20,2456	20,7610	21,2789	21,7956	22,3135	22,8298	23,3476	23,8644	24,3586	24,7448
CHILD SUPPORT SPECIALIST													
CORD OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
LICENSED PRACTICAL NURSE													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

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Grade: 14		41,442	42,567	43,690	44,814	45,937	47,062	48,185	49,310	50,435	51,558	52,640	53,494
ADMINISTRATIVE AIDE	70 hrs	22,7703	23,3884	24,0054	24,6231	25,2401	25,8583	26,4753	27,0934	27,7116	28,3286	28,9231	29,3923
AIRPORT FIRE & SAFETY COORD	75 hrs	21,2523	21,8292	22,4051	22,9816	23,5575	24,1344	24,7103	25,2872	25,8641	26,4400	26,9949	27,4328
ASSISTANT COMPUTER PROGRAMMER	80 hrs	19,9240	20,4649	21,0048	21,5453	22,0851	22,6260	23,1659	23,7068	24,2476	24,7875	25,3078	25,7183
COMPUTER COORDINATOR													
EQUIPMENT & BLDG MECHANIC													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 15		42,938	44,109	45,276	46,441	47,613	48,780	49,946	51,115	52,286	53,450	54,599	55,511
ADDICTION COUNSELOR I	70 hrs	23,5923	24,2357	24,8769	25,5170	26,1610	26,8021	27,4429	28,0851	28,7286	29,3681	29,9994	30,5006
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	22,0195	22,6200	23,2184	23,8159	24,4169	25,0153	25,6133	26,2128	26,8133	27,4103	27,9995	28,4672
PLANNING TECHNICIAN	80 hrs	20,6433	21,2063	21,7673	22,3274	22,8909	23,4519	24,0125	24,5745	25,1375	25,6971	26,2495	26,6880
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

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Grade: 16		44,591	45,813	47,033	48,255	49,474	50,699	51,913	53,138	54,358	55,578	56,782	57,753
ADMINISTRATIVE ASSISTANT	70 hrs	24.5006	25.1720	25.8423	26.5137	27.1836	27.8566	28.5236	29.1967	29.8670	30.5374	31.1989	31.7324
ASSESSOR	75 hrs	22.8672	23.4939	24.1195	24.7461	25.3713	25.9995	26.6220	27.2503	27.8759	28.5016	29.1189	29.6169
BRIDGE INSPECTOR	80 hrs	21.4380	22.0255	22.6120	23.1995	23.7856	24.3745	24.9581	25.5471	26.1336	26.7203	27.2990	27.7659
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 17		46,249	47,527	48,808	50,087	51,366	52,650	53,929	55,211	56,490	57,771	59,039	60,074
AIRPORT MAINTENANCE COORDIN	70 hrs	25.4116	26.1137	26.8176	27.5203	28.2231	28.9286	29.6313	30.3357	31.0384	31.7423	32.4390	33.0077
GARAGE SUPERVISOR	75 hrs	23.7175	24.3728	25.0297	25.6856	26.3416	27.0000	27.6559	28.3133	28.9692	29.6261	30.2764	30.8072
HIGHWAY CONSTRUCTION SUPERVIS	80 hrs	22.2351	22.8495	23.4654	24.0803	24.6953	25.3125	25.9274	26.5438	27.1586	27.7745	28.3841	28.8818
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

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2.25% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		47,900	49,250	50,595	51,947	53,292	54,638	55,989	57,335	58,681	60,034	61,358	62,456
ADDICTION COUNSELOR II	70 hrs	26.3187	27.0604	27.7994	28.5423	29.2813	30.0209	30.7631	31.5027	32.2423	32.9857	33.7131	34.3164
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	24.5641	25.2564	25.9461	26.6395	27.3292	28.0195	28.7123	29.4025	30.0928	30.7867	31.4656	32.0287
CHILD SERVICES PROGRAM SPECIAL	80 hrs	23.0289	23.6779	24.3245	24.9745	25.6211	26.2683	26.9178	27.5649	28.2120	28.8625	29.4990	30.0269
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 19		49,550	50,953	52,362	53,765	55,171	56,576	57,980	59,387	60,791	62,196	63,580	64,742
PUBLIC HEALTH NURSE	70 hrs	27.2253	27.9961	28.7703	29.5411	30.3137	31.0857	31.8571	32.6303	33.4017	34.1736	34.9340	35.5726
PUBLIC HEALTH NUTRITIONIST	75 hrs	25.4103	26.1297	26.8523	27.5717	28.2928	29.0133	29.7333	30.4549	31.1749	31.8953	32.6051	33.2011
	80 hrs	23.8221	24.4966	25.1740	25.8485	26.5245	27.2000	27.8750	28.5515	29.2265	29.9019	30.5673	31.1260

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APPENDIX H

January 1, 2021 to December 31, 2021
Clinton County Salary Schedule

2.25% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		51,536	53,005	54,477	55,948	57,421	58,890	60,361	61,832	63,302	64,770	66,234	67,474
CASE SUPERVISOR GR B	70 hrs	28,3164	29.1236	29.9324	30.7407	31.5500	32.3571	33.1654	33.9736	34.7813	35.5879	36.3923	37.0736
MENTAL HEALTH CLINICIAN I	75 hrs	26.4287	27.1820	27.9369	28.6913	29.4467	30.2000	30.9544	31.7087	32.4625	33.2153	33.9661	34.6020
PROBATION SUPERVISOR 1	80 hrs	24.7769	25.4831	26.1909	26.8981	27.6063	28.3125	29.0198	29.7269	30.4336	31.1394	31.8433	32.4394
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
STAFF NURSE													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 21		53,516	55,054	56,589	58,126	59,657	61,194	62,731	64,266	65,802	67,338	68,861	70,172
ACCOUNTING SUPERVISOR GR. B	70 hrs	29.4044	30.2494	31.0929	31.9374	32.7786	33.6231	34.4676	35.3110	36.1550	36.9989	37.8357	38.5560
AIR COND-VENT-HEAT-REF MECH	75 hrs	27.4441	28.2328	29.0200	29.8083	30.5933	31.3816	32.1697	32.9569	33.7447	34.5323	35.3133	35.9856
CHILDREN'S SERVICE COORDINATOR	80 hrs	25.7289	26.4683	27.2063	27.9453	28.6813	29.4203	30.1591	30.8971	31.6356	32.3740	33.1063	33.7365
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN II													
SOCIAL WORKER I													
SR COMPUTER PROGRAMMER													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 22		55,502	57,108	58,721	60,323	61,933	63,539	65,149	66,755	68,363	69,968	71,577	72,963
MENTAL HEALTH CLINICIAN III	70 hrs	30.4956	31.3780	32.2643	33.1446	34.0291	34.9116	35.7961	36.6786	37.5621	38.4440	39.3280	40.0896
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	28.4625	29.2861	30.1133	30.9349	31.7605	32.5841	33.4097	34.2333	35.0580	35.8811	36.7061	37.4169
SOCIAL WORKER II	80 hrs	26.6836	27.4558	28.2313	29.0015	29.7755	30.5476	31.3216	32.0938	32.8669	33.6385	34.4120	35.0784
SUPERVISING PUBLIC HEALTH NURS													

Date Printed: 3/22/2021

APPENDIX H

January 1, 2021 to December 31, 2021
Clinton County Salary Schedule

2.25% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 23		57,493	59,160	60,825	62,493	64,160	65,828	67,496	69,163	70,833	72,496	74,177	75,637
COORDINATOR OF JAIL HEALTH SVR	70 hrs	31.5896	32.5054	33.4203	34.3369	35.2527	36.1693	37.0857	38.0017	38.9193	39.8330	40.7566	41.5589
HEAD NURSE	75 hrs	29.4836	30.3384	31.1923	32.0477	32.9025	33.7580	34.6133	35.4683	36.3247	37.1775	38.0395	38.7883
REAL PROP SYSTEM COORDINATOR	80 hrs	27.6409	28.4423	29.2428	30.0448	30.8461	31.6481	32.4500	33.2515	34.0544	34.8539	35.6620	36.3640
SENIOR CLINICIAN													
SR NETWORK ENGINEER													
SR STAFF NURSE													
Grade: 24		59,804	61,537	63,276	65,011	66,748	68,481	70,218	71,956	73,694	75,426	77,202	78,741
DIRECT OF STAFF & ORG DEV	70 hrs	32.8593	33.8116	34.7670	35.7203	36.6747	37.6269	38.5813	39.5363	40.4911	41.4429	42.4187	43.2643
	75 hrs	30.6687	31.5575	32.4492	33.3389	34.2297	35.1184	36.0092	36.9005	37.7917	38.6800	39.5908	40.3800
	80 hrs	28.7519	29.5851	30.4211	31.2553	32.0904	32.9235	33.7586	34.5943	35.4298	36.2625	37.1164	37.8563
Grade: 25		62,115	63,920	65,726	67,536	69,345	71,150	72,958	74,768	76,574	78,382	80,206	81,831
NONE	70 hrs	34.1291	35.1209	36.1131	37.1077	38.1017	39.0934	40.0869	41.0813	42.0736	43.0670	44.0693	44.9621
	75 hrs	31.8539	32.7795	33.7056	34.6339	35.5616	36.4872	37.4144	38.3425	39.2687	40.1959	41.1313	41.9647
	80 hrs	29.8630	30.7308	31.5990	32.4693	33.3390	34.2068	35.0760	35.9461	36.8144	37.6836	38.5606	39.3419
Grade: 26		64,436	66,305	68,175	70,046	71,915	73,793	75,655	77,529	79,399	81,272	83,176	84,886
NONE	70 hrs	35.4044	36.4313	37.4589	38.4869	39.5137	40.5456	41.5687	42.5983	43.6259	44.6550	45.7011	46.6407
	75 hrs	33.0441	34.0025	34.9616	35.9211	36.8795	37.8425	38.7975	39.7584	40.7175	41.6780	42.6544	43.5313
	80 hrs	30.9789	31.8774	32.7765	33.6760	34.5745	35.4774	36.3726	37.2735	38.1726	39.0731	39.9885	40.8106
Grade: 27		67,083	69,015	70,948	72,885	74,816	76,752	78,683	80,618	82,553	84,484	86,482	88,288
NONE	70 hrs	36.8589	37.9203	38.9824	40.0467	41.1077	42.1714	43.2324	44.2956	45.3589	46.4197	47.5176	48.5099
	75 hrs	34.4016	35.3923	36.3836	37.3769	38.3672	39.3600	40.3503	41.3425	42.3349	43.3251	44.3497	45.2759
	80 hrs	32.2515	33.1803	34.1096	35.0409	35.9693	36.9000	37.8284	38.7586	39.6890	40.6173	41.5779	42.4461
Grade: 28		76,046	78,244	80,439	82,631	84,828	87,022	89,217	91,415	93,610	95,804	98,133	100,261
PSYCHIATRIC NURSE	70 hrs	41.7836	42.9911	44.1973	45.4017	46.6089	47.8143	49.0203	50.2280	51.4340	52.6396	53.9193	55.0884
	75 hrs	38.9980	40.1251	41.2508	42.3749	43.5016	44.6267	45.7523	46.8795	48.0051	49.1303	50.3247	51.4159
	80 hrs	36.5606	37.6173	38.6726	39.7265	40.7828	41.8375	42.8928	43.9495	45.0048	46.0596	47.1794	48.2024

