



AGREEMENT

by and between the

COUNTY OF CLINTON

and

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

LOCAL 1000/AFSCME, AFL-CIO,

CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884

January 1, 2025 – December 31, 2028

INFORMATIONAL PURPOSES ONLY

CSEA Unit Officials

President: Cynthia C. Gallicchio, Social Services

1st Vice President: Nicole Poupore, Probation Department

2nd Vice President: William Wells, Social Services

3rd Vice President: Susan Taskin, Probation Department

Treasurer: Alysa Sorrell, Social Services

Recording Secretary: Juliet Dubay-Stewart, Social Services

CSEA Labor Relations Specialist

Emy Pombrio

6 Booth Drive

Plattsburgh, New York 12901

2025 – 2028 County Legislature

Calvin T. Castine, Area One

Patty A. Waldron, Area Six

Francis J. Peryea, Area Two

Rob B. Timmons, Area Seven

Mark R. Henry, Area Three

Paul Lamoy, Area Eight

David G. Bezio, Area Four

Joshua A. Kretser, Area Nine

Kevin J. Randall, Area Five

Robert E. Hall, Area Ten

Michael Zurlo, County Administrator

Kim Kinblom, Deputy County Administrator

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

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

W I T N E S S E T H

ARTICLE 1

PREAMBLE

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

ARTICLE 2

RECOGNITION OF BARGAINING UNIT

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

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

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

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

New Employee Orientation:

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

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

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

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

ARTICLE 3

DEFINITION OF EMPLOYEES

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

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

Section 2. Definition/Status of Employee.

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

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

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

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

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

Section 3. Seniority

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

Section 4. Maintenance of Benefits

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

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

employees.) When a permanent employee accepts another position in the same grade, whether in the same department or another department with no break in service, he/she will maintain the same step on the salary scale.

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

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

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

ARTICLE 4

POSTING OF POSITIONS

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

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

ARTICLE 5

OUT-OF-TITLE WORK

No person shall be employed under any title not appropriate to the duties to be performed and, except upon assignment by proper authority during the continuance of a temporary emergency situation, no person shall be assigned to perform the duties of any position unless he/she has been duly appointed, promoted, transferred or reinstated to such position in accordance with the provisions of the Civil Service Law, Rules and Regulations. No credit shall be granted in a promotional examination for out-of-title work.

ARTICLE 6

REALLOCATIONS

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

The following is the procedure for reallocations:

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

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

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

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

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

ARTICLE 7

COUNTY-WIDE PERFORMANCE EVALUATION

Each member of the bargaining unit will be evaluated by his/her immediate supervisor or department head at least one (1) time each year during his/her first five (5) years of service in the County. Additional evaluations, not to exceed three (3) per year, may be made by the department

head or immediate supervisor as he/she determines. At the discretion of the department head, any member may be evaluated every other year after the fifth year. If the evaluator indicates a need for job performance improvement, the employee may ask for an additional evaluation. Suggestions for improving job performance may be made by the evaluator. In evaluating the job performance of any member of the unit, the department head may receive input from others who work with the unit employee in a supervisory or administrative capacity.

Each employee who is evaluated will receive a copy of the completed evaluation within ten (10) days. An evaluation conference will be conducted within five (5) days of the receipt of the completed form unless other arrangements are made. The employee will be asked to sign the evaluation at the completion of the conference to indicate that the employee has seen the evaluation and discussed it with the evaluator. Such signature does not imply agreement by the employee with the contents of the evaluation. The employee is entitled to append any comments he/she thinks necessary to the evaluation and such appendage will be placed in the employee's file along with the completed evaluation form. All evaluation documents and appendages will be dated and signed before placement in the file. The department head, the employee, and the Department of Personnel will receive copies. The employee may request in writing that the supervisor send a copy to the union president.

ARTICLE 8

PERSONNEL FILE

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

ARTICLE 9

LEAVE TIME YEAR

Effective January 1, 2003 and continuing, the leave time year for which vacation allowance, time credits and time deductions are calculated shall coincide with the payroll year (excluding Clinton Community College). The payroll year is defined as the 26 (or 27) pay periods whose pay dates (check date) all occur within the same calendar year. The following calendars (2025 through 2028) highlight the last leave time period of each year with a box marking the last day to use vacation and personal time (use or lose).

Please see Appendix D for more information on 27 pays.

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

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

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

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

ARTICLE 10

NORMAL WORKWEEK

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

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

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

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

ARTICLE 11

OVERTIME

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

Section 2. All overtime work shall be paid without reduction.

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 12

WAGES, SALARIES AND INCREMENTS

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

1. Wages

Year 1: Effective January 1, 2025 each salary band shall be increased by \$2,730 across the board by which 80-hour, 75-hour and 70-hour wage rates will be calculated on the current step schedule.

Year 2: Effective January 1, 2026 the salary scale will be increased by 3% and those entitled to an increment will receive the increment. Employees beyond the Step schedule shall receive 3% general increase.

Year 3: Effective January 1, 2027, the salary scale will be increased by 3% and those entitled to an increment will receive the increment. Employees beyond the Step schedule shall receive 3% general increase.

Year 4: Effective January 1, 2028, the salary scale will be increased by 3% and those entitled to an increment will receive the increment. Employees beyond the Step schedule shall receive 3% general increase.

Initial salary for new hires in an existing Classified Civil Services title shall not be set by the Appointing Authority above Step 3 without agreement by the CSEA.

2. Increments

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

3. Longevity

Effective January 1, 2025, the Employer shall pay longevity increments of \$1,500 starting at ten (10) years completed service and further agrees to pay additional increments of \$1,500 for each five (5) years thereafter. Any leave of absence without pay shall not be considered in computing longevity time. Longevity will be computed from the date of continuous employment.

Effective January 1, 2026, the Employer shall pay longevity increments of \$1,600 starting at ten (10) years complete service and further agrees to pay additional increments of \$1,600 for each five (5) years thereafter. Any leave of absence without pay shall not be considered in computing longevity time. Longevity will be computed from the date of continuous employment.

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

ARTICLE 13

SHIFT DIFFERENTIALS

1. Shift Differential

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

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

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

2. Highway Department Shift Differential

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

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

3. Health Department Shift Differential

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

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

4. Nursing Home Shift Differential

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

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

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

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

5. Sheriff's Department Jail Health Services Shift Differential

Effective January 1, 2025: the Clinton County Jail Health Services Department will pay a shift differential for all part-time and full-time Registered Professional Nurses as follows:

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

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

Shift differential shall be paid at the rates set forth in this Article, unless an employee actually works more than forty (40) hours in a week, after which applicable shift differentials shall be paid at time and one-half.

ARTICLE 14

HOLIDAYS

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

New Year's Day, January 1st

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

Presidents' Day, 3rd Monday in February

Memorial Day, last Monday in May

Juneteenth, June 19th

Independence Day, July 4th

Labor Day, 1st Monday in September

Columbus Day, 2nd Monday in October

Election Day

Veteran's Day, November 11th

Thanksgiving Day, 4th Thursday in November

Christmas Day, December 25th

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

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

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

Section 4. Employees who accumulate time off in lieu of holidays shall have this time recorded in a separate category on the payroll in hourly units. Effective January 1, 2013, all accrued lieu

holidays recorded must be scheduled and used within 180 calendar days of the date accrued. In the event the lieu holiday is not used within 180 calendar days, the employee will be paid for such lieu holiday in the next payroll following expiration of the 180 calendar day period at the employee's regular rate of pay (including shift differential, if applicable).

ARTICLE 15

PERSONAL LEAVE

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

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

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

January through April = 3 days*

May through August = 2 days*

September through December = 1 day*

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

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

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

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

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

ARTICLE 16

VACATION LEAVE

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

- a. Employees will accrue vacation time at the rate of two (2) weeks, (ten (10) working days) per year during the first year of employment and may use it as they earn it.
- b. Any employee, after completing five (5) full years of service, shall be entitled to three (3) weeks, (fifteen (15) working days) of vacation with pay.
- c. Any employee, after completing ten (10) full years of service, shall be entitled to four (4) weeks, (twenty (20) working days) of vacation with pay.

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

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

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

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

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

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

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

ARTICLE 17

SICK LEAVE

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

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

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

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

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

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

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

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

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

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

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

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

- Unscheduled illness, but the employee supplies medical documentation that references the corresponding absences upon 1st day returning to work.

- Use of pre-approved sick leave, with at least 24-hour advance notice, to attend scheduled medical appointments.
- Use of sick leave for injuries occurring while on duty and covered by Workers' Compensation.
- An approved FMLA leave - Please refer to the Clinton County FMLA Policy.
- If you are sent home by your employer due to an unscheduled illness which hinders your ability to perform essential job functions.

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

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

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

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

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

Section 8. Sick leave of up to fifteen (15) days in any fiscal year may also be used for the purpose of family illness or bereavement leave. Family illness shall require the same medical proof as personal sick leave. Family sickness and bereavement leave shall be limited to mother or father; husband or wife; mother-in-law or father-in-law; son or daughter; son-in-law or daughter-in-law; sister or brother; grandparents; grandchildren; and stepfamily residing in the household.

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

Section 10. At the discretion of the department head and upon approval by resolution of the Clinton County Legislature, permanent employees may be granted additional sick leave with one-half pay for three (3) months after three (3) years of Clinton County service, after all available sick leave credits or other credits have been used. Leave, not exceeding twelve (12)

months without pay, may also be granted upon approval by a resolution of the Clinton County Legislature in the case of employees who have served continuously for at least one (1) year in Clinton County service. At Clinton Community College, the approval authority is the Clinton Community College Board of Trustees.

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

ARTICLE 18

SICK LEAVE BANK

1. POLICY:

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

2. ENROLLMENT PROCEDURES:

- a. An employee must have been employed with the County on a permanent basis for twelve (12) consecutive months prior to joining the Bank and must have a minimum balance of ten (10) sick days at open enrollment.
- b. There will be only one (1) open enrollment period a year for employees to join the Sick Leave Bank. The open enrollment for the Sick Leave Bank will coincide with open enrollment for health insurance and membership in the Sick Leave Bank will be effective the following January 1.
- c. All donations of sick leave or vacation leave are on a voluntary basis. In order to participate in the Sick Leave Bank, an employee must donate a minimum of four (4) days one (1) time only.
- d. Donations must be made in full working day increments (seven (7) hours, seven and one-half (7-1/2) hours or eight (8) hours).
- e. Any employee who has donated leave credits cannot withdraw those credits under any circumstances.

3. APPLICATION PROCEDURES:

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

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

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

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

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

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

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

4. ADMINISTRATIVE PROCEDURES:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5. MAINTENANCE OF BANK BALANCE:

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

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

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

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

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

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

ARTICLE 19

LEAVES OF ABSENCE

Section 1. Dental or Medical

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

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

Section 2. Maternity/Paternity

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

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

Section 3. Other Leaves

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

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

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

Section 4. Jury and Court Attendance

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

Section 5. Civil Service Examinations

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

Section 6. Educational Purposes

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

Section 7. Quarantine

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

ARTICLE 20

WORKERS' COMPENSATION

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

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

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

ARTICLE 21

PERSONAL LIABILITY/INJURY

Section 1. Personal Liability

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

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

Section 2. Personal Injury

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

ARTICLE 22

INSURANCE AND RETIREMENT

Section 1. Insurance

- a. Effective January 1, 2002, the County will offer the New York State Health Insurance Program Empire Plan, Core Plus Medical and Psychiatric Enhancement, to eligible employees and retirees. The New York State Health Insurance Program Empire Plan will not be replaced or withdrawn during the life of the Agreement without the consent of the unit. The Employer also reserves the right to offer an alternative choice health benefit plan for active employees only. Effective January 1, 2017, the

Employer also reserves the right to offer a third option which may be a High Deductible Plan with a “Bronze” benefit level or higher or other ACA compliant plan with all third option participants paying 12.5% of premium cost for the level of coverage selected.

- b. Effective January 1, 2022, the Employer also reserves the right to offer a third option which may be a High Deductible Plan(HDP) with a “Bronze” benefit level or higher or other ACA compliant plan with all third option participants paying 12.5% of the monthly premium cost for the level of coverage selected with an annual employer funded Health Reimbursement Account (HRA) in an amount equal to the first \$1300 annual Plan Deductible for Single and first \$2600 annual Plan Deductible for Family. Participants in the third HDP option shall receive the HRA benefit only and will not participate in the Section 125 Flexible Spending Account in paragraph “c” below. Any employee who is enrolled in NYSHIP or the alternative plan, who moves to the HDHP will receive a one-time incentive bonus of \$1,000.00. This incentive shall be paid no more than one time for any employee.

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

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

Effective January 1, 2025:

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

Effective January 1, 2027:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service	22.5%	77.5%
10 to less than 15 yrs service	18%	82%
15 years to hired on or after January 1, 1980	13%	87%
Hired prior to January 1, 1980 (pre-1980)	0%	100%

Effective January 1, 2028:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service	22.5%	77.5%
10 to less than 15 yrs service	18.5%	81.5%
15 years to hired on or after January 1, 1980	13.5%	86.5%
Hired prior to January 1, 1980 (pre-1980)	0%	100%

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

- The contribution percentage changes become effective the start of the first pay period of the payroll year following the ten (10) or fifteen (15) year longevity date. At CCC, the changes will become effective the start of the first pay period of January.

For all employees hired or benefit eligible **on or after May 1, 2021**, a graduated active employee contribution rate for NYSHIP or the alternative choice plan (not the HDP) based on years of service as follows:

Effective January 1, 2025:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service	22.5%	77.5%
10 to less than 20 yrs service	17.5%	82.5%
20 yrs service +	12.5%	87.5%

Effective January 1, 2027:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service	22.5%	77.5%
10 to less than 20 yrs service	18.0%	82%
20 yrs service +	13%	87%

Effective January 1, 2028:

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 10 yrs service	22.5%	77.5%
10 to less than 20 yrs service	18.5%	81.5%
20 yrs service +	13.5%	86.5%

- Years of service will be calculated using temporary, part-time and permanent employment on the same basis as longevity is currently computed.
- The contribution percentage changes become effective the start of the first pay period of the payroll year following the ten (10) or twenty (20) year longevity date. At CCC, the changes will become effective the start of the first pay period of January.”

c. The County will contribute a dollar amount based on years of service to active employees who have elected County-offered health insurance to be placed in a pre-tax unreimbursed medical expense or dependent day care account under the Section 125 Flexible Spending Account and paid for by the County and CCC as follows:

<u>Year Groups</u>	<u>Per Person</u>
0 to less than 10 yrs service	\$250
10 + years of service	\$500

- The contribution will be pro-rated to the first of the month following date of service for new employees or the date that continuing employees receive health insurance through the County.
- County dollar contribution changes become effective the start of the first pay period of the payroll year following the ten (10) or fifteen (15) year longevity date. At CCC, the changes will become effective the start of the first pay period of January.

- County dollar contributions will be paid into the accounts to be effective the first of the plan year. Each employee will be provided the opportunity to elect use of a benefit (debit) card at the start of the plan year to access their account for payment of qualified expenses in addition to submitting paper forms for reimbursement of qualified expenses which cannot be paid by the card. The administrative expense for a benefit (debit) card will be borne by the employee and may be reimbursed when submitted as a qualified expense.

- d. The County will contribute three thousand dollars (\$3,000) annually for an individual plan and seven thousand dollars (\$7,000) for a family plan to active employees who are eligible for, but do not elect to participate in, the County-offered health insurance subject to NYSHIP restrictions*. (*Please see Appendix D.)

