

AGREEMENT

by and between the

CITY OF AUBURN

and the

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
Local 1000 AFSCME/AFL-CIO**

**City of Auburn Unit 6251-00
Cayuga County Local 806**

July 1, 2018 - June 30, 2023

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**ARTICLE I
RECOGNITION**

1. Bargaining Unit

The Employer hereby recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, hereinafter referred to as the Association, as the sole and exclusive collective negotiating agent of all permanent part-time employees, 35 hour employees, 40 hour employees, School Crossing Guards, temporary, and seasonal employees of the City of Auburn for the purpose of collective negotiations and administration of grievances arising thereunder. Part-time employees and School Crossing Guards are covered under Appendix "A" of this Agreement. Appendix H of this Agreement are titles that are excluded from this bargaining unit.

Each new classification created by the Employer during the term of this Agreement which by the job description reports to the City Manager or the Common Council shall be excluded from the Unit, and all other new positions shall be a matter of negotiations. The parties retain the right to file a placement or clarification petition with PERB. The salary grade of any new position in the Bargaining Unit will be initially established by the Employer and written notice provided to the Association which may request negotiations thereon within ten days of said notice.

2. Obligations of the Association

The Association expressly agrees, as a condition of the recognition contained in this Article, not to discriminate in representation of all of the employees within the Unit, whether members of the Association or not, or to engage in a strike, slowdown, or other work stoppage, nor to instigate, encourage, or condone the same.

3. The Employer and the Association agree not to discriminate against employees on the basis of sex, age, color, creed, or national origins, either in employment or membership.

4. For the purpose of this Agreement -

"Temporary" and "Seasonal" employees shall be defined as an employee hired for any number of hours of work per week but whose total employment period will not exceed six (6) calendar months.

"Part-time" employees shall be defined as employees who are regularly scheduled to work twenty (20) hours or less per calendar week, except as provided under Appendix "A".

**ARTICLE II
ASSOCIATION SECURITY**

1. Dues

The Employer hereby agrees to deduct, biweekly, from the pay of each employee covered by this Agreement an amount of money in payment of uniform dues in the Association, and premiums for any other CSEA sponsored programs, for those employees who have authorized such deductions by the Employer. The Employer further agrees to transmit said deductions to the Association monthly. Any and all deductions for CSEA sponsored personal lines of insurance such as automobile, home owner's, and permanent life insurance premiums may be combined in one deduction and shall be remitted to CSEA, Inc. along with Dues. The above will go into effect immediately upon the City installing the necessary software to perform said operation.

The Employer agrees under Civil Service Law Section 208, to:

A. Transmit Dues to CSEA within 30 days of the deduction;

B. Within 30 days of an employee first being employed, or reemployed, or promoted, or transferred, notify CSEA of the employee's name, address, job title, employing agency, department, or other operating unit and work location; and

C. Within 30 days of providing the above-stated notice, allow CSEA representatives to meet with such employee for a reasonable amount of time during their work time without charge to leave credits.

The Association hereby agrees to hold the Employer harmless for any and all damages it may sustain as a result of making the payroll deductions provided for in this Article.

2. Discrimination

Membership in the Association shall be voluntary and the Employer agrees that there shall be no discrimination, interference, restraint, or coercion by the Employer, or any of its agents, against any employee because of his membership in the Association or because of any lawful activities on behalf of the Association and his fellow members.

3. Association Business

The Association may designate two (2) or more Delegates who will be given a leave of absence with pay for up to a total of ten (10) days (the total of 10 days to be shared by all such Delegates) in each contract year to attend conventions or meetings of the Association, if such days are regularly scheduled work days of the designated Delegates. For Association meetings only, the Union agrees to give the City five (5) days prior notice thereof.

When the President of the Cayuga County Local 806 of the Civil Service Employees Association is a City of Auburn employee, five (5) additional days per contract year will be granted for his attendance at conventions and meetings of the Association.

The Association may designate up to two (2) Delegates to attend other conventions and regional meetings of the Association and, with the approval of the Department Head and

the City Manager, such Delegates shall be given leaves of absence of up to two (2) days to attend such meetings without pay.

Employees who are designated or elected for the purpose of administering grievances or assisting in the administration of this contract shall be permitted, with Supervisor approval, a reasonable amount of time free from their regular duties, without loss of pay or additional pay, to fulfill these obligations, provided no inordinate interruption of work is caused by same.

Use of the above referenced release time shall be granted in increments of fifteen (15) minutes or greater.

4. Negotiations

Five (5) Delegates shall be paid for attending contract negotiation sessions if held during their normal working hours.

5. Bulletin Boards

The Employer agrees to provide access to the Employer's bulletin boards in its various departments for the posting of notices by the Association. The Association will be responsible for the maintenance of the bulletin board and agrees that all materials posted shall be timely and will not contain political or controversial material and that any item to be posted which is outside the realm of the business of the Association shall be approved by the City Manager before posting.

6. Insurance Program

The Association shall have the right to designate a representative of the Association's Health and Accident Insurance Program, and the Association's Life Insurance Program, to visit the employees covered under this Agreement on the job for the purpose of providing this protection and servicing claims, provided, however, the appropriate Supervisor is notified and total assurance is given him that no inordinate interruption in the work of the employee will be involved.

7. Payroll Savings Plan

The Employer agrees to deduct for a payroll savings plan from those employees who have authorized such deduction and to transmit said deductions to any bank or credit union authorized to do business within the State of New York.

8. Field Representative

The Association Field Representative may, for purposes of administering this Agreement, meet with employees on the job, provided the appropriate Supervisor is informed and no inordinate interruption of work is caused by such meeting.

The management shall notify (concurrent with the employee's notification) the Unit President on all matters of discipline which may arise.

9. Meetings

The Employer agrees to provide a municipal facility for use by the Association for meetings so long as such meetings do not interfere with operations. Such facilities are to be designated by the Employer and will be based upon the type of Association meeting to be conducted.

10. The Employer agrees to deduct for a payroll deferred compensation plan for those employees who have authorized such deductions and to transmit said deduction to the approved deferred compensation carrier for the City of Auburn in accordance with State regulations.

11. No current employee shall lose their job with the City of Auburn as a result of the Employer's decision to contract out services currently provided by City CSEA employees. Where necessary and possible, the Employer will provide retraining to affected employees.

**ARTICLE III
PROBATIONARY PERIODS**

All new employees and all employees with less than twenty-six (26) weeks service on the effective date of this Agreement shall be regarded as probationary employees until they have been employed, within the negotiating Unit, for a period of twenty-six (26) weeks. Absence from work for any reason shall not be included in calculating an employee's twenty-six (26) week probationary period. Probationary employees may be discharged in the sole discretion of the Employer, and without recourse to this Agreement. All persons and/or current employees appointed to a new classification shall be on a probationary basis for not more than twelve (12) weeks. Anniversary date shall mean the date of hire of an employee. Step date shall mean the date six (6) months after appointment for Step A, or one (1) year after the date of appointment for all remaining steps.

Temporary employees, as defined by the Civil Service Law and Rules, but not as "temporary" as defined by this Agreement, shall be covered by this Article. Decisions by the Employer to continue or terminate said temporary employees shall be governed by the Civil Service Law and Rules. The Employer retains the right to terminate a temporary employee prior to the expiration of the probationary period. For the purposes of this Agreement, temporary and seasonable employees are defined under Article 1, Recognition #4.

**ARTICLE IV
MANAGEMENT RIGHTS**

The Employer retains the sole right to manage its business and services and to direct the work force, including the right to decide the number and location of its business and service operations, the business and service operations to be conducted and rendered, and the methods, processes, and means used in operating its business and services, and the control of the buildings, real estate, materials, parts, tools, machinery, and all equipment which may be used in the operation of its business or in supplying its services; to determine whether and to what extent the work required in operating its business and supplying its services shall be performed by employees covered by this Agreement; to maintain order and efficiency in all its departments

and operations, including the sole right to discipline, suspend, and discharge employees for cause; to hire, layoff, assign, transfer, promote, and determine the qualifications of employees; to determine the schedule of its various departments, and to determine the starting and quitting time and the number of hours to be worked; subject only to such regulations governing the exercise of these rights as are expressly provided in this Agreement, or provided by law.

The above rights of the Employer are not all-inclusive, but indicate the type of matters or rights which belong to and are inherent to the Employer. Any and all the rights, powers, and authority the Employer had prior to entering this Agreement are retained by the Employer, except as expressly and specifically abridged, delegated, granted, or modified by this Agreement.

ARTICLE V WAGES

July 1, 2018:	2.5%
July 1, 2019:	\$ 1,300.00
July 1, 2020:	2.5%
July 1, 2021:	\$ 1,400.00
July 1, 2022:	2.5%

On July 1, 2015, new 15-step wage schedules will be implemented using Step K wages from the 2009-14 Agreement for all grades and titles with a step differential of 2.861% between steps. The resulting Step 15 shall not be lower than Step K of the 2009-14 Agreement.

All employees shall receive the negotiated wage increase on July 1, 2015. Employees at Step K of 2009-14 Agreement schedule on June 30 will go to Step 15 of new schedules on July 1, 2015. Employees within the 2009-14 Agreement step system on June 30 will receive the negotiated wage increase and will move on the new step schedule to the step closest to their wage on their review date in fiscal year 2015-16. If step closest is lower than current wage, they will move to next higher step.

Appointment

The minimum rate for each of the classifications covered in wage Appendixes of this Agreement shall be paid to an employee upon their appointment to the position. Effective January 1, 1995, the annual rate of pay will be divided by 2080 for a 40 hour workweek employee and by 1820 for a 35 hour workweek employee to establish an hourly rate. Employees shall then be paid according to the hourly rate of pay for their classification. The contract shall also reflect the annual rate of pay for informational purposes.

In addition to the above wages:

1. Effective July 1, 2018, each employee shall receive longevity pay of \$325.00, annually on the employee's anniversary date, for each consecutive four (4) years of service to the time of retirement. Effective July 1, 2020, each employee shall receive longevity pay of \$400.00, annually on the employee's anniversary date, for each consecutive four (4) years of service to the time of retirement. In calculating consecutive service for purposes of longevity pay, only resignation, discharge, or other termination of employment shall be considered as terminating consecutive service. However, no accumulation of consecutive service shall occur while an employee is suspended for periods of two (2)

weeks or more, or while on a leave of absence without pay for two (2) weeks or more. A City employee who voluntarily resigns his employment with the Employer, and who returns to employment with the Employer within one year, shall be entitled to all longevity payments previously enjoyed.

2. Notwithstanding any provision of this Article, a supervisory employee shall be paid a base pay which is higher than the base pay of any employee which he/she is regularly and consistently assigned to supervise.
3. If, during the term of this Agreement, there are any changes in the job duties of a classification that would result in a change in salary grade, the Employer and the Association will negotiate any increase or decrease in salary grade.
4. Any employee whose classification was lowered and whose salary was "red-lined" as a result of the 1969 Civil Service Reclassification shall retain their former salary grade and shall be subject to reassignment by the Employer when a vacancy occurs at their former permanent Civil Service classification.
5. Whenever the Employer requires a night shift, said night shift hours shall be between the hours of 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m. shift. In addition to the basic wage rate, effective July 1, 2018, \$0.40 per hour shift premium shall be paid to employees assigned to the 3.p.m. – 11 p.m. shift and \$0.50 per hour for employees assigned to the 11 p.m. – 7 a.m. shift.
 - a. Call back and return to work hours are not eligible for premium.
 - b. Eligible employees who work qualifying hours contiguous to their assigned shift shall be entitled to premium for hours within qualifying hours.
 - c. Non-eligible employees who work an entire shift within qualifying hours shall be entitled to premium for hours within qualifying hours.
 - d. Overtime calculations shall include shift premium.
6. The employee designated as the Registrar for the City shall receive \$4,000.00 annually for performing these duties, and the premium pay shall be added and paid as part of bi-weekly wages of the designated employee.

Transfers, Promotions and Demotions

Bargaining unit members who receive a probationary or provisional appointment to a competitive class position from a labor class or non-competitive class position shall be granted a leave of absence from their current position until granted a permanent appointment to the new position.

Bargaining unit members shall return to the position for which they are on leave of absence under the following conditions:

- a. The employee fails the probationary period.
- b. The employee requests to return

- c. The employee fails to pass the required exam or is not reachable from a promotional or open competitive Civil Service List.

When an employee is transferred, promoted, or demoted, his or her rate of pay for the new position shall be determined as follows:

a. Transfers

An employee transferred to another position in the same class will continue to receive the same pay rate until he is promoted or demoted or until his pay rate is adjusted in accordance with this Article.

b. Promotion

An employee promoted to a position in a class having a higher pay range shall receive a salary increase as follows:

1. If his/her rate of pay in the lower class is below the minimum salary for the higher class, his rate of pay shall be increased to the minimum rate for the higher class at which he will serve for twenty-six (26) weeks before becoming eligible for advancement to the next higher step.
2. If his/her rate of pay in the lower class falls within the range of pay for the higher class and the employee does not realize a \$.50 per hour increase, the employee shall be advanced one additional salary step.
3. If the rate of pay of the employee in the lower class is higher than the maximum rate of pay in the higher class, he shall receive no salary increase on promotion.
4. Following a promotion, the employee's future increments shall continue to be based on the anniversary date established after permanent appointment. For Step A, increase will be 6 months after permanent appointment. For those starting at a Step greater than A, increase will be one year.
5. An employee will retain the Out of Title Step or the appropriate Step outlined in item 2 above, whichever is greater, when the employee is promoted to a permanent appointment from an Out of Title assignment in the same title/position, provided the employee has been working in the out of title assignment for a minimum of 60 days.

c. Voluntary Demotion

An employee voluntarily demoted from a position in one class to another having a lower pay range shall receive a salary decrease as follows:

1. If the rate of pay of the employee in the higher class is above the maximum salary for the lower class, his rate of pay will be decreased in accordance with the current step they are already on. (Example: A Grade 13 Weigh Scale Operator is at Step 7 earning \$20.48 per hour. They voluntarily accept a demotion to Grade

12 Water Maintenance Worker. They would remain at Step 7 with a new hourly rate of \$20.15 per hour).

2. If the rate of pay of the employee in the higher class is within the pay range of the lower class, they shall remain on the current step they are already on. Refer to example in #1 above.
3. Current employees seeking a voluntary demotion in any classification shall be offered the voluntary demotion prior to hiring a prospective employee outside of the bargaining unit, provided that said employee(s) shall demonstrate that they meet the minimal qualifications and required experience necessary for the position.
4. Following a demotion, the employee's future increments shall continue to be based on the anniversary date established by this Article.

d. Disciplinary Demotions

It is agreed between the parties that the criteria listed in c. (1), (2) and (3) above will not pertain to employees who are demoted as a result of disciplinary action and/or settlement.

ARTICLE VI HOURS OF WORK AND OVERTIME

The regular workweek for employees of the following departments shall be thirty-five (35) hours per week: Engineering, Fiscal, Inspection, and all Clerical and Administrative employees who work in Memorial City Hall.

The regular workweek for all other employees covered by this Agreement shall be forty (40) hours.

Overtime shall be paid for at the employee's time and one half hourly rate or, at the option of the employee, compensatory time shall be granted at the rate of one and one-half times for all hours in excess of eight (8) hours per day or forty (40) hours per week [except as provided hereafter and which an employee is required to be at work in excess of his/her regularly scheduled workday or workweek;] such pay shall be calculated in segments of not less than one-half (1/2) hour. Compensatory hours accumulation shall not exceed a total of one hundred (100) hours. All compensatory hours shall be paid upon leaving employment of the City. An employee's request for a particular day/s of compensatory time off shall not be unreasonably denied by the Employer. If an employee's requested compensatory time off is denied, the employee, at his/her option, may elect to receive payment for the overtime worked instead of compensatory time off. Compensatory time off can be taken in segments as little as one-half (1/2) hour per day. The receipt of holiday, vacation, compensatory leave, or personal leave pay for non-shift employees will be considered as having worked for the purpose of calculating overtime.

An employee called into work outside of his/her normal hours shall receive a minimum of three (3) hours of pay at the prescribed rate. An employee called into work outside of his normal working hours on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and

Christmas shall receive a minimum of four (4) hours of pay at the prescribed rate. There shall be no pyramiding of overtime or double time under this Agreement unless otherwise specified in this Agreement.

Whenever an employee is required to work and works more than eight (8) hours in any twenty-four (24) hour period, beginning with the hour he is regularly scheduled to report for work each day, or works in excess of forty (40) hours during a calendar week shall be paid time and one-half his "straight time hourly rate" for all hours worked in excess of eight (8) hours in that twenty-four (24) hour period or forty (40) hours in that week. It is understood that the Employer may not alter a day's or a week's work schedule of an employee as to deprive him of the above described overtime wages, except during times of snow emergency.

Overtime shall be offered on a rotating basis to equalize distribution of overtime for each classification with preference being given to permanent employees. Any offer of overtime, whether the employee accepts said overtime, refuses said overtime, or does not answer or respond to a telephone call for overtime, shall be considered as overtime for the purposes of computing equalization of worked overtime. If there are no acceptances by the employees, the Employer shall then assign an employee to work said overtime. For the purpose of overtime calculations, an employee's overtime will begin when the employee reports to work and/or punches in. No overtime will be offered to any employee within twenty-four (24) hours after calling in sick for his/her scheduled shift.

The Employer shall implement the CSEA provided overtime sheet. Overtime sheets shall be reviewed within the first week of each month with the Unit President or his/her designee. The overtime sheets shall be posted in an area accessible for review by affected employees. The Director of DPW shall meet with the Unit President twice a month.

Wastewater Treatment Plant Only

On January 1 of each year, overtime in the WWTP shall be offered on a rotating basis by seniority to equalize distribution of overtime.

It is understood that time exchanged between employees shall not require the payment of overtime.

For purposes of this Agreement, an employee's "straight time hourly rate" shall be his regular weekly pay, including longevity pay, divided by the number of hours in his regular workweek.

ARTICLE VII HOLIDAYS

The following days shall be recognized as holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Fourth of July	Christmas Day

Holidays falling on Saturday will be observed by the Employer the preceding Friday and those falling on Sunday will be observed by the Employer on the following Monday. In accordance with Public Law 90-363, President's Day will be recognized as falling on the third Monday in February and Memorial Day on the last Monday in May.

Employees must work or receive compensation for vacation or paid leave of absence the scheduled working day prior to and the scheduled working day after the holiday in order to be eligible for pay on the holiday. Employees absent from work the day before or day after the holiday because of sickness, excluding employees with longer continuous sickness, may be required to provide the Employer a doctor's certificate verifying the sickness or forfeit compensation for the holiday and sick day or days.

If a holiday falls on a shift worker's off- scheduled day, one (1) additional regular pay day will be credited to his workweek.

Each employee who works on a holiday shall receive their holiday pay plus time and one-half their straight time hourly rate for all holiday hours worked. This paragraph shall apply to each employee who is required to report for work during the twenty-four (24) hour period which comprises the holiday. The twenty-four (24) hour period shall commence at 12:01 a.m. on the day of the recognized holiday. Employees who clock in for work prior to midnight of the holiday shall not receive holiday pay even if the majority of their shift hours occur on the holiday date. Employees who clock in for work on the date of the holiday shall receive holiday pay even if the majority of their shift hours run onto a non-holiday date.

Employees required to work in excess of the number of hours that comprise their regular workday during the twenty- four (24) hour holiday period shall be paid at double the straight time hourly rate; overtime which is worked prior to or after the twenty-four (24) hours comprising the holiday shall be paid for in accordance with Article VI - Hours of Work and Overtime.

ARTICLE VIII: VACATIONS

All full time employees covered by this Agreement, when first hired, shall be awarded a pro-rated amount of eleven (11) days of vacation in January of the year following year. The pro-rated amount is based on time of service during their first calendar year of employment with the City. Vacation time for the full eleven (11) days shall be awarded thereafter beginning in January of the next calendar year. Employees shall not be awarded vacation time on their first anniversary date. Increases in vacation allowance, thereafter, shall be awarded on their anniversary date after completing the relevant years of service, beginning with three (3) years of completed service.

<u>Required Service</u>	<u>Time Off</u>
1 years but less than 3 years	11 days
3 years but less than 5 years	12 days
5 years but less than 8 years	13 days
8 years but less than 10 years	16 days
10 years but less than 15 years	19 days
15 years but less than 18 years	21 days
18 years but less than 20 years	22 days
20 years but less than 25 years	25 days
25 years and over	30 days

At each five (5) years of additional service after twenty-five (25) years, add one (1) day of vacation earned. Vacations will be granted on a Unit basis so as not to impair the efficiency of operations or service. Selection of vacation periods shall be made prior to May 1st of each year, with preference being given to the employees with the greatest length of service. Granting of vacations after the establishment of the vacation list, again, will be based on length of service. Vacation requests in excess of two (2) consecutive weeks will not be granted during the months of June, July, and August, when other Unit employees have requested vacation.

Vacations must be taken in the calendar year following the calendar year in which they were earned, except that a maximum of fifteen (15) days may be carried over into the next calendar year. Any additional carry-overs in excess of the fifteen (15) days must be approved by the City Manager.

Vacation leave will be granted in segments of not less than one (1) hour if such leave does not impair the efficiency of the operations.

An employee who voluntarily resigns his employment with the Employer, and who returns to employment with the Employer within one year, shall be entitled to all vacation benefits previously enjoyed.

No holiday pay or compensatory time shall be granted for any holiday that falls during an employee's scheduled vacation, but the employee's vacation shall be extended by one (1) day for each such holiday.

During vacation weeks, or during a week when the employee takes a day or several days of vacation, he shall be paid his straight time daily rate for all such vacation days.

In the event of termination, the employee shall be credited with, and paid for, all unused vacation prorated for each full month worked during the calendar year in which he is terminated.

An employee may obtain his vacation pay in advance of his vacation, provided his request for such advance payment is received by the City Comptroller at least two (2) weeks prior to the last pay day prior to the beginning of such vacation, with normal deductions being made for each pay period.

ARTICLE IX DISCIPLINE AND DISCHARGE

The following procedures shall be utilized for disciplinary and discharge matters for all employees covered by this Agreement who have completed their initial probationary employment with the City.

It is the intent of this section to provide for a swift and judicious alternative for handling discipline and discharge matters in lieu of New York State Civil Service Law Sections 75 and 76. The following procedure is intended to replace Sections 75 and 76.

Disciplinary Action shall include, but is not limited to, oral and written reprimands, suspension, demotion, discharge, fines, or any combination thereof, or other such penalties as may be proposed by the Employer.

The Employer will not commence any disciplinary action against an employee more than five (5) days after the incident which gave rise to said disciplinary action occurred, or more than five (5) days from the date which the Employer became aware of the incident. However, if a work-related incident causes the filing of criminal charge(s), the Employer shall have five (5) days from the time that it receives actual knowledge of the incident and/or the issuance of criminal charges to commence disciplinary action. In the event that the Employer has actual knowledge of a pending criminal charge(s), the Unit President shall be notified and a request for a waiver of the five-day notice of disciplinary action shall be requested on a case-by-case basis.

A notice of such discipline shall be made in writing and served upon the employee with a copy to the CSEA Unit President or his/her designee. The specific acts for which discipline is being imposed and the penalty proposed shall be specified in the notice. Employees will be presumed innocent until proven guilty and the burden of proof shall be the Employer's. The proposed discipline may not be implemented until a third step meeting has been held on the matter, or the employee may cause harm to him/herself or others, or whose presence may be disruptive to the Employer's operations, as determined by the City Manager.

If, in any case where an employee has been suspended with or without pay or discharged pending the outcome of an arbitration proceeding, an Arbitrator finds that such suspension or discharge was unwarranted, then the employee shall be reinstated and compensated for all lost wages and benefits, as determined by the Arbitrator, with the restoration of all benefits of employment, less the amount of compensation which he may have received in other employment, or in the form of any type of State or Federal benefits since his suspension from the public service.

Employees shall have the right to be represented at each step of the procedure by a CSEA representative if he/she elects to do so. Employees shall be given the opportunity to resolve the proposed discipline by settlement and waive their rights to the procedure as outlined herein. Any settlement agreed upon between the parties shall be final and binding upon all parties.