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January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		28,517	29,134	29,750	30,367	30,983	31,601	32,219	32,833	33,452	34,068	34,652	34,985
COMMUNITY SERVICES AIDE	70 hrs	15.6687	16.0077	16.3461	16.6851	17.0236	17.3631	17.7027	18.0401	18.3803	18.7187	19.0396	19.2226
	75 hrs	14.6241	14.9405	15.2564	15.5728	15.8887	16.2056	16.5225	16.8375	17.1549	17.4708	17.7703	17.9411
	80 hrs	13.7101	14.0068	14.3029	14.5995	14.8956	15.1928	15.4899	15.7851	16.0828	16.3789	16.6596	16.8198
Grade: 1		29,195	29,828	30,469	31,101	31,744	32,375	33,009	33,648	34,282	34,917	35,521	35,881
NONE	70 hrs	16.0411	16.3890	16.7411	17.0884	17.4417	17.7884	18.1369	18.4879	18.8363	19.1851	19.5170	19.7149
	75 hrs	14.9717	15.2964	15.6251	15.9492	16.2789	16.6025	16.9277	17.2553	17.5805	17.9061	18.2159	18.4005
	80 hrs	14.0360	14.3404	14.6485	14.9524	15.2615	15.5649	15.8698	16.1769	16.4818	16.7870	17.0774	17.2505
Grade: 2		29,697	30,359	31,027	31,687	32,350	33,011	33,677	34,339	35,002	35,665	36,312	36,693
ACTIVITIES AIDE	70 hrs	16.3170	16.6807	17.0479	17.4104	17.7747	18.1379	18.5039	18.8676	19.2319	19.5961	19.9517	20.1610
CLEANER	75 hrs	15.2292	15.5687	15.9113	16.2497	16.5897	16.9287	17.2703	17.6097	17.9497	18.2897	18.6216	18.8169
DIETARY ATTENDANT	80 hrs	14.2774	14.5956	14.9169	15.2341	15.5529	15.8706	16.1909	16.5091	16.8279	17.1466	17.4578	17.6409
ENVIRONMENTAL SERVICES WORKER													
Grade: 3		30,378	31,080	31,777	32,478	33,179	33,881	34,579	35,280	35,982	36,683	37,340	37,753
CLERK	70 hrs	16.6911	17.0769	17.4599	17.8450	18.2303	18.6160	18.9994	19.3846	19.7703	20.1554	20.5164	20.7434
PATIENT AGENT	75 hrs	15.5784	15.9384	16.2959	16.6553	17.0149	17.3749	17.7328	18.0923	18.4523	18.8117	19.1487	19.3605
POLICE DISPATCHER	80 hrs	14.6048	14.9423	15.2774	15.6144	15.9515	16.2890	16.6245	16.9615	17.2990	17.6360	17.9519	18.1505
Grade: 4		31,046	31,782	32,522	33,259	33,996	34,731	35,467	36,202	36,940	37,675	38,371	38,815
ACCOUNT CLERK	70 hrs	17.0583	17.4626	17.8693	18.2741	18.6791	19.0830	19.4874	19.8911	20.2967	20.7006	21.0830	21.3269
CENTRAL SERVICES CLERK	75 hrs	15.9211	16.2984	16.6780	17.0559	17.4339	17.8108	18.1883	18.5651	18.9436	19.3205	19.6775	19.9051
COOK	80 hrs	14.9260	15.2798	15.6356	15.9899	16.3443	16.6976	17.0515	17.4048	17.7596	18.1130	18.4476	18.6610
CUSTODIAL WORKER													
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 5		31,894	32,668	33,441	34,212	34,988	35,761	36,535	37,309	38,083	38,854	39,584	40,060
ACCOUNT CLERK/TYPIST	70 hrs	17.5241	17.9494	18.3741	18.7979	19.2241	19.6489	20.0741	20.4994	20.9247	21.3483	21.7494	22.0110
DIETARY TECHNICIAN	75 hrs	16.3559	16.7528	17.1492	17.5447	17.9425	18.3389	18.7359	19.1328	19.5297	19.9251	20.2995	20.5436
LIBRARY CLERK	80 hrs	15.3336	15.7058	16.0774	16.4481	16.8211	17.1928	17.5649	17.9370	18.3091	18.6798	19.0308	19.2596
Grade: 6		32,735	33,548	34,365	35,176	35,988	36,800	37,614	38,427	39,238	40,052	40,801	41,308
ELECTION SPECIALIST	70 hrs	17.9863	18.4330	18.8819	19.3274	19.7736	20.2197	20.6670	21.1137	21.5593	22.0066	22.4181	22.6967
MEDICAL CLERK/TYPIST	75 hrs	16.7872	17.2041	17.6231	18.0389	18.4553	18.8717	19.2892	19.7061	20.1220	20.5395	20.9236	21.1836
NUTRITION AIDE	80 hrs	15.7380	16.1289	16.5216	16.9115	17.3019	17.6923	18.0836	18.4745	18.8644	19.2558	19.6159	19.8596
PURCHASING CLERK													
SR CLERK													
Grade: 7		33,757	34,602	35,439	36,277	37,118	37,959	38,797	39,635	40,476	41,314	42,116	42,665
EMPLOYMENT & TRAIN ASST.	70 hrs	18.5479	19.0121	19.4720	19.9324	20.3946	20.8566	21.3170	21.7774	22.2396	22.7000	23.1407	23.4423
FAMILY SUPPORT WORKER	75 hrs	17.3113	17.7447	18.1739	18.6036	19.0349	19.4661	19.8959	20.3256	20.7569	21.1867	21.5980	21.8795
LABORER	80 hrs	16.2294	16.6356	17.0380	17.4409	17.8453	18.2495	18.6524	19.0553	19.4596	19.8625	20.2481	20.5120
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													
Grade: 8		34,770	35,653	36,533	37,412	38,291	39,173	40,052	40,933	41,812	42,691	43,520	44,105
EMS COORDINATOR	70 hrs	19.1044	19.5896	20.0731	20.5560	21.0390	21.5236	22.0066	22.4907	22.9736	23.4566	23.9121	24.2336
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	17.8308	18.2836	18.7349	19.1856	19.6364	20.0887	20.5395	20.9913	21.4420	21.8928	22.3180	22.6180
GUARD	80 hrs	16.7164	17.1409	17.5640	17.9865	18.4091	18.8331	19.2558	19.6794	20.1019	20.5245	20.9231	21.2044
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 9		35,957	36,876	37,798	38,720	39,644	40,565	41,488	42,410	43,329	44,254	45,125	45,760
AUTOMOTIVE MECHANIC HELPER	70 hrs	19.7566	20.2616	20.7681	21.2747	21.7824	22.2884	22.7956	23.3021	23.8071	24.3154	24.7940	25.1429
BUILDING & GROUND MAINT WORKER	75 hrs	18.4395	18.9108	19.3836	19.8564	20.3303	20.8025	21.2759	21.7487	22.2200	22.6944	23.1411	23.4667
BUILDING MAINTENANCE WORKER	80 hrs	17.2870	17.7289	18.1721	18.6154	19.0596	19.5024	19.9461	20.3894	20.8313	21.2760	21.6948	22.0000
COOK/MANAGER													
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													
Grade: 10		37,136	38,103	39,067	40,030	41,000	41,963	42,927	43,891	44,862	45,825	46,746	47,418
ASSESSMENT CONTROL EXAMINER	70 hrs	20.4044	20.9357	21.4654	21.9946	22.5274	23.0566	23.5863	24.1160	24.6494	25.1786	25.6846	26.0539
PRINCIPAL CLERK/TYPIST	75 hrs	19.0441	19.5400	20.0344	20.5283	21.0256	21.5195	22.0139	22.5083	23.0061	23.5000	23.9723	24.3169
PROBATION ASSISTANT	80 hrs	17.8539	18.3188	18.7823	19.2453	19.7115	20.1745	20.6380	21.1015	21.5683	22.0313	22.4740	22.7971
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 11		38,323	39,329	40,336	41,341	42,348	43,353	44,357	45,362	46,371	47,371	48,338	49,058
AIRPORT FIREFIGHTER	70 hrs	21.0566	21.6093	22.1626	22.7149	23.2681	23.8203	24.3720	24.9241	25.4786	26.0280	26.5593	26.9550
AIRPORT MAINTENANCE WORKER I	75 hrs	19.6528	20.1687	20.6851	21.2005	21.7169	22.2323	22.7472	23.2625	23.7800	24.2928	24.7887	25.1580
EMERGENCY COMM DISPATCHER	80 hrs	18.4245	18.9081	19.3923	19.8755	20.3596	20.8428	21.3255	21.8086	22.2938	22.7745	23.2394	23.5856
MOTOR EQUIP OPER I													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													
Grade: 12		39,503	40,548	41,590	42,639	43,683	44,725	45,773	46,814	47,862	48,907	49,910	50,676
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	21.7050	22.2791	22.8517	23.4280	24.0017	24.5741	25.1500	25.7220	26.2979	26.8720	27.4231	27.8440
BRIDGE REPAIR MECHANIC	75 hrs	20.2580	20.7939	21.3283	21.8661	22.4016	22.9359	23.4733	24.0072	24.5447	25.0805	25.5949	25.9877
CIVIL MANAGER	80 hrs	18.9919	19.4943	19.9953	20.4995	21.0015	21.5024	22.0063	22.5068	23.0106	23.5130	23.9953	24.3635
COMPUTER SPECIALIST													
COOK/MANAGER (JAIL)													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 13		40,856	41,954	43,058	44,155	45,256	46,355	47,456	48,554	49,656	50,755	51,806	52,627
AIRPORT MAINTENANCE WORKER II	70 hrs	22.4483	23.0517	23.6583	24.2610	24.8660	25.4697	26.0747	26.6780	27.2836	27.8874	28.4649	28.9160
AUTOMOTIVE MECHANIC	75 hrs	20.9517	21.5149	22.0811	22.6436	23.2083	23.7717	24.3364	24.8995	25.4647	26.0283	26.5672	26.9883
BUILDING MAINT MECHANIC	80 hrs	19.6423	20.1703	20.7010	21.2284	21.7578	22.2860	22.8154	23.3433	23.8731	24.4015	24.9068	25.3015
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		42,374	43,525	44,673	45,822	46,971	48,121	49,269	50,419	51,570	52,718	53,824	54,698
ADMINISTRATIVE AIDE	70 hrs	23.2824	23.9149	24.5456	25.1769	25.8083	26.4401	27.0709	27.7027	28.3351	28.9660	29.5736	30.0539
ASSISTANT COMPUTER PROGRAMMER	75 hrs	21.7303	22.3205	22.9092	23.4984	24.0877	24.6775	25.2661	25.8559	26.4461	27.0349	27.6020	28.0503
COMPUTER COORDINATOR	80 hrs	20.3721	20.9255	21.4774	22.0298	22.5823	23.1351	23.6870	24.2399	24.7933	25.3453	25.8769	26.2971
EQUIPMENT & BLDG MECHANIC													
LICENSED PRACTICAL NURSE													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 15		43,904	45,101	46,295	47,486	48,684	49,878	51,070	52,265	53,462	54,653	55,827	56,760
ADDICTION COUNSELOR I	70 hrs	24.1231	24.7807	25.4369	26.0911	26.7494	27.4054	28.0604	28.7170	29.3747	30.0291	30.6741	31.1869
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	22.5149	23.1287	23.7411	24.3517	24.9661	25.5784	26.1897	26.8025	27.4164	28.0272	28.6292	29.1077
PLANNING TECHNICIAN	80 hrs	21.1078	21.6831	22.2573	22.8298	23.4058	23.9798	24.5529	25.1274	25.7029	26.2755	26.8399	27.2885
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		45,594	46,844	48,091	49,341	50,587	51,840	53,081	54,334	55,581	56,829	58,060	59,052
ADMINISTRATIVE ASSISTANT	70 hrs	25.0517	25.7384	26.4236	27.1104	27.7950	28.4836	29.1654	29.8539	30.5390	31.2247	31.9011	32.4461
ASSESSOR	75 hrs	23.3816	24.0225	24.6620	25.3031	25.9420	26.5847	27.2211	27.8636	28.5031	29.1431	29.7744	30.2831
BRIDGE INSPECTOR	80 hrs	21.9203	22.5211	23.1206	23.7216	24.3206	24.9231	25.5198	26.1221	26.7216	27.3216	27.9135	28.3904
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 17		47,290	48,596	49,906	51,214	52,522	53,835	55,142	56,453	57,761	59,071	60,367	61,426
AIRPORT FIRE & SAFETY COORD	70 hrs	25.9836	26.7011	27.4209	28.1396	28.8583	29.5797	30.2979	31.0181	31.7369	32.4566	33.1687	33.7506
AIRPORT MAINTENANCE COORDIN	75 hrs	24.2513	24.9211	25.5928	26.2636	26.9344	27.6077	28.2780	28.9503	29.6211	30.2928	30.9575	31.5005
GARAGE SUPERVISOR	80 hrs	22.7356	23.3635	23.9933	24.6221	25.2510	25.8823	26.5106	27.1409	27.7698	28.3995	29.0226	29.5318
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		48,978	50,358	51,733	53,116	54,491	55,867	57,249	58,625	60,001	61,385	62,739	63,861
ADDICTION COUNSELOR II	70 hrs	26.9110	27.6693	28.4247	29.1846	29.9401	30.6961	31.4554	32.2116	32.9676	33.7280	34.4720	35.0884
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	25.1169	25.8247	26.5297	27.2389	27.9441	28.6497	29.3584	30.0641	30.7697	31.4795	32.1739	32.7492
CHILD SERVICES PROGRAM SPECIAL	80 hrs	23.5471	24.2106	24.8716	25.5365	26.1976	26.8591	27.5235	28.1851	28.8466	29.5120	30.1630	30.7024
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 19		50,665	52,099	53,540	54,975	56,412	57,849	59,285	60,723	62,159	63,595	65,011	66,199
PUBLIC HEALTH NURSE	70 hrs	27.8379	28.6259	29.4176	30.2060	30.9956	31.7851	32.5741	33.3643	34.1533	34.9423	35.7203	36.3731
PUBLIC HEALTH NUTRITIONIST	75 hrs	25.9820	26.7175	27.4564	28.1923	28.9292	29.6661	30.4025	31.1400	31.8764	32.6128	33.3389	33.9483
	80 hrs	24.3581	25.0476	25.7404	26.4303	27.1211	27.8120	28.5024	29.1938	29.8841	30.5745	31.2553	31.8265