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

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

Section 2. Retirement

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

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

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

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

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

- (4) meet other mandatory requirements of NYSHIP; and

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

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

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

- (1) complete a minimum of fifteen (15) years full-time Clinton County service, or its equivalent part-time Clinton County service, in a benefit eligible position; and
- (2) are enrolled in County-provided health insurance, or are enrolled in NYSHIP as a dependent; and
- (3) are eligible to retire and receive a retirement allowance or be enrolled in NYSHIP and terminate employment within five (5) years of the date on which he or she is entitled to receive a retirement allowance from New York State and Local Employees Retirement System, provided the retiree meets NYSHIP conditions as a vestee, and continues coverage under NYSHIP as an enrollee or dependent of an enrollee while in a vested status with no lapse in NYSHIP coverage; and
- (4) meet other mandatory requirements of NYSHIP; and
- (5) in accordance with Clinton County Legislature Resolution No. 827 –

10/24/07

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

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

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

- The contribution percentages will apply to retirees and will be determined by their years of service at the effective date of retirement.
- Years of service will be calculated using temporary, part-time and permanent employment on the same basis as longevity is currently computed.

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

<u>Year Groups</u>	<u>Employee Contribution</u>	<u>County Contribution</u>
0 to less than 15 yrs service	35%	65%
15 to less than 20 yrs service	30%	70%
20 to less than 25 yrs service	20%	80%
25 or more years of service	15%	85%
Hired prior to January 1, 1980 (pre-1980)	15%	85%

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

- The contribution percentages will apply to retirees and will be determined by their years of service at the effective date of retirement.
- Years of service will be calculated using temporary, part-time and permanent employment on the same basis as longevity is currently computed.

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

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

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

<u>Coverage Opted Out</u>	<u>Annual Premium Cost</u>	<u>Buyout Amount</u>
Individual	\$17,754	\$4,439
Family	\$40,414	\$10,103
Family to Individual	\$40,414	\$4,041

e. Effective January 1, 2012, at the time of retirement, employees eligible to receive a sick leave buyout under Article 17, Section 9, of this Agreement may designate some or all of the value of such sick leave buyout to the payment of health insurance contributions utilizing the same actuarial basis formula used by the New York State Health Insurance Plan (NYSHIP) for this option. An employee's election to apply unused sick leave accruals to offset future health benefit contribution [total dollar value divided by life expectancy = monthly credit. Life expectancy will be determined pursuant to the standard from NYSHIP for local government participating agencies]. Such amounts are irrevocable and applies the benefit for the lifetime of the retiree. The minimum amount of such election is five thousand dollars (\$5,000).

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

ARTICLE 23

ADDITIONAL BENEFIT PROGRAMS

Section 1. Deferred Compensation Program

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

Section 2. Employees Assistance Program

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

Section 3. Flexible Spending Account Program

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

Section 4. Vision Benefit

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

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

Section 5. Dental Benefit

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

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

ARTICLE 24

REFRESHMENT BREAK

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

ARTICLE 25

MILEAGE ALLOWANCE

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

Section 2. Employees Mileage Reimbursement – Local Travel

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

Definitions:

Local Travel - travel within the borders of Clinton County.

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

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

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

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

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

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

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

Reimbursable mileage:

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

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

ARTICLE 26

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 27

EDUCATIONAL TUITION ASSISTANCE

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

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

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

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

ARTICLE 28

EMERGENCY CLOSURES

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

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

- Temporary and seasonal employees will be paid for the time they worked but will not receive pay if they did not work.

ARTICLE 29

MANDATED MEETINGS

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

ARTICLE 30

ON-CALL COMPENSATION

Section 1. Airport

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

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

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

Section 2. Child Protective Services

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

b. Upon going out, if the on-call caseworker is unable to make face-to-face contact with an individual(s) listed on the report, the on-call caseworker will be compensated a minimum of two (2) hours at the appropriate rate of pay*, including travel, phone calls and documentation

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

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

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

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

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

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

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

ARTICLE 31

PART-TIME BENEFITS

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

1. Health Insurance

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

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

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

2. Wages, Salaries and Increments

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

Part-time employees will be entitled to an increment. Under the first criterion of eligibility, an employee may qualify after two (2) years at the same level. The employee hired after January 1st up to and including June 30th of any given year will advance the second January after hire. An employee hired between July 1st and December 31st in any given year will advance the third January after hire. Under the second criterion, an employee may qualify with one (1) year of service at the same level. The increment will be based upon the actual hours worked. If an employee works ninety-five percent (95%) of a full-time employee's hours in a given payroll year, he/she will be eligible for an increment the following January.

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

3. Leave Time

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(7) Sick leave of up to five (5) days in any fiscal year may also be used for the purpose of family illness or bereavement leave. Family illness shall require the same medical proof as personal sick leave. Family sickness and bereavement leave shall be limited to mother or father; husband or wife; mother-in-law or father-in-law; son or daughter; son-in-law or daughter-in-law; sister or brother; grandparents; grandchildren; and step-family residing in the household.

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

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

4. Sick Leave Bank

a. POLICY:

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

b. ENROLLMENT PROCEDURES:

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

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

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

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

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

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

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

c. APPLICATION PROCEDURES:

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

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

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

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

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

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

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

d. ADMINISTRATIVE PROCEDURES:

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

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

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

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

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

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

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

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

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

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

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

e. MAINTENANCE OF BANK BALANCE:

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

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

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

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

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

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

5. Shift Differential and Holiday Premium

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

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

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

6. Clothing Allowance

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

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

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

7. Seniority

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

8. Maintenance of Benefits

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

9. Refreshment Break

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

10. Emergency Closures

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

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

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

11. Overtime

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

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

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

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

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

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

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

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

12. Educational Tuition Assistance

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

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

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

Article 4	Posting of Position
Article 5	Out-of-Title Work
Article 6	Reallocations
Article 7	County Wide Performance Evaluations
Article 8	Personnel File
Article 20	Workers Compensation
Article 21	Personal Liability/Injury
Article 23	Additional Benefits Programs
Article 25	Mileage Allowance
Article 29	Mandate Meetings
Article 33	Layoff and Recall
Article 34	Reciprocal Rights/Labor Management
Article 35	Disputes and Grievances
Article 36	Discipline and Discharge Action
Article 37	Clinton County Nursing Home
Article 39	Health Department

ARTICLE 32

CONTRACTING OF SERVICES

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

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

ARTICLE 33

LAYOFF AND RECALL

1. Layoff and Recall Procedures for members of the competitive service will be in accordance with the applicable sections of Civil Service Law (currently Sections 80 and 81 and any others that may apply).
2. For members of the unit who are in the non-competitive and labor classes of service, the following layoff and recall procedures will apply:
 - a. Within the job classification of the position to be abolished or reduced in force within the affected department, the employee with the least seniority will be laid off first. Seniority will be calculated in accordance with the definition in Article 3, Section 3, of this Agreement.
 - b. Recall to service within the job classification of the reduced or abolished position shall be in the inverse order of layoff, i.e., the most senior individual on the recall list will be called first. An employee will be kept on the recall list for a period of twenty-four (24) months. While layoff will be by department, recall will be County-wide. An employee who is offered recall to a lower-rated position will be compensated at the lower-rated position rate but at the step the employee was on when layoff occurred.
 - c. Any employee whose position has been abolished or reduced who has worked for the County in his/her department in a lower-rated job title, may replace the least senior member in the same department provided he/she has more overall County seniority.
 - d. Veterans in the unit will still continue to be provided the right of transfer as established in Section 86 of Civil Service Law.
 - e. Part-time employees in the same job and title as full-time employees in the department affected by the reduction in force or job elimination will be laid off first.
 - f. In the event of a tie in seniority affecting two (2) individuals, a coin toss will break the tie. In the event of a tie in seniority affecting three (3) or more employees, the tie will be broken by lot.

ARTICLE 34

RECIPROCAL RIGHTS/LABOR MANAGEMENT

Reciprocal Rights

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

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

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

Section 3. Employees who are designated or elected for the purpose of resolving grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations which have as their purpose the maintenance of harmonious and cooperative relations between the County and CSEA.

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

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

Labor Management

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

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

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

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

Issues/Concerns

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

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

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

Committee Structure

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

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

Meeting

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

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

ARTICLE 35

DISPUTES AND GRIEVANCES

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

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

PROCEDURE

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

Step 2. In the event that the employee wishes to appeal an unsatisfactory decision at Step 1, he/she shall submit the written grievance and the response of the immediate supervisor, to the CSEA Grievance Committee within five (5) working days. The Grievance Committee shall have fifteen (15) working days to conclude that the grievance may or may not be meritorious. Its decision shall be final and in writing and sent to all parties involved.

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

Step 4. If the employee or CSEA is not satisfied with the decision at the third stage and CSEA determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the chairperson of the County Legislature within fifteen (15) working days of the decision at the third stage. Within fifteen (15) working days after such written notice of submission to arbitration, the County Legislature or its designee and CSEA shall request a list of arbitrators from the Public Employment Relations Board. The parties will then be bound by the rules and procedures of the Public Employment Relations Board in the selection of an arbitrator. The selected arbitrator will hear the matter and will issue his/her decision in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues. The cost of the arbitrator shall be borne equally by both parties.

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

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

- a. All grievance discussions, meetings, conferences and hearings shall commence during the normal workday.
- b. The time limits at any step(s) may be extended by written consent of the parties.

- c. A maximum of four (4) hours shall be granted the employee for preparation of his/her grievance at all stages, said time is to be considered not chargeable to any of the employee's accrued leave.
- d. Minutes shall be recorded beginning at Step 3, with copies of said minutes furnished to all parties. Cost of such minutes shall be borne equally by both parties.
- e. Employees shall have the right to have their representative present at all stages of the grievance procedure.

ARTICLE 36

DISCIPLINE AND DISCHARGE ACTION

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

by counsel at the hearing if they desire. Within five (5) working days of the hearing, the committee shall render its decision and send it to the affected employee and CSEA. If the employee feels the decision of the committee is unsatisfactory, he/she may then appeal, in writing, to the Legislature who shall review the action and the decision of the Discipline Review Committee. The Legislature shall make a decision on the matter within twelve (12) working days of receipt of the appeal. If the employee is exonerated by the Legislature, such employee shall receive all back pay, benefits, etc., as is stated in Paragraph 1.

ARTICLE 37

CLINTON COUNTY NURSING HOME

1. Educational Incentive

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

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

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

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

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

2. Recruitment Incentive

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

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

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

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

3. Mandatory Overtime

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

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

2) Off-duty nursing staff will be called first when staffing levels are below minimum. The supervisor/medical clerk will post on the monthly schedule who is contacted, the response to the call and the shift for which the employee was contacted using the following codes: 0 = Unable to reach

Y = Yes

N = No

ML = Message left

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

4) A mandating list will be maintained as follows:

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

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

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

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

ARTICLE 38

HIGHWAY DEPARTMENT AND LANDFILL

Section 1. Highway Snow and Ice Operations

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

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

2. In the event of illness, the employee must provide timely notification of the illness to the Highway Construction Supervisor and provide medical notification in a form the department head deems sufficient.

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

Section 2. Landfill Snow and Ice Operations

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

1. Prior to the beginning of each snow and ice removal season, the Landfill will post a sign-up sheet for those employees wishing to participate in the incentive program. The Landfill Operations Manager or the General Manager will use this sign-up sheet to assign the number of employees needed for each snow or ice event.
2. After determining the number of employees needed for a snow or ice event, based on the event's forecasted size and/or timing, the Operations Manager or the General Manager will contact each employee to determine if they are available to assist with snow or ice removal. Seniority will be the deciding factor when needed.
3. Employees who are available and are notified to report for snow or ice removal will report to work at the specified time or one (1) hour from time of notification. The following exceptions apply to the calculation of the response rate:
 1. Employees may receive prior approval from the Operations Manager or the General Manager for a vacation, personal day, etc. at least one (1) week prior to being unavailable for snow and ice removal.
 2. A sudden illness may cause the employee to be unavailable for snow and ice removal. In this case, the employee must notify their supervisor as soon as possible and provide medical documentation of the absence to the supervisor.
 3. Extenuating circumstances, such as injury or death in the family, may cause the employee to be unavailable for snow and ice removal. In this case, the employee must notify their supervisor as soon as possible.

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

ARTICLE 39

HEALTH DEPARTMENT

Health Department Recruitment Incentive

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

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

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

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

ARTICLE 40

CLINTON COMMUNITY COLLEGE

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

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

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

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

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

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

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

Section 7. The closing of the College may be caused by various factors including, but not limited to: inclement weather, a state of emergency, equipment malfunctions, energy reductions and directives from the Governor or SUNY. As the exact nature and cause of each closing varies, so does the required response. The President of the College or his/her designee will make the decision as to whether the College will be officially closed, or classes will be cancelled. When the College cancels classes, employees may make a conscientious decision to either remain home or to leave the campus early. If the employee makes this decision, permanent fulltime and part-time employees scheduled to work must charge the lost time to benefit time accruals (i.e. personal time or vacation time), or not be paid. Temporary employees will be paid for the time they worked but will not receive pay if they did not work. When the President or his/her designee determines that the College will close, he/she will announce whether the official closure is a Level I or Level II, as defined below:

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

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

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

Section 9. The College President may designate a summer schedule beginning after spring commencement and ending on a date within two (2) weeks prior to the start of the fall semester. The summer schedule requires the approval of the College President and a majority vote of permanent, full-time CSEA employees.

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

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

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

Section 10. Safety Shoes

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

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

Safety footwear must be worn at all times.

Section 11. Tuition Benefit

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

- (e) CCC CSEA Members are responsible for lab fees or other charges related to the course or workshop.
- (f) Student activity fees are waived.

ARTICLE 41

EMERGENCY SERVICES

1. Regarding Emergency Communications Dispatchers

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

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

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

The Emergency Services Office Senior Emergency Communications Dispatcher will receive:

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

The Emergency Services Office Assistant Emergency Services Director will receive:

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

2. Regarding Emergency Services Work Schedule

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

In accordance with the provisions of the CBA, shift differential shall be paid for 2nd or 3rd shift. In accordance with the terms of this Agreement, a new rotational twelve (12) hour shift will be added to the work schedule at OES for Emergency Communications Dispatcher (the "Twelve Hour Shift"). For the 12-hour shifts, 2nd and 3rd shift differential will be paid for the actual hours worked within the definition of the shifts.

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

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

HOURS LIMITATION:

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

ON-CALL COMPENSATION

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

OTHER COMPENSATION

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

POSTING

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

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

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

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

SHIFT SCHEDULE CONSTRUCTION:

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

Clinton County Emergency Communication Dispatchers Work Schedule

WEEK 1-MONTH DATE-DATE, YEAR

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

WEEK 2-MONTH DATE-DATE, YEAR

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

WEEK 3-MONTH DATE-DATE, YEAR

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

WEEK 4-MONTH DATE-DATE, YEAR

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

ARTICLE 42

MENTAL HEALTH AND ADDICTION SERVICES

1. Saturday Hours – December 20, 2017, June 4, 2018, and November 6, 2019 in Appendix E
2. Home Based Community Services - October 21, 2019 in Appendix E

ARTICLE 43

PLATTSBURGH INTERNATIONAL AIRPORT

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

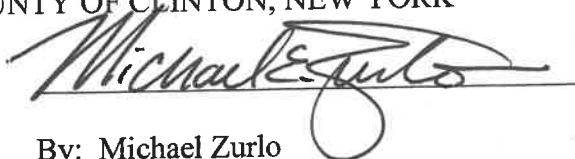
ARTICLE 44

SIGNATURE PAGE

The Contract shall be for a period of four years (January 1, 2025 through December 31, 2028).

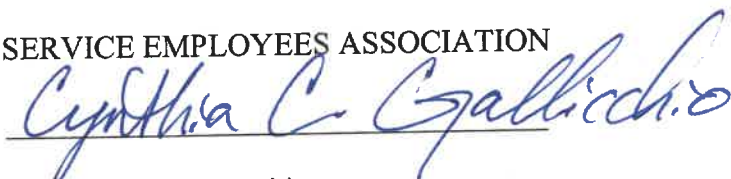
IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the first day and year first above written.

COUNTY OF CLINTON, NEW YORK

A handwritten signature in black ink, appearing to read "Michael Zurlo", written over a horizontal line.