Disciplinary action proposed in the Notice of Discipline may be appealed by filing a written grievance within five (5) workdays after the receipt of such notification by the employee if he/she disagrees with the discipline proposed. Said grievance shall be processed by the Union as a Step 3 grievance. Failure to file a grievance within the time frame hereinabove specified will constitute acceptance by the employee of the penalty as proposed by the Employer and settle the matter in its entirety.

Subject to a mutual written agreement between the Civil Service Employees Association and the City Manager or his/her designee, the timetable hereinabove may be waived.

The disciplinary 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 amendments or supplements thereto, or to add new provisions to this Agreement or any amendments or supplements thereto. The disciplinary Arbitrator shall be limited to determining guilt or innocence and the appropriateness of the proposed penalty.

The decision of the Arbitrator shall be final and binding upon all parties.

ARTICLE X GRIEVANCES AND ARBITRATION

1. For the purposes of this Agreement, a grievance shall be defined as a dispute or controversy between an individual employee covered by this Agreement and the Employer arising out of the application or interpretation of this Agreement; or a grievance as defined by section 682, subdivision 4 of Article 16 of the General Municipal Law.
2. The inclusion in this Article of grievances, as defined by Article 16, Section 682, subdivision 4 of the General Municipal Law, is intended to substitute the grievance and arbitration procedure which the Employer previously adopted under the terms of Article 16 of the General Municipal Law and which is required by said Law, and the grievance and arbitration procedure in this Agreement shall be the only such procedure available to employees covered by this Agreement.
3. It is expressly understood and agreed by the parties that the grievance and arbitration procedure provided for in this Agreement is in lieu of action permitted by, or required of, the Employer under any Article of State or Local Civil Service Law or Rules.
4. The purpose of this Article is to provide the sole method for the settlement of grievances as defined herein and such grievances shall be settled in accordance with the following procedure:

Step 1

Grievances shall be presented, in writing, by the aggrieved employee to his Immediate Supervisor (regardless of whether that Supervisor is a member of the negotiating Unit) with or without his Association representative, at the employee's option, and within three (3) working days from the date of knowledge of the cause or occurrence giving rise to the grievance. The Immediate Supervisor shall respond to the first step grievance, in writing, within three (3) working days from the receipt of the grievance. If the response to the grievance is not acceptable to the grievant, then:

Step 2

The aggrieved employee shall submit his signed written grievance to the next level of supervision within his department or branch of government within ten (10) working days from

the date of the initial discussion of the grievance with his Immediate Supervisor. If the level of supervision described above is the City Manager, Step 2 and Step 3 below shall be combined. After receipt of a written grievance at this step, the Supervisor receiving the grievance shall convene a meeting, within ten (10) working days of the date the written grievance was received by him, between the aggrieved employee, his Association representative and the Supervisor or other representative of the Employer for the purpose of resolving the grievance. If the grievance is not resolved as a result of this meeting then, not later than three (3) working days following the date the meeting occurred, the Employer will deliver, to the aggrieved employee and his Association representative, its decision on the grievance, in writing. If that decision is unacceptable to the employee then, within three (3) working days:

Step 3

The aggrieved employee may then submit his grievance to the City Manager, who within ten (10) working days after he receives the written grievance, will convene a meeting between the aggrieved employee, his Association representative, and the City Manager or the City Manager's representative who is specifically appointed by the City Manager, in writing, to represent the Employer, for the purpose of resolving the grievance. The written designation of a representative of the City Manager shall be provided to the aggrieved employee and his Association representative. If the grievance is not resolved as a result of this meeting and a written reply from the City Manager or his legal representative to the aggrieved employee is not received within fifteen (15) calendar days after completion of the third step grievance hearing, the grievance may be submitted to arbitration.

5. Failure to give an answer within the specified time limits set out above shall automatically move the grievance to the next step.
6. Should there be any dispute between the Employer and any employee concerning the existence of good and sufficient cause for discharge or discipline, such dispute shall be adjusted as a grievance in accordance with the terms of this Agreement.

Arbitration

7. In the event that a grievance is unresolved after being processed through all of the steps of the grievance procedure, or having moved through the grievance procedure by default, not later than thirty (30) calendar days after the third step procedures are complete, or thirty (30) calendar days after the time limits required by the steps in the grievance procedure have run, the Association may submit the grievance to arbitration to the American Arbitration Association (AAA) or Public Employment Relations Board (PERB).
8. The Arbitrator shall have no power to add to, subtract from, or modify any of the provisions of this Agreement.
9. The Arbitrator shall not order back pay in any case for a period of more than sixty (60) days prior to the date the grievance was initiated. All awards of back pay shall be limited to the amount of wages the employee would have earned from his employment with the Employer, but not in excess of the period above defined, less any other compensation for personal services that he has received from any source during said period. Nothing herein shall preclude the Employer from granting additional awards of back pay beyond the above time limits in cases involving extraordinary circumstances.

10. No decision of an Arbitrator or of the Employer in any grievance case shall create the basis for retroactive adjustment, or other adjustment, in any other case.
11. No Arbitrator shall decide more than one grievance on the same hearing or series of hearings except by mutual agreement between the parties.
12. The decision of the Arbitrator shall be final and binding upon the parties. The fees and expenses of the Arbitrator, and the cost of the hearing room, shall be shared equally by the Employer and the Association. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for the other party's share of the divided costs nor of the expenses of witnesses or participants called by the other.

ARTICLE XI SICK LEAVE

Full-time employees, upon completion of three months service, shall be permitted to accumulate up to two hundred and sixty (260) working days of paid sick leave to be applied toward time off due to illness or injury which is not work related. Such leave shall be reduced by one day for each day paid. Each full-time employee will earn sick leave credit at the rate of one-half (1/2) day per biweekly pay period, provided, however, that he/she is in paid status for at least 50% of the scheduled shifts in the pay period. Sick leave, excluding maternity leave and on-the-job injury leave, shall not qualify for paid status. Full-time employees may in no event accumulate more than two hundred seventy-three (273) working days of sick leave. Employees shall be able to accrue above the two hundred seventy-three (273) sick days for the sole purpose of using any sick time above the two hundred seventy-three (273) sick days for a major catastrophic illness, but these days shall not be cashed out.

Sick leave and Family Sick leave will be granted in segments of not less than one (1) hour if such leave does not impair the efficiency of the operations.

Any employee who in the previous twelve (12) months uses two or less sick days shall be paid in the subsequent month of July at a rate of:

0 days used:	\$350.00
1 day used:	\$225.00
2 days used:	\$150.00

Sick leave used for family illness will count against the employee for receiving this incentive.

The Employer may require, as a condition of payment for sick leave in case of chronic absenteeism, a statement from the licensed medical professional certifying that the employee is under the physician's care and the probable period of absence from work. When an employee has used in excess of eight (8) equivalent full days of paid sick leave and/or family illness, as referenced in Article XXVI, which are not verified in the prior twelve (12) months, the Employer may require a statement from the physician's office or a statement from the family member's physician's office for any future payments of sick leave during the subsequent twelve (12) month period. For purposes of this paragraph, verified shall be defined as medical documentation from a physician's office and/or medical facility, etc., or any other reasons acceptable by the employee's Department Head.

When continuous sick leave is more than five (5) days, the Employer may require, as a condition of payment, a statement from the employee's physician's office certifying that the employee is under the physician's care and the period of disability. When continuous sick leave exceeds thirty (30) calendar days, the Employer may require a physical examination by a physician selected by the Employer. Any false representation made by the employee in connection with a claim for sick leave benefits shall be deemed just cause for discipline.

Accumulated sick leave shall not be payable at the time of termination of employment, except for the following:

(1) a physician selected by the Employer certifies that the termination of the employee was necessitated by illness or injury, and then only so long as such illness or injury continues and the employee permits physical examination at reasonable intervals; and

(2) any employee hired prior to July 1, 2014, retiring from the City of Auburn with ten (10) years or more of service and who, at the time of retirement, has at least seventy-five (75) days or more of accumulated sick leave shall be entitled to twenty-five (25) additional days' pay at the time of retirement.

All unused sick leave time will be applied against the cost of medical coverage to the retirees, and applied to 41J at the employee's option. In the event an employee elects the medical coverage, they shall receive one (1) day for each two (2) days accrued. Employees who have an excess of one hundred sixty-five (165) days, may elect both options with one hundred sixty-five (165) days to be used for 41J and all days for the medical coverage option. When an active employee dies after twenty-five (25) years of service and prior to retirement from the New York State Retirement System, the Employer shall pay to the estate any unused accumulated sick leave to a maximum of ten (10) days.

Where the Employer selects a physician for the examination of an employee, such examination will be paid for by the Employer.

Retirement

Upon retirement, employees may utilize unused sick leave time as payment towards future health insurance premiums, as follows:

- A. Sick leave will be credited towards an employee's future health insurance premium costs at a dollar value equivalent to one (1) paid work day for every two (2) accrued sick leave days; or
- B. An employee may cash out their sick leave at retirement at a rate of one (1) day pay for every two (2) accrued sick leave days on the condition that said retiree provide the City with a written acknowledgement that the retiring employee waives any and all rights to City provided health insurance in retirement.

Sick Leave Donation Policy

The following guidelines shall be utilized for Sick Leave Donation Program as agreed between the parties in accordance with this Article.

- 1. The recipient for donation must contact the Union to initiate the plan.
- 2. Only CSEA members from both CSEA Units may donate time.

3. Recipients wishing to utilize the Sick Leave Donation Policy will have their situation reviewed on a case-by-case basis by the City and the Union.
4. The recipient must exhaust all accruals prior to utilizing donated sick leave.
5. The recipient must provide proper medical documentation to the City.
6. Only sick leave may be donated.
7. Donors cannot contribute more than five (5) days and the wage differential will have no bearing on the day-for-day exchange.
8. Donors must have a minimum of forty-five (45) sick days accumulated to remain at the day minimum after the donation.
9. The donation does not affect the donor's sick leave incentive.
10. Any time unused by the recipient will not be returned to the donor.

Survivor Benefit

Should a retired employee die before using all of the calculated sick leave credit, any balance at the time of the death will be available for their eligible dependent's use to cover health insurance costs if the retired employee had family coverage at the time of death. This benefit is available as long as coverage is continuous with no lapse in service. Should the eligible dependent not be covered under the group insurance at the time of the retired employee's death, he/she will receive one-half (1/2) of the accumulated sick leave credit payable in a lump sum to the employee's eligible dependent, as defined by the City's insurance administrator.

Transitional Duty Policy

The Employer's Transitional Duty Policy is attached in its entirety as Appendix E.

ARTICLE XII BEREAVEMENT LEAVE

In the event of the death of an employee's parent (including stepparents and foster parents), spouse, child (including stepchild and foster child), sibling (including stepsibling), grandparent, grandchild, parent-in-law, son-in-law, daughter-in-law, parent of child, or other person who is a member of the household, the employee shall be excused from work at their request to attend the funeral and handle other arrangements, but in no event shall this leave exceed three (3) consecutive working days for the employee. The Department Head may request written documentation from the employee to verify residency of other household members.

In the event of death of the employee's brother-in-law, sister-in-law, niece, nephew, aunt, or uncle, the employee shall be excused from work, at their request, to attend the funeral, and shall be paid on a daily rate basis for the day of the funeral, provided the employee was regularly scheduled to work the day of the funeral.

One additional day shall be granted to the employee if the death of an employee's relative (relative as defined in paragraphs one and two above) requires out of state travel.

**ARTICLE XIII
MILITARY LEAVE**

Employees covered by this Agreement who, as members of a State or National Guard or the Armed Forces of the United States, are required to report for an annual training period or for special periods of emergency, active service will be compensated by the Employer in accordance with the Employer's Military Policy attached hereto as Appendix F.

Employees shall notify their Supervisors as far in advance as possible of required military assignments and not later than the workday following receipt of official notice of such assignments. It will be the responsibility of each employee, to be paid under this Article, to present his Supervisor with an official record of the time spent for the claimed period of active service.

No employee will be required to apply his vacation period to any period of mandatory military service.

**ARTICLE XIV
LEAVE OF ABSENCE**

The Employer may authorize leaves of absence with or without pay for a period or periods not to exceed three (3) calendar months in any one calendar year for the following purposes: attendance at a college, university, or business school for the purpose of training in subjects related to the work of the employee and which will be of mutual benefit to the employee and the Employer, or for other urgent, personal business.

**ARTICLE XV
PERSONAL LEAVE**

Each employee covered by this Agreement shall be entitled to take up to three (3) paid personal leave days during each contract year, or a pro-rated amount if the employee has not been employed for the full twelve (12) month period; such leave shall not be cumulative from contract year to contract year.

Upon application to the employee's Supervisor, personal leave will be granted in segments of not less than one (1) hour if such leave does not impair the efficiency of the operations. Time off may not be applied to personal leave unless application for such leave was made at least twenty-four (24) hours prior to the time the leave begins (except in cases of serious emergency) and such application was approved by the employee's Supervisor.

There shall be no restrictions on when personal leave time may be used by an employee.

**ARTICLE XVI
RESIDENCY REQUIREMENTS**

All employees covered by this Agreement shall comply with the residency requirements set forth herein, except Local Public Officers who must by statute reside in the City of Auburn. A Public Officer is defined as one who is appointed to discharge a public duty and receives a compensation for the same. Classifications presently considered Public Officers contained under this Agreement are as follows: Registrar of Vital Statistics, employees designated as Deputy City Treasurer and Deputy City Clerk, Plumbing Inspector, Housing Code Inspector, Building Inspector, Sealer of Weights and Measures, and Dog Warden. A determination pursuant to the New York State Public Officers Law will be made when a new classification is added under this Agreement.

- (A) Employees hired before July 1, 2018, may reside within ten (10) miles outside of City limits and within Cayuga County, without penalty. However, said employees shall forfeit two vacation days for the time period of January 1, 2018, to June 30, 2019, and none thereafter for the duration of this Agreement.
- (B) Employees hired before July 1, 2018, may reside within ten miles of the City, and outside of Cayuga County, but they shall forfeit four (4) vacation days.
- (C) Employees hired on or after July 1, 2018, shall reside within the City limits for five (5) years beginning on their date of hire. Thereafter, the geographical limitations and related penalties referenced in the paragraphs A and B above shall apply.
- (D) All penalties as referenced herein, shall be imposed in the month of January, when vacation time is awarded. Penalties, where imposed, shall be prorated for employees who reside outside of the County for less than the entire calendar year.

An employee moving outside the City of Auburn in accordance with this Article must notify the City Manager's Office. The first year's four-day penalty shall be prorated in full day increments and withdrawn from available vacation accruals. If the employee does not have sufficient vacation accruals, the remainder shall be added to the following year's penalty and withdrawn in January.

Employees who do not accrue vacation leave shall forfeit one sixty-fifth (1/65) of their hourly rate.

A determination pursuant to the New York State Public Officers Law will be made when a new classification is added under this Agreement.

**ARTICLE XVII
EDUCATION BENEFITS**

The Employer shall pay the full cost of tuition for up to three (3) credit hours, per semester, upon completion of a course at Cayuga County Community College or other institutions or technical and trade schools approved by the City Manager, based on the rate at Cayuga County Community College or technical and trade schools, but not to exceed the rate at Cayuga County Community College, in subjects approved by the City Manager as pertaining to the employee's

job, or subjects which are reasonably related to the job for any employee covered by this Agreement. Such courses shall be taken on the employee's time, without pay.

The Employer shall pay the full cost of employees' membership dues in professional societies related to their employment, recommended by the Unit Head and approved by the City Manager, and as authorized under the General Municipal Law.

ARTICLE XVIII HEALTH PLAN

Section 1. - Medical Health Insurance

The Employer shall provide health insurance coverage under the following plans for all employees covered by this Agreement. Each employee covered under this Agreement shall have the option of electing family or individual coverage unless restricted, as described below. Employees who are married shall only be allowed the option of electing coverage under only one employee-spouse, unless a monetary benefit can be shown that justifies duplicate plan coverage. Employees shall be responsible for any deductible or copay payments to the provider of services which may be required under the plans. The parties expressly agree that the Employer cannot change to a new plan(s) unless it is equal to or better than the existing plan(s) A and B in the aggregate. Employees shall be allowed to change plans each year during the annual open enrollment period. The plans currently offered to all City employees are:

- A. Classis Blue Plan (Select)
- B. Classic Blue Comprehensive
- C. PPO Option J

Employees shall participate in sharing the cost of the health plan as follows:

Employees hired on or after July 1, 2018 shall be required to select the PPO Option J plan for the first five (5) years of employment with the City and their contribution to the premiums shall be 15%.

Employees hired on or after July 1, 2018 may switch to any plan they desire after they have completed five (5) years of employment with the City during the open enrollment period following their five year anniversary date, however, if the employee chooses the Select or Comprehensive plan, their contribution to the premium shall be 20%. If they remain in the PPO Option J Plan, their contribution shall remain 15%.

Health insurance premium contributions for employees hired on or before June 30, 2018 shall be 15% regardless of the plan.

Health Insurance Buyout

Employees may elect to decline the City's insurance benefits provided they can demonstrate proof of continuous coverage under a non-City plan. Any employee who exercises this option will be eligible for a \$4,000.00 yearly stipend payable in two semi-annual installments and prorated for partial year coverage. An exception is made when two married individuals are both eligible for coverage under the City health plan. If one employee opts to participate in the City health plan (with family coverage) and the other employee opts for the buyout, they will be limited to a \$2,000.00 yearly stipend. Installments will normally be paid in the first payroll in

January and the last payroll in June of each year. The employee must demonstrate continuous coverage throughout the non-coverage stipend period and prior to opting back into the City health coverage. Employees may opt back into City coverage, with proof of continuous coverage, during annual open enrollment or upon a qualifying event. If the employee experiences a lapse in coverage, the employee may not opt back into the City plan and will then no longer be able to obtain the stipend. Said employee will have the opportunity to return to the City plan during the next open enrollment period. Their premium contribution rate shall be determined by their date of hire.

PPO Plan Incentive

Effective July 1, 2018, the City shall provide an annual \$500 incentive to all employees electing individual plan coverage and \$1,000 incentive to all employees electing family plan coverage who opt into the PPO Option J plan. The incentive shall be paid annually in the month of January for employees opting into the PPO Plan during the prior calendar year.

Prescription Drug Benefit

Each plan provides three tiered prescription plan as follows:

- A. The prescription may be filled at a local retail pharmacy with the following co-pays:
 - 1. \$ 5.00 – Generic Drugs
 - 2. \$15.00 – Brand Name Drugs
 - 3. \$30.00 – Non-Preferred Drugs

- B. The prescription (if eligible) may be filled utilizing the Domestic Mail Order Program for up to a ninety (90) day supply with the payment of two co-pays.
 - 1. \$10.00 – Generic Drugs
 - 2. \$30.00 – Brand Name Drugs
 - 3. \$60.00 – Non-Preferred Drugs

- C. Prescriptions (if eligible) may be filled utilizing a Domestic Mail Order Program for up to a ninety (90) day supply with the payment of two copays. Employees participating in the City health plans may utilize a voluntary alternative mail order drug program (CanaRx Services Program) for drugs available through this program for up to a ninety (90) day supply at no copay. If the voluntary mail order drug program becomes economically unfeasible, as determined by either party, either party may submit proposed changes to the program to the Health Benefits Committee. The requesting party must provide documentation to the other party to support its claims under this section. If the voluntary alternative mail order drug program becomes unavailable, options A and B will continue with copays outlined under either option.

- D. There shall be a \$2000.00 per year, per individual cap on prescription drug co-pays. Once an individual satisfies this cap s/he shall not be obligated to make any further co-pays for the duration of the calendar year.

Health Benefit Committee

It is agreed that the Employer and the Association shall initiate the following actions:

- A. The Employer and the Association shall maintain a Health Benefit Committee with equal representation of three (3) employees designated by the Association and three (3) employees appointed by management.
- B. Association members of the Health Benefit Committee shall be given up to three (3) hours, with pay, if scheduled to work, for the purpose of attending meetings of the Health Benefit Committee. The function of the Committee shall be to evaluate health plans, benefits, and cost sharing for employees and to recommend modifications or changes to the plans or benefits as it relates to cost containment and cost savings for both the City and the employees.
- C. The Health Benefit Committee shall meet quarterly or, upon mutual consent, within fourteen (14) working days, or as soon thereafter as practicable, after a request to meet has been made by either party.
- D. The Employer shall provide experience data reports from health insurance carriers and administrators directly to the Health Benefit Committee in the format and with such frequency as the Committee shall determine.
- E. The Health Benefit Committee shall be provided with each carrier rate renewal request upon submission and the Health Benefit Committee shall be briefed of any trends and/or developments by the carriers that may impact the costs of such plans. The City shall keep the Health Benefit Committee apprised of the status of rate changes with each carrier or administrator.
- F. The Health Benefit Committee shall review recurring subscriber complaints and make recommendations for the resolution of such complaints.
- G. The Health Benefit Committee shall study and address other issues and concerns brought to the attention of the Committee that impact the accessibility, quality, and costs of health care for employees covered by this Agreement.
- H. The Employer agrees to permit one (1) employee designated by the Association to use up to two (2) hours of each week, non-cumulative, during normal working hours, to act as a representative of the Health Benefit Committee to the Association membership and to perform such duties, activities, and other functions as are consistent with the work of the Health Benefit Committee herein established.
- I. The three (3) Delegates selected by the Association to serve on the Health Benefit Committee, who at any one time will be given a leave of absence with pay for up to a total of three (3) working days to be shared by such Delegates, in each contract year, to attend seminars, meetings, and conferences that specifically relate to Health Benefit plans, cost, and other factors pertinent to the work of the Health Benefit Committee. Workdays not used in the first year of the contract may be carried over to the second year of the Agreement. The Association shall promptly notify the City Manager and the Department Head(s) of the persons so designated and shall provide proper notice of any requests to attend conferences. In no event shall the above activities be permitted to interfere with

the efficient operation of the departments. Additional conference days with pay will be allowed for the three (3) Delegates selected above for such conferences as are mutually determined by the Bargaining Unit and the Employer to be necessary for the purposes of the Health Benefit Committee.

Changes in Plans or Benefits

The parties agree to meet, upon the request of the Health Benefit Committee or the City, and on a regular basis, to discuss issues of health insurance cost containment, cost sharing, and other aspects of the health care plan(s). No change of health plan(s), benefits, or cost sharing shall be instituted except and upon the following conditions:

- A. Mutual agreement by the Employer and the Association.
- B. In the event of no mutual agreement, the Employer or Association, annually, may submit to the other party a proposed plan or proposal for changes. The receiving party shall have a period of 30 days in which to review or comment on such plan. If there are no objections, the plan shall be implemented. If the receiving party does object to the plan, the plan may be submitted to arbitration. No plan shall be implemented prior to determination by arbitration. The objecting party may submit to arbitration its proposed plan for consideration by the Arbitrator, but only if the objecting party has previously submitted a plan for consideration and review by the other party.

Retiree Health Insurance

1. Coverage and Contribution: Upon retirement, employees hired on or before June 30, 2018 shall be eligible for any of the three traditional plans. Upon retirement, employees hired on or after July 1, 2018 shall only be offered the PPO Option J plan. Employees who retire from the City of Auburn shall be eligible for health insurance coverage in retirement with the contributions towards the premium as follows:

Individual Coverage: Sixty percent (60%) paid by the City; forty percent (40%) paid by the employee.

Dependent Coverage: Employee pays forty percent (40%) of the individual rate, then sixty-five percent (65%) of the difference between individual and family coverage.

2. Medicare Supplement: All retirees who submit their retirement notice on or after July 1, 2018 or when they become Medicare eligible, shall move into a Medicare supplement plan, equivalent to or better than the plan in place as of July 1, 2018.

Flex Benefit Plan

Regardless of the insurance plan elected, all employees will be eligible to participate in the Section 125 Flexible Benefit Plan known as the "Best Flex" Flexible Spending Program (hereinafter "Best Flex") offered by Excellus Benefit Services. The specific terms of the Best Flex Plan shall be those offered by Excellus Benefit Services at the time of the signing of this Agreement and shall not be modified in any way during the term of this Agreement except by express written consent of the parties. The Employer shall bear the cost of administering the program, and the selection of the program administrator.