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		52,696	54,198	55,703	57,207	58,713	60,215	61,719	63,223	64,726	66,227	67,724	68,992
CASE SUPERVISOR GR B	70 hrs	28.9539	29.7791	30.6060	31.4324	32.2599	33.0851	33.9116	34.7379	35.5637	36.3884	37.2110	37.9077
COMMUNITY SERVICES COORDINATOR	75 hrs	27.0236	27.7939	28.5656	29.3369	30.1092	30.8795	31.6508	32.4220	33.1928	33.9625	34.7303	35.3805
MENTAL HEALTH CLINICIAN I	80 hrs	25.3346	26.0568	26.7803	27.5034	28.2274	28.9495	29.6726	30.3956	31.1183	31.8399	32.5596	33.1693
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 21		54,720	56,293	57,862	59,434	60,999	62,571	64,142	65,712	67,283	68,853	70,410	71,751
ACCOUNTING SUPERVISOR GR. B	70 hrs	30.0660	30.9303	31.7923	32.6560	33.5160	34.3797	35.2429	36.1054	36.9687	37.8313	38.6869	39.4236
AIR COND-VENT-HEAT-REF MECH	75 hrs	28.0616	28.8683	29.6728	30.4789	31.2816	32.0877	32.8933	33.6984	34.5041	35.3092	36.1077	36.7953
CHILDREN'S SERVICE COORDINATOR	80 hrs	26.3078	27.0640	27.8183	28.5740	29.3265	30.0823	30.8375	31.5923	32.3476	33.1024	33.8510	34.4956
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN II													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SR COMPUTER PROGRAMMER													
STAFF NURSE													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 22		56,751	58,393	60,042	61,680	63,326	64,969	66,615	68,257	69,901	71,542	73,187	74,605
MENTAL HEALTH CLINICIAN III	70 hrs	31.1819	32.0840	32.9901	33.8901	34.7946	35.6973	36.6017	37.5039	38.4071	39.3089	40.2126	40.9917
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	29.1031	29.9451	30.7908	31.6308	32.4749	33.3175	34.1616	35.0036	35.8467	36.6883	37.5317	38.2589
SOCIAL WORKER II	80 hrs	27.2841	28.0735	28.8664	29.6539	30.4453	31.2351	32.0265	32.8159	33.6063	34.3953	35.1860	35.8678
SUPERVISING PUBLIC HEALTH NURS													