By: Michael Zurlo
County Administrator

CIVIL SERVICE EMPLOYEES ASSOCIATION

A handwritten signature in blue ink, appearing to read "Cynthia C. Gallicchio", written over a horizontal line.

By: Cynthia Gallicchio
Local 884 President

A handwritten signature in blue ink, appearing to read "Emy Pombrio", written over a horizontal line.

By: Emy Pombrio
CSEA Labor Relations Specialist

APPENDIX A
NON-COMPETITIVE CLASS
COUNTY SERVICE

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

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

APPENDIX B
NON-COMPETITIVE CLASS
ALL CIVIL DIVISIONS

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

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

55-a Omnibus Clause:

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

APPENDIX C

MANAGEMENT AND CONFIDENTIAL PERSONNEL

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

Finance Manager/Deputy County Treasurer
Health Facility Comptroller
Jail Administrator
Junior Assistant District Attorney
Junior Assistant Public Defender
Junior Audit Clerk
Junior Social Services Attorney
Network Administrator
Nursing Home Administrator
Office Manager (Health Department, Public Defender)
Payroll Clerk (Treasurer)
Personnel Director
Principal Audit Clerk
Principal Clerk/Typist
Probation Director (Group A)
Public Defender
Public Health Director
Quality Coordinator
Senior Audit Clerk
Senior Computer Programmer
Senior Personnel Associate
Senior Social Services Attorney
Senior Typist (PT) (Legislature)
Senior Typist (Legislature)
Social Services Attorney
Superintendent of Building and Grounds
Supervisor of Fiscal Services
Undersheriff

APPENDIX D

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

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

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

WORK SCHEDULE

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

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

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

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

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

APPENDIX D

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

LEAVE SCHEDULING

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

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

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

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

SHIFT SWAPS

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

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

AWARD AND ASSIGNMENT OF ADDITIONAL HOURS OR OVERTIME

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

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

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

APPENDIX D

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

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

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

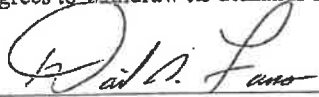
If there are no volunteers in title, any other qualified employee in the Department may volunteer during the posting period using the same method.

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

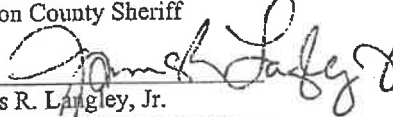
Each employee may be assigned to work 1 shift without volunteering before the next employee shall received such assignment, progressing from least senior to most senior in title. The next employee shall be assigned to work 1 shift and so on. At the exhaustion of the seniority title listing, the process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

RESOLUTION OF PENDING GRIEVANCES

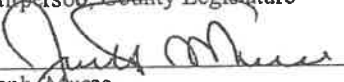
Upon the delivery of a fully executed copy of this Settlement Agreement by the Employer, CSEA, Inc. agrees to withdraw its demands for arbitration in PERB Case No. A2008-045 and PERB Case No. A2009-062.


Sheriff David Favro
Clinton County Sheriff

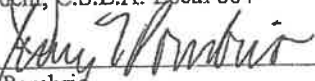
Date: 7/13/09


James R. Langley, Jr.
Chairperson, County Legislature

Date: 7/14/09


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

Date: 7/8/09


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

Date: 7/8/09

APPENDIX D

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

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

ADDENDUM 4

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

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

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

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

APPENDIX D

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND

CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466

November 29, 2012

WHEREAS, College President has had discretion to designate summer hours to start

after spring commencement and ending on a date within two (2) weeks prior to the start of the fall semester; and

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

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

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

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

APPENDIX D

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

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

Monday - Thursday:

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

Tuesday - Friday:

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

Wednesday - Saturday:

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

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

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

John E. Jablonski,
Clinton Community College President

Date:

Joseph Musso
President, CSEA Local 884

Date:

Amy Pombrio
CSEA Labor Relations Specialist

Date:

APPENDIX D

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

June 25, 2015

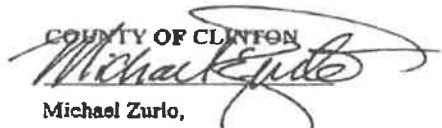
WHEREAS, the County of Clinton and the Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 have a current collective bargaining agreement through December 31, 2015; and

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

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


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

DATED: June 25, 2015

COUNTY OF CLINTON

Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR


Date


Wendie Bishop
DIRECTOR, CLINTON COUNTY NURSING HOME


Date

APPENDIX D

CIVIL SERVICE EMPLOYEES ASSOCIATION



Joe Musso

PRESIDENT, LOCAL 884

7/8/2015

Date



Emily Pombrio

LABOR RELATIONS SPECIALIST

7/1/15

Date

APPENDIX D

EXHIBIT A

Clinton County Nursing Home

Certified Nurse Aide Tuition Reimbursement Benefit Request Agreement

NAME: _____

I attended the following CERTIFIED NURSES AIDE PROGRAM:

Name of Program: _____

Name of Educational Institution: _____

Date of Completion: _____

Phone: _____

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

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

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

Date of Hire by CCNH: _____

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

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

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

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

Signature: _____ Date: _____

PRINT NAME: _____

RECEIVED BY: _____ Date: _____

PRINT NAME & TITLE _____

APPENDIX D

EXHIBIT A PROCEDURE FOR FILLING TEMPORARY ABSENCE NURSING STAFF VACANCIES

NURSING STAFF = HEAD NURSE, SRNIOR STAFF NURSE, STAFF NURSE, LPN, CNA

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

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

APPENDIX D

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

APPENDIX D

✓ **SHIFT NOT COVERED:**

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

CONTACT ON DUTY STAFF

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

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

✓ **SHIFT NOT COVERED:**

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

MANDATORY OVERTIME ASSIGNMENTS

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

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

ROTATION

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

SHIFT TRADES

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

APPENDIX D

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

REFUSAL OF MANDATORY OVERTIME ASSIGNMENT

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

APPENDIX D

Kinblom, Kim

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

Good afternoon all,

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

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

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

Floating Holidays and Dental or Medical Visits:

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

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

Thank you for your attention in this matter.

Please note new email address

APPENDIX D

Kim.Kirblom@clintoncountygov.com

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

APPENDIX E

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

July 26, 2019

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

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

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

THEREFORE, it is agreed as follows:

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

Employee 1

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

Employee 2

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

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

APPENDIX E


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

FOR CLINTON COUNTY:

Date:

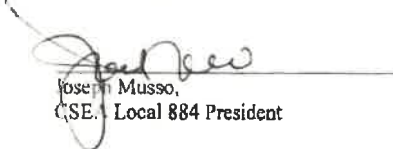

Rishelle Gregory,
Director of Community Services

Date:


Michael E. Zurlo,
County Administrator


FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:

Date:


Joseph Musso,
CSEA Local 884 President

Date:

8/13/19


Amy Pombrio,
CSEA Labor Relations Specialist

APPENDIX E

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

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

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

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

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

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

NOW THEREFORE, the parties agree as follows:

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

APPENDIX E

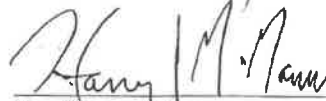
4. The parties agree that this Agreement is limited to the specifics of this situation and shall not be used by either party to set forth a precedent in the interpretation or application of the CBA.

FOR THE COUNTY:

July __, 2017


Richelle Gregory, Director of
Community Services

July __, 2017


Harry McManus, Chairperson
Clinton County Legislature

July __, 2017

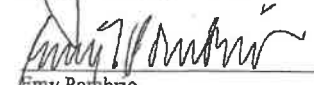

Michael Zurlo,
Clinton County Administrator

FOR CSEA:

July __, 2017


Joe Musso, Unit President

July 15, 2017


Amy Pombrio,
CSEA Labor Relations Specialist

APPENDIX E

MEMORANDUM OF AGREEMENT

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

December 20, 2017

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

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

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

THEREFORE, it is agreed as follows:

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

APPENDIX E

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

FOR CLINTON COUNTY:

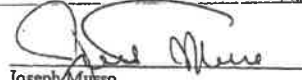

 Rishelle Gregory
 Director of Community Services

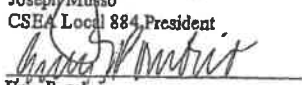
Date: 12/22/17


 Michael E. Zurlo
 County Administrator

Date: 12/27/17

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


 Joseph Musso
 CSEA Local 884 President


 Emily Pombrio
 CSEA Labor Relations Specialist

Date: 12/27/17

Date: 12/27/17

APPENDIX E

MEMORANDUM OF AGREEMENT

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

June 4, 2018

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

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

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

THEREFORE, it is agreed as follows:

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

APPENDIX E


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

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

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

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

FOR CLINTON COUNTY:

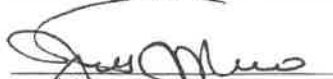

Richelle Gregory
Director of Community Services

Date: 6/5/18



Michael E. Zurlo,
County Administrator

Date: 6/15/18

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


Joseph Musso
CSEA Local 884 President

Date: 6/5/18


Amy Pombrio
CSEA Labor Relations Specialist

Date: 6/4/18

APPENDIX E

MEMORANDUM OF AGREEMENT

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

November 6, 2019

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

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

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

THEREFORE, it is agreed as follows:

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

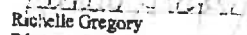
APPENDIX E

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

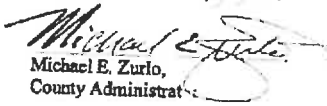
APPENDIX E

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

FOR CLINTON COUNTY:

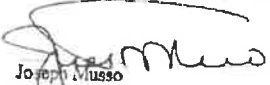

Richelle Gregory
Director of Community Services

Date: 12/16/17

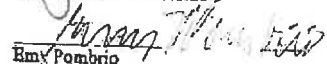

Michael E. Zurlo,
County Administrator

Date: 12/16/17

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:


Joseph Musso
CSEA Local 884 President

Date: 12/16/17


Amy Pombrio
CSEA Labor Relations Specialist

Date: 12/16/17

APPENDIX E

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

October 21, 2019

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

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

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

THEREFORE, it is agreed as follows:

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

APPENDIX E


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

FOR CLINTON COUNTY:

Date: 11/13/2019

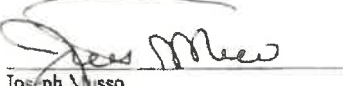

Richelle Gregory,
Director of Community Services

Date:


Michael E. Zurlo,
County Administrator

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION:

Date:


Joseph Musso,
CSA Local 884 President

Date: 10/30/19


Lmy Pombrio,
CSEA Labor Relations Specialist

APPENDIX E

MEMORANDUM OF AGREEMENT

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

August 13, 2008

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

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

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

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

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

APPENDIX E

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

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

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

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

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


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

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

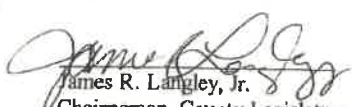
Annual bidding on the work schedule shall be conducted between November 1 - 15 of each year unless otherwise agreed among the parties.

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

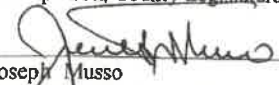
APPENDIX E


Chris Kreig,
Airport Manager

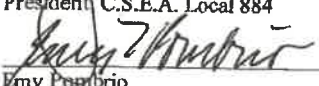
Date: 16SEP08


James R. Langley, Jr.
Chairperson, County Legislature

Date: 9/19/08


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

Date: 9/17/08


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

Date: 7/18/08

APPENDIX E

MEMORANDUM OF AGREEMENT

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

July 15, 2016

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

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

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

I. Work day, Work week and Shift Schedule

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

APPENDIX E

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

II. Shift Differential

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

III. Flex time

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

APPENDIX E

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

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

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

IV. Compensatory time

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

V. Partial Shifts for part-time employees

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

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

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

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

APPENDIX E

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

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

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

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

Employee	Current	New*
Greg Dew	Grade 8, Step 4 (\$18.3434/hour)	Grade 8, Step 10 (\$18.3154/hour)
Justin Sample	Grade 8, Step 2 (\$17.4807/hour)	Grade 8, Step 8 (\$17.5606/hour)
Tanner Hooker	Grade 8, Step 1 (\$17.0483/hour)	Grade 8, Step 7 (\$17.1831/hour)
Chester Jenkins	Grade 8, Step 1 (\$17.0483/hour)	Grade 8, Step 7 (\$17.1831/hour)

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

V. New hires

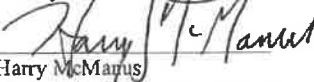
Guards hired on or after July 28, 2016 will be subject to the 80 hours per payroll rate as reflected in each year of the CBA.


Christopher D. Kreig
Airport Manager

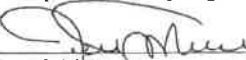
Date: 2/10/16


Michael E. Zurlo,
County Administrator


Date: 8/3/16


Harry McManus
Chairperson, County Legislature

Date: 8/8/16


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

Date: 7/26/16


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

Date: 7/26/16

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

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

ADDENDUM I

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

AIRPORT FIREFIGHTER ALTERNATIVE WORK SCHEDULE

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

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

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

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

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

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SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

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

			2.						
	A	1 FF	1 FF	OFF	1 FF	1 FF	1 FF	OFF	
2	B	1 FF	1 FF	OFF		1 FF	1 FF		
3	A	OFF	1 FF	1 FF	1 FF	OFF	1 FF	1 FF	
4	B	OFF	1 FF	1 FF	1 FF	OFF	1 FF	1 FF	

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

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

James R. Langley, Jr.
Chairperson, County Legislature

Date: _____

Joseph Musso
President, CSEA Local 884

Date: _____

Emily Pombrio
CSEA Labor Relations Specialist

Date: _____

APPENDIX E

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

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

ADDENDUM 2 MEMORANDUM OF AGREEMENT

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

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

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

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

James R. Langley, Jr.
Chairperson, County Legislature

Date: _____

Joseph Musso
President, CSEA Local 884

Date: _____

Amy Pombrio
CSEA Labor Relations Specialist

Date: _____

APPENDIX E

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

ADDENDUM 3

MEMORANDUM OF AGREEMENT

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

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

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

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

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

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

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

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

1. In the work week that Rochester Training is conducted;

Day before travel to Training: work as normally scheduled

Travel Day to attend Training:

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

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

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

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

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SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
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AND

CSEA CLINTON COUNTY LOCAL 884 UNITS 64501 AND 6466

November 29, 2012

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

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

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

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

work as normally scheduled

3rd Day following Training Day: work as normally scheduled

4th Day following Training Day: work as normally scheduled

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

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

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

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

5. It is expected that traveling to the Rochester Training will take six (6) hours. If an

employee spends more than eight (8) hours in travel time between Clinton County and

Rochester, the County shall pay the employee for time actually spent traveling.

IT IS FURTHER AGREED that all PLA employees, including, but not limited to Airport

Fire Safety Coordinator, Airport Operations Coordinator, who are mandated to complete

ARFF Training and participate in the Rochester Training shall be compensated in the

same manner outlined above for shift employees.

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

James R. Langley, Jr. Chairperson,
County Legislature

Date: _____

Joseph Musso
President, CSEA Local 884

Date: _____

Emy Pombrio
CSEA Labor Relations Specialist

Date: _____

APPENDIX E

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

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

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

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

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

PROCEDURE:

- A. An employee requesting a swap shall submit an *In-House Swap-Time Agreement* form to the Airport Fire and Safety Coordinator or immediate acting supervisor at the station or at the Airport. The form shall indicate the dates and times of the swap, the duration of time and show the signatures of the person requesting and the person agreeing to the swap.
- B. The Airport Fire and Safety Coordinator or immediate acting supervisor shall review the form, checking for equal rank and capabilities. If finding no valid reason to reject the request, he/she shall sign the form, make notes of the names, dates and times and, having approved the request, maintain a copy for their records and forward one copy to each employee swapping time.

