AGREEMENT

BETWEEN

MONROE COUNTY

AND

CSEA

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

MONROE COUNTY
EMPLOYEE UNIT, LOCAL 828
UNIT 7400

(January 1, 2014-December 31, 2021)

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AGREEMENT

This agreement entered into this 1st of February, 2017, by and between Monroe County, a municipal corporation with offices in the County Office Building, 39 West Main Street, Rochester, New York, hereinafter called the "County", and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Monroe County Employee Unit, Local 828, hereinafter referred to as the "Union."

ARTICLE 1 - PREAMBLE

The County and the Union declare it to be their mutual policy that in order to promote harmonious labor relations between the County and its employees, the principle of collective negotiations is to be employed pursuant to the New York State Public Employee's Fair Employment Act and that no Article or Section in this contract is to be construed to be in violation of 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 Monroe County the best personnel available. We furthermore affirm that each employee shall at all times be a dedicated, courteous and representative of public employment, realizing full well that he is under the constant scrutiny of the public at large, and that he is performing an essential service private enterprise cannot undertake. Recognizing the moral principles inherent in Federal legislation, we hereby agree not to limit employment with the County or membership in the Unit to any person because of their sex, race, color, creed or national origin.

The Union pledges its full cooperation to the County for purposes of implementing the Monroe County Affirmative Action Policy. In the event of a conflict between such policy and the specific and express provisions of this agreement, the contractual provisions shall prevail.

The County and the Union agree to consult in respect to any Affirmative Action problem which may arise, with a sincere effort to resolve such problem.

ARTICLE 2 - RECOGNITION

SECTION 2.1. The County recognizes the CSEA as the sole and exclusive representative for all employees described in Article 3 for the purpose of collective bargaining and processing of grievances for the maximum period defined in the Taylor Act. In no event shall such sole and exclusive representation exceed the duration of this contract.

SECTION 2.2. The County shall accord the Union separate deductions on its payroll for membership dues as authorized by the employees in writing to the Department of Human Resources. The County shall also accord the Union separate deductions on its payroll for the insurance plans of the Unit, not to exceed four (4) in number.

No other unrecognized employee organization shall be accorded any such payroll privilege.

SECTION 2.3. Effective upon execution of this agreement, the County shall deduct from the wages of each employee who is not a member of the Union an Agency Shop fee equivalent to the regular dues levied by the Union in accordance with the provisions of Section 208 (3)(b) of the Civil Service Law and to remit such Agency Shop fees in accordance with Section 2.2 of this article.

SECTION 2.4. The CSEA shall indemnify and save the employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of, or for reason of action taken by the employer, in reliance upon payroll deduction authorization cards submitted by CSEA to the employer.

SECTION 2.5. The CSEA affirms that it does not assert the right to strike against the County, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike or concerted withholding of services.

ARTICLE 3 - COLLECTIVE BARGAINING UNIT

SECTION 3.1. A general unit consisting of all County employees in pay groups 16 and below, and employees working in an out-of-title assignment in pay group 17 and above, with the following exceptions:

1. Part-time employees
2. Seasonal employees
3. Temporary employees
4. Employees classified as Managerial and/or Confidential as defined in the Act or as agreed to between the parties to this agreement, including all employees in the County Executive's Office, Communications Department, Office of Management and Budget, the Department of Human Resources and the Human Resources units at Monroe Community Hospital and Westfall Road DHS/DOH.
5. Unclassified employees
6. Employees represented by other negotiating units
7. Per diem employees
8. Employees of Monroe Community College who are excluded from the unit by recognitions
9. Exempt employees

SECTION 3.2. **Definitions**: A part time employee shall be defined as one who is regularly scheduled to work less than twenty-five (25) hours per week. For employees hired on and after March 15, 2017, a part-time employee shall be defined as one who is regularly scheduled to work less than thirty (30) hours per week.

A seasonal employee is defined as one who is employed in a seasonal type position for a portion of a year only.

A temporary employee is defined as one who is employed in a temporary position which is not intended to be ongoing.

Unclassified employees are as defined in Section 35 of the Civil Service Law, e.g., elected officials; officers and employees of the County Legislature; appointing authorities; members, officers, and employees of the Board of Elections.

Exempt employees are as defined in Section 41 of the Civil Service Law.

SECTION 3.3. The County agrees that any new title created which may be within the bargaining unit shall be submitted in writing to the unit president. The salary group of any title created within the bargaining unit of the Union shall be determined by the County of Monroe. If there is disagreement regarding the County's determination of the salary group attached to such new title, the County agrees to enter into discussions with the Union.

The County agrees to notify the CSEA Unit President in writing of any proposed, new bargaining unit title or any proposed change in a Civil Service job description for a bargaining unit title prior to action by the Civil Service Commission.

ARTICLE 4 - COMPENSATION

SECTION 4.1. Effective May 1, 2017, the 2012 salary schedule steps will be increased by 1.25% and active employees shall receive a .75% one-time bonus payment.

SECTION 4.2. Effective January 1, 2018, the 2017 salary schedule steps will be increased by 1.25% and active employees shall receive a .75% one-time bonus payment.

SECTION 4.3. Effective January 1, 2019, the 2018 salary schedule steps will be increased by 1.5% and active employees shall receive a .5% one-time bonus payment.

SECTION 4.4. Effective January 1, 2020, the 2019 salary schedule steps will be increased by 2%.

SECTION 4.5. Effective January 1, 2021, the 2020 salary schedule steps will be increased by 2%.

SECTION 4.6. The above percentage raises and bonuses will apply to all employees, including those unit members who are "off step".

SECTION 4.7. Effective on and after March 9, 2017, there shall be three separate salary schedules: The (1) PRE 4-15-2005 Schedule (SS1); (2) the 4-15-2005 to 3-8-17 Schedule (SS2); and the (3) the 3-9-17 & POST Schedule (SS3). The three salary schedules are affixed to the back of this Agreement as Appendix A (SS1), Appendix B (SS2), and Appendix C (SS3).

SECTION 4.8. All unit members hired on and after March 9, 2017 will be placed on the newest salary schedule (SS3). All Step "X" (Entry level) starting salaries set forth in the prior salary schedule (SS2) shall be increased by 2% to create the Entry level starting salary for SS3, and there shall be Steps A through L, with each step being 2% higher than the previous step.

SECTION 4.9. All employees coming on the payroll of the County shall be hired at Step "X" of the salary schedule, or at a higher step at the discretion of the County Executive or

designee. The County agrees to notify the Union in writing in respect to any employees who have been hired at a step higher than "X".

SECTION 4.10. Each Step on every schedule shall require twelve (12) months of satisfactory service for advancement to the next step of the salary schedule.

SECTION 4.11. When employees are promoted to a job title having a higher salary range, they shall, upon promotion, be paid the salary step in the higher pay group which is immediately above the salary being received in the old title, plus one additional step (See agreement, dated September 28, 1999, attached to this contract as Appendix D, for certain exceptions). Employees, who move to a new title without a change in pay group shall, for purposes of increment evaluation, retain their anniversary date prior to the title change.

SECTION 4.12. Pay days shall be bi-weekly on Friday. If the pay day falls on a holiday, the preceding work day shall become the pay day.

SECTION 4.13. All County of Monroe employees' pay statements will show the number of hours worked and the overtime hours worked.

SECTION 4.14. The results of any comparable worth study involving employees covered by this agreement shall be made available to CSEA. The County shall meet and confer with the Union as to the results as well as any implementation of corrective action necessary.

SECTION 4.15. The pay groups for all titles requiring a nursing license degree (including LPNs) shall be extended by two steps equal to 2% each.

ARTICLE 5 - DIRECT PAYROLL DEPOSIT

SECTION 5.1. Direct deposit to a bank account or via a deposit card shall be mandatory for all unit employees.

SECTION 5.2. Employees in pay group 7 and below who receive an incorrect "paycheck" (a direct deposit) shall receive a corrected deposit within five (5) working days of reporting the incident. Employees in pay group 8 and above who receive an incorrect "paycheck" (a direct deposit) which is short Fifty Dollars ($50) or more shall receive a corrected deposit within five (5) working days of reporting the incident. If the incorrect "paycheck" (direct deposit) is short less than Fifty Dollars ($50), the shortage shall be made up on the following pay day.

ARTICLE 6 - MANAGEMENT RIGHTS

SECTION 6.1. The County Legislature, on its own behalf and on behalf of the electors of the County, hereby retains and reserves unto itself all right, power, authority, duty and responsibility conferred on and vested in it by the laws and Constitution of the State of New York and/or United States of America.

The exercise of any such right, power, authority, duty or responsibility by the County Management on behalf of the County Legislature and the adoption of such rules, regulations and policies as it may deem necessary shall, as they apply to employees represented by the CSEA, be limited by the specific and express terms of this agreement, and subject to the grievance procedure.

ARTICLE 7 - PERSONNEL RULES

SECTION 7.1. The County has the right to adopt additional personnel rules which are not in conflict with the provisions of this agreement.

SECTION 7.2. The County agrees to conform to the specific and express provisions of this agreement, for the term of this agreement and will not alter or modify any such provision without negotiating with the Union prior to any such modification or alteration.

ARTICLE 8 - RETENTION OF BENEFITS

SECTION 8.1. All benefits previously enjoyed by the employees are continued herein unless otherwise modified.

SECTION 8.2. Subsequent to June 20, 1978, any newly created benefits not provided for in this agreement shall become binding upon the County under the following circumstances:

The Department of Human Resources must be notified in writing by either the Department Head or the Union, of the establishment of an employee benefit not covered by the agreement.

If within ten (10) working days following the receipt of notification from either the Department Head or the Union of the establishment of an employee benefit no action is taken by the Department of Human Resources, the establishment of such employee benefit shall become binding upon the County and continue for the duration of this agreement.

In notification to the Department of Human Resources, the Department Head shall simultaneously send a copy of such notification to the President of the Union. If the Department Head fails to do so, the Department of Human Resources shall supply a copy to the President of the Union.

ARTICLE 9 - WORKING CONDITIONS

SECTION 9.1. The County shall notify the Union at least seven (7) days in advance of any policy change which affects the terms and conditions of employment, except where such change is required because of an emergency over which the County has no control.

SECTION 9.2. The County agrees to reimburse employees for damages to clothing, eyeglasses or time pieces when damages are a direct result of a physical assault upon the employee due to client contact in the course of County business.

A maximum of Seventy-Five Dollars ($75.00) will be reimbursed to the employee under the following conditions:

1. The incident must be promptly and fully documented;
2. The incident must be promptly reported to a police agency and a police report must be submitted; and,
3. The damages are not otherwise recoverable.

SECTION 9.3. At the discretion of the Department Head or designee, reimbursement will be made to an employee (to a maximum of $75) for repair or replacement to clothing, eyeglasses, or time pieces, where the damage resulted from a work function, under the following conditions:

1. The incident must be promptly reported and fully documented;
2. The damages are not otherwise recoverable.

SECTION 9.4. The County will reimburse to any employee who is required by the County to wear safety shoes seventy-five percent (75%) of the cost of safety shoes, to a maximum of one hundred dollars ($100) for one pair per year, upon submission of receipt of purchase. Any employee failing to wear required safety shoes shall be subject to disciplinary action.

SECTION 9.5. Employees who are volunteer members of a fire department or ambulance squadron may, when engaged in an emergency, report to work late and may use leave credits for such absence. Employees shall report the need for such absence to their supervisor as soon as possible.

SECTION 9.6. When new license requirements are imposed that affect employees then on the payroll, such as by local, state, or federal governments, the first additional cost of such requirements will be paid by the County. Subsequent fees will be paid by the employees.

ARTICLE 10 - WORK WEEK

SECTION 10.1. The basic work week shall be forty (40) hours, except as set forth in the agreement, dated September 28, 1999, attached to this contract as Appendix E. The exact work days and working hours shall depend on the individual position held and shall be determined by the County.

SECTION 10.2. An unpaid lunch period of a maximum of one hour shall be allowed for each full work day, except for those employees who are required to be on continuous operation who shall be entitled to a twenty minute paid lunch period. Designating which positions are continuous operation shall be determined by the County in accordance with New York State law.

Effective March 9, 2017, existing continuous operations positions will be phased out via attrition or re-organization. All employees designated as continuous operation will be the only employees so designated for so long as they are in their current position. If there is a change or reorganization impacting any such designated position, the positions will no longer be designated as continuous operations. A list of positions identified as continuous operations as of March 9, 2017 is attached to this Agreement as an Appendix.

SECTION 10.3. Brief coffee breaks may be taken in the morning and afternoon.

ARTICLE 11 - FLEXTIME AND JOB SHARING

SECTION 11.1. Voluntary agreements for flexible work schedules may be agreed to by the Director of Human Resources, the Department Head, and the Union. However, the County or the Union may cancel such flexible work schedules at any time, upon seven days' notice.

SECTION 11.2. Job sharing shall be defined as two employees sharing one full-time position. Job sharing employees shall be in the bargaining unit. Current full-time employees, within a job title and within a Department, shall be given preference in job sharing. If no such employee wishes to job share, a job sharer may be recruited from any other source.

SECTION 11.3. Employees wishing to job share shall submit a plan to the Department Head 30 days prior to the proposed start of the job sharing. All job sharing arrangements must be approved by the Department Head and agreed to in writing by the Department Head and the job sharers. A copy of job sharing agreements shall be sent to the Unit President.

SECTION 11.4. The County contribution for medical coverage may be split between the job sharers. Dental coverage may be selected by only one of the job sharers. The sharing of holidays shall be set forth in the job sharing agreement. All other benefits granted to full-time employees shall be granted to job sharers on a prorated basis according to the time each employee works. However, job sharers shall receive full-time County credit for years of service.

SECTION 11.5. The hourly rate for each job sharer shall be equal to the rate that each would be eligible for as a full-time employee.

SECTION 11.6. The work load for each job sharer shall be prorated, and the total shall be equivalent to that of a similar full-time position. Job sharers may recommend methods for providing coverage in emergencies in their plan. The Department Head shall determine how absences or vacancies will be covered.

SECTION 11.7. A job sharing arrangement may be abolished by the County or by the job sharers when a vacancy exists in the same job title. The County and the job sharers must notify the other party and the Union of their intent to discontinue the job-sharing agreement 30 days prior to the discontinuation date. When a job share is abolished by one employee resigning, the remaining employee shall be required to find a replacement or work full-time hours.

SECTION 11.8. The Union and the County will include job sharing on their Labor Management agendas when appropriate.

ARTICLE 12 - ATTENDANCE

SECTION 12.1. The Department of Human Resources, with the cooperation of the Department of Information Services, will maintain records of attendance for all County employees. Each Department Head is responsible for the accuracy of each attendance record, and for following the prescribed procedures. Each Department Head and employee is responsible for reporting attendance and leave data.

Each employee shall sign a time accounting card attesting to the fact that the employee was "to duty" or on designated type of leave during each day of the pay period. This must be countersigned with an approved signature in the employee's Department. Pay will be authorized only after submission of an approved time accounting card.

SECTION 12.2. Excessive tardiness and/or absenteeism may result in disciplinary action by the Department Head or designee.

SECTION 12.3. In the event of public transportation difficulties, severe storms, floods or similar uncontrollable conditions affecting a group of employees, tardiness and absenteeism may be excused from disciplinary action.

SECTION 12.4. The County may institute or modify employee time recording procedures following notification to and concurrence by the Union. The Union agrees that concurrence will not be unreasonably denied.

ARTICLE 13 – PAYROLL PERIODS

SECTION 13.1. The parties agree that all employees shall be paid in twenty-six (26) equal payroll periods during the course of the year. When requested by the employee, regular authorized deduction plans that have been approved by the Director of Human Resources shall be made each pay day.

ARTICLE 14 – ACCRUAL AND USE OF CREDITS

SECTION 14.1. Credits shall be earned by full-time employees during all payroll periods in which the employee is on full-pay status. Credits shall accumulate in hours, and can be used in no less than one-quarter (1/4) hour units as approved by the Department Head or designee.

SECTION 14.2. All credits must be earned before they can be used. Credits accrued shall be noted on each time accounting card in terms of hours appropriate to the job.

SECTION 14.3. Earned credits are based upon an employee's hiring date, which shall remain constant. If job changes occur between County Departments, credits shall remain with the employee.

SECTION 14.4. Employees who receive pro rata credits shall receive such credits based on the following formula. Employees regularly employed between twenty-five (25) and twenty-nine (29) hours per week -- five (5) hours for each day of credit; employees employed between twenty-nine (29) and thirty-four (34) hours per week - six (6) hours per day of credit; employees employed between thirty-four (34) hours and thirty-nine (39) hours per week, in a forty (40) hour position -- seven (7) hours per day of credit.

SECTION 14.5. The maximum amount of non-FLSA compensatory time off which may be accrued shall be forty (40) days. The amount of compensatory time earned due to FLSA overtime shall be limited to 240 hours and such hours shall be dissipated within one year of the date credited.

ARTICLE 15 - WORKERS' COMPENSATION

SECTION 15.1. If an illness or injury occurs as a result of employment, salary will be paid without charge against credits (under A code 1701 on the time card for up to five (5) days immediately following the date of disability, under the following conditions:

1. The five (5) days salary will be paid only once during any twelve (12) month period, unless otherwise authorized by the Department Head or designee. Any claim of an unreasonable denial under this subsection may be submitted for review at Step 3 of the grievance procedure. The decision at Step 3 shall be final and not subject to arbitration.
2. An accident or situation that may cause illness or injury must be reported to the employee's supervisor immediately, or as soon thereafter as possible.
3. The employee must have received medical care relating to a work-related illness or injury. The initial doctor's visit shall be paid for by the County as duty time. Verification of this treatment, the diagnosis, and the term of disability must be substantiated by the attending physician's completion of Workers' Compensation Form C-4, "Attending Doctor's Report."
4. If the attending doctor does not submit a Form C-4 to the County or its Workers' Compensation third-party administrator within 30 calendar days of the date of disability, the employee will be notified in writing by Employee Health and Safety that such form must be produced within two weeks. Failure to produce the

form shall result in the time coded A being deducted from the employee's time banks or paycheck.

Further compensation will be paid according to the rules of the Worker's Compensation law.

SECTION 15.2. Employees not eligible to use the A code 1701, pursuant to Section 15.1, may use other time credits, with the approval of the supervisor. These credits will not be reimbursed to the employee unless the term of disability extends beyond 14 days, in which case, pursuant to Workers' Compensation Law, the five-day waiting period is waived. In this case, the employee's time bank will be reimbursed according to the Workers' Compensation payment schedule.

An employee whose disability does not extend beyond 14 days shall be reimbursed for the period of disability between five and 14 days, according to the Workers' Compensation payment schedule.

SECTION 15.3. If a Workers' Compensation case is controverted by the County, and the County is successful, any payments under the A code 1701 may be recouped by the County, through deductions from the employee's time credits or, in the absence of such credits, through payroll deductions, at the rate of one day per pay period.

SECTION 15.4. An employee subject to Workers' Compensation shall be placed on leave of absence due to temporary disability until such time as the employee returns to work or until such time as the employee is adjudged to be permanently disabled from performing the employee's job duties.

Application for reinstatement must be made within twelve months after termination of such disability.

SECTION 15.5. Employees may choose to use full pay sick leave credits (U Code 1702) while disabled from work due to a work-related illness or injury, rather than receive payment, as authorized by the Workers' Compensation Board (X Code 1703). Upon final award by the Board, the employee's sick leave bank will be credited the dollar amount (in terms of hours) equal to the payments, as previously prescribed by the Workers' Compensation Board.

SECTION 15.6. An employee on leave due to a compensable illness or injury shall receive longevity payment, pursuant to Article 36, and health insurance, pursuant to Article 32, for a maximum period of one year of leave.

ARTICLE 16 - MILITARY LEAVE

SECTION 16.1. If an employee is required to render military duty, he shall be granted a military leave of absence, pursuant to Section 243 of the Military Law of the State of New York.

SECTION 16.2. Application for reinstatement must be made within 90 days from the day military service is terminated. Upon return to County service, all credits to which an employee was entitled at the beginning of that leave will be restored. Adjustments that would regularly be made to an employee's job title will be awarded in accordance with Civil Service Law and Section 243 of the Military Law of the State of New York.

SECTION 16.3. Consistent with Section 242 of the Military Law of the State of New York, members of the National Guard or the Reserve of the Army, Navy, Marine Corp, Air Force, or Coast Guard will be granted a military duty leave of absence up to 30 working days with pay in a calendar year.

ARTICLE 17 – DEPARTMENTAL TRANSFERS

SECTION 17.1. Transfer to another Department into a job with the same classification and qualifications are permissible for the benefit of the County upon agreement with the employee in question.

Request for a transfer by an employee to another Department into a job with the same classification and qualifications will be made to the Department Heads involved and to the Director of Human Resources. Employees transferring between County Departments will not lose any accumulated time or any other fringe benefits.

SECTION 17.2. Where there is a conflict of requests by two or more employees with equal skills and qualification, seniority in the job classification shall be the deciding factor.

SECTION 17.3. Nothing contained in this Article shall be construed to prevent the temporary assignment of employees from the Parks Department to the Departments of Environmental Services, Transportation, Aviation, and Facilities Management.

The maximum period of such temporary assignment shall not exceed twelve (12) months.

The County agrees that a reassigned employee shall receive at least forty-eight (48) hours verbal notification of reassignment, except under emergency conditions. Within fifteen (15) business days following the employee's reassignment, the County shall send written notice to the unit president of the employee's reassignment with a copy to be placed in the employee's personnel file.

SECTION 17.4. In the event an employee engages in a promotion or lateral transfer between a County of Monroe facility and the Monroe Community College, or vice versa, leave credits shall be retained by the employee and accumulate based upon the employee's original seniority date.

ARTICLE 18 – RESIGNATION OR RETIREMENT

SECTION 18.1. In cases of resignation or retirement, a written notice of intention shall be given to the Department Head at least two weeks prior to the last day of employment. Compensation will be made for unused vacation and compensatory days, up to forty (40) days in each category.

An employee who fails to give two (2) weeks' notice in case of resignation or retirement will forfeit compensation for unused vacation credits, except under special circumstances; in which case, the Department Head or designee may waive the notice requirement.

An employee who is discharged after a determination of incompetency or misconduct will forfeit compensation for unused vacation credits.

In the event of an employee's death, compensation for unused vacation and compensatory time credits will be paid to the employee's estate.

SECTION 18.2. An employee removed for just cause from County service will not be eligible for reinstatement.

ARTICLE 19 – REDUCTION OF FORCE

SECTION 19.1. Reduction of force among non-competitive and labor class employees:

1. Where, because of economy, consolidation or abolishment of functions, curtailment of activities or otherwise, the County finds it necessary to abolish positions, such abolishment's shall be made in accordance with the provisions hereinafter set forth.
2. Seniority for purposes of this section shall be defined as the period of service of an employee with the County dating from the first date of employment in the collective bargaining unit, provided such employee is retained by the County past the probationary period.
3. The County will make every reasonable effort to discuss with the Union any and all anticipated job abolishments before such anticipated action is made public. The County will notify and discuss with the unit president prior to the County notification to affected employees in respect to any and all anticipated job abolishments.
4. Competitive, non-competitive, and labor class employees subject to layoff as a result of job abolishment shall be given at least thirty (30) calendar days' notice prior to the date of termination. Employees subject to being bumped as a result of job abolishments shall be given at least fifteen (15) calendar days' notice prior to the date of termination. This prior notice shall cover competitive, non-competitive, and labor class employees.
5. Reinstatement of laid off employees under this section shall be in inverse order of layoff, in accordance with the provisions of this agreement or of Civil Service Law, Rules, and Regulations.

6. Any non-competitive or labor class employee subject to layoff under this section who refuses appointment in a lower title as set forth in this section shall forfeit all rights contained in this section.
7. A competitive, non-competitive or labor class employee shall be deemed to have seniority in accordance with this section and shall not be laid off as a result of job abolishment until County funded, part time, temporary, seasonal and probationary employees within the job title within the functional unit in which such job abolishments occur have been laid off. If such full-time employees are laid off, they shall be offered, in seniority order, any part-time positions for which they qualify within the Department.
8. Any labor class or non-competitive employee subject to lay-off as a result of job abolishment may exercise seniority rights to displace an incumbent with the least seniority in a lower rated title where there is a direct line of promotion or demotion or where the displaced incumbent has previously served in another position prior to serving in the position from which he is being displaced, providing the employee is physically capable of performing the work. The employee shall have the option of electing whether to displace a person in a lower rated job title or retreat to a previously held position.

ARTICLE 20 – LEAVE OF ABSENCE

SECTION 20.1. During any leave of absence without pay, credits and benefits do not accrue. Employees may choose to keep, in the employee time bank, five days of paid leave before being placed on an unpaid leave of absence. This time may be used when the employee returns to work.

SECTION 20.2. Maternity Leave: An employee who is pregnant may continue working as long as she and her physician feel she can adequately perform her work. In maternity cases, the employee will be allowed to use her accrued vacation and compensatory time credits during the non-disability period of maternity leave.

A pregnancy related disability shall be treated in the same manner as any other non-occupational disability in respect to sick leave benefits, except that pregnancy related disability shall be certified by the attending physician prior to the payment of sick leave benefits to which the employee may be entitled.

The employee has the right to be reinstated in a position of equivalent pay within six months of the granting of unpaid maternity leave, subject to the written approval of her attending physician.

SECTION 20.3. Adoption Leave: Any employee who is adopting a child five years of age or younger will be granted leave of absence for a period not to exceed six months. In such adoption cases, the employee will be allowed to use accrued vacation and compensatory time credits before being placed on leave without pay. The employee has the right to be reinstated in a position of equivalent pay within six months of adoption leave.

SECTION 20.4. A written request for a leave of absence without pay for reasons not cited in this contract must be submitted to the employee's Department Head. Upon the approval of the Director of Human Resources, leave may be granted for no more than two (2) consecutive years.

At the option of the County Executive, an employee may be granted up to two (2) years leave of absence for specialized services such as the Peace Corps upon the presentation of sufficient proof. Prior approval of the County Executive or his/her designee is required.

ARTICLE 21 – EDUCATIONAL LEAVE

SECTION 21.1. Subject to the recommendation of the Department Head and prior approval of the Director of Human Resources or designee, leave without pay may be granted for the purpose of acquiring educational training. A written request for educational leave must be made to the Department Head. Educational leave without pay for a period not to exceed two (2) consecutive years may be granted for the purpose of obtaining additional educational training. Such two (2) year consecutive education leave shall depend upon an employee successfully completing the first (1st) year of educational training.

SECTION 21.2. In certain cases where educational leave with pay is desired, a written request must be submitted to the Department Head and approved by the Director of Human Resources or designee. The student does not earn credits during this time. A person requesting educational leave with pay must sign a statement promising to work for the County a length of time equal to the educational leave with pay after finishing the leave.

SECTION 21.3. The County agrees to award available educational leave on a fair and equitable basis among qualified employees within a Department.

ARTICLE 22 – CONFERENCE ATTENDANCE

SECTION 22.1. The County agrees to award available opportunities for conference attendance on a fair and equitable basis among qualified employees within a Department.

SECTION 22.2. Legitimate expenses incurred at conferences which have been approved by the Department Head and the County Controller's Office shall be reimbursed to the employee.

SECTION 22.3. The maximum meal allowance incurred in attending out-of-County conferences shall be thirty-two dollars ($32) per day.

SECTION 22.4. Meal allowance incurred while an employee is on out-of-County business shall be reimbursed up to the following maximum amounts:

Breakfast . . . . . $ 6.50
Lunch 7.50
Dinner 18.00

The rules and regulations of the County Controller's Office shall apply in respect to this Article.

ARTICLE 23 – TUITION REIMBURSEMENT

SECTION 23.1. Tuition reimbursement will be granted to employees only for course work or degree programs taken outside of normal working hours.

Approval for reimbursement will be limited to locally accredited institutions.

The desired course work or degree program must be directly related to work actually done by an employee or work which may be reasonably expected to be performed by the employee in the near future. All course work, including electives, taken to complete approved degree requirements will be eligible for tuition reimbursement.

SECTION 23.2. The maximum reimbursement to any employee will be equal to 75% of the tuition, to a maximum of $1,325 in any calendar year.

SECTION 23.3. Employees enrolled in a certificate or licensing program or matriculated in a degree program in a field of study related to health care shall receive 100% tuition reimbursement up to a maximum of $1,700 in any calendar year. Reimbursement shall be granted only for course work taken outside of normal working hours. Approval for reimbursement shall be limited to locally accredited institutions.

Employees who qualify for health-related tuition reimbursement may also receive tuition reimbursement in accordance with Sections 23.1 and 23.2, provided that total reimbursement does not exceed $1,700 in any calendar year.

SECTION 23.4. Employees shall be required to work for the County for 12 months after the completion of any tuition-approved courses. Employees not fulfilling the 12-month employment obligation must reimburse the County for any such courses completed within the last 12 months of employment. Such reimbursement may be deducted from the employee's pay checks.

Employees shall be exempt from the 12-month employment obligation if they must leave County employment because of circumstances beyond the employee's control.

ARTICLE 24 – CIVIL SERVICE EXAMS

SECTION 24.1. If death occurs in the immediate family of an employee or in the event of serious illness or emergency of an employee who is scheduled to take a Civil Service examination, an equivalent examination shall be given upon approval of the Director of Human Resources.

Provisions for alternate examination dates shall not be inconsistent with Civil Service Rules and Regulations.

SECTION 24.2. The County will comply with rule twelve, part four, and five (a) and (b) of the present County Civil Service Rules as they pertain to employees' rights to inspect examination papers.

In the case of continuous recruitment examinations where the test booklet will not be provided, the County agrees to provide the answer sheet, the key answers and a summary of the general nature of the scope of the questions to the person taking the examination.

SECTION 24.3. Employees in group 10 and below shall not be charged Civil Service examination fees for any examination. Employees in group 11 and above shall not be charged Civil Service examination fees for promotional examinations.

ARTICLE 25 – RESIDENCY

SECTION 25.1. Requirements of residency for purposes of hire, tenure and taking of competitive and promotional examinations shall be in accordance with the rules and regulations of the Local Civil Service Commission of September 1, 1974.

SECTION 25.2. Employees hired subsequent to January 1, 1978, shall, as a condition of employment, reside within the County of Monroe. This requirement may be waived by the County Executive because of special circumstances.

ARTICLE 26 – SENIORITY

SECTION 26.1. Seniority shall be defined as total continuous length of service in the County or another governmental agency whose function has been transferred to the County, including time spent on layoff, as defined by this article, or approved leave of absence granted for any reason. Employees shall lose their seniority upon the following:

1. Resignation or retirement (except where reinstated within a period permitted by applicable provisions of Civil Service Law).
2. Discharge (in accordance with contract or Civil Service Law).
3. Failure to report to work within ten (10) days following notification of recall from lay-off as defined by this article.
4. Failure to be recalled within four years of layoff.

SECTION 26.2. Effective January 1, 1975, seniority shall be decided for all new employees hired or appointed on the same day by drawing lots.

All incumbent employees hired or appointed on the same day, for the purpose of permanent seniority, shall draw lots only if a situation develops which requires a seniority decision.

SECTION 26.3. The employer shall make all seniority lists available to the president of the unit, providing that the County receives five (5) days' advance notice. The name, title, and Department of all resignees will be sent to the president of the unit within thirty (30) days of resignation.

ARTICLE 27 – OUT-OF-TITLE WORK

SECTION 27.1. Except in the event of a bona fide emergency, no employee shall be required to assume the duties of a higher classification except when directed in writing by the supervisor. In the event such out-of-title service exceeds ten (10) consecutive work days, the employee will receive out-of-title pay for the entire assignment.

Out-of-title pay shall correspond to the salary step in the higher title, which is immediately above the salary being received by the employee in the permanent classification, plus one additional step.

Temporary out-of-title assignments in a lower title shall not result in a salary reduction. Out-of-title assignment shall be designated to the employee in writing, setting forth the commencement date of the out-of-title assignment.

An employee claim for out-of-title pay shall not be valid unless such employee, upon being designated to perform the duties of a higher title, receives a written designation from the Department Head or designee. Failure to receive a written designation shall require the employee to file a written grievance within fifteen (15) business days following the unwritten designation to out-of-title work.

SECTION 27.2. Any other claim by an employee that he is working out-of-title may be processed through the Department of Human Resources in a request for a job audit. Any employee contesting the findings of the Department of Human Resources may appeal to the Monroe County Civil Service Commission, whose determination shall be final.

SECTION 27.3. The CSEA Unit President will be notified in writing when a bargaining unit employee is assigned to work out of title in group 17 and above.

ARTICLE 28 – SHIFT PREFERENCE

SECTION 28.1. After one year of continuous service on a particular shift, an employee, unless unqualified, may exercise seniority in respect to choice of shift.

When an employee chooses to exercise seniority for choice of shift, the employee may not utilize that process more than three times per year. This procedure may be utilized only when a shift vacancy exists.

For purposes of this section, seniority shall be defined as the length of continuous service within a functional unit.

ARTICLE 29 – REINSTATEMENT

SECTION 29.1. If an employee has passed the probationary period and has resigned, the employee may be reinstated without examination within one year of the date of such resignation. Reinstatement into the same or similar position in the same or lower grade will be subject to Civil Service regulations.

A reinstated employee shall have restored all leave credits which were lost due to the resignation.

ARTICLE 30 – PERSONNEL FILES

SECTION 30.1. No material related to an employee's conduct, performance, character, or personality which is derogatory in nature shall be placed in the personnel file without notification to the employee. Employees shall be given an opportunity to read such material and shall acknowledge that they have read such material by affixing their signature on the material to be filed, with the understanding that such signature merely acknowledges that the employee has read such material and does not indicate agreement with its contents. The employee shall receive a copy of such material upon request. Employees who have derogatory material lodged against them shall have such material deleted from their personnel file when such material has been determined invalid by normal grievance procedures, Civil Court action, or by formal or informal hearings with County representatives.

SECTION 30.2. Employees shall have an opportunity to review their personnel file in the presence of an appropriate County official upon five (5) days' notice, and to place in such file a response of reasonable length to anything contained therein which the employee deems to be adverse.

SECTION 30.3. Except for performance evaluations, any report of an adverse nature which is three or more years old shall, upon written request of the employee, be removed from the personnel file and placed in a sealed envelope and may be opened only after reasonable notification to the employee and only for purposes of defense by either the employee or the County in a legal or administrative proceeding. The removal of such report shall not take place during any period in which the employee has been issued discipline within the prior thirty days or has a pending grievance. Material which has been removed and which has been placed in a sealed envelope will not be referred to in any step of the contractual grievance procedure.

The employee shall have the opportunity to be present at the time the sealed file is opened, which shall be stored in the Department of Human Resources.

SECTION 30.4. The County agrees that there shall not be more than one (1) personnel file in any facility of the County covered by this agreement, which shall be maintained in the personnel office of such facility.

ARTICLE 31 – JOB POSTING, PROMOTION, AND EXAM ANNOUNCEMENTS

SECTION 31.1. All promotional job openings in the competitive (except where there is a valid list), non-competitive and labor classifications, will be posted in the functional unit in which the job opening exists for at least ten days prior to the filling of such position, except in emergency situations. All job postings shall contain the following: the job title, the number of vacancies, salary and current work locations of the openings, and the current shift. Posting requirements shall not apply to entry-level positions.

All competitive positions which are to be filled will be filled in accordance with the Civil Service Law.

SECTION 31.2. All examination announcements in the competitive class will be posted in all work locations for fifteen days prior to the examination closing date in accordance with Civil Service rules and regulations.

The President of the Union and the section president shall receive copies of all posted exam announcements, where appropriate, at the earliest possible time prior to posting such notices.

SECTION 31.3. Any non-competitive or labor-class employee may submit a request for a promotional, non-competitive, or labor-class position posted within the functional unit in which the employee is employed.

In the Departments of Aviation, Environmental Services, Facilities Management, Transportation, and Parks, if no qualified employees in a functional unit respond to a posting, the position shall be posted throughout these Departments.

The functional unit shall establish the qualifications for the posted positions, and they shall be included in all postings.

Job postings that include additional qualifications beyond the minimum qualifications shall include the following language:

In order to perform the duties of this position, an applicant should be able to: [list additional qualifications].

An applicant who does not meet such additional qualifications may be disqualified.

When the qualifications of two or more employees are relatively equal, seniority shall be the deciding factor.

An employee promoted to a higher classification in the non-competitive or labor class shall serve a six-month probationary period, during which time the employee may be returned to the former position without recourse to the grievance procedure.

For the purposes of this section, seniority in the non-competitive and labor class shall be defined as the length of continuous employment with the County.

SECTION 31.4. When a posting is issued by a Department for a specific assignment, an employee in that title, in that Department, may apply for that assignment. The Department, in its discretion, may select any such employee or fill the position as provided elsewhere in this Article.

SECTION 31.5. If no qualified employee applies for the position, the County shall fill such position at its discretion from any other source.

SECTION 31.6. The promulgation of the County policy on employment and assignment of relatives will be considered in making promotional decisions. However, the County shall not act in an arbitrary or capricious manner in denying promotions.

ARTICLE 32 – HEALTH INSURANCE

SECTION 32.1. Effective May 1, 2017, **unit members hired by the County before April 15, 2005 (CAT 1)** will pay 10% of the premium for Value 2. Effective January 1, 2018 the employee contribution for such unit members shall increase to 11% of Value 2; effective January 1, 2020, the employee contribution for such unit members shall increase to 12% of Value 2; effective January 1, 2021, the employee contribution for such unit members shall increase to 13% of Value 2.

SECTION 32.2. Effective May 1, 2017, **unit members hired by the County on and after April 15, 2005 but before October 1, 2012 (CAT 2)** will pay 16% of the premium for Value 2. Effective January 1, 2018 the employee contribution for such unit members shall increase to 17% of Value 2; effective January 1, 2020, the employee contribution for such unit members shall increase to 18% of Value 2; effective January 1, 2021, the employee contribution for such unit members shall increase to 19% of Value 2.

SECTION 32.3. Effective May 1, 2017, **unit members hired by the County on and after October 1, 2012 (CAT 3)** will pay 21% of the premium for Value 2. Effective January 1, 2018 the employee contribution for such unit members shall increase to 22% of Value 2; effective January 1, 2020, the employee contribution for such unit members shall increase to 23% of Value 2; effective January 1, 2021, the employee contribution for such unit members shall increase to 24% of Value 2.

SECTION 32.4. CAT 1 and CAT 2 employees will have the option to "buy-up" to the Select plan as active employees and in retirement. The buy-up shall mean that the employee will pay the entire difference between the County contribution toward the Value 2 plan and the total cost of the Select plan.

SECTION 32.5. The County shall develop and implement a high deductible plan(s) as a voluntary alternative to the Value 2 plan.

SECTION 32.6. Effective January 1, 2018, CAT 1 and CAT 2 unit members who are eligible for but do not participate in County health insurance because they have group coverage elsewhere (which alternate coverage must not result in a fine, tax, or other penalty or forfeiture of any kind under federal or other law, rule, or regulation), the County will pay a stipend of $2,500, pro-rated and paid quarterly (with County option to increase in 2019 or beyond). This buy-out provision will not be effective unless at least 169 eligible employees "opt-out". The 169 employee requirement will be applied each health plan year and the buy-out will apply only if the threshold is met each year. Any employee who takes the buy-out but experiences a qualifying event that necessitates his/her return to County coverage may do so, but the employee shall reimburse the stipend for that year (on a prorated basis) to the County through payroll deductions.

SECTION 32.7. The County reserves the right to change insurance carriers or to become self-insured if it deems necessary; however, the County agrees to provide at least equal benefits to the coverage contained in the current health insurance contract. At least equal benefits shall be construed to mean acceptability of the coverage in the medical community. In the event the

County is to consider an alternative health coverage plan, the County agrees to convene a committee to study such proposal or proposals and agrees to include a representative of the Union on such committee. If the Union does not agree that the proposed change of insurance carriers provides at least equal benefits, the parties shall enter into negotiations in respect to the equal benefits proviso in an attempt to resolve the controversy.

SECTION 32.8. It shall be the employee's responsibility to initiate membership in the plan and any change in family status in the Department of Human Resources. County health insurance plans will not be offered if the employee is covered by another health insurance plan or any other comparable medical/surgical insurance of any company. During annual open enrollments, the County shall provide employees with an annual notification of the option to change employee's health insurance coverage.

SECTION 32.9. If the Affordable Care Act (ACA) mandates are repealed or changed, the mandated benefits shall revert back to pre-ACA mandate coverage levels. The ACA mandates do not extend to retiree plans.

SECTION 32.10. **Hired before April 15, 2005 (CAT 1)**

Section 32.10.1. For full-time employees in the bargaining unit **hired before April 15, 2005 (CAT 1)** who have met existing service time requirements to qualify for retiree health insurance coverage shall receive retiree health insurance with the County's contribution to this coverage as follows:

a. For retirees whose age and years of service total 85 or more, coverage shall be fully paid by the County.
b. For retirees whose age and years of service total 80 to 84, the County shall pay 90% of the cost of coverage.
c. For retirees whose age and years of service total 75 to 79, the County shall pay 85% of the cost of coverage.
d. For retirees whose age and years of service total 70 to 74, the County shall pay 75% of the cost of coverage.
e. For retirees whose age and years of service total 65 to 69, the County shall pay 65% of the cost of coverage.
f. For retirees whose age and years of service total 60 to 64, the County shall pay 55% of the cost of coverage.

Section 32.10.2. All retirees covered by Section 32.10.1 (CAT 1) shall be entitled to health insurance coverage during retirement under either the Value 2 plan or the Select plan (Select is a buy-up) under the following provisions: They have completed fifteen (15) years of continuous full-time service with the County immediately preceding their date of retirement into the New York State Retirement System or under Social Security and are receiving these benefits immediately upon termination of employment from the County.

SECTION 32.11. **Hired on and after April 15, 2005 but before October 1, 2012 (CAT 2)**

Section 32.11.1. Full-time employees in the bargaining unit **hired by the County on and after April 15, 2005 but before October 1, 2012 (CAT 2)** who have met existing service time requirements to qualify for retiree health insurance coverage, shall receive coverage at the same contribution rates applicable for active employees hired in their CAT, except they will contribute an additional 1.0% towards health care for each year under age 60 they retire, and will contribute an additional 2.0% towards health care for each year of service less than 20 years.

Section 32.11.2. All retirees covered by SECTION 32.11.1 (CAT 2) shall be entitled to health insurance coverage during retirement under the same health insurance benefits provided to active full-time employees in their CAT if they have completed fifteen (15) years of continuous full-time service with the County immediately preceding their date of retirement into the New York State Retirement System or under Social Security and are receiving these benefits immediately upon termination of employment from the County.

SECTION 32.12. **Hired on and after October 1, 2012 (CAT 3)**

Section 32.12.1. Full-time employees in the bargaining unit **hired by the County on and after October 1, 2012 (CAT 3)** who have met existing service time requirements to qualify for retiree health insurance coverage, shall receive coverage at the same contribution rates applicable for active employees hired in their CAT, except they will contribute an additional 1.0% towards health care for each year under age 60 they retire, and will contribute an additional 2.0% towards health care for each year of service less than 20 years.

Section 32.12.2. All retirees covered by Section 32.12.1 (CAT 3) shall be entitled to health insurance coverage during retirement in the same health insurance benefits provided to active employees hired after October 1, 2012, if they have completed twenty (20) years of continuous full-time service with the County immediately preceding their date of retirement into the New York State Retirement System or under Social Security and are receiving these benefits immediately upon termination of employment from the County.

SECTION 32.13. Notwithstanding the above, years of service can include all full-time years worked for the County, even if not continuous, and employees who join or have joined the County from another New York State public employer with a break in service of thirty (30) days or less, will receive up to five (5) years credit for his or her prior service for purposes of retiree health eligibility and benefits. For purposes of this section, leaves of absences, reinstatements and rehires of up to one year shall not break continuous service.

SECTION 32.14. Retirees who move outside the Rochester managed care coverage area shall have the right to have the County contribute to a health insurance carrier for a plan in their area of residence, in an amount not to exceed that which is available for the retiree under 32.10, 32.11, or 32.12 as applicable.

SECTION 32.15. The surviving spouse of a retired employee who had completed the requisite years of service for their CAT and who is covered by County health insurance in accordance with this agreement, shall be entitled to continued health insurance coverage (single

or family whichever is applicable) for fifty-four (54) months after the retiree deceases, unless the spouse remarries.

SECTION 32.16. If the spouse of a retiree is not Medicare eligible at the time the retiree becomes Medicare eligible, the spouse (and family) will receive continued primary coverage for a maximum of 54 months, or until the spouse becomes Medicare eligible, whichever occurs first, at which time such coverage shall cease and the spouse will be entitled to a Medicare plan when he/she is eligible and enrolls in Medicare. The retiree may continue this coverage past 54 months if the spouse is not yet Medicare eligible and until he/she becomes Medicare eligible by paying the cost of such coverage provided this is permissible under plan terms and insurance regulations. For employees with 30 years of service, the maximum months allowable shall be 72 months instead of 54 months for the Spouse/Family coverage.

SECTION 32.17. Only the spouse/family at the time of retirement will be eligible for the above benefits.

SECTION 32.18. The spouse of a deceased County retiree may participate in the County's health insurance plan by remitting the appropriate premium to the Department of Human Resources. Such person shall have full responsibility to remit to the County of Monroe the periodic premium required. Failure of the person to comply with requirements of premium remittance shall relieve the County of any obligation to continue such person on its health insurance roster. The County agrees that at the time of such person's application to continue coverage in the County's group plan, it will, in writing, fully inform such person of the procedure necessary, and of the remittance requirement in order for such person to continue participation in the County's Group Health Insurance Program.

SECTION 32.19. Notwithstanding the above, the retiree health insurance provisions of the parties' 2009-2012 Collective Bargaining Agreement shall continue to apply to unit members who retire on or before June 30, 2017.

SECTION 32.20. It shall be the employee's responsibility to initiate membership in the plan and any change in family status in the Department of Human Resources. For the employee beginning County service on or after January 1, 1973, the health insurance plan currently in existence will not be offered if the employee is covered by another health insurance plan or any other comparable medical/surgical insurance of any company.

SECTION 32.21. It shall be the employee's responsibility to make application for continuation of health insurance coverage to the Department of Human Resources prior to the date of retirement from the County.

ARTICLE 33 – DENTAL CARE COVERAGE

SECTION 33.1. Employees may, at their option, enroll in the County dental program which is set forth in the Memorandum of Agreement between the parties hereto, and dated January 1, 1980.

Each new or existing employee shall be eligible for participation in the program, commencing with the forty-sixth (46) day following the date of enrollment.

SECTION 33.2. The dental plan coverage shall be in accordance with the agreement between the County and the Union, and executed on March 4, 1983. The dental insurance cap shall be $1,000.

SECTION 33.3. Participating employees shall, by payroll deduction, be required to contribute $1.64 per month per family contract and $.66 per month per single contract. Any increase in employee contribution shall be in accordance with the agreement stated in Section 33.2 of this Article.

SECTION 33.4. Retirees with ten or more continuous years of service immediately preceding date of retirement into the NYS Retirement System or under Social Security shall be entitled to fully paid dental coverage (single or family whichever is applicable) which is in effect at retirement.

ARTICLE 34 – RETIREMENT

SECTION 34.1. Section 75-I of the New York State Retirement System shall be continued for County employees for the duration of this agreement.

SECTION 34.2. All members are granted the application of Section 41-J, which provides that unused sick leave may be used as additional service credit upon retirement up to 165 days (not to be paid in cash, however).

SECTION 34.3. The County will continue the provisions of Section 60-B which guarantees a minimum death benefit.

SECTION 34.4. The parties agree that the provisions of this article shall not be inconsistent with the provisions of the New York State Retirement System as enacted by the New York State Legislature.

ARTICLE 35 – OVERTIME

SECTION 35.1. The County agrees to distribute authorized overtime on a fair and equitable basis among qualified employees performing similar work within a functional unit.

SECTION 35.2. Overtime shall be paid at the rate of time and one-half the employee's base hourly rate or compensatory time off at time and one-half (at the option of the employee) for all hours worked over 40 hours per week to all employees in pay groups 11 and below, and to all employees who are covered by the Fair Labor Standards Act in pay groups 12 through 16.