January 1, 2022 to December 31, 2022

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 23		58,787	60,491	62,194	63,899	65,604	67,309	69,015	70,719	72,427	74,127	75,846	77,339
COORDINATOR OF JAIL HEALTH SVR	70 hrs	32.3006	33.2369	34.1726	35.1093	36.0461	36.9830	37.9203	38.8566	39.7950	40.7291	41.6736	42.4940
REAL PROP SYSTEM COORDINATOR	75 hrs	30.1472	31.0211	31.8944	32.7687	33.6431	34.5175	35.3923	36.2661	37.1420	38.0139	38.8953	39.6611
SENIOR CLINICIAN	80 hrs	28.2630	29.0823	29.9010	30.7206	31.5404	32.3601	33.1803	33.9995	34.8206	35.6380	36.4644	37.1823
SR NETWORK ENGINEER													
SR STAFF NURSE													
Grade: 24		61,150	62,922	64,700	66,474	68,250	70,022	71,798	73,575	75,352	77,123	78,939	80,513
DIRECT OF STAFF & ORG DEV	70 hrs	33.5989	34.5726	35.5494	36.5241	37.5000	38.4736	39.4494	40.4259	41.4021	42.3753	43.3731	44.2379
HEAD NURSE	75 hrs	31.3589	32.2677	33.1795	34.0892	35.0000	35.9087	36.8195	37.7308	38.6420	39.5503	40.4816	41.2887
	80 hrs	29.3990	30.2510	31.1058	31.9586	32.8125	33.6644	34.5183	35.3726	36.2269	37.0784	37.9515	38.7081
Grade: 25		63,513	65,358	67,205	69,056	70,905	72,751	74,600	76,450	78,297	80,146	82,011	83,672
NONE	70 hrs	34.8973	35.9110	36.9259	37.9429	38.9589	39.9731	40.9890	42.0054	43.0203	44.0363	45.0610	45.9736
	75 hrs	32.5708	33.5169	34.4641	35.4133	36.3616	37.3083	38.2564	39.2051	40.1523	41.1005	42.0569	42.9087
	80 hrs	30.5351	31.4221	32.3101	33.2000	34.0890	34.9765	35.8654	36.7548	37.6428	38.5318	39.4284	40.2269
Grade: 26		65,886	67,797	69,709	71,622	73,533	75,453	77,357	79,273	81,185	83,101	85,047	86,796
NONE	70 hrs	36.2011	37.2511	38.3017	39.3527	40.4027	41.4577	42.5039	43.5566	44.6071	45.6599	46.7291	47.6901
	75 hrs	33.7877	34.7677	35.7483	36.7292	37.7092	38.6939	39.6703	40.6528	41.6333	42.6159	43.6139	44.5108
	80 hrs	31.6760	32.5948	33.5140	34.4336	35.3524	36.2755	37.1909	38.1120	39.0313	39.9524	40.8880	41.7289
Grade: 27		68,592	70,568	72,544	74,525	76,499	78,479	80,453	82,432	84,410	86,385	88,428	90,274
NONE	70 hrs	37.6879	38.7736	39.8593	40.9479	42.0324	43.1203	44.2050	45.2923	46.3791	47.4643	48.5869	49.6011
	75 hrs	35.1753	36.1887	37.2020	38.2180	39.2303	40.2456	41.2580	42.2728	43.2872	44.3000	45.3477	46.2944
	80 hrs	32.9769	33.9269	34.8769	35.8294	36.7784	37.7303	38.6794	39.6308	40.5818	41.5313	42.5135	43.4010
Grade: 28		77,757	80,004	82,249	84,490	86,737	88,980	91,224	93,472	95,716	97,960	100,341	102,517
PSYCHIATRIC NURSE	70 hrs	42.7236	43.9583	45.1917	46.4231	47.6577	48.8901	50.1231	51.3583	52.5911	53.8241	55.1324	56.3280
	75 hrs	39.8753	41.0277	42.1789	43.3283	44.4805	45.6308	46.7816	47.9344	49.0851	50.2359	51.4569	52.5728
	80 hrs	37.3831	38.4635	39.5428	40.6203	41.7005	42.7789	43.8578	44.9385	46.0173	47.0961	48.2409	49.2870