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

- A. Swaps shall be made between employees of the same rank.
- B. No submission of the *In-House Swap-Time Agreement* form is required for employees swapping holidays or vacation days with an employee on the same shift; however, notification to the Airport Fire and Safety Coordinator or immediate acting supervisor is still required.
- C. An employee enrolled in an educational institution for a subject related to their position or for advancement to the next position may arrange multiple swaps with the same employee provided that the employee shall repay the person to whom he/she is in debt.
- D. When an employee is scheduled to work for swap or repayment and the employee fails to appear for work on the scheduled date, the employee failing to appear under the agreement shall be responsible for the work schedule that was intended for the shift.
- E. Shift Swap-time will not intentionally be used to create overtime.

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

APPENDIX E

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

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

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

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

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

are allowed to be worked by

(Consenting employee) (Rank) (Shift)

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

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

SIGNATURES:

Requesting Employee _____ Date of Request _____

Consenting Employee _____ Date of Consent _____

APPROVAL: (Airport Fire and Safety Coordinator or Immediate Supervisor)

Supervisor _____ Approval Date _____

* Multiple educational swaps may be taken and paid back as soon as feasibly possible.

** Supervisor shall initial each line to verify that time is actually taken.

(ORIGINAL to Supervisor for the initial swap(s), then to track when the swaps are completed. COPIES to both consenting employees)

APPENDIX E

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

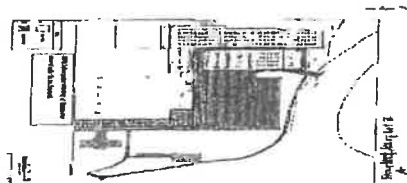
August 30, 2016

WHEREAS, the Plattsburgh International Airport (PBG) Operations has bargained to engage private service providers for snow removal for the completed expanded portion of the parking at the PBG Terminal designated as a specific portion of Lot A and all of Lot B of the Plattsburgh International Airport; and

WHEREAS, the parties have met and conferred as to the terms of such limited subcontracting:

THEREFORE, IT IS AGREED as follows that effective October 1, 2016:

- 1) CSEA bargaining unit employees at the Airport and Highway Department shall continue to perform snow removal duties and related tasks at the Plattsburgh International Airport and parking lots as has been done to the present date; and
- 2) CSEA and the County agree that the County may utilize private contracted service providers for snow removal pursuant to this Agreement for the specified parking lot area at PBG known as a specific portion of Lot A and all of Lot B only. The same is highlighted in yellow in the map below.



1

[Handwritten signatures]

APPENDIX E

- 3) Such Agreement shall in no way be deemed to affect CSEA's claim of exclusivity with respect to bargaining unit work performed in any other portion of the Plattsburgh International Airport or any other County property.

FOR CLINTON COUNTY:


Harry McManus
Chair, Clinton County Legislature
Date: 11/9/16


Michael Zurlo
County Administrator
Date: 11/10/16

FOR CSEA:


Joseph Musso
President, CSEA Local 884
Date: 11/10/16


Emy Pombrin
CSEA Labor Relations Specialist
Date: 11/10/16






**MEMORANDUM OF AGREEMENT BY AND BETWEEN
COUNTY OF CLINTON
AND
CLINTON COUNTY GENERAL UNIT OF THE C.S.E.A.**

It is agreed by and between the parties that the language of the 2004 -2008 agreement will continue in effect except as revised or amended by the proposal below and is effective upon ratification by both parties.

PERMANENT PART TIME POSITIONS

The committee agreed that the seven (7) temporary part time on-call Emergency Communications Dispatcher positions will be abolished and seven permanent part time Emergency Communications Dispatcher positions will be created.

**ARTICLE 13
EMERGENCY SERVICE OFFICE SHIFT DIFFERENTIALS**

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

Second Shift: An additional fifty cents (\$.50) per hour.
Third Shift: An additional seventy-five cents (\$.75) per hour.

**ARTICLE 30
ON CALL COMPENSATION**

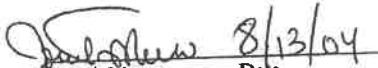
The Emergency Services Office Senior Emergency Communication Dispatcher will receive:

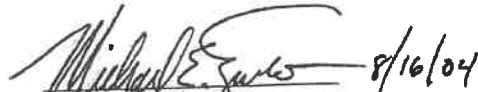
- One (1) hour of straight time pay for each call for assistance from Emergency Communications Dispatchers regarding such issues as: network concerns, system slowdown, radio concerns, 911 problems, and equipment problems which can be corrected over the phone.
- One (1) quarter hour (fifteen minutes)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

The Emergency Services Office Assistant Emergency Services Director will receive:

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


Kenneth Lushia, Date
C.S.E.A. Labor Relations Specialist


Joseph Musso Date
President, C.S.E.A.


Michael E. Zurlo, Date
County Administrator

SUCCESSOR LABOR CONTRACT - TENTATIVE AGREEMENT

BETWEEN
CLINTON COUNTY
AND
CSEA CLINTON COUNTY LOCAL 884 UNITS 84501 AND 84566
November 29, 2012

Monday - Thursday:
6:00 AM - 3:30 PM - 2 individuals
5:00 AM - 3:30 PM - 2 individuals
1:30 PM - 12:00 AM - 2 individuals

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

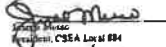
Wednesday - Saturday:
5:00 AM - 3:30 PM - 2 individuals

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

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


John F. Johnson
Clinton Community College President

Date: 4/16/13


[illegible]
President, CSEA Local 884

Date: 4-4-13


Gary Finkbe
CSEA Labor Relations Specialist

Date: 4/4/13

PROOF

APPENDIX F

MEMORANDUM OF AGREEMENT

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

April 22, 2014

Except as revised or amended below, the language of the 2013-2015 agreement by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000/AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect. The agreed upon revisions below will be effective upon ratification of the parties and such agreement will automatically renew for the term of any successor agreement unless terminated or revised in writing by mutual agreement of the parties.

For application at the Clinton County Nursing Home ("Nursing Home" or "Employer") only, the parties have reached agreement regarding the provisions of the current CBA in ARTICLE 3 - DEFINITION OF EMPLOYEES, Section 3 - Seniority; ARTICLE 10 NORMAL WORK WEEK; ARTICLE 31 - PART-TIME BENEFITS, Section 7 and related provisions regarding scheduling shift and days off work for part-time Staff Nurses, Licensed Practical Nurses (LPN) and (Certified) Nurses Aides (CNA) employees at the Nursing Home. It is agreed that these part-time titles at the Nursing Home will be subject to work schedule provisions as provided in the current CBA and as modified herein.

The work schedule at the Nursing Home will continue to provide for one (1) eight (8) hour day shift: 7:00AM to 3:00 PM; one (1) eight (8) hour afternoon shift: 3:00 PM to 11:00 PM and one (1) eight (8) hour night shift 11:00 PM to 7:00 AM. The work week for all titles referenced herein shall be a 7 day work week with days off as scheduled for part-time staff. Part-time positions will be fixed (permanent) shift or variable (relief) shift but neither designation shall have fixed designated days off work. Days off work will be as scheduled monthly and should reflect 3 to 4 regularly scheduled shifts per week for a part-time employee or as needed to meet operational needs.

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

The Employer will designate and post all Staff Nurse, Licensed Practical Nurses (LPN) and (Certified) Nurses' Aides (CNA) part-time fixed (permanent) shift positions for day, evening and night shifts at the Nursing Home. Days off work will be variable for part-time employees.

The Employer will designate and post all Staff Nurse, Licensed Practical Nurses (LPN) and (Certified) Nurses' Aides (CNA) part-time variable (relief) shift positions for day, evening and night shifts at the Nursing Home.

After the implementation of this Agreement, when a position becomes vacant or a new position is added, the Nursing Home will determine the status of the position (variable or fixed shift) and post accordingly. In no event will all positions in title be designated as variable shift.

The purpose of implementing such schedule bidding is to ease administration of scheduling and provide opportunities for movement by employees among shifts and days off work to improve employee's work life.

In the implementation of Agreement, bidding by seniority shall be disrupted only in the event the operational needs of the department are not met by such process, and then such process shall only be modified to the extent necessary to secure the required skills from among the complement of employees available to perform the work needed at the Nursing Home operations by moving the least senior employee(s) with the necessary skills to satisfy the operational requirements.

INITIAL IMPLEMENTATION

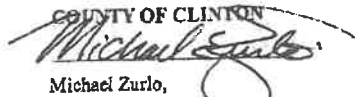
The Nursing Home will create position postings designating all Staff Nurse, Licensed Practical Nurses (LPN) and (Certified) Nurses' Aides (CNA) positions per the structure above for an initial implementation bidding period in June 2014. The bidding process will be explained and the bids posted and open for 7 calendar days and removed at 7 AM on the 7th day posted as is currently the practice.

Written notification of position awards to employees will be made as soon as possible but not later than the posting of the August 2014 work schedule.

Thereafter, posted position vacancies will be conducted per the CBA provisions for vacancies. New Hires will fill relief (variable) shift opportunities available at hire and will be permitted exercise of title seniority for movement to other posted vacancies thereafter.

APPENDIX F

DATED: April 22, 2014

COUNTY OF CLINTON

Michael Zurlo,
CLINTON COUNTY ADMINISTRATOR

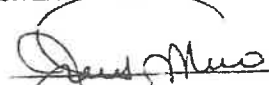
Date


WENDIE BISHOP
DIRECTOR, CLINTON COUNTY NURSING HOME

Date

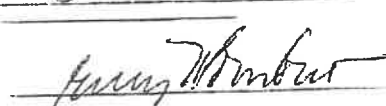
5/19/14

CIVIL SERVICE EMPLOYEES ASSOCIATION


JOSEPH MUSSO
PRESIDENT, LOCAL 884

Date

5/16/14


EMY POMBRIO
LABOR RELATIONS SPECIALIST

Date

5/16/14

APPENDIX F

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

December 28, 2015

Except as revised or amended below, the language of the current Collective Bargaining Agreement (CBA) (January 1, 2013 – December 31, 2015) by and between the County of Clinton and The Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Unit 6450 & 6466 of Local 884 will continue in effect.

The parties have agreed that the current work schedule for the Emergency Communications Dispatchers is in need of modification. Accordingly, the parties have met and conferred as to proposed new work schedules. The parties implemented a pilot agreement for a trial period December 28, 2014 to December 27, 2015 which was successful. Accordingly, the parties enter into this Agreement incorporating the pilot agreement with a provision for annual shift bidding pursuant to this agreement to be effective December 28, 2015.

This Agreement will be effective upon ratification of the parties and will automatically renew unless terminated by either party upon written notice by or before November 1st of any given year.

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

In accordance with the provisions of the CBA, shift differential shall be paid for 2nd or 3rd shift. In accordance with the terms of this Agreement, a new rotational twelve (12) hour shift will be added to the work schedule at OES for Emergency Communications Dispatcher (the "Twelve Hour Shift"). For the 12-hour shifts, 2nd and 3rd shift differential will be paid for the actual hours worked within the definition of the shifts.

MEMORANDUM OF AGREEMENT

Example: 7 PM to 7

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

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

HOURS LIMITATION:

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

ON-CALL COMPENSATION

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

OTHER COMPENSATION

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

POSTING

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

MEMORANDUM OF AGREEMENT

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

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

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

SHIFT SCHEDULE CONSTRUCTION:

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

Clinton County Emergency Communication Dispatchers Work Schedule

WEEK 1-MONTH DATE-DATE, YEAR							
DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR*	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	7A-7P	0	0	7-3	7A-7P	7-3	0
Rotation Shift 2	0	7A-7P	7-3	0	0	3-11	7A-7P
Rotation Shift 3	< 7P-7A	< 7P-7A	0	0	11-7	< 7P-7A	0
Rotation Shift 4	0	0	< 7P-7A	< 7P-7A	0	0	< 7P-7A
PT S/HIFTS	A-B-C						A-B

APPENDIX F

MEMORANDUM OF AGREEMENT

WEEK 2-MONTH DATE-DATE, YEAR

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

WEEK 3-MONTH DATE-DATE, YEAR

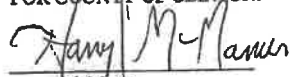
DISP#	SUN	MON	TUE	WED	THU	FRI	SAT
SUPERVISOR	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 1	0	7-3	7-3	7-3	7-3	7-3	0
Fixed Shift 2	0	11-7	11-7	11-7	11-7	11-7	0
Fixed Shift 3	0	3-11	3-11	3-11	3-11	3-11	0
Fixed Shift 4	0	0	3-11	3-11	3-11	3-11	3-11
Rotation Shift 1	7A-7P	0	0	7-3	7A-7P	7-3	0
Rotation Shift 2	0	7A-7P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

WEEK 4-MONTH DATE-DATE, YEAR


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

MEMORANDUM OF AGREEMENT

FOR COUNTY OF CLINTON:


Harry McManus
Chairperson, County Legislature

Date: 2/22/16

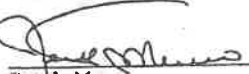

Michael E. Zurlo,
County Administrator

Date: 2/17/16


Eric Day,
Office of Emergency Services, Director

Date: 2/4/16

FOR CSEA:


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

Date: 2/5/16


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

Date: 2/4/16

January 1, 2025 to December 31, 2025
Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		32,545	33,190	33,833	34,479	35,123	35,769	36,415	37,057	37,705	38,349	36,229	36,577
	70 hrs	17.8819	18.2363	18.5896	18.9446	19.2983	19.6533	20.0083	20.3610	20.7170	21.0709	19.9060	20.0973
	75 hrs	16.6897	17.0205	17.3503	17.6816	18.0117	18.3431	18.6744	19.0036	19.3359	19.6661	18.5789	18.7575
	80 hrs	15.6466	15.9568	16.2659	16.5765	16.8860	17.1966	17.5073	17.8159	18.1274	18.4370	17.4178	17.5851
Grade: 1		33,254	33,915	34,586	35,247	35,918	36,578	37,241	37,909	38,572	39,236	37,137	37,513
	70 hrs	18.2714	18.6346	19.0033	19.3664	19.7351	20.0979	20.4621	20.8291	21.1934	21.5583	20.4050	20.6116
	75 hrs	17.0533	17.3923	17.7364	18.0753	18.4195	18.7580	19.0980	19.4405	19.7805	20.1211	19.0447	19.2375
	80 hrs	15.9875	16.3053	16.6279	16.9456	17.2683	17.5856	17.9044	18.2255	18.5443	18.8635	17.8544	18.0351
Grade: 2		33,778	34,470	35,169	35,859	36,552	37,243	37,940	38,632	39,325	40,018	37,964	38,363
	70 hrs	18.5593	18.9396	19.3236	19.7027	20.0836	20.4631	20.8461	21.2264	21.6071	21.9879	20.8593	21.0786
	75 hrs	17.3220	17.6769	18.0353	18.3892	18.7447	19.0989	19.4564	19.8113	20.1667	20.5220	19.4687	19.6733
	80 hrs	16.2394	16.5721	16.9081	17.2399	17.5731	17.9053	18.2404	18.5731	18.9063	19.2394	18.2519	18.4438
Grade: 3		34,491	35,224	35,953	36,686	37,419	38,152	38,883	39,616	40,350	41,082	39,039	39,471
COMMUNITY SERVICES AIDE	70 hrs	18.9511	19.3539	19.7544	20.1571	20.5599	20.9626	21.3643	21.7670	22.1703	22.5726	21.4500	21.6874
	75 hrs	17.6877	18.0636	18.4375	18.8133	19.1892	19.5651	19.9400	20.3159	20.6923	21.0677	20.0200	20.2416
	80 hrs	16.5823	16.9346	17.2851	17.6375	17.9899	18.3423	18.6938	19.0461	19.3990	19.7510	18.7688	18.9765
Grade: 4		35,189	35,958	36,732	37,502	38,273	39,041	39,811	40,580	41,351	42,120	40,117	40,581
ACTIVITIES AIDE	70 hrs	19.3346	19.7571	20.1824	20.6054	21.0291	21.4511	21.8741	22.2967	22.7203	23.1429	22.0423	22.2973
CLEANER	75 hrs	18.0456	18.4400	18.8369	19.2317	19.6272	20.0211	20.4159	20.8103	21.2056	21.6000	20.5728	20.8108
DIETARY ATTENDANT	80 hrs	16.9178	17.2875	17.6596	18.0298	18.4005	18.7698	19.1399	19.5096	19.8803	20.2500	19.2870	19.5101
ENVIRONMENTAL SERVICES WORKER													
Grade: 5		36,076	36,885	37,692	38,499	39,310	40,119	40,928	41,736	42,546	43,352	41,386	41,883
CLERK	70 hrs	19.8220	20.2664	20.7099	21.1533	21.5989	22.0434	22.4879	22.9319	23.3769	23.8197	22.7396	23.0126
CLERK- HELP	75 hrs	18.5005	18.9153	19.3292	19.7431	20.1589	20.5739	20.9887	21.4031	21.8184	22.2317	21.2236	21.4784
PATIENT AGENT	80 hrs	17.3443	17.7331	18.1211	18.5091	18.8990	19.2880	19.6769	20.0654	20.4548	20.8423	19.8971	20.1360
POLICE DISPATCHER													