Straight time pay or compensatory time off (at the option of the employee) shall be paid to all employees who are in the exempt category under FLSA in pay groups 12 through 16, for all hours worked in excess of forty hours per week.

SECTION 35.3. Hours paid for but not worked for holidays, compensatory time off, and vacation shall be counted as time worked for the purpose of calculating overtime. Sick leave time shall not be counted as time worked in the calculation of overtime.

SECTION 35.4. All time worked between thirty-five (35) hours and forty (40) hours per week shall be compensatory time off or, upon the employee's request and with Department Head approval, shall be paid at the straight time rate.

SECTION 35.5. Employees called into work outside of regularly scheduled hours shall be guaranteed a minimum of three (3) hours pay or compensatory time at the rate of time and one-half (employee option). Such call-in pay shall not apply to hours which immediately precede or follow the employee's regularly scheduled work hours.

SECTION 35.6. If the Fair Labor Standards Act is rescinded, amended or modified, this article shall be subject to re-negotiation.

SECTION 35.7. Employees mandated to work overtime shall be notified forty-eight (48) hours in advance whenever possible. Where practice has been to notify in writing, it shall continue for the life of this agreement.

SECTION 35.8. An employee on stand-by will be credited with .67 of an hour payment at the rate of time and one-half (1 1/2) or in compensatory time off at the option of the employee for each eight (8) hours of stand-by or major portion thereof. If the employee is required to report for duty as a result of a stand-by call, the provisions of Section 35.5 of this article shall apply.

An employee who is on stand-by and who fails to respond to a call as directed shall be subject to disciplinary action.

ARTICLE 36 – LONGEVITY

SECTION 36.1. All employees covered by this agreement who have given ten continuous years of service as of July 1st of any year to the County of Monroe shall receive $475 each year.

All employees covered by this agreement who have given fifteen continuous years of service as of July 1st of any year to the County of Monroe shall receive $575 each year.

All employees covered by this agreement who have given twenty continuous years of service as of July 1st of any year to the County of Monroe shall receive $675 each year.

All employees covered by this agreement who have given twenty-five continuous years of service as of July 1st of any year to the County of Monroe shall receive $775 each year.

SECTION 36.2. Longevity payments shall be made in the payroll period following July 1st of each year.

ARTICLE 37 – MILEAGE REIMBURSEMENT

SECTION 37.1. The County shall provide mileage allowance in the same amount and on a retroactive basis as that which is promulgated by the Internal Revenue Service to those employees required to use their personal motor vehicles on County business. In the event that

public transportation or other private transportation is required and in the event that parking or toll fees are incurred on County business, such fees and expenses shall be reimbursed upon proper proof thereof. Reimbursement shall not include any reimbursement for parking fees normally incurred at the employee's place of business.

SECTION 37.2. Subject to the policies of the Office of the County Controller, reimbursement shall be made on/before the twentieth day of the month following the month in which these expenses were incurred, subject to the employee's submitting a completed voucher by the fifth working day of that month.

Any mileage or parking expense claimed which is less than Ten Dollars ($10) shall not be submitted for payment until the claim exceeds Ten Dollars ($10). In no event, however, shall mileage or parking claims be submitted later than December 1 of any year.

SECTION 37.3. It is understood that the use of County vehicles utilized by employees and which are driven to and from work does not constitute an employee benefit under this agreement and such use may be withdrawn by the County after thirty (30) days written notice to the affected employee.

ARTICLE 38 – HOLIDAYS

SECTION 38.1. Legal holidays constitute days off with pay. Holidays to be observed by Monroe County shall be:

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

and a floating holiday which may be taken at a time mutually agreed to between the employee and the Department Head or designee. If the employee is prevented by the Department from taking the floating holiday during each calendar year of this agreement, such floating holiday shall be converted to the compensatory time bank of the employee. To receive a floating holiday during any year, the employee must have been hired prior to pay period 21 of that year.

Observance of the above-stated holidays shall be in accordance with the observance prescribed by State and/or Federal Law.

SECTION 38.2. When a legal holiday falls on a Saturday, the preceding Friday will be considered a holiday with pay. When a holiday falls on a Sunday, the following Monday will be considered a holiday with pay.

However, employees engaged in a continuous operating function in the Departments listed below shall observe the stated holidays on the calendar date of the holiday: Medical Examiner's Office, Environmental Services, Aviation, Office of the Sheriff-Records, Parks Department, and Facilities Management.

SECTION 38.3. Employees who work on holidays shall receive holiday pay, plus time and one-half for hours worked, providing the hours worked or paid for during that holiday week equal 40 hours or more.

ARTICLE 39 – SICK LEAVE

SECTION 39.1. Sick leave is earned and posted at the rate of one day per month of service, up to 200 days maximum. Effective in the first pay period of 1992, the maximum shall be 230 days. Sick leave is neither earned nor posted when the employee is at this maximum. If sick leave credits are exhausted, existing vacation credits can be applied toward days absent only with the express permission of the Department Head or designee.

Sick leave constitutes absence for reasons of illness or injury, dental, optical or medical appointments, quarantine regulations and serious illness in the immediate family requiring care and attendance by the employee or when through exposure to a contagious disease a physician certifies that the employee's presence at place of duty jeopardizes the health of others.

Immediate family includes parents, spouse, children, brother, sister, grandparents, grandchildren or any relative who is an actual member of an employee's household.

Any employee engaging in gainful outside employment while on sick leave from the County shall not be entitled to sick leave payment, and may be subject to disciplinary action by the County.

SECTION 39.2. When absence is required under the provisions of sick leave, an employee or a person acting for the employee must notify the employee's supervisor of the reason at least one hour prior to the commencement of the work day, or as soon thereafter as is possible. Failure to report within stated time limits without satisfactory reason shall cause the action to be considered leave without pay. Sickness during the working day must be reported to the Department Head or designee.

Sick leave which extends three or more consecutive working days shall be supported by a standard medical certificate completed by the attending physician, only if the employee's supervisor has reasonable doubt as to the validity of the employee's absence. The medical certificate shall, upon request, be submitted to the supervisor within seven days after returning to work.

SECTION 39.3. Notwithstanding the foregoing, if the employee's supervisor has reasonable doubt as to the validity of the employee's absence and notifies the employee in

writing prior to the return to work, a medical certificate shall be submitted to the employee's supervisor upon the return to work.

If the employee does not receive a request in writing prior to the return to work, and the employee's supervisor has reasonable doubt in respect to the validity of the employee's absence, then a medical certificate shall, upon request, be submitted to the employee's supervisor within seven days following the employee's return to work.

SECTION 39.4. When sick leave is used for three or more consecutive days because of illness in the immediate family, certificate by the attending physician covering the nature of the illness and need for the employee to be in attendance of the relative may be required upon reasonable doubt of the supervisor as to the validity of the absence.

SECTION 39.5. The Director of Human Resources may verify the validity of any absence under these regulations. Should a doctor or other County representative be assigned to visit an employee during an illness, such person shall be allowed into the employee's home.

Failure to submit evidence of illness when required will cause the absence to be considered as time off without pay.

ARTICLE 40 – HALF-PAY SICK LEAVE

SECTION 40.1. Employees who have been employed by the County for one to two years shall be entitled to half-pay sick leave for a maximum period of three months under the following conditions:

1. The employee has exhausted all accumulated leave time;
2. The employee is subjected to an unpaid waiting period of ten working days; and
3. The employee has not abused the sick leave privileges during County employment.

Employees who have been employed by the County for two to three years shall be entitled to half-pay sick leave for a maximum period of six months under the following conditions:

1. The employee has exhausted all accumulated leave time;
2. The employee is subjected to an unpaid waiting period of five working days; and
3. The employee has not abused the privileges of sick leave during County employment.

Employees who have been employed by the County for three years or more shall be entitled to half-pay sick leave for a maximum period of six months under the following conditions:

1. The employee has exhausted all accumulated leave time;
2. The elimination of an unpaid waiting period; and
3. The employee has not abused the sick leave privileges during County employment. It is understood that the foregoing half-pay provision applies to the

employee only and may be granted more than once during any twelve month period.

SECTION 40.2. Sick leave at half-pay shall not be unreasonably denied; challenges to an unreasonable denial of half-pay sick leave shall be processed through the grievance procedure, commencing at step two of the grievance procedure.

If a grievance is not resolved at step two or step three of the grievance procedure, the case shall be presented to the Director of Human Resources for final determination. The parties agree that a grievance in respect to half-pay sick leave shall not be arbitrable. When the case is presented to the Director of Human Resources for determination, a Union representative shall be allowed to participate in such presentation.

SECTION 40.3. Upon the recommendation of the Department Head and the approval of the County Executive or designee, an extension of half-pay sick leave may be granted.

SECTION 40.4. Employees may choose to keep, in the employee time bank, five days of paid leave before being placed on half-pay sick leave. This time may be used when the employee returns to work.

ARTICLE 41 – DEATH IN THE FAMILY

SECTION 41.1. An employee covered under this agreement shall be granted up to a maximum of five (5) working days, three of which must be consecutive, with pay due to the death of a parent, spouse, child, person occupying the position of a parent, or relative who is an actual member of the employee's household. A maximum of three (3) consecutive working days with pay shall be granted due to the death of a brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, or person occupying the position of parent of the spouse. This absence must be reported to the employee's Supervisor as soon as possible and at least by the first day of absence.

Upon reasonable doubt, the Department Head or designee may request that the employee submit a notice of death or other evidence attesting to the validity of the absence.

ARTICLE 42 – SHIFT PREMIUM

SECTION 42.1. An employee whose major part of the working day falls between the hours of 6:00 p.m. and 6:00 a.m. on a regular basis shall be paid $.80 per hour shift premium. The major part of a working day is defined as 50% or more of the employee's hours.

Any regular shift which extends past 6:00 p.m. shall be paid for at the rate of $.80 per hour for each hour past 6:00 p.m.

An employee who is not regularly scheduled to work between the hours of 6:00 p.m. and 6:00 a.m. shall be entitled to the shift premium only when filling in for an absent employee whose regularly scheduled hours are between 6:00 p.m. and 6:00 a.m.

Shift premium shall be paid at the rate of 1 1/2 when overtime is worked on a premium shift.

ARTICLE 43 – VACATION

SECTION 43.1. Full-time employees will earn a paid vacation allowance determined by length of service as prescribed below. Vacation time taken shall only be granted when approved by the Department Head or designee.

SECTION 43.2. Vacation preference shall be selected by virtue of seniority within each functional unit.

An employee may not exercise seniority for vacation preference for a period in excess of three consecutive weeks.

Employees wishing to exercise seniority shall enter their name and the vacation period desired on a vacation sheet which shall be posted in each functional unit. The vacation sheet shall be posted no later than March 1st of each year for a fourteen (14) day period for vacation leave to be taken from April 1 through September 10.

A vacation sheet shall be posted no later than August 1 for a fourteen (14) day period for vacation leave to be taken between September 11 and March 31.

Upon expiration of the fourteen (14) days, each employee may select additional vacation time to which he may be entitled, without regard to seniority.

Having once made a choice, no employee may change scheduled vacation if such change will conflict with the choice of any other employee in the unit or unless the affected employee and management agree to such change.

Employees must be notified of the approval or denial of vacation requests within 14 days after the end of the posting periods. All other vacation requests shall be responded to within 7 days.

For purposes of this article, seniority shall be defined as length of continuous service within the County, except as otherwise agreed to.

SECTION 43.3. For employees hired prior to March 15, 2017, accumulation of vacation credits is allowed up to a maximum of forty (40) working days. Vacation credits are neither earned nor posted when an employee is at the maximum. Vacation earned will be granted and posted on the following schedule:

FIRST YEAR AND SECOND YEAR: Starting with the first month and ending with the twenty-fourth month of service, vacation shall be earned and be posted at the rate of 5/6 days per month of service. This is at an annual rate of 10 days per year.

THIRD YEAR THROUGH EIGHTH YEAR: After two years of service, starting with the twenty-fifth month and ending with the ninety-sixth month of service, 1-5/12 days per month

shall be earned and posted per month. This is at an annual rate of seventeen days' vacation per year.

NINTH THROUGH FOURTEENTH YEAR: After eight years of service, starting with the ninety-seventh month and ending with the one-hundred sixty-eighth month, 1-1/2 days per month vacation shall be earned and posted. This is at an annual rate of 18 days' vacation per year.

FIFTEENTH YEAR AND OVER: Commencing with the one-hundred sixty-ninth month of service, 2 days per month vacation shall be earned and posted. This is at an annual rate of 24 days' vacation per year.

SECTION 43.4. For employees hired on and after March 15, 2017, accumulation of vacation credits is allowed up to a maximum of forty (40) working days. Vacation credits are neither earned nor posted when an employee is at the maximum. Vacation earned will be granted and posted on the following schedule:

FIRST YEAR THROUGH FOURTH YEAR: Vacation shall accrue at the rate of 10 days per year.

FIFTH YEAR THROUGH TENTH YEAR: Vacation shall accrue at the rate of 15 days per year.

ELEVENTH AND TWELFTH YEAR: Vacation shall accrue at the rate of 16 days per year.

THIRTEENTH, FOURTEENTH, AND FIFTEENTH YEAR: Vacation shall accrue at the rate of 17 days per year.

SIXTEENTH AND SEVENTEENTH YEAR: Vacation shall accrue at the rate of 18 days per year.

EIGHTEENTH AND NINETEENTH YEAR: Vacation shall accrue at the rate of 19 days per year.

YEAR 20 AND AFTER: Vacation shall accrue at the rate of 20 days per year.

ARTICLE 44 – PARKING

SECTION 44.1. The County agrees for the life of this agreement to continue free parking in those areas where County employees are allowed to park without fee.

Expansion or alteration of parking lots with no fee status shall not affect the free parking status of such parking lots.

ARTICLE 45 – JURY DUTY AND COURT ATTENDANCE

SECTION 45.1. To meet an obligation as a citizen by serving on juries, an employee will be granted time off with pay for jury duty.

SECTION 45.2. Compensation received by the employee, except mileage fees, will be paid by the employee to the County of Monroe.

SECTION 45.3. Leave with pay is also granted pursuant to subpoena or other order of court, providing the employee is not a direct litigant in action before the court.

SECTION 45.4. An employee who works the afternoon or night shift who is summoned to jury duty, shall be considered to be on the day shift working a normal work week for the duration of the jury service.

ARTICLE 46 - ASSOCIATION BUSINESS

SECTION 46.1. The Union will be granted use of designated meeting rooms during non-working hours for general membership meetings with advance approval by the appropriate supervisor.

SECTION 46.2. The County will distribute on behalf of the Union a reasonable amount of appropriate literature by paycheck envelope.

SECTION 46.3. The Union shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the County, subject to the advance approval of the contents of such notices and communications by the County Executive or designee.

SECTION 46.4. The County recognizes the right of the employees to designate representatives of the Union to appear on their behalf for the purpose of conducting negotiations, to discuss salaries, working conditions, grievances and disputes, and to visit employees during working hours for such purposes. Such employee representatives shall also be permitted to appear at public hearings before the County Legislature.

Any member of the Union shall have the right to present a grievance to representatives of the County or to file such grievance with the designated Union representative without loss of pay. Representatives of the Union shall be allowed release time with pay for the purpose of meeting with County representatives. Representatives of the Union shall be allowed release time with pay for the purpose of representing employees in a grievance at any stage of the grievance procedure.

Immediately upon execution of this agreement, the President of the Union shall submit to the Special Counsel for Labor Relations the names and work locations of all Union representatives and shall provide the names of new or changed representatives within five (5) working days of such change. No employee shall have official Union status until such time as the County has been notified in writing by the Union.

The County agrees to submit to the Union, upon 5 days' notice, the names and locations of any new employees who are within the Union's bargaining unit.

SECTION 46.5. The President of the Union or designee shall be allowed full release time with pay for purposes directly related to the contract or other Union functions. The President of the Union shall receive increments if due in the same manner as any other County employee who performs satisfactorily. The release time for the President of the Union or designee shall be excluded from the aggregate total of 1950 hours in Section 46.6.

The President of the Union, upon leaving that office, shall be returned to the position and, if it still exists, the assignment that the employee held prior to holding the office of President.

SECTION 46.6. Representatives of the Union shall be allowed an aggregate total of 1950 hours per contract year release time with pay for the purposes set forth below:

1. Attendance of a total aggregate of five (5) officers and delegates to CSEA conventions.
2. Meetings with employees and/or County representatives to discuss grievances and disputes relating to the terms and conditions of employment and this agreement, represent employees at any stage of the grievance procedure and for the purpose of assisting in the administration of the provisions of this agreement.
3. A maximum of twelve man-days per year for the purpose attending CSEA state-wide committee work.

The parties to this agreement agree to the following procedure for release time for Union business:

1. Union representatives shall notify the immediate supervisor or designee, if available, of the requirement for release time and shall specify the place of intended visitation, the purpose of release time, and the estimated duration of stay. If the supervisor or designee is unavailable, this provision shall be waived.
2. Prior to arrival at destination, the Union representative shall notify the Department Head of the intended presence, purpose, and estimated duration of stay.
3. The Union representative shall, upon return to work, notify the supervisor of the time of return.
4. All notification by the Union representative to the immediate supervisor shall be in writing whenever possible.
5. Release time for Union business shall not be unreasonably denied.

SECTION 46.7. Members of the Board of Directors of the CSEA who are shift employees will be allowed time off to attend CSEA Board of Directors business meetings without loss of pay.

SECTION 46.8. The Union shall be allowed eleven (11) members on the negotiating team. All time spent in negotiations shall be with no loss of pay and shall not be included in the aggregate total hours stated in Section 46.6 of this article.

ARTICLE 47 – GRIEVANCE PROCEDURE

SECTION 47.1. Each employee shall have the right to present a grievance to representatives of the County free from interference, coercion, restraint, discrimination or reprisal and shall have the right to representation at all stages of the grievance procedure. A grievance shall be defined as any claimed violation of this contract or of rules, procedures, regulations, administrative orders or work rules which relate to employee health, safety, physical facilities or equipment furnished to employees; provided, however, that such term shall not include any matter involving an employee's pay group placement, retirement benefits, position classification, or any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law (or as to any matter on which the County is without authority to act).

The pendency of a grievance shall in no way operate to impede, delay or interfere with the right of the County to take the action complained of.

Step 1: A grievance as defined hereinabove between an employee or a group of employees and the County shall be initiated in the first instance by the employee(s) involved and/or the employee(s) representative with the immediate supervisor of the Department involved, or the Department's authorized designee. The grievance shall be submitted in writing and signed by the aggrieved party or, in the event of a grievance on behalf of a group of employees, by the representative of such group of employees. A grievance, if it is to be considered, shall be presented within fifteen (15) business days from its known occurrence.

The immediate supervisor shall serve a written reply to the aggrieved party or parties within ten (10) business days of the submission of the grievance.

Step 2: In the event the grievance is not disposed of under Step 1, the aggrieved employee(s) may request a review of the grievance with the Department Head or Sheriff (for unit members working in the Monroe County Sheriff's Office). Such request shall be submitted to the Department Head in the same manner provided for in Step 1 of the grievance procedure within ten (10) business days of the conclusion of Step 1.

The Department Head, Sheriff, or authorized designee shall conduct an informal hearing at which all parties involved may present oral or written statements in support of their position. The hearing shall take place within ten (10) business days following the submission of the grievance to Step 2 of the grievance procedure.

The Department Head, Sheriff, or authorized designee shall serve a written reply to the aggrieved employee(s) and the Union within ten (10) business days from the close of the hearing.

Step 3: In the event the grievance is not disposed of under Step 2 of the grievance procedure, the Union may request a review of the grievance with the Special Counsel for Labor Relations. Such request shall be submitted in the same manner provided for in Step 2 of the grievance procedure and shall be submitted within ten (10) business days from the conclusion of Step 2. The Special Counsel for Labor Relations shall serve a written reply to the Union within ten (10) business days following the close of the Step 3 review.

Step 4: In the event the grievance is not disposed of under Step 3 of the grievance procedure, the Union may submit the grievance to arbitration by filing a demand for arbitration with the Special Counsel for Labor Relations within twenty (20) business days from the conclusion of Step 3.

The County and the Union shall establish a permanent panel of 12 arbitrators to hear all arbitrations. The panel shall be selected by mutual agreement. Each year, the entire panel shall be reviewed by both parties. At that time, deletions may be made by either party, and additions may be mutually agreed to.

The top name on a rotating, alphabetical list shall be selected for the next arbitration. The selection shall be made when an arbitration demand is received by the Special Counsel for Labor Relations. Within ten (10) business days of the receipt of an arbitration demand, the Special Counsel for Labor Relations shall notify the arbitrator who is selected for that case. If an arbitrator is selected for an arbitration that is settled, that name shall be restored to the top of the list.

The arbitrator, after reviewing oral and written statements and testimony presented at such hearings, shall respond in writing to both parties to the dispute within thirty (30) days following the close of such hearings. The decision of the arbitrator shall be final and binding upon both parties to the dispute.

The arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of this agreement or any amendment or supplement thereto. If the grievance concerns matters not covered by this agreement or the procedures contained herein have not been adhered to, the grievance shall be denied by the arbitrator.

For unit members working in the Monroe County Sheriff's Office: The arbitrator shall confine himself/herself solely to a review of the determination of guilt or innocence of the grievant, and to determine whether or not the decision was based upon substantial evidence. The arbitrator shall be precluded from any determination in respect to the merits of the rules and regulations of the Office of the Sheriff or in respect to the penalty imposed upon the grievant, except where the penalty imposed is found to be arbitrary or capricious. Nothing contained in this article shall be construed to deny employees their rights or to waive any of their obligations under the rules and regulations of the Office of the Sheriff.

In any back-pay award, the arbitrator shall be limited to a back-pay award not to exceed the period commencing fifteen (15) business days preceding the filing of the grievance.

The time limits as set forth in this article shall be strictly adhered to and shall be binding upon the parties unless waived by mutual agreement.

The fees and expenses of the arbitrator shall be shared equally by the parties to this agreement.

ARTICLE 48 – DISCIPLINARY PROCEDURES

SECTION 48.1. Any employee who has completed the probationary period shall not be disciplined or discharged without just and sufficient cause.

The probationary period for permanent competitive employees shall be as set forth in Civil Service law. The probationary period for non-competitive or labor class employees shall be one year.

Any employee who has completed the probationary period who is disciplined or discharged shall be served with a notice of the action taken and the specific reasons therefore. A copy of the notice of action shall be served simultaneously upon a representative of the Unit and a copy mailed to the Union President.

This notice is to be presented to such employee at the time the action is taken. When an employee presents a clear and present danger to the County or fellow employees, the employee may be suspended and the serving of notice shall be waived for a period of forty-eight hours.

Any such employee alleging that action taken was without just and sufficient cause shall have full recourse to the grievance procedure commencing at Step 2, as set forth in Article 47, providing that such grievance is filed within fifteen (15) working days following the action being grieved.

A grievance relating to suspension or discharge may be filed beginning at Step 3 of the grievance procedure within fifteen (15) working days following such action. A grievance relating to discharge may also be filed beginning at Step 4 of the grievance procedure within fifteen (15) days following such action.

The pendency of a grievance under this article shall not restrict the County's right to take the action being contested by the employee.

ARTICLE 48A – EMPLOYEE INTERROGATIONS

The parties agree that employee interrogations shall be conducted as follows:

1. This section shall apply only to employees who have completed a probationary period.
2. Interrogation. The term "interrogation" shall be defined to mean the questioning of an employee who, at the time of such questioning, appears to be a likely target or subject for disciplinary action.
3. No employee shall be required to submit to an interrogation by the County unless the employee is notified in advance of the interrogation that he or she has the right to have CSEA representation present or to decline such representation.
4. Signed statement. No employee shall be required to sign any statement regarding their incompetency or misconduct unless the employee is notified in advance that they have the right to have Union representation present or to decline such representation. The statement shall be submitted to the employee within a reasonable time after an interrogation, if one has been held. Prior to signing the

statement, the employee may make such modifications or deletions in such statement that the employee deems necessary. A copy of the statement shall be supplied to the employee at the time the employee is required to sign the statement. Any statements or admissions signed by him or her without having been so supplied to him or her may not subsequently be used in any disciplinary proceeding.

5. Representation. If an employee requests Union representation, he or she shall be given a reasonable period of time to obtain representation. If the employee requests representation and the Union or employee fails to provide such representation within a reasonable period of time, the interrogation or statement signing may proceed. An arbitrator under the collective bargaining agreement shall have the power to find that a delay in providing such representation was unreasonable.
6. When an employee is represented by the Union, the employee may consult with the Union representative in a manner that does not interrupt the flow of an interrogation.
7. Recording devices/Transcripts. No recording devices or stenographic or other record shall be used during an interrogation unless the employee is advised in advance that a transcript is being made. A copy of any stenographic record (verbatim transcript) and/or tape recording made pursuant to this provision shall be supplied to the employee.
8. Remedy. If an employee is improperly subjected to an interrogation in violation of the provisions of this agreement, an arbitrator appointed pursuant to the collective bargaining agreement shall have the authority only to exclude information obtained thereby or other evidence derived solely through such interrogation. The County shall have the burden of proof to show that, upon the preponderance of the evidence, evidence sought to be introduced was not derived solely by reason of such interrogation and was obtained independently from the statements or evidence so provided by the employee.
9. Burden of proof. In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty, and the burden of proof on all matters shall rest upon the employer. Such burden of proof, even in serious matters which might constitute a crime, shall be preponderance of the evidence on the record and shall in no case be proof beyond a reasonable doubt.
10. Coercion/Intimidation. Employees shall not be coerced, intimidated, or caused to suffer any reprisals, either directly or indirectly, that may adversely affect their hours, wages, or working conditions, as a result of the exercise of their rights under this agreement.

ARTICLE 49 – PUBLIC SAFETY SECTION

ARTICLE 49, PART 1: OFFICE OF PROBATION

All provisions of the basic collective bargaining agreement, unless modified herein, shall apply to members of the Collective Bargaining Unit.

Section 49.1.1. It is agreed that attendance at professional conferences is a desirable part of continuing professional education of Probation Officers; therefore, the County agrees to reimburse Probation Officers for expenses incurred in attending conferences as approved by the Director of Public Safety, the Controller's Office, and the availability of funds in the Department budget. The Director of Public Safety or designee shall include in his budget submission an amount sufficient to cover reimbursement for the number of personnel which he feels shall attend such conferences in the following year.

Section 49.1.2. The County agrees to maintain open competitive and promotional lists for Probation Department titles by instituting timely requests to the State Civil Service Commission for appropriate examinations.

Section 49.1.3. In-Service Training:

1. The County shall provide relevant training for each new, reassigned or promoted employee, and the minimum training shall consist of on-the-job training by the immediate supervisor in addition to the Departmental orientation program in existence.
2. Each employee within the bargaining unit shall be entitled to up to one hour of individual supervision per week, if needed.
3. The County shall provide relevant training for any employee deemed not to be performing adequately in a given area. Training is to be carried out by the immediate supervisor in groups, if there is a group need or individually, if there is an individual need.
4. The County recognizes that the County-sponsored training conferences are an integral part of in-service training. When institutes are held, they shall be provided at no cost for bargaining unit employees.
5. A representative of the Association shall be included on any educational committee which may be established by the Department.
6. The County shall provide legal consultation to staff involved in probation work when needed, and shall also hold training sessions for staff as to the legal aspects of probation work on an as-needed basis.
7. Employees being reassigned within the Probation Department shall receive two (2) weeks' notice of such reassignment, except in emergency situations. Notification will be made by the Director of Public Safety or designee.

Section 49.1.4. Work Load:

1. Probation Officer Trainees appointed on or after 2/1/18 shall be 40 hour employees.
2. The County agrees to use its best efforts to achieve a relatively equal distribution of work load among employees preforming similar work within a unit, i.e., intake, investigation, supervision and such other units as may be established due to any reorganization.
3. In the event that work load standards are mandated by the State Department of Probation, the County and the Association shall negotiate the impact of such mandate.
4. In the event any employee in any unit finds it necessary to consistently request overtime approval to meet workloads, the matter will be referred to the labor/management committee for investigation and recommendations.
5. The County shall conduct an inventory of work load distribution on a monthly basis, with a copy of such inventory submitted to the Probation Officer's Unit of the Association.

Section 49.1.5. Personnel Practices:

1. When an employee has probationary status, the supervisor shall, unless impossible, make an interim evaluation in writing of such employee prior to either the employee or supervisor leaving the unit, whether this be due to transfer or reassignment. When a conflict exists, such interim evaluation shall be combined with a composite mid-point evaluation within the Director of Probation's office, which shall provide the probationary employee with the most objective evaluation possible.
2. The annual performance evaluation form shall be made available to the evaluator not less than fifteen (15) working days prior to the date the evaluation is due.
3. An employee shall, upon request, be given a copy of an evaluation prepared by the supervisor. Employees shall have the right to discuss such evaluation with their supervisors. Employees shall acknowledge that they have read such material to be filed by affixing their signature on the actual copy to be filed, with the understanding that such signature merely signified that they have read the material to be filed and do not necessary indicate agreement with its contents.
4. No employee shall receive a below-average evaluation, unless said employee has been summoned to a counseling interview prior to the evaluation date. A record shall be made of the interview and shall encompass the specific areas of deficiency and the improvements which must occur in order for said employee to receive a positive evaluation. The employee shall be given ample time to discuss the deficiencies and the improvements which must occur in order for said employee to receive a positive evaluation. The record of the interview shall be dated and

signed by the supervisor and the employee and placed in the personnel file.

5. An employee shall have the right to answer the material relating to an evaluation, interim evaluation, or record of counseling interview and such answer shall be attached to the evaluator material filed. Supervisors shall acknowledge that they have read such answer by affixing their signature to the answer filed. The affixed signature merely signifies that they have read such answer and does not indicate that such supervisor agrees with such answer.

Section 49.1.6. If annual physical examinations are required by the County, they shall be provided for employees at no cost.

Section 49.1.7. Any employee required to appear at court hearings outside of regularly scheduled hours, shall be guaranteed a minimum cash payment of two hours pay at the rate of straight time.

Section 49.1.8. Prior to work-site moves to new facilities, the County shall notify the Union at least 45 days in advance of such moves, and upon the Union's request, consult with the Union in advance of such moves. It is the County's intent to provide employees with a safe work facility.

ARTICLE 49, PART 2 –CRIME LABORATORY

All provisions of the basic collective bargaining agreement, unless modified herein, shall apply to members of the Collective Bargaining Unit.

Section 49.2.1. It is agreed that attendance at professional conferences is a desirable part of continuing professional education of the Crime Laboratory; therefore, the County agrees to reimburse Crime Laboratory employees for expenses incurred in attending conferences as approved by the Director of Public Safety, the Controller's Office, and the availability of funds in the Department budget.

Section 49.2.2. As soon as practicable following 4/18/18, there will be two new 2% steps added to each Crime Lab Title except Trainee title(s). The steps will be F, G, M, N, depending on the applicable salary schedule.

Section 49.2.3. In-Service Training:

1. The County shall provide relevant training for each new, reassigned or promoted employee, and the minimum training shall consist of on-the-job training by the immediate supervisor in addition to the Departmental orientation program in existence.
2. Each employee within the bargaining unit shall be entitled to up to one hour of individual supervision per week, if needed.
3. The County shall provide relevant training for any employee deemed not to be performing adequately in a given area. Training is to be carried out by the immediate supervisor in groups, if there is a group need or individually, if there is an individual need.

4. A representative of the Association shall be included on any educational committee which may be established by the Department.
5. The County shall provide legal consultation to staff involved in Crime Laboratory work when needed as determined by the Director of Public Safety, and shall also hold training sessions for staff as to the legal aspects of Crime Laboratory work on an as-needed basis.

ARTICLE 50 – MONROE COMMUNITY HOSPITAL

All provisions of the basic collective bargaining agreement unless modified herein, shall apply to members of the Collective Bargaining Unit.

SECTION 50.1. Compensatory time off shall be taken at a time desired by the employee, providing it does not create a staffing hardship in the Department.

SECTION 50.2. The County agrees to supply, launder, and maintain uniforms which employees are mandated to wear in the performance of their duties. Employees are expected to take reasonable care of such uniforms.

SECTION 50.3. Employees covered by this agreement who are employed on a forty hour per week basis shall receive time and one-half for all hours worked in excess of eight hours per day or eighty hours per pay period. All other provisions of Article 35 of the collective bargaining agreement shall apply.

SECTION 50.4. When an employee is in an incubation period due to a communicable disease and is not permitted to remain at work, the employee will be placed on "administrative leave" with pay for the duration of the incubation period. The Hospital, at its discretion, may require an examination to be conducted prior to the employee returning to duty.

SECTION 50.5. The County agrees that the shift premium for Registered Nurses, Licensed Practical Nurses, and Nursing Assistants shall be $.70 per hour. Effective in pay period 1 of 2003, the shift premium rate shall be $.80 per hour.

The County further agrees that the above-stated shift premiums shall also apply to those Registered Nurses, Licensed Practical Nurses and Nursing Assistants who are normally scheduled to work the day shift, but are pre-scheduled to work a shift between 6:00 p.m. and 6:00 a.m. on an irregular basis. Such shift premium shall apply only to those shifts worked between the hours of 6:00 p.m. and 6:00 a.m.

Registered Nurses, Licensed Practical Nurses, and Nursing Assistants will be paid a weekend differential of thirty-five cents ($.35) per hour for hours worked on the day, afternoon, and night shifts occurring on Saturday and Sunday.

SECTION 50.6. Observance of the holidays as set forth in Article 38 of this agreement shall be on the calendar date of such holiday for those employees functioning in a continuous operation.

SECTION 50.7. Employees who work on holidays shall receive their regular compensation for the hours worked plus time and one-half (cash or time off, at the option of the employee), providing the hours worked or paid for during that pay period equal 80 hours or more.

SECTION 50.8. Nursing employees only, who work on a continuous operation schedule, will be entitled to lump sum payment for a maximum of twelve holidays which will be made on or about December 15th of each year.

SECTION 50.9. If the employee requests time off on a stipulated holiday, the employee will be required to utilize holiday pay for such time off.

Lump-sum payment for a maximum of eleven (11) holidays will be made on/about December 1 of each year.

Employees referred to herein who work on holidays shall be paid time and one-half (1 1/2) for the hours worked on stipulated holidays.

All other 40-hour per week employees of the Monroe Community Hospital will be governed by the Holiday Section as contained in paragraph 1 of Section 50.7 of the agreement.

SECTION 50.10. Vacation preference will be determined by seniority within the County and within the employee's unit of operation.

SECTION 50.11. The Hospital will attempt at all times to schedule two weekends off per month to those employees who are required to work in a continuous operation.

If the staffing in any unit of the Hospital falls below the mandated minimum, the Hospital will solicit volunteers to fill the mandated minimum coverage for the weekend.

If an insufficient number of qualified employees volunteer for the required weekend coverage, the Hospital shall modify the staffing schedule in order to meet the mandated minimum requirements.

Any employee who is scheduled to work more than two weekends out of four shall receive at least 48 hours' notice of the scheduled modification. Once an employee's schedule has been modified, it shall not again be modified without the employee's concurrence.

The County agrees to act equitably in distribution of mandated assignments of employees for weekend coverage.

SECTION 50.12. Uniformed employees of the Security Division of the Hospital shall receive One Hundred Sixty-five Dollars ($165) per year as uniform allowance, pro-rated on the basis of one-twelfth (1/12) for each month of employment during each year of this agreement.

Lump-sum payment will be made on or about December 1 of each year of this agreement.

SECTION 50.13. Uniformed employees of the Security Division who work an eight (8) hour shift will receive a paid lunch period of twenty (20) minutes on each shift.

ARTICLE 51 – MONROE COUNTY SHERIFF'S OFFICE CIVILIAN SECTION

SECTION 51.1. All provisions of the basic agreement, unless modified herein shall apply to members of this unit.

SECTION 51.2. Article 25 entitled "Residency" shall not apply. The residency requirements as set forth in the rules and regulations of the Monroe County Sheriff's Office ("MCSO") shall apply to all employees.

SECTION 51.3. Promotional job openings shall be posted within the MCSO on the bulletin board for Staff Services, for the sole purpose of apprising the employees of the promotional opportunity.

SECTION 51.4. A request for a leave of absence pursuant to Article 20 of the basic agreement shall not be granted unless approved by the Sheriff.

SECTION 51.5. Probationary Status:

A probationary employee is one with less than one year service and such employee may be disciplined or discharged without recourse to the grievance procedure.

Any employee who has completed the probationary period shall be entitled to utilize the grievance procedure set forth in Article 47 of this Agreement.

An employee who has been promoted to a higher classification shall serve a six-month probationary period, during which time they may be returned to the former position without recourse to the grievance procedure.

SECTION 51.6. Working Hours:

The basic workweek for Auto Mechanics shall be forty (40) hours at eight (8) hours per day.

The workweek for all clerical and white-collar employees shall be thirty-five (35) hours per week at seven (7) hours per day, with a one-hour unpaid lunch period.

Clerical and white-collar employees shall receive compensatory time off for all hours worked between 35 and 40 hours per week.

SECTION 51.7. The County agrees to discuss with the Union the impact of any decision relating to consolidation of police forces in Monroe County.

SECTION 51.8. Working tools which are supplied by the County shall be utilized by employees on a sign-out procedure. Employees shall be responsible for replacement of any tools

which have been signed out and have been lost or stolen. Broken or worn out tools shall be turned in for replacement.

Where employees are required to supply their own tools, the County agrees to provide a tool allowance in the same manner as that which applies to Mechanics in the Blue Collar Unit.

The County shall provide a tool allowance to employees who are required to use their own working tools (this applies only to the employees who were receiving a $200 tool allowance as of 1/1/18) of up to $300 per year provided the employee submits proof of purchase and tools purchased are approved by management. This increase applies only if the employee submits proof of all tool expenses paid by the employee in the prior year. Acceptable documentation must be submitted to the County.

An employee who has been issued uniforms, tools, department specific items, and/or equipment, shall return such property to the County at the time of separation. If the employee chooses to do so during employment or when issued equipment, the employee may provide their Department or Division Head with a list of all County property issued to him/her. If all County property is not returned at the time of separation, the County shall deduct the value of the unreturned items from the employee's last paycheck based on fair market value assessed by the County. If the paycheck does not cover the cost of the unreturned property any employee benefits shall be offset by the County until the value is fully restored to the County. Any and all benefits provided by the County after separation from the County will be subject to this offset until the full value is reclaimed by the County. The County shall have the absolute right to said offset and no claim need be filed by the County against the employee. If there are no wages or benefits to cover the value of the missing property, then the employee's failure to return the property is acknowledged herein to be theft and the employee understands that the County's next step may be to contact law enforcement and/or file a claim in court. If a court claim is filed by the County, the employees' acceptance of the County-issued equipment/property and failure to return said equipment/property is an acknowledgment that the value of the equipment/property is owed and due to the County and the employee shall be obligated to pay the amount due without any proof submitted by the County other than to specify to the court a listing of the unreturned equipment/property.

In the event of fire or burglary, the County will bear responsibility for the tools of any employees which have been destroyed or burglarized provided that employees supplying their own tools shall be required to submit to supervision an advance inventory of such tools and an adjusted inventory of any change in the employee's complement of tools.

SECTION 51.9. The County will pay up to $100 per year for safety shoes for all employees who were required to wear safety shoes as of 1/1/18.

SECTION 51.10. Clerks working a 4-2 work schedule (4 days on, 2 days off):

The Clerks are paid for 7.5 hours per day and have a norm of 75 hours. The work day is 8 hours per day.

Overtime: The Clerks are paid the first 2.5 hours of overtime in a week as straight comp time (paid straight overtime if the employee requests pay and the department approves), and the time after that is paid at time-and-one-half (comp time or pay, employee's choice).

Holidays: 7.5 hours of holiday pay is paid for each holiday, whether or not the employee is scheduled to work on the holiday.

Working on holidays: Work on a holiday is paid like overtime: 2.5 hours of straight comp time, additional hours worked paid at time-and-one-half.

Not scheduled to work on holidays: If an employee is not scheduled to work on a holiday, the employee is paid 7.5 hours of holiday pay. If the employee works their regular schedule that week (37.5 hours recorded with either the 4-day or 5-day wheel), then the 7.5 hours of holiday pay would be paid as overtime at 2.5 hours at straight time and 5 hours at time-and-one-half. (In calculating overtime, vacation and comp time count in the 37.5 regular hours, sick leave does not count.)

Scheduled to work a holiday, but takes vacation or comp time:

Employee is paid 7.5 hours of holiday pay, plus 7.5 hours of vacation or comp time.

SECTION 51.11. Effective as soon as practicable following 4/18/18, the County will add new 2% steps to the titles Senior Automotive Maintenance Mechanic and Automotive Maintenance Mechanic (in this Section). The steps will be F, G, M, N, depending on the applicable salary schedule.

ARTICLE 52 – HEALTH DEPARTMENT SECTION

All provisions of the basic agreement unless modified herein shall apply to members of the Collective Bargaining Unit.

SECTION 52.1. The County agrees to supply, launder and maintain all uniforms which the Department mandates employees to wear in the performance of their duties.

SECTION 52.2. Notwithstanding 52.1, Public Health Nurses, Registered Nurses working in Public Health, Health Office Assistants and Physical Therapists shall supply, launder and maintain their own uniforms. The aforementioned employees' uniform allowance shall be Two Hundred Twenty-five Dollars ($225) per year. Lump-sum payment will be made on or about December 1, provided the claim is made by November 15.

SECTION 52.3. Notwithstanding 52.1, Public Health Nurse Aides, LPNs, Pediatric Registered Nurse Specialists, and X-Ray Technicians will supply, launder and maintain their own uniforms. The aforementioned employees' uniform allowance shall be One Hundred Dollars ($100) per year. Lump-sum payment will be made on or about December 1, provided the claim is made by November 15.

SECTION 52.4. The County will make efforts to have several lab coats available in its clinics for use by employees handling bodily fluids. If the County supplies the lab coats, the County will be responsible for the occasional laundering of the coats.

SECTION 52.5. The County agrees to supply any equipment to employees which the County deems necessary in order to safely perform the work required. The County agrees to abide by all safety standards mandated to it by law.

SECTION 52.6. The County agrees to provide training which is mandated during working hours and at no cost to the employees.

ARTICLE 53 – BLUE COLLAR SECTION

All provisions of the basic agreement unless modified herein shall apply to members of the Collective Bargaining Unit.

SECTION 53.1. Employees in this unit shall be those employees in the following Departments: Aviation, Engineering, Facilities Management, Parks, and Transportation.

SECTION 53.2. The County agrees to supply, launder and maintain any work uniforms which the Department requires employees to wear in the performance of their duties. Employees are expected to take reasonable care of such uniforms and account for them when required to do so. Uniforms which require replacement shall be turned in to the Department prior to replacement.

The County further agrees to supply any equipment to employees which the County deems necessary in order to safely perform the work required.

SECTION 53.3. Working tools which are supplied by the County shall be utilized by employees on a sign-out procedure. Employees shall be responsible for replacement of any tools which have been signed out and have been lost or stolen. Broken or worn out tools shall be turned in for replacement.

In the event of fire or burglary, the County will bear responsibility for the tools of any employee which have been destroyed or burglarized, provided that employees supplying their own tools shall be required to submit to supervision an advance inventory of such tools and an adjusted inventory of any change in the employee's complement of tools.

An employee who has been issued uniforms, tools, department specific items, and/or equipment, shall return such property to the County at the time of separation. If the employee chooses to do so during employment or when issued equipment, the employee may provide their Department or Division Head with a list of all County property issued to him/her. If all County property is not returned at the time of separation, the County shall deduct the value of the unreturned items from the employee's last paycheck based on fair market value assessed by the County. If the paycheck does not cover the cost of the unreturned property any employee benefits shall be offset by the County until the value is fully restored to the County. Any and all benefits provided by the County after separation from the County will be subject to this offset until the full value is reclaimed by the County. The County shall have the absolute right to said

offset and no claim need be filed by the County against the employee. If there are no wages or benefits to cover the value of the missing property, then the employee's failure to return the property is acknowledged herein to be theft and the employee understands that the County's next step may be to contact law enforcement and/or file a claim in court. If a court claim is filed by the County, the employees' acceptance of the County-issued equipment/property and failure to return said equipment/property is an acknowledgment that the value of the equipment/property is owed and due to the County and the employee shall be obligated to pay the amount due without any proof submitted by the County other than to specify to the court a listing of the unreturned equipment/property.

SECTION 53.4. Employees who are required to supply their own tools shall receive an annual tool allowance of Three Hundred Dollars ($300) per year if the employee submits proof of all tool expenses paid by the employee in the prior year. Acceptable documentation must be submitted to the County. The tool allowance shall be payable on a pro-rata basis at one-twelfth (1/12) of the tool allowance for each month of service.

SECTION 53.5. An employee required to obtain a new or special license to operate vehicles or equipment of the County shall be granted time off with pay for the purpose of taking any necessary vehicle to the test site. It shall be the responsibility of the employee to retain licensing requirements.

SECTION 53.6. Transportation will be provided to employees for the purpose of transporting them to and from the central reporting location unless it is not practical to do so. The County agrees not to transport employees in an open truck unless it equips such truck with a cover and seating arrangements.

SECTION 53.7. In the event an employee in Traffic Engineering is required to engage in work on a traffic control device in an area which the employee considers unsafe, the employee shall notify the supervisor that another person is required during such work. The supervisor will attempt to assign a second employee or a Police Officer to work the site. If the supervisor is unable to make such assignment, the employee, if he or she considers the atmosphere a threat to their safety, shall notify the supervisor that they are unable to perform the work until joined by another person.

SECTION 53.8. The Unit may assign a steward in each of the facilities set forth in this agreement for the purpose of bringing to the attention of the manager of the facility problems relating to health and safety.

SECTION 53.9. The parties to this agreement do agree that safety rules are promulgated for the protection of County employees, and that infractions of promulgated safety rules by employees shall result in disciplinary action by the County. Employees shall not be required to work under conditions which constitute a threat to their health or safety.

SECTION 53.10. The Winter overtime lists at the Monroe County Airport shall be maintained in the Foreman's office and the Dispatcher's office. There will be three separate lists; the first containing the Airport Foreman, the second containing the Foremen and the Motor

Equipment Operators, and the third, Airport Mechanics. Call-outs shall be made on a rotating basis.

SECTION 53.11. All employees with the exception of Motor Equipment Operators at the Monroe County Airport shall be subject to an unpaid lunch period of thirty (30) minutes. This shall not apply to employees on continuous operation.

SECTION 53.12. Temporary Departmental transfers shall be in accordance with Section 17.3 of this agreement.

SECTION 53.13. The County agrees to institute a safety incentive program as soon as is practicable to do so.

SECTION 53.14. Effective as soon as practicable following 4/18/18, the County will add new 2% steps to the titles Senior MEO, MEO, MEO 1, Maintenance Technician Operator, Senior Maintenance Technician Operator, Highway Maintenance Mechanic 1, and Highway Maintenance Mechanic 2 (in this Section). The steps will be F, G, M, N, depending on the applicable salary schedule.

ARTICLE 54 – DEPARTMENT OF ENVIRONMENTAL SERVICES SECTION

All provisions of the basic agreement unless modified herein shall apply to members of the Collective Bargaining Unit.

SECTION 54.1. Employees in this unit shall be those employees in the Department of Environmental Services.

SECTION 54.2. The County agrees to supply, launder and maintain any work uniforms which the Department requires employees to wear in the performance of their duties.

Employees are expected to take reasonable care of such uniforms and account for them when required to do so. Uniforms which require replacement shall be turned in to the Department prior to replacement.

The County further agrees to supply any equipment to employees which the County deems necessary in order to safely perform the work required.

SECTION 54.3. Working tools which are supplied by the County shall be utilized by employees on a sign-out procedure. Employees shall be responsible for replacement of any tools which have been signed out and have been lost or stolen. Broken or worn out tools shall be turned in for replacement.

In the event of fire or burglary, the County will bear responsibility for the tools of any employee which have been destroyed or burglarized, provided that employees supplying their own tools shall be required to submit to supervision an advance inventory of such tools and an adjusted inventory of any change in the employee's complement of tools.