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		29,159	29,790	30,419	31,050	31,680	32,312	32,944	33,572	34,205	34,835	35,432	35,772
COMMUNITY SERVICES AIDE	70 hrs	16.0214	16.3681	16.7137	17.0604	17.4066	17.7539	18.1011	18.4461	18.7940	19.1401	19.4681	19.6550
	75 hrs	14.9533	15.2769	15.5995	15.9231	16.2461	16.5703	16.8944	17.2164	17.5411	17.8641	18.1703	18.3447
	80 hrs	14.0188	14.3221	14.6245	14.9279	15.2308	15.5346	15.8385	16.1404	16.4448	16.7476	17.0346	17.1981
Grade: 1		29,852	30,499	31,155	31,801	32,458	33,103	33,752	34,405	35,053	35,703	36,320	36,688
NONE	70 hrs	16.4021	16.7577	17.1181	17.4731	17.8340	18.1884	18.5450	18.9039	19.2599	19.6170	19.9560	20.1583
	75 hrs	15.3087	15.6405	15.9769	16.3083	16.6451	16.9759	17.3087	17.6436	17.9759	18.3092	18.6256	18.8144
	80 hrs	14.3519	14.6630	14.9784	15.2890	15.6048	15.9149	16.2269	16.5409	16.8524	17.1649	17.4615	17.6385
Grade: 2		30,365	31,042	31,725	32,400	33,078	33,754	34,435	35,112	35,790	36,467	37,129	37,519
ACTIVITIES AIDE	70 hrs	16.6840	17.0560	17.4313	17.8021	18.1747	18.5461	18.9203	19.2923	19.6649	20.0369	20.4006	20.6149
CLEANER	75 hrs	15.5717	15.9189	16.2692	16.6153	16.9631	17.3097	17.6589	18.0061	18.3539	18.7011	19.0405	19.2405
DIETARY ATTENDANT	80 hrs	14.5985	14.9240	15.2524	15.5769	15.9029	16.2279	16.5553	16.8808	17.2068	17.5323	17.8505	18.0380
ENVIRONMENTAL SERVICES WORKER													
Grade: 3		31,062	31,779	32,492	33,209	33,926	34,643	35,357	36,074	36,792	37,508	38,180	38,602
CLERK	70 hrs	17.0670	17.4610	17.8527	18.2467	18.6407	19.0346	19.4269	19.8209	20.2154	20.6089	20.9780	21.2099
PATIENT AGENT	75 hrs	15.9292	16.2969	16.6625	17.0303	17.3980	17.7656	18.1317	18.4995	18.8677	19.2349	19.5795	19.7959
POLICE DISPATCHER	80 hrs	14.9336	15.2784	15.6211	15.9659	16.3106	16.6553	16.9985	17.3433	17.6885	18.0328	18.3558	18.5586
Grade: 4		31,745	32,497	33,254	34,007	34,761	35,512	36,265	37,017	37,771	38,523	39,234	39,688
ACCOUNT CLERK	70 hrs	17.4423	17.8554	18.2714	18.6851	19.0994	19.5121	19.9259	20.3390	20.7533	21.1664	21.5571	21.8066
CENTRAL SERVICES CLERK	75 hrs	16.2795	16.6651	17.0533	17.4395	17.8261	18.2113	18.5975	18.9831	19.3697	19.7553	20.1200	20.3528
COOK	80 hrs	15.2620	15.6235	15.9875	16.3495	16.7120	17.0731	17.4351	17.7966	18.1591	18.5206	18.8625	19.0808
CUSTODIAL WORKER													
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 5		32,612	33,403	34,193	34,982	35,775	36,566	37,357	38,148	38,940	39,728	40,475	40,961
ACCOUNT CLERK/TYPIST	70 hrs	17.9187	18.3533	18.7874	19.2209	19.6566	20.0911	20.5259	20.9604	21.3956	21.8286	22.2390	22.5060
DIETARY TECHNICIAN	75 hrs	16.7241	17.1297	17.5349	17.9395	18.3461	18.7517	19.1575	19.5631	19.9692	20.3733	20.7564	21.0056
LIBRARY CLERK	80 hrs	15.6789	16.0591	16.4390	16.8183	17.1995	17.5798	17.9601	18.3404	18.7211	19.1000	19.4591	19.6928
Grade: 6		33,472	34,303	35,138	35,967	36,798	37,628	38,460	39,292	40,121	40,953	41,719	42,237
ELECTION SPECIALIST	70 hrs	18.3911	18.8479	19.3066	19.7621	20.2187	20.6747	21.1319	21.5890	22.0446	22.5017	22.9226	23.2071
MEDICAL CLERK/TYPIST	75 hrs	17.1651	17.5913	18.0195	18.4447	18.8708	19.2964	19.7231	20.1497	20.5749	21.0016	21.3944	21.6600
NUTRITION AIDE	80 hrs	16.0923	16.4919	16.8933	17.2919	17.6914	18.0904	18.4904	18.8904	19.2890	19.6890	20.0573	20.3063
PURCHASING CLERK													
SR CLERK													
Grade: 7		34,517	35,381	36,236	37,093	37,953	38,813	39,670	40,527	41,387	42,244	43,064	43,625
EMPLOYMENT & TRAIN ASST.	70 hrs	18.9654	19.4401	19.9099	20.3807	20.8533	21.3259	21.7967	22.2676	22.7401	23.2110	23.6616	23.9697
FAMILY SUPPORT WORKER	75 hrs	17.7011	18.1441	18.5825	19.0220	19.4631	19.9041	20.3436	20.7831	21.2241	21.6636	22.0841	22.3717
LABORER	80 hrs	16.5948	17.0101	17.4211	17.8331	18.2466	18.6601	19.0721	19.4841	19.8976	20.3096	20.7039	20.9735
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													
Grade: 8		35,552	36,455	37,355	38,254	39,153	40,054	40,953	41,854	42,753	43,652	44,499	45,097
EMS COORDINATOR	70 hrs	19.5340	20.0303	20.5247	21.0187	21.5126	22.0077	22.5017	22.9967	23.4907	23.9846	24.4500	24.7786
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	18.2317	18.6949	19.1564	19.6175	20.0784	20.5405	21.0016	21.4636	21.9247	22.3856	22.8200	23.1267
GUARD	80 hrs	17.0923	17.5265	17.9591	18.3914	18.8235	19.2568	19.6890	20.1221	20.5544	20.9865	21.3938	21.6813
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 9		36,766	37,706	38,648	39,591	40,536	41,478	42,421	43,364	44,304	45,250	46,140	46,790
AUTOMOTIVE MECHANIC HELPER	70 hrs	20.2011	20.7176	21.2351	21.7533	22.2726	22.7901	23.3083	23.8264	24.3429	24.8626	25.3517	25.7089
BUILDING & GROUND MAINT WORKER	75 hrs	18.8544	19.3364	19.8195	20.3031	20.7877	21.2708	21.7544	22.2380	22.7200	23.2051	23.6616	23.9949
BUILDING MAINTENANCE WORKER	80 hrs	17.6760	18.1279	18.5808	19.0341	19.4885	19.9414	20.3948	20.8481	21.3000	21.7548	22.1828	22.4953
COOK/MANAGER													
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													
Grade: 10		37,972	38,960	39,946	40,931	41,922	42,907	43,893	44,879	45,871	46,856	47,798	48,485
ASSESSMENT CONTROL EXAMINER	70 hrs	20.8637	21.4066	21.9483	22.4896	23.0340	23.5753	24.1170	24.6589	25.2039	25.7450	26.2626	26.6401
PRINCIPAL CLERK/TYPIST	75 hrs	19.4728	19.9795	20.4851	20.9903	21.4984	22.0036	22.5092	23.0149	23.5236	24.0287	24.5117	24.8641
PROBATION ASSISTANT	80 hrs	18.2558	18.7308	19.2048	19.6784	20.1548	20.6284	21.1024	21.5765	22.0534	22.5269	22.9798	23.3101
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 11		39,185	40,214	41,244	42,271	43,301	44,328	45,355	46,383	47,414	48,437	49,426	50,162
AIRPORT FIREFIGHTER	70 hrs	21.5303	22.0956	22.6616	23.2259	23.7917	24.3560	24.9203	25.4851	26.0517	26.6137	27.1571	27.5616
AIRPORT MAINTENANCE WORKER I	75 hrs	20.0949	20.6225	21.1508	21.6775	22.2056	22.7323	23.2589	23.7861	24.3149	24.8395	25.3467	25.7241
EMERGENCY COMM DISPATCHER	80 hrs	18.8390	19.3336	19.8289	20.3226	20.8178	21.3115	21.8053	22.2995	22.7953	23.2870	23.7625	24.1164
MOTOR EQUIP OPER I													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													
Grade: 12		40,392	41,460	42,526	43,598	44,666	45,731	46,803	47,867	48,939	50,007	51,033	51,816
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	22.1934	22.7803	23.3660	23.9550	24.5417	25.1269	25.7160	26.3006	26.8896	27.4764	28.0401	28.4703
BRIDGE REPAIR MECHANIC	75 hrs	20.7139	21.2616	21.8083	22.3580	22.9056	23.4517	24.0016	24.5472	25.0969	25.6447	26.1708	26.5723
CIVIL MANAGER	80 hrs	19.4193	19.9328	20.4453	20.9606	21.4740	21.9860	22.5015	23.0130	23.5284	24.0419	24.5351	24.9115
COMPUTER SPECIALIST													
COOK/MANAGER (JAIL)													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 13		41,775	42,898	44,027	45,148	46,274	47,398	48,524	49,646	50,773	51,897	52,972	53,811
AIRPORT MAINTENANCE WORKER II	70 hrs	22.9533	23.5703	24.1907	24.8066	25.4253	26.0429	26.6616	27.2780	27.8973	28.5149	29.1054	29.5664
AUTOMOTIVE MECHANIC	75 hrs	21.4231	21.9989	22.5780	23.1528	23.7303	24.3067	24.8841	25.4595	26.0375	26.6139	27.1651	27.5953
BUILDING MAINT MECHANIC	80 hrs	20.0841	20.6240	21.1669	21.7058	22.2471	22.7875	23.3289	23.8683	24.4101	24.9505	25.4673	25.8706
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		43,327	44,504	45,678	46,853	48,028	49,204	50,378	51,553	52,730	53,904	55,035	55,929
ADMINISTRATIVE AIDE	70 hrs	23.8060	24.4527	25.0979	25.7434	26.3890	27.0351	27.6803	28.3259	28.9726	29.6176	30.2390	30.7303
ASSISTANT COMPUTER PROGRAMMER	75 hrs	22.2189	22.8225	23.4247	24.0272	24.6297	25.2328	25.8349	26.4375	27.0411	27.6431	28.2231	28.6816
COMPUTER COORDINATOR	80 hrs	20.8303	21.3961	21.9606	22.5255	23.0904	23.6558	24.2203	24.7851	25.3510	25.9154	26.4591	26.8890
EQUIPMENT & BLDG MECHANIC													
LICENSED PRACTICAL NURSE													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 15		44,892	46,116	47,337	48,554	49,779	51,000	52,219	53,441	54,665	55,883	57,083	58,037
ADDICTION COUNSELOR I	70 hrs	24.6660	25.3384	26.0093	26.6780	27.3511	28.0220	28.6917	29.3631	30.0357	30.7050	31.3643	31.8884
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	23.0216	23.6492	24.2753	24.8995	25.5277	26.1539	26.7789	27.4056	28.0333	28.6580	29.2733	29.7625
PLANNING TECHNICIAN	80 hrs	21.5828	22.1711	22.7581	23.3433	23.9323	24.5193	25.1053	25.6928	26.2813	26.8669	27.4438	27.9024
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		46,620	47,898	49,173	50,451	51,725	53,006	54,275	55,557	56,832	58,108	59,366	60,381
ADMINISTRATIVE ASSISTANT	70 hrs	25.6154	26.3176	27.0181	27.7203	28.4203	29.1241	29.8214	30.5259	31.2264	31.9274	32.6187	33.1764
ASSESSOR	75 hrs	23.9077	24.5631	25.2169	25.8723	26.5256	27.1825	27.8333	28.4908	29.1447	29.7989	30.4441	30.9647
BRIDGE INSPECTOR	80 hrs	22.4135	23.0279	23.6409	24.2553	24.8678	25.4836	26.0938	26.7101	27.3231	27.9365	28.5414	29.0294
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 17		48,354	49,689	51,029	52,366	53,704	55,046	56,383	57,723	59,061	60,400	61,725	62,808
AIRPORT FIRE & SAFETY COORD	70 hrs	26.5681	27.3017	28.0379	28.7726	29.5077	30.2450	30.9797	31.7160	32.4511	33.1869	33.9149	34.5099
AIRPORT MAINTENANCE COORDIN	75 hrs	24.7969	25.4816	26.1687	26.8544	27.5405	28.2287	28.9144	29.6016	30.2877	30.9744	31.6539	32.2092
GARAGE SUPERVISOR	80 hrs	23.2471	23.8890	24.5331	25.1760	25.8193	26.4644	27.1073	27.7515	28.3948	29.0385	29.6755	30.1961
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		50,080	51,491	52,897	54,311	55,717	57,124	58,537	59,944	61,351	62,766	64,151	65,298
ADDICTION COUNSELOR II	70 hrs	27.5164	28.2917	29.0643	29.8411	30.6137	31.3869	32.1631	32.9363	33.7093	34.4869	35.2479	35.8780
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	25.6820	26.4056	27.1267	27.8517	28.5728	29.2944	30.0189	30.7405	31.4620	32.1877	32.8980	33.4861
CHILD SERVICES PROGRAM SPECIAL COMPUTER PROGRAMMER	80 hrs	24.0769	24.7553	25.4313	26.1110	26.7870	27.4635	28.1428	28.8193	29.4956	30.1760	30.8419	31.3933
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 19		51,805	53,271	54,745	56,212	57,681	59,151	60,619	62,089	63,558	65,026	66,474	67,688
PUBLIC HEALTH NURSE	70 hrs	28.4643	29.2697	30.0797	30.8857	31.6929	32.5006	33.3071	34.1149	34.9220	35.7286	36.5241	37.1911
PUBLIC HEALTH NUTRITIONIST	75 hrs	26.5667	27.3184	28.0744	28.8267	29.5800	30.3339	31.0867	31.8405	32.5939	33.3467	34.0892	34.7117
	80 hrs	24.9063	25.6110	26.3198	27.0250	27.7313	28.4380	29.1438	29.8505	30.5568	31.2625	31.9586	32.5423