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January 1, 2025 to December 31, 2025

Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 6		36,955	37,805	38,659	39,506	40,356	41,205	42,055	42,906	43,754	44,604	42,658	43,187
ACCOUNT CLERK	70 hrs	20.3050	20.7720	21.2411	21.7066	22.1736	22.6401	23.1071	23.5747	24.0407	24.5077	23.4384	23.7291
CENTRAL SERVICES CLERK	75 hrs	18.9513	19.3872	19.8251	20.2595	20.6953	21.1308	21.5667	22.0031	22.4380	22.8739	21.8759	22.1472
CUSTODIAL WORKER	80 hrs	17.7669	18.1755	18.5860	18.9933	19.4019	19.8101	20.2188	20.6279	21.0356	21.4443	20.5086	20.7630
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													
Grade: 7		38,024	38,907	39,781	40,658	41,537	42,416	43,293	44,169	45,048	45,924	44,033	44,607
ACCOUNT CLERK/TYPIST	70 hrs	20.8923	21.3774	21.8577	22.3396	22.8226	23.3054	23.7874	24.2687	24.7517	25.2330	24.1940	24.5093
ACCOUNT CLERK/TYPIST HP	75 hrs	19.4995	19.9523	20.4005	20.8503	21.3011	21.7517	22.2016	22.6508	23.1016	23.5508	22.5811	22.8753
DIETARY TECHNICIAN	80 hrs	18.2808	18.7053	19.1255	19.5471	19.9698	20.3923	20.8140	21.2351	21.6578	22.0789	21.1698	21.4456
LIBRARY CLERK													
Grade: 8		39,082	40,005	40,925	41,845	42,764	43,685	44,604	45,526	46,445	47,364	45,500	46,112
COOK	70 hrs	21.4736	21.9807	22.4863	22.9917	23.4967	24.0027	24.5077	25.0143	25.5193	26.0241	25.0000	25.3363
ELECTION SPECIALIST	75 hrs	20.0420	20.5153	20.9872	21.4589	21.9303	22.4025	22.8739	23.3467	23.8180	24.2892	23.3333	23.6472
MEDICAL CLERK/TYPIST	80 hrs	18.7894	19.2331	19.6755	20.1178	20.5596	21.0024	21.4443	21.8875	22.3294	22.7711	21.8750	22.1693
MEDICAL CLERK/TYPIST HP													
NUTRITION AIDE													
PURCHASING CLERK													
SR CLERK													
Grade: 9		40,323	41,284	42,248	43,212	44,178	45,141	46,105	47,070	48,031	48,998	47,178	47,843
EMPLOYMENT & TRAIN ASST.	70 hrs	22.1554	22.6836	23.2131	23.7429	24.2736	24.8027	25.3324	25.8626	26.3907	26.9220	25.9220	26.2874
FAMILY SUPPORT WORKER	75 hrs	20.6784	21.1713	21.6656	22.1600	22.6553	23.1492	23.6436	24.1384	24.6313	25.1272	24.1939	24.5349
LABORER	80 hrs	19.3860	19.8481	20.3115	20.7750	21.2394	21.7024	22.1659	22.6298	23.0919	23.5568	22.6818	23.0015
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													

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January 1, 2025 to December 31, 2025
Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 10		41,556	42,567	43,575	44,582	45,595	46,602	47,611	48,619	49,633	50,640	48,873	49,576
EMS COORDINATOR	70 hrs	22.8330	23.3884	23.9423	24.4956	25.0521	25.6054	26.1599	26.7137	27.2709	27.8241	26.8533	27.2396
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	21.3108	21.8292	22.3461	22.8625	23.3820	23.8984	24.4159	24.9328	25.4528	25.9692	25.0631	25.4236
GUARD	80 hrs	19.9789	20.4649	20.9495	21.4336	21.9206	22.4048	22.8899	23.3745	23.8620	24.3461	23.4966	23.8346
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													
Grade: 11		42,797	43,849	44,902	45,952	47,005	48,055	49,105	50,157	51,211	52,257	50,538	51,291
AUTOMOTIVE MECHANIC HELPER	70 hrs	23.5149	24.0929	24.6714	25.2483	25.8269	26.4039	26.9807	27.5589	28.1379	28.7126	27.7681	28.1819
BUILDING & GROUND MAINT WORKER	75 hrs	21.9472	22.4867	23.0267	23.5651	24.1051	24.6436	25.1820	25.7216	26.2620	26.7984	25.9169	26.3031
BUILDING MAINTENANCE WORKER	80 hrs	20.5755	21.0813	21.5875	22.0923	22.5985	23.1034	23.6081	24.1140	24.6206	25.1235	24.2971	24.6591
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													

CPK

January 1, 2025 to December 31, 2025

Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 12		44,031	45,123	46,213	47,309	48,401	49,490	50,586	51,674	52,770	53,862	52,181	52,982
ASSESSMENT CNT EXAMINER- HELP	70 hrs	24.1929	24.7929	25.3917	25.9940	26.5940	27.1923	27.7946	28.3923	28.9946	29.5946	28.6709	29.1110
ASSESSMENT CONTROL EXAMINER	75 hrs	22.5800	23.1400	23.6989	24.2611	24.8211	25.3795	25.9416	26.4995	27.0616	27.6216	26.7595	27.1703
CENTRAL SERVICES SUPERVISOR	80 hrs	21.1688	21.6938	22.2178	22.7448	23.2698	23.7933	24.3203	24.8433	25.3703	25.8953	25.0870	25.4721
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERV. FOR THE AGING SPEC HP													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													
Grade: 13		45,445	46,593	47,748	48,894	50,045	51,194	52,346	53,493	54,645	55,795	54,164	55,022
AIRPORT FIREFIGHTER	70 hrs	24.9697	25.6006	26.2351	26.8649	27.4973	28.1286	28.7616	29.3917	30.0247	30.6566	29.7604	30.2319
AIRPORT MAINTENANCE WORKER I	75 hrs	23.3051	23.8939	24.4861	25.0739	25.6641	26.2533	26.8441	27.4323	28.0231	28.6128	27.7764	28.2164
COOK/MANAGER	80 hrs	21.8485	22.4005	22.9558	23.5068	24.0601	24.6125	25.1664	25.7178	26.2716	26.8245	26.0404	26.4529
EMERGENCY COMM DISPATCHER													
EMERGENCY COMM DISPATCHER-HELP													
MOTOR EQUIP OPER I													
MOTOR EQUIP OPER I LANDFILL													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													

PK

January 1, 2025 to December 31, 2025
Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		47,032	48,235	49,436	50,637	51,839	53,041	54,242	55,443	56,646	57,847	56,273	57,187
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	25,8417	26,5027	27,1626	27,8226	28,4830	29,1434	29,8033	30,4631	31,1241	31,7840	30,9193	31,4214
BRIDGE REPAIR MECHANIC	75 hrs	24,1189	24,7359	25,3517	25,9677	26,5841	27,2005	27,8164	28,4323	29,0492	29,6651	28,8580	29,3267
CIVIL MANAGER	80 hrs	22,6115	23,1899	23,7673	24,3448	24,9226	25,5005	26,0779	26,6553	27,2336	27,8110	27,0544	27,4938
COMPUTER SPECIALIST													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

CP KL

January 1, 2025 to December 31, 2025
Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 15		48,632	49,884	51,132	52,376	53,629	54,878	56,124	57,373	58,625	59,870	58,367	59,343
AIRPORT MAINTENANCE WORKER II	70 hrs	26.7209	27.4089	28.0946	28.7780	29.4664	30.1527	30.8374	31.5236	32.2116	32.8956	32.0697	32.6060
AUTOMOTIVE MECHANIC	75 hrs	24.9395	25.5816	26.2216	26.8595	27.5020	28.1425	28.7816	29.4220	30.0641	30.7025	29.9317	30.4323
BUILDING MAINT MECHANIC	80 hrs	23.3808	23.9828	24.5828	25.1808	25.7831	26.3836	26.9828	27.5831	28.1851	28.7836	28.0610	28.5303
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SOCIAL WELFARE EXAMINER- HELP													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

CPK

January 1, 2025 to December 31, 2025

Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		50,399	51,706	53,009	54,316	55,619	56,929	58,226	59,537	60,841	62,145	60,702	61,740
ADMINISTRATIVE AIDE	70 hrs	27.6917	28.4099	29.1259	29.8440	30.5599	31.2797	31.9923	32.7126	33.4291	34.1456	33.3527	33.9231
ASSISTANT COMPUTER PROGRAMMER	75 hrs	25.8456	26.5159	27.1841	27.8544	28.5225	29.1944	29.8595	30.5317	31.2005	31.8692	31.1292	31.6616
COMPUTER COORDINATOR	80 hrs	24.2303	24.8586	25.4851	26.1135	26.7399	27.3698	27.9933	28.6235	29.2505	29.8774	29.1836	29.6828
COMPUTER COORDINATOR- HELP													
COOK/MANAGER (JAIL)													
EQUIPMENT & BLDG MECHANIC													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 17		52,172	53,537	54,907	56,274	57,642	59,015	60,382	61,752	63,120	64,489	63,114	64,221
ADDICTION COUNSELOR I	70 hrs	28.6660	29.4160	30.1687	30.9197	31.6714	32.4259	33.1769	33.9297	34.6813	35.4336	34.6780	35.2863
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	26.7549	27.4549	28.1575	28.8584	29.5600	30.2641	30.9651	31.6677	32.3692	33.0713	32.3661	32.9339
PLANNING TECHNICIAN	80 hrs	25.0828	25.7390	26.3976	27.0548	27.7125	28.3726	29.0298	29.6885	30.3461	31.0044	30.3433	30.8755
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH EDUCATOR- HELP													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

CP KV

CP KK

January 1, 2025 to December 31, 2025

Add \$2,730 all salaries

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		53,937	55,380	56,817	58,263	59,701	61,139	62,584	64,023	65,461	66,908	65,594	66,767
ADMINISTRATIVE ASSISTANT	70 hrs	29.6357	30.4286	31.2181	32.0126	32.8027	33.5929	34.3869	35.1774	35.9676	36.7626	36.0407	36.6851
ASSESSOR	75 hrs	27.6600	28.4000	29.1369	29.8784	30.6159	31.3533	32.0944	32.8323	33.5697	34.3117	33.6380	34.2395
ASSESSOR- HELP	80 hrs	25.9313	26.6250	27.3159	28.0110	28.7024	29.3938	30.0885	30.7803	31.4716	32.1673	31.5356	32.0995
BRIDGE INSPECTOR													
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CASEWORKER- HELP													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
FISCAL OFFICER- HELP													
LICENSED PRACTICAL NURSE													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
PROPERTY TAX ENFOR SPECIALIST													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 19		55,701	57,200	58,707	60,207	61,709	63,212	64,713	66,216	67,718	69,219	67,970	69,211
AIRPORT FIRE & SAFETY COORD	70 hrs	30.6050	31.4286	32.2566	33.0807	33.9060	34.7319	35.5566	36.3824	37.2077	38.0324	37.3461	38.0280
AIRPORT MAINTENANCE COORDIN	75 hrs	28.5647	29.3333	30.1061	30.8753	31.6456	32.4164	33.1861	33.9569	34.7272	35.4969	34.8564	35.4928
GARAGE SUPERVISOR	80 hrs	26.7794	27.5000	28.2245	28.9456	29.6678	30.3904	31.1120	31.8346	32.5568	33.2784	32.6779	33.2745
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
PUBLIC HEALTH SANITARIAN (HP)													
PUBLICATION SPECIALIST													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

PK

PKK

January 1, 2025 to December 31, 2025

Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		57,824	59,394	60,968	62,540	64,115	65,685	67,258	68,831	70,401	71,971	70,806	72,131
ADDICTION COUNSELOR II	70 hrs	31.7714	32.6340	33.4989	34.3626	35.2280	36.0907	36.9550	37.8193	38.6819	39.5446	38.9044	39.6324
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	29.6533	30.4584	31.2656	32.0717	32.8795	33.6847	34.4913	35.2980	36.1031	36.9083	36.3108	36.9903
CHILD SERVICES PROGRAM SPECIAL	80 hrs	27.8000	28.5548	29.3115	30.0673	30.8245	31.5794	32.3356	33.0919	33.8466	34.6015	34.0414	34.6784
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 21		59,940	61,585	63,225	64,868	66,504	68,149	69,791	71,433	73,075	74,716	73,614	75,016
PUBLIC HEALTH NURSE	70 hrs	32.9340	33.8379	34.7390	35.6417	36.5407	37.4446	38.3467	39.2489	40.1511	41.0527	40.4473	41.2176
PUBLIC HEALTH NUTRITIONIST	75 hrs	30.7384	31.5820	32.4231	33.2656	34.1047	34.9483	35.7903	36.6323	37.4744	38.3159	37.7508	38.4697
	80 hrs	28.8173	29.6081	30.3966	31.1865	31.9731	32.7640	33.5534	34.3428	35.1323	35.9211	35.3914	36.0654

PKK

January 1, 2025 to December 31, 2025

Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 22		62,064	63,780	65,504	67,217	68,938	70,656	72,377	74,093	75,812	77,528	76,518	78,000
CASE SUPERVISOR GR B	70 hrs	34.1011	35.0440	35.9911	36.9324	37.8780	38.8220	39.7676	40.7104	41.6550	42.5979	42.0429	42.8571
COMMUNITY SERVICES COORDINATOR	75 hrs	31.8277	32.7077	33.5917	34.4703	35.3528	36.2339	37.1164	37.9964	38.8780	39.7580	39.2400	40.0000
COORDINATOR OF STAFF & ORG DEV	80 hrs	29.8385	30.6635	31.4923	32.3159	33.1433	33.9693	34.7966	35.6216	36.4481	37.2731	36.7875	37.5000
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 23		64,192	65,974	67,754	69,537	71,319	73,102	74,886	76,667	78,453	80,230	79,298	80,858
ACCOUNTING SUPERVISOR GR. B	70 hrs	35.2703	36.2494	37.2274	38.2071	39.1863	40.1660	41.1461	42.1247	43.1060	44.0824	43.5703	44.4274
AIR COND-VENT-HEAT-REF MECH	75 hrs	32.9189	33.8328	34.7456	35.6600	36.5739	37.4883	38.4031	39.3164	40.2323	41.1436	40.6656	41.4656
CHILDREN'S SERVICE COORDINATOR	80 hrs	30.8615	31.7183	32.5740	33.4313	34.2880	35.1453	36.0029	36.8591	37.7178	38.5721	38.1240	38.8740
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN I													
MENTAL HEALTH CLINICIAN I (HP)													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SOCIAL WORKER I (HP)													
SR COMPUTER PROGRAMMER													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 24		66,663	68,516	70,375	72,229	74,086	75,938	77,795	79,653	81,511	83,362	82,531	84,177
MENTAL HEALTH CLINICIAN II	70 hrs	36.6280	37.6461	38.6676	39.6863	40.7066	41.7241	42.7446	43.7654	44.7863	45.8033	45.3467	46.2511
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	34.1861	35.1364	36.0897	37.0405	37.9928	38.9425	39.8949	40.8477	41.8005	42.7497	42.3236	43.1677
SOCIAL WORKER II	80 hrs	32.0495	32.9404	33.8341	34.7255	35.6183	36.5086	37.4015	38.2948	39.1880	40.0779	39.6784	40.4698
SUPERVISING PUBLIC HEALTH NURS													