SECTION 54.4. An employee who has been issued uniforms, tools, department specific items, and/or equipment, shall return such property to the County at the time of separation. If the employee chooses to do so during employment or when issued equipment, the employee may provide their Department or Division Head with a list of all County property issued to him/her. If all County property is not returned at the time of separation, the County shall deduct the value of the unreturned items from the employee's last paycheck based on fair market value assessed by the County. If the paycheck does not cover the cost of the unreturned property any employee benefits shall be offset by the County until the value is fully restored to the County. Any and all benefits provided by the County after separation from the County will be subject to this offset until the full value is reclaimed by the County. The County shall have the absolute right to said offset and no claim need be filed by the County against the employee. If there are no wages or benefits to cover the value of the missing property, then the employee's failure to return the property is acknowledged herein to be theft and the employee understands that the County's next step may be to contact law enforcement and/or file a claim in court. If a court claim is filed by the County, the employees' acceptance of the County-issued equipment/property and failure to return said equipment/property is an acknowledgment that the value of the equipment/property is owed and due to the County and the employee shall be obligated to pay the amount due without any proof submitted by the County other than to specify to the court a listing of the unreturned equipment/property.

SECTION 54.5. The County shall provide a tool allowance to employees who are required to use their own working tools (this applies only to the employees who were receiving a $200 tool allowance as of 1/1/18) of up to $300 per year provided the employee submits proof of purchase and tools purchased are approved by management. This increase applies only if the employee submits proof of all tool expenses paid by the employee in the prior year. Acceptable documentation must be submitted to the County.

SECTION 54.6. The County will pay up to $100 per year for safety shoes for all employees who were required to wear safety shoes as of 1/1/18.

SECTION 54.7. An employee required to obtain a new or special license to operate vehicles or equipment of the County shall be granted time off with pay for the purpose of taking any necessary vehicle to the test site. It shall be the responsibility of the employee to retain licensing requirements.

SECTION 54.8. Transportation will be provided to employees for the purpose of transporting them to and from the central reporting location unless it is not practical to do so. The County agrees not to transport employees in an open truck unless it equips such truck with a cover and seating arrangements.

SECTION 54.9. The Unit may assign a steward in each of the facilities set forth in this agreement for the purpose of bringing to the attention of the manager of the facility problems relating to health and safety.

SECTION 54.10. The parties to this agreement do agree that safety rules are promulgated for the protection of County employees, and that infractions of promulgated safety

rules by employees shall result in disciplinary action by the County. Employees shall not be required to work under conditions which constitute a threat to their health or safety.

SECTION 54.11. All employees shall be subject to an unpaid lunch period of thirty (30) minutes. This shall not apply to employees on continuous operation.

SECTION 54.12. Temporary Departmental transfers shall be in accordance with Section 17.3 of this agreement.

SECTION 54.13. The County agrees to institute a safety incentive program as soon as is practicable to do so.

SECTION 54.14. Effective as soon as practicable following 4/18/18, the County will add new 2% steps to the titles Senior Automotive Maintenance Mechanic, Automotive Maintenance Mechanic, Pollution Control Operator, Pump and Process Assistant, Senior MEO, MEO, MEO 1, Maintenance Technician Operator, Senior Maintenance Technician Operator, Pump and Process Operator, and Assistant Sewer Collection Supervisor (in this Section). The steps will be F, G, M, N, depending on the applicable salary schedule.

ARTICLE 55 – COMPLETE AGREEMENT

SECTION 55.1. The parties agree that each has had the unlimited right to present proposals and counterproposals concerning wages, hours and other conditions of work, the results of which are set forth in this agreement.

This document constitutes the entire agreement between the parties and no verbal statement or other agreement in whatever form, except an amendment to this agreement in writing annexed hereto and specifically designated as an amendment to this agreement, shall supersede or vary any of the provisions of this agreement.

Except for those provisions of the 1983-1985 contract which have been honored by the County beyond the expiration of the contract, no provision of this agreement shall be retroactive to January 1, 1986, unless specifically set forth herein.

ARTICLE 56 – SEVERABILITY

SECTION 56.1. If any article or part thereof of this agreement, or any addition thereto should be decided as in violation of any Federal, State or County Law, or if adherence to or enforcement of any article or part thereof should be restrained by a court of law, the remaining articles of this agreement or any addition thereto shall not be affected.

SECTION 56.2. If a determination or decision is made pursuant to Section 58.1 of this Article, the parties to this agreement shall convene immediately for the purpose of negotiating a satisfactory replacement for such article or part thereof.

IT IS AGREED BY AND BETWEEN THE PARTIES HERETO THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE

ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE 57 – TERM OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their duly authorized representatives.

FOR MONROE COUNTY:

BY: CHERYL DINOLFO
County Executive

BY: BRAYTON McK. CONNARD
Director of Human Resources

FOR THE CSEA INC., LOCAL 828, UNIT 7400:

BY: JAMES D'AMICO
President

Robert C. Ellis 9-4-18

BY: ROBBIE ELLIS
Labor Relations Specialist

MONROE COUNTY EMPLOYEE UNIT
CSEA NEGOTIATING TEAM

Jim D'Amico, President
Renee Chichester, Labor Relations Specialist
Robbie Ellis, Labor Relations Specialist
Sean Gibbons, First Vice President
Julie Wagner, Second Vice President
Susan Perkins, Treasurer
Roland Gray, Secretary
Holly Gudonis, Sheriff's Civilian Section
Tony Cleggett, Section President
Angelo Constanzo, Section President
Angela Muscienese, Public Health Section
Kevin Carey, Section President

MONROE COUNTY MANAGEMENT
NEGOTIATING TEAM

Brayton McK. Connard, Director of Human Resources
Tom Vasey, Labor Relations Manager
Karlee Bolaños, Special Counsel for Labor Relations
William Lowe, Special Counsel for Labor Relations

If you have any questions regarding the contract, contact the following:

Labor
CSEA Local 828-Unit 7400 Office
1354 Buffalo Road – Suite 6
Rochester, New York 14624
Office: (585) 328-5250
Fax: (585) 328-3319
csea828@rochester.rr.com

Management
Monroe County Labor Relations
210 County Office Building
Rochester, New York 14614
Personnel Office: (585) 753-1700

APPENDIX A

AGREEMENT
between
MONROE COUNTY
and
CIVIL SERVICE EMPLOYEES ASSOCIATION

The parties agree as follows:

1. A 35-hour employee shall keep the 35-hour work schedule under the following circumstances:
   - A Promotions from a promotional eligible list, if the promotion is no more than three pay groups.
   - B. Provisional employees who are promoted and will be taking a promotional Civil Service test for the position.
   - C. Transfers (i.e., from one department to another department in the same title), or moves from one title to another title in the same or lower pay group, within a department or from one department to another.
   - D. Reclassifications to a title in the same or lower pay group.
   - E. Reinstatements from a preferred list or a recall list, if the employee was a 35-hour employee when laid off, and if the reinstatement is within four years.

2. An employee who is covered by paragraph 1A or 1B may elect to have a 40-hour work schedule. In such case, the employee shall be paid the hourly rate in the higher pay group which is immediately above the hourly rate being received in the old title, plus one additional step.

3. An employee who is covered by paragraph 1C, 1D, or 1E may elect to have a 40- hour work schedule. In such case, the employee shall receive the next highest pay step, based upon the employee's hourly rate.

4. All employees who are appointed to a position in a higher pay group and who go from a 35-hour work schedule to a 40-hour work schedule shall be paid the hourly rate in the higher pay group which is immediately above the hourly rate being received in the old title, plus one additional step.

5. If an employee is appointed to a position in a higher pay group and goes from a 35- hour work schedule to a 40-hour work schedule, and if the employee's hourly rate would decrease, the employee's current hourly rate shall be red-circled, pending future salary schedule increases which provide an hourly rate increase for the employee.

6. All pay adjustments provided for in this agreement must be made within the existing salary schedule. ("F" and "G" steps are available only to titles listed in Section 4.14 of the collective bargaining agreement.)

7. CSEA affirms that, pursuant to Section 10.1 of the collective bargaining agreement, the County may establish the days and hours of work for all positions, except as provided in this agreement.

8. The provisions of this agreement shall apply to employees who become part of the CSEA bargaining unit from another County employee bargaining unit.

SIGNED BY:

BARRY C. WATKINS
Labor Relations Manager
MONROE COUNTY

FLORENCE TRIPI
President
CSEA, MONROE COUNTY EMPLOYEE UNIT

DEBBIE LEE
CSEA Labor Relations Specialist

APPENDIX B

CONTINUOUS OPERATIONS GRANDFATHERING AGREEMENT

Effective 6/1/18, the County and the CSEA agree that the current employees designated as continuous operation will be the only employees so designated for so long as they are in their current position. This constitutes a grandfathering of certain individuals, not positions. Notwithstanding the above, if there is a major overhaul or reorganization of positions, like there was in DES in 2016 and 2017, the positions will no longer be designated as continuous operations. Essentially, the parties are agreeing to end continuous operation designations by attrition or if there is a departmental re-organization (as was the case with DES).

A list of the currently designated continuous operation employees is included in a Labor management Agreement dated April 18, 2018.

APPENDIX C

LABOR MANAGEMENT AGREEMENT REGARDING THE PROBATION SECTION

Labor Management Agreement
Between the County of Monroe
and the
CSEA, Local 1000 AFSCME, AFL-CIO, Unit 7400
for the Probation Section (Article 49, Section 1)

WHEREAS, the County reserves its right to place employees in Pay Groups based on job duties; and

WHEREAS, the County reserves its right to assign jobs to the appropriate Pay Groups contained within the Collective Bargaining Agreement; and

WHEREAS, notwithstanding and without prejudice to the County's reservation of rights, the CSEA and the County agree to the following:

1. That the County will upgrade the salary for the Probation Officer career path as follows:
   (a) Upgrade Probation Officer Trainees from Group 11 to Group12
      i. Current Probation Officer Trainees who have completed one year of service will be upgraded from Group11 to Group 14 Probation Officers
      ii. Current Probation Officer Trainees with less than one year of service will be upgraded from Group11 to Group 12. Upon completion of one year of satisfactory service the traineeship shall end and the position shall mature into a Group 14 Probation Officer
   (b) Upgrade Probation Officers from Group 13 to Group 14
   (c) Upgrade Senior Probation Officers from Group 15 to Group 16
   (d) Upgrade Group 16 Probation Supervisors to Group 17 of the Management & Professional Salary Schedule at the new salary of either $75,356 (Step K of the M&P Salary Schedule for individuals moving from the Pre 4/5/05 CSEA Salary Schedule) or $71,950 (Step I of the M&P Salary Schedule for individuals moving from the Post 4/5/05 CSEA Salary Schedule). These enhanced salaries are intended to compensate the Probation Supervisors for the loss of contractual (CSEA contract) on-call and overtime pay since they are now leaving the Union. The CSEA agrees not to grieve or in any way support or challenge any employee (or group of employees) in the Probation Supervisor title who seeks to challenge their FLSA status as exempt supervisors or unit placement/unit classification. The parties agree that if the FLSA status of these Probation Supervisors were to change to non-exempt, that the employees in this title would revert to Pay Group 16 as of the applicable effective date of any such designation or determination.
2. For upgrades within the CSEA bargaining unit, the upgrades will be made to the next highest Step plus 1.
3. All changes for Group 15 and below will be effective will be effective April 7, 2018 (beginning of Pay Period 9).
4. The changes for Group 16 and above will officially be made in the 2019 County Budget. Notwithstanding this, employees being changed to these Pay Groups will receive the above-described increases effective April 7, 2018 (beginning of Pay Period 9).
5. The above agreements are made without prejudice or precedent to the County's right to make the types of determinations set forth herein.

Dated: January 16, 2018
Signed by:

Brayton McK. Connard	Robbie Ellis	James D'Amico
Director of Human Resources	Labor Relations Specialist	Unit President

APPENDIX D

LABOR MANAGEMENT AGREEMENT REGARDING THE MCH SECTION

Memorandum of Agreement

Between

Monroe County

and the

Civil Service Employees Association, Monroe County Employee Unit

WHEREAS, Monroe County (the "County") and Civil Service Employees Association, Monroe County Employee Unit, Local 828 Unit 7400 (the "CSEA" or the "Union") are parties to a Collective Bargaining Agreement ("CBA") that expired on December 31, 2013; and,

WHEREAS, The parties recognize recruitment and retention difficulties, scheduling limitations, and excessive agency and benefit-related costs associated with Monroe Community Hospital ("MCH"); and,

WHEREAS, The parties acknowledge a particular difficulty in achieving desired staffing levels with unit members during weekends; and

WHEREAS, The parties desire to address these concerns by implementing a voluntary "Baylor Program" for licensed practical nurses ("LPN"s) and registered nurses ("RN"s), pursuant to which participating employees shall work (2) 16-hour shifts on Saturday and Sunday and receive compensation for 40 hours.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

1. Existing and newly hired full-time County employees working at MCH in the title of Registered Nurse or Licensed Practical Nurse are eligible to participate in this program.

2. Employees participating in this program would be required to do so for a minimum of one (1) year.

3. The designated Baylor Program hours are from 11:00 pm Friday to 11:00 pm Sunday. The exact shifts for Baylor Program participants will be determined by the County

4. For existing County employees who wish to participate in the Baylor Program, upon completion of one (1) year in the program, such individuals would have the option to exit the Program and return to a standard work schedule. Such employees would not, however, be guaranteed the ability to return to their prior schedule.

5. For employees hired by the County specifically to participate in the Baylor Program, to the extent such an individual would wish to exit the program and continue his or her

employment with the County at MCH, upon completion of two (2) years in the program, the employee may post into vacancies in accordance with the current process. However, the employee may not leave the Baylor program until the Baylor position is filled.

6. Any Baylor Program participant who does not work two (2) of his or her scheduled weekends within an eight (8) week period will be automatically removed from the program and subject to discipline. For employees hired by the County specifically to participate in the Baylor Program, it shall be in the County's sole discretion as to whether an employee removed from the program may continue his or her employment with the County.

7. Baylor Program participants work (2) 16-hour shifts on Saturday and Sunday and receive compensation for 40 hours. When taking time off during a scheduled shift, Baylor Program participants would use 1.25 hours of time off credits for every one (1) hour scheduled.

8. Baylor Program participants shall be eligible to work additional shifts and/or hours beyond their two (2), regularly scheduled sixteen-hour shifts pursuant to the Program. However, Baylor Program participants must actually work more than 40 hours in a work week before receiving FLSA overtime. The hours actually worked between 32 and 40 will be paid at the straight time rate and all hours actually worked over 40 will be paid at the rate of time and one-half the employees base hourly rate. Baylor Program participants are not eligible to earn compensatory time off.

9. Selection Baylor Program participants and the number of participants will at the sole discretion of the County based on those that have been specifically hired for the Baylor Program and/or those that have expressed interest in it. Employees with disciplinary issues within the past three years, including Time and Attendance are not eligible to participate in the Program.

10. Baylor Program participants are required to complete annual health assessments, attend mandatory in-service training and maintain valid professional licenses and/or certificates. The County will make reasonable efforts to make such assessments and trainings available to Baylor Program participants during their normal scheduled shifts. If such assessments and trainings are not available during their normal scheduled shifts, the participant must obtain approval from the Director of Nursing prior to attendance during off shifts. All time spent in assessments and trainings required by the County will be compensable.

11. All other provisions of the CBA not specifically addressed herein shall continue to apply to all Baylor Program participants.

12. This Agreement shall remain in effect for one (1) year, after which time it shall it shall automatically renew each year thereafter, unless the County elects to discontinue the Baylor Program. Baylor Program participants will be given 30 calendars notice of the discontinuance of the Program.

IN WITNESS WHEREOF, the parties have executed the Agreement as of the date set forth below.

MONROE COUNTY:

Date: 11/30/15

Brayton McK. Connard, SPHR

Date: 11/30/15

Thomas Vasey, Labor Relations Manager

CIVIL SERVICE EMPLOYEES ASSOCIATION:

Date 11/23/15

James D'Amico, President

Date 11/23/15

Robert Leonard, Labor Relations Specialist

Baylor Program - Time Off Calculations				
10/27/2015				
Actual Hours Worked	Total Hours to be Paid for	Hours Off	Credits to Use	Actual Hours Paid
32	40	0	0	40
31	38.75	-1.25	1.25	40
30	37.5	-2.5	2.5	40
29	36.25	-3.75	3.75	40
28	35	-5	5	40
27	33.75	-6.25	6.25	40
26	32.5	-7.5	7.5	40
25	31.25	-8.75	8.75	40
24	30	-10	10	40
23	28.75	-11.25	11.25	40
22	27.5	-12.5	12.5	40
21	26.25	-13.75	13.75	40
20	25	-15	15	40
19	23.75	-16.25	16.25	40
18	22.5	-17.5	17.5	40
17	21.25	-18.75	18.75	40
16	20	-20	20	40
15	18.75	-21.25	21.25	40
14	17.5	-22.5	22.5	40
13	16.25	-23.75	23.75	40
12	15	-25	25	40
11	13.75	-26.25	26.25	40
10	12.5	-27.5	27.5	40
9	11.25	-28.75	28.75	40
8	10	-30	30	40
7	8.75	-31.25	31.25	40
6	7.5	-32.5	32.5	40
5	6.25	-33.75	33.75	40
4	5	-35	35	40
3	3.75	-36.25	36.25	40
2	2.5	-37.5	37.5	40
1	1.25	-38.75	38.75	40

Monroe Community Hospital "Baylor Program"

Enrollment Form

Revised 2016-09-08

I, _____ (Print Full Name) voluntarily wish to enroll and agree to participate in the "Baylor Program" for Licensed Practical Nurses (LPN's) and Registered Nurses (RN's) under the following conditions:

1. The designated Baylor Program hours are from 11:00 pm Friday to 7:30 am Monday. The exact shifts for Baylor Program participants will be determined by the County and shifts may be scheduled back to back. Current shifts are 11:00 pm to 3:30 pm, 6:30 am to 11:30 pm and 3:00 pm to 7:30 am.
2. For existing County employees who wish to participate in the Baylor Program, upon completion of one (1) year in the program, such individuals would have the option to exit the Program and return to a standard work schedule. Such employees would not, however, be guaranteed the ability to return to their prior schedule.
3. For employees hired by the County specifically to participate in the Baylor Program, to the extent such an individual would wish to exit the program and continue his or her employment with the County at MCH, upon completion of two (2) years in the program, the employee may post into vacancies in accordance with the current process. However, the employee may not leave the Baylor program until the Baylor position is filled.
4. Any Baylor Program participant who does not work two (2) of his or her scheduled weekends within an eight (8) week period will be automatically removed from the program and subject to discipline. For employees hired by the County specifically to participate in the Baylor Program, it shall be in the County's sole discretion as to whether an employee removed from the program may continue his or her employment with the County.
5. Baylor Program participants work (2) 16-hour shifts on Saturday and Sunday and receive compensation for 40 hours. When taking time off during a scheduled shift, Baylor Program participants would use 1.25 hours of time off credits for every one (1) hour scheduled.
6. Baylor Program participants shall be eligible to work additional shifts and/or hours beyond their two (2), regularly scheduled sixteen-hour shifts pursuant to the Program. However, Baylor Program participants must actually work more than 40 hours in a work week before receiving FLSA overtime. The hours actually worked between 32 and 40 will be paid at the straight time rate and all hours actually worked over 40 will be paid at the rate of time and one-half the employees base hourly rate. Baylor Program participants are not eligible to earn compensatory time off.
7. Selection Baylor Program participants and the number of participants will at the sole discretion of the County based on those that have been specifically hired for the Baylor Program and/or those that have expressed interest in it. Employees with disciplinary issues within the past three years, including Time and Attendance are not eligible to participate in the Program.
8. Baylor Program participants are required to complete annual health assessments, attend mandatory in-service training and maintain valid professional licenses and/or certificates. The County will make reasonable efforts to make such assessments and trainings available to Baylor Program participants during their normal scheduled shifts. If such assessments and trainings are not available during their normal scheduled shifts, the participant must obtain approval from the Director of Nursing prior to attendance during off shifts. All time spent in assessments and trainings required by the County will be compensable.
9. All other provisions of the CBA not specifically addressed herein shall continue to apply to all Baylor Program participants.
10. Baylor Program participants will be given 30 calendars notice of the discontinuance of the Program.

I acknowledge by my signature below that I have read and understand the requirements listed above and wish to participate in the program.

_____ _____

Baylor Applicant Signature Date

HR USE ONLY

EFFECTIVE DATE _____

NOTES _____

Memorandum of Agreement

Between

Monroe County

and the

Civil Service Employees Association, Monroe County Employee Unit

WHEREAS, Monroe County (the "County") and Civil Service Employees Association, Monroe County Employee Unit, Local 828 Unit 7400 (the "CSEA" or the "Union") are parties to a Collective Bargaining Agreement ("CBA") that expired on December 31, 2013; and,

WHEREAS, The parties recognize recruitment and retention difficulties, scheduling limitations, and excessive agency and benefit-related costs associated with Monroe Community Hospital ("MCH"); and,

WHEREAS, Through a desire to address these issues, on January 22, 2007, the parties entered a Memorandum of Agreement establishing a Flexible Compensation Program to enhance employment opportunities for registered nurses ("RN") and licensed practical nurses ("LPN") at MCH; and

WHEREAS, The parties now desire to expand upon the previously-established Flexible Compensation Program by expanding its application to now include individuals in the following titles: Licensed Practical Nurse, Nursing Assistant, Respiratory Care Practitioner, Sr. Respiratory Care Practitioner, and any title requiring the qualification of a Registered Nurse.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

1. Existing and newly hired full-time Monroe County employees working at MCH in the titles of: Licensed Practical Nurse, Nursing Assistant, Respiratory Care Practitioner, Sr. Respiratory Care Practitioner, and any title requiring the qualification of a Registered Nurse are eligible to receive compensation and benefits in accordance with Option 1 or Option 2 as set forth in the attached Addendum. Employees electing to participate in either option will be placed on the same salary step that they were on under the CBA.

2. Employees are not eligible to participate in the Program if they do not have health coverage through another source that is not covered through the health insurance exchange/marketplace established under the Affordable Care Act ("ACA").

3. An employee eligible to participate in the Program who does not make an election to participate will receive compensation and benefits in accordance with the terms and conditions set forth in the CBA between the parties.

4. An employee who elects to participate in the Program under either Option will earn 14 days of time off per annum ("ETO") which will accrue at a rate of 1.166 days per month. Bidding for vacation time will be in accordance with the terms and provisions of the CBA.

5. Unused ETO may be accumulated from year to year up to forty (40) days. Any employee who has time ETO accrued under the Program and elects to return to employment under the terms and conditions of the CBA may, at that time and at employee's discretion, cash out the entire ETO accumulation.

6. Any employee electing to participate in the Program who has time in vacation, compensatory and/or FSLA banks will receive a payout of those banks or, at the employees option, may retain up to twenty (20) existing days in each bank, and receive a payout of the remainder. Any time retained in these banks will be frozen and inaccessible to the employee during participation in the Program. Also, all time accumulated in the employee's sick leave bank at the time they begin participation in the Program will be frozen and inaccessible during participation in the Program.

7. Any employee in the Program who has exhausted their ETO bank and experiences a condition, which condition would qualify them for a leave under the Family Medical Leave Act, upon submission of supporting medical documentation, will return to CBA provisions for compensation and benefits as soon as administratively practicable, and will regain immediate access to their frozen banks.

8. In addition to ETO, Program participants will receive three (3) holidays, those being Thanksgiving, Christmas and New Year's Day to which CBA Sections 50.6, 50.7 and 50.8 apply.

9. All other provisions of the CBA not specifically addressed herein continue to apply to Program participants including those relating to Death in Family, Longevity, Overtime and Retirement.

10. Other than during the special enrollment period commencing November 1, 2015 and ending December 31, 2015 and at the time of initial hire, enrollment into any of the compensation packages will be allowed only during an annual open enrollment period. This annual enrollment period will correspond with the Monroe County's annual benefits open enrollment period, for a change effective pay period one (1) of the following year, except as provided in paragraph seven (7) and eleven (11) of this agreement.

11. Any employee participating in this Program may opt out during the County's annual benefits open enrollment period. The effective date of such opt out is pay period one (1) of the following year.

12. The Time and Attendance- Policy shall not apply to any employee participating in the Program, However, any employee participating in the Program who accrues (6) sick leave occurrences within a one (1) year period for which prior approval has not been obtained, will forfeit participation in the Program and will be immediately returned to employment under the terms and conditions of the CBA, which action shall not be grieveable.

13. The Agreement and Addendum attached replaces any prior Flexible Compensation Program Agreements and Addendum

14. This Agreement will automatically renew annually. After the initial one year period, the County may discontinue this agreement by providing written notice with at least 30 days in advance to the Union.

MONROE COUNTY:

Date: 11/20/15

Brayton McK. Connard, SPHR

Date: 11/30/15

Thomas Vasey, Labor Relations Manager

CIVIL SERVICE EMPLOYEES ASSOCIATION:

Date 11/23/15

James D'Amico, President

Date 11/23/15

Robert Leonard, Labor Relations Specialist

FLEXIBLE COMPENSATION PROGRAM HOURLY RATES

Pay Rates Effective 1/1/18

Certified Nursing Assistant – Group 4

Step	Option 1 14 days earned time off annually and no health benefits **JOB CODE = 960014**	Option 2 14 days earned time off annually and 100% Single Dental coverage and Health Coverage under Value 2 Plan Only **JOB CODE = 960015**
X	13.7408	11.7408
A	14.0591	12.0591
B	14.8153	12.8153
C	15.4523	13.4523
D	16.0890	14.0890
E	16.7657	14.7657

Registered Nurse- Group 14 (at 70 hour rate)

Step	Option 1 14 days earned time off annually and no health benefits **JOB CODE = 408299**	Option 2 14 days earned time off annually and 100% Single Dental coverage and Health Coverage under Value 2 Plan Only **JOB CODE = 408300**
X	26.6866	24.7466
A	27.3688	25.4288
B	28.7789	26.8389
C	30.3254	28.3854
D	31.8721	29.9321
E	33.1913	31.2513
F	33.7798	31.8398
G	34.3804	32.4404

Respiratory Care Practitioner - Group 15 (at 80 hour rate)

Step	Option 1 14 days earned time off annually and no health benefits **JOB CODE = 960002**	Option 2 14 days earned time off annually and 100% Single Dental coverage and Health Coverage under Value 2 Plan Only **JOB CODE = 960003**
X	25.745	23.715
A	26.4216	24.3916
B	27.8147	25.7847
C	29.1681	27.1381
D	30.6009	28.5709
E	31.9542	29.9242
F	32.5123	30.4823
G	33.0814	31.0514

Nursing Supervisor- Group 16 (at 70 hour rate)

JOB CODE = 960006

Step	Option 1 14 days earned time off annually and no health benefits	Option 2 14 days earned time off annually and 100% Single Dental coverage and Health Coverage under Value 2 Plan Only
X	31.0464	28.9164
A	31.7743	29.6443
B	33.5939	31.4639
C	35.2315	33.1015
D	36.9599	34.8299
E	38.6886	36.5586
F	39.3745	37.2445
G	40.0743	37.9443

Specialty RN - Group 16

(Employee Health & Safety, Infection Control, Rehabilitative Nursing Clinical Coordinator, Wound Care Nursing Titles)

Step	Option 1 14 days earned time off annually and no health benefits	Option 2 14 days earned time off annually and 100% Single Dental coverage and Health Coverage under Value 2 Plan Only
X	27.5969	25.5969
A	28.2338	26.2338
B	29.8259	27.8259
C	31.2587	29.2587
D	32.7712	30.7712
E	34.2837	32.2837
F	34.8839	32.8839
G	35.4962	33.4962

Infection Control Option 1 = 960010 **Infection Control Option 2 = 960011**

Employee Health Nurse Opt 1 = 960008 **Employee Health Nurse Opt 2 = 960009**

Rehab Nursing Clinical Opt 1 = 960012 **Rehab Nursing Clinical Opt 2 = 960013**

Wound Care Nurse Opt 1 = 960016 **Wound Care Nurse Opt 2 = 960017**

Licensed Practical Nurse- Group 11

Step	Option 1 14 days earned time off annually and no health benefits **JOB CODE = 418494**	Option 2 14 days earned time off annually and 100% Single Dental coverage and Health Coverage under Value 2 Plan Only **JOB CODE = 418495**
X	20.1413	18.2013
A	20.6190	18.6790
B	21.6537	19.7137
C	22.7285	20.7885
D	23.8032	21.8632
E	24.8380	22.8980
F	25.2599	23.3199
G	25.6903	23.7503

APPENDIX E

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	2013 Off-step STEP EA	2013 Off-step STEP GA
01	ANNUALIZED	19,899.95	20,510.95	21,907.82	23,217.78	24,440.56	25,750.26	N/A	N/A	26,265.21	N/A
	PAYROLL YEAR	19,823.70	20,432.36	21,823.88	23,128.82	24,346.92	25,651.60			26,164.58	
	70 HOUR	10.8921	11.2266	11.9912	12.7082	13.3774	14.0943			14.3762	
	75 HOUR	10.1659	10.4782	11.1918	11.8610	12.4855	13.1547			13.4178	
	80 HOUR	9.5305	9.8233	10.4923	11.1197	11.7051	12.3325			12.5791	
	BI-WEEKLY	762.45	785.86	839.38	889.57	936.42	986.60			1,006.33	
02	ANNUALIZED	21,209.38	21,820.91	23,217.78	24,440.56	25,837.43	27,234.57	N/A	N/A	27,779.27	N/A
	PAYROLL YEAR	21,128.12	21,737.30	23,128.82	24,346.92	25,738.44	27,130.22			27,672.84	
	70 HOUR	11.6089	11.9436	12.7082	13.3774	14.1420	14.9067			15.2049	
	75 HOUR	10.8350	11.1474	11.8610	12.4855	13.1992	13.9130			14.1912	
	80 HOUR	10.1579	10.4505	11.1197	11.7051	12.3744	13.0434			13.3043	
	BI-WEEKLY	812.62	836.05	889.57	936.42	989.94	1,043.47			1,064.34	
03	ANNUALIZED	22,432.17	23,043.17	24,265.95	25,750.26	27,234.57	28,719.14	N/A	N/A	29,293.34	N/A
	PAYROLL YEAR	22,346.22	22,954.88	24,172.98	25,651.60	27,130.22	28,609.10			29,181.10	
	70 HOUR	12.2781	12.6126	13.2818	14.0943	14.9067	15.7193			16.0336	
	75 HOUR	11.4595	11.7719	12.3964	13.1547	13.9130	14.6712			14.9646	
	80 HOUR	10.7433	11.0359	11.6215	12.3325	13.0434	13.7543			14.0294	
	BI-WEEKLY	859.47	882.88	929.73	986.60	1,043.47	1,100.35			1,122.35	
04	ANNUALIZED	23,217.78	23,916.47	25,575.65	26,972.78	28,369.66	29,853.96	N/A	N/A	30,451.13	N/A
	PAYROLL YEAR	23,128.82	23,824.84	25,477.66	26,869.44	28,260.96	29,739.58			30,334.46	
	70 HOUR	12.7082	13.0905	13.9987	14.7634	15.5280	16.3404			16.6673	
	75 HOUR	11.8610	12.2178	13.0654	13.7792	14.4928	15.2511			15.5561	
	80 HOUR	11.1197	11.4542	12.2487	12.9180	13.5870	14.2979			14.5838	
	BI-WEEKLY	889.57	916.34	979.91	1,033.44	1,086.96	1,143.83			1,166.71	
05	ANNUALIZED	24,702.35	25,575.65	27,059.96	28,719.14	30,116.01	31,774.92	N/A	N/A	32,410.46	N/A
	PAYROLL YEAR	24,607.70	25,477.66	26,956.28	28,609.10	30,000.62	31,653.18			32,286.28	
	70 HOUR	13.5207	13.9987	14.8112	15.7193	16.4839	17.3919			17.7397	
	75 HOUR	12.6194	13.0654	13.8237	14.6712	15.3850	16.2325			16.5571	
	80 HOUR	11.8307	12.2487	12.9598	13.7543	14.4235	15.2181			15.5224	
	BI-WEEKLY	946.45	979.91	1,036.78	1,100.35	1,153.87	1,217.43			1,241.78	
06	ANNUALIZED	26,535.87	27,234.57	28,980.92	30,640.10	32,299.27	33,871.01	N/A	N/A	34,548.57	N/A
	PAYROLL YEAR	26,434.20	27,130.22	28,869.88	30,522.70	32,175.52	33,741.24			34,416.20	
	70 HOUR	14.5243	14.9067	15.8626	16.7707	17.6788	18.5392			18.9100	
	75 HOUR	13.5561	13.9130	14.8051	15.6525	16.5002	17.3031			17.6492	
	80 HOUR	12.7088	13.0434	13.8798	14.6744	15.4689	16.2217			16.5461	
	BI-WEEKLY	1,016.70	1,043.47	1,110.38	1,173.95	1,237.52	1,297.74			1,323.70	

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	2013 Off-step STEP EA	2013 Off-step STEP GA
07	ANNUALIZED	28,195.05	29,068.09	30,814.70	32,648.23	34,394.84	36,141.19	N/A	N/A	36,864.16	N/A
	PAYROLL YEAR	28,087.02	28,956.72	30,696.64	32,523.14	34,263.06	36,002.72			36,722.92	
	70 HOUR	15.4324	15.9103	16.8663	17.8699	18.8258	19.7817			20.1774	
	75 HOUR	14.4037	14.8497	15.7418	16.6787	17.5708	18.4628			18.8321	
	80 HOUR	13.5034	13.9216	14.7580	15.6361	16.4726	17.3089			17.6551	
	BI-WEEKLY	1,080.27	1,113.72	1,180.64	1,250.89	1,317.81	1,384.72			1,412.42	
08	ANNUALIZED	29,941.14	30,814.70	32,735.93	34,569.71	36,490.41	38,411.37	N/A	N/A	39,179.75	N/A
	PAYROLL YEAR	29,826.42	30,696.64	32,610.50	34,437.26	36,350.60	38,264.20			39,029.64	
	70 HOUR	16.3882	16.8663	17.9178	18.9215	19.9729	21.0243			21.4448	
	75 HOUR	15.2957	15.7418	16.7232	17.6600	18.6413	19.6227			20.0151	
	80 HOUR	14.3398	14.7580	15.6782	16.5563	17.4763	18.3962			18.7642	
	BI-WEEKLY	1,147.17	1,180.64	1,254.25	1,324.51	1,398.10	1,471.70			1,501.14	
09	ANNUALIZED	31,949.79	32,823.10	34,831.49	36,752.19	38,848.02	40,856.42	N/A	N/A	41,673.61	N/A
	PAYROLL YEAR	31,827.38	32,697.34	34,698.04	36,611.38	38,699.18	40,699.88			41,513.94	
	70 HOUR	17.4876	17.9655	19.0648	20.1162	21.2633	22.3626			22.8098	
	75 HOUR	16.3218	16.7678	17.7938	18.7752	19.8458	20.8718			21.2892	
	80 HOUR	15.3017	15.7199	16.6816	17.6017	18.6054	19.5672			19.9585	
	BI-WEEKLY	1,224.13	1,257.59	1,334.54	1,408.13	1,488.43	1,565.38			1,596.69	
10	ANNUALIZED	33,958.19	34,918.67	37,188.85	39,284.68	41,467.68	43,738.12	N/A	N/A	44,612.73	N/A
	PAYROLL YEAR	33,828.08	34,784.88	37,046.36	39,134.16	41,308.80	43,570.54			44,441.80	
	70 HOUR	18.5869	19.1126	20.3552	21.5023	22.6971	23.9398			24.4185	
	75 HOUR	17.3478	17.8384	18.9981	20.0688	21.1839	22.3437			22.7907	
	80 HOUR	16.2635	16.7235	17.8108	18.8145	19.8600	20.9473			21.3663	
	BI-WEEKLY	1,301.08	1,337.88	1,424.86	1,505.16	1,588.80	1,675.79			1,709.30	
11	ANNUALIZED	36,228.37	37,276.54	39,546.46	41,904.33	44,261.95	46,532.12	47,457.63	48,401.93	47,462.85	49,369.72
	PAYROLL YEAR	36,089.56	37,133.72	39,394.94	41,743.78	44,092.36	46,353.84	47,275.80	48,216.48	47,281.00	49,180.56
	70 HOUR	19.8294	20.4031	21.6456	22.9362	24.2265	25.4691	25.9757	26.4925	25.9785	27.0223
	75 HOUR	18.5075	19.0428	20.2027	21.4071	22.6115	23.7712	N/A	N/A	24.2466	N/A
	80 HOUR	17.3507	17.8526	18.9399	20.0691	21.1982	22.2855	22.7288	23.1809	22.7312	23.6445
	BI-WEEKLY	1,388.06	1,428.22	1,515.19	1,605.53	1,695.86	1,782.84	1,818.30	1,854.48	1,818.50	1,891.56
12	ANNUALIZED	38,585.98	39,721.07	42,166.12	44,611.16	47,230.82	49,500.74	50,486.01	51,490.60	50,490.71	52,520.51
	PAYROLL YEAR	38,438.14	39,568.88	42,004.56	44,440.24	47,049.86	49,311.08	50,292.58	51,293.32	50,297.26	52,319.28
	70 HOUR	21.1199	21.7412	23.0794	24.4177	25.8515	27.0940	27.6333	28.1831	27.6359	28.7468
	75 HOUR	19.7119	20.2918	21.5408	22.7899	24.1280	25.2878	N/A	N/A	25.7936	N/A
	80 HOUR	18.4799	19.0236	20.1944	21.3655	22.6201	23.7074	24.1790	24.6601	24.1815	25.1533
	BI-WEEKLY	1,478.39	1,521.88	1,615.56	1,709.24	1,809.61	1,896.58	1,934.33	1,972.82	1,934.51	2,012.28

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	2013 Off-step STEP EA	2013 Off-step STEP GA
13	ANNUALIZED	41,293.07	42,515.33	45,135.25	47,754.65	50,548.91	52,819.09	53,870.66	54,942.85	53,875.62	56,041.66
	PAYROLL YEAR	41,134.86	42,352.44	44,962.32	47,571.68	50,355.24	52,616.72	53,664.26	54,732.34	53,669.20	55,826.94
	70 HOUR	22.6015	23.2706	24.7045	26.1383	27.6677	28.9103	29.4858	30.0727	29.4885	30.6741
	75 HOUR	21.0947	21.7192	23.0575	24.3958	25.8231	26.9829	N/A	N/A	27.5226	28.6293
	80 HOUR	19.7764	20.3619	21.6164	22.8710	24.2092	25.2965	25.8000	26.3137	25.8024	26.8400
	BI-WEEKLY	1,582.11	1,628.94	1,729.32	1,829.68	1,936.74	2,023.72	2,064.01	2,105.09	2,064.20	2,147.19
14	ANNUALIZED	44,261.95	45,571.38	48,278.48	51,247.35	54,216.49	56,748.71	57,878.58	59,030.63	57,883.54	60,211.40
	PAYROLL YEAR	44,092.36	45,396.78	48,093.50	51,051.00	54,008.76	56,531.28	57,656.82	58,804.46	57,661.76	59,980.70
	70 HOUR	24.2265	24.9433	26.4250	28.0500	29.6751	31.0611	31.6795	32.3102	31.6823	32.9564
	75 HOUR	22.6114	23.2805	24.6634	26.1800	27.6967	28.9903	N/A	N/A	29.5701	N/A
	80 HOUR	21.1982	21.8255	23.1220	24.5437	25.9657	27.1783	27.7195	28.2715	27.7219	28.8370
	BI-WEEKLY	1,695.86	1,746.03	1,849.75	1,963.50	2,077.26	2,174.28	2,217.57	2,261.71	2,217.76	2,306.95
15	ANNUALIZED	47,842.08	49,326.39	52,382.44	55,351.58	58,494.80	61,463.67	62,687.76	63,936.65	62,692.98	65,215.55
	PAYROLL YEAR	47,658.78	49,137.40	52,181.74	55,139.50	58,270.68	61,228.18	62,447.58	63,691.68	62,452.78	64,965.68
	70 HOUR	26.1861	26.9985	28.6713	30.2964	32.0168	33.6419	34.3119	34.9954	34.3147	35.6954
	75 HOUR	24.4403	25.1986	26.7599	28.2766	29.8824	31.3991	N/A	N/A	32.0271	33.3157
	80 HOUR	22.9128	23.6238	25.0874	26.5094	28.0147	29.4366	30.0230	30.6209	30.0254	31.2334
	BI-WEEKLY	1,833.03	1,889.90	2,006.99	2,120.75	2,241.18	2,354.93	2,401.83	2,449.68	2,402.03	2,498.68
16	ANNUALIZED	51,421.96	52,819.09	56,311.79	59,455.54	62,773.37	66,091.46	67,408.47	68,751.58	67,413.43	70,126.52
	PAYROLL YEAR	51,224.94	52,616.72	56,096.04	59,227.74	62,532.86	65,838.24	67,150.20	68,488.16	67,155.14	69,857.84
	70 HOUR	28.1456	28.9103	30.8220	32.5427	34.3587	36.1749	36.8957	37.6308	36.8984	38.3834
	75 HOUR	26.2692	26.9829	28.7673	30.3731	32.0682	33.7632	N/A	N/A	34.4385	N/A
	80 HOUR	24.6273	25.2965	26.9693	28.4747	30.0640	31.6531	32.2837	32.9270	32.2861	33.5855
	BI-WEEKLY	1,970.19	2,023.72	2,157.54	2,277.99	2,405.11	2,532.24	2,582.70	2,634.16	2,582.89	2,686.84
38	ANNUALIZED	31,666.61	32,648.23	34,394.06	36,140.15	37,884.41	39,626.85	N/A	N/A	40,419.24	N/A
	PAYROLL YEAR	31,545.28	32,523.14	34,262.28	36,001.68	37,739.26	39,475.02			40,264.38	
	70 HOUR	17.3325	17.8698	18.8254	19.7811	20.7358	21.6896			22.1233	
	80 HOUR	15.1658	15.6361	16.4723	17.3084	18.1437	18.9784			19.3580	
	BI-WEEKLY	1,213.28	1,250.89	1,317.78	1,384.68	1,451.51	1,518.27			1,548.63	
39	ANNUALIZED	25603.32	26214.32	27416.22	28921.41	30405.98	31890.02	N/A	N/A	32,527.91	N/A
	PAYROLL YEAR	25505.22	26113.88	27311.18	28810.6	30289.48	31767.84			32,403.28	
	70 HOUR	14.0139	14.3483	15.0061	15.83	16.6425	17.4549			17.8040	
	80 HOUR	12.2621	12.5548	13.1303	13.8512	14.5622	15.2731			15.5785	
	BI-WEEKLY	980.97	1004.38	1050.43	1108.1	1164.98	1221.84			1,246.28	

APPENDIX F

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	2013 Off-step STEP EA	2013 Off-step STEP GA
01	ANNUALIZED	18,721.53	19,295.99	20,609.34	21,840.48	22,989.40	24,220.80	N/A	N/A	24,705.22	N/A
	PAYROLL YEAR	18,649.80	19,222.06	20,530.38	21,756.80	22,901.32	24,128.00			24,610.56	
	70 HOUR	10.2471	10.5616	11.2804	11.9543	12.5832	13.2572			13.5223	
	75 HOUR	9.5639	9.8574	10.5284	11.1573	11.7445	12.3734			12.6209	
	80 HOUR	8.9662	9.2414	9.8703	10.4600	11.0103	11.6000			11.8320	
	BI-WEEKLY	717.30	739.31	789.63	836.80	880.82	928.00			946.56	
02	ANNUALIZED	19,952.41	20,527.13	21,840.48	22,989.40	24,303.02	25,616.11	N/A	N/A	26,128.71	N/A
	PAYROLL YEAR	19,875.96	20,448.48	21,756.80	22,901.32	24,209.90	25,517.96			26,028.60	
	70 HOUR	10.9209	11.2354	11.9543	12.5832	13.3021	14.0209			14.3014	
	75 HOUR	10.1929	10.4864	11.1573	11.7445	12.4153	13.0862			13.3479	
	80 HOUR	9.5559	9.8310	10.4600	11.0103	11.6394	12.2683			12.5136	
	BI-WEEKLY	764.46	786.48	836.80	880.82	931.15	981.46			1,001.10	
03	ANNUALIZED	21,101.59	21,676.57	22,825.49	24,220.80	25,616.11	27,011.41	N/A	N/A	27,551.68	N/A
	PAYROLL YEAR	21,020.74	21,593.52	22,738.04	24,128.00	25,517.96	26,907.92			27,446.12	
	70 HOUR	11.5499	11.8645	12.4934	13.2572	14.0209	14.7846			15.0803	
	75 HOUR	10.7799	11.0734	11.6606	12.3735	13.0862	13.7991			14.0751	
	80 HOUR	10.1062	10.3814	10.9318	11.6000	12.2683	12.9366			13.1953	
	BI-WEEKLY	808.49	830.52	874.54	928.00	981.46	1,034.92			1,055.62	
04	ANNUALIZED	21,840.48	22,497.16	24,056.89	25,369.98	26,683.34	28,078.64	N/A	N/A	28,640.31	N/A
	PAYROLL YEAR	21,756.80	22,410.96	23,964.72	25,272.78	26,581.10	27,971.06			28,530.58	
	70 HOUR	11.9543	12.3137	13.1674	13.8861	14.6050	15.3687			15.6761	
	75 HOUR	11.1573	11.4928	12.2895	12.9604	13.6314	14.3442			14.6310	
	80 HOUR	10.4600	10.7744	11.5213	12.1504	12.7793	13.4476			13.7165	
	BI-WEEKLY	836.80	861.96	921.72	972.03	1,022.35	1,075.81			1,097.33	
05	ANNUALIZED	23,235.79	24,056.89	25,452.20	27,011.41	28,325.03	29,884.50	N/A	N/A	30,482.19	N/A
	PAYROLL YEAR	23,146.76	23,964.72	25,354.68	26,907.92	28,216.50	29,770.00			30,365.40	
	70 HOUR	12.7180	13.1674	13.9311	14.7846	15.5035	16.3571			16.6843	
	75 HOUR	11.8701	12.2895	13.0023	13.7991	14.4700	15.2666			15.5719	
	80 HOUR	11.1283	11.5213	12.1897	12.9366	13.5656	14.3125			14.5987	
	BI-WEEKLY	890.26	921.72	975.18	1,034.92	1,085.25	1,145.00			1,167.90	
06	ANNUALIZED	24,959.69	25,616.11	27,258.06	28,817.27	30,377.01	31,854.53	N/A	N/A	32,491.63	N/A
	PAYROLL YEAR	24,864.06	25,517.96	27,153.62	28,706.86	30,260.62	31,732.48			32,367.14	
	70 HOUR	13.6615	14.0209	14.9195	15.7730	16.6267	17.4354			17.7841	
	75 HOUR	12.7508	13.0862	13.9248	14.7215	15.5182	16.2730			16.5984	
	80 HOUR	11.9538	12.2683	13.0546	13.8014	14.5483	15.2559			15.5611	
	BI-WEEKLY	956.31	981.46	1,044.37	1,104.11	1,163.87	1,220.48			1,244.89	