Section 2. – Dental

All full-time employees on the payroll and covered by this Agreement shall be eligible for coverage under the CSEA Horizon Dental Schedule currently available or an equivalent schedule of benefits. The cost of the Plan for the employees and their eligible dependents shall be paid at one hundred percent (100%) by the City in the amount of:

\$102.48/month – July 1, 2018 – June 30, 2019

\$105.55/month – July 1, 2019 – June 30, 2020

The Employer further agrees, should a new Labor Agreement not be concluded prior to July 1, 2023, to pay the prevailing CSEA Dental Plan coverage rate for 2022 - 2023 until such time as a new Labor Agreement can be concluded between the parties, which may result in a change in the monthly rate that may be paid by the Employer.

Contributions by the Employer shall be made for all months that an employee is actively at work, all periods of sick leave, all periods of paid leave of absence, and all periods an employee is paid Workers' Compensation benefits up to a maximum of twelve (12) months. If an employee has exhausted his/her paid sick leave benefits, or has been paid Workers' Compensation benefits up to a maximum of twelve (12) months and his/her employment is not terminated, he/she shall be permitted to continue his/her dental coverage by paying the full cost of such coverage monthly to the Treasurer's Office of the Employer.

Section 3. – Vision

All full-time employees on the payroll covered by this Agreement shall be eligible for coverage under the CSEA EBF Vision Plan schedule.

The Employer shall pay \$175 towards the annual premium with the employee paying the remainder through payroll deduction.

All permanent part-time employees (excluding Crossing Guards) on the payroll covered by this Agreement shall be eligible as guests under the available CSEA EBF Vision Plan schedule. The Employer shall pay \$87.50 towards the annual premium with the employee paying the remainder through payroll deduction.

Opt Out: Employees opting not to participate in the available CSEA EBF Vision Plan shall be eligible for a \$175 maximum reimbursement, per family, per year (\$87.50 for permanent part-time).

The Employer further agrees, should a new Labor Agreement not be concluded prior to July 1, 2023, to pay the prevailing Platinum 12 Vision Coverage Plan coverage rate until such time as a new Labor Agreement can be concluded between the parties, which may result in a change in the monthly rate that may be paid by the Employer.

Section 4. – Employee Wellness Program

Beginning July 1, 2010, the Employer agrees to create an annual wellness program reimbursement fund in the amount of \$10,000 per contract year. Any funds not dispersed during the contract year shall be lost. The maximum reimbursement per employee for verified participation in wellness programs to be identified by management and agreed upon by the

Health Benefits Committee shall be \$75 per person, per contract year. All claims for reimbursements shall be reviewed and approved by either the City Manager or the Chair of the City-wide Wellness Committee prior to distribution.

ARTICLE XIX COMPENSATION FOR TRANSPORTATION COSTS

When an employee is required to use normal public transportation facilities, the Employer shall reimburse the employee the actual transportation cost upon presentation of a paid receipt.

Whenever an employee is required by his/her Unit Head to use their personal car for transportation, reimbursement will be made by the Employer at the Employee Business Rate established by the Internal Revenue Service.

ARTICLE XX MECHANIC TOOLS

Employees who supply or who are required to provide their own work tools shall be subject to the following provisions:

1. An inventory of tools will be established for each employee and regularly updated. The inventory will be confirmed and approved by the City.
2. The employee shall be responsible for providing, maintaining, and replacing said tools, except that should the tools be damaged, destroyed or lost by fire, explosion, or established theft on City premises or in the course of employment, the City shall be responsible for reimbursing the employee the cost of the loss.

ARTICLE XXI SENIORITY

Seniority shall be defined as an employee's length of continuous service with the City of Auburn in the Bargaining Unit since his last date of commencing employment. Continuous service shall be broken as a result of a resignation by the employee or a discharge for just cause.

ARTICLE XXII JOB POSTING

When a permanent vacancy occurs in a non-competitive or labor classification, the Employer shall post on the bulletin boards of all divisions, and provide the Union President, a copy of the notice to this effect for a period of seven (7) calendar days. This notice shall indicate the job title, salary, and qualifications, and shall provide space where employees requesting consideration for this vacancy may sign their name. The Employer shall post all job vacancies internally first and then, if no internal candidate meets the minimal qualifications, the Employer may post the vacancy publicly.

During that period between posting and selection of an employee, the Employer will have the right to assign an employee to the vacancy.

The Employer agrees that, in filling the job vacancy, the following factors will be taken into consideration: (1) Education and experience related to performing the required work; (2) Dependability (using all aspects of entire work history with the City); (3) Skill in performing the Civil Service-defined functions of the job; and (4) seniority (based on the number of qualified applicants). If the combined factor score is equal after evaluating the candidates, the date of filing application for initial employment with the City shall prevail. The Employer reserves the right to select and employ persons outside the Bargaining Unit when a vacancy occurs as outlined in the above paragraph with the provision that the Employer shall show to the Association that the person so selected is better qualified and superior to any employee requesting consideration for the vacancy in the Bargaining Unit.

The selection of the qualified applicant by the Employer shall be determinative but subject to the grievance procedure, as provided under Article X of the contract. Employees requesting consideration for appointment to a vacancy shall be informed within thirty (30) working days from the date of the determination made by the Employer, with a copy to the Union President.

All persons appointed to a new classification shall be on a probationary basis for not more than twelve (12) weeks.

All grievances challenging the selection of the applicant to fill the vacancy, pursuant to this Article, shall be submitted within ten (10) working days from being informed by the Employer of the person selected by submitting the grievance directly to Step 3 of the Grievance and Arbitration Procedure (Article X) and proceeding to Arbitration if necessary.

A vacancy in the Laborer Grade 9 will be filled by the most senior current Laborer Grade 9 requesting a lateral move or employee requesting a voluntary demotion.

ARTICLE XXIII OUT OF TITLE PAY

An employee acting for a Department Head on a temporary basis will be paid a supplemental 10% added to his/her base hourly rate during the period the employee is serving in this capacity after the fifth day retroactive to the first day. The City Manager must approve any such temporary assignment in advance.

If an employee is required/requested to work at a classification having a higher salary grade than the employee is presently assigned, the employee shall be paid from the first hour, which may be consecutive and cumulative within a shift, at 2 steps above his/her rate of the higher grade. All time worked in an out-of-title position shall be counted should an employee apply for a promotional/advancement opportunity.

Out of title assignments shall be determined by the job classification under Civil Service.

**ARTICLE XXIV
WORK FORCE CHANGES**

1. Competitive

- a. As provided under Civil Service Law, any reduction or reactivation of competitive class positions shall be in accordance with the Local Civil Service Regulations.
- b. After exhausting all options in Subsection (a) of this section, competitive class employees within a title who were promoted from a non-competitive or labor class position and who had permanent status in the non-competitive or labor class, shall have the right to retreat to the previous job title and/or direct line title in which she/he had permanent status provided she/he meets the minimum qualifications on the job description and has the ability to perform the work of that job immediately.

2. Non-Competitive and Laborer

In the event of reduction or reactivation of employees in the non-competitive and labor class, seniority will be observed insofar as compatible with efficiency.

- a. Layoffs shall occur in the following order:
 - 1. Temporary Employees
 - 2. Seasonal Employees who have worked 20 or more weeks in the last 12 months. Seasonal employees who reach the 20-week threshold while probationary or permanent employees are on layoff will be laid off at the time they reach the 20-week threshold.
 - 3. Probationary Employees
 - 4. Permanent Part-Time Employees
 - 5. Permanent Employees
- b. When a position is eliminated, the employee shall have the right to replace another employee in the same classification with less seniority.
- c. When there are no available positions in the same classification, the employee will be permitted to replace another employee in a non-competitive or labor classification of equal or lower hourly rate, providing the employee has the physical ability and aptitude to perform the work.
- d. The Employer agrees that seasonal, temporary, and part-time employees shall not be used to work in other than entry-level positions within a given Department unless there is no qualified permanent employee available to do the work.

3. Reactivation

Reactivation of employees shall be based on seniority. An employee must notify the Employer of his intention to return within seven (7) days after date of the letter of notification for reactivation. The employee shall return to work for the Employer upon a date set by the Employer, but not less than seven (7) days.

4. Reduction in Hours

All full-time positions with incumbents in existence on June 30, 2014 shall not be reduced in the number of daily or weekly scheduled hours without mutual agreement of the parties through negotiations. The City retains the right to make layoffs should the City's financial position require such actions.

**ARTICLE XXV
PENSIONS**

The Employer shall provide each employee covered under this Agreement a pension under New York State Employees Retirement System 75G, plus the option for military service time as defined by Civil Service Law and the option of unused sick leave as additional service credit as provided under Section 41 (j) of the New York State Retirement Law. Effective July 1, 1989, Section 75-I will be provided to eligible employees.

**ARTICLE XXVI
FAMILY ILLNESS**

Each employee shall be allowed to use up to the equivalent of five (5) full days of his/her accumulated sick leave, per contract year, for illness in the employee's immediate family. Immediate family shall be defined as parent (including stepparents and foster parents), spouse, child (including stepchild and foster child), sibling (including step sibling), grandparent, grandchild, parent-in-law, or other person who is a member of the household. The Department Head may request written documentation from the employee to verify residency of other household members.

**ARTICLE XXVII
FAMILY AND MEDICAL LEAVE ACT (FMLA)**

The parties acknowledge that the terms of the federal Family Medical Leave Act apply to Bargaining Unit members.

**ARTICLE XXVIII
MISCELLANEOUS PROVISIONS**

1. Clothing and Boots Stipend

The Employer shall pay an annual stipend for clothing and boots to eligible employees in an amount equal to \$400.00 plus the average amount of tax deducted from such stipend. (Note the amount to be paid will be \$495.00, which should net \$400.00 to employees receiving the stipend. Some employees may receive more and some may receive less depending on their withholding status.)

Employees may not change their federal and state tax withholdings within thirty (30) days prior to the issuance of the clothing stipend without receiving prior approval from the City Manager's Office.

- A. Clothing shall include blue jeans, safety color shirts, or other appropriate work clothing from an agreed upon list approved by the Department Head and City Manager.
- B. Protective Boots must be American National Standards Institute (ANSI) approved and should be made of leather. Employees are free to purchase a more expensive protective boot whereby they will assume the additional cost of same.
- C. Eligible Employees
 - i. The stipend shall be paid to any Department of Public Works employees (excluding clerical), Municipal Utilities Department employees (excluding clerical), Code Enforcement Officers and Field Engineers.
 - ii. Parking Enforcement employees will receive the uniform selected and provided by the Chief of Police. Parking Enforcement employees shall receive the stipend for replacement of all unserviceable clothing items and boots.
 - iii. All titled Mechanics will be provided annually with coveralls.

2. It shall be mandatory for all employees who receive the stipend set forth herein to wear the required clothing and boots at all times while working. Employees may not alter the clothing in any way and any employee found not wearing the required clothing may be subject to disciplinary action.

3. Personnel Files

The City shall keep a central personnel file in the City Manager's Office. Supervisors may keep working files, but material not maintained in the personnel file may not provide the basis for discipline against an employee.

Inspection Upon written request, made at least 24 hours in advance, an employee may inspect his/her personnel file subject to the following:

- A. Inspection shall occur during which the custodian of the personnel files is available during the custodian's regular work hours at a time, and in a manner, mutually acceptable to the employee and the City. Upon request, an employee may have a representative present during such inspection.
- B. Copies of materials in an employee's personnel file shall be provided to the employee, upon request, subject to the restrictions set forth in paragraph C.
- C. Pre-employment information such as reference checks and responses, medical information, or information provided the City with the specific request that it remain confidential shall not be subject to inspection or copying.

**ARTICLE XXIX
RETIREMENT INCENTIVE**

The union agreement, ratified April 17, 2015, between the City of Auburn and CSEA Local 1000 includes a provision for a retirement incentive for full-time employees. The requirements for eligibility are as follows:

- The employee must file an application for the retirement incentive program within forty-five (45) calendar days of becoming eligible to retire without penalty.
- The employee must retire from service within seventy-five (75) calendar days after filing the retirement incentive program application.
- There is only one opportunity to apply for the retirement incentive after reaching eligibility to retire without penalty. If an employee becomes eligible to retire without penalty but chooses not to retire they cannot apply in future years. If an employee becomes eligible to retire without penalty but does not apply within the forty-five (45) day calendar period the incentive will not be available.
- If an employee wishes to retire with penalty, they will be eligible for this benefit.

**ARTICLE XXX
AGREEMENT**

1. The foregoing constitutes the entire Agreement between the parties and no verbal statement or other agreement, except an amendment in writing annexed hereto and designated as an amendment to this Agreement, shall supersede or vary the provision herein.
2. It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.
3. Within the first fifteen days of each quarter of this Agreement, the Employer and the Association shall meet for the purpose of discussing personnel practices and where possible to resolve differences regarding such practices. Four (4) employees to be designated by the Association shall be given up to three (3) hours with pay, if scheduled to work, for the purpose of attending such quarterly meetings. The Employer and the Association shall submit an agenda of subjects to be discussed to the other party three (3) working days prior to the scheduled quarterly meeting. An absence of agenda from both parties will result in cancellation of the quarterly meeting. If requested, the City Manager shall provide a written summary of the meeting within fifteen (15) days of the request.

**ARTICLE XXXI
SAVINGS CLAUSE**

Should any provision of this Agreement be declared unlawful by any court of competent jurisdiction, the parties shall honor the remainder of the Agreement and shall meet for the purpose of renegotiating that portion declared unlawful.

ARTICLE XXXII
DURATION

This Agreement and any written amendments made and annexed hereto shall continue in full force and effect until midnight, **June 30, 2023** ~~June 30, 2018~~.

IN WITNESS WHEREOF, the parties hereto have set their hands this 24th day of April
~~2018~~ 2019.

**FOR: CIVIL SERVICE EMPLOYEES
ASSOCIATION, INC. Local 1000
AFSCME, AFL-CIO, CITY OF
AUBURN UNIT 6251**

FOR: CITY OF AUBURN, NEW YORK

By:

By:

Todd Webb 4/24/19
Todd Webb Date
Labor Relations Specialist

Michael D. Quill
Michael D. Quill, Mayor Date

Eric Lepak 4/24/19
Eric Lepak, Unit President Date

Jeff Dygert 4/24/19
Jeff Dygert, City Manager Date

Jessica Corcoran 4/24/19
Jessica Corcoran, Unit Treasurer Date

Stacy DeForrest 4/24/19
Stacy DeForrest, Esq. Date
Corporation Counsel

Carol Storrs 4/24/19
Carol Storrs, Team Member Date

Jennifer L. Haines 4/24/19
Jennifer L. Haines Date
Director of Planning and Economic Development

Bob Mitchell 4/24/19
Bob Mitchell, Team Member Date

Mike Talbot 04/24/19
Mike Talbot Date
Superintendent of Public Works

D. Scott Herrick
D. Scott Herrick 4/24/19

**APPENDIX A
PART-TIME AND CROSSING GUARD EMPLOYEE BENEFITS**

I. SCHOOL CROSSING GUARDS

Employees performing the duties of School Crossing Guards for the City of Auburn shall be recognized in the Bargaining Unit for wages, sick leave, and holiday days with pay, and grievance procedures, as covered by Section 682 of the General Municipal Law, with final decision being made by a tri-panel, of which one is appointed by the Association, one appointed by the City, and one appointed jointly.

II. WAGES

Part-time employees shall receive the wage schedule of Appendix C and the approved step movement procedure.

Crossing Guards shall receive the following wage increases:

Effective July 1, 2018:	2.5%
Effective July 1, 2019:	\$ 1,300.00
Effective July 1, 2020:	2.5%
Effective July 1, 2021:	\$ 1,400.00
Effective July 1, 2022:	2.5%

Hourly Rates for Crossing Guards

Effective July 1, 2018:	\$12.12
Effective July 1, 2019	\$12.83
Effective July 1, 2020	\$13.15
Effective July 1, 2021	\$13.92
Effective July 1, 2022	\$14.27

When an employee is transferred, promoted or demoted, his/her rate of pay for the new position will be in accordance with the portion of Article V addressing transfers, promotions, and demotions as more fully set out at paragraphs (a), (b), and (c).

III. HOURS OF WORK AND OVERTIME

The regular workweek for part-time employees shall be twenty (20) hours a week or less. However, notwithstanding the above, nothing contained herein shall prevent a part-time employee from working over twenty (20) hours per week if deemed necessary by management.

Whenever an employee is required to work and works more than eight (8) hours in any twenty-four (24) hour period, beginning with the hour he/she is regularly scheduled to report for work each day, or works in excess of forty (40) hours during a calendar week, he/she shall be paid time and one-half (1 ½) his/her "straight time hourly rate" for all hours worked in excess of eight (8) hours in that twenty-four (24) hour period, or forty (40) hours in that week. Overtime shall be paid for at the employee's time and one-half (1 ½) hourly rate.

IV. SICK LEAVE

Each Crossing Guard employee shall be credited with one (1) day of sick leave during each month at which the employee is actively at work for at least fifty (50) percent of the regularly scheduled work days, to an accumulated total of sixty (60) days.

V. HOLIDAYS

All part-time employees, other than Crossing Guards, will observe the same holidays and/or holiday schedule as full-time employees. However, in lieu of holiday pay, all part-time employees would be allowed to make up (work) any lost hours (on the day of the holiday) within the same pay period. If the holiday falls at the end of the pay period, then any lost time would be recaptured in the pay period immediately following the holiday.

Each Crossing Guard employee shall be entitled to one (1) of their normal day's pay for each holiday the school is closed during the school year, commencing with the first school day in September and terminating the last school day in June, excluding the period the schools are closed from Christmas through New Year's, Easter recess, Spring recess, other declared recess periods, or during periods personnel of the Board of Education refuse to work and thereby force the closing of schools. Days that the schools are closed for Teachers' Conference, or emergency for snow, heating failure, or similar emergency problems, the employee shall be eligible for these days of pay provided they have worked or received compensation for the prior working day and the working day after the holiday or emergency. (See Appendix B)

VI. CHANGES IN WORK FORCE

Refer to Article XXII - Job Posting.

VII. HEALTH INSURANCE

All permanent part-time employees who average more than twenty (20) hours per week in a preceding year shall be eligible for health insurance. Eligible employees' one year tolling period would begin upon completion of their probationary period.

Any eligible employee who wishes to participate will contribute fifty (50%) percent toward the premium.

VIII. BEREAVEMENT

In the event of the death of an employee's parent (including stepparents and foster parents), spouse, child (including stepchild and foster child), sibling (including stepsibling), grandparent, grandchild, parent-in-law, son-in-law, daughter-in-law, or other person who is a member of the household, the employee shall be excused from work at their request to attend the funeral and handle other arrangements, but in no event shall this leave exceed three (3) consecutive days for the employees. The Department Head may request written documentation from the employee to verify residency of other household members.

In the event of death of the employee's brother-in-law, sister-in-law, niece, nephew, aunt, or uncle, the employee shall be excused from work at their request to attend the funeral, and shall be paid on a daily rate basis for the day of the funeral provided the employee was regularly

scheduled to work the day of the funeral. A part-time employee must be scheduled to work in order to receive bereavement pay.

One additional day shall be granted to the employee if the death of an employee's relative (relative as defined in paragraphs one and two above) requires out of state travel.

A Crossing Guard must be scheduled to work in order to receive bereavement pay for the day.

IX. SENIORITY

Seniority shall be defined as an employee's length of continuous service with the City of Auburn in the Bargaining Unit since his last date of commencing employment. Continuous service shall be broken as a result of a resignation by the employee or a discharge for just cause. Part-time service shall be pro-rated based on the percentage of full-time equivalent.

X. RETIREMENT

Part-time employees shall be eligible to participate in the appropriate tier of the New York State and Local Retirement System with all the additions of full-time employees.

APPENDIX B
MEMORANDUM OF UNDERSTANDING FOR CROSSING GUARDS

This MEMORANDUM OF UNDERSTANDING, dated the 8th day of August, 2018, is entered into by and between The City of Auburn of the State of New York (the "City"), having offices located at Memorial City Hall, 24 South Street, Auburn, New York 13021, and the Civil Service Employees Association, Inc. Local 1000 AFSCME/AFL-CIO ("CSEA" or the "Union"), and is effective upon execution in counterparts.

WHEREAS, the City and the Union entered into an Agreement dated July 1, 2014 (the "Contract"); and

WHEREAS, Appendix A, Section V, paragraph 2 of the Contract states:

"Each Crossing Guard employee shall be entitled to one (1) of their normal day's pay for each holiday the school is closed during the school year, commencing with the first school day in September and terminating the last school day in June, excluding the period the schools are closed from Christmas through New Year's, Easter recess, Spring recess, other declared recess periods, or during periods personnel of the Board of Education refuse to work and thereby force the closing of schools. Days that the schools are closed for Teachers' Conference or emergency for snow, heating failure, or similar emergency problems, the employee shall be eligible for these days of pay provided they have worked or received compensation for the prior working day and the working day after the holiday or emergency. Contract, Appendix A, Section V, Paragraph 2;

and,

WHEREAS, the City and CSEA mutually agree that the language and intention set forth in the foregoing language is unclear since the Auburn Enlarged City School District regularly changes its school calendar; and

WHEREAS, the parties do not wish to change the intention of the language as set forth in Article XVI of the Contract referenced herein, but do wish to express a mutual understanding of how the foregoing language may be processed by the City's Finance Department.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter set forth, the mutual benefits expected to be derived from the performance thereof and other good and valuable consideration the City and the Union agree as follows:

1. Paid Holidays. The parties herein agree that Appendix A, Section V, Paragraph 2 shall be interpreted to mean that each Crossing Guard Employee shall be entitled to one (1) of their normal day's pay for only the following holidays:

- A. Columbus Day;
- B. Veteran's Day
- C. Martin Luther King Day; and
- D. Memorial Day.

The parties intend the foregoing list to clarify any ambiguity that may exist regarding whether Crossing Guard Employees are entitled to pay during recess or break period, as defined by the School District. The parties agree that Crossing Guard Employees shall not receive holiday pay for any holidays not listed herein.

2. Teacher Conferences and Emergencies. The parties further agree that Crossing Guard Employees shall be entitled to one (1) of their normal day's pay for the days that schools are closed for Teacher's Conferences or for emergencies relating to snow, heating failure or similar emergencies, provided that they have worked or received compensation for the prior working day and the working day after the Teacher Conference or emergency.

3. Entire Agreement. This Memorandum of Understanding constitutes the entire agreement and understanding between the parties on the issue addressed herein and supersedes all prior agreements or understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement, or statement of intention has been made by any party to this Memorandum of Understanding that is not embodied in this Memorandum of Understanding,

and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth in this Memorandum of Understanding.

4. Acknowledgement. The parties herein acknowledge that during the course of resolving this matter, they were fully and fairly represented; that they had the unlimited right and opportunity to propose terms of this Memorandum of Understanding; that they knowingly and voluntarily entered into this Memorandum of Understanding, having read and fully understood its terms; and that all understandings and agreements arrived at between the parties are fully set forth in this Memorandum of Understanding.

5. Modification. This Memorandum of Understanding shall not be modified except by a writing signed by all parties.

6. Dispute Resolution. If any dispute arises with regard to this Memorandum of Understanding, the matter shall be handled as a grievance pursuant to Article X of the Contract between the parties.

IN WITNESS WHEREOF, the parties have hereunto executed this Memorandum of Understanding on the 8th day of August, 2018.