PKK

Date Printed: 1/27/2025

January 1, 2025 to December 31, 2025

Clinton County Salary Schedule

Add \$2,730 all salaries

		1	2	3	4	5	6	7	8	9	10	Offstep
Grade: 25		69,133	71,063	72,993	74,929	76,861	78,792	80,724	82,659	84,590	86,523	88,457
COORDINATOR OF JAIL HEALTH SVR	70 hrs	37,9851	39,0456	40,1060	41,1697	42,2313	43,2923	44,3539	45,4170	46,4780	47,5401	48,6060
MENTAL HEALTH CLINICIAN III	75 hrs	35,4528	36,4425	37,4323	38,4251	39,4159	40,4061	41,3969	42,3892	43,3795	44,3708	45,3616
REAL PROP SYSTEM COORDINATOR	80 hrs	33,2370	34,1649	35,0928	36,0235	36,9524	37,8808	38,8096	39,7399	40,6683	41,5976	42,5278
SENIOR CLINICIAN												
SR NETWORK ENGINEER												
STAFF NURSE												
Grade: 26		71,614	73,612	75,611	77,611	79,609	81,617	83,608	85,611	87,610	89,613	91,618
DIRECT OF STAFF & ORG DEV	70 hrs	39,3483	40,4461	41,5446	42,6434	43,7411	44,8446	45,9384	47,0390	48,1374	49,2379	50,3360
	75 hrs	36,7251	37,7497	38,7749	39,8005	40,8251	41,8549	42,8759	43,9031	44,9283	45,9553	46,9864
	80 hrs	34,4298	35,3904	36,3515	37,3130	38,2735	39,2390	40,1961	41,1591	42,1203	43,0831	44,0490
Grade: 27		74,443	76,510	78,575	80,647	82,710	84,781	86,844	88,913	90,981	93,046	95,118
SR STAFF NURSE	70 hrs	40,9027	42,0384	43,1731	44,3116	45,4450	46,5830	47,7164	48,8533	49,9896	51,1241	52,2583
	75 hrs	38,1759	39,2359	40,2949	41,3575	42,4153	43,4775	44,5353	45,5964	46,6569	47,7159	48,7741
	80 hrs	35,7899	36,7836	37,7765	38,7726	39,7644	40,7601	41,7519	42,7466	43,7409	44,7336	45,7260
Grade: 28		84,026	86,375	88,722	91,065	93,415	95,759	98,106	100,455	102,802	105,148	107,497
HEAD NURSE	70 hrs	46,1681	47,4589	48,7483	50,0357	51,3269	52,6149	53,9044	55,1950	56,4846	57,7736	59,0611
PSYCHIATRIC NURSE	75 hrs	43,0903	44,2949	45,4984	46,7000	47,9051	49,1072	50,3108	51,5153	52,7189	53,9220	55,1241
	80 hrs	40,3971	41,5265	42,6548	43,7813	44,9110	46,0380	47,1664	48,2956	49,4240	50,5519	51,6790

CPK

January 1, 2026 to December 31, 2026

3.00% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		33,521	34,186	34,848	35,513	36,177	36,842	37,507	38,169	38,836	39,499	37,316	37,674
	70 hrs	18.4181	18.7836	19.1473	19.5126	19.8774	20.2429	20.6083	20.9720	21.3384	21.7027	20.5033	20.7000
	75 hrs	17.1903	17.5313	17.8708	18.2117	18.5523	18.8933	19.2344	19.5739	19.9159	20.2559	19.1364	19.3200
	80 hrs	16.1159	16.4356	16.7539	17.0735	17.3928	17.7125	18.0323	18.3505	18.6711	18.9899	17.9404	18.1125
Grade: 1		34,252	34,932	35,624	36,304	36,996	37,675	38,358	39,046	39,729	40,413	38,251	38,638
	70 hrs	18.8197	19.1934	19.5736	19.9473	20.3274	20.7006	21.0759	21.4539	21.8291	22.2050	21.0170	21.2297
	75 hrs	17.5651	17.9139	18.2687	18.6175	18.9723	19.3205	19.6708	20.0236	20.3739	20.7247	19.6159	19.8144
	80 hrs	16.4673	16.7943	17.1269	17.4539	17.7865	18.1130	18.4414	18.7721	19.1005	19.4294	18.3899	18.5760
Grade: 2		34,791	35,504	36,224	36,935	37,649	38,360	39,078	39,791	40,505	41,219	39,103	39,514
	70 hrs	19.1160	19.5077	19.9033	20.2940	20.6863	21.0769	21.4714	21.8631	22.2554	22.6479	21.4851	21.7110
	75 hrs	17.8416	18.2072	18.5764	18.9411	19.3072	19.6717	20.0400	20.4056	20.7717	21.1380	20.0528	20.2636
	80 hrs	16.7265	17.0693	17.4154	17.7573	18.1005	18.4423	18.7875	19.1303	19.4735	19.8169	18.7995	18.9971
Grade: 3		35,526	36,281	37,032	37,787	38,542	39,297	40,049	40,804	41,560	42,314	40,210	40,655
COMMUNITY SERVICES AIDE	70 hrs	19.5197	19.9346	20.3473	20.7621	21.1769	21.5917	22.0050	22.4197	22.8351	23.2494	22.0934	22.3379
	75 hrs	18.2184	18.6056	18.9908	19.3780	19.7651	20.1523	20.5380	20.9251	21.3128	21.6995	20.6205	20.8487
	80 hrs	17.0798	17.4428	17.8039	18.1669	18.5298	18.8928	19.2544	19.6173	19.9808	20.3433	19.3318	19.5456
Grade: 4		36,245	37,037	37,834	38,627	39,421	40,212	41,005	41,797	42,592	43,384	41,321	41,798
ACTIVITIES AIDE	70 hrs	19.9149	20.3500	20.7879	21.2236	21.6599	22.0946	22.5303	22.9654	23.4021	23.8374	22.7039	22.9660
CLEANER	75 hrs	18.5872	18.9933	19.4020	19.8087	20.2159	20.6216	21.0283	21.4344	21.8420	22.2483	21.1903	21.4349
DIETARY ATTENDANT	80 hrs	17.4255	17.8063	18.1894	18.5706	18.9524	19.3328	19.7140	20.0948	20.4769	20.8578	19.8659	20.0953
ENVIRONMENTAL SERVICES WORKER													
Grade: 5		37,158	37,992	38,823	39,654	40,489	41,323	42,156	42,988	43,822	44,653	42,628	43,139
CLERK	70 hrs	20.4164	20.8747	21.3313	21.7879	22.2467	22.7050	23.1626	23.6197	24.0780	24.5346	23.4220	23.7027
CLERK- HELP	75 hrs	19.0553	19.4831	19.9092	20.3353	20.7636	21.1913	21.6184	22.0451	22.4728	22.8989	21.8605	22.1225
PATIENT AGENT	80 hrs	17.8644	18.2654	18.6649	19.0644	19.4659	19.8669	20.2673	20.6673	21.0683	21.4678	20.4943	20.7399
POLICE DISPATCHER													

CP KK

Date Printed: 1/27/2025

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 6		38,064	38,939	39,819	40,691	41,567	42,441	43,317	44,193	45,067	45,942	43,938	44,483
ACCOUNT CLERK	70 hrs	20.9143	21.3950	21.8786	22.3577	22.8390	23.3193	23.8006	24.2819	24.7621	25.2429	24.1417	24.4411
CENTRAL SERVICES CLERK	75 hrs	19.5200	19.9687	20.4200	20.8672	21.3164	21.7647	22.2139	22.6631	23.1113	23.5600	22.5323	22.8117
CUSTODIAL WORKER	80 hrs	18.3000	18.7206	19.1438	19.5630	19.9841	20.4044	20.8255	21.2466	21.6669	22.0875	21.1240	21.3860
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													
Grade: 7		39,165	40,074	40,974	41,878	42,783	43,688	44,592	45,494	46,399	47,302	45,354	45,945
ACCOUNT CLERK/TYPIST	70 hrs	21.5193	22.0187	22.5131	23.0099	23.5071	24.0044	24.5011	24.9967	25.4940	25.9901	24.9197	25.2446
ACCOUNT CLERK/TYPIST HP	75 hrs	20.0847	20.5508	21.0123	21.4759	21.9400	22.4041	22.8677	23.3303	23.7944	24.2575	23.2584	23.5616
DIETARY TECHNICIAN	80 hrs	18.8294	19.2664	19.6990	20.1336	20.5688	21.0039	21.4385	21.8721	22.3073	22.7414	21.8048	22.0890
LIBRARY CLERK													
Grade: 8		40,254	41,205	42,153	43,100	44,047	44,996	45,942	46,892	47,838	48,785	46,865	47,495
COOK	70 hrs	22.1176	22.6401	23.1610	23.6813	24.2017	24.7231	25.2429	25.7649	26.2846	26.8050	25.7500	26.0961
ELECTION SPECIALIST	75 hrs	20.6431	21.1308	21.6169	22.1025	22.5883	23.0749	23.5600	24.0472	24.5323	25.0180	24.0333	24.3564
MEDICAL CLERK/TYPIST	80 hrs	19.3529	19.8101	20.2659	20.7211	21.1765	21.6328	22.0875	22.5443	22.9990	23.4544	22.5313	22.8341
MEDICAL CLERK/TYPIST HP													
NUTRITION AIDE													
PURCHASING CLERK													
SR CLERK													
Grade: 9		41,533	42,523	43,515	44,508	45,503	46,495	47,488	48,482	49,472	50,468	48,593	49,278
EMPLOYMENT & TRAIN ASST.	70 hrs	22.8203	23.3643	23.9093	24.4550	25.0017	25.5467	26.0923	26.6384	27.1824	27.7297	26.6994	27.0759
FAMILY SUPPORT WORKER	75 hrs	21.2989	21.8067	22.3153	22.8247	23.3349	23.8436	24.3528	24.8625	25.3703	25.8811	24.9195	25.2708
LABORER	80 hrs	19.9678	20.4438	20.9206	21.3981	21.8765	22.3534	22.8308	23.3086	23.7846	24.2635	23.3620	23.6914
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													

CP KK

CP KX

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 10		42,803	43,844	44,882	45,919	46,963	48,000	49,039	50,078	51,122	52,159	50,339	51,063
EMS COORDINATOR	70 hrs	23.5181	24.0901	24.6604	25.2303	25.8039	26.3736	26.9446	27.5154	28.0890	28.6589	27.6589	28.0566
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	21.9503	22.4841	23.0164	23.5483	24.0836	24.6153	25.1483	25.6811	26.2164	26.7483	25.8149	26.1861
GUARD	80 hrs	20.5784	21.0789	21.5779	22.0765	22.5784	23.0769	23.5765	24.0760	24.5779	25.0765	24.2015	24.5495
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													
Grade: 11		44,081	45,164	46,249	47,331	48,415	49,497	50,578	51,662	52,747	53,825	52,054	52,830
AUTOMOTIVE MECHANIC HELPER	70 hrs	24.2203	24.8154	25.4116	26.0060	26.6017	27.1961	27.7901	28.3857	28.9819	29.5741	28.6011	29.0274
BUILDING & GROUND MAINT WORKER	75 hrs	22.6056	23.1611	23.7175	24.2723	24.8283	25.3831	25.9375	26.4933	27.0497	27.6025	26.6944	27.0923
BUILDING MAINTENANCE WORKER	80 hrs	21.1928	21.7135	22.2351	22.7553	23.2765	23.7966	24.3164	24.8375	25.3591	25.8774	25.0260	25.3990
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													

CP KK

January 1, 2026 to December 31, 2026
Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 12		45,352	46,477	47,599	48,728	49,853	50,975	52,104	53,224	54,353	55,478	53,746	54,571
ASSESSMENT CNT EXAMINER- HELP	70 hrs	24.9187	25.5369	26.1533	26.7736	27.3917	28.0083	28.6286	29.2440	29.8643	30.4824	29.5307	29.9840
ASSESSMENT CONTROL EXAMINER	75 hrs	23.2575	23.8344	24.4097	24.9887	25.5656	26.1411	26.7200	27.2944	27.8733	28.4503	27.5620	27.9851
CENTRAL SERVICES SUPERVISOR	80 hrs	21.8039	22.3448	22.8841	23.4269	23.9678	24.5073	25.0500	25.5885	26.1313	26.6721	25.8394	26.2360
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERV. FOR THE AGING SPEC HP													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													
Grade: 13		46,808	47,991	49,180	50,361	51,546	52,730	53,916	55,098	56,284	57,469	55,789	56,673
AIRPORT FIREFIGHTER	70 hrs	25.7187	26.3687	27.0220	27.6709	28.3220	28.9726	29.6241	30.2736	30.9253	31.5764	30.6533	31.1390
AIRPORT MAINTENANCE WORKER I	75 hrs	24.0041	24.6108	25.2205	25.8261	26.4339	27.0411	27.6492	28.2553	28.8636	29.4713	28.6097	29.0631
COOK/MANAGER	80 hrs	22.5039	23.0726	23.6443	24.2120	24.7818	25.3510	25.9211	26.4894	27.0596	27.6294	26.8216	27.2466
EMERGENCY COMM DISPATCHER													
EMERGENCY COMM DISPATCHER-HELP													
MOTOR EQUIP OPER I													
MOTOR EQUIP OPER I LANDFILL													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													

CP KK

PKK

January 1, 2026 to December 31, 2026
Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		48,443	49,682	50,919	52,156	53,394	54,632	55,869	57,106	58,345	59,582	57,961	58,903
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	26.6170	27.2979	27.9774	28.6571	29.3374	30,0176	30.6973	31.3769	32.0577	32.7374	31.8467	32.3643
BRIDGE REPAIR MECHANIC	75 hrs	24.8425	25.4780	26.1123	26.7467	27.3816	28.0164	28.6508	29.2851	29.9205	30.5549	29.7236	30.2067
CIVIL MANAGER	80 hrs	23.2899	23.8856	24.4803	25.0750	25.6703	26.2654	26.8601	27.4548	28.0505	28.6453	27.8659	28.3188
COMPUTER SPECIALIST													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

PKK

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 15		50,091	51,381	52,666	53,947	55,238	56,524	57,808	59,094	60,384	61,666	60,118	61,123
AIRPORT MAINTENANCE WORKER II	70 hrs	27.5226	28.2313	28.9374	29.6411	30.3506	31.0571	31.7626	32.4693	33.1780	33.8824	33.0319	33.5840
AUTOMOTIVE MECHANIC	75 hrs	25.6877	26.3492	27.0083	27.6651	28.3272	28.9867	29.6451	30.3047	30.9661	31.6236	30.8297	31.3451
BUILDING MAINT MECHANIC	80 hrs	24.0823	24.7024	25.3203	25.9360	26.5568	27.1750	27.7923	28.4106	29.0308	29.6471	28.9029	29.3860
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SOCIAL WELFARE EXAMINER- HELP													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