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	2013 Off-step STEP EA	2013 Off-step STEP GA
07	ANNUALIZED	26,519.17	27,339.75	28,981.44	30,705.35	32,347.04	33,988.73	N/A	N/A	34,668.37	N/A
	PAYROLL YEAR	26,417.56	27,235.00	28,870.40	30,587.70	32,223.10	33,858.50			34,535.54	
	70 HOUR	14.5151	14.9643	15.8629	16.8064	17.7050	18.6035			18.9756	
	75 HOUR	13.5475	13.9667	14.8054	15.6860	16.5245	17.3633			17.7106	
	80 HOUR	12.7007	13.0939	13.8801	14.7056	15.4919	16.2781			16.6036	
	BI-WEEKLY	1,016.06	1,047.50	1,110.40	1,176.45	1,239.35	1,302.25			1,328.29	
08	ANNUALIZED	28,160.86	28,981.44	30,787.30	32,511.20	34,316.80	36,122.66	N/A	N/A	36,844.85	N/A
	PAYROLL YEAR	28,052.96	28,870.40	30,669.34	32,386.64	34,185.32	35,984.26			36,703.68	
	70 HOUR	15.4137	15.8629	16.8513	17.7948	18.7831	19.7715			20.1669	
	75 HOUR	14.3861	14.8054	15.7280	16.6085	17.5309	18.4534			18.8225	
	80 HOUR	13.4870	13.8801	14.7449	15.5705	16.4353	17.3001			17.6461	
	BI-WEEKLY	1,078.96	1,110.40	1,179.59	1,245.64	1,314.82	1,384.01			1,411.68	
09	ANNUALIZED	30,048.93	30,869.51	32,757.33	34,563.19	36,533.21	38,420.77	N/A	N/A	39,189.15	N/A
	PAYROLL YEAR	29,933.80	30,751.24	32,631.82	34,430.76	36,393.24	38,273.56			39,039.00	
	70 HOUR	16.4471	16.8963	17.9296	18.9180	19.9963	21.0294			21.4500	
	75 HOUR	15.3506	15.7699	16.7343	17.6568	18.6632	19.6275			20.0201	
	80 HOUR	14.3912	14.7842	15.6884	16.5532	17.4967	18.4008			18.7688	
	BI-WEEKLY	1,151.30	1,182.74	1,255.07	1,324.26	1,399.74	1,472.06			1,501.50	
10	ANNUALIZED	31,936.22	32,839.54	34,973.48	36,943.51	38,995.49	41,129.69	N/A	N/A	41,952.36	N/A
	PAYROLL YEAR	31,813.86	32,713.72	34,839.48	36,801.96	38,846.08	40,972.10			41,791.62	
	70 HOUR	17.4802	17.9745	19.1425	20.2208	21.3440	22.5121			22.9624	
	75 HOUR	16.3149	16.7762	17.8665	18.8728	19.9211	21.0113			21.4315	
	80 HOUR	15.2952	15.7276	16.7498	17.6932	18.6761	19.6981			20.0921	
	BI-WEEKLY	1,223.61	1,258.22	1,339.98	1,415.46	1,494.08	1,575.85			1,607.37	
11	ANNUALIZED	34,070.68	35,055.69	37,189.63	39,405.78	41,622.45	43,756.39	44,626.56	45,513.96	44,631.52	46,424.07
	PAYROLL YEAR	33,940.14	34,921.38	37,047.14	39,254.80	41,462.98	43,588.74	44,455.58	45,339.58	44,460.52	46,246.20
	70 HOUR	18.6484	19.1875	20.3556	21.5686	22.7818	23.9498	24.4261	24.9118	24.4288	25.4100
	75 HOUR	17.4051	17.9084	18.9986	20.1307	21.2629	22.3532	N/A	N/A	22.8002	N/A
	80 HOUR	16.3173	16.7891	17.8111	18.8726	19.9340	20.9560	21.3727	21.7978	21.3751	22.2338
	BI-WEEKLY	1,305.39	1,343.13	1,424.89	1,509.80	1,594.73	1,676.49	1,709.83	1,743.83	1,710.02	1,778.70
12	ANNUALIZED	36,286.83	37,354.06	39,652.16	41,950.53	44,412.80	46,546.74	47,472.77	48,417.07	47,477.99	49,385.38
	PAYROLL YEAR	36,147.80	37,210.94	39,500.24	41,789.80	44,242.64	46,368.40	47,290.88	48,231.56	47,296.08	49,196.16
	70 HOUR	19.8614	20.4455	21.7034	22.9614	24.3092	25.4772	25.9840	26.5009	25.9868	27.0309
	75 HOUR	18.5374	19.0825	20.2565	21.4306	22.6885	23.7788	N/A	N/A	24.2543	N/A
	80 HOUR	17.3788	17.8898	18.9905	20.0912	21.2706	22.2926	22.7361	23.1884	22.7384	23.6521
	BI-WEEKLY	1,390.30	1,431.19	1,519.24	1,607.30	1,701.64	1,783.40	1,818.88	1,855.06	1,819.08	1,892.16

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	2013 Off-step STEP EA	2013 Off-step STEP GA
13	ANNUALIZED	38,831.32	39,980.50	42,442.78	44,905.05	47,532.02	49,666.21	50,654.36	51,662.34	50,659.32	52,695.38
	PAYROLL YEAR	38,682.54	39,827.32	42,280.16	44,733.00	47,349.90	49,475.92	50,460.28	51,464.40	50,465.22	52,493.48
	70 HOUR	21.2542	21.8831	23.2309	24.5786	26.0164	27.1845	27.7254	28.2771	27.7282	28.8426
	75 HOUR	19.8373	20.4242	21.6822	22.9400	24.2820	25.3722	N/A	N/A	25.8797	26.9243
	80 HOUR	18.5974	19.1477	20.3271	21.5064	22.7643	23.7865	24.2598	24.7425	24.2622	25.2373
	BI-WEEKLY	1,487.79	1,531.82	1,626.16	1,720.50	1,821.15	1,902.92	1,940.78	1,979.40	1,940.97	2,018.98
14	ANNUALIZED	41,622.45	42,853.33	45,397.82	48,188.43	50,979.30	53,359.62	54,421.89	55,505.30	54,426.85	56,615.34
	PAYROLL YEAR	41,462.98	42,689.14	45,223.88	48,003.80	50,783.98	53,155.18	54,213.38	55,292.64	54,218.32	56,398.42
	70 HOUR	22.7818	23.4556	24.8483	26.3757	27.9033	29.2062	29.7875	30.3806	29.7903	30.9882
	75 HOUR	21.2630	21.8919	23.1918	24.6174	26.0431	27.2590	N/A	N/A	27.8042	N/A
	80 HOUR	19.9340	20.5237	21.7422	23.0788	24.4154	25.5554	26.0641	26.5829	26.0665	27.1145
	BI-WEEKLY	1,594.73	1,641.89	1,739.38	1,846.30	1,953.23	2,044.43	2,085.13	2,126.64	2,085.32	2,169.17
15	ANNUALIZED	44,987.27	46,382.83	49,255.66	52,046.79	55,001.57	57,792.19	58,942.94	60,116.65	58,947.89	61,319.08
	PAYROLL YEAR	44,814.90	46,205.12	49,066.94	51,847.38	54,790.84	57,570.76	58,717.10	59,886.32	58,722.04	61,084.14
	70 HOUR	24.6236	25.3874	26.9598	28.4875	30.1048	31.6323	32.2621	32.9046	32.2649	33.5627
	75 HOUR	22.9820	23.6949	25.1625	26.5884	28.0978	29.5235	N/A	N/A	30.1140	31.3280
	80 HOUR	21.5457	22.2139	23.5898	24.9265	26.3416	27.6782	28.2294	28.7915	28.2317	29.3673
	BI-WEEKLY	1,723.65	1,777.12	1,887.19	1,994.13	2,107.34	2,214.26	2,258.35	2,303.32	2,258.54	2,349.39
16	ANNUALIZED	48,352.60	49,666.21	52,949.33	55,904.37	59,023.32	62,142.53	63,380.20	64,642.91	63,385.42	65,935.91
	PAYROLL YEAR	48,167.34	49,475.92	52,746.46	55,690.18	58,797.18	61,904.44	63,137.36	64,395.24	63,142.56	65,683.28
	70 HOUR	26.4656	27.1845	28.9816	30.5990	32.3061	34.0134	34.6909	35.3820	34.6937	36.0897
	75 HOUR	24.7012	25.3722	27.0495	28.5590	30.1524	31.7458	N/A	N/A	32.3808	N/A
	80 HOUR	23.1574	23.7865	25.3589	26.7740	28.2679	29.7617	30.3545	30.9592	30.3570	31.5784
	BI-WEEKLY	1,852.59	1,902.92	2,028.71	2,141.93	2,261.43	2,380.94	2,428.36	2,476.74	2,428.56	2,526.28
38	ANNUALIZED	29,781.93	30,705.08	32,346.25	33,987.42	35,627.02	37,265.06	N/A	N/A	38010.47	N/A
	PAYROLL YEAR	29,667.82	30,587.44	32,222.32	33,857.20	35,490.52	37,122.28			37864.84	
	70 HOUR	16.3010	16.8063	17.7046	18.6029	19.5003	20.3969			20.8049	
	80 HOUR	14.2635	14.7054	15.4916	16.2775	17.0628	17.8473			18.2043	
	BI-WEEKLY	1,141.07	1,176.44	1,239.32	1,302.20	1,365.02	1,427.78			1,456.34	
39	ANNUALIZED	24,272.74	24,847.46	25,996.64	27,391.95	28,787.26	30,182.82	N/A	N/A	30786.52	N/A
	PAYROLL YEAR	24,179.74	24,752.26	25,897.04	27,287.00	28,676.96	30,067.18			30668.56	
	70 HOUR	13.2856	13.6002	14.2291	14.9928	15.7565	16.5204			16.8508	
	80 HOUR	11.6249	11.9001	12.4505	13.1188	13.7870	14.4554			14.7445	
	BI-WEEKLY	929.99	952.01	996.04	1,049.50	1,102.96	1,156.43			1,179.56	

APPENDIX G

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
01	ANNUALIZED	18,860.12	19,237.53	19,622.24	20,014.52	20,414.90	20,823.36	21,239.92	21,664.57	22,097.83	22,539.96	22,990.71	23,450.59	23,919.35
	PAYROLL YEAR	18,787.86	19,163.82	19,547.06	19,937.84	20,336.68	20,743.58	21,158.54	21,581.56	22,013.16	22,453.60	22,902.62	23,360.74	23,827.70
	70 HOUR	10.3230	10.5295	10.7401	10.9549	11.1740	11.3975	11.6255	11.8580	12.0952	12.3371	12.5838	12.8355	13.0922
	75 HOUR	9.6348	9.8275	10.0241	10.2246	10.4291	10.6377	10.8505	11.0675	11.2889	11.5147	11.7450	11.9799	12.2195
	80 HOUR	9.0326	9.2133	9.3976	9.5856	9.7773	9.9728	10.1723	10.3757	10.5832	10.7949	11.0108	11.2310	11.4556
	BI-WEEKLY	722.61	737.07	751.81	766.84	782.18	797.83	813.79	830.06	846.66	863.60	880.87	898.49	916.45
02	ANNUALIZED	20,100.39	20,502.33	20,912.10	21,330.49	21,756.96	22,192.31	22,636.01	23,088.84	23,550.55	24,021.66	24,502.16	24,992.06	25,491.87
	PAYROLL YEAR	20,023.38	20,423.78	20,831.98	21,248.76	21,673.60	22,107.28	22,549.28	23,000.38	23,460.32	23,929.62	24,408.28	24,896.30	25,394.20
	70 HOUR	11.0018	11.2218	11.4462	11.6751	11.9086	12.1468	12.3897	12.6375	12.8903	13.1481	13.4111	13.6793	13.9529
	75 HOUR	10.2684	10.4738	10.6833	10.8970	11.1149	11.3372	11.5639	11.7952	12.0311	12.2717	12.5171	12.7674	13.0227
	80 HOUR	9.6266	9.8191	10.0155	10.2158	10.4201	10.6285	10.8411	11.0579	11.2791	11.5047	11.7348	11.9695	12.2089
	BI-WEEKLY	770.13	785.53	801.23	817.26	833.60	850.28	867.28	884.63	902.32	920.37	938.78	957.55	976.70
03	ANNUALIZED	21,257.93	21,683.10	22,116.88	22,559.01	23,010.28	23,470.69	23,939.96	24,418.90	24,907.23	25,405.48	25,913.39	26,431.73	26,960.26
	PAYROLL YEAR	21,176.48	21,600.02	22,032.14	22,472.58	22,922.12	23,380.76	23,848.24	24,325.34	24,811.80	25,308.14	25,814.10	26,330.46	26,856.96
	70 HOUR	11.6354	11.8681	12.1055	12.3476	12.5946	12.8465	13.1034	13.3655	13.6328	13.9055	14.1836	14.4673	14.7566
	75 HOUR	10.8597	11.0769	11.2984	11.5244	11.7549	11.9900	12.2298	12.4744	12.7239	12.9784	13.2380	13.5028	13.7729
	80 HOUR	10.1810	10.3846	10.5923	10.8041	11.0202	11.2406	11.4654	11.6947	11.9286	12.1672	12.4105	12.6587	12.9119
	BI-WEEKLY	814.48	830.77	847.39	864.33	881.62	899.26	917.24	935.59	954.30	973.39	992.85	1,012.71	1,032.96
04	ANNUALIZED	22,002.30	22,442.61	22,891.53	23,349.32	23,816.25	24,292.58	24,778.30	25,273.94	25,779.23	26,294.97	26,820.62	27,357.24	27,904.29
	PAYROLL YEAR	21,918.00	22,356.62	22,803.82	23,259.86	23,725.00	24,199.50	24,683.36	25,177.10	25,680.46	26,194.22	26,717.86	27,252.42	27,797.38
	70 HOUR	12.0429	12.2838	12.5295	12.7801	13.0357	13.2964	13.5623	13.8335	14.1102	14.3924	14.6802	14.9738	15.2733
	75 HOUR	11.2400	11.4648	11.6941	11.9280	12.1666	12.4099	12.6581	12.9113	13.1695	13.4329	13.7016	13.9756	14.2551
	80 HOUR	10.5375	10.7483	10.9633	11.1826	11.4063	11.6344	11.8671	12.1044	12.3465	12.5934	12.8453	13.1022	13.3642
	BI-WEEKLY	843.00	859.87	877.07	894.61	912.50	930.75	949.36	968.35	987.71	1,007.47	1,027.61	1,048.17	1,069.13
05	ANNUALIZED	23,407.79	23,876.02	24,353.65	24,840.68	25,337.36	25,844.22	26,361.00	26,888.22	27,426.14	27,974.50	28,533.83	29,104.63	29,686.66
	PAYROLL YEAR	23,318.10	23,784.54	24,260.34	24,745.50	25,240.28	25,745.20	26,260.00	26,785.20	27,321.06	27,867.32	28,424.50	28,993.12	29,572.92
	70 HOUR	12.8122	13.0684	13.3298	13.5964	13.8683	14.1457	14.4286	14.7172	15.0115	15.3117	15.6179	15.9303	16.2489
	75 HOUR	11.9581	12.1973	12.4412	12.6900	12.9438	13.2027	13.4668	13.7361	14.0108	14.2910	14.5768	14.8683	15.1657
	80 HOUR	11.2107	11.4349	11.6636	11.8969	12.1348	12.3775	12.6251	12.8776	13.1352	13.3979	13.6659	13.9392	14.2180
	BI-WEEKLY	896.85	914.79	933.09	951.75	970.78	990.20	1,010.00	1,030.20	1,050.81	1,071.82	1,093.25	1,115.12	1,137.42
06	ANNUALIZED	25,144.48	25,647.43	26,160.55	26,683.60	27,217.34	27,761.53	28,316.93	28,883.30	29,460.90	30,050.24	30,651.32	31,264.15	31,889.50
	PAYROLL YEAR	25,048.14	25,549.16	26,060.32	26,581.36	27,113.06	27,655.16	28,208.44	28,772.64	29,348.02	29,935.10	30,533.88	31,144.36	31,767.32
	70 HOUR	13.7627	14.0380	14.3188	14.6052	14.8973	15.1952	15.4991	15.8091	16.1253	16.4478	16.7768	17.1123	17.4545
	75 HOUR	12.8452	13.1021	13.3641	13.6314	13.9040	14.1821	14.4657	14.7550	15.0501	15.3511	15.6581	15.9713	16.2907
	80 HOUR	12.0423	12.2831	12.5288	12.7794	13.0350	13.2957	13.5616	13.8328	14.1095	14.3917	14.6795	14.9731	15.2726
	BI-WEEKLY	963.39	982.66	1,002.32	1,022.36	1,042.81	1,063.66	1,084.94	1,106.64	1,128.77	1,151.35	1,174.38	1,197.86	1,221.82

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
07	ANNUALIZED	26,715.70	27,249.97	27,795.20	28,351.13	28,918.02	29,496.65	30,086.51	30,688.38	31,301.99	31,928.13	32,566.54	33,217.99	33,882.24
	PAYROLL YEAR	26,613.34	27,145.56	27,688.70	28,242.50	28,807.22	29,383.64	29,971.24	30,570.80	31,182.06	31,805.80	32,441.76	33,090.72	33,752.42
	70 HOUR	14.6227	14.9152	15.2135	15.5178	15.8282	16.1448	16.4677	16.7971	17.1330	17.4757	17.8252	18.1817	18.5453
	75 HOUR	13.6478	13.9208	14.1992	14.4832	14.7729	15.0684	15.3698	15.6772	15.9907	16.3105	16.6367	16.9694	17.3088
	80 HOUR	12.7948	13.0507	13.3117	13.5779	13.8495	14.1265	14.4090	14.6972	14.9911	15.2909	15.5967	15.9086	16.2268
	BI-WEEKLY	1,023.59	1,044.06	1,064.95	1,086.25	1,107.97	1,130.14	1,152.74	1,175.80	1,199.31	1,223.30	1,247.76	1,272.72	1,298.17
08	ANNUALIZED	28,369.40	28,936.81	29,515.45	30,105.83	30,707.96	31,322.35	31,948.75	32,587.68	33,239.39	33,904.16	34,582.24	35,273.89	35,979.37
	PAYROLL YEAR	28,260.70	28,825.94	29,402.36	29,990.48	30,590.30	31,202.34	31,826.34	32,462.82	33,112.04	33,774.26	34,449.74	35,138.74	35,841.52
	70 HOUR	15.5278	15.8384	16.1552	16.4783	16.8079	17.1441	17.4870	17.8367	18.1934	18.5573	18.9284	19.3070	19.6931
	75 HOUR	14.4927	14.7826	15.0783	15.3799	15.6875	16.0013	16.3213	16.6477	16.9807	17.3203	17.6667	18.0200	18.3804
	80 HOUR	13.5869	13.8586	14.1358	14.4185	14.7069	15.0010	15.3010	15.6070	15.9191	16.2375	16.5623	16.8935	17.2314
	BI-WEEKLY	1,086.95	1,108.69	1,130.86	1,153.48	1,176.55	1,200.09	1,224.09	1,248.57	1,273.54	1,299.01	1,324.99	1,351.49	1,378.52
09	ANNUALIZED	30,271.30	30,876.56	31,494.09	32,124.14	32,766.72	33,422.09	34,090.52	34,772.51	35,467.81	36,177.47	36,900.96	37,639.07	38,391.80
	PAYROLL YEAR	30,155.32	30,758.26	31,373.42	32,001.06	32,641.18	33,294.04	33,959.90	34,639.28	35,331.92	36,038.86	36,759.58	37,494.86	38,244.70
	70 HOUR	16.5688	16.9002	17.2382	17.5830	17.9347	18.2934	18.6593	19.0325	19.4132	19.8015	20.1975	20.6015	21.0135
	75 HOUR	15.4643	15.7736	16.0891	16.4109	16.7391	17.0739	17.4154	17.7637	18.1190	18.4814	18.8510	19.2280	19.6126
	80 HOUR	14.4978	14.7878	15.0836	15.3853	15.6930	16.0069	16.3270	16.6535	16.9866	17.3263	17.6728	18.0263	18.3868
	BI-WEEKLY	1,159.82	1,183.01	1,206.67	1,230.81	1,255.43	1,280.54	1,306.15	1,332.28	1,358.92	1,386.11	1,413.83	1,442.11	1,470.95
10	ANNUALIZED	32,172.95	32,816.31	33,472.73	34,142.19	34,824.97	35,521.58	36,232.02	36,956.56	37,695.71	38,449.74	39,218.64	40,003.21	40,803.17
	PAYROLL YEAR	32,049.68	32,690.58	33,344.48	34,011.38	34,691.54	35,385.48	36,093.20	36,814.96	37,551.28	38,302.42	39,068.38	39,849.94	40,646.84
	70 HOUR	17.6097	17.9619	18.3211	18.6875	19.0613	19.4425	19.8314	20.2280	20.6326	21.0453	21.4662	21.8955	22.3334
	75 HOUR	16.4357	16.7644	17.0997	17.4417	17.7905	18.1463	18.5092	18.8794	19.2570	19.6421	20.0349	20.4356	20.8443
	80 HOUR	15.4085	15.7167	16.0310	16.3516	16.6786	17.0122	17.3524	17.6994	18.0534	18.4145	18.7828	19.1585	19.5417
	BI-WEEKLY	1,232.68	1,257.33	1,282.48	1,308.13	1,334.29	1,360.98	1,388.20	1,415.96	1,444.28	1,473.17	1,502.63	1,532.69	1,563.34
11	ANNUALIZED	34,323.07	35,009.50	35,709.76	36,423.86	37,152.31	37,895.37	38,653.06	39,426.14	40,214.62	41,019.02	41,839.34	42,676.11	43,529.58
	PAYROLL YEAR	34,191.56	34,875.36	35,572.94	36,284.30	37,009.96	37,750.18	38,504.96	39,275.08	40,060.54	40,861.86	41,679.04	42,512.60	43,362.80
	70 HOUR	18.7866	19.1623	19.5455	19.9364	20.3351	20.7418	21.1566	21.5797	22.0113	22.4515	22.9005	23.3585	23.8257
	75 HOUR	17.5341	17.8848	18.2425	18.6074	18.9795	19.3591	19.7463	20.1412	20.5440	20.9549	21.3740	21.8015	22.2375
	80 HOUR	16.4382	16.7670	17.1023	17.4443	17.7932	18.1491	18.5121	18.8823	19.2599	19.6451	20.0380	20.4388	20.8476
	BI-WEEKLY	1,315.06	1,341.36	1,368.19	1,395.55	1,423.46	1,451.93	1,480.96	1,510.58	1,540.79	1,571.61	1,603.04	1,635.10	1,667.80
12	ANNUALIZED	36,555.66	37,286.98	38,032.66	38,793.21	39,569.17	40,360.52	41,167.79	41,991.25	42,831.14	43,687.75	44,561.57	45,452.63	46,361.69
	PAYROLL YEAR	36,415.60	37,144.12	37,886.94	38,644.58	39,417.56	40,205.88	41,010.06	41,830.36	42,667.04	43,520.36	44,390.84	45,278.48	46,184.06
	70 HOUR	20.0086	20.4088	20.8170	21.2333	21.6580	22.0912	22.5330	22.9837	23.4434	23.9123	24.3905	24.8783	25.3759
	75 HOUR	18.6747	19.0482	19.4292	19.8178	20.2142	20.6185	21.0309	21.4515	21.8805	22.3181	22.7645	23.2198	23.6842
	80 HOUR	17.5075	17.8577	18.2149	18.5792	18.9508	19.3298	19.7164	20.1107	20.5129	20.9232	21.3417	21.7685	22.2039
	BI-WEEKLY	1,400.60	1,428.62	1,457.19	1,486.33	1,516.06	1,546.38	1,577.31	1,608.86	1,641.04	1,673.86	1,707.34	1,741.48	1,776.31

May 1, 2017 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
13	ANNUALIZED	39,118.94	39,901.42	40,699.30	41,513.36	42,343.60	43,190.28	44,054.19	44,935.33	45,833.95	46,750.58	47,685.74	48,639.44	49,612.19
	PAYROLL YEAR	38,969.06	39,748.54	40,543.36	41,354.30	42,181.36	43,024.80	43,885.40	44,763.16	45,658.34	46,571.46	47,503.04	48,453.08	49,422.10
	70 HOUR	21.4116	21.8398	22.2766	22.7221	23.1765	23.6400	24.1128	24.5951	25.0870	25.5887	26.1005	26.6225	27.1550
	75 HOUR	19.9842	20.3839	20.7916	21.2074	21.6315	22.0641	22.5054	22.9555	23.4146	23.8829	24.3606	24.8478	25.3448
	80 HOUR	18.7352	19.1099	19.4921	19.8819	20.2795	20.6851	21.0988	21.5208	21.9512	22.3902	22.8380	23.2948	23.7607
	BI-WEEKLY	1,498.81	1,528.79	1,559.36	1,590.55	1,622.36	1,654.80	1,687.90	1,721.66	1,756.09	1,791.21	1,827.04	1,863.58	1,900.85
14	ANNUALIZED	41,930.69	42,769.29	43,624.58	44,497.11	45,387.12	46,294.61	47,220.64	48,164.94	49,128.29	50,110.96	51,113.20	52,135.53	53,178.23
	PAYROLL YEAR	41,770.04	42,605.42	43,457.44	44,326.62	45,213.22	46,117.24	47,039.72	47,980.40	48,940.06	49,918.96	50,917.36	51,935.78	52,974.48
	70 HOUR	22.9505	23.4095	23.8777	24.3553	24.8424	25.3392	25.8460	26.3629	26.8902	27.4280	27.9766	28.5361	29.1068
	75 HOUR	21.4205	21.8489	22.2859	22.7316	23.1862	23.6499	24.1229	24.6054	25.0975	25.5995	26.1115	26.6337	27.1664
	80 HOUR	20.0817	20.4833	20.8930	21.3109	21.7371	22.1718	22.6152	23.0675	23.5289	23.9995	24.4795	24.9691	25.4685
	BI-WEEKLY	1,606.54	1,638.67	1,671.44	1,704.87	1,738.97	1,773.74	1,809.22	1,845.40	1,882.31	1,919.96	1,958.36	1,997.53	2,037.48
15	ANNUALIZED	45,320.56	46,227.02	47,151.48	48,094.47	49,056.52	50,037.62	51,038.29	52,059.06	53,100.19	54,162.46	55,245.61	56,350.42	57,477.68
	PAYROLL YEAR	45,146.92	46,049.90	46,970.82	47,910.20	48,868.56	49,845.90	50,842.74	51,859.60	52,896.74	53,954.94	55,033.94	56,134.52	57,257.46
	70 HOUR	24.8060	25.3021	25.8081	26.3243	26.8508	27.3878	27.9356	28.4943	29.0642	29.6455	30.2384	30.8432	31.4601
	75 HOUR	23.1522	23.6152	24.0875	24.5693	25.0607	25.5619	26.0731	26.5946	27.1265	27.6690	28.2224	28.7868	29.3625
	80 HOUR	21.7053	22.1394	22.5822	23.0338	23.4945	23.9644	24.4437	24.9326	25.4313	25.9399	26.4587	26.9879	27.5277
	BI-WEEKLY	1,736.42	1,771.15	1,806.57	1,842.70	1,879.56	1,917.15	1,955.49	1,994.60	2,034.49	2,075.19	2,116.69	2,159.02	2,202.21
16	ANNUALIZED	48,710.95	49,685.00	50,678.89	51,692.36	52,726.44	53,780.88	54,856.46	55,953.44	57,072.61	58,213.96	59,378.54	60,566.09	61,777.40
	PAYROLL YEAR	48,524.32	49,494.64	50,484.72	51,494.30	52,524.42	53,574.82	54,646.28	55,739.06	56,853.94	57,990.92	59,151.04	60,334.04	61,540.70
	70 HOUR	26.6617	27.1949	27.7388	28.2936	28.8595	29.4367	30.0254	30.6259	31.2384	31.8632	32.5005	33.1505	33.8135
	75 HOUR	24.8842	25.3819	25.8895	26.4073	26.9354	27.4741	28.0236	28.5841	29.1558	29.7389	30.3337	30.9404	31.5592
	80 HOUR	23.3289	23.7955	24.2714	24.7568	25.2519	25.7569	26.2720	26.7974	27.3333	27.8800	28.4376	29.0064	29.5865
	BI-WEEKLY	1,866.32	1,903.64	1,941.72	1,980.55	2,020.17	2,060.57	2,101.78	2,143.81	2,186.69	2,230.42	2,275.04	2,320.54	2,366.95
38	ANNUALIZED	30,002.73	30,602.51	31,214.56	31,838.87	32,475.71	33,125.08	33,787.76	34,463.48	35,152.79	35,855.92	36,572.89	37,304.47	38,050.67
	PAYROLL YEAR	29,887.78	30,485.26	31,094.96	31,716.88	32,351.28	32,998.16	33,658.30	34,331.44	35,018.10	35,718.54	36,432.76	37,161.54	37,904.88
	70 HOUR	16.4218	16.7502	17.0852	17.4269	17.7754	18.1309	18.4935	18.8634	19.2407	19.6255	20.0180	20.4184	20.8268
	80 HOUR	14.3691	14.6565	14.9496	15.2486	15.5536	15.8647	16.1820	16.5056	16.8357	17.1724	17.5158	17.8661	18.2234
	BI-WEEKLY	1,149.53	1,172.51	1,195.96	1,219.88	1,244.28	1,269.16	1,294.55	1,320.44	1,346.85	1,373.79	1,401.26	1,429.29	1,457.88
39	ANNUALIZED	24,452.57	24,941.68	25,440.45	25,949.14	26,468.27	26,997.58	27,537.59	28,088.30	28,650.23	29,223.13	29,807.51	30,403.63	31,011.76
	PAYROLL YEAR	24,358.88	24,846.12	25,342.98	25,849.72	26,366.86	26,894.14	27,432.08	27,980.68	28,540.46	29,111.16	29,693.30	30,287.14	30,892.94
	70 HOUR	13.3840	13.6517	13.9247	14.2032	14.4873	14.7770	15.0725	15.3740	15.6815	15.9951	16.3150	16.6413	16.9741
	80 HOUR	11.7110	11.9452	12.1841	12.4278	12.6764	12.9299	13.1885	13.4523	13.7213	13.9957	14.2756	14.5611	14.8523
	BI-WEEKLY	936.88	955.62	974.73	994.22	1,014.11	1,034.39	1,055.08	1,076.18	1,097.71	1,119.66	1,142.05	1,164.89	1,188.19

APPENDIX H

2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	20,148.68	20,767.25	22,181.87	23,508.27	24,745.93	26,072.33	N/A	N/A	26,593.55	N/A
	PAYROLL YEAR	20,071.48	20,687.68	22,096.88	23,418.20	24,651.12	25,972.44			26,491.66	
	70 HOUR	11.0283	11.3669	12.1411	12.8671	13.5446	14.2705			14.5559	
	75 HOUR	10.2930	10.6092	11.3317	12.0093	12.6416	13.3191			13.5855	
	80 HOUR	9.6496	9.9461	10.6235	11.2587	11.8514	12.4867			12.7363	
	BI-WEEKLY	771.98	795.68	849.88	900.70	948.12	998.94			1,018.91	
02	**ANNUALIZED**	21,474.56	22,093.65	23,508.27	24,745.93	26,160.55	27,574.91	N/A	N/A	28,126.67	N/A
	PAYROLL YEAR	21,392.28	22,009.00	23,418.20	24,651.12	26,060.32	27,469.26			28,018.90	
	70 HOUR	11.7540	12.0929	12.8671	13.5446	14.3188	15.0930			15.3950	
	75 HOUR	10.9704	11.2867	12.0093	12.6416	13.3642	14.0869			14.3686	
	80 HOUR	10.2849	10.5811	11.2587	11.8514	12.5291	13.2064			13.4706	
	BI-WEEKLY	822.78	846.50	900.70	948.12	1,002.32	1,056.51			1,077.65	
03	**ANNUALIZED**	22,712.48	23,331.31	24,569.24	26,072.33	27,574.91	29,078.27	N/A	N/A	29,659.52	N/A
	PAYROLL YEAR	22,625.46	23,241.92	24,475.10	25,972.44	27,469.26	28,966.86			29,545.88	
	70 HOUR	12.4316	12.7703	13.4478	14.2705	15.0930	15.9158			16.2340	
	75 HOUR	11.6027	11.9190	12.5513	13.3191	14.0869	14.8546			15.1517	
	80 HOUR	10.8776	11.1738	11.7668	12.4867	13.2064	13.9262			14.2048	
	BI-WEEKLY	870.21	893.92	941.35	998.94	1,056.51	1,114.11			1,136.38	
04	**ANNUALIZED**	23,508.27	24,215.32	25,895.38	27,309.74	28,724.36	30,227.19	N/A	N/A	30,831.67	N/A
	PAYROLL YEAR	23,418.20	24,122.54	25,796.16	27,205.10	28,614.30	30,111.38			30,713.54	
	70 HOUR	12.8671	13.2541	14.1737	14.9479	15.7221	16.5447			16.8756	
	75 HOUR	12.0093	12.3705	13.2287	13.9514	14.6740	15.4417			15.7506	
	80 HOUR	11.2587	11.5974	12.4018	13.0795	13.7568	14.4766			14.7661	
	BI-WEEKLY	900.70	927.79	992.16	1,046.35	1,100.55	1,158.13			1,181.29	
05	**ANNUALIZED**	25,011.11	25,895.38	27,398.21	29,078.27	30,492.37	32,172.17	N/A	N/A	32,815.53	N/A
	PAYROLL YEAR	24,915.28	25,796.16	27,293.24	28,966.86	30,375.54	32,048.90			32,689.80	
	70 HOUR	13.6897	14.1737	14.9963	15.9158	16.6899	17.6093			17.9614	
	75 HOUR	12.7771	13.2287	13.9966	14.8546	15.5773	16.4354			16.7641	
	80 HOUR	11.9786	12.4018	13.1218	13.9262	14.6038	15.4083			15.7164	
	BI-WEEKLY	958.28	992.16	1,049.74	1,114.11	1,168.29	1,232.65			1,257.30	

*** Steps F & G are limited to specific positions listed in the CBA.**

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2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	**ANNUALIZED**	26,867.60	27,574.91	29,343.19	31,022.98	32,703.04	34,294.36	N/A	N/A	34,980.53	N/A
	PAYROLL YEAR	26,764.66	27,469.26	29,230.76	30,904.12	32,577.74	34,162.96			34,846.50	
	70 HOUR	14.7059	15.0930	16.0609	16.9803	17.8998	18.7709			19.1464	
	75 HOUR	13.7256	14.0869	14.9902	15.8482	16.7065	17.5194			17.8698	
	80 HOUR	12.8677	13.2064	14.0533	14.8578	15.6623	16.4245			16.7529	
	BI-WEEKLY	1,029.41	1,056.51	1,124.26	1,188.62	1,252.99	1,313.96			1,340.25	
07	**ANNUALIZED**	28,547.40	29,431.40	31,199.94	33,056.43	34,824.71	36,592.98	N/A	N/A	37,324.83	N/A
	PAYROLL YEAR	28,438.02	29,318.64	31,080.40	32,929.78	34,691.28	36,452.78			37,181.82	
	70 HOUR	15.6253	16.1092	17.0771	18.0933	19.0611	20.0290			20.4296	
	75 HOUR	14.5837	15.0353	15.9386	16.8872	17.7904	18.6936			19.0675	
	80 HOUR	13.6722	14.0956	14.9425	15.8316	16.6785	17.5253			17.8758	
	BI-WEEKLY	1,093.77	1,127.64	1,195.40	1,266.53	1,334.28	1,402.03			1,430.07	
08	**ANNUALIZED**	30,315.67	31,199.94	33,145.17	35,001.67	36,946.64	38,891.61	39,669.39	40,462.83	39,669.39	41,271.93
	PAYROLL YEAR	30,199.52	31,080.40	33,018.18	34,867.56	36,805.08	38,742.60	39,517.40	40,307.80	39,517.40	41,113.80
	70 HOUR	16.5931	17.0771	18.1418	19.1580	20.2226	21.2871	21.7128	22.1471	21.7129	22.5900
	75 HOUR	15.4869	15.9386	16.9322	17.8808	18.8743	19.8680	N/A	N/A	20.2653	N/A
	80 HOUR	14.5190	14.9425	15.8742	16.7633	17.6948	18.6262	18.9987	19.3787	18.9988	19.7663
	BI-WEEKLY	1,161.52	1,195.40	1,269.93	1,341.06	1,415.58	1,490.10	1,519.90	1,550.30	1,519.90	1,581.30
09	**ANNUALIZED**	32,349.12	33,233.39	35,266.84	37,211.81	39,333.74	41,367.20	N/A	N/A	42,194.30	N/A
	PAYROLL YEAR	32,225.18	33,106.06	35,131.72	37,069.24	39,183.04	41,208.70			42,032.64	
	70 HOUR	17.7062	18.1901	19.3031	20.3677	21.5291	22.6421			23.0949	
	75 HOUR	16.5258	16.9774	18.0162	19.0099	20.0939	21.1327			21.5553	
	80 HOUR	15.4930	15.9164	16.8901	17.8217	18.8380	19.8118			20.2080	
	BI-WEEKLY	1,239.43	1,273.31	1,351.22	1,425.74	1,507.04	1,584.95			1,616.64	
10	**ANNUALIZED**	34,382.57	35,355.32	37,653.69	39,775.88	41,986.03	44,284.65	45,170.49	46,073.81	45,170.49	46,995.40
	PAYROLL YEAR	34,250.84	35,219.86	37,509.42	39,623.48	41,825.16	44,114.98	44,997.42	45,897.28	44,997.42	46,815.34
	70 HOUR	18.8192	19.3515	20.6096	21.7711	22.9808	24.2390	24.7238	25.2183	24.7238	25.7227
	75 HOUR	17.5646	18.0614	19.2356	20.3197	21.4487	22.6230	N/A	N/A	23.0756	N/A
	80 HOUR	16.4669	16.9325	18.0334	19.0497	20.1083	21.2091	21.6333	22.0660	21.6334	22.5073
	BI-WEEKLY	1,317.34	1,354.61	1,442.67	1,523.98	1,608.66	1,696.73	1,730.67	1,765.28	1,730.67	1,800.6

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2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	**ANNUALIZED**	36,681.20	37,742.43	40,040.79	42,428.16	44,815.01	47,113.89	48,050.88	49,006.93	48,055.84	49,986.98
	PAYROLL YEAR	36,540.66	37,597.82	39,887.38	42,265.60	44,643.30	46,933.38	47,866.78	48,819.16	47,871.72	49,795.46
	70 HOUR	20.0773	20.6581	21.9162	23.2229	24.5293	25.7875	26.3004	26.8237	26.3032	27.3601
	75 HOUR	18.7388	19.2808	20.4552	21.6747	22.8941	24.0683	N/A	N/A	24.5497	N/A
	80 HOUR	17.5676	18.0758	19.1766	20.3200	21.4632	22.5641	23.0129	23.4707	23.0153	23.9401
	BI-WEEKLY	1,405.41	1,446.07	1,534.13	1,625.60	1,717.05	1,805.13	1,841.03	1,877.66	1,841.22	1,915.21
12	**ANNUALIZED**	39,068.31	40,217.75	42,693.08	45,168.66	47,820.94	50,119.57	51,117.11	52,134.23	51,121.81	53,176.92
	PAYROLL YEAR	38,918.62	40,063.66	42,529.50	44,995.60	47,637.72	49,927.54	50,921.26	51,934.48	50,925.94	52,973.18
	70 HOUR	21.3839	22.0130	23.3679	24.7229	26.1746	27.4327	27.9787	28.5354	27.9813	29.1061
	75 HOUR	19.9583	20.5454	21.8101	23.0748	24.4296	25.6039	N/A	N/A	26.1159	N/A
	80 HOUR	18.7109	19.2614	20.4468	21.6326	22.9029	24.0037	24.4812	24.9684	24.4838	25.4677
	BI-WEEKLY	1,496.87	1,540.91	1,635.75	1,730.60	1,832.22	1,920.29	1,958.51	1,997.48	1,958.69	2,037.43
13	**ANNUALIZED**	41,809.07	43,046.99	45,699.27	48,351.56	51,180.80	53,479.42	54,544.04	55,629.54	54,549.00	56,742.18
	PAYROLL YEAR	41,648.88	42,882.06	45,524.18	48,166.30	50,984.70	53,274.52	54,335.06	55,416.40	54,340.00	56,524.78
	70 HOUR	22.8840	23.5615	25.0133	26.4650	28.0135	29.2717	29.8544	30.4486	29.8572	31.0575
	75 HOUR	21.3584	21.9907	23.3457	24.7007	26.1459	27.3202	N/A	N/A	27.8666	28.9871
	80 HOUR	20.0236	20.6164	21.8866	23.1569	24.5118	25.6127	26.1225	26.6426	26.1249	27.1755
	BI-WEEKLY	1,601.88	1,649.31	1,750.93	1,852.55	1,960.95	2,049.02	2,089.81	2,131.40	2,090.00	2,174.03
14	**ANNUALIZED**	44,815.01	46,141.15	48,881.91	51,887.84	54,894.04	57,458.11	58,602.07	59,768.74	58,607.03	60,964.12
	PAYROLL YEAR	44,643.30	45,964.36	48,694.62	51,689.04	54,683.72	57,237.96	58,377.54	59,539.74	58,382.48	60,730.54
	70 HOUR	24.5293	25.2551	26.7553	28.4006	30.0460	31.4494	32.0755	32.7141	32.0783	33.3684
	75 HOUR	22.8940	23.5715	24.9717	26.5073	28.0429	29.3527	N/A	N/A	29.9397	N/A
	80 HOUR	21.4632	22.0983	23.4110	24.8505	26.2903	27.5180	28.0660	28.6249	28.0684	29.1975
	BI-WEEKLY	1,717.05	1,767.86	1,872.87	1,988.04	2,103.22	2,201.46	2,245.29	2,289.99	2,245.48	2,335.79
15	**ANNUALIZED**	48,440.03	49,942.87	53,037.29	56,043.49	59,225.86	62,232.06	63,471.55	64,735.83	63,476.51	66,030.65
	PAYROLL YEAR	48,254.44	49,751.52	52,834.08	55,828.76	58,998.94	61,993.62	63,228.36	64,487.80	63,233.30	65,777.66
	70 HOUR	26.5134	27.3360	29.0297	30.6751	32.4170	34.0624	34.7408	35.4328	34.7436	36.1416
	75 HOUR	24.7458	25.5136	27.0944	28.6301	30.2559	31.7916	N/A	N/A	32.4274	33.7321
	80 HOUR	23.1992	23.9191	25.4010	26.8408	28.3649	29.8046	30.3983	31.0037	30.4007	31.6238
	BI-WEEKLY	1,855.94	1,913.52	2,032.08	2,147.26	2,269.19	2,384.37	2,431.86	2,480.30	2,432.05	2,529.91

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2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	52,064.80	53,479.42	57,015.71	60,198.87	63,557.94	66,917.79	68,250.98	69,610.79	68,255.94	71,002.96
	PAYROLL YEAR	51,865.32	53,274.52	56,797.26	59,968.22	63,314.42	66,661.40	67,989.48	69,344.08	67,994.42	70,730.92
	70 HOUR	28.4974	29.2717	31.2073	32.9495	34.7882	36.6271	37.3569	38.1012	37.3596	38.8632
	75 HOUR	26.5976	27.3202	29.1269	30.7528	32.4691	34.1852	N/A	N/A	34.8690	N/A
	80 HOUR	24.9351	25.6127	27.3064	28.8306	30.4398	32.0488	32.6872	33.3386	32.6897	34.0053
	BI-WEEKLY	1,994.82	2,049.02	2,184.51	2,306.47	2,435.17	2,563.90	2,614.98	2,667.08	2,615.17	2,720.42
38	**ANNUALIZED**	32,062.28	33,056.17	34,823.93	36,591.94	38,357.87	40,122.23	N/A	N/A	40,924.54	N/A
	PAYROLL YEAR	31,939.44	32,929.52	34,690.50	36,451.74	38,210.90	39,968.50			40,767.74	
	70 HOUR	17.5492	18.0932	19.0607	20.0284	20.9950	21.9607			22.3998	
	80 HOUR	15.3554	15.8316	16.6782	17.5248	18.3705	19.2156			19.6000	
	BI-WEEKLY	1,228.44	1,266.52	1,334.25	1,401.99	1,469.65	1,537.25			1,567.99	
39	**ANNUALIZED**	26,640.27	27,347.32	29,026.85	30,442.00	31,856.09	33,359.19	N/A	N/A	33,963.67	N/A
	PAYROLL YEAR	26,538.20	27,242.54	28,915.64	30,325.36	31,734.04	33,231.38			33,833.54	
	70 HOUR	14.3671	14.7541	15.6737	16.4479	17.2221	18.0447			18.3756	
	80 HOUR	12.7587	13.0974	13.9018	14.5795	15.2568	15.9766			16.2661	
	BI-WEEKLY	1,020.70	1,047.79	1,112.14	1,166.36	1,220.54	1,278.13			1,301.29	

*** Steps F & G are limited to specific positions listed in the CBA.**

**** Steps EA & GA are limited to 2013 Off-step recipients.**

APPENDIX I

2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	18,955.39	19,537.16	20,866.95	22,113.49	23,277.02	24,523.56	N/A	N/A	25,013.98	N/A
	PAYROLL YEAR	18,882.76	19,462.30	20,787.00	22,028.76	23,187.84	24,429.60			24,918.14	
	70 HOUR	10.3752	10.6936	11.4214	12.1037	12.7405	13.4229			13.6913	
	75 HOUR	9.6834	9.9806	10.6600	11.2968	11.8913	12.5281			12.7787	
	80 HOUR	9.0783	9.3569	9.9937	10.5908	11.1479	11.7450			11.9799	
	BI-WEEKLY	726.26	748.55	799.50	847.26	891.84	939.60			958.39	
02	**ANNUALIZED**	20,201.92	20,783.69	22,113.49	23,277.02	24,606.82	25,936.35	N/A	N/A	26,455.22	N/A
	PAYROLL YEAR	20,124.52	20,704.06	22,028.76	23,187.84	24,512.54	25,836.98			26,353.86	
	70 HOUR	11.0574	11.3758	12.1037	12.7405	13.4684	14.1962			14.4802	
	75 HOUR	10.3203	10.6175	11.2968	11.8913	12.5705	13.2498			13.5147	
	80 HOUR	9.6753	9.9539	10.5908	11.1479	11.7849	12.4217			12.6700	
	BI-WEEKLY	774.02	796.31	847.26	891.84	942.79	993.73			1,013.61	
03	**ANNUALIZED**	21,365.46	21,947.49	23,110.77	24,523.56	25,936.35	27,349.15	N/A	N/A	27,896.20	N/A
	PAYROLL YEAR	21,283.60	21,863.40	23,022.22	24,429.60	25,836.98	27,244.36			27,789.32	
	70 HOUR	11.6943	12.0128	12.6496	13.4229	14.1962	14.9694			15.2688	
	75 HOUR	10.9146	11.2118	11.8064	12.5282	13.2498	13.9716			14.2510	
	80 HOUR	10.2325	10.5112	11.0684	11.7450	12.4217	13.0983			13.3602	
	BI-WEEKLY	818.60	840.90	885.47	939.60	993.73	1,047.86			1,068.82	
04	**ANNUALIZED**	22,113.49	22,778.25	24,357.56	25,687.10	27,016.89	28,429.69	N/A	N/A	28,998.41	N/A
	PAYROLL YEAR	22,028.76	22,690.98	24,264.24	25,588.68	26,913.38	28,320.76			28,887.30	
	70 HOUR	12.1037	12.4676	13.3320	14.0597	14.7876	15.5608			15.8721	
	75 HOUR	11.2968	11.6365	12.4431	13.1224	13.8018	14.5235			14.8139	
	80 HOUR	10.5908	10.9091	11.6653	12.3023	12.9390	13.6157			13.8880	
	BI-WEEKLY	847.26	872.73	933.24	984.18	1,035.13	1,089.26			1,111.05	
05	**ANNUALIZED**	23,526.28	24,357.56	25,770.10	27,349.15	28,678.94	30,257.99	N/A	N/A	30,863.25	N/A
	PAYROLL YEAR	23,436.14	24,264.24	25,671.36	27,244.36	28,569.06	30,142.06			30,745.00	
	70 HOUR	12.8770	13.3320	14.1052	14.9694	15.6973	16.5616			16.8929	
	75 HOUR	12.0185	12.4430	13.1648	13.9716	14.6509	15.4574			15.7665	
	80 HOUR	11.2674	11.6653	12.3421	13.0983	13.7352	14.4914			14.7812	
	BI-WEEKLY	901.39	933.24	987.36	1,047.86	1,098.81	1,159.31			1,182.50	