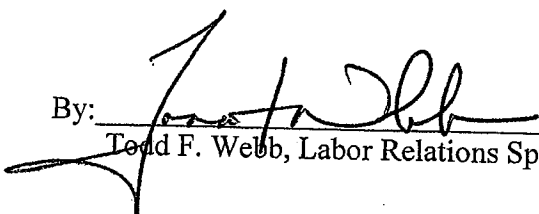
CITY OF AUBURN

By: 
Jeffrey Dygert, City Manager

By: 
Stacy L. DeForrest, Esq., Corporation Counsel

CSEA, Inc.. Local 1000 AFSCME/AFL-CIO

By: 
Eric Lepak, CSEA Local 1000 Union President

By: 
Todd F. Webb, Labor Relations Specialist

APPENDIX C

7/1/18-6/30/19 – Annual – 35 Hour

07/01/2018-06/30/2019 (2.5%)																
Grade	35 Hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		26,103	26,850	27,618	28,408	29,221	30,057	30,917	31,802	32,711	33,647	34,610	35,600	36,618	37,666	38,744
2		26,779	27,545	28,333	29,144	29,977	30,835	31,718	32,625	33,557	34,518	35,506	36,522	37,566	38,641	39,746
3		27,462	28,248	29,056	29,887	30,743	31,622	32,526	33,457	34,414	35,399	36,412	37,454	38,526	39,628	40,761
4		28,144	28,949	29,777	30,630	31,506	32,407	33,334	34,288	35,269	36,278	37,316	38,384	39,482	40,612	41,774
5/5A	Motor Vehicle Operator, Clerk	28,930	29,757	30,609	31,484	32,385	33,311	34,265	35,245	36,253	37,291	38,358	39,454	40,583	41,744	42,938
6A	Keyboard Specialist	29,708	30,558	31,432	32,332	33,256	34,207	35,186	36,193	37,229	38,294	39,390	40,516	41,675	42,868	44,094
7		30,482	31,355	32,252	33,174	34,123	35,099	36,104	37,137	38,199	39,292	40,416	41,572	42,762	43,985	45,244
8	Records Retention Clerk	31,663	32,569	33,501	34,459	35,446	36,459	37,503	38,576	39,679	40,814	41,982	43,183	44,418	45,689	46,996
9A	Senior Clerk, Senior Keyboard Specialist	31,751	32,660	33,594	34,555	35,544	36,561	37,606	38,682	39,789	40,927	42,099	43,303	44,542	45,816	47,127
9	Account Clerk, Administrative Assistant, Cashier	32,434	33,362	34,316	35,298	36,309	37,347	38,415	39,515	40,645	41,808	43,004	44,234	45,500	46,802	51,215
10/10A	RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	33,315	34,267	35,248	36,266	37,294	38,361	39,457	40,587	41,748	42,942	44,171	45,434	46,735	48,071	49,447
11	Engineering Helper	34,297	35,277	36,287	37,325	38,393	39,491	40,612	41,783	42,979	44,208	45,473	46,774	48,112	49,489	50,905
12		35,461	36,475	37,518	38,592	39,696	40,832	42,000	43,202	44,438	45,709	47,017	48,362	49,745	51,169	52,633
13	Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	36,586	37,633	38,710	39,817	40,957	42,129	43,334	44,573	45,848	47,160	48,509	49,897	51,325	52,794	54,303
14	Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	37,875	38,958	40,073	41,219	42,399	43,612	44,859	46,143	47,464	48,821	50,218	51,655	53,133	54,653	56,216
15	Code Enforcement Officer	39,195	40,316	41,469	42,655	43,876	45,132	46,423	47,751	49,117	50,522	51,968	53,455	54,984	56,557	58,175
16	Senior Engineering Technician, Legal Assistant	40,529	41,688	42,881	44,108	45,370	46,668	48,003	49,376	50,789	52,242	53,737	55,274	56,856	58,482	60,155
17	Planner, Plumbing Inspector	42,147	43,353	44,594	45,870	47,182	48,532	49,921	51,348	52,817	54,328	55,883	57,482	59,126	60,817	62,558
18	Personnel Technician	43,788	45,041	46,330	47,655	49,019	50,421	51,864	53,347	54,873	56,444	58,058	59,720	61,428	63,185	64,993
19		45,423	46,723	48,059	49,435	50,849	52,300	53,800	55,340	56,922	58,551	60,226	61,949	63,722	65,545	67,420
20		47,061	48,408	49,792	51,217	52,683	54,190	55,741	57,335	58,975	60,663	62,398	64,183	66,019	67,908	69,852
21		49,234	50,642	52,092	53,582	55,115	56,692	58,313	59,982	61,698	63,463	65,279	67,147	69,068	71,044	73,076
22		51,410	52,881	54,394	55,950	57,551	59,197	60,890	62,632	64,424	66,267	68,164	70,114	72,120	74,183	76,305
23		53,406	54,933	56,505	58,122	59,784	61,495	63,254	65,064	66,925	68,840	70,809	72,835	74,919	77,063	79,267
24		55,600	57,191	58,827	60,510	62,241	64,022	65,853	67,738	69,675	71,672	73,719	75,828	77,998	80,230	82,525
25		57,765	59,419	61,119	62,867	64,666	66,516	68,420	70,377	72,391	74,461	76,592	78,784	81,038	83,355	85,740
26		60,312	62,038	63,812	65,638	67,517	69,448	71,435	73,478	75,580	77,743	79,967	82,255	84,609	87,030	89,519
27		62,826	64,624	66,473	68,375	70,331	72,343	74,413	76,542	78,732	80,984	83,302	85,685	88,136	90,658	93,251
28		65,337	67,206	69,129	71,107	73,141	75,234	77,386	79,600	81,878	84,220	86,630	89,108	91,658	94,280	96,977
29		67,851	69,792	71,789	73,843	75,956	78,129	80,364	82,663	85,028	87,460	89,962	92,537	95,184	97,907	100,708
30		70,677	72,698	74,778	76,918	79,119	81,382	83,710	86,105	88,568	91,103	93,709	96,390	99,148	101,984	104,903

7/1/18-6/30/19 – Hourly – 35 Hour

07/01/2018-06/30/2019 (2.5%)																
Grade	35 Hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		14,3421	14,7527	15,1745	15,6087	16,0553	16,5149	16,9874	17,4734	17,9730	18,4872	19,0166	19,5606	20,1198	20,6954	21,2879
2		14,7138	15,1345	15,5676	16,0131	16,4710	16,9423	17,4273	17,9257	18,4382	18,9659	19,5088	20,0669	20,6408	21,2316	21,8387
3		15,0889	15,5209	15,9647	16,4214	16,8917	17,3749	17,8716	18,3830	18,9090	19,4502	20,0066	20,5788	21,1679	21,7734	22,3963
4		15,4640	15,9061	16,3611	16,8397	17,3312	17,8063	18,3154	18,8397	19,3787	19,9329	20,5034	21,0902	21,6934	22,3140	22,9527
5/5A	Motor Vehicle Operator, Clerk	15,8504	16,3499	16,8179	17,2988	17,7939	18,3020	18,8268	19,3652	19,9194	20,4893	21,0756	21,6782	22,2983	22,9363	23,5925
6A	Keyboard Specialist	16,3228	16,7903	17,2701	17,7646	18,2726	18,7952	19,3331	19,8861	20,4555	21,0407	21,6427	22,2616	22,8986	23,5536	24,2277
7		16,7486	17,2279	17,7207	18,2275	18,7491	19,2852	19,8371	20,4048	20,9883	21,5892	22,2065	22,8417	23,4956	24,1675	24,8591
8	Records Retention Clerk	17,3974	17,8953	18,4072	18,9338	19,4756	20,0326	20,6059	21,1955	21,8015	22,4255	23,0670	23,7271	24,4057	25,1041	25,8221
9A	Senior Clerk, Senior Keyboard Specialist	17,4458	17,9448	18,4584	18,9862	19,5296	20,0883	20,6628	21,2541	21,8623	22,4875	23,1312	23,7930	24,4738	25,1739	25,8942
9	Account Clerk, Administrative Assistant, Cashier	17,8209	18,3306	18,8549	19,3945	19,9498	20,5203	21,1071	21,7114	22,3326	22,9713	23,6285	24,3043	25,0004	25,7151	28,1402
10/10A	RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	18,3047	18,8279	19,3669	19,9261	20,4910	21,0733	21,6799	22,3005	22,9386	23,5947	24,2700	24,9638	25,6785	26,4129	27,1687
11	Engineering Helper	18,8442	19,3832	19,9379	20,5084	21,0953	21,6985	22,3140	22,9577	23,6150	24,2902	24,9852	25,6999	26,4354	27,1918	27,9695
12		19,4840	20,0410	20,6143	21,2045	21,8111	22,4351	23,0771	23,7372	24,4164	25,1148	25,8334	26,5723	27,3326	28,1148	28,9191
13	Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	20,1024	20,6774	21,2693	21,8776	22,5038	23,1475	23,8088	24,4907	25,1913	25,9122	26,6534	27,4159	28,2005	29,0075	29,8371
14	Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	20,8103	21,4056	22,0184	22,6480	23,2962	23,9625	24,6479	25,3535	26,0789	26,8246	27,5922	28,3818	29,1939	30,0291	30,8880
15	Code Enforcement Officer	21,5357	22,1518	22,7854	23,4370	24,1078	24,7977	25,5073	26,2366	26,9873	27,7595	28,5536	29,3708	30,2110	31,0755	31,9642
16	Senior Engineering Technician, Legal Assistant	22,2684	22,9054	23,5609	24,2351	24,9283	25,6419	26,3752	27,1298	27,9059	28,7045	29,5256	30,3704	31,2394	32,1332	33,0523
17	Planner, Plumbing Inspector	23,1577	23,8205	24,5020	25,2032	25,9241	26,6658	27,4289	28,2134	29,0205	29,8506	30,7049	31,5835	32,4869	33,4161	34,3724
18	Personnel Technician	24,0593	24,7476	25,4560	26,1842	26,9333	27,7037	28,4967	29,3116	30,1502	31,0130	31,9000	32,8130	33,7518	34,7171	35,7105
19		24,9576	25,6717	26,4061	27,1619	27,9391	28,7383	29,5605	30,4065	31,2760	32,1709	33,0912	34,0379	35,0122	36,0135	37,0422
20		25,8576	26,5976	27,3585	28,1413	28,9467	29,7746	30,6267	31,5030	32,4041	33,3311	34,2846	35,2656	36,2743	37,3123	38,3801
21		27,0516	27,8254	28,6217	29,4406	30,2831	31,1493	32,0403	32,9571	33,8999	34,8697	35,8677	36,8938	37,9492	39,0350	40,1518
22		28,2472	29,0554	29,8866	30,7416	31,6213	32,5257	33,4561	34,4135	35,3980	36,4106	37,4525	38,5242	39,6264	40,7601	41,9259
23		29,3437	30,1829	31,0468	31,9349	32,8484	33,7884	34,7548	35,7494	36,7722	37,8242	38,9061	40,0195	41,1645	42,3421	43,5535
24		30,5495	31,4236	32,3224	33,2472	34,1984	35,1766	36,1831	37,2188	38,2832	39,3808	40,5050	41,6640	42,8563	44,0823	45,3433
25		31,7395	32,6479	33,5817	34,5425	35,5309	36,5474	37,5933	38,6684	39,7751	40,9127	42,0836	43,3046	44,5261	45,7995	47,1100
26		33,1385	34,0869	35,0618	36,0648	37,0971	38,1582	39,2502	40,3726	41,5277	42,7160	43,9381	45,1952	46,4883	47,8185	49,1865
27		34,5200	35,5078	36,5238	37,5685	38,6436	39,7492	40,8862	42,0560	43,2595	44,4968	45,7702	47,0796	48,4262	49,8122	51,2370
28		35,8992	36,9265	37,9830	39,0700	40,1873	41,3373	42,5200	43,7365	44,9879	46,2748	47,5989	48,9606	50,3613	51,8019	53,2842
29		37,2807	38,3474	39,4445	40,5731	41,7338	42,9278	44,1561	45,4193	46,7186	48,0550	49,4298	50,8445	52,2987	53,7950	55,3342
30		38,8334	39,9400	41,0867	42,2627	43,4718	4									

7/1/18-6/30/19 – Annual – 40 Hour

07/01/2018-06/30/2019 (2.5%)																
Grade	40 hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		26,923	27,693	28,486	29,301	30,139	31,001	31,888	32,800	33,739	34,704	35,697	36,719	37,769	38,850	39,961
2		27,600	28,390	29,202	30,038	30,897	31,781	32,690	33,625	34,588	35,577	36,595	37,642	38,719	39,826	40,966
3		28,279	29,087	29,920	30,776	31,656	32,562	33,493	34,451	35,437	36,451	37,495	38,567	39,671	40,805	41,973
4		28,968	29,796	30,649	31,525	32,427	33,356	34,310	35,291	36,300	37,339	38,408	39,507	40,636	41,800	42,995
5	Custodial Worker	29,750	30,601	31,477	32,378	33,303	34,257	35,236	36,245	37,284	38,348	39,445	40,574	41,735	42,929	44,157
6		30,529	31,402	32,300	33,224	34,175	35,152	36,159	37,193	38,257	39,357	40,477	41,636	42,827	44,051	45,312
7		31,297	32,193	33,114	34,062	35,036	36,038	37,069	38,130	39,221	40,343	41,497	42,684	43,906	45,162	46,454
5B	Clerk	33,062	34,008	34,981	35,982	37,011	38,070	39,160	40,280	41,432	42,618	43,837	45,091	46,380	47,708	49,072
8	Sr. Cit/Spec Events Coordinator	32,486	33,419	34,372	35,355	36,367	37,407	38,477	39,578	40,711	41,876	43,074	44,307	45,574	46,877	48,219
9	Laborer, Custodian	33,256	34,207	35,186	36,193	37,228	38,293	39,389	40,516	41,674	42,868	44,093	45,355	46,653	47,987	49,361
6B	Keyboard Specialist	33,952	34,924	35,922	36,950	38,007	39,094	40,213	41,363	42,547	43,765	45,017	46,304	47,629	48,991	50,394
	Parking Meter Attendant, Parking Fee Collector	34,136	35,112	36,117	37,150	38,213	39,306	40,430	41,587	42,777	44,001	45,260	46,554	47,887	49,256	50,666
	Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	35,114	36,119	37,152	38,215	39,309	40,433	41,590	42,780	44,004	45,263	46,558	47,890	49,260	50,670	52,119
12/9B	Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTP Operator Trainee, WTP Operator Trainee, Senior Clerk	36,279	37,316	38,384	39,482	40,612	41,774	42,969	44,198	45,463	46,764	48,101	49,478	50,893	52,349	53,847
9C	Account Clerk	37,068	38,128	39,218	40,340	41,496	42,682	43,903	45,160	46,452	47,780	49,147	50,553	52,009	53,487	54,992
10B	Secretary	38,074	39,162	40,283	41,446	42,621	43,841	45,094	46,385	47,712	49,077	50,482	51,925	53,411	54,939	56,511
	Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade 2	37,402	38,472	39,573	40,705	41,870	43,067	44,299	45,567	46,871	48,212	49,592	51,010	52,470	53,970	55,515
13B	Senior Account Clerk	43,286	44,524	45,798	47,108	48,431	49,842	51,268	52,735	54,244	55,796	57,392	59,034	60,723	62,460	64,247
	Heavy Equipment Operator Grade 1, Sewer Inspector, WWWTP Operator, WTP Operator	38,689	39,796	40,933	42,105	43,309	44,549	45,823	47,134	48,483	49,869	51,296	52,764	54,274	55,827	57,424
	Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	40,018	41,163	42,341	43,551	44,798	46,079	47,398	48,754	50,148	51,583	53,059	54,577	56,138	57,744	59,397
	Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	41,340	42,522	43,739	44,990	46,278	47,602	48,963	50,364	51,806	53,288	54,812	56,380	57,993	59,653	61,360
	Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	42,970	44,199	45,464	46,765	48,102	49,479	50,894	52,350	53,847	55,388	56,973	58,603	60,279	62,004	63,779
18	Maintenance Mechanic (Water)	44,607	45,883	47,195	48,546	49,935	51,364	52,833	54,344	55,899	57,498	59,144	60,836	62,576	64,367	66,208
	Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water Treatment Operator	46,245	47,568	48,929	50,329	51,769	53,250	54,774	56,340	57,952	59,611	61,316	63,070	64,874	66,731	68,640
20		47,887	49,256	50,666	52,115	53,606	55,140	56,717	58,340	60,010	61,727	63,493	65,309	67,177	69,099	71,076
21	Signal Electrician	50,053	51,495	52,958	54,473	56,032	57,635	59,283	60,979	62,724	64,519	66,365	68,263	70,217	72,225	74,291
	Industrial Pretreatment Coordinator	52,234	53,728	55,266	56,848	58,473	60,146	61,867	63,637	65,458	67,330	69,257	71,239	73,276	75,373	77,529
23		54,226	55,776	57,372	59,013	60,703	62,439	64,225	66,062	67,952	69,897	71,897	73,954	76,069	78,245	80,484
24		56,417	58,030	59,691	61,399	63,155	64,962	66,821	68,732	70,699	72,722	74,802	76,943	79,148	81,408	83,737
25		58,584	60,260	61,984	63,757	65,582	67,457	69,387	71,373	73,415	75,515	77,676	79,898	82,183	84,535	86,954
26		61,141	62,891	64,690	66,541	68,444	70,403	72,417	74,489	76,620	78,812	81,067	83,386	85,772	88,226	90,749
27		63,647	65,468	67,341	69,267	71,250	73,288	75,385	77,541	79,760	82,042	84,389	86,803	89,287	91,841	94,469
28		66,156	68,049	69,995	71,998	74,057	76,177	78,356	80,598	82,904	85,276	87,715	90,225	92,807	95,461	98,192
29		68,670	70,635	72,656	74,735	76,873	79,072	81,334	83,661	86,055	88,517	91,049	93,654	96,341	99,100	101,924
30		71,499	73,544	75,648	77,813	80,039	82,329	84,684	87,107	89,599	92,163	94,799	97,511	100,301	103,171	106,122

7/1/18-6/30/19 – Hourly – 40 Hour

07/01/2018-06/30/2019 (2.5%)																
Grade	40 hour Titles															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
5	Custodial Worker	14.3027	14.7122	15.1330	15.5662	16.0112	16.4695	16.9406	17.4255	17.9252	18.4367	18.9640	19.5065	20.0649	20.6390	21.2293
5B	Clerk	15.8954	16.3499	16.8179	17.2988	17.7939	18.3030	18.8268	19.3652	19.9184	20.4893	21.0786	21.6782	22.2883	22.9363	23.5925
8	Sr. Cit/Spec Events Coordinator	15.6184	16.0669	16.5252	16.9978	17.4841	17.9843	18.4988	19.0280	19.5726	20.1329	20.7084	21.3013	21.9104	22.5372	23.1822
9	Laborer, Custodian	15.9885	16.4458	16.9164	17.4004	17.8981	18.4101	18.9369	19.4789	20.0358	20.6094	21.1988	21.8054	22.4293	23.0709	23.7312
6B	Keyboard Specialist	16.3228	16.7903	17.2701	17.7646	18.2726	18.7952	19.3331	19.8861	20.4555	21.0407	21.6427	22.2616	22.8986	23.5536	24.2277
	Parking Meter Attendant, Parking															
10	Fee Collector	16.4113	16.8810	17.3639	17.8606	18.3716	18.8970	19.4375	19.9939	20.5660	21.1544	21.7596	22.3820	23.0226	23.6809	24.3585
	Wastewater Treatment Plant															
	Attendant, Water Plant Attendant,															
11	Water Meter Reader	16.8819	17.3649	17.8616	18.3726	18.8984	19.4390	19.9954	20.5675	21.1559	21.7610	22.3834	23.0241	23.6829	24.3605	25.0573
	Water Maintenance Worker, Sewer															
	Maintenance Worker, Recreation															
	Maintenance Worker, Senior															
	Keyboard Specialist, Motor															
	Equipment Operator Grade 1,															
	Building Maintenance Mechanic,															
	WWTP Operator Trainee, WTP															
12/9B	Operator Trainee, Senior Clerk	17.4418	17.9405	18.4539	18.9817	19.5248	20.0836	20.6582	21.2490	21.8571	22.4825	23.1256	23.7874	24.4679	25.1677	25.8881
9C	Account Clerk	17.8209	18.3306	18.8549	19.3945	19.9498	20.5203	21.1071	21.7114	22.3326	22.9713	23.6285	24.3043	250.0043	25.7151	28.1402
10B	Secretary	18.3047	18.8279	19.3669	19.9261	20.4910	21.0773	21.6799	22.3005	22.9386	23.5947	24.2700	24.9638	25.6785	26.4129	27.1687
	Laboratory Technician, Head															
	Custodian, Water Meter Repair															
	Worker, Weigh Scale Operator,															
	Parking Meter Repair Worker,															
	Motor Equipment Operator - Grade															
13	2	17.9819	18.4963	19.0256	19.5696	20.1299	20.7055	21.2978	21.9074	22.5342	23.1788	23.8421	24.5241	25.2258	25.9473	26.6899
13B	Senior Account Clerk	20.8105	21.4057	22.0183	22.6481	20.8321	23.9623	24.6483	25.3535	26.0789	26.8249	27.5922	28.3817	29.1938	30.0291	30.8880
	Heavy Equipment Operator Grade															
	1, Sewer Inspector, WWWTP															
14	Operator, WTP Operator	18.6003	19.1325	19.6795	20.2428	20.8218	21.4176	22.0301	22.6604	23.3089	23.9756	24.6616	25.3673	26.0931	26.8397	27.6075
	Dog Control Officer, Tree Trimmer,															
	Sign Maintenance Worker,															
15	Automotive Mechanic	19.2394	19.7899	20.3561	20.9381	21.5373	22.1533	22.7875	23.4395	24.1097	24.7996	25.5092	26.2390	26.9895	27.7617	28.5561
	Labor Foreperson, Mason, Water															
	Maintenance Service Worker,															
	Parking Garage Supervisor, Landfill															
16	Operator, Water Distribution Crew	19.8751	20.4433	21.0283	21.6300	22.2489	22.8856	23.5400	24.2137	24.9065	25.6191	26.3519	27.1058	27.8815	28.6793	29.4998
	Head Automotive Mechanic,															
	Sanitation Foreperson, Water															
17	Meter Service Worker	20.6587	21.2495	21.8576	22.4830	23.1261	23.7879	24.4684	25.1682	25.8881	26.6288	27.3907	28.1747	28.9804	29.8098	30.6628
18	Maintenance Mechanic(Water)	21.4457	22.0592	22.6900	23.3394	24.0072	24.6941	25.4003	26.1272	26.8747	27.6435	28.4344	29.2480	30.0847	30.9456	31.8307
	Senior Building Maintenance															
	Mechanic, Director of Recreation,															
	Supervisor Water Treatment															
	Operator, Supervisor Waste Water															
19	Treatment Operator	22.2331	22.8693	23.5238	24.1964	24.8888	25.6009	26.3326	27.0866	27.8618	28.6591	29.4786	30.3223	31.1896	32.0820	33.0001
21	Signal Electrician	24.0638	24.7523	25.4604	26.1888	26.9383	27.7090	28.5014	29.3170	30.1557	31.0186	31.9061	32.8187	33.7580	34.7234	35.7168
	Industrial Pretreatment															
22	Coordinator	25.1125	25.8310	26.5702	27.3305	28.1121	28.9163	29.7437	30.5948	31.4700	32.3703	33.2967	34.2493	35.2290	36.2372	37.2735