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		53,882	55,417	56,956	58,494	60,034	61,570	63,108	64,646	66,182	67,717	69,248	70,544
CASE SUPERVISOR GR B	70 hrs	29.6054	30.4489	31.2946	32.1396	32.9857	33.8297	34.6747	35.5197	36.3637	37.2071	38.0483	38.7604
COMMUNITY SERVICES COORDINATOR	75 hrs	27.6317	28.4189	29.2083	29.9969	30.7867	31.5744	32.3631	33.1517	33.9395	34.7267	35.5117	36.1764
MENTAL HEALTH CLINICIAN I	80 hrs	25.9048	26.6428	27.3828	28.1221	28.8625	29.6010	30.3404	31.0798	31.8183	32.5563	33.2923	33.9154
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 21		55,951	57,560	59,164	60,771	62,371	63,979	65,585	67,191	68,797	70,402	71,994	73,365
ACCOUNTING SUPERVISOR GR. B	70 hrs	30.7423	31.6264	32.5077	33.3907	34.2697	35.1533	36.0357	36.9181	37.8006	38.6824	39.5571	40.3104
AIR COND-VENT-HEAT-REF MECH	75 hrs	28.6928	29.5180	30.3405	31.1647	31.9851	32.8097	33.6333	34.4569	35.2805	36.1036	36.9200	37.6231
CHILDREN'S SERVICE COORDINATOR	80 hrs	26.8995	27.6731	28.4443	29.2169	29.9860	30.7591	31.5313	32.3034	33.0755	33.8471	34.6125	35.2716
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN II													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SR COMPUTER PROGRAMMER													
STAFF NURSE													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 22		58,028	59,707	61,393	63,068	64,751	66,431	68,114	69,793	71,474	73,152	74,834	76,284
MENTAL HEALTH CLINICIAN III	70 hrs	31.8836	32.8060	33.7324	34.6527	35.5774	36.5006	37.4253	38.3479	39.2714	40.1934	41.1176	41.9143
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	29.7580	30.6189	31.4836	32.3425	33.2056	34.0672	34.9303	35.7913	36.6533	37.5139	38.3764	39.1200
SOCIAL WORKER II	80 hrs	27.8981	28.7053	29.5159	30.3211	31.1303	31.9380	32.7471	33.5544	34.3625	35.1693	35.9779	36.6750
SUPERVISING PUBLIC HEALTH NURS													

January 1, 2023 to December 31, 2023

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 23		60,110	61,852	63,593	65,337	67,080	68,823	70,568	72,310	74,057	75,795	77,553	79,079
COORDINATOR OF JAIL HEALTH SVR	70 hrs	33.0274	33.9846	34.9411	35.8994	36.8571	37.8149	38.7736	39.7307	40.6907	41.6456	42.6116	43.4500
REAL PROP SYSTEM COORDINATOR	75 hrs	30.8256	31.7189	32.6117	33.5061	34.4000	35.2939	36.1887	37.0820	37.9780	38.8692	39.7708	40.5533
SENIOR CLINICIAN	80 hrs	28.8990	29.7365	30.5735	31.4120	32.2500	33.0880	33.9269	34.7644	35.6044	36.4399	37.2851	38.0188
SR NETWORK ENGINEER													
SR STAFF NURSE													
Grade: 24		62,526	64,338	66,156	67,970	69,786	71,597	73,413	75,230	77,047	78,858	80,715	82,325
DIRECT OF STAFF & ORG DEV	70 hrs	34.3550	35.3506	36.3494	37.3461	38.3440	39.3390	40.3369	41.3351	42.3336	43.3286	44.3489	45.2336
HEAD NURSE	75 hrs	32.0647	32.9939	33.9261	34.8564	35.7877	36.7164	37.6477	38.5795	39.5113	40.4400	41.3923	42.2180
	80 hrs	30.0606	30.9318	31.8058	32.6779	33.5510	34.4216	35.2948	36.1683	37.0419	37.9125	38.8053	39.5794
Grade: 25		64,942	66,829	68,717	70,610	72,500	74,388	76,278	78,170	80,059	81,949	83,856	85,555
NONE	70 hrs	35.6824	36.7193	37.7566	38.7967	39.8351	40.8726	41.9110	42.9506	43.9884	45.0269	46.0747	47.0083
	75 hrs	33.3036	34.2713	35.2395	36.2103	37.1795	38.1477	39.1169	40.0872	41.0559	42.0251	43.0031	43.8744
	80 hrs	31.2221	32.1294	33.0370	33.9471	34.8558	35.7635	36.6721	37.5818	38.4899	39.3985	40.3154	41.1323
Grade: 26		67,368	69,322	71,277	73,233	75,187	77,151	79,098	81,057	83,012	84,971	86,961	88,749
NONE	70 hrs	37.0154	38.0890	39.1631	40.2379	41.3116	42.3907	43.4604	44.5369	45.6110	46.6874	47.7807	48.7631
	75 hrs	34.5477	35.5497	36.5523	37.5553	38.5575	39.5647	40.5631	41.5677	42.5703	43.5749	44.5953	45.5123
	80 hrs	32.3885	33.3279	34.2678	35.2081	36.1476	37.0919	38.0279	38.9698	39.9096	40.8515	41.8081	42.6678
Grade: 27		70,135	72,156	74,176	76,202	78,220	80,245	82,263	84,287	86,309	88,329	90,418	92,305
NONE	70 hrs	38.5357	39.6461	40.7560	41.8693	42.9780	44.0907	45.1994	46.3116	47.4226	48.5324	49.6803	50.7170
	75 hrs	35.9667	37.0031	38.0389	39.0780	40.1128	41.1513	42.1861	43.2241	44.2611	45.2969	46.3683	47.3359
	80 hrs	33.7188	34.6904	35.6615	36.6356	37.6058	38.5794	39.5495	40.5226	41.4948	42.4659	43.4703	44.3774
Grade: 28		79,507	81,804	84,100	86,391	88,689	90,982	93,277	95,575	97,870	100,164	102,599	104,824
PSYCHIATRIC NURSE	70 hrs	43.6851	44.9473	46.2089	47.4676	48.7303	49.9901	51.2511	52.5137	53.7747	55.0351	56.3731	57.5956
	75 hrs	40.7728	41.9508	43.1283	44.3031	45.4816	46.6575	47.8344	49.0128	50.1897	51.3661	52.6149	53.7559
	80 hrs	38.2245	39.3289	40.4328	41.5341	42.6390	43.7414	44.8448	45.9495	47.0529	48.1558	49.3265	50.3961