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2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	**ANNUALIZED**	25,271.85	25,936.35	27,598.66	29,177.45	30,756.76	32,252.55	N/A	N/A	32,897.75	N/A
	PAYROLL YEAR	25,175.02	25,836.98	27,492.92	29,065.66	30,638.92	32,128.98			32,771.70	
	70 HOUR	13.8324	14.1962	15.1060	15.9702	16.8345	17.6533			18.0064	
	75 HOUR	12.9102	13.2498	14.0989	14.9055	15.7122	16.4764			16.8059	
	80 HOUR	12.1032	12.4217	13.2178	13.9739	14.7302	15.4466			15.7556	
	BI-WEEKLY	968.27	993.73	1,057.42	1,117.91	1,178.42	1,235.73			1,260.45	
07	**ANNUALIZED**	26,850.64	27,681.66	29,343.71	31,089.28	32,751.32	34,413.37	N/A	N/A	35,101.89	N/A
	PAYROLL YEAR	26,747.76	27,575.60	29,231.28	30,970.16	32,625.84	34,281.52			34,967.40	
	70 HOUR	14.6965	15.1514	16.0612	17.0165	17.9263	18.8360			19.2128	
	75 HOUR	13.7168	14.1413	14.9905	15.8821	16.7311	17.5803			17.9319	
	80 HOUR	12.8595	13.2576	14.0536	14.8894	15.6855	16.4816			16.8111	
	BI-WEEKLY	1,028.76	1,060.60	1,124.28	1,191.16	1,254.84	1,318.52			1,344.90	
08	**ANNUALIZED**	28,512.95	29,343.71	31,172.01	32,917.32	34,745.63	36,573.93	37,305.51	38,051.71	37,305.51	38,812.53
	PAYROLL YEAR	28,403.70	29,231.28	31,052.58	32,791.20	34,612.50	36,433.80	37,162.58	37,905.92	37,162.58	38,663.82
	70 HOUR	15.6064	16.0612	17.0619	18.0172	19.0179	20.0186	20.4190	20.8274	20.4190	21.2439
	75 HOUR	14.5659	14.9905	15.9246	16.8161	17.7500	18.6841	N/A	N/A	19.0578	N/A
	80 HOUR	13.6556	14.0536	14.9292	15.7651	16.6407	17.5164	17.8667	18.2240	17.8667	18.5885
	BI-WEEKLY	1,092.45	1,124.28	1,194.33	1,261.20	1,331.25	1,401.30	1,429.33	1,457.92	1,429.33	1,487.07
09	**ANNUALIZED**	30,424.51	31,255.53	33,166.84	34,995.40	36,989.96	38,901.01	N/A	N/A	39,679.05	N/A
	PAYROLL YEAR	30,307.94	31,135.78	33,039.76	34,861.32	36,848.24	38,751.96			39,527.02	
	70 HOUR	16.6527	17.1075	18.1537	19.1545	20.2463	21.2923			21.7181	
	75 HOUR	15.5425	15.9670	16.9435	17.8775	18.8965	19.8728			20.2704	
	80 HOUR	14.5711	14.9690	15.8845	16.7601	17.7154	18.6308			19.0034	
	BI-WEEKLY	1,165.69	1,197.53	1,270.76	1,340.82	1,417.24	1,490.46			1,520.27	
10	**ANNUALIZED**	32,335.55	33,249.83	35,410.65	37,405.22	39,483.04	41,643.86	42,476.71	43,326.26	42,476.71	44,192.78
	PAYROLL YEAR	32,211.66	33,122.44	35,274.98	37,261.90	39,331.76	41,484.30	42,313.96	43,160.26	42,313.96	44,023.46
	70 HOUR	17.6987	18.1992	19.3818	20.4736	21.6108	22.7935	23.2494	23.7144	23.2494	24.1887
	75 HOUR	16.5188	16.9859	18.0898	19.1087	20.1701	21.2739	N/A	N/A	21.6994	N/A
	80 HOUR	15.4864	15.9242	16.9592	17.9144	18.9096	19.9443	20.3432	20.7501	20.3433	21.1651
	BI-WEEKLY	1,238.91	1,273.94	1,356.73	1,433.15	1,512.76	1,595.55	1,627.46	1,660.01	1,627.46	1,693.21

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2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	ANNUALIZED	34,496.63	35,493.65	37,654.47	39,898.29	42,142.63	44,303.18	45,184.32	46,082.68	45,189.28	47,004.27
	PAYROLL YEAR	34,364.46	35,357.66	37,510.20	39,745.42	41,981.16	44,133.44	45,011.20	45,906.12	45,016.14	46,824.18
	70 HOUR	18.8815	19.4273	20.6100	21.8382	23.0666	24.2492	24.7314	25.2232	24.7342	25.7276
	75 HOUR	17.6227	18.1323	19.2361	20.3823	21.5287	22.6326	N/A	N/A	23.0852	N/A
	80 HOUR	16.5213	16.9990	18.0337	19.1085	20.1832	21.2180	21.6399	22.0703	21.6423	22.5117
	BI-WEEKLY	1,321.71	1,359.91	1,442.70	1,528.67	1,614.66	1,697.44	1,731.20	1,765.62	1,731.39	1,800.93
12	ANNUALIZED	36,740.45	37,820.99	40,147.80	42,474.88	44,968.21	47,128.77	48,066.28	49,022.33	48,071.24	50,002.90
	PAYROLL YEAR	36,599.68	37,676.08	39,993.98	42,312.14	44,795.92	46,948.20	47,882.12	48,834.50	47,887.06	49,811.32
	70 HOUR	20.1097	20.7011	21.9747	23.2484	24.6131	25.7957	26.3088	26.8322	26.3116	27.3688
	75 HOUR	18.7691	19.3210	20.5097	21.6985	22.9721	24.0760	N/A	N/A	24.5575	N/A
	80 HOUR	17.5960	18.1134	19.2279	20.3423	21.5365	22.5713	23.0203	23.4783	23.0226	23.9478
	BI-WEEKLY	1,407.68	1,449.08	1,538.23	1,627.39	1,722.92	1,805.70	1,841.62	1,878.25	1,841.81	1,915.82
13	ANNUALIZED	39,316.78	40,480.06	42,973.39	45,466.46	48,126.05	50,286.87	51,287.54	52,308.05	51,292.76	53,354.14
	PAYROLL YEAR	39,166.14	40,324.96	42,808.74	45,292.26	47,941.66	50,094.20	51,091.04	52,107.64	51,096.24	53,149.72
	70 HOUR	21.5199	22.1566	23.5213	24.8858	26.3416	27.5243	28.0720	28.6306	28.0748	29.2032
	75 HOUR	20.0853	20.6795	21.9532	23.2268	24.5855	25.6894	N/A	N/A	26.2032	27.2609
	80 HOUR	18.8299	19.3870	20.5812	21.7752	23.0489	24.0838	24.5630	25.0518	24.5655	25.5528
	BI-WEEKLY	1,506.39	1,550.96	1,646.49	1,742.01	1,843.91	1,926.70	1,965.04	2,004.14	1,965.24	2,044.22
14	ANNUALIZED	42,142.63	43,389.16	45,965.23	48,790.82	51,616.67	54,026.74	55,102.06	56,199.30	55,107.28	57,323.17
	PAYROLL YEAR	41,981.16	43,222.92	45,789.12	48,603.88	51,418.90	53,819.74	54,890.94	55,983.98	54,896.14	57,103.54
	70 HOUR	23.0666	23.7488	25.1589	26.7054	28.2521	29.5713	30.1598	30.7604	30.1627	31.3756
	75 HOUR	21.5288	22.1655	23.4817	24.9251	26.3686	27.5997	N/A	N/A	28.1518	N/A
	80 HOUR	20.1832	20.7802	22.0140	23.3673	24.7206	25.8748	26.3899	26.9152	26.3923	27.4534
	BI-WEEKLY	1,614.66	1,662.42	1,761.12	1,869.38	1,977.65	2,069.99	2,111.19	2,153.23	2,111.39	2,196.29
15	ANNUALIZED	45,549.72	46,962.51	49,871.36	52,697.21	55,689.05	58,514.63	59,679.74	60,868.07	59,684.70	62,085.64
	PAYROLL YEAR	45,375.20	46,782.58	49,680.28	52,495.30	55,475.68	58,290.44	59,451.08	60,634.86	59,456.02	61,847.76
	70 HOUR	24.9314	25.7047	27.2968	28.8436	30.4811	32.0277	32.6654	33.3159	32.6682	33.9823
	75 HOUR	23.2693	23.9911	25.4770	26.9208	28.4490	29.8925	N/A	N/A	30.4904	31.7196
	80 HOUR	21.8150	22.4916	23.8847	25.2381	26.6709	28.0242	28.5823	29.1514	28.5846	29.7344
	BI-WEEKLY	1,745.20	1,799.33	1,910.78	2,019.05	2,133.68	2,241.94	2,286.58	2,332.11	2,286.77	2,378.76

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2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	48,957.08	50,286.87	53,611.23	56,603.33	59,760.91	62,919.27	64,172.59	65,450.97	64,177.81	66,760.15
	PAYROLL YEAR	48,769.50	50,094.20	53,405.82	56,386.46	59,531.94	62,678.20	63,926.72	65,200.20	63,931.92	66,504.36
	70 HOUR	26.7964	27.5243	29.3439	30.9815	32.7099	34.4386	35.1245	35.8243	35.1274	36.5408
	75 HOUR	25.0100	25.6894	27.3876	28.9160	30.5293	32.1426	N/A	N/A	32.7856	N/A
	80 HOUR	23.4469	24.0838	25.6759	27.1087	28.6212	30.1337	30.7339	31.3462	30.7365	31.9731
	BI-WEEKLY	1,875.75	1,926.70	2,054.07	2,168.71	2,289.69	2,410.70	2,458.72	2,507.70	2,458.92	2,557.86
38	**ANNUALIZED**	30,154.37	31,089.02	32,750.54	34,412.33	36,072.55	37,730.94	N/A	N/A	38485.76	N/A
	PAYROLL YEAR	30,038.84	30,969.90	32,625.06	34,280.48	35,934.34	37,586.38			38338.30	
	70 HOUR	16.5048	17.0164	17.9259	18.8354	19.7441	20.6519			21.0650	
	80 HOUR	14.4418	14.8892	15.6852	16.4810	17.2761	18.0704			18.4318	
	BI-WEEKLY	1,155.34	1,191.15	1,254.81	1,318.48	1,382.09	1,445.63			1,474.55	
39	**ANNUALIZED**	25,245.49	25,910.25	27,489.04	28,819.10	30,148.63	31,561.69	N/A	N/A	32,130.14	N/A
	PAYROLL YEAR	25,148.76	25,810.98	27,383.72	28,708.68	30,033.12	31,440.76			32,007.04	
	70 HOUR	13.6037	13.9676	14.8320	15.5597	16.2876	17.0608			17.3721	
	80 HOUR	12.0908	12.4091	13.1653	13.8023	14.4390	15.1157			15.3880	
	BI-WEEKLY	967.26	992.73	1,053.22	1,104.18	1,155.12	1,209.26			1,231.04	

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APPENDIX J

2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
01	ANNUALIZED	19,095.80	19,477.91	19,867.58	20,264.82	20,670.16	21,083.58	21,505.36	21,935.22	22,374.23	22,821.58	23,278.07	23,743.43	24,218.45	24,702.61	25,196.94
	PAYROLL YEAR	19,022.64	19,403.28	19,791.46	20,187.18	20,590.96	21,002.80	21,422.96	21,851.18	22,288.50	22,734.14	23,188.88	23,652.46	24,125.66	24,607.96	25,100.40
	70 HOUR	10.4520	10.6611	10.8744	11.0918	11.3137	11.5400	11.7708	12.0062	12.2464	12.4913	12.7411	12.9959	13.2559	13.5209	13.7914
	75 HOUR	9.7552	9.9503	10.1494	10.3524	10.5595	10.7707	10.9861	11.2058	11.4300	11.6586	11.8918	12.1296	12.3722	12.6197	12.8721
	80 HOUR	9.1455	9.3285	9.5151	9.7054	9.8995	10.0975	10.2995	10.5054	10.7155	10.9298	11.1484	11.3714	11.5988	11.8308	12.0674
	BI-WEEKLY	731.64	746.28	761.21	776.43	791.96	807.80	823.96	840.43	857.25	874.39	891.88	909.71	927.91	946.46	965.40
02	ANNUALIZED	20,351.48	20,758.64	21,173.63	21,596.97	22,029.18	22,469.49	22,918.93	23,377.51	23,844.96	24,322.07	24,808.31	25,304.47	25,810.55	26,326.81	26,853.51
	PAYROLL YEAR	20,273.50	20,679.10	21,092.50	21,514.22	21,944.78	22,383.40	22,831.12	23,287.94	23,753.60	24,228.88	24,713.26	25,207.52	25,711.66	26,225.94	26,750.62
	70 HOUR	11.1393	11.3621	11.5893	11.8210	12.0575	12.2986	12.5446	12.7955	13.0514	13.3125	13.5787	13.8503	14.1273	14.4099	14.6981
	75 HOUR	10.3968	10.6047	10.8168	11.0332	11.2538	11.4789	11.7084	11.9426	12.1815	12.4251	12.6736	12.9270	13.1855	13.4492	13.7183
	80 HOUR	9.7469	9.9418	10.1407	10.3435	10.5504	10.7614	10.9766	11.1961	11.4201	11.6485	11.8815	12.1191	12.3615	12.6088	12.8610
	BI-WEEKLY	779.75	795.35	811.25	827.47	844.03	860.90	878.12	895.69	913.60	931.88	950.51	969.52	988.91	1,008.69	1,028.87
03	ANNUALIZED	21,523.63	21,954.28	22,393.28	22,840.89	23,297.90	23,764.05	24,239.07	24,724.01	25,218.34	25,722.86	26,237.29	26,762.16	27,297.47	27,843.22	28,399.93
	PAYROLL YEAR	21,441.16	21,870.16	22,307.48	22,753.38	23,208.64	23,673.00	24,146.20	24,629.28	25,121.72	25,624.30	26,136.76	26,659.62	27,192.88	27,736.54	28,291.12
	70 HOUR	11.7808	12.0165	12.2568	12.5019	12.7520	13.0071	13.2672	13.5326	13.8032	14.0793	14.3609	14.6481	14.9411	15.2398	15.5446
	75 HOUR	10.9954	11.2154	11.4396	11.6685	11.9018	12.1399	12.3827	12.6303	12.8829	13.1406	13.4035	13.6716	13.9451	14.2240	14.5085
	80 HOUR	10.3083	10.5144	10.7247	10.9392	11.1580	11.3811	11.6087	11.8409	12.0777	12.3193	12.5656	12.8169	13.0733	13.3347	13.6014
	BI-WEEKLY	824.66	841.16	857.98	875.13	892.64	910.50	928.70	947.28	966.22	985.55	1,005.26	1,025.37	1,045.88	1,066.79	1,088.12
04	ANNUALIZED	22,277.39	22,722.92	23,177.58	23,641.12	24,113.79	24,596.12	25,088.10	25,589.75	26,101.57	26,623.57	27,156.01	27,699.15	28,252.99	28,818.32	29,394.60
	PAYROLL YEAR	22,192.04	22,635.86	23,088.78	23,550.54	24,021.40	24,501.88	24,991.98	25,491.70	26,001.56	26,521.56	27,051.96	27,593.02	28,144.74	28,707.90	29,281.98
	70 HOUR	12.1934	12.4373	12.6861	12.9399	13.1986	13.4626	13.7318	14.0064	14.2866	14.5723	14.8637	15.1610	15.4642	15.7735	16.0890
	75 HOUR	11.3805	11.6081	11.8403	12.0771	12.3187	12.5650	12.8163	13.0727	13.3341	13.6008	13.8729	14.1503	14.4333	14.7220	15.0164
	80 HOUR	10.6692	10.8827	11.1003	11.3224	11.5489	11.7798	12.0154	12.2557	12.5008	12.7508	13.0059	13.2660	13.5313	13.8019	14.0779
	BI-WEEKLY	853.54	870.61	888.03	905.79	923.90	942.38	961.23	980.45	1,000.06	1,020.06	1,040.46	1,061.27	1,082.49	1,104.15	1,126.23
05	ANNUALIZED	23,700.63	24,174.60	24,657.98	25,151.27	25,654.21	26,167.34	26,690.64	27,224.39	27,768.83	28,324.24	28,890.61	29,468.47	30,057.80	30,659.15	31,272.24
	PAYROLL YEAR	23,609.82	24,081.98	24,563.50	25,054.90	25,555.92	26,067.08	26,588.38	27,120.08	27,662.44	28,215.72	28,779.92	29,355.56	29,942.64	30,541.68	31,152.42
	70 HOUR	12.9724	13.2318	13.4964	13.7664	14.0417	14.3225	14.6090	14.9012	15.1991	15.5031	15.8131	16.1294	16.4520	16.7811	17.1167
	75 HOUR	12.1076	12.3498	12.5967	12.8486	13.1056	13.3677	13.6351	13.9078	14.1859	14.4696	14.7590	15.0542	15.3553	15.6624	15.9756
	80 HOUR	11.3508	11.5778	11.8094	12.0456	12.2865	12.5322	12.7829	13.0386	13.2994	13.5654	13.8367	14.1134	14.3957	14.6837	14.9773
	BI-WEEKLY	908.07	926.23	944.75	963.65	982.92	1,002.58	1,022.63	1,043.08	1,063.94	1,085.22	1,106.92	1,129.06	1,151.64	1,174.68	1,198.17
06	ANNUALIZED	25,458.72	25,968.20	26,487.59	27,017.42	27,557.69	28,108.66	28,670.85	29,244.27	29,829.17	30,425.81	31,034.47	31,654.86	32,288.05	32,933.76	33,592.53
	PAYROLL YEAR	25,361.18	25,868.70	26,386.10	26,913.90	27,452.10	28,000.96	28,561.00	29,132.22	29,714.88	30,309.24	30,915.56	31,533.58	32,164.34	32,807.58	33,463.82
	70 HOUR	13.9347	14.2135	14.4978	14.7878	15.0835	15.3851	15.6928	16.0067	16.3269	16.6534	16.9865	17.3262	17.6727	18.0261	18.3867
	75 HOUR	13.0058	13.2659	13.5312	13.8018	14.0778	14.3594	14.6465	14.9394	15.2382	15.5430	15.8538	16.1709	16.4943	16.8242	17.1607
	80 HOUR	12.1928	12.4366	12.6854	12.9391	13.1979	13.4619	13.7311	14.0057	14.2859	14.5716	14.8630	15.1603	15.4635	15.7728	16.0883
	BI-WEEKLY	975.43	994.95	1,014.85	1,035.15	1,055.85	1,076.96	1,098.50	1,120.47	1,142.88	1,165.74	1,189.06	1,212.83	1,237.09	1,261.83	1,287.07
07	ANNUALIZED	27,049.78	27,590.57	28,142.59	28,705.56	29,279.76	29,865.19	30,462.62	31,072.05	31,693.23	32,327.20	32,973.70	33,633.24	34,305:84	34,992.01	35,691.75
	PAYROLL YEAR	26,946.14	27,484.86	28,034.76	28,595.58	29,167.58	29,750.76	30,345.90	30,953.00	31,571.80	32,203.34	32,847.36	33,504.38	34,174.40	34,857.94	35,555.00
	70 HOUR	14.8055	15.1016	15.4037	15.7118	16.0261	16.3466	16.6735	17.0071	17.3472	17.6941	18.0480	18.4090	18.7771	19.1527	19.5357
	75 HOUR	13.8184	14.0948	14.3767	14.6642	14.9576	15.2568	15.5619	15.8732	16.1906	16.5144	16.8447	17.1815	17.5252	17.8757	18.2332
	80 HOUR	12.9547	13.2138	13.4781	13.7476	14.0226	14.3031	14.5891	14.8809	15.1785	15.4820	15.7917	16.1075	16.4296	16.7582	17.0933
	BI-WEEKLY	1,036.39	1,057.11	1,078.26	1,099.83	1,121.83	1,144.26	1,167.15	1,190.50	1,214.30	1,238.59	1,263.36	1,288.63	1,314.40	1,340.69	1,367.50

* Steps M and N are limited to specific positions listed in the CBA.

2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
08	ANNUALIZED	28,723.83	29,298.56	29,884.50	30,482.19	31,091.89	31,713.85	32,348.08	32,995.10	33,654.91	34,328.03	35,014.46	35,714.72	36,429.08	37,157.79	37,900.85
	PAYROLL YEAR	28,613.78	29,186.30	29,770.00	30,365.40	30,972.76	31,592.34	32,224.14	32,868.68	33,525.96	34,196.50	34,880.30	35,577.88	36,289.50	37,015.42	37,755.64
	70 HOUR	15.7219	16.0364	16.3571	16.6843	17.0180	17.3584	17.7056	18.0597	18.4208	18.7893	19.1650	19.5483	19.9393	20.3381	20.7448
	75 HOUR	14.6739	14.9674	15.2668	15.5721	15.8836	16.2013	16.5253	16.8558	17.1930	17.5368	17.8875	18.2453	18.6102	18.9824	19.3620
	80 HOUR	13.7567	14.0318	14.3125	14.5987	14.8907	15.1885	15.4923	15.8021	16.1181	16.4405	16.7693	17.1047	17.4468	17.7957	18.1516
	BI-WEEKLY	1,100.53	1,122.55	1,145.00	1,167.90	1,191.26	1,215.09	1,239.39	1,264.18	1,289.46	1,315.25	1,341.55	1,368.38	1,395.75	1,423.67	1,452.14
09	ANNUALIZED	30,649.49	31,262.84	31,887.94	32,525.82	33,176.23	33,839.96	34,516.73	35,207.07	35,911.25	36,629.52	37,362.15	38,109.39	38,871.51	39,649.03	40,442.21
	PAYROLL YEAR	30,532.06	31,143.06	31,765.76	32,401.20	33,049.12	33,710.30	34,384.48	35,072.18	35,773.66	36,489.18	37,219.00	37,963.38	38,722.58	39,497.12	40,287.26
	70 HOUR	16.7759	17.1115	17.4537	17.8028	18.1589	18.5221	18.8925	19.2704	19.6559	20.0490	20.4500	20.8590	21.2762	21.7017	22.1358
	75 HOUR	15.6576	15.9708	16.2902	16.6160	16.9483	17.2873	17.6331	17.9857	18.3455	18.7124	19.0866	19.4684	19.8578	20.2550	20.6601
	80 HOUR	14.6790	14.9726	15.2721	15.5776	15.8892	16.2070	16.5311	16.8617	17.1989	17.5429	17.8937	18.2516	18.6166	18.9889	19.3687
	BI-WEEKLY	1,174.31	1,197.81	1,221.76	1,246.20	1,271.12	1,296.55	1,322.48	1,348.93	1,375.91	1,403.43	1,431.50	1,460.13	1,489.33	1,519.12	1,549.51
10	ANNUALIZED	32,575.15	33,226.61	33,891.11	34,568.93	35,260.32	35,965.54	36,684.86	37,418.53	38,167.07	38,930.50	39,709.06	40,503.02	41,313.17	42,139.49	42,982.26
	PAYROLL YEAR	32,450.34	33,099.30	33,761.26	34,436.48	35,125.22	35,827.74	36,544.30	37,275.16	38,020.84	38,781.34	39,556.92	40,347.84	41,154.88	41,978.04	42,817.58
	70 HOUR	17.8298	18.1864	18.5501	18.9211	19.2996	19.6855	20.0793	20.4809	20.8905	21.3084	21.7345	22.1692	22.6126	23.0649	23.5261
	75 HOUR	16.6411	16.9740	17.3134	17.6597	18.0129	18.3731	18.7406	19.1154	19.4977	19.8876	20.2853	20.6910	21.1049	21.5270	21.9575
	80 HOUR	15.6011	15.9132	16.2314	16.5560	16.8871	17.2249	17.5693	17.9206	18.2791	18.6447	19.0176	19.3980	19.7860	20.1817	20.5853
	BI-WEEKLY	1,248.09	1,273.05	1,298.51	1,324.48	1,350.97	1,377.99	1,405.55	1,433.66	1,462.34	1,491.59	1,521.42	1,551.84	1,582.88	1,614.54	1,646.83
11	ANNUALIZED	34,752.15	35,447.19	36,156.07	36,879.04	37,616.63	38,369.09	39,136.43	39,918.91	40,717.31	41,531.63	42,362.39	43,209.59	44,073.77	44,955.16	45,854.31
	PAYROLL YEAR	34,619.00	35,311.38	36,017.54	36,737.74	37,472.50	38,222.08	38,986.48	39,765.96	40,561.30	41,372.50	42,200.08	43,044.04	43,904.90	44,782.92	45,678.62
	70 HOUR	19.0214	19.4018	19.7898	20.1856	20.5893	21.0011	21.4211	21.8494	22.2864	22.7321	23.1868	23.6505	24.1235	24.6060	25.0981
	75 HOUR	17.7533	18.1084	18.4705	18.8400	19.2167	19.6011	19.9931	20.3930	20.8008	21.2168	21.6412	22.0740	22.5155	22.9658	23.4251
	80 HOUR	16.6437	16.9766	17.3161	17.6624	18.0156	18.3760	18.7435	19.1183	19.5006	19.8907	20.2885	20.6943	21.1082	21.5304	21.9610
	BI-WEEKLY	1,331.50	1,358.13	1,385.29	1,412.99	1,441.25	1,470.08	1,499.48	1,529.46	1,560.05	1,591.25	1,623.08	1,655.54	1,688.65	1,722.42	1,756.87
12	ANNUALIZED	37,012.67	37,752.87	38,507.94	39,278.15	40,063.76	40,865.03	41,682.48	42,516.12	43,366.46	44,233.76	45,118.55	46,020.83	46,941.37	47,879.93	48,837.80
	PAYROLL YEAR	36,870.86	37,608.22	38,360.40	39,127.66	39,910.26	40,708.46	41,522.78	42,353.22	43,200.30	44,064.28	44,945.68	45,844.50	46,761.52	47,696.48	48,650.68
	70 HOUR	20.2587	20.6639	21.0772	21.4987	21.9287	22.3673	22.8147	23.2710	23.7364	24.2112	24.6954	25.1893	25.6931	26.2069	26.7311
	75 HOUR	18.9081	19.2863	19.6721	20.0655	20.4669	20.8762	21.2938	21.7196	22.1540	22.5971	23.0491	23.5100	23.9803	24.4599	24.9491
	80 HOUR	17.7263	18.0809	18.4426	18.8114	19.1877	19.5714	19.9629	20.3621	20.7693	21.1847	21.6085	22.0406	22.4814	22.9311	23.3898
	BI-WEEKLY	1,418.11	1,446.47	1,475.40	1,504.91	1,535.01	1,565.71	1,597.03	1,628.97	1,661.55	1,694.78	1,728.68	1,763.25	1,798.52	1,834.48	1,871.18
13	ANNUALIZED	39,607.79	40,400.19	41,208.25	42,032.22	42,872.64	43,730.29	44,604.64	45,497.00	46,406.84	47,334.96	48,281.87	49,247.31	50,232.32	51,236.91	52,261.86
	PAYROLL YEAR	39,456.04	40,245.40	41,050.36	41,871.18	42,708.38	43,562.74	44,433.74	45,322.68	46,229.04	47,153.60	48,096.88	49,058.62	50,039.86	51,040.60	52,061.62
	70 HOUR	21.6792	22.1128	22.5551	23.0061	23.4662	23.9355	24.4142	24.9025	25.4006	25.9086	26.4268	26.9553	27.4944	28.0443	28.6053
	75 HOUR	20.2340	20.6387	21.0515	21.4725	21.9019	22.3399	22.7867	23.2424	23.7073	24.1814	24.6651	25.1584	25.6616	26.1748	26.6983
	80 HOUR	18.9694	19.3488	19.7358	20.1304	20.5330	20.9437	21.3625	21.7898	22.2256	22.6701	23.1235	23.5860	24.0577	24.5388	25.0296
	BI-WEEKLY	1,517.54	1,547.90	1,578.86	1,610.43	1,642.63	1,675.49	1,708.99	1,743.18	1,778.04	1,813.60	1,849.88	1,886.87	1,924.61	1,963.10	2,002.37
14	ANNUALIZED	42,454.78	43,303.82	44,169.81	45,053.30	45,954.27	46,873.25	47,811.02	48,767.07	49,742.42	50,737.36	51,752.12	52,787.25	53,842.73	54,919.62	56,017.91
	PAYROLL YEAR	42,292.12	43,137.90	44,000.58	44,880.68	45,778.20	46,693.66	47,627.84	48,580.22	49,551.84	50,542.96	51,553.84	52,585.00	53,636.44	54,709.20	55,803.28
	70 HOUR	23.2374	23.7021	24.1762	24.6597	25.1529	25.6559	26.1691	26.6924	27.2263	27.7709	28.3263	28.8928	29.4706	30.0600	30.6612
	75 HOUR	21.6883	22.1220	22.5645	23.0157	23.4760	23.9455	24.4244	24.9130	25.4112	25.9195	26.4379	26.9666	27.5060	28.0561	28.6172
	80 HOUR	20.3327	20.7393	21.1542	21.5773	22.0088	22.4489	22.8979	23.3558	23.8230	24.2995	24.7855	25.2812	25.7869	26.3026	26.8287
	BI-WEEKLY	1,626.62	1,659.15	1,692.33	1,726.18	1,760.70	1,795.91	1,831.84	1,868.47	1,905.84	1,943.96	1,982.84	2,022.50	2,062.94	2,104.20	2,146.28

* Steps M and N are limited to specific positions listed in the CBA.

2018 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
15	ANNUALIZED	45,887.19	46,804.87	47,740.82	48,695.81	49,669.61	50,662.97	51,676.43	52,709.99	53,764.17	54,839.49	55,936.22	57,054.86	58,196.21	59,360.01	60,547.04
	PAYROLL YEAR	45,711.38	46,625.54	47,557.90	48,509.24	49,479.30	50,468.86	51,478.44	52,508.04	53,558.18	54,629.38	55,721.90	56,836.26	57,973.24	59,132.58	60,315.06
	70 HOUR	25.1161	25.6184	26.1307	26.6534	27.1864	27.7301	28.2848	28.8505	29.4275	30.0161	30.6164	31.2287	31.8534	32.4904	33.1402
	75 HOUR	23.4416	23.9104	24.3886	24.8764	25.3740	25.8814	26.3990	26.9270	27.4656	28.0149	28.5752	29.1466	29.7295	30.3242	30.9307
	80 HOUR	21.9766	22.4161	22.8645	23.3217	23.7882	24.2640	24.7492	25.2443	25.7492	26.2641	26.7894	27.3252	27.8718	28.4293	28.9979
	BI-WEEKLY	1,758.13	1,793.29	1,829.15	1,865.74	1,903.05	1,941.11	1,979.94	2,019.54	2,059.93	2,101.13	2,143.15	2,186.01	2,229.74	2,274.33	2,319.81
16	ANNUALIZED	49,319.87	50,306.18	51,312.34	52,338.59	53,385.20	54,453.21	55,542.11	56,652.92	57,785.92	58,941.89	60,120.83	61,322.99	62,549.43	63,800.41	65,076.44
	PAYROLL YEAR	49,130.90	50,113.44	51,115.74	52,138.06	53,180.66	54,244.58	55,329.30	56,435.86	57,564.52	58,716.06	59,890.48	61,088.04	62,309.78	63,555.96	64,827.10
	70 HOUR	26.9950	27.5348	28.0855	28.6473	29.2202	29.8047	30.4007	31.0087	31.6289	32.2615	32.9068	33.5649	34.2362	34.9209	35.6193
	75 HOUR	25.1953	25.6992	26.2131	26.7374	27.2721	27.8175	28.3739	28.9414	29.5202	30.1106	30.7129	31.3272	31.9537	32.5928	33.2446
	80 HOUR	23.6205	24.0929	24.5748	25.0663	25.5675	26.0789	26.6004	27.1324	27.6750	28.2285	28.7931	29.3690	29.9563	30.5554	31.1666
	BI-WEEKLY	1,889.65	1,927.44	1,965.99	2,005.31	2,045.41	2,086.33	2,128.05	2,170.61	2,214.02	2,258.31	2,303.48	2,349.54	2,396.53	2,444.46	2,493.35
38	ANNUALIZED	30,377.79	30,985.14	31,605.01	32,236.89	32,881.56	33,539.28	34,210.05	34,894.13	35,592.05	36,304.06	37,029.90	37,770.62	38,526.21	39,296.68	40,082.81
	PAYROLL YEAR	30,261.40	30,866.42	31,483.92	32,113.38	32,755.58	33,410.78	34,078.98	34,760.44	35,455.68	36,164.96	36,888.02	37,625.90	38,378.60	39,146.12	39,929.24
	70 HOUR	16.6271	16.9596	17.2988	17.6447	17.9976	18.3575	18.7247	19.0992	19.4812	19.8708	20.2682	20.6736	21.0871	21.5088	21.9391
	80 HOUR	14.5487	14.8397	15.1365	15.4392	15.7480	16.0630	16.3843	16.7119	17.0461	17.3871	17.7347	18.0894	18.4512	18.8202	19.1967
	BI-WEEKLY	1,163.90	1,187.17	1,210.92	1,235.13	1,259.83	1,285.03	1,310.73	1,336.94	1,363.68	1,390.96	1,418.77	1,447.15	1,476.10	1,505.62	1,535.74
39	ANNUALIZED	25,409.39	25,855.18	26,309.32	26,773.12	27,246.05	27,728.12	28,220.10	28,722.01	29,233.57	29,755.57	30,288.27	30,831.41	31,385.25	31,950.32	32,526.60
	PAYROLL YEAR	25,312.04	25,756.12	26,208.52	26,670.54	27,141.66	27,621.88	28,111.98	28,611.96	29,121.56	29,641.56	30,172.22	30,713.28	31,265.00	31,827.90	32,401.98
	70 HOUR	13.6934	13.9373	14.1861	14.4399	14.6986	14.9626	15.2318	15.5064	15.7866	16.0723	16.3637	16.6610	16.9642	17.2735	17.5890
	80 HOUR	12.1692	12.3827	12.6003	12.8224	13.0489	13.2798	13.5154	13.7557	14.0008	14.2508	14.5059	14.7660	15.0313	15.3019	15.5779
	BI-WEEKLY	973.54	990.62	1,008.02	1,025.79	1,043.91	1,062.38	1,081.23	1,100.46	1,120.06	1,140.06	1,160.47	1,181.28	1,202.50	1,224.15	1,246.23

* Steps M and N are limited to specific positions listed in the CBA.

APPENDIX K

2019 SALARY SCHEDULE

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	20,450.92	21,078.88	22,514.38	23,860.88	25,117.34	26,463.31	N/A	N/A	26,992.36	N/A
	PAYROLL YEAR	20,372.56	20,998.12	22,428.12	23,769.46	25,021.10	26,361.92			26,888.94	
	70 HOUR	11.1937	11.5374	12.3232	13.0601	13.7478	14.4846			14.7742	
	75 HOUR	10.4474	10.7683	11.5017	12.1894	12.8312	13.5189			13.7893	
	80 HOUR	9.7944	10.0953	10.7829	11.4276	12.0292	12.6740			12.9273	
	BI-WEEKLY	783.56	807.62	862.62	914.21	962.35	1,013.92			1,034.19	
02	**ANNUALIZED**	21,796.63	22,425.12	23,860.88	25,117.34	26,552.84	27,988.60	N/A	N/A	28,548.44	N/A
	PAYROLL YEAR	21,713.12	22,339.20	23,769.46	25,021.10	26,451.10	27,881.36			28,439.06	
	70 HOUR	11.9303	12.2743	13.0601	13.7478	14.5336	15.3194			15.6259	
	75 HOUR	11.1350	11.4560	12.1894	12.8312	13.5647	14.2982			14.5841	
	80 HOUR	10.4392	10.7398	11.4276	12.0292	12.7170	13.4045			13.6727	
	BI-WEEKLY	835.12	859.20	914.21	962.35	1,017.35	1,072.36			1,093.81	
03	**ANNUALIZED**	23,053.35	23,681.31	24,937.77	26,463.31	27,988.60	29,514.40	N/A	N/A	30,104.52	N/A
	PAYROLL YEAR	22,965.02	23,590.58	24,842.22	26,361.92	27,881.36	29,401.32			29,989.18	
	70 HOUR	12.6181	12.9619	13.6495	14.4846	15.3194	16.1545			16.4775	
	75 HOUR	11.7767	12.0978	12.7396	13.5189	14.2982	15.0774			15.3790	
	80 HOUR	11.0408	11.3414	11.9433	12.6740	13.4045	14.1351			14.4179	
	BI-WEEKLY	883.27	907.33	955.47	1,013.92	1,072.36	1,130.82			1,153.43	
04	**ANNUALIZED**	23,860.88	24,578.37	26,283.74	27,719.51	29,155.01	30,680.55	N/A	N/A	31,294.16	N/A
	PAYROLL YEAR	23,769.46	24,484.20	26,183.04	27,613.30	29,043.30	30,563.00			31,174.26	
	70 HOUR	13.0601	13.4529	14.3863	15.1721	15.9579	16.7929			17.1287	
	75 HOUR	12.1894	12.5561	13.4271	14.1607	14.8941	15.6733			15.9869	
	80 HOUR	11.4276	11.7714	12.5878	13.2757	13.9632	14.6937			14.9876	
	BI-WEEKLY	914.21	941.70	1,007.04	1,062.05	1,117.05	1,175.50			1,199.01	
05	**ANNUALIZED**	25,386.17	26,283.74	27,809.03	29,514.40	30,949.64	32,654.75	N/A	N/A	33,307.78	N/A
	PAYROLL YEAR	25,288.90	26,183.04	27,702.48	29,401.32	30,831.06	32,529.64			33,180.16	
	70 HOUR	13.8950	14.3863	15.2212	16.1545	16.9402	17.8734			18.2308	
	75 HOUR	12.9688	13.4271	14.2065	15.0774	15.8110	16.6819			17.0156	
	80 HOUR	12.1583	12.5878	13.3186	14.1351	14.8229	15.6394			15.9521	
	BI-WEEKLY	972.65	1,007.04	1,065.48	1,130.82	1,185.81	1,251.14			1,276.16	

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2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	ANNUALIZED	27,270.85	27,988.60	29,783.49	31,488.35	33,193.46	34,809.05	N/A	N/A	35,505.14	N/A
	PAYROLL YEAR	27,166.36	27,881.36	29,669.38	31,367.70	33,066.28	34,675.68			35,369.10	
	70 HOUR	14.9265	15.3194	16.3018	17.2350	18.1683	19.0525			19.4336	
	75 HOUR	13.9315	14.2982	15.2151	16.0859	16.9571	17.7822			18.1378	
	80 HOUR	13.0607	13.4045	14.2641	15.0807	15.8972	16.6709			17.0042	
	BI-WEEKLY	1,044.86	1,072.36	1,141.13	1,206.45	1,271.78	1,333.68			1,360.35	
07	ANNUALIZED	28,975.70	29,873.02	31,667.91	33,552.33	35,346.97	37,141.87	N/A	N/A	37,884.67	N/A
	PAYROLL YEAR	28,864.68	29,758.56	31,546.58	33,423.78	35,211.54	36,999.56			37,739.52	
	70 HOUR	15.8597	16.3508	17.3333	18.3647	19.3470	20.3294			20.7360	
	75 HOUR	14.8025	15.2608	16.1777	17.1405	18.0573	18.9740			19.3535	
	80 HOUR	13.8773	14.3070	15.1666	16.0691	16.9287	17.7882			18.1439	
	BI-WEEKLY	1,110.18	1,144.56	1,213.33	1,285.53	1,354.29	1,423.06			1,451.52	
08	ANNUALIZED	30,770.33	31,667.91	33,642.12	35,526.80	37,500.74	39,474.95	40,264.47	41,069.66	40,264.47	41,891.02
	PAYROLL YEAR	30,652.44	31,546.58	33,513.22	35,390.68	37,357.06	39,323.70	40,110.20	40,912.30	40,110.20	41,730.52
	70 HOUR	16.8420	17.3333	18.4139	19.4454	20.5259	21.6064	22.0385	22.4793	22.0386	22.9289
	75 HOUR	15.7192	16.1777	17.1862	18.1490	19.1574	20.1660	N/A	N/A	20.5693	N/A
	80 HOUR	14.7368	15.1666	16.1123	17.0147	17.9602	18.9056	19.2837	19.6694	19.2838	20.0628
	BI-WEEKLY	1,178.94	1,213.33	1,288.97	1,361.18	1,436.81	1,512.45	1,542.70	1,573.55	1,542.70	1,605.02
09	ANNUALIZED	32,834.58	33,731.90	35,795.63	37,769.83	39,923.60	41,987.59	N/A	N/A	42,827.23	N/A
	PAYROLL YEAR	32,708.78	33,602.66	35,658.48	37,625.12	39,770.64	41,826.72			42,663.14	
	70 HOUR	17.9718	18.4630	19.5926	20.6732	21.8520	22.9817			23.4413	
	75 HOUR	16.7737	17.2321	18.2864	19.2950	20.3953	21.4497			21.8786	
	80 HOUR	15.7254	16.1551	17.1435	18.0890	19.1206	20.1090			20.5111	
	BI-WEEKLY	1,258.03	1,292.41	1,371.48	1,447.12	1,529.64	1,608.72			1,640.89	
10	ANNUALIZED	34,898.57	35,885.67	38,218.49	40,372.52	42,615.82	44,948.90	45,848.04	46,764.94	45,848.04	47,700.36
	PAYROLL YEAR	34,764.86	35,748.18	38,072.06	40,217.84	42,452.54	44,776.68	45,672.38	46,585.76	45,672.38	47,517.60
	70 HOUR	19.1015	19.6418	20.9187	22.0977	23.3255	24.6026	25.0947	25.5966	25.0947	26.1085
	75 HOUR	17.8281	18.3323	19.5241	20.6245	21.7704	22.9623	N/A	N/A	23.4217	N/A
	80 HOUR	16.7139	17.1865	18.3039	19.3354	20.4099	21.5272	21.9577	22.3969	21.9579	22.8449
	BI-WEEKLY	1,337.11	1,374.93	1,464.31	1,546.84	1,632.79	1,722.18	1,756.63	1,791.76	1,756.63	1,827.60

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2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	**ANNUALIZED**	37,231.65	38,308.54	40,641.35	43,064.48	45,487.08	47,820.42	48,771.50	49,742.16	48,776.72	50,736.83
	PAYROLL YEAR	37,089.00	38,161.76	40,485.64	42,899.48	45,312.80	47,637.20	48,584.64	49,551.58	48,589.84	50,542.44
	70 HOUR	20.3785	20.9680	22.2449	23.5712	24.8972	26.1743	26.6949	27.2261	26.6977	27.7705
	75 HOUR	19.0199	19.5700	20.7620	21.9998	23.2375	24.4293	N/A	N/A	24.9179	N/A
	80 HOUR	17.8311	18.3469	19.4642	20.6248	21.7851	22.9026	23.3581	23.8228	23.3605	24.2992
	BI-WEEKLY	1,426.50	1,467.76	1,557.14	1,649.98	1,742.80	1,832.20	1,868.64	1,905.83	1,868.84	1,943.94
12	**ANNUALIZED**	39,654.51	40,820.92	43,333.57	45,846.22	48,538.17	50,871.25	51,883.93	52,916.18	51,888.63	53,974.54
	PAYROLL YEAR	39,502.58	40,664.52	43,167.54	45,670.56	48,352.20	50,676.34	51,685.14	52,713.44	51,689.82	53,767.74
	70 HOUR	21.7047	22.3432	23.7184	25.0937	26.5672	27.8442	28.3984	28.9634	28.4010	29.5427
	75 HOUR	20.2577	20.8536	22.1373	23.4209	24.7960	25.9880	N/A	N/A	26.5076	N/A
	80 HOUR	18.9916	19.5503	20.7535	21.9571	23.2464	24.3638	24.8484	25.3429	24.8511	25.8497
	BI-WEEKLY	1,519.33	1,564.02	1,660.29	1,756.56	1,859.70	1,949.09	1,987.89	2,027.44	1,988.07	2,067.99
13	**ANNUALIZED**	42,436.25	43,692.44	46,384.92	49,076.87	51,948.40	54,281.74	55,362.02	56,463.96	55,367.50	57,593.30
	PAYROLL YEAR	42,273.66	43,525.04	46,207.20	48,888.84	51,749.36	54,073.76	55,149.90	56,247.62	55,155.36	57,372.64
	70 HOUR	23.2273	23.9149	25.3885	26.8620	28.4337	29.7108	30.3022	30.9053	30.3051	31.5234
	75 HOUR	21.6788	22.3206	23.6959	25.0712	26.5381	27.7300	N/A	28.8450	28.2846	29.4219
	80 HOUR	20.3240	20.9256	22.2149	23.5043	24.8795	25.9969	26.5143	27.0422	26.5168	27.5831
	BI-WEEKLY	1,625.91	1,674.04	1,777.20	1,880.34	1,990.36	2,079.76	2,121.15	2,163.37	2,121.36	2,206.64
14	**ANNUALIZED**	45,487.08	46,833.06	49,615.06	52,666.15	55,717.50	58,319.93	59,480.86	60,665.27	59,486.34	61,878.40
	PAYROLL YEAR	45,312.80	46,653.62	49,424.96	52,464.36	55,504.02	58,096.48	59,252.96	60,432.84	59,258.42	61,641.32
	70 HOUR	24.8972	25.6339	27.1566	28.8266	30.4967	31.9211	32.5566	33.2048	32.5595	33.8689
	75 HOUR	23.2374	23.9251	25.3463	26.9049	28.4635	29.7930	N/A	N/A	30.3888	N/A
	80 HOUR	21.7851	22.4298	23.7622	25.2233	26.6847	27.9308	28.4870	29.0543	28.4894	29.6355
	BI-WEEKLY	1,742.80	1,794.37	1,900.96	2,017.86	2,134.77	2,234.48	2,278.96	2,324.34	2,279.17	2,370.82
15	**ANNUALIZED**	49,166.66	50,691.94	53,832.82	56,883.91	60,114.30	63,165.39	64,423.41	65,706.75	64,428.89	67,021.15
	PAYROLL YEAR	48,978.28	50,497.72	53,626.56	56,665.96	59,883.98	62,923.38	64,176.58	65,455.00	64,182.04	66,764.36
	70 HOUR	26.9111	27.7460	29.4651	31.1352	32.9033	34.5733	35.2619	35.9643	35.2648	36.6837
	75 HOUR	25.1170	25.8963	27.5008	29.0596	30.7097	32.2685	N/A	33.5668	32.9138	34.2381
	80 HOUR	23.5472	24.2779	25.7820	27.2434	28.7904	30.2517	30.8543	31.4688	30.8567	32.0982
	BI-WEEKLY	1,883.78	1,942.22	2,062.56	2,179.46	2,303.23	2,420.13	2,468.33	2,517.50	2,468.54	2,567.86

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2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	52,845.71	54,281.74	57,871.01	61,101.67	64,511.37	67,921.60	69,274.88	70,655.05	69,279.84	72,068.10
	PAYROLL YEAR	52,643.24	54,073.76	57,649.28	60,867.56	64,264.20	67,661.36	69,009.46	70,384.34	69,014.40	71,791.98
	70 HOUR	28.9249	29.7108	31.6754	33.4437	35.3100	37.1765	37.9173	38.6727	37.9200	39.4461
	75 HOUR	26.9966	27.7300	29.5638	31.2141	32.9561	34.6980	N/A	N/A	35.3920	N/A
	80 HOUR	25.3091	25.9969	27.7160	29.2631	30.8964	32.5295	33.1775	33.8387	33.1800	34.5154
	BI-WEEKLY	2,024.74	2,079.76	2,217.28	2,341.06	2,471.70	2,602.36	2,654.21	2,707.09	2,654.40	2,761.23
38	**ANNUALIZED**	32,543.31	33,552.07	35,346.19	37,140.82	38,933.11	40,724.09	N/A	N/A	41,538.41	N/A
	PAYROLL YEAR	32,418.62	33,423.52	35,210.76	36,998.52	38,783.94	40,568.06			41,379.26	
	70 HOUR	17.8124	18.3646	19.3466	20.3288	21.3099	22.2901			22.7358	
	80 HOUR	15.5857	16.0691	16.9284	17.7877	18.6461	19.5038			19.8940	
	BI-WEEKLY	1,246.87	1,285.52	1,354.26	1,423.02	1,491.69	1,560.31			1,591.51	
39	**ANNUALIZED**	26,992.88	27,710.63	29,415.22	30,851.77	32,287.27	33,812.55	N/A	N/A	34,426.16	N/A
	PAYROLL YEAR	26,889.46	27,604.46	29,302.52	30,733.56	32,163.56	33,683.00			34,294.26	
	70 HOUR	14.5601	14.9529	15.8863	16.6721	17.4579	18.2929			18.6287	
	80 HOUR	12.9276	13.2714	14.0878	14.7757	15.4632	16.1937			16.4876	
	BI-WEEKLY	1,034.21	1,061.71	1,127.02	1,182.06	1,237.06	1,295.50			1,319.01	