7/1/19-6/30/20 – Annual – 35 Hour

07/01/2019-06/30/2020 (\$1,300)															
Grade	35 Hour Titles														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	27,403	28,150	28,918	29,708	30,521	31,357	32,217	33,102	34,011	34,947	35,910	36,900	37,918	38,966	40,044
2	28,079	28,845	29,633	30,444	31,277	32,135	33,018	33,925	34,857	35,818	36,806	37,822	38,866	39,941	41,046
3	28,762	29,548	30,356	31,187	32,043	32,922	33,826	34,757	35,714	36,699	37,712	38,754	39,826	40,928	42,061
4	29,444	30,249	31,077	31,930	32,806	33,707	34,634	35,588	36,569	37,578	38,616	39,684	40,782	41,912	43,074
5/5A Motor Vehicle Operator, Clerk	30,230	31,057	31,909	32,784	33,685	34,611	35,565	36,545	37,553	38,591	39,658	40,754	41,883	43,044	44,238
6A Keyboard Specialist	31,008	31,858	32,732	33,632	34,556	35,507	36,486	37,493	38,529	39,594	40,690	41,816	42,975	44,168	45,394
7	31,782	32,655	33,552	34,474	35,423	36,399	37,404	38,437	39,499	40,592	41,716	42,872	44,062	45,285	46,544
8 Records Retention Clerk	32,963	33,869	34,801	35,759	36,746	37,759	38,803	39,876	40,979	42,114	43,282	44,483	45,718	46,989	48,296
9A Senior Clerk, Senior Keyboard Specialist	33,051	33,960	34,894	35,855	36,844	37,861	38,906	39,982	41,089	42,227	43,399	44,603	45,842	47,116	48,427
9 Account Clerk, Administrative Assistant, Cashier	33,734	34,662	35,616	36,598	37,609	38,647	39,715	40,815	41,945	43,108	44,304	45,534	46,808	48,120	49,469
10/10A RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	34,615	35,567	36,548	37,566	38,594	39,661	40,757	41,887	43,048	44,242	45,471	46,734	48,035	49,371	50,747
11 Engineering Helper	35,597	36,577	37,587	38,625	39,693	40,791	41,912	43,063	44,249	45,508	46,773	48,074	49,412	50,789	52,205
12	36,761	37,775	38,818	39,892	40,996	42,132	43,300	44,502	45,738	47,009	48,317	49,662	51,045	52,469	53,933
13 Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	37,886	38,933	40,010	41,117	42,257	43,429	44,634	45,873	47,148	48,460	49,809	51,197	52,625	54,094	55,603
14 Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	39,175	40,258	41,373	42,519	43,699	44,912	46,159	47,443	48,764	50,121	51,518	52,955	54,433	55,953	57,516
15 Code Enforcement Officer	40,495	41,616	42,769	43,955	45,176	46,432	47,723	49,051	50,417	51,822	53,268	54,755	56,284	57,857	59,475
16 Senior Engineering Technician, Legal Assistant	41,829	42,988	44,181	45,408	46,670	47,968	49,303	50,676	52,089	53,542	55,037	56,574	58,156	59,782	61,455
17 Planner, Plumbing Inspector	43,447	44,653	45,894	47,170	48,482	49,832	51,221	52,648	54,117	55,628	57,183	58,782	60,426	62,117	63,858
18 Personnel Technician	45,088	46,341	47,630	48,955	50,319	51,721	53,164	54,647	56,171	57,744	59,358	61,020	62,728	64,485	66,293
19	46,723	48,023	49,359	50,735	52,149	53,604	55,100	56,640	58,222	59,851	61,526	63,249	65,022	66,845	68,720
20	48,361	49,708	51,092	52,517	53,983	55,490	57,041	58,635	60,275	61,963	63,698	65,483	67,319	69,208	71,152
21	50,534	51,942	53,392	54,882	56,415	57,992	59,613	61,282	62,998	64,763	66,579	68,447	70,368	72,344	74,376
22	52,710	54,181	55,694	57,250	58,851	60,497	62,190	63,933	65,724	67,567	69,464	71,414	73,420	75,483	77,605
23	54,706	56,233	57,805	59,422	61,084	62,795	64,556	66,364	68,229	70,149	72,109	74,135	76,219	78,363	80,567
24	56,900	58,491	60,127	61,810	63,541	65,322	67,153	69,038	70,975	72,971	75,019	77,128	79,298	81,530	83,825
25	59,066	60,719	62,419	64,167	65,966	67,816	69,720	71,677	73,691	75,761	77,892	80,114	82,338	84,655	87,049
26	61,612	63,338	65,112	66,938	68,817	70,748	72,735	74,778	76,880	79,043	81,267	83,555	85,909	88,330	90,819
27	64,126	65,924	67,773	69,675	71,631	73,643	75,713	77,842	80,032	82,284	84,602	86,989	89,436	91,958	94,551
28	66,637	68,506	70,429	72,407	74,441	76,534	78,686	80,900	83,178	85,520	87,930	90,408	92,958	95,580	98,277
29	69,151	71,092	73,089	75,143	77,256	79,429	81,664	83,963	86,328	88,760	91,262	93,837	96,484	99,207	102,008
30	71,977	73,998	76,078	78,218	80,419	82,682	85,010	87,405	89,868	92,403	95,009	97,690	100,448	103,284	106,203

7/1/19-6/30/20 – Hourly – 35 Hour

07/01/2019-06/30/2020 (\$1,300)															
Grade	35 Hour Titles														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	15.0564	15.4670	15.8888	16.3230	16.7696	17.2292	17.7017	18.1877	18.6873	19.2015	19.7309	20.2749	20.8341	21.4097	22.0022
2	15.4281	15.8488	16.2819	16.7274	17.1852	17.6566	18.1415	18.6400	19.1525	19.6802	20.2231	20.7812	21.3551	21.9459	22.5530
3	15.8032	16.2352	16.6789	17.1357	17.6059	18.0892	18.5859	19.0973	19.6233	20.1645	20.7209	21.2931	21.8822	22.4877	23.1105
4	16.1783	16.6204	17.0754	17.5440	18.0255	18.5206	19.0297	19.5540	20.0930	20.6472	21.2177	21.8045	22.4077	23.0283	23.6670
5/5A Motor Vehicle Operator, Clerk	16.6097	17.0642	17.5322	18.0131	18.5082	19.0173	19.5411	20.0795	20.6336	21.2036	21.7899	22.3925	23.0125	23.6506	24.3067
6A Keyboard Specialist	17.0371	17.5046	17.9844	18.4789	18.9869	19.5095	20.0474	20.6004	21.1698	21.7549	22.3570	22.9759	23.6129	24.2679	24.9420
7	17.4629	17.9422	18.4350	18.9418	19.4633	19.9995	20.5514	21.1191	21.7026	22.3035	22.9207	23.5560	24.2099	24.8818	25.5734
8 Records Retention Clerk	18.1117	18.6095	19.1215	19.6481	20.1898	20.7468	21.3202	21.9098	22.5158	23.1398	23.7813	24.4413	25.1200	25.8183	26.5364
9A Senior Clerk, Senior Keyboard Specialist	18.1601	18.6591	19.1727	19.7004	20.2439	20.8026	21.3770	21.9684	22.5766	23.2018	23.8455	24.5072	25.1881	25.8882	26.6085
9 Account Clerk, Administrative Assistant, Cashier	18.5352	19.0449	19.5692	20.1088	20.6641	21.2346	21.8214	22.4257	23.0469	23.6855	24.3428	25.0186	25.7185	26.4434	27.1854
10/10A RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	19.0190	19.5422	20.0812	20.6404	21.2053	21.7916	22.3942	23.0148	23.6529	24.3090	24.9843	25.6781	26.3928	27.1272	27.8830
11 Engineering Helper	19.5585	20.0975	20.6522	21.2227	21.8096	22.4127	23.0283	23.6570	24.3093	25.0045	25.6995	26.4142	27.1497	27.9061	28.6838
12	20.1983	20.7553	21.3286	21.9188	22.5254	23.1494	23.7914	24.4515	25.1307	25.8290	26.5477	27.2866	28.0469	28.8291	29.6334
13 Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	20.8167	21.3917	21.9836	22.5918	23.2181	23.8618	24.5241	25.2050	25.9056	26.6265	27.3677	28.1302	28.9147	29.7218	30.5514
14 Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	21.5246	22.1199	22.7326	23.3623	24.0105	24.6768	25.3622	26.0678	26.7932	27.5389	28.3065	29.0961	29.9082	30.7434	31.6023
15 Code Enforcement Officer	22.2500	22.8661	23.4997	24.1513	24.8221	25.5120	26.2216	26.9509	27.7016	28.4738	29.2679	30.0850	30.9253	31.7898	32.6785
16 Senior Engineering Technician, Legal Assistant	22.9827	23.6197	24.2752	24.9493	25.6426	26.3562	27.0895	27.8441	28.6202	29.4188	30.2399	31.0847	31.9537	32.8475	33.7666
17 Planner, Plumbing Inspector	23.8720	24.5348	25.2163	25.9175	26.6383	27.3801	28.1432	28.9277	29.7347	30.5649	31.4192	32.2978	33.2012	34.1304	35.0867
18 Personnel Technician	24.7736	25.4618	26.1703	26.8985	27.6476	28.4180	29.2110	30.0259	30.8645	31.7273	32.6143	33.5272	34.4661	35.4314	36.4248
19	25.6719	26.3860	27.1204	27.8762	28.6534	29.4526	30.2748	31.1207	31.9903	32.8852	33.8055	34.7522	35.7265	36.7278	37.7585
20	26.5719	27.3119	28.0728	28.8556	29.6610	30.4888	31.3409	32.2173	33.1184	34.0454	34.9988	35.9799	36.9886	38.0265	39.0943
21	27.4858	28.2397	29.0200	29.8274	30.6619	31.5236	32.4127	33.3304	34.2782	35.2570	36.2679	37.3119	38.3892	39.5010	40.6499
22	28.4058	29.1797	29.9800	30.8074	31.6619	32.5436	33.4537	34.3924	35.3602	36.3580	37.3869	38.4479	39.5420	40.6714	41.8374
23	30.0580	30.8972	31.7611	32.6492	33.5627	34.5027	35.4691	36.4637	37.4864	38.5385	39.6204	40.7338	41.8787	43.0564	44.2678
24	31.2638	32.1379	33.0367	33.9615	34.9127	35.8909	36.8973	37.9330	38.9975	39.9432	41.2192	42.3783	43.5705	44.7966	46.0576
25	32.4538	33.3622	34.2960	35.2568	36.2452	37.2617	38.3076	39.3827	40.4894	41.6270	42.7979	44.0188	45.2404	46.5138	47.8243
26	33.8528	34.8012	35.7760	36.7791	37.8114	38.8724	39.9645	41.0889	42.2420	43.4303	44.6524	45.9095	47.2025	48.5328	49.9008
27	35.2343	36.2221	37.2381	38.2828	39.3579	40.4634	41.6005	42.7703	43.9738	45.2111	46.4845	47.7939	49.1405	50.5265	51.9513
28	36.6135	37.6408	38.6973	39.7842	40.9016	42.0516	43.2343	44.4508	45.7022	46.9891	48.3131	49.6749	51.0756	52.5162	53.9985
29	37.9950	39.0617	40.1588	41.2874	42.4481	43.6421	44.8704	46.1336	47.4329	48.7693	50.1441	51.5688	53.0129	54.5093	56.0485
30	39.5477	40.6583	41.8010	42.9770	44.1861	45.4296	46.7086	48.0248	49.3781	50.7709	52.2025	53.6758	55.1913	56.7497	58.3531

7/1/19-6/30/20 – Annual – 40 Hour

07/01/2019-06/30/2020 (\$1,300)																
Grade	40 hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		28,223	28,993	29,786	30,601	31,439	32,301	33,188	34,100	35,039	36,004	36,997	38,019	39,069	40,150	41,261
2		28,900	29,680	30,502	31,338	32,197	33,081	33,990	34,925	35,888	36,877	37,895	38,942	40,019	41,126	42,266
3		29,579	30,387	31,220	32,076	32,956	33,862	34,793	35,751	36,737	37,751	38,795	39,867	40,971	42,105	43,273
4		30,268	31,096	31,949	32,825	33,727	34,656	35,610	36,591	37,600	38,639	39,708	40,807	41,936	43,100	44,295
5	Custodial Worker	31,050	31,901	32,777	33,678	34,603	35,557	36,536	37,545	38,584	39,648	40,745	41,874	43,035	44,229	45,457
6		31,829	32,702	33,600	34,524	35,475	36,452	37,459	38,493	39,557	41,267	41,777	42,936	44,127	45,351	46,612
7		32,597	33,493	34,414	35,362	36,336	37,338	38,369	39,430	40,521	41,643	42,797	43,984	45,206	46,462	47,754
8	Clerk	34,362	35,308	36,281	37,282	38,311	39,370	40,460	41,580	42,732	43,918	45,137	46,391	47,680	49,008	50,372
9	Sr. Cit/Spec Events Coordinator	33,786	34,719	35,672	36,655	37,667	38,707	39,777	40,878	42,011	43,176	44,374	45,607	46,874	48,177	49,519
10	Laborer, Custodian	34,556	35,507	36,486	37,493	38,528	39,593	40,689	41,816	42,974	44,168	45,393	46,655	47,953	49,287	50,661
11	Keyboard Specialist	35,252	36,224	37,222	38,250	39,307	40,394	41,513	42,663	43,847	45,065	46,317	47,604	48,929	50,291	51,694
12	Parking Meter Attendant, Parking Fee Collector	35,436	36,412	37,417	38,450	39,513	40,606	41,730	42,887	44,077	45,301	46,560	47,854	49,187	50,556	51,966
13	Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	36,414	37,419	38,452	39,515	40,609	41,733	42,890	44,080	45,304	46,563	47,858	49,190	50,560	51,970	53,419
14	Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTP Operator Trainee, WTP Operator Trainee, Senior Clerk	37,579	38,616	39,684	40,782	41,912	43,074	44,269	45,498	46,763	48,064	49,401	50,778	52,193	53,649	55,147
15	Account Clerk	38,368	39,428	40,518	41,640	42,796	43,982	45,203	46,460	47,752	49,080	50,447	51,853	52,309	54,787	56,322
16	Secretary	39,374	40,462	41,583	42,746	43,921	45,141	46,394	47,685	49,012	50,377	51,782	53,225	54,711	56,239	57,811
17	Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade 2	38,702	39,772	40,873	42,005	43,170	44,367	45,599	46,867	48,171	49,512	50,892	52,310	53,770	55,270	56,815
18	Senior Account Clerk	44,586	45,824	47,098	48,408	49,631	51,142	52,568	54,035	55,544	57,096	58,692	60,334	62,023	63,760	65,547
19	Heavy Equipment Operator Grade 1, Sewer Inspector, WWTP Operator, WTP Operator	39,989	41,096	42,233	43,405	44,609	45,849	47,123	48,434	49,783	51,169	52,596	54,064	55,574	57,127	58,724
20	Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	41,318	42,463	43,641	44,851	46,098	47,379	48,698	50,054	51,448	52,883	54,359	55,877	57,438	59,044	60,697
21	Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	42,640	43,822	45,039	46,290	47,578	48,902	50,263	51,664	53,106	54,588	56,112	57,680	59,293	60,953	62,660
22	Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	44,270	45,489	46,764	48,065	49,402	50,779	52,194	53,650	55,147	56,688	58,273	59,903	61,579	63,304	65,079
23	Maintenance Mechanic (Water)	45,907	47,183	48,495	49,846	51,235	52,664	54,133	55,644	57,199	58,798	60,444	62,136	63,876	65,667	67,508
24	Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water Treatment Operator	47,545	48,868	50,229	51,629	53,069	54,550	56,074	57,640	59,252	60,911	62,616	64,370	66,174	68,031	69,940
25		49,187	50,556	51,966	53,415	54,906	56,440	58,017	59,640	61,310	63,027	64,793	66,609	68,477	70,399	72,376
26	Signal Electrician	51,353	52,785	54,258	55,773	57,332	58,935	60,583	62,279	64,024	65,819	67,665	69,563	71,517	73,525	75,591
27	Industrial Pretreatment Coordinator	53,534	55,028	56,566	58,148	59,773	61,446	63,167	64,937	66,758	68,630	70,557	72,539	74,576	76,673	78,829
28		55,526	57,076	58,672	60,313	62,003	63,739	65,525	67,362	69,252	71,197	73,197	75,254	77,369	79,545	81,784
29		57,717	59,330	60,991	62,699	64,455	66,262	68,121	70,032	71,999	74,022	76,102	78,243	80,448	82,708	85,037
30		59,884	61,560	63,284	65,070	66,922	68,847	70,877	72,927	75,015	77,161	79,374	81,654	84,003	86,433	88,954
31		62,441	64,191	65,990	67,841	69,744	71,703	73,717	75,789	77,920	80,112	82,367	84,686	87,072	89,526	92,049
32		64,947	66,768	68,641	70,567	72,550	74,588	76,685	78,841	81,060	83,342	85,689	88,103	90,587	93,141	95,769
33		67,456	69,349	71,295	73,298	75,357	77,477	79,656	81,898	84,204	86,576	89,015	91,525	94,107	96,761	99,492
34		69,970	71,935	73,956	76,035	78,173	80,372	82,634	84,961	87,355	89,817	92,349	94,954	97,541	100,390	103,224
35		72,799	74,844	76,948	79,113	81,339	83,629	85,984	88,407	90,899	93,463	96,099	98,811	101,601	104,471	107,422

7/1/19-6/30/20 – Hourly – 40 Hour

07/01/2019-06/30/2020 (\$1,300)																
Grade	40 hour Titles															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
5	Custodial Worker	14.9277	15.3372	15.7580	16.1912	16.6362	17.0945	17.5656	18.0505	18.5502	19.0617	19.5890	20.1315	20.6899	21.2640	21.8543
5B	Clerk	16.5204	16.9749	17.4429	17.9238	18.4189	18.9280	19.4518	19.9902	20.5444	21.1143	21.7006	22.3032	22.9233	23.5613	24.2175
8	Sr. City/Spec Events Coordinator	16.2434	16.6919	17.1502	17.6228	18.1091	18.6093	19.1238	19.6530	20.1976	20.7579	21.3334	21.9263	22.5364	23.1622	23.8072
9	Laborer, Custodian	16.6135	17.0708	17.5414	18.0254	18.5231	19.0351	19.5619	20.1039	20.6608	21.2344	21.8238	22.4304	23.0543	23.6959	24.3562
6B	Keyboard Specialist	16.9478	17.4153	17.8951	18.3896	18.8976	19.4202	19.9581	20.5111	21.0805	21.6657	22.2677	22.8866	23.5236	24.1786	24.8527
	Parking Meter Attendant, Parking															
10	Fee Collector	17.0363	17.5060	17.9889	18.4856	18.9966	19.5220	20.0625	20.6189	21.1910	21.7794	22.3846	23.0070	23.6476	24.3059	24.9835
	Wastewater Treatment Plant															
	Attendant, Water Plant Attendant,															
11	Water Meter Reader	17.5069	17.9899	18.4866	18.9976	19.5234	20.0640	20.6204	21.1925	21.7809	22.3860	23.0084	23.6491	24.3079	24.9855	25.6823
	Water Maintenance Worker, Sewer															
	Maintenance Worker, Recreation															
	Maintenance Worker, Senior															
	Keyboard Specialist, Motor															
	Equipment Operator Grade 1,															
	Building Maintenance Mechanic,															
	WWTP Operator Trainee, WTP															
12/9B	Operator Trainee, Senior Clerk	18.0668	18.5655	19.0789	19.6067	20.1498	20.7086	21.2832	21.8740	22.4821	23.1075	23.7506	24.4124	25.0929	25.7927	26.5131
9C	Account Clerk	18.4459	18.9556	19.4799	20.0195	20.5748	21.1453	21.7321	22.3364	22.9576	23.5963	24.2535	24.9293	25.6293	26.3401	27.0752
10B	Secretary	18.9297	19.4529	19.9919	20.5511	21.1160	21.7023	22.3049	22.9255	23.5636	24.2197	24.8950	25.5888	26.3035	27.0379	27.7937
	Laboratory Technician, Head															
	Custodian, Water Meter Repair															
	Worker, Weigh Scale Operator,															
	Parking Meter Repair Worker,															
	Motor Equipment Operator - Grade															
13	2	18.6069	19.1213	19.6506	20.1946	20.7549	21.3305	21.9228	22.5324	23.1592	23.8038	24.4671	25.1491	25.8508	26.5723	27.3149
13B	Senior Account Clerk	21.4355	22.0307	22.6433	23.2731	23.9211	24.5873	25.2733	25.9785	26.7039	27.4499	28.2172	29.0067	29.8188	30.6541	31.5130
	Heavy Equipment Operator Grade															
	1, Sewer Inspector, WWTP															
14	Operator, WTP Operator	19.2253	19.7575	20.3045	20.8678	21.4468	22.0426	22.6551	23.2854	23.9339	24.6006	25.2866	25.9923	26.7181	27.4647	28.2325
	Dog Control Officer, Tree Trimmer,															
	Sign Maintenance Worker,															
15	Automotive Mechanic	19.8644	20.4149	20.9811	21.5631	22.1623	22.7783	23.4125	24.0645	24.7347	25.4246	26.1342	26.8640	27.6145	28.3867	29.1811
	Labor Foreperson, Mason, Water															
	Maintenance Service Worker,															
	Parking Garage Supervisor, Landfill															
16	Operator, Water Distribution Crew	20.5001	21.0683	21.6533	22.2550	22.8739	23.5106	24.1650	24.8387	25.5315	26.2441	26.9769	27.7308	28.5065	29.3043	30.1248
	Head Automotive Mechanic,															
	Sanitation Foreperson, Water															
17	Meter Service Worker	21.2837	21.8745	22.4826	23.1080	23.7511	24.4129	25.0934	25.7932	26.5131	27.2538	28.0157	28.7997	29.6054	30.4348	31.2878
18	Maintenance Mechanic (Water)	22.0707	22.6842	23.3150	23.9644	24.6322	25.3191	26.0253	26.7522	27.4997	28.2685	29.0594	29.8730	30.7097	31.5706	32.4557
	Senior Building Maintenance															
	Mechanic, Director of Recreation,															
	Supervisor Water Treatment															
	Operator, Supervisor Waste Water															
19	Treatment Operator	22.8591	23.4943	24.1488	24.8214	25.5138	26.2259	26.9586	27.7116	28.4868	29.2841	30.1036	30.9473	31.8146	32.7070	33.6251
20		23.6476	24.3059	24.9835	25.6803	26.3973	27.1346	27.8930	28.6730	29.4758	30.3012	31.1503	32.0235	32.9219	33.8458	34.7959
21	Signal Electrician	24.6888	25.3773	26.0854	26.8138	27.5633	28.3340	29.1264	29.9420	30.7807	31.6436	32.5311	33.4437	34.3830	35.3484	36.3418
	Industrial Pretreatment															
22	Coordinator	25.7375	26.4560	27.1952	27.9555	28.7371	29.5413	30.3687	31.2198	32.0950	32.9953	33.9217	34.8743	35.8540	36.8622	37.8985