CP KK

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		51,911	53,257	54,599	55,945	57,288	58,637	59,973	61,323	62,666	64,009	62,523	63,592
ADMINISTRATIVE AIDE	70 hrs	28.5226	29.2621	29.9994	30.7390	31.4769	32.2181	32.9521	33.6940	34.4319	35.1697	34.3533	34.9407
ASSISTANT COMPUTER PROGRAMMER	75 hrs	26.6211	27.3113	27.9995	28.6897	29.3784	30.0703	30.7553	31.4477	32.1364	32.8251	32.0631	32.6113
COMPUTER COORDINATOR	80 hrs	24.9573	25.6044	26.2495	26.8966	27.5423	28.1909	28.8331	29.4823	30.1279	30.7735	30.0591	30.5731
COMPUTER COORDINATOR- HELP													
COOK/MANAGER (JAIL)													
EQUIPMENT & BLDG MECHANIC													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 17		53,737	55,143	56,554	57,962	59,371	60,785	62,193	63,605	65,014	66,424	65,007	66,148
ADDICTION COUNSELOR I	70 hrs	29.5259	30.2983	31.0736	31.8473	32.6214	33.3983	34.1720	34.9479	35.7220	36.4967	35.7181	36.3450
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	27.5575	28.2784	29.0020	29.7241	30.4467	31.1717	31.8939	32.6180	33.3405	34.0636	33.3369	33.9220
PLANNING TECHNICIAN	80 hrs	25.8351	26.5110	27.1894	27.8664	28.5438	29.2235	29.9005	30.5794	31.2568	31.9346	31.2534	31.8019
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH EDUCATOR- HELP													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

CP KK

CP KK

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		55,555	57,041	58,522	60,011	61,492	62,973	64,462	65,944	67,425	68,915	67,562	68,770
ADMINISTRATIVE ASSISTANT	70 hrs	30,5247	31,3411	32,1550	32,9731	33,7869	34,6006	35,4187	36,2330	37,0467	37,8654	37,1220	37,7857
ASSESSOR	75 hrs	28,4897	29,2517	30,0113	30,7749	31,5344	32,2939	33,0575	33,8175	34,5769	35,3411	34,6472	35,2667
ASSESSOR- HELP	80 hrs	26,7091	27,4235	28,1356	28,8515	29,5635	30,2755	30,9914	31,7039	32,4159	33,1323	32,4818	33,0625
BRIDGE INSPECTOR													
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CASEWORKER- HELP													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
FISCAL OFFICER- HELP													
LICENSED PRACTICAL NURSE													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
PROPERTY TAX ENFOR SPECIALIST													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 19		57,372	58,916	60,468	62,013	63,560	65,108	66,654	68,202	69,750	71,296	70,009	71,287
AIRPORT FIRE & SAFETY COORD	70 hrs	31,5231	32,3714	33,2241	34,0731	34,9231	35,7736	36,6231	37,4736	38,3241	39,1736	38,4664	39,1687
AIRPORT MAINTENANCE COORDIN	75 hrs	29,4216	30,2133	31,0092	31,8016	32,5949	33,3887	34,1816	34,9753	35,7692	36,5620	35,9020	36,5575
GARAGE SUPERVISOR	80 hrs	27,5828	28,3250	29,0711	29,8140	30,5578	31,3019	32,0453	32,7894	33,5336	34,2769	33,6581	34,2726
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
PUBLIC HEALTH SANITARIAN (HP)													
PUBLICATION SPECIALIST													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

CPKK

CPK

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		59,559	61,176	62,797	64,416	66,038	67,656	69,276	70,896	72,513	74,130	72,930	74,295
ADDICTION COUNSELOR II	70 hrs	32.7247	33.6131	34.5039	35.3934	36.2846	37.1736	38.0637	38.9539	39.8423	40.7307	40.0714	40.8214
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	30.5431	31.3723	32.2036	33.0339	33.8656	34.6953	35.5261	36.3569	37.1861	38.0153	37.4000	38.1000
CHILD SERVICES PROGRAM SPECIAL	80 hrs	28.6341	29.4115	30.1909	30.9693	31.7490	32.5269	33.3058	34.0846	34.8620	35.6394	35.0625	35.7188
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 21		61,738	63,433	65,122	66,814	68,499	70,193	71,885	73,576	75,267	76,957	75,822	77,266
PUBLIC HEALTH NURSE	70 hrs	33.9220	34.8533	35.7813	36.7110	37.6369	38.5676	39.4973	40.4264	41.3554	42.2840	41.6604	42.4539
PUBLIC HEALTH NUTRITIONIST	75 hrs	31.6605	32.5297	33.3959	34.2636	35.1277	35.9964	36.8641	37.7313	38.5984	39.4651	38.8831	39.6236
	80 hrs	29.6818	30.4966	31.3086	32.1221	32.9323	33.7466	34.5601	35.3731	36.1860	36.9985	36.4529	37.1471

CP KK

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 22		63,926	65,693	67,469	69,234	71,006	72,776	74,548	76,316	78,086	79,854	78,814	80,340
CASE SUPERVISOR GR B	70 hrs	35.1241	36.0950	37.0709	38.0407	39.0143	39.9869	40.9604	41.9319	42.9044	43.8759	43.3044	44.1429
COMMUNITY SERVICES COORDINATOR	75 hrs	32.7825	33.6887	34.5995	35.5047	36.4133	37.3211	38.2297	39.1364	40.0441	40.9508	40.4175	41.2000
COORDINATOR OF STAFF & ORG DEV	80 hrs	30.7336	31.5831	32.4370	33.2856	34.1375	34.9885	35.8404	36.6904	37.5414	38.3914	37.8914	38.6250
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 23		66,118	67,953	69,787	71,623	73,459	75,295	77,133	78,967	80,807	82,637	81,677	83,284
ACCOUNTING SUPERVISOR GR. B	70 hrs	36.3286	37.3369	38.3446	39.3533	40.3621	41.3709	42.3807	43.3884	44.3994	45.4050	44.8774	45.7604
AIR COND-VENT-HEAT-REF MECH	75 hrs	33.9067	34.8477	35.7883	36.7297	37.6713	38.6128	39.5553	40.4959	41.4395	42.3780	41.8856	42.7097
CHILDREN'S SERVICE COORDINATOR	80 hrs	31.7875	32.6698	33.5515	34.4341	35.3169	36.1995	37.0831	37.9649	38.8495	39.7294	39.2678	40.0404
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN I													
MENTAL HEALTH CLINICIAN I (HP)													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SOCIAL WORKER I (HP)													
SR COMPUTER PROGRAMMER													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 24		68,663	70,571	72,486	74,396	76,309	78,216	80,129	82,043	83,956	85,863	85,007	86,702
MENTAL HEALTH CLINICIAN II	70 hrs	37.7269	38.7753	39.8274	40.8769	41.9280	42.9759	44.0269	45.0786	46.1297	47.1774	46.7071	47.6384
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	35.2117	36.1903	37.1723	38.1517	39.1328	40.1108	41.0917	42.0733	43.0544	44.0323	43.5933	44.4625
SOCIAL WORKER II	80 hrs	33.0110	33.9284	34.8490	35.7673	36.6870	37.6039	38.5235	39.4438	40.3635	41.2803	40.8688	41.6836
SUPERVISING PUBLIC HEALTH NURS													

PKK

Date Printed: 1/27/2025

January 1, 2026 to December 31, 2026

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 25		71,207	73,195	75,183	77,177	79,167	81,156	83,146	85,139	87,128	89,119	88,315	90,104
COORDINATOR OF JAIL HEALTH SVR	70 hrs	39.1247	40.2170	41.3093	42.4050	43.4983	44.5911	45.6846	46.7797	47.8726	48.9664	48.5247	49.5077
MENTAL HEALTH CLINICIAN III	75 hrs	36.5164	37.5359	38.5553	39.5780	40.5984	41.6184	42.6389	43.6611	44.6811	45.7020	45.2897	46.2072
REAL PROP SYSTEM COORDINATOR	80 hrs	34.2341	35.1899	36.1456	37.1044	38.0610	39.0173	39.9740	40.9323	41.8885	42.8456	42.4591	43.3193
SENIOR CLINICIAN													
SR NETWORK ENGINEER													
STAFF NURSE													
Grade: 26		73,762	75,820	77,879	79,939	81,997	84,066	86,116	88,179	90,238	92,301	91,586	93,468
DIRECT OF STAFF & ORG DEV	70 hrs	40.5286	41.6593	42.7907	43.9226	45.0533	46.1901	47.3164	48.4500	49.5813	50.7149	50.3220	51.3560
	75 hrs	37.8267	38.8820	39.9380	40.9944	42.0497	43.1108	44.1620	45.2200	46.2759	47.3339	46.9672	47.9323
	80 hrs	35.4625	36.4519	37.4419	38.4323	39.4216	40.4164	41.4019	42.3938	43.3836	44.3755	44.0318	44.9365
Grade: 27		76,676	78,805	80,932	83,066	85,191	87,324	89,449	91,580	93,710	95,837	95,226	97,213
SR STAFF NURSE	70 hrs	42.1297	43.2994	44.4681	45.6407	46.8083	47.9803	49.1479	50.3187	51.4890	52.6577	52.3220	53.4137
	75 hrs	39.3211	40.4128	41.5036	42.5980	43.6877	44.7816	45.8713	46.9641	48.0564	49.1472	48.8339	49.8528
	80 hrs	36.8635	37.8870	38.9096	39.9356	40.9573	41.9828	43.0044	44.0289	45.0529	46.0755	45.7818	46.7370
Grade: 28		86,547	88,966	91,384	93,797	96,217	98,632	101,049	103,469	105,886	108,302	108,054	110,398
HEAD NURSE	70 hrs	47.5533	48.8824	50.2110	51.5369	52.8664	54.1934	55.5214	56.8511	58.1791	59.5066	59.3703	60.6583
PSYCHIATRIC NURSE	75 hrs	44.3831	45.6236	46.8636	48.1011	49.3420	50.5805	51.8200	53.0611	54.3005	55.5395	55.4123	56.6144
	80 hrs	41.6091	42.7721	43.9346	45.0948	46.2581	47.4193	48.5813	49.7448	50.9068	52.0683	51.9490	53.0760

CP KK

January 1, 2027 to December 31, 2027

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		34,527	35,212	35,893	36,578	37,262	37,947	38,632	39,314	40,001	40,684	38,435	38,804
	70 hrs	18.9709	19.3473	19.7214	20.0979	20.4736	20.8500	21.2264	21.6011	21.9786	22.3539	21.1181	21.3209
	75 hrs	17.7061	18.0575	18.4067	18.7580	19.1087	19.4600	19.8113	20.1611	20.5133	20.8636	19.7103	19.8995
	80 hrs	16.5995	16.9289	17.2563	17.5856	17.9144	18.2438	18.5731	18.9010	19.2313	19.5596	18.4784	18.6558
Grade: 1		35,280	35,980	36,693	37,393	38,106	38,805	39,509	40,217	40,921	41,625	39,399	39,797
	70 hrs	19.3846	19.7693	20.1610	20.5456	20.9374	21.3214	21.7083	22.0973	22.4840	22.8709	21.6479	21.8664
	75 hrs	18.0923	18.4513	18.8169	19.1759	19.5416	19.9000	20.2611	20.6241	20.9851	21.3461	20.2047	20.4087
	80 hrs	16.9615	17.2981	17.6409	17.9774	18.3203	18.6563	18.9948	19.3351	19.6735	20.0120	18.9419	19.1331
Grade: 2		35,835	36,569	37,311	38,043	38,778	39,511	40,250	40,985	41,720	42,456	40,276	40,699
	70 hrs	19.6896	20.0929	20.5006	20.9027	21.3066	21.7093	22.1154	22.5193	22.9231	23.3274	22.1297	22.3621
	75 hrs	18.3769	18.7533	19.1339	19.5092	19.8861	20.2620	20.6411	21.0180	21.3949	21.7723	20.6544	20.8713
	80 hrs	17.2284	17.5813	17.9380	18.2899	18.6433	18.9956	19.3510	19.7044	20.0578	20.4115	19.3635	19.5669
Grade: 3		36,592	37,369	38,143	38,921	39,698	40,476	41,250	42,028	42,807	43,583	41,416	41,875
COMMUNITY SERVICES AIDE	70 hrs	20.1054	20.5324	20.9577	21.3851	21.8121	22.2396	22.6649	23.0923	23.5203	23.9467	22.7560	23.0083
	75 hrs	18.7651	19.1636	19.5605	19.9595	20.3580	20.7569	21.1539	21.5528	21.9523	22.3503	21.2389	21.4744
	80 hrs	17.5923	17.9659	18.3380	18.7120	19.0856	19.4596	19.8318	20.2058	20.5803	20.9534	19.9115	20.1323
Grade: 4		37,332	38,148	38,969	39,786	40,604	41,418	42,235	43,051	43,870	44,686	42,561	43,052
ACTIVITIES AIDE	70 hrs	20.5121	20.9604	21.4116	21.8604	22.3099	22.7571	23.2060	23.6544	24.1044	24.5527	23.3851	23.6550
CLEANER	75 hrs	19.1447	19.5631	19.9841	20.4031	20.8225	21.2400	21.6589	22.0775	22.4975	22.9159	21.8261	22.0780
DIETARY ATTENDANT	80 hrs	17.9481	18.3404	18.7351	19.1279	19.5211	19.9125	20.3053	20.6976	21.0914	21.4836	20.4620	20.6981
ENVIRONMENTAL SERVICES WORKER													
Grade: 5		38,273	39,132	39,988	40,844	41,704	42,563	43,421	44,278	45,137	45,993	43,907	44,433
CLERK	70 hrs	21.0291	21.5011	21.9714	22.4417	22.9143	23.3863	23.8577	24.3286	24.8006	25.2709	24.1247	24.4137
CLERK- HELP	75 hrs	19.6272	20.0677	20.5067	20.9456	21.3867	21.8272	22.2672	22.7067	23.1472	23.5861	22.5164	22.7861
PATIENT AGENT	80 hrs	18.4005	18.8135	19.2250	19.6365	20.0500	20.4630	20.8755	21.2875	21.7005	22.1120	21.1091	21.3620
POLICE DISPATCHER													

PKK

January 1, 2027 to December 31, 2027

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 6		39,206	40,107	41,014	41,912	42,814	43,714	44,617	45,519	46,419	47,320	45,256	45,817
ACCOUNT CLERK	70 hrs	21.5417	22.0369	22.5351	23.0286	23.5241	24.0187	24.5149	25.0104	25.5050	26.0000	24.8660	25.1741
CENTRAL SERVICES CLERK	75 hrs	20.1056	20.5677	21.0328	21.4933	21.9559	22.4175	22.8805	23.3431	23.8047	24.2667	23.2083	23.4959
CUSTODIAL WORKER	80 hrs	18.8490	19.2823	19.7183	20.1500	20.5836	21.0164	21.4505	21.8841	22.3169	22.7500	21.7578	22.0274
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													
Grade: 7		40,340	41,276	42,203	43,134	44,066	44,999	45,930	46,859	47,791	48,721	46,715	47,323
ACCOUNT CLERK/TYPIST	70 hrs	22.1649	22.6791	23.1884	23.7000	24.2121	24.7247	25.2363	25.7467	26.2589	26.7697	25.6676	26.0017
ACCOUNT CLERK/TYPIST HP	75 hrs	20.6872	21.1672	21.6425	22.1200	22.5980	23.0764	23.5539	24.0303	24.5083	24.9851	23.9564	24.2683
DIETARY TECHNICIAN	80 hrs	19.3943	19.8443	20.2899	20.7375	21.1856	21.6341	22.0818	22.5284	22.9765	23.4235	22.4591	22.7515
LIBRARY CLERK													
Grade: 8		41,462	42,441	43,418	44,393	45,368	46,346	47,320	48,299	49,273	50,249	48,271	48,920
COOK	70 hrs	22.7813	23.3193	23.8560	24.3917	24.9274	25.4649	26.0000	26.5379	27.0731	27.6093	26.5226	26.8791
ELECTION SPECIALIST	75 hrs	21.2625	21.7647	22.2656	22.7656	23.2656	23.7672	24.2667	24.7687	25.2683	25.7687	24.7544	25.0872
MEDICAL CLERK/TYPIST	80 hrs	19.9336	20.4044	20.8740	21.3428	21.8115	22.2818	22.7500	23.2206	23.6890	24.1581	23.2073	23.5193
MEDICAL CLERK/TYPIST HP													
NUTRITION AIDE													
PURCHASING CLERK													
SR CLERK													
Grade: 9		42,779	43,799	44,820	45,843	46,868	47,890	48,913	49,936	50,956	51,982	50,051	50,756
EMPLOYMENT & TRAIN ASST.	70 hrs	23.5050	24.0654	24.6264	25.1884	25.7517	26.3131	26.8753	27.4374	27.9979	28.5616	27.5006	27.8879
FAMILY SUPPORT WORKER	75 hrs	21.9380	22.4611	22.9847	23.5092	24.0349	24.5589	25.0836	25.6083	26.1313	26.6575	25.6672	26.0287
LABORER	80 hrs	20.5669	21.0573	21.5481	22.0399	22.5328	23.0240	23.5159	24.0078	24.4981	24.9914	24.0630	24.4019
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													