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APPENDIX L

2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	19,239.88	19,830.26	21,179.89	22,445.22	23,625.98	24,891.31	N/A	N/A	25,389.30	N/A
	PAYROLL YEAR	19,166.16	19,754.28	21,098.74	22,359.22	23,535.46	24,795.94			25,292.02	
	70 HOUR	10.5308	10.8540	11.5927	12.2853	12.9316	13.6242			13.8967	
	75 HOUR	9.8287	10.1303	10.8199	11.4663	12.0697	12.7160			12.9704	
	80 HOUR	9.2145	9.4973	10.1436	10.7497	11.3151	11.9212			12.1596	
	BI-WEEKLY	737.16	759.78	811.49	859.97	905.21	953.69			972.77	
02	**ANNUALIZED**	20,504.94	21,095.33	22,445.22	23,625.98	24,975.87	26,325.50	N/A	N/A	26,852.20	N/A
	PAYROLL YEAR	20,426.38	21,014.50	22,359.22	23,535.46	24,880.18	26,224.64			26,749.32	
	70 HOUR	11.2233	11.5464	12.2853	12.9316	13.6704	14.4091			14.6974	
	75 HOUR	10.4751	10.7768	11.4663	12.0697	12.7591	13.4485			13.7174	
	80 HOUR	9.8204	10.1032	10.7497	11.3151	11.9617	12.6080			12.8601	
	BI-WEEKLY	785.63	808.25	859.97	905.21	956.93	1,008.64			1,028.82	
03	**ANNUALIZED**	21,685.97	22,276.61	23,457.38	24,891.31	26,325.50	27,759.18	N/A	N/A	28,314.59	N/A
	PAYROLL YEAR	21,602.88	22,191.26	23,367.50	24,795.94	26,224.64	27,652.82			28,206.10	
	70 HOUR	11.8697	12.1930	12.8393	13.6242	14.4091	15.1939			15.4978	
	75 HOUR	11.0783	11.3800	11.9835	12.7161	13.4485	14.1812			14.4648	
	80 HOUR	10.3860	10.6689	11.2344	11.9212	12.6080	13.2948			13.5606	
	BI-WEEKLY	830.88	853.51	898.75	953.69	1,008.64	1,063.57			1,084.85	
04	**ANNUALIZED**	22,445.22	23,119.90	24,722.96	26,072.33	27,422.23	28,855.90	N/A	N/A	29,433.23	N/A
	PAYROLL YEAR	22,359.22	23,031.32	24,628.24	25,972.44	27,317.16	28,745.34			29,320.46	
	70 HOUR	12.2853	12.6546	13.5320	14.2706	15.0094	15.7942			16.1102	
	75 HOUR	11.4663	11.8110	12.6297	13.3192	14.0088	14.7414			15.0361	
	80 HOUR	10.7497	11.0727	11.8403	12.4868	13.1331	13.8199			14.0963	
	BI-WEEKLY	859.97	885.82	947.24	998.94	1,050.66	1,105.59			1,127.71	
05	**ANNUALIZED**	23,879.15	24,722.96	26,156.90	27,759.18	29,109.33	30,711.87	N/A	N/A	31,326.26	N/A
	PAYROLL YEAR	23,787.66	24,628.24	26,056.68	27,652.82	28,997.80	30,594.20			31,206.24	
	70 HOUR	13.0702	13.5320	14.3168	15.1939	15.9328	16.8100			17.1463	
	75 HOUR	12.1988	12.6296	13.3623	14.1812	14.8707	15.6893			16.0030	
	80 HOUR	11.4364	11.8403	12.5272	13.2948	13.9412	14.7088			15.0029	
	BI-WEEKLY	914.91	947.24	1,002.18	1,063.57	1,115.30	1,176.70			1,200.24	

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2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	ANNUALIZED	25,650.82	26,325.50	28,012.61	29,615.41	31,217.95	32,736.45	N/A	N/A	33,391.30	N/A
	PAYROLL YEAR	25,552.54	26,224.64	27,905.28	29,501.94	31,098.34	32,611.02			33,263.36	
	70 HOUR	14.0399	14.4091	15.3326	16.2098	17.0870	17.9181			18.2765	
	75 HOUR	13.1039	13.4485	14.3104	15.1291	15.9479	16.7235			17.0580	
	80 HOUR	12.2847	12.6080	13.4161	14.1835	14.9512	15.6783			15.9919	
	BI-WEEKLY	982.79	1,008.64	1,073.28	1,134.69	1,196.09	1,254.27			1,279.36	
07	ANNUALIZED	27,253.10	28,096.91	29,784.02	31,555.42	33,242.53	34,929.63	N/A	N/A	35,628.33	N/A
	PAYROLL YEAR	27,148.68	27,989.26	29,669.90	31,434.52	33,115.16	34,795.80			35,491.82	
	70 HOUR	14.9169	15.3787	16.3021	17.2717	18.1952	19.1185			19.5010	
	75 HOUR	13.9226	14.3534	15.2154	16.1203	16.9821	17.8440			18.2009	
	80 HOUR	13.0524	13.4565	14.2644	15.1127	15.9208	16.7288			17.0633	
	BI-WEEKLY	1,044.18	1,076.51	1,141.15	1,209.02	1,273.66	1,338.30			1,365.07	
08	ANNUALIZED	28,940.72	29,784.02	31,639.73	33,411.39	35,266.84	37,122.55	37,865.10	38,622.52	37,865.10	39,394.82
	PAYROLL YEAR	28,829.84	29,669.90	31,518.50	33,283.38	35,131.72	36,980.32	37,720.02	38,474.54	37,720.02	39,243.88
	70 HOUR	15.8405	16.3021	17.3178	18.2875	19.3032	20.3189	20.7253	21.1398	20.7253	21.5626
	75 HOUR	14.7844	15.2154	16.1635	17.0683	18.0163	18.9644	N/A	N/A	19.3437	N/A
	80 HOUR	13.8604	14.2644	15.1531	16.0016	16.8903	17.7791	18.1347	18.4974	18.1347	18.8673
	BI-WEEKLY	1,108.84	1,141.15	1,212.25	1,280.13	1,351.22	1,422.32	1,450.77	1,479.79	1,450.77	1,509.38
09	ANNUALIZED	30,881.00	31,724.29	33,664.30	35,520.27	37,544.85	39,484.60	N/A	N/A	40,274.13	N/A
	PAYROLL YEAR	30,762.68	31,602.74	33,535.32	35,384.18	37,401.00	39,333.32			40,119.82	
	70 HOUR	16.9025	17.3641	18.4260	19.4418	20.5500	21.6117			22.0439	
	75 HOUR	15.7756	16.2065	17.1977	18.1457	19.1799	20.1709			20.5745	
	80 HOUR	14.7897	15.1935	16.1228	17.0115	17.9811	18.9103			19.2885	
	BI-WEEKLY	1,183.18	1,215.49	1,289.82	1,360.93	1,438.50	1,512.82			1,543.07	
10	ANNUALIZED	32,820.49	33,748.61	35,941.79	37,966.37	40,075.25	42,268.43	43,113.81	43,976.15	43,113.81	44,855.72
	PAYROLL YEAR	32,694.74	33,619.30	35,804.08	37,820.90	39,921.70	42,106.48	42,948.62	43,807.66	42,948.62	44,683.86
	70 HOUR	17.9642	18.4722	19.6725	20.7807	21.9350	23.1354	23.5981	24.0701	23.5981	24.5515
	75 HOUR	16.7666	17.2407	18.3611	19.3953	20.4727	21.5930	N/A	N/A	22.0249	N/A
	80 HOUR	15.7187	16.1631	17.2136	18.1831	19.1932	20.2435	20.6484	21.0614	20.6484	21.4826
	BI-WEEKLY	1,257.49	1,293.05	1,377.08	1,454.65	1,535.45	1,619.48	1,651.87	1,684.91	1,651.87	1,718.61

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2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	**ANNUALIZED**	35,013.93	36,026.09	38,219.27	40,497.02	42,774.77	44,967.69	45,862.14	46,774.07	45,867.10	47,709.50
	PAYROLL YEAR	34,879.78	35,888.06	38,072.84	40,341.86	42,610.88	44,795.40	45,686.42	46,594.86	45,691.36	47,526.70
	70 HOUR	19.1647	19.7187	20.9192	22.1658	23.4126	24.6129	25.1024	25.6015	25.1052	26.1135
	75 HOUR	17.8870	18.4043	19.5246	20.6880	21.8516	22.9721	N/A	N/A	23.4315	N/A
	80 HOUR	16.7691	17.2540	18.3042	19.3951	20.4859	21.5363	21.9645	22.4014	21.9669	22.8494
	BI-WEEKLY	1,341.53	1,380.31	1,464.34	1,551.61	1,638.88	1,722.90	1,757.17	1,792.11	1,757.36	1,827.95
12	**ANNUALIZED**	37,291.42	38,388.14	40,749.93	43,111.98	45,642.64	47,835.56	48,787.16	49,757.82	48,792.38	50,752.76
	PAYROLL YEAR	37,148.54	38,241.06	40,593.80	42,946.80	45,467.76	47,652.28	48,600.24	49,567.18	48,605.44	50,558.30
	70 HOUR	20.4113	21.0116	22.3043	23.5971	24.9823	26.1826	26.7034	27.2347	26.7063	27.7793
	75 HOUR	19.0506	19.6108	20.8173	22.0240	23.3167	24.4371	N/A	N/A	24.9259	N/A
	80 HOUR	17.8599	18.3851	19.5163	20.6474	21.8595	22.9099	23.3656	23.8305	23.3679	24.3070
	BI-WEEKLY	1,428.79	1,470.81	1,561.30	1,651.80	1,748.76	1,832.78	1,869.24	1,906.43	1,869.44	1,944.55
13	**ANNUALIZED**	39,906.64	41,087.14	43,618.06	46,148.45	48,847.98	51,041.16	52,056.97	53,092.88	52,061.93	54,154.37
	PAYROLL YEAR	39,753.74	40,929.72	43,450.94	45,971.64	48,660.82	50,845.60	51,857.52	52,889.46	51,862.46	53,946.88
	70 HOUR	21.8427	22.4889	23.8741	25.2591	26.7367	27.9372	28.4931	29.0601	28.4959	29.6412
	75 HOUR	20.3866	20.9897	22.2825	23.5752	24.9543	26.0747	N/A	N/A	26.5962	27.6698
	80 HOUR	19.1123	19.6778	20.8899	22.1018	23.3946	24.4451	24.9314	25.4276	24.9340	25.9361
	BI-WEEKLY	1,528.99	1,574.22	1,671.19	1,768.14	1,871.57	1,955.60	1,994.52	2,034.21	1,994.71	2,074.88
14	**ANNUALIZED**	42,774.77	44,039.84	46,654.79	49,522.66	52,390.79	54,837.14	55,928.39	57,042.33	55,933.87	58,182.90
	PAYROLL YEAR	42,610.88	43,871.10	46,476.04	49,332.92	52,190.06	54,627.04	55,714.10	56,823.78	55,719.56	57,959.98
	70 HOUR	23.4126	24.1050	25.5363	27.1060	28.6759	30.0149	30.6122	31.2218	30.6151	31.8462
	75 HOUR	21.8517	22.4980	23.8339	25.2990	26.7641	28.0137	N/A	N/A	28.5741	N/A
	80 HOUR	20.4859	21.0919	22.3442	23.7178	25.0914	26.2629	26.7857	27.3189	26.7882	27.8652
	BI-WEEKLY	1,638.88	1,687.35	1,787.54	1,897.42	2,007.31	2,101.04	2,142.85	2,185.53	2,143.06	2,229.23
15	**ANNUALIZED**	46,233.02	47,666.95	50,619.38	53,487.77	56,524.25	59,392.38	60,574.97	61,781.05	60,579.93	63,016.88
	PAYROLL YEAR	46,055.88	47,484.32	50,425.44	53,282.84	56,307.68	59,164.82	60,342.88	61,544.34	60,347.82	62,775.44
	70 HOUR	25.3054	26.0903	27.7063	29.2763	30.9383	32.5081	33.1554	33.8156	33.1582	34.4920
	75 HOUR	23.6183	24.3510	25.8592	27.3246	28.8757	30.3409	N/A	N/A	30.9478	32.1954
	80 HOUR	22.1422	22.8290	24.2430	25.6167	27.0710	28.4446	29.0110	29.5887	29.0134	30.1804
	BI-WEEKLY	1,771.38	1,826.32	1,939.44	2,049.34	2,165.68	2,275.57	2,320.88	2,367.09	2,321.07	2,414.44

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2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	49,691.27	51,041.16	54,415.63	57,452.10	60,657.44	63,863.05	65,135.16	66,432.85	65,140.38	67,761.34
	PAYROLL YEAR	49,500.88	50,845.60	54,207.14	57,231.98	60,425.04	63,618.36	64,885.60	66,178.32	64,890.80	67,501.72
	70 HOUR	27.1983	27.9372	29.7841	31.4462	33.2005	34.9552	35.6514	36.3617	35.6543	37.0889
	75 HOUR	25.3852	26.0747	27.7984	29.3497	30.9872	32.6247	N/A	N/A	33.2774	N/A
	80 HOUR	23.7986	24.4451	26.0610	27.5153	29.0505	30.5857	31.1949	31.8164	31.1975	32.4527
	BI-WEEKLY	1,903.88	1,955.60	2,084.89	2,201.23	2,324.04	2,446.86	2,495.60	2,545.32	2,495.80	2,596.22
38	**ANNUALIZED**	30,606.69	31,555.16	33,242.00	34,928.33	36,613.60	38,297.05	N/A	N/A	39,063.09	N/A
	PAYROLL YEAR	30,489.42	31,434.26	33,114.64	34,794.50	36,473.32	38,150.32			38,913.42	
	70 HOUR	16.7524	17.2716	18.1948	19.1179	20.0403	20.9617			21.3810	
	80 HOUR	14.6584	15.1125	15.9205	16.7282	17.5352	18.3415			18.7083	
	BI-WEEKLY	1,172.67	1,209.01	1,273.64	1,338.25	1,402.82	1,467.32			1,496.67	
39	**ANNUALIZED**	25,577.48	26,251.90	27,854.44	29,204.33	30,553.97	31,987.90	N/A	N/A	32,564.97	N/A
	PAYROLL YEAR	25,479.48	26,151.32	27,747.72	29,092.44	30,436.90	31,865.34			32,440.20	
	70 HOUR	13.7853	14.1546	15.0320	15.7706	16.5094	17.2942			17.6102	
	80 HOUR	12.2497	12.5727	13.3403	13.9868	14.6331	15.3199			15.5963	
	BI-WEEKLY	979.98	1,005.82	1,067.22	1,118.94	1,170.65	1,225.59			1,247.70	

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APPENDIX M

2019 SALARY SCHEDULE

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
01	ANNUALIZED	19,382.38	19,769.97	20,165.64	20,568.63	20,980.22	21,399.91	21,827.95	22,264.34	22,709.87	23,164.01	23,627.03	24,099.70	24,581.76	25,073.23	25,574.87
	PAYROLL YEAR	19,308.12	19,694.22	20,088.38	20,489.82	20,899.84	21,317.92	21,744.32	22,179.04	22,622.86	23,075.26	23,536.50	24,007.36	24,487.58	24,977.16	25,476.88
	70 HOUR	10.6088	10.8210	11.0375	11.2582	11.4834	11.7131	11.9474	12.1863	12.4301	12.6787	12.9322	13.1908	13.4547	13.7237	13.9983
	75 HOUR	9.9015	10.0996	10.3016	10.5077	10.7179	10.9323	11.1509	11.3739	11.6015	11.8335	12.0702	12.3115	12.5578	12.8090	13.0652
	80 HOUR	9.2827	9.4684	9.6578	9.8510	10.0480	10.2490	10.4540	10.6630	10.8762	11.0937	11.3156	11.5420	11.7728	12.0083	12.2484
	BI-WEEKLY	742.62	757.47	772.63	788.07	803.84	819.92	836.32	853.04	870.11	887.51	905.25	923.36	941.83	960.66	979.88
02	ANNUALIZED	20,656.85	21,070.01	21,491.26	21,920.87	22,359.61	22,806.70	23,262.93	23,728.03	24,202.53	24,686.69	25,180.50	25,684.23	26,197.61	26,721.70	27,256.23
	PAYROLL YEAR	20,577.70	20,989.28	21,408.92	21,836.88	22,273.94	22,719.32	23,173.80	23,637.12	24,109.80	24,592.10	25,084.02	25,585.82	26,097.24	26,619.32	27,151.80
	70 HOUR	11.3064	11.5325	11.7631	11.9983	12.2384	12.4831	12.7328	12.9874	13.2472	13.5122	13.7824	14.0581	14.3392	14.6260	14.9186
	75 HOUR	10.5528	10.7638	10.9791	11.1987	11.4226	11.6511	11.8840	12.1217	12.3642	12.6115	12.8637	13.1209	13.3833	13.6509	13.9241
	80 HOUR	9.8931	10.0909	10.2928	10.4987	10.7087	10.9228	11.1412	11.3640	11.5914	11.8232	12.0597	12.3009	12.5469	12.7979	13.0539
	BI-WEEKLY	791.45	807.28	823.42	839.88	856.69	873.82	891.30	909.12	927.30	945.85	964.77	984.07	1,003.74	1,023.82	1,044.30
03	ANNUALIZED	21,846.48	22,283.40	22,729.19	23,183.59	23,647.38	24,120.32	24,602.64	25,094.89	25,596.53	26,108.87	26,630.87	27,163.58	27,706.72	28,260.82	28,826.15
	PAYROLL YEAR	21,762.78	22,198.02	22,642.10	23,094.76	23,556.78	24,027.90	24,508.38	24,998.74	25,498.46	26,008.84	26,528.84	27,059.50	27,600.56	28,152.54	28,715.70
	70 HOUR	11.9575	12.1967	12.4407	12.6894	12.9433	13.2022	13.4662	13.7356	14.0102	14.2905	14.5763	14.8678	15.1652	15.4684	15.7778
	75 HOUR	11.1603	11.3836	11.6112	11.8435	12.0803	12.3220	12.5684	12.8198	13.0761	13.3377	13.6046	13.8767	14.1543	14.4374	14.7261
	80 HOUR	10.4629	10.6721	10.8856	11.1033	11.3254	11.5518	11.7828	12.0185	12.2589	12.5041	12.7541	13.0092	13.2694	13.5347	13.8054
	BI-WEEKLY	837.03	853.77	870.85	888.26	906.03	924.15	942.63	961.49	980.71	1,000.34	1,020.34	1,040.75	1,061.56	1,082.79	1,104.45
04	ANNUALIZED	22,611.47	23,063.79	23,525.24	23,995.82	24,475.54	24,965.17	25,464.47	25,973.68	26,493.07	27,022.90	27,563.43	28,114.66	28,676.85	29,250.53	29,835.43
	PAYROLL YEAR	22,524.84	22,975.42	23,435.10	23,903.88	24,381.76	24,869.52	25,366.90	25,874.16	26,391.56	26,919.36	27,457.82	28,006.94	28,566.98	29,138.46	29,721.12
	70 HOUR	12.3763	12.6239	12.8764	13.1340	13.3966	13.6645	13.9378	14.2165	14.5009	14.7909	15.0867	15.3884	15.6962	16.0101	16.3303
	75 HOUR	11.5512	11.7822	12.0179	12.2583	12.5035	12.7535	13.0085	13.2688	13.5341	13.8048	14.0810	14.3626	14.6498	14.9428	15.2416
	80 HOUR	10.8292	11.0459	11.2668	11.4922	11.7221	11.9565	12.1956	12.4395	12.6883	12.9421	13.2010	13.4650	13.7343	14.0089	14.2891
	BI-WEEKLY	866.34	883.67	901.35	919.38	937.76	956.52	975.65	995.16	1,015.06	1,035.36	1,056.07	1,077.19	1,098.73	1,120.71	1,143.12
05	ANNUALIZED	24,056.11	24,537.13	25,027.81	25,528.41	26,038.93	26,559.62	27,091.02	27,632.85	28,185.39	28,748.89	29,323.87	29,910.34	30,508.81	31,119.03	31,741.52
	PAYROLL YEAR	23,963.94	24,443.12	24,931.92	25,430.60	25,939.16	26,457.86	26,987.22	27,526.98	28,077.40	28,638.74	29,211.52	29,795.74	30,391.92	30,999.80	31,619.90
	70 HOUR	13.1670	13.4303	13.6988	13.9729	14.2523	14.5373	14.8281	15.1247	15.4271	15.7356	16.0503	16.3713	16.6988	17.0328	17.3735
	75 HOUR	12.2892	12.5350	12.7857	13.0413	13.3022	13.5682	13.8396	14.1164	14.3987	14.6866	14.9804	15.2800	15.5856	15.8973	16.2152
	80 HOUR	11.5211	11.7515	11.9865	12.2263	12.4708	12.7202	12.9746	13.2342	13.4989	13.7689	14.0443	14.3251	14.6116	14.9040	15.2020
	BI-WEEKLY	921.69	940.12	958.92	978.10	997.66	1,017.61	1,037.97	1,058.73	1,079.90	1,101.49	1,123.52	1,145.99	1,168.92	1,192.30	1,216.15
06	ANNUALIZED	25,840.57	26,357.61	26,884.83	27,422.49	27,971.11	28,530.17	29,100.72	29,683.01	30,276.78	30,882.04	31,499.83	32,129.88	32,772.47	33,427.84	34,096.52
	PAYROLL YEAR	25,741.56	26,256.62	26,781.82	27,317.42	27,863.94	28,420.86	28,989.22	29,569.28	30,160.78	30,763.72	31,379.14	32,006.78	32,646.90	33,299.76	33,965.88
	70 HOUR	14.1437	14.4267	14.7153	15.0096	15.3098	15.6159	15.9282	16.2468	16.5718	16.9032	17.2413	17.5861	17.9378	18.2965	18.6625
	75 HOUR	13.2009	13.4649	13.7342	14.0088	14.2890	14.5748	14.8662	15.1635	15.4668	15.7761	16.0916	16.4135	16.7417	17.0766	17.4181
	80 HOUR	12.3757	12.6231	12.8757	13.1332	13.3959	13.6638	13.9371	14.2158	14.5002	14.7902	15.0859	15.3877	15.6955	16.0094	16.3296
	BI-WEEKLY	990.06	1,009.87	1,030.07	1,050.67	1,071.69	1,093.11	1,114.97	1,137.28	1,160.03	1,183.22	1,206.89	1,231.03	1,255.65	1,280.76	1,306.38
07	ANNUALIZED	27,455.37	28,004.52	28,564.88	29,136.21	29,719.03	30,313.32	30,919.37	31,537.94	32,168.77	32,812.14	33,468.29	34,137.76	34,820.53	35,516.88	36,227.06
	PAYROLL YEAR	27,350.18	27,897.22	28,455.44	29,024.58	29,605.16	30,197.18	30,800.90	31,417.10	32,045.52	32,686.42	33,340.06	34,006.96	34,687.12	35,380.80	36,088.26
	70 HOUR	15.0276	15.3281	15.6348	15.9475	16.2665	16.5918	16.9236	17.2622	17.6074	17.9595	18.3187	18.6851	19.0588	19.4400	19.8287
	75 HOUR	14.0257	14.3062	14.5924	14.8842	15.1820	15.4857	15.7953	16.1113	16.4335	16.7621	17.0974	17.4392	17.7881	18.1438	18.5067
	80 HOUR	13.1490	13.4120	13.6803	13.9538	14.2329	14.5176	14.8079	15.1041	15.4062	15.7142	16.0286	16.3491	16.6760	17.0096	17.3497
	BI-WEEKLY	1,051.93	1,072.97	1,094.44	1,116.33	1,138.66	1,161.43	1,184.65	1,208.35	1,232.52	1,257.17	1,282.31	1,307.96	1,334.12	1,360.80	1,388.01

* Steps M and N are limited to specific positions listed in the CBA.

2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
08	ANNUALIZED	29,154.74	29,737.82	30,332.90	30,939.46	31,558.29	32,189.65	32,833.28	33,489.95	34,159.68	34,842.98	35,539.85	36,250.55	36,975.61	37,715.02	38,469.31
	PAYROLL YEAR	29,043.04	29,623.88	30,216.68	30,820.92	31,437.38	32,066.32	32,707.48	33,361.64	34,028.80	34,709.48	35,403.68	36,111.66	36,833.94	37,570.52	38,321.92
	70 HOUR	15.9577	16.2769	16.6025	16.9346	17.2733	17.6188	17.9712	18.3306	18.6971	19.0711	19.4525	19.8415	20.2384	20.6432	21.0560
	75 HOUR	14.8940	15.1919	15.4958	15.8057	16.1219	16.4443	16.7732	17.1086	17.4509	17.7999	18.1558	18.5190	18.8894	19.2671	19.6524
	80 HOUR	13.9631	14.2423	14.5272	14.8177	15.1141	15.4163	15.7247	16.0391	16.3599	16.6871	17.0208	17.3613	17.7085	18.0626	18.4239
	BI-WEEKLY	1,117.04	1,139.38	1,162.18	1,185.42	1,209.13	1,233.32	1,257.98	1,283.14	1,308.80	1,334.98	1,361.68	1,388.91	1,416.69	1,445.02	1,473.92
09	ANNUALIZED	31,109.37	31,731.60	32,366.35	33,013.63	33,673.96	34,347.34	35,034.29	35,735.34	36,449.96	37,178.93	37,922.78	38,680.98	39,454.59	40,243.59	41,048.78
	PAYROLL YEAR	30,990.18	31,610.02	32,242.34	32,887.14	33,544.94	34,215.74	34,900.06	35,598.42	36,310.30	37,036.48	37,777.48	38,532.78	39,303.42	40,089.40	40,891.50
	70 HOUR	17.0275	17.3682	17.7155	18.0698	18.4313	18.7999	19.1759	19.5595	19.9507	20.3497	20.7568	21.1719	21.5953	22.0272	22.4678
	75 HOUR	15.8925	16.2104	16.5346	16.8652	17.2025	17.5466	17.8976	18.2555	18.6207	18.9931	19.3729	19.7604	20.1557	20.5588	20.9700
	80 HOUR	14.8992	15.1972	15.5012	15.8113	16.1275	16.4501	16.7791	17.1146	17.4569	17.8060	18.1621	18.5254	18.8958	19.2737	19.6592
	BI-WEEKLY	1,191.93	1,215.77	1,240.09	1,264.89	1,290.19	1,315.99	1,342.31	1,369.17	1,396.55	1,424.48	1,452.98	1,482.03	1,511.67	1,541.90	1,572.75
10	ANNUALIZED	33,063.48	33,724.85	34,399.54	35,087.27	35,789.36	36,505.03	37,235.30	37,979.94	38,739.45	39,514.36	40,304.66	41,110.63	41,933.04	42,771.64	43,626.93
	PAYROLL YEAR	32,936.80	33,595.64	34,267.74	34,952.84	35,652.24	36,365.16	37,092.64	37,834.42	38,591.02	39,362.96	40,150.24	40,953.12	41,772.38	42,607.76	43,459.78
	70 HOUR	18.0972	18.4592	18.8284	19.2049	19.5891	19.9808	20.3805	20.7881	21.2039	21.6280	22.0605	22.5017	22.9518	23.4109	23.8790
	75 HOUR	16.8907	17.2286	17.5731	17.9246	18.2831	18.6487	19.0217	19.4021	19.7902	20.1859	20.5896	21.0014	21.4215	21.8499	22.2869
	80 HOUR	15.8351	16.1519	16.4749	16.8043	17.1404	17.4833	17.8328	18.1894	18.5533	18.9244	19.3029	19.6890	20.0828	20.4844	20.8941
	BI-WEEKLY	1,266.80	1,292.14	1,317.99	1,344.34	1,371.24	1,398.66	1,426.64	1,455.17	1,484.27	1,513.96	1,544.24	1,575.12	1,606.63	1,638.76	1,671.53
11	ANNUALIZED	35,273.37	35,978.85	36,698.17	37,432.36	38,180.91	38,944.59	39,723.42	40,517.64	41,328.05	42,154.63	42,997.66	43,857.66	44,734.88	45,629.59	46,542.04
	PAYROLL YEAR	35,138.22	35,841.00	36,557.56	37,288.94	38,034.62	38,795.38	39,571.22	40,362.40	41,169.70	41,993.12	42,832.92	43,689.62	44,563.48	45,454.76	46,363.72
	70 HOUR	19.3067	19.6928	20.0866	20.4884	20.8981	21.3161	21.7424	22.1771	22.6207	23.0731	23.5346	24.0053	24.4854	24.9751	25.4746
	75 HOUR	18.0196	18.3800	18.7476	19.1226	19.5050	19.8951	20.2930	20.6989	21.1128	21.5351	21.9658	22.4051	22.8532	23.3103	23.7765
	80 HOUR	16.8934	17.2312	17.5758	17.9273	18.2858	18.6516	19.0247	19.4051	19.7931	20.1891	20.5928	21.0047	21.4248	21.8534	22.2904
	BI-WEEKLY	1,351.47	1,378.50	1,406.06	1,434.19	1,462.87	1,492.13	1,521.97	1,552.40	1,583.45	1,615.12	1,647.42	1,680.37	1,713.98	1,748.26	1,783.22
12	ANNUALIZED	37,567.82	38,319.24	39,085.79	39,867.23	40,664.58	41,478.12	42,307.58	43,154.00	44,016.87	44,897.48	45,795.32	46,711.17	47,645.55	48,598.20	49,570.43
	PAYROLL YEAR	37,423.88	38,172.42	38,936.04	39,714.48	40,508.78	41,319.20	42,145.48	42,988.66	43,848.22	44,725.46	45,619.86	46,532.20	47,463.00	48,412.00	49,380.50
	70 HOUR	20.5626	20.9739	21.3934	21.8212	22.2576	22.7028	23.1569	23.6201	24.0924	24.5744	25.0658	25.5671	26.0785	26.6000	27.1321
	75 HOUR	19.1917	19.5756	19.9672	20.3665	20.7739	21.1893	21.6132	22.0454	22.4863	22.9361	23.3948	23.8627	24.3400	24.8268	25.3233
	80 HOUR	17.9922	18.3521	18.7192	19.0936	19.4755	19.8650	20.2623	20.6675	21.0808	21.5025	21.9326	22.3712	22.8186	23.2751	23.7406
	BI-WEEKLY	1,439.38	1,468.17	1,497.54	1,527.48	1,558.03	1,589.20	1,620.98	1,653.41	1,686.47	1,720.21	1,754.61	1,789.70	1,825.50	1,862.00	1,899.25
13	ANNUALIZED	40,202.09	41,006.23	41,826.29	42,662.54	43,515.75	44,386.18	45,273.84	46,179.25	47,102.93	48,044.88	49,005.88	49,985.94	50,985.83	52,005.56	53,045.90
	PAYROLL YEAR	40,048.06	40,849.12	41,666.04	42,499.08	43,349.02	44,216.12	45,100.38	46,002.32	46,922.46	47,860.80	48,818.12	49,794.42	50,790.48	51,806.30	52,842.66
	70 HOUR	22.0044	22.4445	22.8934	23.3512	23.8182	24.2945	24.7804	25.2760	25.7816	26.2972	26.8232	27.3596	27.9068	28.4650	29.0344
	75 HOUR	20.5375	20.9483	21.3673	21.7946	22.2304	22.6750	23.1285	23.5910	24.0629	24.5441	25.0351	25.5358	26.0465	26.5674	27.0988
	80 HOUR	19.2539	19.6390	20.0318	20.4324	20.8410	21.2579	21.6829	22.1166	22.5590	23.0102	23.4704	23.9398	24.4186	24.9069	25.4050
	BI-WEEKLY	1,540.31	1,571.12	1,602.54	1,634.58	1,667.27	1,700.62	1,734.63	1,769.32	1,804.71	1,840.80	1,877.62	1,915.17	1,953.48	1,992.55	2,032.41
14	ANNUALIZED	43,091.62	43,953.18	44,832.49	45,729.03	46,643.57	47,576.39	48,527.99	49,498.65	50,488.62	51,498.69	52,528.34	53,578.86	54,650.53	55,743.34	56,858.33
	PAYROLL YEAR	42,926.52	43,784.78	44,660.72	45,553.82	46,464.86	47,394.10	48,342.06	49,309.00	50,295.18	51,301.38	52,327.08	53,373.58	54,441.14	55,529.76	56,640.48
	70 HOUR	23.5860	24.0576	24.5388	25.0296	25.5302	26.0407	26.5616	27.0928	27.6347	28.1875	28.7512	29.3262	29.9127	30.5109	31.1211
	75 HOUR	22.0136	22.4538	22.9030	23.3609	23.8281	24.3047	24.7908	25.2867	25.7924	26.3083	26.8345	27.3711	27.9186	28.4769	29.0465
	80 HOUR	20.6377	21.0504	21.4715	21.9010	22.3389	22.7856	23.2414	23.7061	24.1803	24.6640	25.1573	25.6604	26.1737	26.6971	27.2311
	BI-WEEKLY	1,651.02	1,684.03	1,717.72	1,752.07	1,787.11	1,822.85	1,859.31	1,896.50	1,934.43	1,973.13	2,012.58	2,052.83	2,093.89	2,135.76	2,178.48

* Steps M and N are limited to specific positions listed in the CBA.

2019 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
15	ANNUALIZED	46,575.45	47,506.96	48,457.00	49,426.09	50,414.50	51,423.00	52,451.60	53,500.56	54,570.40	55,661.90	56,775.07	57,910.68	59,069.00	60,250.55	61,455.32
	PAYROLL YEAR	46,397.00	47,324.94	48,271.34	49,236.72	50,221.34	51,225.98	52,250.64	53,295.58	54,361.32	55,448.64	56,557.54	57,688.80	58,842.68	60,019.70	61,219.86
	70 HOUR	25.4928	26.0027	26.5227	27.0532	27.5942	28.1461	28.7091	29.2833	29.8689	30.4663	31.0756	31.6971	32.3312	32.9778	33.6373
	75 HOUR	23.7932	24.2691	24.7544	25.2495	25.7546	26.2696	26.7950	27.3309	27.8776	28.4351	29.0038	29.5838	30.1754	30.7791	31.3947
	80 HOUR	22.3062	22.7523	23.2075	23.6715	24.1450	24.6280	25.1204	25.6230	26.1354	26.6581	27.1912	27.7351	28.2899	28.8557	29.4329
	BI-WEEKLY	1,784.50	1,820.19	1,856.59	1,893.72	1,931.59	1,970.23	2,009.64	2,049.83	2,090.82	2,132.64	2,175.29	2,218.80	2,263.18	2,308.45	2,354.61
16	ANNUALIZED	50,059.54	51,060.74	52,082.03	53,123.68	54,186.21	55,270.14	56,375.22	57,502.74	58,652.70	59,825.90	61,022.58	62,243.02	63,487.73	64,757.49	66,052.58
	PAYROLL YEAR	49,867.74	50,865.10	51,882.48	52,920.14	53,978.60	55,058.38	56,159.22	57,282.42	58,427.98	59,596.68	60,788.78	62,004.54	63,244.48	64,509.38	65,799.50
	70 HOUR	27.3999	27.9478	28.5068	29.0770	29.6585	30.2518	30.8567	31.4738	32.1033	32.7454	33.4004	34.0684	34.7497	35.4447	36.1536
	75 HOUR	25.5732	26.0847	26.6063	27.1385	27.6812	28.2348	28.7995	29.3755	29.9630	30.5623	31.1736	31.7971	32.4330	33.0817	33.7433
	80 HOUR	23.9748	24.4543	24.9434	25.4423	25.9510	26.4701	26.9994	27.5394	28.0901	28.6519	29.2250	29.8095	30.4056	31.0137	31.6341
	BI-WEEKLY	1,917.99	1,956.35	1,995.48	2,035.39	2,076.10	2,117.63	2,159.97	2,203.17	2,247.23	2,292.18	2,338.03	2,384.79	2,432.48	2,481.13	2,530.75
38	ANNUALIZED	30,833.50	31,449.98	32,078.99	32,720.53	33,374.85	34,042.23	34,723.18	35,417.70	36,126.05	36,848.50	37,585.31	38,337.25	39,104.06	39,886.02	40,683.90
	PAYROLL YEAR	30,715.36	31,329.48	31,956.08	32,595.16	33,246.98	33,911.80	34,590.14	35,282.00	35,987.64	36,707.32	37,441.30	38,190.36	38,954.24	39,733.20	40,528.02
	70 HOUR	16.8765	17.2140	17.5583	17.9094	18.2676	18.6329	19.0056	19.3857	19.7734	20.1689	20.5722	20.9837	21.4034	21.8314	22.2682
	80 HOUR	14.7669	15.0623	15.3635	15.6708	15.9842	16.3039	16.6301	16.9626	17.3018	17.6479	18.0007	18.3607	18.7280	19.1025	19.4847
	BI-WEEKLY	1,181.36	1,204.98	1,229.08	1,253.66	1,278.73	1,304.30	1,330.39	1,357.00	1,384.14	1,411.82	1,440.05	1,468.86	1,498.24	1,528.20	1,558.77
39	ANNUALIZED	25,743.47	26,195.79	26,656.97	27,127.82	27,607.80	28,097.17	28,596.47	29,105.68	29,625.07	30,155.16	30,695.69	31,246.92	31,809.11	32,382.53	32,967.69
	PAYROLL YEAR	25,644.84	26,095.42	26,554.84	27,023.88	27,502.02	27,989.52	28,486.90	28,994.16	29,511.56	30,039.62	30,578.08	31,127.20	31,687.24	32,258.46	32,841.38
	70 HOUR	13.8763	14.1239	14.3764	14.6340	14.8966	15.1645	15.4378	15.7165	16.0009	16.2909	16.5867	16.8884	17.1962	17.5101	17.8303
	80 HOUR	12.3292	12.5459	12.7668	12.9922	13.2221	13.4565	13.6956	13.9395	14.1883	14.4421	14.7010	14.9650	15.2343	15.5089	15.7891
	BI-WEEKLY	986.34	1,003.67	1,021.34	1,039.38	1,057.77	1,076.52	1,095.65	1,115.16	1,135.06	1,155.37	1,176.08	1,197.20	1,218.74	1,240.71	1,263.13

* Steps M and N are limited to specific positions listed in the CBA.

APPENDIX N

2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	20,859.90	21,500.40	22,964.87	24,337.99	25,619.76	26,992.62	N/A	N/A	27,532.37	N/A
	PAYROLL YEAR	20,779.98	21,418.02	22,876.88	24,244.74	25,521.60	26,889.20			27,426.88	
	70 HOUR	11.4176	11.7681	12.5697	13.3213	14.0228	14.7743			15.0697	
	75 HOUR	10.6563	10.9837	11.7317	12.4332	13.0878	13.7893			14.0651	
	80 HOUR	9.9903	10.2972	10.9986	11.6562	12.2698	12.9275			13.1858	
	BI-WEEKLY	799.23	823.77	879.88	932.49	981.60	1,034.20			1,054.88	
02	**ANNUALIZED**	22,232.50	22,873.78	24,337.99	25,619.76	27,083.97	28,548.44	N/A	N/A	29,119.51	N/A
	PAYROLL YEAR	22,147.32	22,786.14	24,244.74	25,521.60	26,980.20	28,439.06			29,007.94	
	70 HOUR	12.1689	12.5198	13.3213	14.0228	14.8243	15.6258			15.9384	
	75 HOUR	11.3577	11.6851	12.4332	13.0878	13.8360	14.5842			14.8758	
	80 HOUR	10.6480	10.9546	11.6562	12.2698	12.9713	13.6726			13.9462	
	BI-WEEKLY	851.82	876.39	932.49	981.60	1,037.70	1,093.81			1,115.69	
03	**ANNUALIZED**	23,514.53	24,155.03	25,436.54	26,992.62	28,548.44	30,104.52	N/A	N/A	30,706.65	N/A
	PAYROLL YEAR	23,424.44	24,062.48	25,339.08	26,889.20	28,439.06	29,989.18			30,589.00	
	70 HOUR	12.8705	13.2211	13.9225	14.7743	15.6258	16.4776			16.8071	
	75 HOUR	12.0122	12.3398	12.9944	13.7893	14.5842	15.3789			15.6866	
	80 HOUR	11.2616	11.5682	12.1822	12.9275	13.6726	14.4178			14.7063	
	BI-WEEKLY	900.94	925.48	974.58	1,034.20	1,093.81	1,153.43			1,176.50	
04	**ANNUALIZED**	24,337.99	25,070.09	26,809.40	28,273.87	29,738.34	31,294.42	N/A	N/A	31,920.04	N/A
	PAYROLL YEAR	24,244.74	24,974.04	26,706.68	28,165.54	29,624.40	31,174.52			31,797.74	
	70 HOUR	13.3213	13.7220	14.6740	15.4755	16.2771	17.1288			17.4713	
	75 HOUR	12.4332	12.8072	13.6956	14.4439	15.1920	15.9868			16.3066	
	80 HOUR	11.6562	12.0068	12.8396	13.5412	14.2425	14.9876			15.2874	
	BI-WEEKLY	932.49	960.54	1,027.18	1,083.29	1,139.40	1,199.02			1,222.99	
05	**ANNUALIZED**	25,893.81	26,809.40	28,365.22	30,104.52	31,568.73	33,307.78	N/A	N/A	33,973.85	N/A
	PAYROLL YEAR	25,794.60	26,706.68	28,256.54	29,989.18	31,447.78	33,180.16			33,843.68	
	70 HOUR	14.1729	14.6740	15.5256	16.4776	17.2790	18.2309			18.5954	
	75 HOUR	13.2282	13.6956	14.4906	15.3789	16.1272	17.0155			17.3559	
	80 HOUR	12.4015	12.8396	13.5850	14.4178	15.1194	15.9522			16.2711	
	BI-WEEKLY	992.10	1,027.18	1,086.79	1,153.43	1,209.53	1,276.16			1,301.68	

*** Steps F G are limited to specific positions listed in the CBA.**
**** Steps EA GA are limited to 2013 Off-step recipients.**

2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	ANNUALIZED	27,816.08	28,548.44	30,379.10	32,118.14	33,857.44	35,505.14	N/A	N/A	36,215.32	N/A
	PAYROLL YEAR	27,709.50	28,439.06	30,262.70	31,995.08	33,727.72	35,369.10			36,076.56	
	70 HOUR	15.2250	15.6258	16.6278	17.5797	18.5317	19.4336			19.8223	
	75 HOUR	14.2101	14.5842	15.5194	16.4076	17.2962	18.1378			18.5006	
	80 HOUR	13.3219	13.6726	14.5494	15.3823	16.2151	17.0043			17.3443	
	BI-WEEKLY	1,065.75	1,093.81	1,163.95	1,230.58	1,297.22	1,360.35			1,387.56	
07	ANNUALIZED	29,555.12	30,470.45	32,301.36	34,223.36	36,053.76	37,884.67	N/A	N/A	38,642.36	N/A
	PAYROLL YEAR	29,441.88	30,353.70	32,177.60	34,092.24	35,915.62	37,739.52			38,494.30	
	70 HOUR	16.1769	16.6778	17.6800	18.7320	19.7339	20.7360			21.1507	
	75 HOUR	15.0986	15.5660	16.5013	17.4833	18.4184	19.3535			19.7406	
	80 HOUR	14.1548	14.5931	15.4699	16.3905	17.2673	18.1440			18.5068	
	BI-WEEKLY	1,132.38	1,167.45	1,237.60	1,311.24	1,381.37	1,451.52			1,480.55	
08	ANNUALIZED	31,385.77	32,301.36	34,314.98	36,237.24	38,250.86	40,264.47	41,069.66	41,891.02	41,069.92	42,729.09
	PAYROLL YEAR	31,265.52	32,177.60	34,183.50	36,098.40	38,104.30	40,110.20	40,912.30	41,730.52	40,912.56	42,565.38
	70 HOUR	17.1788	17.6800	18.7822	19.8343	20.9364	22.0385	22.4793	22.9289	22.4794	23.3875
	75 HOUR	16.0336	16.5013	17.5299	18.5120	19.5405	20.5693	N/A	N/A	20.9807	N/A
	80 HOUR	15.0315	15.4699	16.4345	17.3550	18.3194	19.2837	19.6694	20.0628	19.6695	20.4641
	BI-WEEKLY	1,202.52	1,237.60	1,314.75	1,388.40	1,465.55	1,542.70	1,573.55	1,605.02	1,573.56	1,637.13
09	ANNUALIZED	33,491.00	34,406.59	36,511.81	38,525.43	40,722.00	42,827.23	N/A	N/A	43,683.83	N/A
	PAYROLL YEAR	33,362.68	34,274.76	36,371.92	38,377.82	40,565.98	42,663.14			43,516.46	
	70 HOUR	18.3312	18.8323	19.9845	21.0867	22.2890	23.4413			23.9101	
	75 HOUR	17.1092	17.5767	18.6521	19.6809	20.8032	21.8787			22.3162	
	80 HOUR	16.0399	16.4782	17.4864	18.4508	19.5030	20.5112			20.9213	
	BI-WEEKLY	1,283.18	1,318.26	1,398.92	1,476.07	1,560.23	1,640.89			1,673.71	
10	ANNUALIZED	35,596.49	36,603.16	38,982.96	41,180.06	43,467.98	45,848.04	46,764.94	47,700.36	46,764.94	48,654.32
	PAYROLL YEAR	35,460.10	36,462.92	38,833.60	41,022.28	43,301.44	45,672.38	46,585.76	47,517.60	46,585.76	48,467.90
	70 HOUR	19.4835	20.0346	21.3371	22.5397	23.7920	25.0947	25.5966	26.1085	25.5966	26.6307
	75 HOUR	18.1847	18.6989	19.9146	21.0370	22.2058	23.4215	N/A	N/A	23.8901	N/A
	80 HOUR	17.0482	17.5302	18.6700	19.7221	20.8181	21.9577	22.3969	22.8448	22.3971	23.3018
	BI-WEEKLY	1,363.85	1,402.42	1,493.60	1,577.78	1,665.44	1,756.63	1,791.76	1,827.60	1,791.76	1,864.15