7/1/20-6/30/21 – Annual – 35 Hour

07/01/2020-06/30/2021 (2.5%)																
Grade	35 Hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		28,088	28,854	29,641	30,451	31,284	32,141	33,023	33,929	34,861	35,820	36,808	37,823	38,866	39,940	41,045
2		28,781	29,566	30,374	31,205	32,059	32,938	33,843	34,773	35,729	36,713	37,726	38,767	39,838	40,940	42,073
3		29,481	30,287	31,115	31,967	32,844	33,745	34,672	35,626	36,607	37,617	38,655	39,721	40,821	41,951	43,113
4		30,181	31,005	31,854	32,728	33,627	34,550	35,500	36,478	37,483	38,517	39,582	40,676	41,802	42,959	44,151
5/5A	Motor Vehicle Operator, Clerk	30,985	31,833	32,706	33,603	34,527	35,477	36,454	37,458	38,492	39,555	40,649	41,773	42,930	44,120	45,344
6A	Keyboard Specialist	31,783	32,655	33,550	34,472	35,420	36,395	37,398	38,430	39,492	40,584	41,707	42,862	44,050	45,272	46,529
7		32,577	33,471	34,390	35,336	36,309	37,309	38,339	39,398	40,486	41,607	42,759	43,944	45,164	46,417	47,707
8	Records Retention Clerk	33,787	34,716	35,671	36,653	37,664	38,703	39,773	40,873	42,003	43,167	44,364	45,595	46,861	48,164	49,504
9A	Senior Clerk, Senior Keyboard Specialist	33,878	34,809	35,767	36,751	37,765	38,807	39,879	40,982	42,117	43,283	44,484	45,718	46,988	48,294	49,638
9	Account Clerk, Administrative Assistant, Cashier	34,577	35,528	36,506	37,513	38,549	39,613	40,708	41,835	42,994	44,185	45,411	46,672	47,971	49,304	50,678
10/10A	RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	35,480	36,456	37,461	38,505	39,588	40,652	41,776	42,934	44,124	45,348	46,608	47,903	49,236	50,606	52,016
11	Engineering Helper	36,486	37,492	38,527	39,591	40,686	41,811	42,959	44,160	45,386	46,646	47,942	49,276	50,648	52,059	53,510
12		37,680	38,719	39,789	40,890	42,021	43,185	44,383	45,614	46,881	48,184	49,525	50,903	52,321	53,781	55,281
13	Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	38,834	39,906	41,010	42,145	43,313	44,514	45,750	47,020	48,327	49,672	51,054	52,477	53,940	55,446	56,994
14	Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	40,154	41,265	42,408	43,582	44,792	46,034	47,313	48,630	49,983	51,374	52,806	54,279	55,794	57,352	58,954
15	Code Enforcement Officer	41,507	42,657	43,839	45,054	46,306	47,593	48,916	50,277	51,677	53,118	54,599	56,124	57,691	59,304	60,962
16	Senior Engineering Technician, Legal Assistant	42,874	44,062	45,285	46,543	47,836	49,167	50,535	51,943	53,391	54,881	56,413	57,989	59,610	61,277	62,992
17	Planner, Plumbing Inspector	44,533	45,770	47,041	48,349	49,694	51,077	52,501	53,965	55,470	57,019	58,613	60,252	61,937	63,670	65,454
18	Personnel Technician	46,215	47,499	48,821	50,179	51,577	53,014	54,493	56,013	57,578	59,187	60,842	62,545	64,296	66,097	67,951
19		47,891	49,223	50,593	52,003	53,453	54,944	56,478	58,056	59,678	61,347	63,064	64,830	66,648	68,516	70,438
20		49,570	50,950	52,370	53,830	55,333	56,877	58,467	60,101	61,782	63,512	65,290	67,121	69,002	70,939	72,930
21		51,297	52,741	54,226	55,754	57,326	58,944	60,609	62,323	64,086	65,898	67,760	69,673	71,638	73,657	75,732
22		53,028	54,535	56,086	57,681	59,322	61,011	62,745	64,525	66,353	68,231	70,160	72,141	74,174	76,262	78,406
23		54,763	56,339	57,960	59,627	61,341	63,103	64,915	66,778	68,692	70,658	72,677	74,750	76,878	79,062	81,303
24		56,503	58,139	59,826	61,565	63,357	65,203	67,105	69,063	71,078	73,151	75,283	77,465	79,708	82,013	84,380
25		58,248	60,037	61,879	63,775	65,727	67,736	69,800	71,920	74,097	76,332	78,626	80,980	83,395	85,872	88,413
26		60,000	61,892	63,834	65,827	67,873	69,973	72,129	74,343	76,616	78,949	81,343	83,798	86,315	88,896	91,544
27		61,759	63,753	65,797	67,893	69,943	72,049	74,207	76,427	78,701	81,031	83,417	85,860	88,361	90,920	93,549
28		63,526	65,612	67,749	69,938	72,181	74,480	76,836	79,250	81,722	84,253	86,844	89,496	92,210	94,987	97,828
29		65,301	67,479	69,709	71,992	74,331	76,728	79,182	81,694	84,263	86,891	89,579	92,328	95,139	97,994	100,907
30		67,086	69,366	71,699	74,087	76,531	79,032	81,597	84,228	86,917	89,666	92,476	95,348	98,283	101,276	104,329

7/1/20-6/30/21 – Hourly – 35 Hour

07/01/2020-06/30/2021 (2.5%)																
Grade	35 Hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		15.4328	15.8536	16.2860	16.7311	17.1889	17.6599	18.1442	18.6424	19.1544	19.6815	20.2241	20.7818	21.3550	21.9450	22.5522
2		15.8138	16.2450	16.6889	17.1456	17.6149	18.0981	18.5951	19.1060	19.6313	20.1722	20.7287	21.3007	21.8890	22.4945	23.1168
3		16.1983	16.6410	17.0959	17.5641	18.0461	18.5414	19.0505	19.5747	20.1139	20.6686	21.2390	21.8255	22.4293	23.0528	23.6883
4		16.5827	17.0359	17.5023	17.9826	18.4762	18.9836	19.5049	20.0402	20.5913	21.1583	21.7418	22.3426	22.9619	23.6004	24.2586
5/5A	Motor Vehicle Operator, Clerk	17.0249	17.4908	17.9705	18.4635	18.9709	19.4927	20.0296	20.5815	21.1495	21.7337	22.3346	22.9539	23.5924	24.2499	24.9144
6A	Keyboard Specialist	17.4631	17.9422	18.4340	18.9409	19.4616	19.9973	20.5485	21.1154	21.6990	22.2988	22.9159	23.5503	24.2032	24.8746	25.5656
7		17.8955	18.3907	18.8958	19.4154	19.9499	20.4995	21.0652	21.6471	22.2451	22.8611	23.4958	24.1494	24.8215	25.5038	26.2172
8	Records Retention Clerk	18.5645	19.0748	19.5995	20.1393	20.6946	21.2655	21.8532	22.4576	23.0787	23.7163	24.3718	25.0462	25.7400	26.4638	27.1998
9A	Senior Clerk, Senior Keyboard Specialist	18.6141	19.1256	19.6521	20.1930	20.7500	21.3227	21.9115	22.5176	23.1411	23.7818	24.4416	25.1199	25.8178	26.5354	27.2737
9	Account Clerk, Administrative Assistant, Cashier	18.9986	19.5210	20.0584	20.6115	21.1807	21.7654	22.3669	22.9863	23.6231	24.2777	24.9514	25.6441	26.3565	27.0901	27.8458
10/10A	RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	19.4945	20.0307	20.5832	21.1564	21.7354	22.3363	22.9540	23.5902	24.2442	24.9167	25.6089	26.3201	27.0526	27.8054	28.5801
11	Engineering Helper	20.0475	20.5999	21.1685	21.7533	22.3548	22.9731	23.6040	24.2638	24.9375	25.6296	26.3420	27.0745	27.8285	28.6037	29.4009
12		20.7033	21.2742	21.8618	22.4668	23.0885	23.7281	24.3862	25.0628	25.7590	26.4748	27.2114	27.9687	28.7480	29.5499	30.3742
13	Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	21.3371	21.9265	22.5332	23.1566	23.7986	24.4584	25.1372	25.8352	26.5533	27.2922	28.0519	28.8335	29.6376	30.4648	31.3151
14	Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	22.0627	22.6729	23.3010	23.9463	24.6108	25.2937	25.9962	26.7195	27.4630	28.2273	29.0142	29.8235	30.6559	31.5120	32.3923
15	Code Enforcement Officer	22.8062	23.4378	24.0872	24.7551	25.4426	26.1498	26.8771	27.6247	28.3942	29.1856	29.9996	30.8372	31.6984	32.5846	33.4955
16	Senior Engineering Technician, Legal Assistant	23.5573	24.2101	24.8821	25.5731	26.2837	27.0151	27.7677	28.5402	29.3357	30.1543	30.9959	31.8618	32.7525	33.6687	34.6108
17	Planner, Plumbing Inspector	24.4688	25.1482	25.8467	26.5654	27.3043	28.0646	28.8468	29.6509	30.4781	31.3290	32.2047	33.1052	34.0312	34.9837	35.9639
18	Personnel Technician	25.3930	26.0984	26.8246	27.5710	28.3388	29.1285	29.9412	30.7766	31.6361	32.5205	33.4297	34.3654	35.3277	36.3172	37.3355
19		26.3137	27.0457	27.7984	28.5731	29.3698	30.1889	31.0317	31.8988	32.7901	33.7073	34.6506	35.6210	36.6196	37.6460	38.7024
20		27.2362	27.9947	28.7746	29.5770	30.4025	31.2511	32.1245	33.0227	33.9463	34.8965	35.8739	36.8794	37.9133	38.9772	40.0717
21		28.1600	28.9531	29.7694	30.6094	31.4723	32.3592	33.2714	34.2094	35.1739	36.1654	37.1856	38.2349	39.3136	40.4214	41.5598
22		29.0855	30.0019	30.9419	31.9069	32.8974	33.9143	34.9574	36.0284	37.1279	38.2564	39.4146	40.6021	41.8196	43.0679	44.3478
23		30.0095	31.0686	32.1551	33.2695	34.4118	35.5822	36.7809	37.9974	39.2421	40.5246	41.8456	43.2057	44.6056	46.0454	47.5259
24		31.0245	32.1413	33.2862	34.4595	35.6618	36.8934	38.1947	39.5261	40.8878	42.2804	43.7146	45.1911	46.7006	48.2439	49.8220
25		32.0525	33.2193	34.4162	35.6435	36.9016	38.1908	39.5125	40.8672	42.2554	43.6766	45.1311	46.6214	48.1481	49.7119	51.3146
26		33.0991	34.3162	35.5640	36.8429	38.1532	39.4954	40.8705	42.2794	43.7226	45.2066	46.7311	48.2968	49.9044	51.5449	53.2192
27		34.1615	35.4198	36.7184	38.0577	39.4384	40.8608	42.3254	43.8238	45.3581	46.9288	48.5356	50.1794	51.8647	53.5861	55.3436
28		35.2488	36.5475	37.8870	39.2677	40.6899	42.1541	43.6519	45.1758	46.7404	48.3464	49.9935	51.6814	53.4109	55.1829	56.9982
29		36.3499	37.6892	39.0691	40.4899	41.9521	43.4564	44.9947	46.5701	48.1832	49.8336	51.5299	53.2679	55.0482	56.8719	58.7392
30		37.4648	38.8445	40.2648	41.7261	43.2291	44.7742	46.3028	47.9166	49.5163						

7/1/20-6/30/21 – Annual – 40 Hour

07/01/2020-06/30/2021 (2.5%)																
Grade	40 hour Titles															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	28,928	29,718	30,530	31,366	32,225	33,109	34,017	34,953	35,915	36,905	37,922	38,969	40,046	41,153	42,292	
2	29,623	30,433	31,265	32,121	33,001	33,908	34,840	35,798	36,785	37,799	38,842	39,916	41,020	42,155	43,323	
3	30,318	31,147	32,000	32,878	33,780	34,709	35,663	36,645	37,656	38,695	39,764	40,863	41,995	43,158	44,355	
4	31,024	31,873	32,747	33,646	34,570	35,522	36,500	37,506	38,540	39,605	40,700	41,827	42,985	44,177	45,402	
5 Custodial Worker	31,826	32,699	33,596	34,520	35,468	36,445	37,450	38,484	39,549	40,640	41,764	42,920	44,111	45,335	46,593	
6	32,624	33,519	34,440	35,387	36,361	37,364	38,395	39,455	40,546	42,298	42,822	44,009	45,230	46,485	47,777	
7	33,412	34,331	35,274	36,246	37,244	38,271	39,328	40,416	41,534	42,684	43,867	45,084	46,336	47,623	48,948	
5B Clerk	35,221	36,190	37,188	38,214	39,269	40,355	41,471	42,619	43,801	45,016	46,266	47,550	48,872	50,233	51,632	
8 Sr. Cit/Spec Events Coordinator	34,631	35,587	36,564	37,572	38,609	39,675	40,772	41,900	43,061	44,256	45,483	46,747	48,045	49,382	50,757	
9 Laborer, Custodian	35,420	36,395	37,398	38,430	39,491	40,583	41,706	42,862	44,049	45,272	46,528	47,822	49,152	50,520	51,927	
6B Keyboard Specialist	36,133	37,129	38,152	39,207	40,290	41,404	42,551	43,730	44,944	46,191	47,475	48,794	50,152	51,549	52,986	
Parking Meter Attendant, Parking Fee Collector	36,321	37,323	38,352	39,411	40,501	41,621	42,773	43,960	45,179	46,434	47,724	49,051	50,417	51,820	53,265	
Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	37,325	38,354	39,413	40,503	41,624	42,777	43,963	45,182	46,437	47,727	49,054	50,420	51,824	53,269	54,755	
Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTP Operator Trainee, WTP	38,518	39,582	40,676	41,802	42,959	44,151	45,376	46,635	47,932	49,265	50,636	52,047	53,498	54,990	56,526	
9C Account Clerk	39,327	40,413	41,531	42,681	43,866	45,082	46,333	47,621	48,946	50,307	51,708	53,149	54,642	56,177	61,327	
10B Secretary	40,358	41,474	42,623	43,815	45,019	46,269	47,564	48,877	50,238	51,636	53,076	54,555	56,079	57,645	59,256	
Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade	39,670	40,767	41,895	43,055	44,249	45,477	46,739	48,039	49,375	50,750	52,164	53,618	55,114	56,652	58,235	
13B Senior Account Clerk	45,700	46,970	48,275	49,618	51,000	52,420	53,883	55,386	56,933	58,523	60,159	61,842	63,574	65,354	67,186	
Heavy Equipment Operator Grade 1, Sewer Inspector, WWWTP Operator, WTP Operator	40,988	42,123	43,289	44,490	45,725	46,995	48,301	49,644	51,027	52,449	53,911	55,416	56,963	58,555	60,192	
14 Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	42,351	43,525	44,732	45,973	47,250	48,563	49,916	51,305	52,734	54,205	55,718	57,274	58,874	60,521	62,214	
15 Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	43,706	44,918	46,165	47,448	48,767	50,125	51,520	52,956	54,433	55,952	57,515	59,122	60,776	62,477	64,226	
16 Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	45,377	46,637	47,933	49,266	50,637	52,048	53,499	54,991	56,526	58,105	59,729	61,401	63,119	64,887	66,706	
17 Maintenance Mechanic (Water)	47,055	48,363	49,707	51,092	52,516	53,980	55,486	57,036	58,629	60,268	61,955	63,689	65,473	67,309	69,196	
18 Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water	48,734	50,090	51,485	52,919	54,395	55,914	57,476	59,081	60,734	62,434	64,181	65,980	67,829	69,731	71,689	
19 Treatment Operator	50,417	51,820	53,265	54,750	56,279	57,851	59,468	61,131	62,842	64,602	66,412	68,274	70,189	72,159	74,185	
20 Signal Electrician	52,637	54,104	55,614	57,167	58,765	60,408	62,097	63,836	65,624	67,464	69,356	71,302	73,305	75,363	77,481	
21 Industrial Pretreatment Coordinator	54,872	56,404	57,980	59,601	61,268	62,982	64,746	66,561	68,426	70,346	72,321	74,352	76,441	78,590	80,800	
22	56,914	58,503	60,139	61,821	63,553	65,332	67,164	69,046	70,984	72,977	75,026	77,135	79,304	81,534	83,829	
23	59,160	60,814	62,516	64,266	66,067	67,919	69,824	71,783	73,799	75,872	78,005	80,199	82,460	84,775	87,163	
24	61,381	63,099	64,866	66,685	68,554	70,476	72,455	74,490	76,582	78,735	80,950	83,228	85,571	87,981	90,460	
25	64,002	65,796	67,640	69,537	71,488	73,496	75,560	77,684	79,868	82,115	84,426	86,803	89,249	91,764	94,351	
26	66,571	68,437	70,358	72,332	74,364	76,452	78,602	80,812	83,087	85,426	87,832	90,306	92,851	95,470	98,163	
27	69,142	71,082	73,078	75,131	77,241	79,414	81,648	83,945	86,309	88,740	91,241	93,813	96,459	99,180	101,979	
28	71,719	73,733	75,805	77,936	80,127	82,381	84,700	87,085	89,539	92,062	94,657	97,328	99,980	102,900	105,805	
29	74,619	76,715	78,872	81,091	83,373	85,720	88,134	90,617	93,172	95,799	98,502	101,282	104,141	107,083	110,108	

7/1/20-6/30/21 – Hourly – 40 Hour

07/01/2020-06/30/2021 (2.5%)																
Grade	40 hour Titles															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
5	Custodial Worker	15.3009	15.7206	16.1520	16.5960	17.0521	17.5218	18.0047	18.5018	19.0139	19.5382	20.0787	20.6348	21.2071	21.7956	22.4007
5B	Clerk	16.9334	17.3992	17.8790	18.3719	18.8794	19.4012	19.9381	20.4899	21.0580	21.6422	22.2431	22.8608	23.4963	24.1504	24.8229
8	Sr. City/Spec Events Coordinator	16.6495	17.1092	17.5789	18.0633	18.5619	19.0745	19.6019	20.1444	20.7025	21.2768	21.8668	22.4744	23.0987	23.7412	24.4024
9	Laborer, Custodian	17.0289	17.4976	17.9800	18.4760	18.9862	19.5110	20.0509	20.6065	21.1773	21.7653	22.3694	22.9912	23.6306	24.2883	24.9651
6B	Keyboard Specialist	17.3715	17.8507	18.3425	18.8493	19.3700	19.9057	20.4570	21.0239	21.6075	22.2073	22.8244	23.4588	24.1117	24.7831	25.4741
	Parking Meter Attendant, Parking															
10	Fee Collector	17.4622	17.9436	18.4386	18.9478	19.4716	20.0100	20.5641	21.1344	21.7208	22.3239	22.9442	23.5821	24.2388	24.9136	25.6081
	Wastewater Treatment Plant															
	Attendant, Water Plant Attendant,															
11	Water Meter Reader	17.9446	18.4396	18.9488	19.4726	20.0115	20.5656	21.1359	21.7223	22.3254	22.9457	23.5836	24.2403	24.9156	25.6101	26.3244
	Water Maintenance Worker, Sewer															
	Maintenance Worker, Recreation															
	Maintenance Worker, Senior															
	Keyboard Specialist, Motor															
	Equipment Operator Grade 1,															
	Building Maintenance Mechanic,															
	WWTP Operator Trainee, WTP															
12/9B	Operator Trainee, Senior Clerk	18.5184	19.0296	19.5559	20.0969	20.6535	21.2263	21.8153	22.4209	23.0442	23.6852	24.3443	25.0227	25.7203	26.4375	27.1760
9C	Account Clerk	18.9071	19.4295	19.9669	20.5200	21.0891	21.6739	22.2754	22.8948	23.5316	24.1862	24.8598	25.5526	26.2850	26.9986	27.7483
10B	Secretary	19.4029	19.9392	20.4917	21.0649	21.6439	22.2448	22.8625	23.4986	24.1527	24.8252	25.5173	26.2285	26.9611	27.7138	28.4885
	Laboratory Technician, Head															
	Custodian, Water Meter Repair															
	Worker, Weigh Scale Operator,															
	Parking Meter Repair Worker,															
	Motor Equipment Operator - Grade															
13	2	19.0720	19.5994	20.1418	20.6995	21.2738	21.8638	22.4709	23.0957	23.7382	24.3989	25.0788	25.7778	26.4971	27.2366	27.9978
13B	Senior Account Clerk	21.9713	22.5815	23.2094	23.8549	24.5196	25.2020	25.9051	26.6279	27.3715	28.1362	28.9226	29.7318	30.5642	31.4204	32.3008
	Heavy Equipment Operator Grade															
	1, Sewer Inspector, WWTP															
14	Operator, WTP Operator	19.7059	20.2514	20.8121	21.3895	21.9830	22.5936	23.2215	23.8675	24.5322	25.2157	25.9188	26.6421	27.3861	28.1513	28.9383
	Dog Control Officer, Tree Trimmer,															
	Sign Maintenance Worker,															
15	Automotive Mechanic	20.3611	20.9253	21.5056	22.1022	22.7164	23.3478	23.9978	24.6661	25.3530	26.0602	26.7875	27.5356	28.3049	29.0964	29.9106
	Labor Foreperson, Mason, Water															
	Maintenance Service Worker,															
	Parking Garage Supervisor, Landfill															
16	Operator, Water Distribution Crew	21.0126	21.5950	22.1946	22.8113	23.4458	24.0984	24.7691	25.4586	26.1698	26.9002	27.6513	28.4241	29.2191	30.0369	30.8779
	Head Automotive Mechanic,															
	Sanitation Foreperson, Water															
17	Meter Service Worker	21.8158	22.4214	23.0447	23.6857	24.3448	25.0232	25.7208	26.4380	27.1760	27.9352	28.7161	29.5197	30.3455	31.1956	32.0700
18	Maintenance Mechanic (Water)	22.6224	23.2513	23.8978	24.5636	25.2480	25.9521	26.6759	27.4210	28.1872	28.9752	29.7859	30.6198	31.4775	32.3599	33.2671
	Senior Building Maintenance															
	Mechanic, Director of Recreation,															
	Supervisor Water Treatment															
	Operator, Supervisor Waste Water															
19	Treatment Operator	23.4296	24.0817	24.7525	25.4419	26.1516	26.8815	27.6326	28.4044	29.1989	30.0162	30.8562	31.7209	32.6099	33.5247	34.4657
21	Signal Electrician	25.3061	26.0117	26.7375	27.4841	28.2524	29.0424	29.8546	30.6905	31.5502	32.4347	33.3444	34.2798	35.2426	36.2321	37.2504
	Industrial Pretreatment															
22	Coordinator	26.3809	27.1174	27.8750	28.6544	29.4555	30.2799	31.1279	32.0003	32.8973	33.8202	34.7698	35.7461	36.7503	37.7838	38.8460

7/1/21-6/30/22 – Annual – 35 Hour

07/01/2021-06/30/2022 (\$1,400)															
Grade	35 Hour Titles														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	29,488	30,254	31,041	31,851	32,684	33,541	34,423	35,329	36,261	37,220	38,208	39,223	40,266	41,340	42,445
2	30,181	30,966	31,774	32,605	33,459	34,338	35,243	36,173	37,129	38,113	39,126	40,167	41,238	42,340	43,473
3	30,881	31,687	32,515	33,367	34,244	35,145	36,072	37,026	38,007	39,017	40,055	41,122	42,221	43,351	44,511
4	31,581	32,405	33,254	34,128	35,027	35,950	36,900	37,878	38,883	39,917	40,982	42,076	43,202	44,359	45,551
5/5A	32,385	33,233	34,106	35,003	35,927	36,877	37,854	38,858	39,892	40,955	42,049	43,173	44,330	45,520	46,744
6A	33,183	34,055	34,950	35,872	36,820	37,795	38,798	39,830	40,892	41,984	43,107	44,262	45,450	46,672	47,929
7	33,977	34,871	35,790	36,736	37,709	38,709	39,739	40,798	41,886	43,007	44,159	45,344	46,564	47,817	49,107
8	35,187	36,116	37,071	38,053	39,064	40,103	41,173	42,273	43,403	44,567	45,764	46,995	48,261	49,564	50,904
9A	35,278	36,209	37,167	38,151	39,165	40,207	41,279	42,382	43,517	44,683	45,884	47,118	48,388	49,694	51,038
9	35,977	36,928	37,906	38,913	39,949	41,013	42,108	43,235	44,394	45,585	46,811	48,072	49,369	50,704	55,228
10/10A	36,880	37,856	38,861	39,905	40,988	42,052	43,176	44,334	45,524	46,748	48,008	49,303	50,636	52,006	53,416
11	37,886	38,892	39,927	40,991	42,086	43,211	44,359	45,560	46,786	48,046	49,342	50,676	52,048	53,459	54,910
12	39,080	40,119	41,189	42,290	43,421	44,585	45,783	47,014	48,281	49,584	50,925	52,303	53,721	55,181	56,681
13	40,234	41,306	42,410	43,545	44,713	45,914	47,150	48,420	49,727	51,072	52,454	53,877	55,340	56,846	58,394
14	41,554	42,665	43,808	44,982	46,192	47,434	48,713	50,030	51,383	52,774	54,206	55,679	57,194	58,752	60,354
15	42,907	44,057	45,239	46,454	47,706	48,993	50,316	51,677	53,077	54,518	55,999	57,524	59,091	60,704	62,362
16	44,274	45,462	46,685	47,943	49,236	50,567	51,935	53,343	54,791	56,281	57,813	59,389	61,010	62,677	64,392
17	45,933	47,170	48,441	49,749	51,094	52,477	53,901	55,365	56,870	58,419	60,013	61,652	63,337	65,070	66,854
18	47,615	48,899	50,221	51,579	52,977	54,414	55,893	57,413	58,978	60,587	62,242	63,945	65,696	67,497	69,351
19	49,291	50,623	51,993	53,403	54,853	56,344	57,878	59,456	61,078	62,747	64,464	66,230	68,048	69,916	71,838
20	50,970	52,350	53,770	55,230	56,733	58,277	59,864	61,501	63,182	64,912	66,690	68,521	70,402	72,339	74,330
21	53,197	54,641	56,126	57,654	59,226	60,842	62,504	64,214	65,973	67,782	69,644	71,558	73,527	75,552	77,636
22	55,428	56,935	58,486	60,081	61,722	63,409	65,145	66,931	68,767	70,656	72,600	74,599	76,656	78,770	80,945
23	57,473	59,039	60,650	62,307	64,011	65,765	67,568	69,423	71,331	73,294	75,313	77,389	79,525	81,722	83,982
24	59,723	61,353	63,030	64,755	66,530	68,355	70,232	72,164	74,150	76,193	78,295	80,457	82,681	84,968	87,320
25	61,943	63,637	65,379	67,172	69,015	70,912	72,863	74,868	76,933	79,055	81,239	83,477	85,769	88,117	90,516
26	64,552	66,322	68,140	70,011	71,937	73,917	75,954	78,048	80,202	82,419	84,699	87,044	89,456	91,938	94,490
27	67,130	68,972	70,868	72,817	74,822	76,885	79,006	81,188	83,433	85,741	88,117	90,559	93,072	95,657	98,315
28	69,702	71,619	73,590	75,618	77,702	79,847	82,054	84,323	86,657	89,058	91,528	94,069	96,681	99,369	102,134
29	72,280	74,270	76,316	78,422	80,587	82,814	85,106	87,462	89,886	92,379	94,944	97,583	100,296	103,087	105,959
30	75,176	77,248	79,380	81,574	83,829	86,149	88,535	90,990	93,515	96,113	98,784	101,532	104,359	107,267	110,258