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		29,815	30,460	31,103	31,749	32,393	33,039	33,685	34,327	34,975	35,619	36,229	36,577
COMMUNITY SERVICES AIDE	70 hrs	16.3819	16.7363	17.0896	17.4446	17.7983	18.1533	18.5083	18.8610	19.2170	19.5709	19.9060	20.0973
	75 hrs	15.2897	15.6205	15.9503	16.2816	16.6117	16.9431	17.2744	17.6036	17.9359	18.2661	18.5789	18.7575
	80 hrs	14.3341	14.6443	14.9534	15.2640	15.5735	15.8841	16.1948	16.5034	16.8149	17.1245	17.4178	17.5851
Grade: 1		30,524	31,185	31,856	32,517	33,188	33,848	34,511	35,179	35,842	36,506	37,137	37,513
NONE	70 hrs	16.7714	17.1346	17.5033	17.8664	18.2351	18.5979	18.9621	19.3291	19.6934	20.0583	20.4050	20.6116
	75 hrs	15.6533	15.9923	16.3364	16.6753	17.0195	17.3580	17.6980	18.0405	18.3805	18.7211	19.0447	19.2375
	80 hrs	14.6750	14.9928	15.3154	15.6331	15.9558	16.2731	16.5919	16.9130	17.2318	17.5510	17.8544	18.0351
Grade: 2		31,048	31,740	32,439	33,129	33,822	34,513	35,210	35,902	36,595	37,288	37,964	38,363
ACTIVITIES AIDE	70 hrs	17.0593	17.4396	17.8236	18.2027	18.5836	18.9631	19.3461	19.7264	20.1071	20.4879	20.8593	21.0786
CLEANER	75 hrs	15.9220	16.2769	16.6353	16.9892	17.3447	17.6989	18.0564	18.4113	18.7667	19.1220	19.4687	19.6733
DIETARY ATTENDANT	80 hrs	14.9269	15.2596	15.5956	15.9274	16.2606	16.5928	16.9279	17.2606	17.5938	17.9269	18.2519	18.4438
ENVIRONMENTAL SERVICES WORKER													
Grade: 3		31,761	32,494	33,223	33,956	34,689	35,422	36,153	36,886	37,620	38,352	39,039	39,471
CLERK	70 hrs	17.4511	17.8539	18.2544	18.6571	19.0599	19.4626	19.8643	20.2670	20.6703	21.0726	21.4500	21.6874
PATIENT AGENT	75 hrs	16.2877	16.6636	17.0375	17.4133	17.7892	18.1651	18.5400	18.9159	19.2923	19.6677	20.0200	20.2416
POLICE DISPATCHER	80 hrs	15.2698	15.6221	15.9726	16.3250	16.6774	17.0298	17.3813	17.7336	18.0865	18.4385	18.7688	18.9765
Grade: 4		32,459	33,228	34,002	34,772	35,543	36,311	37,081	37,850	38,621	39,390	40,117	40,581
ACCOUNT CLERK	70 hrs	17.8346	18.2571	18.6824	19.1054	19.5291	19.9511	20.3741	20.7967	21.2203	21.6429	22.0423	22.2973
CENTRAL SERVICES CLERK	75 hrs	16.6456	17.0400	17.4369	17.8317	18.2272	18.6211	19.0159	19.4103	19.8056	20.2000	20.5728	20.8108
COOK	80 hrs	15.6053	15.9750	16.3471	16.7173	17.0880	17.4573	17.8274	18.1971	18.5678	18.9375	19.2870	19.5101
CUSTODIAL WORKER													
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 5		33,346	34,155	34,962	35,769	36,580	37,389	38,198	39,006	39,816	40,622	41,386	41,883
ACCOUNT CLERK/TYPIST	70 hrs	18.3220	18.7664	19.2099	19.6533	20.0989	20.5434	20.9879	21.4319	21.8769	22.3197	22.7396	23.0126
DIETARY TECHNICIAN	75 hrs	17.1005	17.5153	17.9292	18.3431	18.7589	19.1739	19.5887	20.0031	20.4184	20.8317	21.2236	21.4784
LIBRARY CLERK	80 hrs	16.0318	16.4206	16.8086	17.1966	17.5865	17.9755	18.3644	18.7529	19.1423	19.5298	19.8971	20.1360
Grade: 6		34,225	35,075	35,929	36,776	37,626	38,475	39,325	40,176	41,024	41,874	42,658	43,187
ELECTION SPECIALIST	70 hrs	18.8050	19.2720	19.7411	20.2066	20.6736	21.1401	21.6071	22.0747	22.5407	23.0077	23.4384	23.7291
MEDICAL CLERK/TYPIST	75 hrs	17.5513	17.9872	18.4251	18.8595	19.2953	19.7308	20.1667	20.6031	21.0380	21.4739	21.8759	22.1472
NUTRITION AIDE	80 hrs	16.4544	16.8630	17.2735	17.6808	18.0894	18.4976	18.9063	19.3154	19.7231	20.1318	20.5086	20.7630
PURCHASING CLERK													
SR CLERK													
Grade: 7		35,294	36,177	37,051	37,928	38,807	39,686	40,563	41,439	42,318	43,194	44,033	44,607
EMPLOYMENT & TRAIN ASST.	70 hrs	19.3923	19.8774	20.3577	20.8396	21.3226	21.8054	22.2874	22.7687	23.2517	23.7330	24.1940	24.5093
FAMILY SUPPORT WORKER	75 hrs	18.0995	18.5523	19.0005	19.4503	19.9011	20.3517	20.8016	21.2508	21.7016	22.1508	22.5811	22.8753
LABORER	80 hrs	16.9683	17.3928	17.8130	18.2346	18.6573	19.0798	19.5015	19.9226	20.3453	20.7664	21.1698	21.4456
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													
Grade: 8		36,352	37,275	38,195	39,115	40,034	40,955	41,874	42,796	43,715	44,634	45,500	46,112
EMS COORDINATOR	70 hrs	19.9736	20.4807	20.9863	21.4917	21.9967	22.5027	23.0077	23.5143	24.0193	24.5241	25.0000	25.3363
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	18.6420	19.1153	19.5872	20.0589	20.5303	21.0025	21.4739	21.9467	22.4180	22.8892	23.3333	23.6472
GUARD	80 hrs	17.4769	17.9206	18.3630	18.8053	19.2471	19.6899	20.1318	20.5750	21.0169	21.4586	21.8750	22.1693
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 9		37,593	38,554	39,518	40,482	41,448	42,411	43,375	44,340	45,301	46,268	47,178	47,843
AUTOMOTIVE MECHANIC HELPER	70 hrs	20.6554	21.1836	21.7131	22.2429	22.7736	23.3027	23.8324	24.3626	24.8907	25.4220	25.9220	26.2874
BUILDING & GROUND MAINT WORKER	75 hrs	19.2784	19.7713	20.2656	20.7600	21.2553	21.7492	22.2436	22.7384	23.2313	23.7272	24.1939	24.5349
BUILDING MAINTENANCE WORKER	80 hrs	18.0735	18.5356	18.9990	19.4625	19.9269	20.3899	20.8534	21.3173	21.7794	22.2443	22.6818	23.0015
COOK/MANAGER													
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													
Grade: 10		38,826	39,837	40,845	41,852	42,865	43,872	44,881	45,889	46,903	47,910	48,873	49,576
ASSESSMENT CONTROL EXAMINER	70 hrs	21.3330	21.8884	22.4423	22.9956	23.5521	24.1054	24.6599	25.2137	25.7709	26.3241	26.8533	27.2396
PRINCIPAL CLERK/TYPIST	75 hrs	19.9108	20.4292	20.9461	21.4625	21.9820	22.4984	23.0159	23.5328	24.0528	24.5692	25.0631	25.4236
PROBATION ASSISTANT	80 hrs	18.6664	19.1524	19.6370	20.1211	20.6081	21.0923	21.5774	22.0620	22.5495	23.0336	23.4966	23.8346
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 11		40,067	41,119	42,172	43,222	44,275	45,325	46,375	47,427	48,481	49,527	50,538	51,291
AIRPORT FIREFIGHTER	70 hrs	22.0149	22.5929	23.1714	23.7483	24.3269	24.9039	25.4807	26.0589	26.6379	27.2126	27.7681	28.1819
AIRPORT MAINTENANCE WORKER I	75 hrs	20.5472	21.0867	21.6267	22.1651	22.7051	23.2436	23.7820	24.3216	24.8620	25.3984	25.9169	26.3031
EMERGENCY COMM DISPATCHER	80 hrs	19.2630	19.7688	20.2750	20.7798	21.2860	21.7909	22.2956	22.8015	23.3081	23.8110	24.2971	24.6591
MOTOR EQUIP OPER I													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													
Grade: 12		41,301	42,393	43,483	44,579	45,671	46,760	47,856	48,944	50,040	51,132	52,181	52,982
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	22.6929	23.2929	23.8917	24.4940	25.0940	25.6923	26.2946	26.8923	27.4946	28.0946	28.6709	29.1110
BRIDGE REPAIR MECHANIC	75 hrs	21.1800	21.7400	22.2989	22.8611	23.4211	23.9795	24.5416	25.0995	25.6616	26.2216	26.7595	27.1703
CIVIL MANAGER	80 hrs	19.8563	20.3813	20.9053	21.4323	21.9573	22.4808	23.0078	23.5308	24.0578	24.5828	25.0870	25.4721
COMPUTER SPECIALIST													
COOK/MANAGER (JAIL)													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 13		42,715	43,863	45,018	46,164	47,315	48,464	49,616	50,763	51,915	53,065	54,164	55,022
AIRPORT MAINTENANCE WORKER II	70 hrs	23.4697	24.1006	24.7351	25.3649	25.9973	26.6286	27.2616	27.8917	28.5247	29.1566	29.7604	30.2319
AUTOMOTIVE MECHANIC	75 hrs	21.9051	22.4939	23.0861	23.6739	24.2641	24.8533	25.4441	26.0323	26.6231	27.2128	27.7764	28.2164
BUILDING MAINT MECHANIC	80 hrs	20.5360	21.0880	21.6433	22.1943	22.7476	23.3000	23.8539	24.4053	24.9591	25.5120	26.0404	26.4529
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		44,302	45,505	46,706	47,907	49,109	50,311	51,512	52,713	53,916	55,117	56,273	57,187
ADMINISTRATIVE AIDE	70 hrs	24.3417	25.0027	25.6626	26.3226	26.9830	27.6434	28.3033	28.9631	29.6241	30.2840	30.9193	31.4214
ASSISTANT COMPUTER PROGRAMMER	75 hrs	22.7189	23.3359	23.9517	24.5677	25.1841	25.8005	26.4164	27.0323	27.6492	28.2651	28.8580	29.3267
COMPUTER COORDINATOR	80 hrs	21.2990	21.8774	22.4548	23.0323	23.6101	24.1880	24.7654	25.3428	25.9211	26.4985	27.0544	27.4938
EQUIPMENT & BLDG MECHANIC													
LICENSED PRACTICAL NURSE													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 15		45,902	47,154	48,402	49,646	50,899	52,148	53,394	54,643	55,895	57,140	58,367	59,343
ADDICTION COUNSELOR I	70 hrs	25.2209	25.9089	26.5946	27.2780	27.9664	28.6527	29.3374	30.0236	30.7116	31.3956	32.0697	32.6060
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	23.5395	24.1816	24.8216	25.4595	26.1020	26.7425	27.3816	28.0220	28.6641	29.3025	29.9317	30.4323
PLANNING TECHNICIAN	80 hrs	22.0683	22.6703	23.2703	23.8683	24.4706	25.0711	25.6703	26.2706	26.8726	27.4711	28.0610	28.5303
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		47,669	48,976	50,279	51,586	52,889	54,199	55,496	56,807	58,111	59,415	60,702	61,740
ADMINISTRATIVE ASSISTANT	70 hrs	26.1917	26.9099	27.6259	28.3440	29.0599	29.7797	30.4923	31.2126	31.9291	32.6456	33.3527	33.9231
ASSESSOR	75 hrs	24.4456	25.1159	25.7841	26.4544	27.1225	27.7944	28.4595	29.1317	29.8005	30.4692	31.1292	31.6616
BRIDGE INSPECTOR	80 hrs	22.9178	23.5461	24.1726	24.8010	25.4274	26.0573	26.6808	27.3110	27.9380	28.5649	29.1836	29.6828
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 17		49,442	50,807	52,177	53,544	54,912	56,285	57,652	59,022	60,390	61,759	63,114	64,221
AIRPORT FIRE & SAFETY COORD	70 hrs	27.1660	27.9160	28.6687	29.4197	30.1714	30.9259	31.6769	32.4297	33.1813	33.9336	34.6780	35.2863
AIRPORT MAINTENANCE COORDIN	75 hrs	25.3549	26.0549	26.7575	27.4584	28.1600	28.8641	29.5651	30.2677	30.9692	31.6713	32.3661	32.9339
GARAGE SUPERVISOR	80 hrs	23.7703	24.4265	25.0851	25.7423	26.4000	27.0601	27.7173	28.3760	29.0336	29.6919	30.3433	30.8755
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		51,207	52,650	54,087	55,533	56,971	58,409	59,854	61,293	62,731	64,178	65,594	66,767
ADDICTION COUNSELOR II	70 hrs	28.1357	28.9286	29.7181	30.5126	31.3027	32.0929	32.8869	33.6774	34.4676	35.2626	36.0407	36.6851
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	26.2600	27.0000	27.7369	28.4784	29.2159	29.9533	30.6944	31.4323	32.1697	32.9117	33.6380	34.2395
CHILD SERVICES PROGRAM SPECIAL COMPUTER PROGRAMMER	80 hrs	24.6188	25.3125	26.0034	26.6985	27.3899	28.0813	28.7760	29.4678	30.1591	30.8548	31.5356	32.0995
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISOR COUNTY YOUTH PROGRAM													
Grade: 19		52,971	54,470	55,977	57,477	58,979	60,482	61,983	63,486	64,988	66,489	67,970	69,211
PUBLIC HEALTH NURSE	70 hrs	29.1050	29.9286	30.7566	31.5807	32.4060	33.2319	34.0566	34.8824	35.7077	36.5324	37.3461	38.0280
PUBLIC HEALTH NUTRITIONIST	75 hrs	27.1647	27.9333	28.7061	29.4753	30.2456	31.0164	31.7861	32.5569	33.3272	34.0969	34.8564	35.4928
	80 hrs	25.4669	26.1875	26.9120	27.6331	28.3553	29.0779	29.7995	30.5221	31.2443	31.9659	32.6779	33.2745