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2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	**ANNUALIZED**	37,976.28	39,074.83	41,454.37	43,925.78	46,396.93	48,776.99	49,747.12	50,736.83	49,752.34	51,751.34
	PAYROLL YEAR	37,830.78	38,925.12	41,295.54	43,757.48	46,219.16	48,590.10	49,556.52	50,542.44	49,561.72	51,553.06
	70 HOUR	20.7861	21.3874	22.6898	24.0426	25.3951	26.6978	27.2288	27.7706	27.2317	28.3259
	75 HOUR	19.4003	19.9614	21.1772	22.4398	23.7023	24.9179	N/A	N/A	25.4163	N/A
	80 HOUR	18.1877	18.7138	19.8535	21.0373	22.2208	23.3607	23.8253	24.2993	23.8277	24.7852
	BI-WEEKLY	1,455.03	1,497.12	1,588.29	1,682.98	1,777.66	1,868.85	1,906.02	1,943.94	1,906.22	1,982.81
12	**ANNUALIZED**	40,447.69	41,637.59	44,200.35	46,763.11	49,509.09	51,888.89	52,921.67	53,974.54	52,926.36	55,054.04
	PAYROLL YEAR	40,292.72	41,478.06	44,031.00	46,583.94	49,319.40	51,690.08	52,718.90	53,767.74	52,723.58	54,843.10
	70 HOUR	22.1388	22.7901	24.1928	25.5956	27.0985	28.4011	28.9664	29.5427	28.9690	30.1336
	75 HOUR	20.6629	21.2707	22.5800	23.8893	25.2919	26.5078	N/A	N/A	27.0378	N/A
	80 HOUR	19.3714	19.9413	21.1686	22.3962	23.7113	24.8511	25.3454	25.8498	25.3481	26.3667
	BI-WEEKLY	1,549.72	1,595.31	1,693.50	1,791.69	1,896.90	1,988.08	2,027.65	2,067.99	2,027.83	2,109.35
13	**ANNUALIZED**	43,285.02	44,566.27	47,312.51	50,058.23	52,987.44	55,367.24	56,469.18	57,593.30	56,474.66	58,745.10
	PAYROLL YEAR	43,119.18	44,395.52	47,131.24	49,866.44	52,784.42	55,155.10	56,252.82	57,372.64	56,258.28	58,520.02
	70 HOUR	23.6918	24.3932	25.8963	27.3992	29.0024	30.3050	30.9082	31.5234	30.9112	32.1539
	75 HOUR	22.1124	22.7670	24.1698	25.5726	27.0689	28.2846	N/A	29.4219	28.8503	30.0103
	80 HOUR	20.7305	21.3441	22.6592	23.9744	25.3771	26.5168	27.0446	27.5830	27.0471	28.1348
	BI-WEEKLY	1,658.43	1,707.52	1,812.74	1,917.94	2,030.17	2,121.35	2,163.57	2,206.64	2,163.78	2,250.77
14	**ANNUALIZED**	46,396.93	47,769.79	50,607.38	53,719.54	56,831.71	59,486.34	60,670.49	61,878.40	60,675.98	63,116.06
	PAYROLL YEAR	46,219.16	47,586.76	50,413.48	53,513.72	56,613.96	59,258.42	60,438.04	61,641.32	60,443.50	62,874.24
	70 HOUR	25.3951	26.1466	27.6997	29.4031	31.1066	32.5595	33.2077	33.8689	33.2107	34.5463
	75 HOUR	23.7021	24.4036	25.8532	27.4430	29.0328	30.3889	N/A	N/A	30.9966	N/A
	80 HOUR	22.2208	22.8784	24.2374	25.7278	27.2184	28.4894	29.0567	29.6354	29.0592	30.2282
	BI-WEEKLY	1,777.66	1,830.26	1,938.98	2,058.22	2,177.46	2,279.17	2,324.54	2,370.82	2,324.75	2,418.24
15	**ANNUALIZED**	50,149.85	51,705.67	54,909.44	58,021.61	61,316.73	64,428.89	65,711.97	67,020.89	65,717.45	68,361.64
	PAYROLL YEAR	49,957.70	51,507.56	54,699.06	57,799.30	61,081.80	64,182.04	65,460.20	66,764.10	65,465.66	68,099.72
	70 HOUR	27.4493	28.3009	30.0544	31.7579	33.5614	35.2648	35.9671	36.6836	35.9701	37.4174
	75 HOUR	25.6193	26.4142	28.0508	29.6408	31.3239	32.9139	N/A	34.2381	33.5721	34.9229
	80 HOUR	24.0181	24.7635	26.2976	27.7883	29.3662	30.8567	31.4714	32.0982	31.4738	32.7402
	BI-WEEKLY	1,921.45	1,981.06	2,103.81	2,223.05	2,349.30	2,468.54	2,517.70	2,567.85	2,517.91	2,619.22

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2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	53,902.76	55,367.24	59,028.28	62,323.67	65,801.49	69,279.84	70,660.27	72,068.10	70,665.49	73,509.35
	PAYROLL YEAR	53,696.24	55,155.10	58,802.12	62,084.88	65,549.38	69,014.40	70,389.54	71,791.98	70,394.74	73,227.70
	70 HOUR	29.5034	30.3050	32.3089	34.1126	36.0162	37.9200	38.6756	39.4462	38.6784	40.2350
	75 HOUR	27.5365	28.2846	30.1551	31.8384	33.6152	35.3920	N/A	N/A	36.0998	N/A
	80 HOUR	25.8153	26.5168	28.2703	29.8484	31.5143	33.1801	33.8411	34.5155	33.8436	35.2057
	BI-WEEKLY	2,065.24	2,121.35	2,261.62	2,387.88	2,521.13	2,654.40	2,707.29	2,761.23	2,707.49	2,816.45
38	**ANNUALIZED**	33,193.98	34,223.10	36,053.24	37,883.63	39,711.93	41,538.41	N/A	N/A	42,369.17	N/A
	PAYROLL YEAR	33,066.80	34,091.98	35,915.10	37,738.48	39,559.78	41,379.26			42,206.84	
	70 HOUR	18.1686	18.7319	19.7335	20.7354	21.7361	22.7359			23.1905	
	80 HOUR	15.8974	16.3905	17.2670	18.1435	19.0190	19.8939			20.2919	
	BI-WEEKLY	1,271.80	1,311.23	1,381.35	1,451.48	1,521.53	1,591.51			1,623.34	
39	**ANNUALIZED**	27,470.25	28,202.09	29,941.14	31,406.13	32,870.34	34,426.16	N/A	N/A	35,052.04	N/A
	PAYROLL YEAR	27,365.00	28,094.04	29,826.42	31,285.80	32,744.40	34,294.26			34,917.74	
	70 HOUR	14.8213	15.2220	16.1740	16.9755	17.7771	18.6288			18.9713	
	80 HOUR	13.1562	13.5068	14.3396	15.0412	15.7425	16.4876			16.7874	
	BI-WEEKLY	1,052.50	1,080.54	1,147.17	1,203.30	1,259.40	1,319.01			1,342.99	

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APPENDIX O

2020 SALARY SCHEDULE

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	19,624.59	20,226.98	21,603.49	22,894.14	24,098.39	25,389.30	N/A	N/A	25,896.94	N/A
	PAYROLL YEAR	19,549.40	20,149.48	21,520.72	22,806.42	24,006.06	25,292.02			25,797.72	
	70 HOUR	10.7414	11.0711	11.8246	12.5310	13.1902	13.8967			14.1746	
	75 HOUR	10.0253	10.3329	11.0363	11.6956	12.3111	12.9703			13.2298	
	80 HOUR	9.3988	9.6872	10.3465	10.9647	11.5414	12.1596			12.4028	
	BI-WEEKLY	751.90	774.98	827.72	877.17	923.31	972.77			992.22	
02	**ANNUALIZED**	20,915.24	21,517.10	22,894.14	24,098.39	25,475.43	26,851.94	N/A	N/A	27,389.08	N/A
	PAYROLL YEAR	20,835.10	21,434.66	22,806.42	24,006.06	25,377.82	26,749.06			27,284.14	
	70 HOUR	11.4478	11.7773	12.5310	13.1902	13.9438	14.6973			14.9913	
	75 HOUR	10.6846	10.9923	11.6956	12.3111	13.0143	13.7175			13.9917	
	80 HOUR	10.0168	10.3053	10.9647	11.5414	12.2009	12.8602			13.1173	
	BI-WEEKLY	801.35	824.41	877.17	923.31	976.07	1,028.81			1,049.39	
03	**ANNUALIZED**	22,119.75	22,722.14	23,926.65	25,389.30	26,851.94	28,314.59	N/A	N/A	28,880.96	N/A
	PAYROLL YEAR	22,035.00	22,635.08	23,834.98	25,292.02	26,749.06	28,206.10			28,770.30	
	70 HOUR	12.1071	12.4369	13.0961	13.8967	14.6973	15.4978			15.8078	
	75 HOUR	11.2999	11.6076	12.2232	12.9704	13.7175	14.4648			14.7541	
	80 HOUR	10.5937	10.8823	11.4591	12.1596	12.8602	13.5607			13.8318	
	BI-WEEKLY	847.50	870.58	916.73	972.77	1,028.81	1,084.85			1,106.55	
04	**ANNUALIZED**	22,894.14	23,582.39	25,217.30	26,593.81	27,970.59	29,433.23	N/A	N/A	30,022.05	N/A
	PAYROLL YEAR	22,806.42	23,492.04	25,120.68	26,491.92	27,863.42	29,320.46			29,907.02	
	70 HOUR	12.5310	12.9077	13.8026	14.5560	15.3096	16.1101			16.4324	
	75 HOUR	11.6956	12.0472	12.8823	13.5856	14.2890	15.0362			15.3368	
	80 HOUR	10.9647	11.2942	12.0771	12.7365	13.3958	14.0963			14.3782	
	BI-WEEKLY	877.17	903.54	966.18	1,018.92	1,071.67	1,127.71			1,150.27	
05	**ANNUALIZED**	24,356.78	25,217.30	26,679.94	28,314.59	29,691.62	31,326.00	N/A	N/A	31,952.66	N/A
	PAYROLL YEAR	24,263.46	25,120.68	26,577.72	28,206.10	29,577.86	31,205.98			31,830.24	
	70 HOUR	13.3316	13.8026	14.6031	15.4978	16.2515	17.1462			17.4892	
	75 HOUR	12.4428	12.8822	13.6295	14.4648	15.1681	16.0031			16.3231	
	80 HOUR	11.6651	12.0771	12.7777	13.5607	14.2200	15.0030			15.3030	
	BI-WEEKLY	933.21	966.18	1,022.22	1,084.85	1,137.61	1,200.23			1,224.24	

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2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	ANNUALIZED	26,163.95	26,851.94	28,572.98	30,207.62	31,842.26	33,391.30	N/A	N/A	34,058.93	N/A
	PAYROLL YEAR	26,063.70	26,749.06	28,463.50	30,091.88	31,720.26	33,263.36			33,928.44	
	70 HOUR	14.3207	14.6973	15.6393	16.5340	17.4287	18.2765			18.6420	
	75 HOUR	13.3660	13.7175	14.5966	15.4317	16.2669	17.0580			17.3992	
	80 HOUR	12.5304	12.8602	13.6844	14.4672	15.2502	15.9919			16.3117	
	BI-WEEKLY	1,002.45	1,028.81	1,094.75	1,157.38	1,220.01	1,279.36			1,304.94	
07	ANNUALIZED	27,798.07	28,658.84	30,379.62	32,186.52	33,907.55	35,628.07	N/A	N/A	36,340.86	N/A
	PAYROLL YEAR	27,691.56	28,549.04	30,263.22	32,063.20	33,777.64	35,491.56			36,201.62	
	70 HOUR	15.2152	15.6863	16.6281	17.6171	18.5591	19.5009			19.8910	
	75 HOUR	14.2011	14.6405	15.5197	16.4427	17.3217	18.2009			18.5649	
	80 HOUR	13.3134	13.7256	14.5497	15.4150	16.2392	17.0634			17.4046	
	BI-WEEKLY	1,065.06	1,098.04	1,163.97	1,233.20	1,299.14	1,365.06			1,392.37	
08	ANNUALIZED	29,519.36	30,379.62	32,272.39	34,079.55	35,972.33	37,865.10	38,622.52	39,394.82	38,622.52	40,182.78
	PAYROLL YEAR	29,406.26	30,263.22	32,148.74	33,948.98	35,834.50	37,720.02	38,474.54	39,243.88	38,474.54	40,028.82
	70 HOUR	16.1573	16.6281	17.6642	18.6533	19.6893	20.7253	21.1398	21.5626	21.1398	21.9939
	75 HOUR	15.0801	15.5197	16.4868	17.4097	18.3766	19.3437	N/A	N/A	19.7306	N/A
	80 HOUR	14.1376	14.5497	15.4562	16.3216	17.2281	18.1347	18.4974	18.8673	18.4974	19.2446
	BI-WEEKLY	1,131.01	1,163.97	1,236.49	1,305.73	1,378.25	1,450.77	1,479.79	1,509.38	1,479.79	1,539.57
09	ANNUALIZED	31,498.52	32,358.78	34,337.68	36,230.45	38,295.75	40,274.13	N/A	N/A	41,079.83	N/A
	PAYROLL YEAR	31,377.84	32,234.80	34,206.12	36,091.64	38,149.02	40,119.82			40,922.44	
	70 HOUR	17.2406	17.7114	18.7945	19.8306	20.9610	22.0439			22.4848	
	75 HOUR	16.0911	16.5306	17.5417	18.5086	19.5635	20.5743			20.9860	
	80 HOUR	15.0855	15.4974	16.4453	17.3517	18.3407	19.2885			19.6743	
	BI-WEEKLY	1,206.84	1,239.80	1,315.62	1,388.14	1,467.27	1,543.07			1,573.94	
10	ANNUALIZED	33,477.17	34,423.55	36,660.58	38,725.61	40,876.78	43,113.81	43,976.15	44,855.72	43,976.15	45,752.78
	PAYROLL YEAR	33,348.90	34,291.66	36,520.12	38,577.24	40,720.16	42,948.62	43,807.66	44,683.86	43,807.66	45,577.48
	70 HOUR	18.3235	18.8416	20.0660	21.1963	22.3737	23.5981	24.0701	24.5515	24.0701	25.0425
	75 HOUR	17.1019	17.5855	18.7283	19.7832	20.8822	22.0249	N/A	N/A	22.4654	N/A
	80 HOUR	16.0331	16.4864	17.5579	18.5468	19.5771	20.6484	21.0614	21.4826	21.0614	21.9123
	BI-WEEKLY	1,282.65	1,318.91	1,404.62	1,483.74	1,566.16	1,651.87	1,684.9	1,718.6	1,684.91	1,752.98

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2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	ANNUALIZED	35,714.20	36,746.71	38,983.74	41,306.90	43,630.33	45,867.10	46,779.29	47,709.50	46,784.51	48,663.71
	PAYROLL YEAR	35,577.36	36,605.92	38,834.38	41,148.64	43,463.16	45,691.36	46,600.06	47,526.70	46,605.26	48,477.26
	70 HOUR	19.5480	20.1131	21.3376	22.6091	23.8809	25.1052	25.6044	26.1135	25.6073	26.6358
	75 HOUR	18.2447	18.7724	19.9151	21.1018	22.2886	23.4315	N/A	N/A	23.9001	N/A
	80 HOUR	17.1045	17.5991	18.6703	19.7830	20.8956	21.9670	22.4038	22.8494	22.4062	23.3064
	BI-WEEKLY	1,368.36	1,407.92	1,493.63	1,582.64	1,671.66	1,757.36	1,792.31	1,827.95	1,792.51	1,864.51
12	ANNUALIZED	38,037.36	39,156.00	41,565.03	43,974.06	46,555.35	48,792.38	49,763.04	50,753.02	49,768.26	51,767.78
	PAYROLL YEAR	37,891.62	39,005.98	41,405.78	43,805.58	46,376.98	48,605.44	49,572.38	50,558.56	49,577.58	51,569.44
	70 HOUR	20.8195	21.4318	22.7504	24.0690	25.4819	26.7063	27.2375	27.7794	27.2404	28.3349
	75 HOUR	19.4316	20.0030	21.2336	22.4645	23.7830	24.9258	N/A	N/A	25.4244	N/A
	80 HOUR	18.2171	18.7528	19.9066	21.0603	22.2967	23.3681	23.8329	24.3071	23.8353	24.7931
	BI-WEEKLY	1,457.37	1,500.23	1,592.53	1,684.83	1,783.73	1,869.44	1,906.63	1,944.56	1,906.83	1,983.44
13	ANNUALIZED	40,704.78	41,909.03	44,490.32	47,071.35	49,824.90	52,061.93	53,098.10	54,154.63	53,103.32	55,237.52
	PAYROLL YEAR	40,548.82	41,748.46	44,319.86	46,891.00	49,634.00	51,862.46	52,894.66	53,947.14	52,899.86	55,025.88
	70 HOUR	22.2796	22.9387	24.3516	25.7643	27.2714	28.4959	29.0630	29.6413	29.0658	30.2340
	75 HOUR	20.7943	21.4095	22.7282	24.0467	25.4534	26.5962	N/A	N/A	27.1281	28.2232
	80 HOUR	19.4945	20.0714	21.3077	22.5438	23.8625	24.9340	25.4300	25.9362	25.4327	26.4548
	BI-WEEKLY	1,559.57	1,605.71	1,704.61	1,803.50	1,909.00	1,994.71	2,034.41	2,074.89	2,034.61	2,116.38
14	ANNUALIZED	43,630.33	44,920.71	47,587.87	50,513.16	53,438.71	55,933.87	57,047.03	58,182.90	57,052.51	59,346.70
	PAYROLL YEAR	43,463.16	44,748.60	47,405.54	50,319.62	53,233.96	55,719.56	56,828.46	57,959.98	56,833.92	59,119.32
	70 HOUR	23.8809	24.5871	26.0470	27.6481	29.2494	30.6152	31.2244	31.8462	31.2274	32.4831
	75 HOUR	22.2887	22.9480	24.3106	25.8050	27.2994	28.5740	N/A	N/A	29.1456	N/A
	80 HOUR	20.8956	21.5137	22.7911	24.1922	25.5932	26.7882	27.3214	27.8653	27.3240	28.4225
	BI-WEEKLY	1,671.66	1,721.10	1,823.29	1,935.37	2,047.46	2,143.06	2,185.71	2,229.23	2,185.92	2,273.82
15	ANNUALIZED	47,157.74	48,620.39	51,631.80	54,557.61	57,654.90	60,580.19	61,786.53	63,016.62	61,791.75	64,277.25
	PAYROLL YEAR	46,977.06	48,434.10	51,433.98	54,348.58	57,434.00	60,348.08	61,549.80	62,775.18	61,555.00	64,030.98
	70 HOUR	25.8115	26.6121	28.2604	29.8618	31.5571	33.1583	33.8185	34.4919	33.8214	35.1818
	75 HOUR	24.0907	24.8380	26.3764	27.8711	29.4532	30.9477	N/A	N/A	31.5668	32.8393
	80 HOUR	22.5850	23.2856	24.7279	26.1290	27.6124	29.0135	29.5912	30.1805	29.5937	30.7840
	BI-WEEKLY	1,806.81	1,862.85	1,978.23	2,090.33	2,209.00	2,321.08	2,367.30	2,414.43	2,367.50	2,462.73

*** Steps F G are limited to specific positions listed in the CBA.**
**** Steps EA GA are limited to 2013 Off-step recipients.**

2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	50,685.16	52,061.93	55,504.00	58,601.29	61,870.57	65,140.38	66,437.81	67,761.34	66,443.29	69,116.72
	PAYROLL YEAR	50,490.96	51,862.46	55,291.34	58,376.76	61,633.52	64,890.80	66,183.26	67,501.72	66,188.72	68,851.90
	70 HOUR	27.7423	28.4959	30.3798	32.0751	33.8645	35.6543	36.3644	37.0889	36.3674	37.8307
	75 HOUR	25.8929	26.5962	28.3544	29.9367	31.6069	33.2772	N/A	N/A	33.9429	N/A
	80 HOUR	24.2746	24.9340	26.5822	28.0656	29.6315	31.1974	31.8188	32.4527	31.8215	33.1018
	BI-WEEKLY	1,941.96	1,994.71	2,126.59	2,245.26	2,370.52	2,495.80	2,545.51	2,596.22	2,545.72	2,648.15
38	**ANNUALIZED**	31,218.73	32,186.26	33,906.77	35,627.02	37,345.97	39,062.83	N/A	N/A	39,844.26	N/A
	PAYROLL YEAR	31,099.12	32,062.94	33,776.86	35,490.52	37,202.88	38,913.16			39,691.60	
	70 HOUR	17.0874	17.6170	18.5587	19.5003	20.4411	21.3809			21.8086	
	80 HOUR	14.9516	15.4148	16.2389	17.0628	17.8859	18.7083			19.0825	
	BI-WEEKLY	1,196.12	1,233.19	1,299.11	1,365.02	1,430.88	1,496.66			1,526.60	
39	**ANNUALIZED**	26,026.40	26,714.39	28,349.04	29,725.81	31,102.33	32,564.97	N/A	N/A	33,153.79	N/A
	PAYROLL YEAR	25,926.68	26,612.04	28,240.42	29,611.92	30,983.16	32,440.20			33,026.76	
	70 HOUR	14.0310	14.4077	15.3026	16.0560	16.8096	17.6101			17.9324	
	80 HOUR	12.4647	12.7942	13.5771	14.2365	14.8958	15.5963			15.8782	
	BI-WEEKLY	997.18	1,023.54	1,086.17	1,138.92	1,191.66	1,247.70			1,270.26	

*** Steps F G are limited to specific positions listed in the CBA.**
**** Steps EA GA are limited to 2013 Off-step recipients.**

APPENDIX P

2020 SALARY SCHEDULE

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
01	ANNUALIZED	19,769.97	20,165.38	20,568.89	20,980.22	21,399.91	21,827.95	22,264.34	22,709.61	23,164.01	23,627.29	24,099.70	24,581.50	25,073.49	25,574.61	26,086.43
	PAYROLL YEAR	19,694.22	20,088.12	20,490.08	20,899.84	21,317.92	21,744.32	22,179.04	22,622.60	23,075.26	23,536.76	24,007.36	24,487.32	24,977.42	25,476.62	25,986.48
	70 HOUR	10.8210	11.0374	11.2583	11.4834	11.7131	11.9474	12.1863	12.4300	12.6787	12.9323	13.1908	13.4546	13.7238	13.9982	14.2783
	75 HOUR	10.0995	10.3016	10.5076	10.7179	10.9323	11.1509	11.3739	11.6014	11.8335	12.0702	12.3116	12.5577	12.8090	13.0652	13.3265
	80 HOUR	9.4684	9.6578	9.8510	10.0480	10.2490	10.4540	10.6631	10.8763	11.0937	11.3156	11.5419	11.7728	12.0083	12.2485	12.4934
	BI-WEEKLY	757.47	772.62	788.08	803.84	819.92	836.32	853.04	870.10	887.51	905.26	923.36	941.82	960.67	979.87	999.48
02	ANNUALIZED	21,070.01	21,491.26	21,921.13	22,359.35	22,806.70	23,262.93	23,728.29	24,202.53	24,686.69	25,180.50	25,683.97	26,197.88	26,721.70	27,256.23	27,801.46
	PAYROLL YEAR	20,989.28	21,408.92	21,837.14	22,273.68	22,719.32	23,173.80	23,637.38	24,109.80	24,592.10	25,084.02	25,585.56	26,097.50	26,619.32	27,151.80	27,694.94
	70 HOUR	11.5325	11.7632	11.9984	12.2383	12.4832	12.7328	12.9875	13.2471	13.5121	13.7824	14.0580	14.3393	14.6260	14.9185	15.2170
	75 HOUR	10.7639	10.9791	11.1987	11.4227	11.6511	11.8841	12.1217	12.3641	12.6115	12.8637	13.1210	13.3833	13.6510	13.9239	14.2026
	80 HOUR	10.0910	10.2927	10.4987	10.7087	10.9229	11.1413	11.3640	11.5913	11.8232	12.0597	12.3009	12.5469	12.7978	13.0539	13.3150
	BI-WEEKLY	807.28	823.42	839.89	856.68	873.82	891.30	909.13	927.30	945.85	964.77	984.06	1,003.75	1,023.82	1,044.30	1,065.19
03	ANNUALIZED	22,283.40	22,728.92	23,183.85	23,647.12	24,120.32	24,602.64	25,094.89	25,596.79	26,108.61	26,630.87	27,163.58	27,706.72	28,261.08	28,826.15	29,402.69
	PAYROLL YEAR	22,198.02	22,641.84	23,095.02	23,556.52	24,027.90	24,508.38	24,998.74	25,498.72	26,008.58	26,528.84	27,059.50	27,600.56	28,152.80	28,715.70	29,290.04
	70 HOUR	12.1967	12.4406	12.6895	12.9432	13.2022	13.4662	13.7355	14.0103	14.2904	14.5763	14.8678	15.1652	15.4685	15.7778	16.0934
	75 HOUR	11.3835	11.6113	11.8434	12.0804	12.3219	12.5684	12.8198	13.0762	13.3376	13.6045	13.8767	14.1542	14.4374	14.7261	15.0206
	80 HOUR	10.6722	10.8855	11.1033	11.3254	11.5519	11.7828	12.0185	12.2589	12.5041	12.7542	13.0092	13.2694	13.5348	13.8054	14.0815
	BI-WEEKLY	853.77	870.84	888.27	906.02	924.15	942.63	961.49	980.72	1,000.33	1,020.34	1,040.75	1,061.56	1,082.80	1,104.45	1,126.54
04	ANNUALIZED	23,063.79	23,525.24	23,995.56	24,475.80	24,965.17	25,464.47	25,973.68	26,493.07	27,022.90	27,563.43	28,114.66	28,676.85	29,250.53	29,835.43	30,432.08
	PAYROLL YEAR	22,975.42	23,435.10	23,903.62	24,382.02	24,869.52	25,366.90	25,874.16	26,391.56	26,919.36	27,457.82	28,006.94	28,566.98	29,138.46	29,721.12	30,315.48
	70 HOUR	12.6238	12.8764	13.1339	13.3967	13.6645	13.9378	14.2166	14.5008	14.7909	15.0867	15.3884	15.6962	16.0101	16.3303	16.6569
	75 HOUR	11.7822	12.0178	12.2583	12.5035	12.7536	13.0086	13.2687	13.5342	13.8048	14.0809	14.3626	14.6499	14.9428	15.2417	15.5464
	80 HOUR	11.0458	11.2668	11.4921	11.7220	11.9565	12.1956	12.4395	12.6883	12.9421	13.2009	13.4650	13.7343	14.0090	14.2891	14.5749
	BI-WEEKLY	883.67	901.35	919.37	937.77	956.52	975.65	995.16	1,015.06	1,035.36	1,056.07	1,077.19	1,098.73	1,120.71	1,143.12	1,165.98
05	ANNUALIZED	24,537.13	25,027.81	25,528.41	26,039.19	26,559.62	27,090.76	27,632.85	28,185.39	28,748.89	29,323.87	29,910.34	30,508.55	31,119.03	31,741.52	32,376.27
	PAYROLL YEAR	24,443.12	24,931.92	25,430.60	25,939.42	26,457.86	26,986.96	27,526.98	28,077.40	28,638.74	29,211.52	29,795.74	30,391.66	30,999.80	31,619.90	32,252.22
	70 HOUR	13.4303	13.6989	13.9728	14.2524	14.5373	14.8280	15.1247	15.4272	15.7356	16.0503	16.3713	16.6987	17.0328	17.3735	17.7210
	75 HOUR	12.5350	12.7857	13.0414	13.3021	13.5682	13.8396	14.1164	14.3987	14.6867	14.9803	15.2800	15.5856	15.8973	16.2152	16.5395
	80 HOUR	11.7515	11.9865	12.2262	12.4708	12.7202	12.9746	13.2341	13.4989	13.7689	14.0443	14.3252	14.6116	14.9038	15.2021	15.5060
	BI-WEEKLY	940.12	958.92	978.10	997.67	1,017.61	1,037.96	1,058.73	1,079.90	1,101.49	1,123.52	1,145.99	1,168.91	1,192.30	1,216.15	1,240.47
06	ANNUALIZED	26,357.35	26,884.57	27,422.49	27,971.11	28,530.43	29,100.72	29,683.01	30,276.52	30,882.04	31,499.83	32,129.88	32,772.47	33,427.84	34,096.26	34,778.51
	PAYROLL YEAR	26,256.36	26,781.56	27,317.42	27,863.94	28,421.12	28,989.22	29,569.28	30,160.52	30,763.72	31,379.14	32,006.78	32,646.90	33,299.76	33,965.62	34,645.26
	70 HOUR	14.4266	14.7152	15.0096	15.3098	15.6160	15.9282	16.2468	16.5717	16.9032	17.2413	17.5861	17.9378	18.2966	18.6624	19.0358
	75 HOUR	13.4649	13.7342	14.0089	14.2890	14.5748	14.8663	15.1635	15.4668	15.7761	16.0916	16.4134	16.7418	17.0765	17.4181	17.7665
	80 HOUR	12.6232	12.8756	13.1332	13.3959	13.6638	13.9371	14.2158	14.5001	14.7902	15.0860	15.3876	15.6955	16.0094	16.3296	16.6562
	BI-WEEKLY	1,009.86	1,030.06	1,050.67	1,071.69	1,093.12	1,114.97	1,137.28	1,160.02	1,183.22	1,206.89	1,231.03	1,255.65	1,280.76	1,306.37	1,332.51
07	ANNUALIZED	28,004.52	28,564.62	29,136.21	29,719.03	30,313.32	30,919.37	31,537.94	32,168.77	32,812.14	33,468.29	34,137.76	34,820.53	35,516.88	36,227.32	36,951.60
	PAYROLL YEAR	27,897.22	28,455.18	29,024.58	29,605.16	30,197.18	30,800.90	31,417.10	32,045.52	32,686.42	33,340.06	34,006.96	34,687.12	35,380.80	36,088.52	36,810.02
	70 HOUR	15.3282	15.6347	15.9475	16.2665	16.5918	16.9236	17.2621	17.6074	17.9595	18.3187	18.6851	19.0588	19.4400	19.8288	20.2253
	75 HOUR	14.3062	14.5923	14.8842	15.1819	15.4856	15.7954	16.1112	16.4335	16.7622	17.0973	17.4393	17.7880	18.1439	18.5067	18.8768
	80 HOUR	13.4120	13.6802	13.9539	14.2329	14.5176	14.8080	15.1041	15.4062	15.7143	16.0285	16.3492	16.6761	17.0095	17.3498	17.6967
	BI-WEEKLY	1,072.97	1,094.43	1,116.33	1,138.66	1,161.43	1,184.65	1,208.35	1,232.52	1,257.17	1,282.31	1,307.96	1,334.12	1,360.80	1,388.02	1,415.77

* Steps M and N are limited to specific positions listed in the CBA.

2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
08	ANNUALIZED	29,737.82	30,332.64	30,939.46	31,558.29	32,189.65	32,833.28	33,489.95	34,159.68	34,842.72	35,539.85	36,250.55	36,975.35	37,715.02	38,469.57	39,238.74
	PAYROLL YEAR	29,623.88	30,216.42	30,820.92	31,437.38	32,066.32	32,707.48	33,361.64	34,028.80	34,709.22	35,403.68	36,111.66	36,833.68	37,570.52	38,322.18	39,088.40
	70 HOUR	16.2769	16.6024	16.9346	17.2733	17.6188	17.9712	18.3306	18.6972	19.0710	19.4525	19.8416	20.2383	20.6432	21.0561	21.4771
	75 HOUR	15.1919	15.4957	15.8057	16.1218	16.4443	16.7732	17.1087	17.4508	17.7999	18.1559	18.5189	18.8894	19.2672	19.6524	20.0454
	80 HOUR	14.2424	14.5271	14.8177	15.1141	15.4164	15.7246	16.0392	16.3599	16.6871	17.0208	17.3612	17.7085	18.0627	18.4239	18.7924
	BI-WEEKLY	1,139.38	1,162.17	1,185.42	1,209.13	1,233.32	1,257.98	1,283.14	1,308.80	1,334.97	1,361.68	1,388.91	1,416.68	1,445.02	1,473.93	1,503.40
09	ANNUALIZED	31,731.60	32,366.35	33,013.63	33,673.70	34,347.34	35,034.29	35,735.08	36,449.96	37,178.93	37,922.52	38,680.98	39,454.59	40,243.59	41,048.51	41,869.62
	PAYROLL YEAR	31,610.02	32,242.34	32,887.14	33,544.68	34,215.74	34,900.06	35,598.16	36,310.30	37,036.48	37,777.22	38,532.78	39,303.42	40,089.40	40,891.24	41,709.20
	70 HOUR	17.3681	17.7156	18.0698	18.4312	18.7999	19.1759	19.5594	19.9507	20.3497	20.7567	21.1719	21.5953	22.0272	22.4677	22.9172
	75 HOUR	16.2104	16.5346	16.8653	17.2025	17.5466	17.8975	18.2556	18.6206	18.9931	19.3730	19.7604	20.1556	20.5588	20.9700	21.3894
	80 HOUR	15.1972	15.5011	15.8112	16.1275	16.4501	16.7791	17.1147	17.4569	17.8060	18.1621	18.5253	18.8959	19.2737	19.6592	20.0524
	BI-WEEKLY	1,215.77	1,240.09	1,264.89	1,290.18	1,315.99	1,342.31	1,369.16	1,396.55	1,424.48	1,452.97	1,482.03	1,511.67	1,541.90	1,572.74	1,604.20
10	ANNUALIZED	33,724.85	34,399.54	35,087.54	35,789.10	36,505.03	37,235.04	37,979.94	38,739.45	39,514.36	40,304.66	41,110.63	41,932.78	42,771.64	43,627.19	44,499.46
	PAYROLL YEAR	33,595.64	34,267.74	34,953.10	35,651.98	36,365.16	37,092.38	37,834.42	38,591.02	39,362.96	40,150.24	40,953.12	41,772.12	42,607.76	43,460.04	44,328.96
	70 HOUR	18.4591	18.8284	19.2050	19.5890	19.9809	20.3804	20.7881	21.2039	21.6280	22.0606	22.5017	22.9517	23.4108	23.8791	24.3566
	75 HOUR	17.2285	17.5732	17.9246	18.2831	18.6488	19.0217	19.4021	19.7901	20.1860	20.5896	21.0014	21.4214	21.8499	22.2869	22.7326
	80 HOUR	16.1518	16.4749	16.8044	17.1404	17.4832	17.8330	18.1895	18.5532	18.9244	19.3029	19.6890	20.0828	20.4845	20.8941	21.3120
	BI-WEEKLY	1,292.14	1,317.99	1,344.35	1,371.23	1,398.66	1,426.63	1,455.17	1,484.27	1,513.96	1,544.24	1,575.12	1,606.62	1,638.76	1,671.54	1,704.96
11	ANNUALIZED	35,978.85	36,698.43	37,432.10	38,180.91	38,944.59	39,723.42	40,517.64	41,327.78	42,154.63	42,997.66	43,857.66	44,734.88	45,629.59	46,542.04	47,473.03
	PAYROLL YEAR	35,841.00	36,557.82	37,288.68	38,034.62	38,795.38	39,571.22	40,362.40	41,169.44	41,993.12	42,832.92	43,689.62	44,563.48	45,454.76	46,363.72	47,291.14
	70 HOUR	19.6928	20.0867	20.4883	20.8982	21.3161	21.7424	22.1772	22.6206	23.0731	23.5346	24.0053	24.4854	24.9751	25.4746	25.9841
	75 HOUR	18.3800	18.7476	19.1226	19.5051	19.8951	20.2930	20.6989	21.1129	21.5351	21.9658	22.4051	22.8532	23.3103	23.7765	24.2520
	80 HOUR	17.2313	17.5758	17.9273	18.2858	18.6515	19.0246	19.4052	19.7932	20.1890	20.5929	21.0047	21.4248	21.8533	22.2905	22.7362
	BI-WEEKLY	1,378.50	1,406.07	1,434.18	1,462.87	1,492.13	1,521.97	1,552.40	1,583.44	1,615.12	1,647.42	1,680.37	1,713.98	1,748.26	1,783.22	1,818.89
12	ANNUALIZED	38,319.24	39,085.79	39,867.49	40,664.58	41,478.12	42,307.58	43,153.74	44,017.13	44,896.96	45,795.32	46,711.17	47,645.29	48,598.46	49,570.16	50,561.70
	PAYROLL YEAR	38,172.42	38,936.04	39,714.74	40,508.78	41,319.20	42,145.48	42,988.40	43,848.48	44,724.94	45,619.86	46,532.20	47,462.74	48,412.26	49,380.24	50,367.98
	70 HOUR	20.9739	21.3934	21.8213	22.2576	22.7028	23.1569	23.6200	24.0925	24.5742	25.0659	25.5671	26.0784	26.6001	27.1320	27.6747
	75 HOUR	19.5755	19.9671	20.3665	20.7738	21.1894	21.6131	22.0455	22.4863	22.9360	23.3948	23.8627	24.3400	24.8268	25.3233	25.8298
	80 HOUR	18.3520	18.7191	19.0936	19.4755	19.8650	20.2623	20.6675	21.0809	21.5024	21.9326	22.3713	22.8186	23.2750	23.7406	24.2154
	BI-WEEKLY	1,468.17	1,497.54	1,527.49	1,558.03	1,589.20	1,620.98	1,653.40	1,686.48	1,720.19	1,754.61	1,789.70	1,825.49	1,862.01	1,899.24	1,937.23
13	ANNUALIZED	41,006.23	41,826.29	42,662.80	43,515.75	44,386.18	45,273.84	46,179.25	47,102.93	48,044.88	49,005.88	49,986.20	50,985.83	52,005.29	53,045.64	54,106.87
	PAYROLL YEAR	40,849.12	41,666.04	42,499.34	43,349.02	44,216.12	45,100.38	46,002.32	46,922.46	47,860.80	48,818.12	49,794.68	50,790.48	51,806.04	52,842.40	53,899.56
	70 HOUR	22.4445	22.8934	23.3513	23.8182	24.2946	24.7804	25.2760	25.7815	26.2972	26.8231	27.3597	27.9068	28.4649	29.0343	29.6151
	75 HOUR	20.9483	21.3673	21.7946	22.2305	22.6750	23.1285	23.5911	24.0628	24.5442	25.0350	25.5358	26.0465	26.5674	27.0987	27.6408
	80 HOUR	19.6390	20.0318	20.4324	20.8410	21.2578	21.6831	22.1166	22.5589	23.0102	23.4704	23.9398	24.4186	24.9070	25.4050	25.9131
	BI-WEEKLY	1,571.12	1,602.54	1,634.59	1,667.27	1,700.62	1,734.63	1,769.32	1,804.71	1,840.80	1,877.62	1,915.18	1,953.48	1,992.54	2,032.40	2,073.06
14	ANNUALIZED	43,953.44	44,832.49	45,729.03	46,643.57	47,576.65	48,527.99	49,498.65	50,488.62	51,498.43	52,528.60	53,578.86	54,650.53	55,743.60	56,858.33	57,995.51
	PAYROLL YEAR	43,785.04	44,660.72	45,553.82	46,464.86	47,394.36	48,342.06	49,309.00	50,295.18	51,301.12	52,327.34	53,373.58	54,441.14	55,530.02	56,640.48	57,773.30
	70 HOUR	24.0577	24.5388	25.0296	25.5302	26.0408	26.5615	27.0928	27.6347	28.1874	28.7513	29.3262	29.9127	30.5110	31.1211	31.7435
	75 HOUR	22.4539	22.9029	23.3611	23.8281	24.3047	24.7908	25.2866	25.7924	26.3082	26.8345	27.3712	27.9185	28.4770	29.0464	29.6274
	80 HOUR	21.0505	21.4714	21.9009	22.3390	22.7857	23.2413	23.7062	24.1802	24.6639	25.1573	25.6604	26.1736	26.6972	27.2310	27.7757
	BI-WEEKLY	1,684.04	1,717.72	1,752.07	1,787.11	1,822.86	1,859.31	1,896.50	1,934.43	1,973.12	2,012.59	2,052.83	2,093.89	2,135.77	2,178.48	2,222.05

* Steps M and N are limited to specific positions listed in the CBA.

2020 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
15	ANNUALIZED	47,506.96	48,457.26	49,426.09	50,414.76	51,423.00	52,451.34	53,500.56	54,570.66	55,661.90	56,775.07	57,910.68	59,068.74	60,250.55	61,455.58	62,684.37
	PAYROLL YEAR	47,324.94	48,271.60	49,236.72	50,221.60	51,225.98	52,250.38	53,295.58	54,361.58	55,448.64	56,557.54	57,688.80	58,842.42	60,019.70	61,220.12	62,444.20
	70 HOUR	26.0027	26.5228	27.0532	27.5943	28.1461	28.7090	29.2833	29.8690	30.4663	31.0756	31.6971	32.3310	32.9778	33.6374	34.3100
	75 HOUR	24.2691	24.7545	25.2495	25.7545	26.2697	26.7950	27.3309	27.8775	28.4352	29.0038	29.5839	30.1755	30.7789	31.3947	32.0226
	80 HOUR	22.7523	23.2073	23.6717	24.1449	24.6279	25.1206	25.6228	26.1355	26.6581	27.1913	27.7350	28.2898	28.8557	29.4328	30.0216
	BI-WEEKLY	1,820.19	1,856.60	1,893.72	1,931.60	1,970.23	2,009.63	2,049.83	2,090.83	2,132.64	2,175.29	2,218.80	2,263.17	2,308.45	2,354.62	2,401.70
16	ANNUALIZED	51,060.74	52,082.03	53,123.42	54,186.21	55,269.88	56,375.48	57,502.74	58,652.70	59,825.90	61,022.32	62,243.02	63,487.99	64,757.49	66,052.58	67,373.76
	PAYROLL YEAR	50,865.10	51,882.48	52,919.88	53,978.60	55,058.12	56,159.48	57,282.42	58,427.98	59,596.68	60,788.52	62,004.54	63,244.74	64,509.38	65,799.50	67,115.62
	70 HOUR	27.9479	28.5068	29.0769	29.6585	30.2517	30.8568	31.4738	32.1033	32.7454	33.4003	34.0684	34.7498	35.4447	36.1536	36.8767
	75 HOUR	26.0847	26.6064	27.1384	27.6813	28.2348	28.7995	29.3755	29.9630	30.5623	31.1735	31.7971	32.4330	33.0817	33.7433	34.4182
	80 HOUR	24.4543	24.9434	25.4423	25.9511	26.4700	26.9995	27.5394	28.0902	28.6519	29.2249	29.8095	30.4057	31.0137	31.6340	32.2668
	BI-WEEKLY	1,956.35	1,995.48	2,035.38	2,076.10	2,117.62	2,159.98	2,203.17	2,247.23	2,292.18	2,338.02	2,384.79	2,432.49	2,481.13	2,530.75	2,581.37
38	ANNUALIZED	31,449.98	32,078.99	32,720.79	33,374.85	34,042.49	34,723.18	35,417.70	36,126.05	36,848.50	37,585.57	38,336.99	39,104.06	39,886.28	40,683.64	41,497.70
	PAYROLL YEAR	31,329.48	31,956.08	32,595.42	33,246.98	33,912.06	34,590.14	35,282.00	35,987.64	36,707.32	37,441.56	38,190.10	38,954.24	39,733.46	40,527.76	41,338.70
	70 HOUR	17.2140	17.5583	17.9095	18.2676	18.6330	19.0056	19.3857	19.7734	20.1689	20.5723	20.9836	21.4034	21.8315	22.2680	22.7136
	80 HOUR	15.0622	15.3635	15.6708	15.9842	16.3039	16.6300	16.9627	17.3019	17.6478	18.0009	18.3607	18.7279	19.1026	19.4846	19.8744
	BI-WEEKLY	1,204.98	1,229.08	1,253.67	1,278.73	1,304.31	1,330.39	1,357.00	1,384.14	1,411.82	1,440.06	1,468.85	1,498.24	1,528.21	1,558.76	1,589.95
39	ANNUALIZED	26,195.53	26,656.97	27,127.56	27,607.54	28,097.17	28,596.47	29,105.68	29,625.07	30,155.16	30,695.43	31,246.92	31,809.11	32,382.79	32,967.69	33,564.34
	PAYROLL YEAR	26,095.16	26,554.84	27,023.62	27,501.76	27,989.52	28,486.90	28,994.16	29,511.56	30,039.62	30,577.82	31,127.20	31,687.24	32,258.72	32,841.38	33,435.74
	70 HOUR	14.1238	14.3764	14.6339	14.8967	15.1645	15.4378	15.7166	16.0008	16.2909	16.5867	16.8884	17.1962	17.5101	17.8303	18.1569
	80 HOUR	12.5458	12.7668	12.9921	13.2220	13.4565	13.6956	13.9395	14.1883	14.4421	14.7009	14.9650	15.2343	15.5090	15.7891	16.0749
	BI-WEEKLY	1,003.66	1,021.34	1,039.37	1,057.76	1,076.52	1,095.65	1,115.16	1,135.06	1,155.37	1,176.07	1,197.20	1,218.74	1,240.72	1,263.13	1,285.99

* Steps M and N are limited to specific positions listed in the CBA.