7/1/21-6/30/22 – Hourly – 35 Hour

07/01/2021-06/30/2022 (\$1,400)															
Grade	35 Hour Titles														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	16.2020	16.6229	17.0552	17.5003	17.9581	18.4291	18.9135	19.4116	19.9237	20.4507	20.9934	21.5510	22.1242	22.7142	23.3215
2	16.5830	17.0143	17.4582	17.9148	18.3841	18.8673	19.3643	19.8752	20.4005	20.9414	21.4979	22.0700	22.6582	23.2637	23.8860
3	16.9675	17.4103	17.8651	18.3333	18.8153	19.3106	19.8198	20.3439	20.8831	21.4378	22.0032	22.5907	23.1985	23.8191	24.4575
4	17.3520	17.8051	18.2715	18.7518	19.2454	19.7528	20.2747	20.8121	21.3645	21.9326	22.5173	23.1188	23.7371	24.3732	25.0279
5/5A	17.7941	18.2600	18.7397	19.2327	19.7401	20.2620	20.7988	21.3507	21.9187	22.5029	23.1038	23.7215	24.3571	25.0111	25.6836
6A	18.2323	18.7114	19.2033	19.7101	20.2308	20.7665	21.3178	21.8847	22.4683	23.0680	23.6851	24.3196	24.9725	25.6438	26.3348
7	18.6687	19.1600	19.6651	20.1846	20.7192	21.2687	21.8344	22.4163	23.0144	23.6303	24.2630	24.9141	25.5844	26.2730	26.9819
8	19.3337	19.8440	20.3688	20.9085	21.4638	22.0347	22.6224	23.2268	23.8479	24.4875	25.1451	25.8216	26.5172	27.2330	27.9690
9A	19.3834	19.8948	20.4213	20.9622	21.5192	22.0919	22.6807	23.2868	23.9103	24.5510	25.2109	25.8892	26.5871	27.3046	28.0429
9	19.7678	20.2902	20.8277	21.3807	21.9499	22.5347	23.1362	23.7556	24.3923	25.0469	25.7206	26.4133	27.1257	27.8594	30.3451
10/10A	20.2637	20.8000	21.3524	21.9256	22.5046	23.1056	23.7232	24.3594	25.0134	25.6860	26.3781	27.0893	27.8218	28.5746	29.3493
11	20.8167	21.3692	21.9378	22.5225	23.1240	23.7423	24.3732	25.0311	25.7067	26.3989	27.1112	27.8438	28.5977	29.3730	30.1702
12	21.4725	22.0434	22.6311	23.2360	23.8578	24.4974	25.1554	25.8320	26.5282	27.2440	27.9806	28.7380	29.5173	30.3191	31.1434
13	22.1063	22.6957	23.3024	23.9259	24.5678	25.2276	25.9065	26.6044	27.3225	28.0614	28.8211	29.6027	30.4068	31.2341	32.0844
14	22.8319	23.4421	24.0702	24.7156	25.3800	26.0629	26.7654	27.4888	28.2333	28.9966	29.7834	30.5927	31.4251	32.2812	33.1616
15	23.5755	24.2070	24.8564	25.5243	26.2118	26.9190	27.6463	28.3939	29.1634	29.9548	30.7688	31.6064	32.4677	33.3538	34.2647
16	24.3265	24.9794	25.6513	26.3423	27.0529	27.7843	28.5359	29.3095	30.1049	30.9235	31.7651	32.6310	33.5218	34.4379	35.3800
17	25.2380	25.9174	26.6159	27.3346	28.0735	28.8338	29.6160	30.4201	31.2473	32.0982	32.9739	33.8745	34.8000	35.7529	36.7331
18	26.1622	26.8676	27.5938	28.3402	29.1080	29.8977	30.7105	31.5458	32.4053	33.2897	34.1989	35.1347	36.0970	37.0864	38.1047
19	27.0829	27.8149	28.5677	29.3424	30.1390	30.9581	31.8009	32.6680	33.5593	34.4766	35.4198	36.3902	37.3889	38.4153	39.4717
20	28.0054	28.7639	29.5438	30.3462	31.1717	32.0203	32.8937	33.7919	34.7156	35.6657	36.6430	37.6486	38.6825	39.7464	40.8409
21	29.2292	30.0224	30.8386	31.6780	32.5416	33.4294	34.3426	35.2824	36.2488	37.2428	38.2657	39.3175	40.3993	41.5123	42.6570
22	30.4548	31.2831	32.1352	33.0115	33.9132	34.8402	35.7939	36.7752	37.7843	38.8222	39.8902	40.9887	42.1184	43.2805	44.4754
23	31.5787	32.4388	33.3243	34.2347	35.1710	36.1345	37.1251	38.1445	39.1928	40.2712	41.3801	42.5214	43.6949	44.9020	46.1437
24	32.8146	33.7105	34.6319	35.5797	36.5547	37.5574	38.5890	39.6506	40.7416	41.8625	43.0139	44.2070	45.4290	46.6858	47.9783
25	34.0344	34.9655	35.9226	36.9044	37.9205	38.9625	40.0345	41.1365	42.2708	43.4369	44.6370	45.8885	47.1806	48.4458	49.7891
26	35.4683	36.4404	37.4397	38.4678	39.5259	40.6135	41.7328	42.8833	44.0673	45.2853	46.5380	47.8264	49.1518	50.5153	51.9175
27	36.8843	37.8969	38.9383												

7/1/21-6/30/22 – Annual – 40 Hour

07/01/2021-06/30/2022 (\$1,400)																
Grade	40 hour Titles															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	30,328	31,118	31,930	32,766	33,625	34,509	35,417	36,353	37,315	38,305	39,322	40,369	41,446	42,553	43,692	
2	31,023	31,833	32,665	33,521	34,401	35,308	36,240	37,198	38,185	39,199	40,242	41,316	42,420	43,555	44,723	
3	31,718	32,547	33,400	34,278	35,180	36,109	37,063	38,045	39,056	40,095	41,164	42,263	43,395	44,558	45,755	
4	32,424	33,273	34,147	35,046	35,970	36,922	37,900	38,906	39,940	41,005	42,100	43,227	44,385	45,577	46,802	
5	Custodial Worker	33,226	34,099	34,996	35,920	36,868	37,845	38,850	39,884	40,949	42,040	43,164	44,320	45,511	46,735	47,993
6		34,024	34,919	35,840	36,787	37,761	38,764	39,795	40,855	41,946	43,068	44,222	45,409	46,630	47,885	49,177
7		34,812	35,731	36,674	37,646	38,644	39,671	40,728	41,816	42,934	44,084	45,267	46,484	47,736	49,023	50,348
5B	Clerk	36,621	37,590	38,588	39,614	40,669	41,755	42,871	44,019	45,201	46,416	47,666	48,950	50,272	51,633	53,032
8	Sr. Cit/Spec Events Coordinator	36,031	36,987	37,964	38,972	40,009	41,075	42,172	43,300	44,461	45,656	46,883	48,147	49,445	50,782	52,157
9	Laborer, Custodian	36,820	37,795	38,798	39,830	40,891	41,983	43,106	44,262	45,449	46,672	47,928	49,222	50,552	51,920	53,327
6B	Keyboard Specialist	37,533	38,529	39,552	40,607	41,690	42,804	43,951	45,130	46,344	47,591	48,875	50,194	51,552	52,949	54,386
	Parking Meter Attendant, Parking Fee Collector	37,721	38,723	39,752	40,811	41,901	43,021	44,173	45,360	46,579	47,834	49,124	50,451	51,817	53,220	54,665
	Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	38,725	39,754	40,813	41,903	43,024	44,177	45,363	46,582	47,837	49,127	50,454	51,820	53,224	54,669	56,155
12/9B	Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTP Operator Trainee, WTP Operator Trainee, Senior Clerk	39,918	40,982	42,076	43,202	44,359	45,551	46,776	48,035	49,332	50,665	52,036	53,447	54,898	56,390	57,926
9C	Account Clerk	40,727	41,813	42,931	44,081	45,265	46,482	47,733	49,021	50,346	51,707	53,108	54,549	56,032	57,557	62,727
10B	Secretary	41,758	42,874	44,023	45,215	46,419	47,669	48,954	50,277	51,638	53,036	54,476	55,955	57,479	59,045	60,656
13	Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade 2	41,070	42,167	43,295	44,455	45,649	46,877	48,139	49,439	50,775	52,150	53,564	55,018	56,514	58,052	59,635
13B	Senior Account Clerk	47,100	48,370	49,675	51,018	47,147	53,820	55,283	56,786	58,333	59,923	61,559	63,242	64,974	66,754	68,586
14	Heavy Equipment Operator Grade 1, Sewer Inspector, WWWWTP Operator, WTP Operator	42,388	43,523	44,689	45,890	47,125	48,395	49,701	51,044	52,427	53,849	55,311	56,816	58,363	59,955	61,592
15	Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	43,751	44,925	46,132	47,373	48,650	49,963	51,316	52,705	54,134	55,605	57,118	58,674	60,274	61,921	63,614
16	Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	45,106	46,318	47,565	48,848	50,167	51,525	52,920	54,356	55,833	57,352	58,915	60,522	62,176	63,877	65,626
17	Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	46,777	48,037	49,333	50,666	52,037	53,448	54,899	56,391	57,926	59,505	61,129	62,801	64,519	66,287	68,106
18	Maintenance Mechanic (Water)	48,455	49,763	51,107	52,492	53,916	55,380	56,886	58,436	60,029	61,668	63,355	65,089	66,873	68,709	70,596
19	Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water Treatment Operator	50,134	51,490	52,885	54,319	55,795	57,314	58,876	60,481	62,134	63,834	65,581	67,380	69,229	71,131	73,089
20		51,817	53,220	54,665	56,150	57,679	59,251	60,868	62,531	64,242	66,002	67,812	69,674	71,589	73,559	75,585
21	Signal Electrician	54,037	55,504	57,014	58,567	60,165	61,808	63,497	65,236	67,024	68,864	70,756	72,702	74,705	76,763	78,881
22	Industrial Pretreatment Coordinator	56,272	57,804	59,380	61,001	62,668	64,382	66,146	67,961	69,826	71,746	73,721	75,752	77,841	79,990	82,200
23		58,314	59,903	61,539	63,221	64,953	66,732	68,564	70,446	72,384	74,377	76,426	78,535	80,704	82,934	85,229
24		60,560	62,214	63,916	65,666	67,467	69,319	71,224	73,183	75,199	77,272	79,405	81,599	83,860	86,175	88,563
25		62,781	64,499	66,266	68,084	69,954	71,876	73,855	75,890	77,982	80,135	82,350	84,628	86,971	89,381	91,860
26		65,002	67,196	69,040	70,937	72,888	74,896	76,960	79,084	81,268	83,515	85,826	88,203	90,649	93,164	95,751
27		67,971	69,837	71,758	73,732	75,764	77,852	80,002	82,212	84,487	86,826	89,232	91,706	94,251	96,870	99,563
28		70,542	72,482	74,478	76,531	78,641	80,814	83,048	85,345	87,709	90,140	92,641	95,213	97,859	100,580	103,379
29		73,119	75,133	77,205	79,336	81,527	83,781	86,100	88,485	90,939	93,462	96,057	98,728	101,480	104,300	107,205
30		76,019	78,115	80,272	82,491	84,773	87,120	89,534	92,017	94,572	97,199	99,902	102,682	105,541	108,483	111,508

7/1/21-6/30/22 – Hourly – 40 Hour

07/01/2021-06/30/2022 (\$1,400)																
Grade	40 hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
5	Custodial Worker	15.9740	16.3937	16.8251	17.2691	17.7252	18.1949	18.6778	19.1748	19.6870	20.2113	20.7518	21.3079	21.8802	22.4686	23.0738
5B	Clerk	17.6065	18.0723	18.5520	19.0450	19.5524	20.0743	20.6111	21.1630	21.7310	22.3152	22.9162	23.5338	24.1694	24.8235	25.4960
8	Sr. Cit/Spec Events Coordinator	17.3226	17.7822	18.2520	18.7364	19.2349	19.7476	20.2750	20.8174	21.3756	21.9499	22.5399	23.1475	23.7718	24.4143	25.0755
9	Laborer, Custodian	17.7019	18.1707	18.6531	19.1491	19.6592	20.1840	20.7240	21.2796	21.8504	22.4383	23.0424	23.6642	24.3037	24.9614	25.6382
6B	Keyboard Specialist	18.0446	18.5237	19.0156	19.5224	20.0431	20.5788	21.1301	21.6970	22.2806	22.8804	23.4975	24.1319	24.7848	25.4561	26.1471
10	Parking Meter Attendant, Parking Fee Collector	18.1353	18.6167	19.1117	19.6208	20.1446	20.6831	21.2372	21.8075	22.3939	22.9970	23.6173	24.2552	24.9119	25.5867	26.2812
11	Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	18.6177	19.1127	19.6219	20.1456	20.6846	21.2387	21.8090	22.3954	22.9985	23.6188	24.2567	24.9134	25.5887	26.2832	26.9974
12/9B	Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTW Operator Trainee, WTP Operator Trainee, Senior Clerk	19.1915	19.7027	20.2290	20.7700	21.3266	21.8994	22.4883	23.0940	23.7173	24.3583	25.0174	25.6958	26.3933	27.1106	27.8491
9C	Account Clerk	19.5801	20.1026	20.6400	21.1930	21.7622	22.3470	22.9485	23.5679	24.2046	24.8592	25.5329	26.2256	26.9381	27.6717	30.1574
10B	Secretary	20.0760	20.6123	21.1647	21.7380	22.3170	22.9179	23.5356	24.1717	24.8258	25.4983	26.1904	26.9016	27.6342	28.3869	29.1616
13	Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade 2	19.7451	20.2724	20.8149	21.3726	21.9469	22.5368	23.1440	23.7688	24.4113	25.0720	25.7518	26.4509	27.1702	27.9097	28.6709
13B	Senior Account Clerk	22.6444	23.2546	23.8824	24.5280	25.1916	25.8751	26.5782	27.3010	28.0445	28.8093	29.5957	30.4049	31.2373	32.0935	32.9739
14	Heavy Equipment Operator Grade 1, Sewer Inspector, WWTW Operator, WTP Operator	20.3790	20.9245	21.4852	22.0625	22.6560	23.2667	23.8946	24.5406	25.2053	25.8887	26.5918	27.3152	28.0592	28.8244	29.6114
15	Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	21.0341	21.5983	22.1787	22.7752	23.3895	24.0208	24.6709	25.3392	26.0261	26.7333	27.4606	28.2087	28.9780	29.7695	30.5837
16	Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	21.6857	22.2681	22.8677	23.4844	24.1188	24.7714	25.4422	26.1327	26.8429	27.5733	28.3244	29.0972	29.8922	30.7100	31.5510
17	Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	22.4888	23.0945	23.7178	24.3588	25.0179	25.6963	26.3938	27.1111	27.8491	28.6082	29.3891	30.1928	31.0186	31.8687	32.7430
18	Maintenance Mechanic (Water)	23.2955	23.9244	24.5709	25.2366	25.9211	26.6252	27.3490	28.0940	28.8603	29.6483	30.4589	31.2929	32.1506	33.0330	33.9402
19	Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water Treatment Operator	24.1027	24.7548	25.4255	26.1150	26.8247	27.5546	28.3057	29.0775	29.8720	30.6893	31.5293	32.3940	33.2830	34.1978	35.1388
21	Signal Electrician	25.9791	26.6848	27.4106	28.1572	28.9254	29.7154	30.5276	31.3636	32.2233	33.1077	34.0174	34.9529	35.9156	36.9051	37.9234
22	Industrial Pretreatment Coordinator	27.0540	27.7905	28.5481	29.3275	30.1286	30.9529	31.8010	32.6733	33.5704	34.4932	35.4429	36.4192	37.4234	38.4568	39.5191

7/1/22-6/30/23 – Annual – 35 Hour

07/01/2022-06/30/2023 (2.5%)		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade	35 Hour Titles															
1		30,225	31,010	31,817	32,647	33,501	34,380	35,283	36,212	37,168	38,151	39,163	40,203	41,273	42,373	43,506
2		30,936	31,740	32,568	33,420	34,296	35,197	36,124	37,077	38,057	39,066	40,104	41,172	42,269	43,399	44,559
3		31,653	32,479	33,327	34,201	35,100	36,024	36,974	37,952	38,957	39,992	41,056	42,150	43,277	44,434	45,626
4		32,370	33,215	34,086	34,982	35,902	36,849	37,827	38,825	39,856	40,915	42,006	43,128	44,282	45,468	46,689
5/5A	Motor Vehicle Operator, Clerk	33,195	34,064	34,959	35,879	36,825	37,799	38,800	39,830	40,889	41,979	43,100	44,252	45,438	46,658	47,913
6A	Keyboard Specialist	34,012	34,906	35,824	36,769	37,741	38,740	39,768	40,826	41,915	43,033	44,185	45,368	46,586	47,839	49,128
7		34,826	35,743	36,685	37,654	38,652	39,677	40,732	41,818	42,933	44,082	45,263	46,477	47,728	49,012	50,335
8	Records Retention Clerk	36,067	37,019	37,998	39,005	40,041	41,106	42,202	43,330	44,488	45,682	46,908	48,170	49,468	50,803	52,176
9A	Senior Clerk, Senior Keyboard Specialist	36,160	37,114	38,096	39,105	40,144	41,212	42,311	43,442	44,605	45,800	47,031	48,296	49,598	50,937	52,314
9	Account Clerk, Administrative Assistant, Cashier	36,877	37,851	38,854	39,886	40,948	42,038	43,161	44,316	45,504	46,725	47,982	49,274	48,843	51,972	56,609
10/10A	RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	37,802	38,802	39,833	40,902	41,982	43,103	44,256	45,442	46,663	47,917	49,208	50,535	51,902	53,306	54,751
11	Engineering Helper	38,834	39,864	40,925	42,016	43,138	44,291	45,468	46,699	47,956	49,247	50,576	51,943	53,349	54,795	56,282
12		40,057	41,122	42,218	43,347	44,507	45,700	46,927	48,190	49,488	50,824	52,198	53,611	55,064	56,560	58,098
13	Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	41,239	42,339	43,471	44,634	45,831	47,062	48,329	49,630	50,970	52,349	53,766	55,224	56,724	58,267	59,853
14	Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	42,593	43,731	44,903	46,107	47,346	48,620	49,931	51,280	52,667	54,093	55,561	57,071	58,624	60,221	61,863
15	Code Enforcement Officer	43,980	45,158	46,370	47,616	48,898	50,217	51,574	52,969	54,404	55,881	57,399	58,962	60,568	62,221	63,921
16	Senior Engineering Technician, Legal Assistant	45,381	46,599	47,853	49,142	50,467	51,832	53,234	54,677	56,161	57,688	59,258	60,873	62,535	64,244	66,001
17	Planner, Plumbing Inspector	47,981	48,349	49,652	50,993	52,371	53,789	55,249	56,749	58,292	59,879	61,513	63,193	64,920	66,697	68,526
18	Personnel Technician	48,806	50,122	51,476	52,869	54,301	55,774	57,290	58,849	60,452	62,102	63,798	65,544	67,339	69,185	71,084
19		50,523	51,889	53,293	54,738	56,224	57,752	59,325	60,942	62,605	64,316	66,076	67,886	69,749	71,664	73,634
20		52,244	53,659	55,114	56,611	58,151	59,734	61,363	63,039	64,762	66,534	68,358	70,234	72,162	74,147	76,189
21		54,527	56,007	57,529	59,095	60,706	62,363	64,066	65,819	67,622	69,476	71,385	73,347	75,365	77,441	79,577
22		56,813	58,359	59,948	61,583	63,265	64,994	66,774	68,604	70,487	72,423	74,415	76,464	78,572	80,740	82,969
23		58,910	60,515	62,167	63,865	65,612	67,409	69,257	71,159	73,114	75,126	77,195	79,324	81,513	83,765	86,081
24		61,216	62,887	64,606	66,374	68,193	70,063	71,988	73,968	76,004	78,098	80,252	82,468	84,748	87,092	89,503
25		63,491	65,228	67,014	68,851	70,741	72,685	74,684	76,740	78,856	81,032	83,270	85,605	87,941	90,376	92,882
26		66,166	67,980	69,844	71,762	73,736	75,764	77,853	79,999	82,207	84,480	86,817	89,220	91,693	94,236	96,822
27		68,808	70,697	72,639	74,637	76,693	78,807	80,981	83,218	85,519	87,885	90,320	92,823	95,398	98,049	100,773
28		71,445	73,409	75,430	77,508	79,644	81,844	84,105	86,431	88,824	91,285	93,816	96,420	99,099	101,853	104,688
29		74,087	76,126	78,224	80,382	82,602	84,885	87,233	89,649	92,133	94,689	97,317	100,022	102,803	105,654	108,607
30		77,056	79,179	81,364	83,613	85,925	88,303	90,748	93,265	95,853	98,516	101,253	104,071	106,968	109,948	113,014