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		55,094	56,664	58,238	59,810	61,385	62,955	64,528	66,101	67,671	69,241	70,806	72,131
CASE SUPERVISOR GR B	70 hrs	30.2714	31.1340	31.9989	32.8626	33.7280	34.5907	35.4550	36.3193	37.1819	38.0446	38.9044	39.6324
COMMUNITY SERVICES COORDINATOR	75 hrs	28.2533	29.0584	29.8656	30.6717	31.4795	32.2847	33.0913	33.8980	34.7031	35.5083	36.3108	36.9903
MENTAL HEALTH CLINICIAN I	80 hrs	26.4875	27.2423	27.9990	28.7548	29.5120	30.2669	31.0231	31.7794	32.5341	33.2890	34.0414	34.6784
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 21		57,210	58,855	60,495	62,138	63,774	65,419	67,061	68,703	70,345	71,986	73,614	75,016
ACCOUNTING SUPERVISOR GR. B	70 hrs	31.4340	32.3379	33.2390	34.1417	35.0407	35.9446	36.8467	37.7489	38.6511	39.5527	40.4473	41.2176
AIR COND-VENT-HEAT-REF MECH	75 hrs	29.3384	30.1820	31.0231	31.8656	32.7047	33.5483	34.3903	35.2323	36.0744	36.9159	37.7508	38.4697
CHILDREN'S SERVICE COORDINATOR	80 hrs	27.5048	28.2956	29.0841	29.8740	30.6606	31.4515	32.2409	33.0303	33.8198	34.6086	35.3914	36.0654
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN II													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SR COMPUTER PROGRAMMER													
STAFF NURSE													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 22		59,334	61,050	62,774	64,487	66,208	67,926	69,647	71,363	73,082	74,798	76,518	78,000
MENTAL HEALTH CLINICIAN III	70 hrs	32.6011	33.5440	34.4911	35.4324	36.3780	37.3220	38.2676	39.2104	40.1550	41.0979	42.0429	42.8571
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	30.4277	31.3077	32.1917	33.0703	33.9528	34.8339	35.7164	36.5964	37.4780	38.3580	39.2400	40.0000
SOCIAL WORKER II	80 hrs	28.5260	29.3510	30.1798	31.0034	31.8308	32.6568	33.4841	34.3091	35.1356	35.9606	36.7875	37.5000
SUPERVISING PUBLIC HEALTH NURS													

January 1, 2024 to December 31, 2024

2.25% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 23		61,462	63,244	65,024	66,807	68,589	70,372	72,156	73,937	75,723	77,500	79,298	80,858
COORDINATOR OF JAIL HEALTH SVR	70 hrs	33.7703	34.7494	35.7274	36.7071	37.6863	38.6660	39.6461	40.6247	41.6060	42.5824	43.5703	44.4274
REAL PROP SYSTEM COORDINATOR	75 hrs	31.5189	32.4328	33.3456	34.2600	35.1739	36.0883	37.0031	37.9164	38.8323	39.7436	40.6656	41.4656
SENIOR CLINICIAN	80 hrs	29.5490	30.4058	31.2615	32.1188	32.9755	33.8328	34.6904	35.5466	36.4053	37.2596	38.1240	38.8740
SR NETWORK ENGINEER													
SR STAFF NURSE													
Grade: 24		63,933	65,786	67,645	69,499	71,356	73,208	75,065	76,923	78,781	80,632	82,531	84,177
DIRECT OF STAFF & ORG DEV	70 hrs	35.1280	36.1461	37.1676	38.1863	39.2066	40.2241	41.2446	42.2654	43.2863	44.3033	45.3467	46.2511
HEAD NURSE	75 hrs	32.7861	33.7364	34.6897	35.6405	36.5928	37.5425	38.4949	39.4477	40.4005	41.3497	42.3236	43.1677
	80 hrs	30.7370	31.6279	32.5216	33.4130	34.3058	35.1961	36.0890	36.9823	37.8755	38.7654	39.6784	40.4698
Grade: 25		66,403	68,333	70,263	72,199	74,131	76,062	77,994	79,929	81,860	83,793	85,743	87,480
NONE	70 hrs	36.4851	37.5456	38.6060	39.6697	40.7313	41.7923	42.8539	43.9170	44.9780	46.0401	47.1116	48.0660
	75 hrs	34.0528	35.0425	36.0323	37.0251	38.0159	39.0061	39.9969	40.9892	41.9795	42.9708	43.9708	44.8616
	80 hrs	31.9245	32.8524	33.7803	34.7110	35.6399	36.5683	37.4971	38.4274	39.3558	40.2851	41.2226	42.0578
Grade: 26		68,884	70,882	72,881	74,881	76,879	78,887	80,878	82,881	84,880	86,883	88,918	90,746
NONE	70 hrs	37.8483	38.9461	40.0446	41.1434	42.2411	43.3446	44.4384	45.5390	46.6374	47.7379	48.8560	49.8604
	75 hrs	35.3251	36.3497	37.3749	38.4005	39.4251	40.4549	41.4759	42.5031	43.5283	44.5553	45.5989	46.5364
	80 hrs	33.1173	34.0779	35.0390	36.0005	36.9610	37.9265	38.8836	39.8466	40.8078	41.7706	42.7490	43.6279
Grade: 27		71,713	73,780	75,845	77,917	79,980	82,051	84,114	86,183	88,251	90,316	92,452	94,382
NONE	70 hrs	39.4027	40.5384	41.6731	42.8116	43.9450	45.0830	46.2164	47.3533	48.4896	49.6241	50.7979	51.8583
	75 hrs	36.7759	37.8359	38.8949	39.9575	41.0153	42.0775	43.1353	44.1964	45.2569	46.3159	47.4113	48.4011
	80 hrs	34.4774	35.4711	36.4640	37.4601	38.4519	39.4476	40.4394	41.4341	42.4284	43.4211	44.4481	45.3760
Grade: 28		81,296	83,645	85,992	88,335	90,685	93,029	95,376	97,725	100,072	102,418	104,907	107,183
PSYCHIATRIC NURSE	70 hrs	44.6681	45.9589	47.2483	48.5357	49.8269	51.1149	52.4044	53.6950	54.9846	56.2736	57.6411	58.8917
	75 hrs	41.6903	42.8949	44.0984	45.3000	46.5051	47.7072	48.9108	50.1153	51.3189	52.5220	53.7984	54.9656
	80 hrs	39.0846	40.2140	41.3423	42.4688	43.5985	44.7255	45.8539	46.9831	48.1115	49.2394	50.4360	51.5303