APPENDIX Q

2021 SALARY SCHEDULE

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	**ANNUALIZED**	21,277.24	21,930.53	23,424.23	24,824.75	26,132.10	27,532.63	N/A	N/A	28,083.08	N/A
	PAYROLL YEAR	21,195.72	21,846.50	23,334.48	24,729.64	26,031.98	27,427.14			27,975.48	
	70 HOUR	11.6460	12.0035	12.8211	13.5877	14.3033	15.0698			15.3711	
	75 HOUR	10.8694	11.2034	11.9663	12.6819	13.3496	14.0651			14.3464	
	80 HOUR	10.1901	10.5031	11.2186	11.8893	12.5152	13.1861			13.4495	
	BI-WEEKLY	815.22	840.25	897.48	951.14	1,001.23	1,054.89			1,075.98	
02	**ANNUALIZED**	22,677.25	23,331.05	24,824.75	26,132.10	27,625.81	29,119.25	N/A	N/A	29,701.80	N/A
	PAYROLL YEAR	22,590.36	23,241.66	24,729.64	26,031.98	27,519.96	29,007.68			29,588.00	
	70 HOUR	12.4123	12.7702	13.5877	14.3033	15.1208	15.9383			16.2572	
	75 HOUR	11.5849	11.9188	12.6819	13.3496	14.1127	14.8759			15.1733	
	80 HOUR	10.8610	11.1737	11.8893	12.5152	13.2307	13.9461			14.2251	
	BI-WEEKLY	868.86	893.91	951.14	1,001.23	1,058.46	1,115.68			1,138.00	
03	**ANNUALIZED**	23,984.60	24,638.14	25,945.23	27,532.63	29,119.25	30,706.65	N/A	N/A	31,320.52	N/A
	PAYROLL YEAR	23,892.70	24,543.74	25,845.82	27,427.14	29,007.68	30,589.00			31,200.52	
	70 HOUR	13.1279	13.4855	14.2010	15.0698	15.9383	16.8072			17.1432	
	75 HOUR	12.2524	12.5866	13.2543	14.0651	14.8759	15.6865			16.0003	
	80 HOUR	11.4868	11.7996	12.4258	13.1861	13.9461	14.7062			15.0004	
	BI-WEEKLY	918.95	943.99	994.07	1,054.89	1,115.68	1,176.50			1,200.02	
04	**ANNUALIZED**	24,824.75	25,571.48	27,345.75	28,839.20	30,332.90	31,920.30	N/A	N/A	32,558.45	N/A
	PAYROLL YEAR	24,729.64	25,473.50	27,240.98	28,728.70	30,216.68	31,798.00			32,433.70	
	70 HOUR	13.5877	13.9964	14.9675	15.7850	16.6026	17.4714			17.8207	
	75 HOUR	12.6819	13.0633	13.9695	14.7328	15.4958	16.3065			16.6327	
	80 HOUR	11.8893	12.2469	13.0964	13.8120	14.5274	15.2874			15.5931	
	BI-WEEKLY	951.14	979.75	1,047.73	1,104.95	1,162.18	1,223.00			1,247.45	
05	**ANNUALIZED**	26,411.90	27,345.75	28,932.63	30,706.65	32,200.09	33,974.11	N/A	N/A	34,653.23	N/A
	PAYROLL YEAR	26,310.70	27,240.98	28,821.78	30,589.00	32,076.72	33,843.94			34,520.46	
	70 HOUR	14.4564	14.9675	15.8361	16.8072	17.6246	18.5955			18.9673	
	75 HOUR	13.4928	13.9695	14.7804	15.6865	16.4497	17.3558			17.7030	
	80 HOUR	12.6495	13.0964	13.8567	14.7062	15.4218	16.2712			16.5965	
	BI-WEEKLY	1,011.95	1,047.73	1,108.53	1,176.50	1,233.72	1,301.69			1,327.71	

*** Steps F G are limited to specific positions listed in the CBA.**

**** Steps EA GA are limited to 2013 Off-step recipients.**

2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	ANNUALIZED	28,372.53	29,119.25	30,986.70	32,760.46	34,534.48	36,215.32	N/A	N/A	36,939.59	N/A
	PAYROLL YEAR	28,263.82	29,007.68	30,867.98	32,634.94	34,402.16	36,076.56			36,798.06	
	70 HOUR	15.5295	15.9383	16.9604	17.9313	18.9023	19.8223			20.2187	
	75 HOUR	14.4943	14.8759	15.8298	16.7358	17.6421	18.5006			18.8706	
	80 HOUR	13.5883	13.9461	14.8404	15.6899	16.5394	17.3444			17.6912	
	BI-WEEKLY	1,087.07	1,115.68	1,187.23	1,255.19	1,323.16	1,387.56			1,415.31	
07	ANNUALIZED	30,146.28	31,079.88	32,947.34	34,907.71	36,774.90	38,642.36	N/A	N/A	39,415.18	N/A
	PAYROLL YEAR	30,030.78	30,960.80	32,821.10	34,773.96	36,634.00	38,494.30			39,264.16	
	70 HOUR	16.5004	17.0114	18.0336	19.1066	20.1286	21.1507			21.5737	
	75 HOUR	15.4006	15.8773	16.8313	17.8330	18.7868	19.7406			20.1354	
	80 HOUR	14.4379	14.8850	15.7793	16.7183	17.6126	18.5069			18.8769	
	BI-WEEKLY	1,155.03	1,190.80	1,262.35	1,337.46	1,409.00	1,480.55			1,510.16	
08	ANNUALIZED	32,013.48	32,947.34	35,001.41	36,962.04	39,015.85	41,069.66	41,891.02	42,729.09	41,891.28	43,583.61
	PAYROLL YEAR	31,890.82	32,821.10	34,867.30	36,820.42	38,866.36	40,912.30	41,730.52	42,565.38	41,730.78	43,416.62
	70 HOUR	17.5224	18.0336	19.1578	20.2310	21.3551	22.4793	22.9289	23.3875	22.9290	23.8553
	75 HOUR	16.3543	16.8313	17.8805	18.8822	19.9313	20.9807	N/A	N/A	21.4003	N/A
	80 HOUR	15.3321	15.7793	16.7632	17.7021	18.6858	19.6694	20.0628	20.4641	20.0629	20.8734
	BI-WEEKLY	1,226.57	1,262.35	1,341.05	1,416.17	1,494.86	1,573.55	1,605.02	1,637.13	1,605.03	1,669.87
09	ANNUALIZED	34,160.99	35,094.58	37,241.83	39,295.90	41,536.58	43,683.83	N/A	N/A	44,557.40	N/A
	PAYROLL YEAR	34,030.10	34,960.12	37,099.14	39,145.34	41,377.44	43,516.46			44,386.68	
	70 HOUR	18.6978	19.2089	20.3842	21.5084	22.7348	23.9101			24.3883	
	75 HOUR	17.4514	17.9282	19.0251	20.0745	21.2193	22.3163			22.7625	
	80 HOUR	16.3607	16.8078	17.8361	18.8198	19.8931	20.9214			21.3397	
	BI-WEEKLY	1,308.85	1,344.62	1,426.89	1,505.59	1,591.44	1,673.71			1,707.18	
10	ANNUALIZED	36,308.23	37,335.27	39,762.57	42,003.77	44,337.38	46,764.94	47,700.36	48,654.32	47,700.36	49,627.32
	PAYROLL YEAR	36,169.12	37,192.22	39,610.22	41,842.84	44,167.50	46,585.76	47,517.60	48,467.90	47,517.60	49,437.18
	70 HOUR	19.8732	20.4353	21.7638	22.9905	24.2678	25.5966	26.1085	26.6307	26.1085	27.1633
	75 HOUR	18.5484	19.0729	20.3129	21.4577	22.6499	23.8899	N/A	N/A	24.3679	N/A
	80 HOUR	17.3892	17.8808	19.0434	20.1165	21.2345	22.3969	22.8448	23.3017	22.8450	23.7678
	BI-WEEKLY	1,391.12	1,430.47	1,523.47	1,609.34	1,698.75	1,791.76	1,827.60	1,864.15	1,827.60	1,901.43

*** Steps F G are limited to specific positions listed in the CBA.**
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2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	ANNUALIZED	38,735.79	39,856.27	42,283.31	44,804.57	47,324.78	49,752.60	50,742.05	51,751.60	50,747.27	52,786.47
	PAYROLL YEAR	38,587.38	39,703.56	42,121.30	44,632.90	47,143.46	49,561.98	50,547.64	51,553.32	50,552.84	52,584.22
	70 HOUR	21.2018	21.8151	23.1436	24.5235	25.9030	27.2318	27.7734	28.3260	27.7763	28.8924
	75 HOUR	19.7883	20.3606	21.6007	22.8886	24.1763	25.4163	N/A	N/A	25.9246	N/A
	80 HOUR	18.5515	19.0881	20.2506	21.4580	22.6652	23.8279	24.3018	24.7853	24.3043	25.2809
	BI-WEEKLY	1,484.13	1,527.06	1,620.05	1,716.65	1,813.21	1,906.23	1,944.14	1,982.82	1,944.34	2,022.47
12	ANNUALIZED	41,256.53	42,470.18	45,084.36	47,698.53	50,499.32	52,926.62	53,980.02	55,054.04	53,984.98	56,155.19
	PAYROLL YEAR	41,098.46	42,307.46	44,911.62	47,515.78	50,305.84	52,723.84	53,773.20	54,843.10	53,778.14	55,940.04
	70 HOUR	22.5816	23.2459	24.6767	26.1075	27.6405	28.9691	29.5457	30.1336	29.5484	30.7363
	75 HOUR	21.0762	21.6961	23.0316	24.3671	25.7977	27.0380	N/A	N/A	27.5786	N/A
	80 HOUR	19.7588	20.3401	21.5920	22.8441	24.1855	25.3481	25.8523	26.3668	25.8551	26.8940
	BI-WEEKLY	1,580.71	1,627.21	1,727.37	1,827.53	1,934.84	2,027.84	2,068.20	2,109.35	2,068.39	2,151.54
13	ANNUALIZED	44,150.50	45,457.85	48,258.64	51,059.43	54,047.10	56,474.66	57,598.79	58,745.10	57,604.27	59,920.12
	PAYROLL YEAR	43,981.34	45,283.68	48,073.74	50,863.80	53,840.02	56,258.28	57,378.10	58,520.02	57,383.56	59,690.54
	70 HOUR	24.1656	24.8811	26.4142	27.9472	29.5824	30.9111	31.5264	32.1539	31.5294	32.7970
	75 HOUR	22.5546	23.2223	24.6532	26.0841	27.6103	28.8503	N/A	30.0103	29.4273	30.6105
	80 HOUR	21.1451	21.7710	23.1124	24.4539	25.8846	27.0471	27.5855	28.1347	27.5880	28.6975
	BI-WEEKLY	1,691.59	1,741.68	1,848.99	1,956.30	2,070.77	2,163.78	2,206.85	2,250.77	2,207.06	2,295.79
14	ANNUALIZED	47,324.78	48,725.31	51,619.54	54,793.82	57,968.36	60,675.98	61,883.88	63,116.06	61,889.36	64,378.26
	PAYROLL YEAR	47,143.46	48,538.62	51,421.76	54,583.88	57,746.26	60,443.50	61,646.78	62,874.24	61,652.24	64,131.60
	70 HOUR	25.9030	26.6695	28.2537	29.9912	31.7287	33.2107	33.8719	34.5463	33.8749	35.2372
	75 HOUR	24.1761	24.8917	26.3703	27.9919	29.6135	30.9967	N/A	N/A	31.6165	N/A
	80 HOUR	22.6652	23.3360	24.7221	26.2424	27.7628	29.0592	29.6378	30.2281	29.6404	30.8328
	BI-WEEKLY	1,813.21	1,866.87	1,977.76	2,099.38	2,221.01	2,324.75	2,371.03	2,418.24	2,371.24	2,466.60
15	ANNUALIZED	51,152.87	52,739.75	56,007.73	59,182.27	62,542.91	65,717.45	67,026.11	68,361.38	67,031.85	69,728.76
	PAYROLL YEAR	50,956.88	52,537.68	55,793.14	58,955.52	62,303.28	65,465.66	66,769.30	68,099.46	66,775.02	69,461.60
	70 HOUR	27.9983	28.8669	30.6555	32.3931	34.2326	35.9701	36.6864	37.4173	36.6895	38.1657
	75 HOUR	26.1317	26.9425	28.6118	30.2336	31.9504	33.5722	N/A	34.9229	34.2435	35.6214
	80 HOUR	24.4985	25.2588	26.8236	28.3441	29.9535	31.4738	32.1008	32.7402	32.1033	33.3950
	BI-WEEKLY	1,959.88	2,020.68	2,145.89	2,267.52	2,396.28	2,517.91	2,568.05	2,619.21	2,568.27	2,671.60

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2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires (SS1)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	54,980.96	56,474.66	60,209.05	63,570.20	67,117.72	70,665.49	72,073.58	73,509.61	72,078.80	74,979.56
	PAYROLL YEAR	54,770.30	56,258.28	59,978.36	63,326.64	66,860.56	70,394.74	71,797.44	73,227.96	71,802.64	74,692.28
	70 HOUR	30.0935	30.9111	32.9551	34.7949	36.7365	38.6784	39.4491	40.2351	39.4520	41.0397
	75 HOUR	28.0872	28.8503	30.7582	32.4752	34.2875	36.0998	N/A	N/A	36.8218	N/A
	80 HOUR	26.3316	27.0471	28.8357	30.4454	32.1446	33.8437	34.5179	35.2058	34.5205	35.9098
	BI-WEEKLY	2,106.55	2,163.78	2,306.86	2,435.64	2,571.56	2,707.49	2,761.44	2,816.46	2,761.64	2,872.78
38	**ANNUALIZED**	33,857.96	34,907.71	36,774.12	38,641.31	40,506.16	42,369.17	N/A	N/A	43,216.38	N/A
	PAYROLL YEAR	33,728.24	34,773.96	36,633.22	38,493.26	40,350.96	42,206.84			43,050.80	
	70 HOUR	18.5320	19.1065	20.1282	21.1501	22.1708	23.1906			23.6543	
	80 HOUR	16.2153	16.7183	17.6123	18.5064	19.3994	20.2918			20.6977	
	BI-WEEKLY	1,297.24	1,337.46	1,408.97	1,480.51	1,551.96	1,623.34			1,655.80	
39	**ANNUALIZED**	27,956.75	28,703.48	30,477.23	31,971.46	33,465.16	35,052.04	N/A	N/A	35,690.45	N/A
	PAYROLL YEAR	27,849.64	28,593.50	30,360.46	31,848.96	33,336.94	34,917.74			35,553.70	
	70 HOUR	15.0877	15.4964	16.4675	17.2850	18.1026	18.9714			19.3207	
	80 HOUR	13.3893	13.7469	14.5964	15.3120	16.0274	16.7874			17.0931	
	BI-WEEKLY	1,071.14	1,099.75	1,167.71	1,224.96	1,282.19	1,342.99			1,367.45	

*** Steps F G are limited to specific positions listed in the CBA.**
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APPENDIX R

2021 SALARY SCHEDULE

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
01	ANNUALIZED	20,016.87	20,631.53	22,035.71	23,351.93	24,580.46	25,896.94	N/A	N/A	26,415.03	N/A
	PAYROLL YEAR	19,940.18	20,552.48	21,951.28	23,262.46	24,486.28	25,797.72			26,313.82	
	70 HOUR	10.9562	11.2925	12.0611	12.7816	13.4540	14.1746			14.4581	
	75 HOUR	10.2258	10.5396	11.2570	11.9295	12.5573	13.2297			13.4944	
	80 HOUR	9.5868	9.8809	10.5534	11.1840	11.7722	12.4028			12.6509	
	BI-WEEKLY	766.93	790.48	844.28	894.71	941.78	992.22			1,012.07	
02	ANNUALIZED	21,333.62	21,947.49	23,351.93	24,580.46	25,984.90	27,388.82	N/A	N/A	27,936.92	N/A
	PAYROLL YEAR	21,251.88	21,863.40	23,262.46	24,486.28	25,885.34	27,283.88			27,829.88	
	70 HOUR	11.6768	12.0128	12.7816	13.4540	14.2227	14.9912			15.2911	
	75 HOUR	10.8983	11.2121	11.9295	12.5573	13.2746	13.9919			14.2715	
	80 HOUR	10.2171	10.5114	11.1840	11.7722	12.4449	13.1174			13.3796	
	BI-WEEKLY	817.38	840.90	894.71	941.78	995.59	1,049.38			1,070.38	
03	ANNUALIZED	22,561.88	23,176.54	24,405.07	25,896.94	27,388.82	28,880.96	N/A	N/A	29,458.55	N/A
	PAYROLL YEAR	22,475.44	23,087.74	24,311.56	25,797.72	27,283.88	28,770.30			29,345.68	
	70 HOUR	12.3492	12.6856	13.3580	14.1746	14.9912	15.8078			16.1240	
	75 HOUR	11.5259	11.8398	12.4677	13.2298	13.9919	14.7541			15.0492	
	80 HOUR	10.8056	11.0999	11.6883	12.4028	13.1174	13.8319			14.1084	
	BI-WEEKLY	864.44	887.99	935.06	992.22	1,049.38	1,106.55			1,128.68	
04	ANNUALIZED	23,351.93	24,054.02	25,721.81	27,125.73	28,530.17	30,021.79	N/A	N/A	30,622.35	N/A
	PAYROLL YEAR	23,262.46	23,961.86	25,623.26	27,021.80	28,420.86	29,906.76			30,505.02	
	70 HOUR	12.7816	13.1659	14.0787	14.8471	15.6158	16.4323			16.7610	
	75 HOUR	11.9295	12.2881	13.1399	13.8573	14.5748	15.3369			15.6435	
	80 HOUR	11.1840	11.5201	12.3186	12.9912	13.6637	14.3782			14.6658	
	BI-WEEKLY	894.71	921.61	985.51	1,039.30	1,093.11	1,150.26			1,173.27	
05	ANNUALIZED	24,843.81	25,721.81	27,213.43	28,880.96	30,285.40	31,952.66	N/A	N/A	32,591.85	N/A
	PAYROLL YEAR	24,748.62	25,623.26	27,109.16	28,770.30	30,169.36	31,830.24			32,466.98	
	70 HOUR	13.5982	14.0787	14.8952	15.8078	16.5765	17.4891			17.8390	
	75 HOUR	12.6917	13.1398	13.9021	14.7541	15.4715	16.3232			16.6496	
	80 HOUR	11.8984	12.3186	13.0333	13.8319	14.5044	15.3031			15.6091	
	BI-WEEKLY	951.87	985.51	1,042.66	1,106.55	1,160.36	1,224.24			1,248.73	

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2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
06	ANNUALIZED	26,687.25	27,388.82	29,144.57	30,811.83	32,479.10	34,058.93	N/A	N/A	34,740.14	N/A
	PAYROLL YEAR	26,585.00	27,283.88	29,032.90	30,693.78	32,354.66	33,928.44			34,607.04	
	70 HOUR	14.6071	14.9912	15.9521	16.8647	17.7773	18.6420			19.0148	
	75 HOUR	13.6333	13.9919	14.8885	15.7403	16.5922	17.3992			17.7472	
	80 HOUR	12.7810	13.1174	13.9581	14.7565	15.5552	16.3117			16.6379	
	BI-WEEKLY	1,022.50	1,049.38	1,116.65	1,180.53	1,244.41	1,304.94			1,331.04	
07	ANNUALIZED	28,354.26	29,232.00	30,987.23	32,830.15	34,585.63	36,340.60	N/A	N/A	37,067.74	N/A
	PAYROLL YEAR	28,245.62	29,120.00	30,868.50	32,704.36	34,453.12	36,201.36			36,925.72	
	70 HOUR	15.5195	16.0000	16.9607	17.9694	18.9303	19.8909			20.2888	
	75 HOUR	14.4851	14.9333	15.8301	16.7716	17.6681	18.5649			18.9362	
	80 HOUR	13.5797	14.0001	14.8407	15.7233	16.5640	17.4047			17.7527	
	BI-WEEKLY	1,086.37	1,120.00	1,187.25	1,257.86	1,325.12	1,392.36			1,420.22	
08	ANNUALIZED	30,109.74	30,987.23	32,918.10	34,761.29	36,691.90	38,622.52	39,394.82	40,182.78	39,394.82	40,986.66
	PAYROLL YEAR	29,994.38	30,868.50	32,791.98	34,628.10	36,551.32	38,474.54	39,243.88	40,028.82	39,243.88	40,829.62
	70 HOUR	16.4804	16.9607	18.0175	19.0264	20.0831	21.1398	21.5626	21.9939	21.5626	22.4338
	75 HOUR	15.3817	15.8301	16.8165	17.7579	18.7441	19.7306	N/A	N/A	20.1252	N/A
	80 HOUR	14.4204	14.8407	15.7653	16.6480	17.5727	18.4974	18.8673	19.2446	18.8673	19.6295
	BI-WEEKLY	1,153.63	1,187.25	1,261.23	1,331.85	1,405.82	1,479.79	1,509.38	1,539.57	1,509.38	1,570.37
09	ANNUALIZED	32,128.58	33,005.80	35,024.37	36,954.99	39,061.52	41,079.83	N/A	N/A	41,901.46	N/A
	PAYROLL YEAR	32,005.48	32,879.34	34,890.18	36,813.40	38,911.86	40,922.44			41,740.92	
	70 HOUR	17.5854	18.0656	19.1704	20.2272	21.3802	22.4848			22.9345	
	75 HOUR	16.4129	16.8612	17.8925	18.8788	19.9548	20.9858			21.4057	
	80 HOUR	15.3872	15.8073	16.7742	17.6987	18.7075	19.6743			20.0678	
	BI-WEEKLY	1,230.98	1,264.59	1,341.93	1,415.90	1,496.61	1,573.94			1,605.42	
10	ANNUALIZED	34,146.63	35,112.07	37,393.73	39,500.00	41,694.23	43,976.15	44,855.72	45,752.78	44,855.72	46,667.84
	PAYROLL YEAR	34,015.80	34,977.54	37,250.46	39,348.66	41,534.48	43,807.66	44,683.86	45,577.48	44,683.86	46,489.04
	70 HOUR	18.6900	19.2184	20.4673	21.6202	22.8212	24.0701	24.5515	25.0425	24.5515	25.5434
	75 HOUR	17.4439	17.9372	19.1029	20.1789	21.2998	22.4654	N/A	N/A	22.9147	N/A
	80 HOUR	16.3538	16.8161	17.9091	18.9177	19.9686	21.0614	21.4826	21.9123	21.4826	22.3505
	BI-WEEKLY	1,308.30	1,345.29	1,432.71	1,513.41	1,597.48	1,684.91	1,718.61	1,752.98	1,718.61	1,788.04

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2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
11	ANNUALIZED	36,428.55	37,481.69	39,763.61	42,132.97	44,503.11	46,784.51	47,714.98	48,663.71	47,720.20	49,636.98
	PAYROLL YEAR	36,288.98	37,338.08	39,611.26	41,971.54	44,332.60	46,605.26	47,532.16	48,477.26	47,537.36	49,446.80
	70 HOUR	19.9390	20.5154	21.7644	23.0613	24.3585	25.6073	26.1165	26.6358	26.1194	27.1685
	75 HOUR	18.6096	19.1478	20.3134	21.5238	22.7344	23.9001	N/A	N/A	24.3781	N/A
	80 HOUR	17.4466	17.9511	19.0437	20.1787	21.3135	22.4063	22.8519	23.3064	22.8543	23.7725
	BI-WEEKLY	1,395.73	1,436.08	1,523.51	1,614.29	1,705.10	1,792.51	1,828.16	1,864.51	1,828.36	1,901.80
12	ANNUALIZED	38,797.91	39,939.00	42,396.32	44,853.63	47,486.60	49,768.26	50,758.24	51,768.05	50,763.46	52,803.17
	PAYROLL YEAR	38,649.26	39,785.98	42,233.88	44,681.78	47,304.66	49,577.58	50,563.76	51,569.70	50,568.96	52,600.86
	70 HOUR	21.2359	21.8604	23.2054	24.5504	25.9915	27.2404	27.7823	28.3350	27.7852	28.9016
	75 HOUR	19.8202	20.4031	21.6583	22.9138	24.2587	25.4243	N/A	N/A	25.9329	N/A
	80 HOUR	18.5814	19.1279	20.3047	21.4815	22.7426	23.8355	24.3096	24.7932	24.3120	25.2890
	BI-WEEKLY	1,486.51	1,530.23	1,624.38	1,718.53	1,819.41	1,906.83	1,944.76	1,983.45	1,944.96	2,023.11
13	ANNUALIZED	41,518.84	42,747.36	45,380.07	48,012.78	50,821.40	53,103.32	54,160.11	55,237.78	54,165.33	56,342.33
	PAYROLL YEAR	41,359.76	42,583.58	45,206.20	47,828.82	50,626.68	52,899.86	53,952.60	55,026.14	53,957.80	56,126.46
	70 HOUR	22.7252	23.3975	24.8386	26.2796	27.8168	29.0658	29.6443	30.2341	29.6471	30.8387
	75 HOUR	21.2102	21.8377	23.1828	24.5276	25.9625	27.1281	N/A	N/A	27.6707	28.7877
	80 HOUR	19.8844	20.4728	21.7339	22.9947	24.3398	25.4327	25.9386	26.4549	25.9414	26.9839
	BI-WEEKLY	1,590.76	1,637.83	1,738.70	1,839.57	1,947.18	2,034.61	2,075.10	2,116.39	2,075.30	2,158.71
14	ANNUALIZED	44,503.11	45,819.07	48,539.48	51,523.49	54,507.50	57,052.77	58,187.86	59,346.70	58,193.34	60,533.73
	PAYROLL YEAR	44,332.60	45,643.52	48,353.50	51,326.08	54,298.66	56,834.18	57,964.92	59,119.32	57,970.38	60,301.80
	70 HOUR	24.3585	25.0788	26.5679	28.2011	29.8344	31.2275	31.8489	32.4831	31.8519	33.1328
	75 HOUR	22.7345	23.4070	24.7968	26.3211	27.8454	29.1455	N/A	N/A	29.7285	N/A
	80 HOUR	21.3135	21.9440	23.2469	24.6760	26.1051	27.3240	27.8678	28.4226	27.8705	28.9910
	BI-WEEKLY	1,705.10	1,755.52	1,859.75	1,974.08	2,088.41	2,185.93	2,229.42	2,273.82	2,229.63	2,319.30
15	ANNUALIZED	48,100.73	49,592.61	52,664.32	55,648.59	58,807.74	61,792.01	63,022.10	64,276.99	63,027.59	65,562.68
	PAYROLL YEAR	47,916.44	49,402.60	52,462.54	55,435.38	58,582.42	61,555.26	62,780.64	64,030.72	62,786.10	65,311.48
	70 HOUR	26.3277	27.1443	28.8256	30.4590	32.1882	33.8215	34.4949	35.1817	34.4978	35.8854
	75 HOUR	24.5725	25.3348	26.9039	28.4285	30.0423	31.5667	N/A	N/A	32.1981	33.4961
	80 HOUR	23.0367	23.7513	25.2225	26.6516	28.1646	29.5938	30.1830	30.7841	30.1856	31.3997
	BI-WEEKLY	1,842.94	1,900.10	2,017.79	2,132.13	2,253.17	2,367.51	2,414.64	2,462.72	2,414.85	2,511.98

*** Steps F G are limited to specific positions listed in the CBA.**
**** Steps EA GA are limited to 2013 Off-step recipients.**

2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
April 15, 2005 to March 8, 2017 hires (SS2)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*	STEP G*	STEP EA**	STEP GA**
16	**ANNUALIZED**	51,698.88	53,103.32	56,614.03	59,773.18	63,107.97	66,443.29	67,766.56	69,116.72	67,772.04	70,498.97
	PAYROLL YEAR	51,500.80	52,899.86	56,397.12	59,544.16	62,866.18	66,188.72	67,506.92	68,851.90	67,512.38	70,228.86
	70 HOUR	28.2971	29.0658	30.9874	32.7166	34.5418	36.3674	37.0917	37.8307	37.0947	38.5873
	75 HOUR	26.4108	27.1281	28.9215	30.5354	32.2390	33.9427	N/A	N/A	34.6218	N/A
	80 HOUR	24.7601	25.4327	27.1138	28.6269	30.2241	31.8213	32.4552	33.1018	32.4579	33.7638
	BI-WEEKLY	1,980.80	2,034.61	2,169.12	2,290.16	2,417.93	2,545.72	2,596.42	2,648.15	2,596.63	2,701.11
38	**ANNUALIZED**	31,843.04	32,829.89	34,584.85	36,339.55	38,092.69	39,844.26	N/A	N/A	40,641.35	N/A
	PAYROLL YEAR	31,721.04	32,704.10	34,452.34	36,200.32	37,946.74	39,691.60			40,485.64	
	70 HOUR	17.4291	17.9693	18.9299	19.8903	20.8499	21.8085			22.2448	
	80 HOUR	15.2506	15.7231	16.5637	17.4041	18.2436	19.0825			19.4642	
	BI-WEEKLY	1,220.04	1,257.85	1,325.09	1,392.32	1,459.49	1,526.60			1,557.14	
39	**ANNUALIZED**	26,484.19	27,186.02	28,853.29	30,257.73	31,661.91	33,153.79	N/A	N/A	33,754.09	N/A
	PAYROLL YEAR	26,382.72	27,081.86	28,742.74	30,141.80	31,540.60	33,026.76			33,624.76	
	70 HOUR	14.2816	14.6659	15.5787	16.3471	17.1158	17.9323			18.2610	
	80 HOUR	12.6840	13.0201	13.8186	14.4912	15.1637	15.8782			16.1658	
	BI-WEEKLY	1,014.72	1,041.61	1,105.49	1,159.30	1,213.10	1,270.26			1,293.26	

*** Steps F G are limited to specific positions listed in the CBA.**
**** Steps EA GA are limited to 2013 Off-step recipients.**

APPENDIX S

2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
01	ANNUALIZED	20,165.38	20,568.63	20,980.49	21,399.91	21,827.95	22,264.34	22,709.61	23,163.75	23,627.29	24,099.70	24,581.50	25,073.23	25,574.87	26,086.17	26,608.17
	PAYROLL YEAR	20,088.12	20,489.82	20,900.10	21,317.92	21,744.32	22,179.04	22,622.60	23,075.00	23,536.76	24,007.36	24,487.32	24,977.16	25,476.88	25,986.22	26,506.22
	70 HOUR	11.0374	11.2581	11.4835	11.7131	11.9474	12.1863	12.4300	12.6786	12.9323	13.1909	13.4546	13.7237	13.9983	14.2782	14.5639
	75 HOUR	10.3015	10.5076	10.7178	10.9323	11.1509	11.3739	11.6014	11.8334	12.0702	12.3116	12.5578	12.8089	13.0652	13.3265	13.5930
	80 HOUR	9.6578	9.8510	10.0480	10.2490	10.4540	10.6631	10.8764	11.0938	11.3156	11.5419	11.7727	12.0083	12.2485	12.4935	12.7433
	BI-WEEKLY	772.62	788.07	803.85	819.92	836.32	853.04	870.10	887.50	905.26	923.36	941.82	960.66	979.88	999.47	1,019.47
02	ANNUALIZED	21,491.26	21,921.39	22,359.61	22,806.70	23,262.93	23,728.29	24,202.79	24,686.42	25,180.24	25,683.97	26,197.61	26,721.96	27,256.23	27,801.20	28,357.39
	PAYROLL YEAR	21,408.92	21,837.40	22,273.94	22,719.32	23,173.80	23,637.38	24,110.06	24,591.84	25,083.76	25,585.56	26,097.24	26,619.58	27,151.80	27,694.68	28,248.74
	70 HOUR	11.7632	11.9985	12.2384	12.4831	12.7329	12.9875	13.2473	13.5120	13.7823	14.0580	14.3392	14.6261	14.9185	15.2169	15.5213
	75 HOUR	10.9792	11.1987	11.4227	11.6512	11.8841	12.1218	12.3641	12.6114	12.8637	13.1210	13.3834	13.6510	13.9240	14.2024	14.4867
	80 HOUR	10.2928	10.4986	10.7087	10.9229	11.1414	11.3641	11.5913	11.8231	12.0597	12.3009	12.5469	12.7978	13.0538	13.3150	13.5813
	BI-WEEKLY	823.42	839.90	856.69	873.82	891.30	909.13	927.31	945.84	964.76	984.06	1,003.74	1,023.83	1,044.30	1,065.18	1,086.49
03	ANNUALIZED	22,728.92	23,183.59	23,647.38	24,120.32	24,602.64	25,094.89	25,596.53	26,108.87	26,630.61	27,163.58	27,706.72	28,261.08	28,826.15	29,402.69	29,990.73
	PAYROLL YEAR	22,641.84	23,094.76	23,556.78	24,027.90	24,508.38	24,998.74	25,498.46	26,008.84	26,528.58	27,059.50	27,600.56	28,152.80	28,715.70	29,290.04	29,875.82
	70 HOUR	12.4406	12.6894	12.9433	13.2021	13.4662	13.7355	14.0102	14.2905	14.5762	14.8678	15.1652	15.4685	15.7779	16.0934	16.4153
	75 HOUR	11.6112	11.8435	12.0803	12.3220	12.5683	12.8198	13.0762	13.3377	13.6044	13.8766	14.1542	14.4373	14.7261	15.0206	15.3210
	80 HOUR	10.8856	11.1032	11.3254	11.5519	11.7829	12.0185	12.2589	12.5041	12.7542	13.0093	13.2694	13.5348	13.8055	14.0815	14.3631
	BI-WEEKLY	870.84	888.26	906.03	924.15	942.63	961.49	980.71	1,000.34	1,020.33	1,040.75	1,061.56	1,082.80	1,104.45	1,126.54	1,149.07
04	ANNUALIZED	23,524.97	23,995.56	24,475.54	24,965.17	25,464.47	25,973.68	26,493.07	27,022.90	27,563.43	28,114.66	28,676.85	29,250.53	29,835.43	30,432.08	31,040.73
	PAYROLL YEAR	23,434.84	23,903.62	24,381.76	24,869.52	25,366.90	25,874.16	26,391.56	26,919.36	27,457.82	28,006.94	28,566.98	29,138.46	29,721.12	30,315.48	30,921.80
	70 HOUR	12.8763	13.1339	13.3966	13.6646	13.9378	14.2166	14.5009	14.7908	15.0867	15.3884	15.6962	16.0101	16.3303	16.6569	16.9900
	75 HOUR	12.0178	12.2582	12.5035	12.7536	13.0087	13.2688	13.5341	13.8049	14.0809	14.3625	14.6499	14.9429	15.2417	15.5465	15.8573
	80 HOUR	11.2667	11.4921	11.7219	11.9564	12.1956	12.4395	12.6883	12.9421	13.2009	13.4649	13.7343	14.0090	14.2892	14.5749	14.8664
	BI-WEEKLY	901.34	919.37	937.76	956.52	975.65	995.16	1,015.06	1,035.36	1,056.07	1,077.19	1,098.73	1,120.71	1,143.12	1,165.98	1,189.30
05	ANNUALIZED	25,027.81	25,528.41	26,038.93	26,559.88	27,090.76	27,632.59	28,185.39	28,749.15	29,323.87	29,910.34	30,508.55	31,118.77	31,741.52	32,376.27	33,023.81
	PAYROLL YEAR	24,931.92	25,430.60	25,939.16	26,458.12	26,986.96	27,526.72	28,077.40	28,639.00	29,211.52	29,795.74	30,391.66	30,999.54	31,619.90	32,252.22	32,897.28
	70 HOUR	13.6989	13.9729	14.2523	14.5374	14.8280	15.1246	15.4272	15.7357	16.0503	16.3713	16.6987	17.0327	17.3735	17.7210	18.0754
	75 HOUR	12.7857	13.0414	13.3022	13.5681	13.8396	14.1164	14.3987	14.6867	14.9804	15.2799	15.5856	15.8973	16.2152	16.5395	16.8703
	80 HOUR	11.9865	12.2262	12.4707	12.7202	12.9746	13.2341	13.4988	13.7689	14.0443	14.3252	14.6117	14.9038	15.2019	15.5061	15.8161
	BI-WEEKLY	958.92	978.10	997.66	1,017.62	1,037.96	1,058.72	1,079.90	1,101.50	1,123.52	1,145.99	1,168.91	1,192.29	1,216.15	1,240.47	1,265.28
06	ANNUALIZED	26,884.57	27,422.49	27,971.11	28,530.43	29,100.98	29,683.01	30,276.52	30,882.04	31,499.83	32,129.88	32,772.47	33,427.84	34,096.52	34,777.99	35,474.08
	PAYROLL YEAR	26,781.56	27,317.42	27,863.94	28,421.12	28,989.48	29,569.28	30,160.52	30,763.72	31,379.14	32,006.78	32,646.90	33,299.76	33,965.88	34,644.74	35,338.16
	70 HOUR	14.7151	15.0095	15.3098	15.6160	15.9283	16.2468	16.5717	16.9031	17.2413	17.5861	17.9378	18.2966	18.6625	19.0356	19.4165
	75 HOUR	13.7342	14.0089	14.2891	14.5748	14.8663	15.1636	15.4668	15.7761	16.0916	16.4134	16.7417	17.0766	17.4180	17.7665	18.1218
	80 HOUR	12.8757	13.1331	13.3959	13.6638	13.9371	14.2158	14.5001	14.7901	15.0860	15.3877	15.6954	16.0094	16.3296	16.6562	16.9893
	BI-WEEKLY	1,030.06	1,050.67	1,071.69	1,093.12	1,114.98	1,137.28	1,160.02	1,183.22	1,206.89	1,231.03	1,255.65	1,280.76	1,306.38	1,332.49	1,359.16
07	ANNUALIZED	28,564.88	29,135.95	29,719.03	30,313.32	30,919.37	31,537.94	32,168.51	32,812.14	33,468.29	34,137.76	34,820.53	35,516.88	36,227.32	36,951.86	37,690.75
	PAYROLL YEAR	28,455.44	29,024.32	29,605.16	30,197.18	30,800.90	31,417.10	32,045.26	32,686.42	33,340.06	34,006.96	34,687.12	35,380.80	36,088.52	36,810.28	37,546.34
	70 HOUR	15.6348	15.9474	16.2665	16.5918	16.9236	17.2621	17.6073	17.9595	18.3187	18.6851	19.0588	19.4400	19.8288	20.2254	20.6298
	75 HOUR	14.5923	14.8841	15.1819	15.4855	15.7953	16.1113	16.4334	16.7622	17.0974	17.4392	17.7881	18.1438	18.5068	18.8768	19.2543
	80 HOUR	13.6802	13.9538	14.2330	14.5176	14.8080	15.1042	15.4062	15.7143	16.0286	16.3491	16.6762	17.0096	17.3497	17.6968	18.0506
	BI-WEEKLY	1,094.44	1,116.32	1,138.66	1,161.43	1,184.65	1,208.35	1,232.51	1,257.17	1,282.31	1,307.96	1,334.12	1,360.80	1,388.02	1,415.78	1,444.09

* Steps M and N are limited to specific positions listed in the CBA.

2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
08	ANNUALIZED	30,332.64	30,939.20	31,558.29	32,189.65	32,833.28	33,489.95	34,159.68	34,842.98	35,539.59	36,250.55	36,975.61	37,715.02	38,469.57	39,238.74	40,023.31
	PAYROLL YEAR	30,216.42	30,820.66	31,437.38	32,066.32	32,707.48	33,361.64	34,028.80	34,709.48	35,403.42	36,111.66	36,833.94	37,570.52	38,322.18	39,088.40	39,869.96
	70 HOUR	16.6024	16.9344	17.2733	17.6188	17.9712	18.3306	18.6972	19.0711	19.4524	19.8416	20.2384	20.6431	21.0561	21.4772	21.9066
	75 HOUR	15.4957	15.8056	16.1218	16.4442	16.7732	17.1087	17.4509	17.7998	18.1559	18.5190	18.8893	19.2672	19.6525	20.0454	20.4463
	80 HOUR	14.5272	14.8176	15.1141	15.4164	15.7247	16.0391	16.3600	16.6871	17.0208	17.3612	17.7084	18.0627	18.4240	18.7924	19.1682
	BI-WEEKLY	1,162.17	1,185.41	1,209.13	1,233.32	1,257.98	1,283.14	1,308.80	1,334.98	1,361.67	1,388.91	1,416.69	1,445.02	1,473.93	1,503.40	1,533.46
09	ANNUALIZED	32,366.35	33,013.63	33,673.70	34,347.34	35,034.29	35,735.08	36,449.69	37,178.93	37,922.52	38,680.98	39,454.59	40,243.59	41,048.51	41,869.62	42,707.17
	PAYROLL YEAR	32,242.34	32,887.14	33,544.68	34,215.74	34,900.06	35,598.16	36,310.04	37,036.48	37,777.22	38,532.78	39,303.42	40,089.40	40,891.24	41,709.20	42,543.54
	70 HOUR	17.7155	18.0699	18.4312	18.7998	19.1759	19.5594	19.9506	20.3497	20.7567	21.1718	21.5953	22.0272	22.4677	22.9171	23.3755
	75 HOUR	16.5346	16.8653	17.2026	17.5466	17.8975	18.2555	18.6207	18.9930	19.3730	19.7605	20.1556	20.5587	20.9700	21.3894	21.8172
	80 HOUR	15.5011	15.8111	16.1274	16.4501	16.7791	17.1147	17.4570	17.8060	18.1621	18.5253	18.8958	19.2738	19.6592	20.0524	20.4534
	BI-WEEKLY	1,240.09	1,264.89	1,290.18	1,315.99	1,342.31	1,369.16	1,396.54	1,424.48	1,452.97	1,482.03	1,511.67	1,541.90	1,572.74	1,604.20	1,636.29
10	ANNUALIZED	34,399.28	35,087.54	35,789.36	36,505.03	37,235.30	37,979.68	38,739.45	39,514.36	40,304.66	41,110.89	41,932.78	42,771.38	43,626.93	44,499.72	45,389.47
	PAYROLL YEAR	34,267.48	34,953.10	35,652.24	36,365.16	37,092.64	37,834.16	38,591.02	39,362.96	40,150.24	40,953.38	41,772.12	42,607.50	43,459.78	44,329.22	45,215.56
	70 HOUR	18.8283	19.2050	19.5891	19.9808	20.3805	20.7880	21.2039	21.6280	22.0606	22.5018	22.9517	23.4107	23.8790	24.3567	24.8437
	75 HOUR	17.5731	17.9247	18.2831	18.6488	19.0218	19.4021	19.7901	20.1859	20.5897	21.0014	21.4214	21.8498	22.2869	22.7326	23.1873
	80 HOUR	16.4748	16.8044	17.1405	17.4832	17.8329	18.1897	18.5533	18.9243	19.3029	19.6890	20.0828	20.4845	20.8942	21.3120	21.7382
	BI-WEEKLY	1,317.98	1,344.35	1,371.24	1,398.66	1,426.64	1,455.16	1,484.27	1,513.96	1,544.24	1,575.13	1,606.62	1,638.75	1,671.53	1,704.97	1,739.06
11	ANNUALIZED	36,698.43	37,432.36	38,180.91	38,944.59	39,723.42	40,517.64	41,328.05	42,154.37	42,997.66	43,857.66	44,734.88	45,629.59	46,542.04	47,473.03	48,422.55
	PAYROLL YEAR	36,557.82	37,288.94	38,034.62	38,795.38	39,571.22	40,362.40	41,169.70	41,992.86	42,832.92	43,689.62	44,563.48	45,454.76	46,363.72	47,291.14	48,237.02
	70 HOUR	20.0867	20.4884	20.8981	21.3162	21.7424	22.1772	22.6207	23.0730	23.5346	24.0053	24.4854	24.9751	25.4746	25.9841	26.5038
	75 HOUR	18.7476	19.1226	19.5051	19.8952	20.2930	20.6989	21.1129	21.5352	21.9658	22.4051	22.8532	23.3103	23.7765	24.2520	24.7370
	80 HOUR	17.5759	17.9273	18.2858	18.6515	19.0245	19.4051	19.7933	20.1891	20.5928	21.0048	21.4248	21.8533	22.2904	22.7363	23.1909
	BI-WEEKLY	1,406.07	1,434.19	1,462.87	1,492.13	1,521.97	1,552.40	1,583.45	1,615.11	1,647.42	1,680.37	1,713.98	1,748.26	1,783.22	1,818.89	1,855.27
12	ANNUALIZED	39,085.79	39,867.49	40,664.84	41,478.12	42,307.58	43,153.74	44,016.87	44,897.48	45,795.06	46,711.17	47,645.29	48,598.20	49,570.43	50,561.44	51,572.82
	PAYROLL YEAR	38,936.04	39,714.74	40,509.04	41,319.20	42,145.48	42,988.40	43,848.22	44,725.46	45,619.60	46,532.20	47,462.74	48,412.00	49,380.50	50,367.72	51,375.22
	70 HOUR	21.3934	21.8213	22.2577	22.7028	23.1569	23.6200	24.0924	24.5744	25.0657	25.5672	26.0784	26.6000	27.1321	27.6746	28.2282
	75 HOUR	19.9670	20.3664	20.7738	21.1893	21.6132	22.0454	22.4864	22.9360	23.3947	23.8627	24.3400	24.8268	25.3233	25.8298	26.3464
	80 HOUR	18.7190	19.0935	19.4755	19.8650	20.2623	20.6675	21.0809	21.5025	21.9324	22.3713	22.8187	23.2750	23.7405	24.2154	24.6997
	BI-WEEKLY	1,497.54	1,527.49	1,558.04	1,589.20	1,620.98	1,653.40	1,686.47	1,720.21	1,754.60	1,789.70	1,825.49	1,862.00	1,899.25	1,937.22	1,975.97
13	ANNUALIZED	41,826.29	42,662.80	43,516.01	44,386.18	45,274.10	46,179.25	47,102.93	48,044.88	49,005.88	49,985.94	50,985.83	52,005.29	53,045.38	54,106.61	55,188.97
	PAYROLL YEAR	41,666.04	42,499.34	43,349.28	44,216.12	45,100.64	46,002.32	46,922.46	47,860.80	48,818.12	49,794.42	50,790.48	51,806.04	52,842.14	53,899.30	54,977.52
	70 HOUR	22.8934	23.3513	23.8183	24.2946	24.7805	25.2760	25.7815	26.2971	26.8231	27.3596	27.9069	28.4649	29.0342	29.6150	30.2074
	75 HOUR	21.3673	21.7946	22.2305	22.6751	23.1285	23.5911	24.0629	24.5441	25.0351	25.5357	26.0465	26.5674	27.0987	27.6407	28.1936
	80 HOUR	20.0318	20.4324	20.8410	21.2578	21.6830	22.1168	22.5589	23.0101	23.4704	23.9398	24.4186	24.9070	25.4051	25.9131	26.4314
	BI-WEEKLY	1,602.54	1,634.59	1,667.28	1,700.62	1,734.64	1,769.32	1,804.71	1,840.80	1,877.62	1,915.17	1,953.48	1,992.54	2,032.39	2,073.05	2,114.52
14	ANNUALIZED	44,832.49	45,729.03	46,643.57	47,576.65	48,527.99	49,498.39	50,488.62	51,498.43	52,528.34	53,579.12	54,650.53	55,743.60	56,858.33	57,995.51	59,155.39
	PAYROLL YEAR	44,660.72	45,553.82	46,464.86	47,394.36	48,342.06	49,308.74	50,295.18	51,301.12	52,327.08	53,373.84	54,441.14	55,530.02	56,640.48	57,773.30	58,928.74
	70 HOUR	24.5389	25.0296	25.5302	26.0408	26.5616	27.0927	27.6347	28.1874	28.7511	29.3263	29.9127	30.5110	31.1212	31.7435	32.3784
	75 HOUR	22.9030	23.3610	23.8283	24.3047	24.7908	25.2866	25.7923	26.3082	26.8344	27.3712	27.9186	28.4769	29.0465	29.6273	30.2199
	80 HOUR	21.4715	21.9008	22.3389	22.7858	23.2414	23.7061	24.1803	24.6638	25.1572	25.6604	26.1736	26.6971	27.2311	27.7756	28.3312
	BI-WEEKLY	1,717.72	1,752.07	1,787.11	1,822.86	1,859.31	1,896.49	1,934.43	1,973.12	2,012.58	2,052.84	2,093.89	2,135.77	2,178.48	2,222.05	2,266.49

* Steps M and N are limited to specific positions listed in the CBA.

2021 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Post March 9, 2017 hires (SS3)

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
15	ANNUALIZED	48,457.26	49,426.35	50,414.76	51,423.00	52,451.34	53,500.30	54,570.66	55,662.17	56,775.07	57,910.68	59,068.74	60,250.02	61,455.58	62,684.63	63,937.95
	PAYROLL YEAR	48,271.60	49,236.98	50,221.60	51,225.98	52,250.38	53,295.32	54,361.58	55,448.90	56,557.54	57,688.80	58,842.42	60,019.18	61,220.12	62,444.46	63,692.98
	70 HOUR	26.5228	27.0533	27.5943	28.1462	28.7090	29.2832	29.8690	30.4664	31.0756	31.6971	32.3310	32.9776	33.6374	34.3101	34.9962
	75 HOUR	24.7545	25.2496	25.7545	26.2696	26.7951	27.3309	27.8775	28.4351	29.0039	29.5839	30.1756	30.7790	31.3945	32.0226	32.6631
	80 HOUR	23.2073	23.6714	24.1451	24.6278	25.1205	25.6230	26.1353	26.6582	27.1913	27.7351	28.2897	28.8556	29.4328	30.0215	30.6220
	BI-WEEKLY	1,856.60	1,893.73	1,931.60	1,970.23	2,009.63	2,049.82	2,090.83	2,132.65	2,175.29	2,218.80	2,263.17	2,308.43	2,354.62	2,401.71	2,449.73
16	ANNUALIZED	52,082.03	53,123.42	54,185.95	55,269.88	56,375.22	57,502.74	58,652.70	59,825.90	61,022.32	62,242.76	63,487.99	64,757.75	66,052.58	67,373.76	68,721.04
	PAYROLL YEAR	51,882.48	52,919.88	53,978.34	55,058.12	56,159.22	57,282.42	58,427.98	59,596.68	60,788.52	62,004.28	63,244.74	64,509.64	65,799.50	67,115.62	68,457.74
	70 HOUR	28.5069	29.0769	29.6584	30.2517	30.8567	31.4739	32.1033	32.7454	33.4003	34.0683	34.7498	35.4448	36.1536	36.8767	37.6142
	75 HOUR	26.6064	27.1385	27.6812	28.2349	28.7995	29.3755	29.9630	30.5623	31.1735	31.7970	32.4330	33.0817	33.7433	34.4182	35.1066
	80 HOUR	24.9434	25.4423	25.9511	26.4701	26.9994	27.5395	28.0902	28.6520	29.2249	29.8094	30.4057	31.0138	31.6340	32.2667	32.9121
	BI-WEEKLY	1,995.48	2,035.38	2,076.09	2,117.62	2,159.97	2,203.17	2,247.23	2,292.18	2,338.02	2,384.78	2,432.49	2,481.14	2,530.75	2,581.37	2,632.99
38	ANNUALIZED	32,078.99	32,720.79	33,375.11	34,042.49	34,723.44	35,417.70	36,126.05	36,848.50	37,585.57	38,337.25	39,103.80	39,886.28	40,683.90	41,497.43	42,327.68
	PAYROLL YEAR	31,956.08	32,595.42	33,247.24	33,912.06	34,590.40	35,282.00	35,987.64	36,707.32	37,441.56	38,190.36	38,953.98	39,733.46	40,528.02	41,338.44	42,165.50
	70 HOUR	17.5583	17.9095	18.2677	18.6330	19.0057	19.3857	19.7734	20.1689	20.5723	20.9837	21.4033	21.8315	22.2681	22.7134	23.1679
	80 HOUR	15.3634	15.6708	15.9842	16.3039	16.6300	16.9626	17.3020	17.6479	18.0008	18.3609	18.7279	19.1025	19.4847	19.8743	20.2719
	BI-WEEKLY	1,229.08	1,253.67	1,278.74	1,304.31	1,330.40	1,357.00	1,384.14	1,411.82	1,440.06	1,468.86	1,498.23	1,528.21	1,558.77	1,589.94	1,621.75
39	ANNUALIZED	26,656.97	27,127.56	27,607.28	28,096.91	28,596.47	29,105.68	29,625.07	30,155.16	30,695.43	31,246.66	31,809.11	32,382.79	32,967.95	33,564.34	34,172.99
	PAYROLL YEAR	26,554.84	27,023.62	27,501.50	27,989.26	28,486.90	28,994.16	29,511.56	30,039.62	30,577.82	31,126.94	31,687.24	32,258.72	32,841.64	33,435.74	34,042.06
	70 HOUR	14.3763	14.6339	14.8966	15.1646	15.4378	15.7166	16.0009	16.2908	16.5867	16.8884	17.1962	17.5101	17.8303	18.1569	18.4900
	80 HOUR	12.7667	12.9921	13.2219	13.4564	13.6956	13.9395	14.1883	14.4421	14.7009	14.9649	15.2343	15.5090	15.7892	16.0749	16.3664
	BI-WEEKLY	1,021.34	1,039.37	1,057.75	1,076.51	1,095.65	1,115.16	1,135.06	1,155.37	1,176.07	1,197.19	1,218.74	1,240.72	1,263.14	1,285.99	1,309.31

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