7/1/22-6/30/23 – Hourly – 35 Hour

07/01/2022-06/30/2023 (2.5%)		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade	35 Hour Titles															
1		16.6071	17.0384	17.4816	17.9378	18.4070	18.8899	19.3863	19.8969	20.4218	20.9620	21.5182	22.0898	22.6773	23.2820	23.9045
2		16.9976	17.4396	17.8946	18.3627	18.8437	19.3390	19.8494	20.3751	20.9165	21.4739	22.0476	22.6379	23.2446	23.8679	24.5082
3		17.3917	17.8455	18.3118	18.7916	19.2857	19.7944	20.3185	20.8575	21.4125	21.9838	22.5719	23.1776	23.8019	24.4434	25.1025
4		17.7858	18.2502	18.7283	19.2206	19.7265	20.2466	20.7815	21.3324	21.8996	22.4829	23.0833	23.6998	24.3335	24.9846	25.6536
5/5A	Motor Vehicle Operator, Clerk	18.2390	18.7165	19.2082	19.7135	20.2336	20.7685	21.3188	21.8844	22.4667	23.0655	23.6814	24.3146	24.9660	25.6364	26.3257
6A	Keyboard Specialist	18.6881	19.1792	19.6833	20.2028	20.7366	21.2857	21.8507	22.4320	23.0300	23.6448	24.2773	24.9276	25.5968	26.2849	26.9932
7		19.1354	19.6390	20.1567	20.6892	21.2371	21.8004	22.3830	22.9767	23.5897	24.2211	24.8696	25.5370	26.2240	26.9299	27.6565
8	Records Retention Clerk	19.8171	20.3401	20.8780	21.4312	22.0044	22.5856	23.1880	23.8075	24.4441	25.0997	25.7737	26.4672	27.1801	27.9139	28.6683
9A	Senior Clerk, Senior Keyboard Specialist	19.8679	20.3922	20.9318	21.4862	22.0572	22.6442	23.2477	23.8690	24.5080	25.1648	25.8411	26.5364	27.2517	27.9872	28.7440
9	Account Clerk, Administrative Assistant, Cashier	20.2620	20.7975	21.3484	21.9152	22.4986	23.0980	23.7146	24.3495	25.0021	25.6731	26.3636	27.0736	26,4.1996	28.5558	31.1037
10/10A	RSVP Coordinator, Account Clerk/Keyboard Specialist, Secretary	20.7703	21.3200	21.8862	22.4738	23.0673	23.6832	24.3163	24.9684	25.6388	26.3281	27.0375	27.7665	28.5174	29.2890	30.0830
11	Engineering Helper	21.3371	21.9034	22.4862	23.0856	23.7021	24.3359	24.9876	25.6589	26.3494	27.0588	27.7890	28.5399	29.3126	30.1073	30.9244
12		22.0093	22.5945	23.1968	23.8169	24.4542	25.1098	25.7843	26.4778	27.1914	27.9251	28.6801	29.4564	30.2552	31.0771	31.9220
13	Registrar - Vital Statistics, Senior Account Clerk, Purchasing Assistant, Planning Assistant	22.6590	23.2631	23.8850	24.5240	25.1820	25.8583	26.5541	27.2695	28.0056	28.7629	29.5416	30.3428	31.1670	32.0149	32.8865
14	Engineering Technician, Senior Account Clerk/Keyboard Specialist, Senior Payroll Clerk	23.4027	24.0282	24.6719	25.3335	26.0145	26.7145	27.4346	28.1760	28.9381	29.7215	30.5280	31.3575	32.2108	33.0883	33.9906
15	Code Enforcement Officer	24.1649	24.8122	25.4778	26.1624	26.8671	27.5920	28.3375	29.1038	29.8925	30.7037	31.5380	32.3966	33.2794	34.1876	35.1213
16	Senior Engineering Technician, Legal Assistant	24.9347	25.6039	26.2926	27.0009	27.7292	28.4789	29.2493	30.0422	30.8576	31.6966	32.5593	33.4468	34.3598	35.2988	36.2645
17	Planner, Plumbing Inspector	25.8689	26.5654	27.2813	28.0180	28.7754	29.5546	30.3564	31.1806	32.0285	32.9007	33.7983	34.7213	35.6704	36.6467	37.6514
18	Personnel Technician	26.8163	27.5393	28.2837	29.0487	29.8357	30.6451	31.4782	32.3344	33.2155	34.1219	35.0539	36.0130	36.9994	38.0133	39.0573
19		27.7600	28.5103	29.2819	30.0759	30.8925	31.7321	32.5960	33.4847	34.3983	35.3385	36.3053	37.3000	38.3236	39.3756	40.4584
20		28.7055	29.4830	30.2824	31.1049	31.9510	32.8208	33.7160	34.6367	35.5834	36.5574	37.5591	38.5899	39.6496	40.7401	41.8620
21		29.6599	30.4729	31.3096	32.1699	33.0551	33.9651	34.9012	35.8645	36.8563	37.8750	38.9219	39.9974	41.1021	42.2371	43.4024
22		31.2161	32.0652	32.9386	33.8368	34.7610	35.7113	36.6887	37.6946	38.7289	39.7928	40.8874	42.0134	43.1714	44.3625	45.5873
23		32.3682	33.2498	34.1575	35.0906	36.0503	37.0378	38.0532	39.0981	40.1727	41.2779	42.4146	43.5844	44.7873	46.0245	47.2973
24		33.6350	34.5533	35.4976	36.4692	37.4686	38.4964	39.5537	40.6419	41.7602	42.9094	44.0944	45.3121	46.5648	47.8529	49.1777
25		34.8852	35.8396	36.8207	37.8301	38.8686	39.9366	41.0354	42.1649	43.3276	44.5228	45.7530	47.0198	48.3192	49.6520	51.0339
26		36.3650	37.3514	38.3757	39.4295	40.5141	41.6288	42.7761	43.9554	45.1690	46.4174	47.7014	49.0211	50.3806	51.7782	53.2155
27		37.8065	38.8443	39.9117	41.0093	42.1389	43.3004	44.4950	45.7240	46.9884	48.2884	49.6262	51.0019	52.4167	53.8728	55.3698
28		39.2555	40.3348	41.4448	42.5868	43.7607	44.9690	46.2115	47.4896	48.8043	50.1564	51.5475	52.9782	54.4497	55.9633	57.5207
29		40.7070	41.8276	42.9803	44.1660	45.3855	46.6399	47.9304	49.2576	50.6226	52.0267	53.4711	54.9574	56.4852	58.0573	59.6744
30		42.338														

7/1/22-6/30/23 – Annual – 40 Hour

07/01/2022-06/30/2023 (2.5%)																
Grade	40 hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		31,086	31,896	32,729	33,585	34,466	35,371	36,303	37,261	38,248	39,262	40,305	41,378	42,482	43,617	44,784
2		31,798	32,629	33,481	34,359	35,262	36,191	37,146	38,128	39,139	40,179	41,248	42,349	43,480	44,643	45,841
3		32,511	33,361	34,235	35,134	36,060	37,011	37,989	38,996	40,032	41,097	42,193	43,320	44,480	45,672	46,898
4		33,235	34,105	35,001	35,922	36,869	37,845	38,848	39,878	40,939	42,030	43,153	44,307	45,494	46,716	47,972
5	Custodial Worker	34,056	34,951	35,871	36,818	37,790	38,792	39,821	40,881	41,973	43,091	44,243	45,428	46,649	47,903	49,191
6		34,875	35,792	36,736	37,707	38,705	39,733	40,790	41,877	42,995	44,141	45,327	46,544	47,795	49,082	50,407
7		35,683	36,624	37,591	38,587	39,610	40,663	41,747	42,861	44,007	45,186	46,399	47,646	48,929	50,249	51,607
8	Clerk	37,537	38,530	39,553	40,604	41,686	42,798	43,943	45,120	46,331	47,576	48,857	50,174	51,529	52,924	54,357
9	Sr. Cit/Spec Events Coordinator	36,932	37,912	38,913	39,946	41,009	42,102	43,226	44,383	45,573	46,797	48,055	49,350	50,682	52,051	53,461
10	Laborer, Custodian	37,741	38,740	39,768	40,826	41,913	43,032	44,184	45,368	46,585	47,839	49,126	50,452	51,815	53,218	54,661
11	Keyboard Specialist	38,471	39,493	40,541	41,622	42,732	43,874	45,049	46,258	47,502	48,781	50,097	51,449	52,841	54,272	55,746
12	Parking Meter Attendant, Parking Fee Collector	38,665	39,691	40,746	41,832	42,948	44,096	45,278	46,493	47,744	49,030	50,352	51,712	53,112	54,551	56,032
13	Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	39,693	40,748	41,834	42,951	44,100	45,281	46,497	47,747	49,033	50,355	51,715	53,115	54,555	56,036	57,559
14	Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTP Operator Trainee, WTP Operator Trainee, Senior Clerk	40,916	42,006	43,128	44,282	45,468	46,689	47,945	49,236	50,565	51,932	53,337	54,783	56,271	57,800	59,374
15	Account Clerk	41,745	42,859	44,004	45,184	46,397	47,644	48,926	50,247	51,604	53,000	54,436	55,913	57,435	58,996	60,607
16	Secretary	42,802	43,945	45,123	46,345	47,600	48,861	50,178	51,534	52,929	54,362	55,838	57,354	58,916	60,521	62,173
17	Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade 2	42,097	43,221	44,377	45,566	46,791	48,049	49,343	50,675	52,045	53,453	54,903	56,393	57,927	59,503	61,126
18	Senior Account Clerk	48,278	49,579	50,917	52,294	53,715	55,166	56,665	58,206	59,791	61,421	63,098	64,823	66,598	68,423	70,300
19	Heavy Equipment Operator Grade 1, Sewer Inspector, WWTP Operator, WTP Operator	43,448	44,611	45,806	47,037	48,303	49,605	50,943	52,321	53,738	55,195	56,694	58,236	59,822	61,454	63,131
20	Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	44,845	46,048	47,285	48,557	49,866	51,212	52,598	54,023	55,488	56,995	58,546	60,141	61,781	63,469	65,204
21	Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	46,234	47,476	48,754	50,069	51,421	52,813	54,243	55,715	57,229	58,786	60,388	62,035	63,730	65,474	67,267
22	Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	47,946	49,237	50,566	51,933	53,338	54,784	56,272	57,801	59,374	60,993	62,658	64,371	66,132	67,944	69,808
23	Maintenance Mechanic (Water)	49,666	51,007	52,385	53,805	55,264	56,765	58,308	59,896	61,530	63,210	64,938	66,716	68,545	70,426	72,360
24	Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water Treatment Operator	51,387	52,777	54,207	55,677	57,190	58,746	60,348	61,993	63,687	65,430	67,220	69,064	70,959	72,910	74,916
25	Treatment Operator	53,112	54,551	56,032	57,554	59,121	60,732	62,389	64,094	65,848	67,652	69,508	71,416	73,379	75,398	77,475
26	Signal Electrician	55,388	56,892	58,439	60,031	61,669	63,353	65,085	66,867	68,700	70,586	72,525	74,520	76,572	78,682	80,853
27	Industrial Pretreatment Coordinator	57,679	59,249	60,865	62,526	64,234	65,992	67,800	69,660	71,572	73,540	75,564	77,646	79,787	81,990	84,255
28		59,772	61,401	63,078	64,802	66,576	68,401	70,278	72,207	74,193	76,236	78,337	80,498	82,721	85,007	87,359
29		62,074	63,769	65,514	67,308	69,153	71,052	73,004	75,013	77,079	79,204	81,390	83,639	85,956	88,330	90,777
30		64,350	66,111	67,923	69,787	71,707	73,677	75,701	77,787	79,932	82,139	84,409	86,743	89,145	91,615	94,157
31		67,037	68,876	70,766	72,710	74,710	76,768	78,884	81,061	83,299	85,603	87,972	90,408	92,915	95,493	98,144
32		69,670	71,583	73,551	75,575	77,658	79,798	82,002	84,268	86,599	88,996	91,462	93,998	96,608	99,291	102,052
33		72,305	74,295	76,340	78,444	80,607	82,834	85,124	87,479	89,902	92,394	94,957	97,593	100,306	103,095	105,964
34		74,947	77,011	79,135	81,319	83,565	85,875	88,252	90,697	93,212	95,799	98,459	101,196	103,914	106,707	109,585
35		77,919	80,068	82,279	84,553	86,892	89,298	91,772	94,317	96,936	99,629	102,399	105,249	108,180	111,195	114,296

7/1/22-6/30/23 – Hourly – 40 Hour

07/01/2022-06/30/2023 (2.5%)																
Grade	40 hour Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
5	Custodial Worker	16.3733	16.8035	17.2457	17.7008	18.1683	18.6498	19.1448	19.6542	20.1792	20.7166	21.2706	21.8406	22.4272	23.0304	23.6506
5B	Clerk	18.0466	18.5241	19.0158	19.5211	20.0412	20.5761	21.1264	21.6921	22.2743	22.8731	23.4891	24.1222	24.7736	25.4440	26.1334
8	Sr. City/Spec Events Coordinator	17.7557	18.2268	18.7083	19.2048	19.7158	20.2413	20.7818	21.3379	21.9100	22.4986	23.1034	23.7262	24.3661	25.0247	25.7024
9	Laborer, Custodian	18.1445	18.6249	19.1194	19.6278	20.1507	20.6886	21.2421	21.8116	22.3966	22.9993	23.6185	24.2558	24.9113	25.5854	26.2792
6B	Keyboard Specialist	18.4957	18.9868	19.4910	20.0105	20.5442	21.0933	21.6584	22.2394	22.8376	23.4524	24.0849	24.7352	25.4044	26.0925	26.8008
	Parking Meter Attendant, Parking Fee Collector	18.5887	19.0821	19.5895	20.1114	20.6483	21.2002	21.7681	22.3526	22.9537	23.5719	24.2077	24.8616	25.5346	26.2263	26.9382
	Wastewater Treatment Plant Attendant, Water Plant Attendant, Water Meter Reader	19.0831	19.5905	20.1124	20.6493	21.2017	21.7697	22.3542	22.9553	23.5735	24.2092	24.8631	25.5362	26.2284	26.9403	27.6724
	Water Maintenance Worker, Sewer Maintenance Worker, Recreation Maintenance Worker, Senior Keyboard Specialist, Motor Equipment Operator Grade 1, Building Maintenance Mechanic, WWTP Operator Trainee, WTP Operator Trainee, Senior Clerk	19.6713	20.1952	20.7347	21.2892	21.8598	22.4469	23.0506	23.6713	24.3102	24.9672	25.6429	26.3382	27.0532	27.7884	28.5453
12/9B	Account Clerk	20.0696	20.6051	21.1560	21.7229	22.3063	22.9057	23.5222	24.1571	24.8097	25.4807	26.1712	26.8813	27.6013	28.3635	29.1513
10B	Secretary	20.5779	21.1276	21.6939	22.2814	22.8749	23.4908	24.1240	24.7760	25.4464	26.1357	26.8452	27.5742	28.3250	29.0966	29.8907
	Laboratory Technician, Head Custodian, Water Meter Repair Worker, Weigh Scale Operator, Parking Meter Repair Worker, Motor Equipment Operator - Grade 2	20.2387	20.7792	21.3353	21.9069	22.4955	23.1003	23.7226	24.3630	25.0216	25.6988	26.3956	27.1122	27.8494	28.6074	29.3876
13B	Senior Account Clerk	23.2105	23.8360	24.4795	25.1412	25.8233	26.5220	27.2427	27.9835	28.7456	29.5295	30.3356	31.1650	32.0183	32.8958	33.7982
	Heavy Equipment Operator Grade 1, Sewer Inspector, WWTP Operator, WTP Operator	20.8885	21.4476	22.0223	22.6141	23.2224	23.8484	24.4919	25.1541	25.8355	26.5359	27.2566	27.9980	28.7607	29.5450	30.3517
	Dog Control Officer, Tree Trimmer, Sign Maintenance Worker, Automotive Mechanic	21.5600	22.1383	22.7332	23.3446	23.9742	24.6214	25.2877	25.9727	26.6768	27.4016	28.1471	28.9139	29.7024	30.5137	31.3483
	Labor Foreperson, Mason, Water Maintenance Service Worker, Parking Garage Supervisor, Landfill Operator, Water Distribution Crew Chief	22.2279	22.8248	23.4394	24.0715	24.7218	25.3907	26.0783	26.7860	27.5140	28.2626	29.0325	29.8246	30.6395	31.4777	32.3398
	Head Automotive Mechanic, Sanitation Foreperson, Water Meter Service Worker	23.0511	23.6718	24.3107	24.9677	25.6434	26.3387	27.0537	27.7889	28.5453	29.3234	30.1239	30.9476	31.7941	32.6654	33.5616
18	Maintenance Mechanic (Water)	23.8779	24.5225	25.1852	25.8676	26.5691	27.2908	28.0327	28.7964	29.5818	30.3895	31.2204	32.0752	32.9543	33.8588	34.7887
	Senior Building Maintenance Mechanic, Director of Recreation, Supervisor Water Treatment Operator, Supervisor Waste Water Treatment Operator	24.7052	25.3736	26.0612	26.7679	27.4953	28.2434	29.0133	29.8044	30.6188	31.4565	32.3175	33.2039	34.1151	35.0527	36.0172
21	Signal Electrician	26.6286	27.3519	28.0959	28.8611	29.6486	30.4583	31.2908	32.1477	33.0289	33.9354	34.8679	35.8267	36.8135	37.8278	38.8715
22	Industrial Pretreatment Coordinator	27.7304	28.4852	29.2618	30.0607	30.8818	31.7268	32.5960	33.4902	34.4097	35.3556	36.3289	37.3297	38.3590	39.4183	40.5071

APPENDIX D
APPLICATION FOR REIREMENT INCETIVE PROGRAM

The union agreement ratified April 17, 2015 between the City of Auburn and CSEA Local 1000 includes a provision for a retirement incentive for full-time employees. The requirements for eligibility are as follows:

- The employee must file an application for the retirement incentive program by July 1, 2015 or within forty-five (45) calendar days of becoming eligible to retire without penalty, whichever is later.
- The employee must retire from service within seventy-five (75) calendar days after filing the retirement incentive program application.
- There is only one opportunity to apply for the retirement incentive after reaching eligibility to retire without penalty. If an employee becomes eligible to retire without penalty but chooses not to retire they cannot apply in future years. If an employee becomes eligible to retire without penalty but does not apply within the forty-five (45) day calendar period the incentive will not be available.
- If an employee wishes to retire with penalty, they will be eligible for this incentive but not excluded until they reach eligibility to retire without penalty.

By signing this form, the employee is committing, through retirement, to a separation of full-time service from the City of Auburn, NY. The employee is acknowledging they have read and understand the terms and conditions of their retirement and this incentive. The employee is acknowledging by signing this agreement that they cannot withdraw the application and return to the City of Auburn employment in their current position.

Employee Name: _____ Employee Number: _____

Employee Home Address: _____

Employee Telephone: _____ Employee Date of Hire: _____

Date of Eligibility: _____ Date of Retirement: _____

___ I have read and understand the provisions/obligations of this incentive program and choose to accept the \$10,000 payment.

___ I have read and understand the provisions/obligations of this incentive program and choose to accept the \$12,500 health insurance value to be added to my health insurance bank upon retirement.

Employee Signature: _____ Date: _____

Department Head Signature: _____ Date: _____

City Manager Signature: _____ Date: _____

APPENDIX E

Transitional Duty Policy

In an effort to return disabled workers to employment at the earliest possible date after a nonworking-related or work-related disabling injury, and to create an environment that will facilitate employee recovery from injury or illness, the City of Auburn has promulgated a Transitional Duty Policy (Light Duty Policy). The City of Auburn defines "light duty" as a temporary work assignment within the disabled worker's physical abilities, knowledge, and skills. To effectuate this Policy, every City employee is expected to cooperate with their treating physician and the City in an effort to allow a safe and expeditious return to regular job duties by participation in the Transitional Duty Program. All such modified work duty assignments are to be within the limitations set forth by an approved physician. The approved physician shall be encouraged to release temporarily disabled employees to a modified duty work status. Also, the physician must describe the employee's work capacities in sufficient detail to allow the City to determine a suitable work or task assignment.

The employee's regular department shall attempt to locate or design a work assignment within the capacities described by the physician. If no suitable temporary assignment is available within the employee's regular department, the City Manager shall be contacted in order to consider other alternatives. The City Manager will attempt, when feasible, to coordinate a temporary re-assignment of the employee on an inter-department basis. The department of which the employee is regularly assigned will continue to provide regular wages.

Upon release to work without restrictions, the employee shall be returned to his/her permanent department and his/her regular position.

Guidelines/Procedures

An injured worker who is considered to be a candidate for Modified Duty will be identified to the City Manager by the Department Head who will then communicate, in writing, with the employee's treating physician. Included in this letter will be a list of typical modified duty assignments. The doctor will indicate which assignments may or may not be within the physical capability of the employee, and will also be requested to list any initiations (i.e., hours per day, lifting, etc.) pertaining to the employee.

Upon receipt of information from the treating physician regarding the modified duties, the employee will meet with his/her Department Head who will arrange the schedule and activities consistent with the medical release and capabilities.

The Department Head will monitor the employee's recovery progress through regular contact or meetings to reassess when and how often duties may get changed. All changes in work assignment will be made after receiving concurrence from the employee's attending physician, in writing. Notification of changes will be in writing with copies provided to the employee, the attending physician, and PERMA.

After the treating physician determines that the injured person is cleared for normal duties, the employee will be taken off Modified Duty assignment and returned to his/her regular position.

The Transitional Duty Program requires the participation of all injured employees who have been released by their physician to perform modified duty work.

A detailed job description will be provided to the treating physician at the appropriate time.

Duration of light duty work assignments

The program provides modified duty work to injured employees for a period of up to 60 days. At the end of the 60-day period, if the employee is unable to assume regular duties without restrictions, the Department Head, with the City Manager's approval, may grant an extension of the modified duty work. This extension will be based on analysis and advice provided by the injured employee's treating physician. All transitional duty jobs are of a temporary nature and are not to be considered permanent.

APPENDIX F
Military Leave Policy

Effective October 14, 2004, upon exhaustion of the paid military leave required by Section 242 of the NYS Military Law and/or those provisions under the City's various Collective Bargaining Agreements; the City of Auburn will provide the following enhanced benefits for all of its employees ordered to military duty for a period of one (1) year.

1. Employees will receive the difference between the wages paid by the City and their total entitlement paid for ordered military duty.
2. Dependents of employees enrolled in the City's health insurance plan will continue to receive health insurance benefits under the plan. An employee's premium contributions will continue to be required. An employee's coverage will continue until such time as military benefits are available; at such time, the City's health insurance plan will become secondary.
3. Annual benefits and sick leave, as provided by the various Collective Bargaining Agreements and the Management Ordinance, will continue to accrue during the period that an employee is on military leave.
4. In the event an employee's tour of duty extends beyond one (1) year, the employee may make written application to the City Manager for an extension of these benefits. An extension of benefits will be considered on a case-by-case basis.

**APPENDIX G
PUBLIC WORKS/MUNICIPAL UTILITIES
JOB INTERVIEW RATING SHEET**

I. Vacant Position Title: _____ Salary Grade: _____

Applicant Interviewed: _____

Date of Interview: _____ Interviewed by: _____

II. Is the applicant currently a Bargaining Unit member? Yes No City Employee: Yes No

If yes to either question, applicant's current position: _____

How long in that position? _____

Any other previously held position(s) with the City of Auburn? If so, what?

Position: _____ How long? _____

III. <u>Criteria</u>	<u>Rating</u>
1. Education and experience related to performing the required work	_____
2. Dependability (using all aspects of entire work history with the City)	_____
3. Skill in performing the Civil Service defined functions of the job	_____
4. Seniority (based on the number of qualified applicants)	_____
TOTAL COMBINED FACTOR SCORE:	_____

In the event of a tie with regard to the combined factor score, the applicant with the greatest seniority will serve as a tie breaker. The date of the earliest filed original application that gave rise to the applicant's employment with the City of Auburn will serve as the tiebreaker for tied seniority.
Application Date: _____

Rating System: (Items 1-4 above) 0-5 with 0 being "Not meeting Requirements" to 5 being "Far Exceeds Requirements" for 5 or less applicants. For 6 or more applicants, the rating system shall be equal to the number of applicants. (i.e. seven applicants shall have 0-7 system)

Additional notes may be made on the reverse side.

**APPENDIX H
EXCLUDED TITLES**

All uniformed employees of the Fire Department
All uniformed employees of the Police Department
All elected officials of the City of Auburn
Corporation Counsel
Assistant Corporation Counsel
City Manager
Private Secretary to the City Manager
Comptroller
Assistant Comptroller
Director of Planning & Economic Development
City Clerk
Senior Civil Engineer
Sewer Maintenance Supervisor
Water Maintenance Supervisor
Street Maintenance Supervisor
Sanitation Supervisor
Director of Parks and Recreation
Parks Maintenance Supervisor
Civil Service Commissioners
City Treasurer
City Assessor
Director of Solid Waste
Assistant Director of Solid Waste
Director of Streets and Buildings
Director of Municipal Utilities
Director of Engineering Services
Superintendent of Parks and Recreation
Assistant to the City Manager
Secretary to the Corporation Counsel
Principal Stenographer - City Manager's Office
CIP Coordinator
Personnel Technician
Personnel Technician Trainee
Confidential Administrative Secretary
Civil Service Clerk
Secretary to Director of Planning and Economic Development
Director of Capital Projects and Grants
Temporary Employees
Seasonal Employees