CPK

CPKX

January 1, 2027 to December 31, 2027
Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 10		44,087	45,159	46,228	47,297	48,372	49,440	50,510	51,580	52,656	53,724	51,849	52,595
EMS COORDINATOR	70 hrs	24.2236	24.8126	25.4000	25.9874	26.5780	27.1649	27.7527	28.3407	28.9319	29.5187	28.4884	28.8983
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	22.6087	23.1584	23.7067	24.2549	24.8061	25.3539	25.9025	26.4513	27.0031	27.5508	26.5892	26.9717
GUARD	80 hrs	21.1956	21.7110	22.2250	22.7390	23.2558	23.7693	24.2836	24.7981	25.3154	25.8289	24.9274	25.2860
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													
Grade: 11		45,403	46,519	47,636	48,751	49,867	50,982	52,095	53,212	54,329	55,440	53,616	54,415
AUTOMOTIVE MECHANIC HELPER	70 hrs	24.9467	25.5599	26.1736	26.7863	27.3994	28.0121	28.6236	29.2374	29.8511	30.4616	29.4593	29.8983
BUILDING & GROUND MAINT WORKER	75 hrs	23.2836	23.8559	24.4287	25.0005	25.5728	26.1447	26.7153	27.2883	27.8611	28.4308	27.4953	27.9051
BUILDING MAINTENANCE WORKER	80 hrs	21.8284	22.3649	22.9019	23.4380	23.9745	24.5106	25.0456	25.5828	26.1198	26.6539	25.7769	26.1610
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													

CP KC

January 1, 2027 to December 31, 2027

3.00% Increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 12		46,713	47,871	49,027	50,190	51,349	52,504	53,667	54,821	55,984	57,142	55,358	56,208
ASSESSMENT CNT EXAMINER- HELP	70 hrs	25.6664	26.3027	26.9379	27.5769	28.2137	28.8483	29.4874	30.1214	30.7604	31.3967	30.4164	30.8836
ASSESSMENT CONTROL EXAMINER	75 hrs	23.9553	24.5492	25.1420	25.7384	26.3328	26.9251	27.5216	28.1133	28.7097	29.3036	28.3887	28.8247
CENTRAL SERVICES SUPERVISOR	80 hrs	22.4581	23.0149	23.5706	24.1298	24.6870	25.2423	25.8015	26.3563	26.9154	27.4721	26.6144	27.0231
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERV. FOR THE AGING SPEC HP													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													
Grade: 13		48,212	49,431	50,655	51,872	53,092	54,312	55,533	56,751	57,973	59,193	57,463	58,373
AIRPORT FIREFIGHTER	70 hrs	26.4901	27.1599	27.8324	28.5011	29.1714	29.8417	30.5126	31.1819	31.8533	32.5236	31.5731	32.0731
AIRPORT MAINTENANCE WORKER I	75 hrs	24.7241	25.3492	25.9769	26.6011	27.2267	27.8523	28.4784	29.1031	29.7297	30.3553	29.4683	29.9349
COOK/MANAGER	80 hrs	23.1789	23.7649	24.3534	24.9385	25.5250	26.1115	26.6985	27.2841	27.8716	28.4581	27.6265	28.0640
EMERGENCY COMM DISPATCHER													
EMERGENCY COMM DISPATCHER-HELP													
MOTOR EQUIP OPER I													
MOTOR EQUIP OPER I LANDFILL													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													

CP KK

January 1, 2027 to December 31, 2027
Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 14		49,896	51,172	52,447	53,721	54,996	56,271	57,545	58,819	60,095	61,369	59,700	60,670
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	27.4154	28.1164	28.8170	29.5170	30.2176	30.9181	31.6181	32.3181	33.0193	33.7193	32.8021	33.3351
BRIDGE REPAIR MECHANIC	75 hrs	25.5877	26.2420	26.8959	27.5492	28.2031	28.8569	29.5103	30.1636	30.8180	31.4713	30.6153	31.1128
CIVIL MANAGER	80 hrs	23.9885	24.6019	25.2149	25.8274	26.4404	27.0534	27.6659	28.2784	28.8919	29.5044	28.7019	29.1683
COMPUTER SPECIALIST													
CUSTODIAN													
DIETETIC SERVICE SUPERVISOR													
HIGHWAY INVENTORY CLERK													
MOTOR EQUIP OPER II													
MV LICENSE CLERK SPECIALIST													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYPIST													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
PROJECT COUNSELOR (WIC)													
TRANSFER STATION OPERATOR													
VETERANS COUNSELOR													

PKK

PKK

January 1, 2027 to December 31, 2027
Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 15		51,594	52,922	54,246	55,565	56,895	58,220	59,542	60,867	62,196	63,516	61,922	62,957
AIRPORT MAINTENANCE WORKER II	70 hrs	28,3483	29.0780	29.8054	30.5303	31.2610	31.9890	32.7154	33.4434	34.1736	34.8989	34.0231	34.5917
AUTOMOTIVE MECHANIC	75 hrs	26,4584	27.1395	27.8184	28.4949	29.1769	29.8564	30.5344	31.2139	31.8953	32.5723	31.7549	32.2856
BUILDING MAINT MECHANIC	80 hrs	24,8048	25.4433	26.0798	26.7140	27.3534	27.9904	28.6260	29.2630	29.9019	30.5365	29.7703	30.2678
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SOCIAL WELFARE EXAMINER- HELP													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

CKK

January 1, 2027 to December 31, 2027
Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		53,468	54,855	56,237	57,623	59,007	60,396	61,772	63,163	64,546	65,929	64,399	65,500
ADMINISTRATIVE AIDE	70 hrs	29,3780	30,1401	30,8994	31,6610	32,4214	33,1846	33,9407	34,7050	35,4649	36,2247	35,3840	35,9890
ASSISTANT COMPUTER PROGRAMMER	75 hrs	27,4195	28,1308	28,8395	29,5503	30,2600	30,9723	31,6780	32,3913	33,1005	33,8097	33,0251	33,5897
COMPUTER COORDINATOR	80 hrs	25,7058	26,3726	27,0370	27,7034	28,3688	29,0365	29,6981	30,3669	31,0318	31,6966	30,9610	31,4904
COMPUTER COORDINATOR- HELP													
COOK/MANAGER (JAIL)													
EQUIPMENT & BLDG MECHANIC													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 17		55,349	56,797	58,251	59,701	61,152	62,609	64,059	65,513	66,964	68,417	66,957	68,132
ADDICTION COUNSELOR I	70 hrs	30,4116	31,2071	32,0060	32,8027	33,6000	34,4006	35,1973	35,9961	36,7934	37,5917	36,7896	37,4351
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	28,3841	29,1267	29,8723	30,6159	31,3600	32,1072	32,8508	33,5964	34,3405	35,0856	34,3369	34,9395
PLANNING TECHNICIAN	80 hrs	26,6101	27,3063	28,0053	28,7024	29,4000	30,1005	30,7976	31,4966	32,1943	32,8928	32,1909	32,7558
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH EDUCATOR- HELP													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

CP k

CP Kk

January 1, 2027 to December 31, 2027

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		57,222	58,752	60,278	61,811	63,337	64,862	66,396	67,922	69,448	70,982	69,589	70,833
ADMINISTRATIVE ASSISTANT	70 hrs	31.4407	32.2813	33.1197	33.9621	34.8006	35.6384	36.4813	37.3197	38.1583	39.0011	38.2357	38.9193
ASSESSOR	75 hrs	29.3447	30.1292	30.9117	31.6980	32.4805	33.2625	34.0492	34.8317	35.6144	36.4011	35.6867	36.3247
ASSESSOR- HELP	80 hrs	27.5106	28.2461	28.9798	29.7169	30.4505	31.1836	31.9211	32.6548	33.3885	34.1260	33.4563	34.0544
BRIDGE INSPECTOR													
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CASEWORKER- HELP													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
FISCAL OFFICER- HELP													
LICENSED PRACTICAL NURSE													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
PROPERTY TAX ENFOR SPECIALIST													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 19		59,093	60,683	62,282	63,873	65,467	67,061	68,654	70,248	71,842	73,435	72,109	73,426
AIRPORT FIRE & SAFETY COORD	70 hrs	32.4687	33.3423	34.2209	35.0950	35.9709	36.8467	37.7220	38.5979	39.4736	40.3489	39.6203	40.3440
AIRPORT MAINTENANCE COORDIN	75 hrs	30.3041	31.1195	31.9395	32.7553	33.5728	34.3903	35.2072	36.0247	36.8420	37.6589	36.9789	37.6544
GARAGE SUPERVISOR	80 hrs	28.4101	29.1745	29.9433	30.7081	31.4745	32.2409	33.0068	33.7731	34.5394	35.3053	34.6678	35.3010
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
PUBLIC HEALTH SANITARIAN (HP)													
PUBLICATION SPECIALIST													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

PKK

CP KX

January 1, 2027 to December 31, 2027

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		61,346	63,011	64,681	66,348	68,019	69,686	71,354	73,023	74,688	76,354	75,118	76,524
ADDICTION COUNSELOR II	70 hrs	33.7066	34.6214	35.5390	36.4550	37.3731	38,2890	39.2054	40.1226	41.0374	41.9527	41.2736	42,0461
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	31.4595	32.3133	33.1697	34.0247	34.8816	35.7364	36.5917	37.4477	38.3016	39.1559	38.5220	39.2431
CHILD SERVICES PROGRAM SPECIAL	80 hrs	29.4933	30.2938	31.0966	31.8981	32.7015	33.5029	34.3048	35.1073	35.9078	36.7086	36.1144	36.7904
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 21		63,590	65,336	67,076	68,818	70,554	72,299	74,042	75,783	77,525	79,266	78,097	79,584
PUBLIC HEALTH NURSE	70 hrs	34.9396	35.8989	36.8550	37.8121	38.7660	39.7247	40.6824	41.6390	42.5961	43.5527	42.9104	43.7274
PUBLIC HEALTH NUTRITIONIST	75 hrs	32.6103	33.5056	34.3980	35.2913	36.1816	37.0764	37.9703	38.8631	39.7564	40.6492	40.0497	40.8123
	80 hrs	30.5721	31.4115	32.2481	33.0856	33.9203	34.7591	35.5971	36.4341	37.2716	38.1086	37.5466	38.2615

PKK

January 1, 2027 to December 31, 2027

3.00% increase

Clinton County Salary Schedule

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 22		65,844	67,664	69,493	71,311	73,136	74,959	76,784	78,605	80,429	82,250	81,178	82,750
CASE SUPERVISOR GR B	70 hrs	36.1780	37.1780	38.1830	39.1819	40.1846	41.1863	42.1890	43.1896	44.1917	45.1923	44.6033	45.4670
COMMUNITY SERVICES COORDINATOR	75 hrs	33.7661	34.6995	35.6375	36.5697	37.5056	38.4405	39.3764	40.3103	41.2456	42.1795	41.6297	42.4359
COORDINATOR OF STAFF & ORG DEV	80 hrs	31.6558	32.5308	33.4101	34.2841	35.1615	36.0380	36.9154	37.7909	38.6678	39.5433	39.0279	39.7836
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 23		68,102	69,992	71,881	73,772	75,663	77,554	79,447	81,336	83,231	85,116	84,127	85,783
ACCOUNTING SUPERVISOR GR. B	70 hrs	37.4187	38.4571	39.4950	40.5340	41.5731	42.6121	43.6521	44.6901	45.7313	46.7670	46.2236	47.1336
AIR COND-VENT-HEAT-REF MECH	75 hrs	34.9241	35.8933	36.8620	37.8317	38.8016	39.7713	40.7420	41.7108	42.6825	43.6492	43.1420	43.9913
CHILDREN'S SERVICE COORDINATOR	80 hrs	32.7414	33.6500	34.5581	35.4673	36.3765	37.2856	38.1956	39.1039	40.0149	40.9211	40.4456	41.2419
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN I													
MENTAL HEALTH CLINICIAN I (HP)													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SOCIAL WORKER I (HP)													
SR COMPUTER PROGRAMMER													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 24		70,723	72,688	74,661	76,628	78,598	80,562	82,533	84,504	86,475	88,439	87,557	89,303
MENTAL HEALTH CLINICIAN II	70 hrs	38.8589	39.9384	41.0226	42.1033	43.1857	44.2649	45.3479	46.4307	47.5137	48.5929	48.1083	49.0676
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	36.2683	37.2759	38.2877	39.2964	40.3067	41.3139	42.3247	43.3353	44.3461	45.3533	44.9011	45.7964
SOCIAL WORKER II	80 hrs	34.0015	34.9461	35.8948	36.8404	37.7875	38.7318	39.6794	40.6269	41.5745	42.5188	42.0948	42.9341
SUPERVISING PUBLIC HEALTH NURS													

PKK

January 1, 2027 to December 31, 2027

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 25		73,343	75,391	77,438	79,492	81,542	83,591	85,640	87,693	89,742	91,793	90,964	92,807
COORDINATOR OF JAIL HEALTH SVR	70 hrs	40.2983	41.4236	42.5483	43.6769	44.8033	45.9291	47.0550	48.1830	49.3089	50.4357	49.9803	50.9929
MENTAL HEALTH CLINICIAN III	75 hrs	37.6117	38.6620	39.7117	40.7651	41.8164	42.8672	43.9180	44.9708	46.0216	47.0733	46.6483	47.5933
REAL PROP SYSTEM COORDINATOR	80 hrs	35.2610	36.2456	37.2298	38.2173	39.2029	40.1880	41.1731	42.1601	43.1453	44.1313	43.7328	44.6188
SENIOR CLINICIAN													
SR NETWORK ENGINEER													
STAFF NURSE													
Grade: 26		75,975	78,095	80,215	82,337	84,457	86,588	88,699	90,824	92,945	95,070	94,334	96,272
DIRECT OF STAFF & ORG DEV	70 hrs	41.7446	42.9093	44.0741	45.2401	46.4050	47.5759	48.7357	49.9033	51.0687	52.2363	51.8319	52.8967
	75 hrs	38.9616	40.0487	41.1359	42.2241	43.3113	44.4041	45.4867	46.5764	47.6641	48.7539	48.3764	49.3703
	80 hrs	36.5265	37.5456	38.5649	39.5851	40.6044	41.6289	42.6438	43.6654	44.6851	45.7068	45.3529	46.2846
Grade: 27		78,976	81,169	83,360	85,558	87,747	89,944	92,132	94,327	96,521	98,712	98,083	100,129
SR STAFF NURSE	70 hrs	43.3934	44.5983	45.8021	47.0099	48.2126	49.4197	50.6220	51.8280	53.0336	54.2374	53.8917	55.0160
	75 hrs	40.5005	41.6251	42.7487	43.8759	44.9984	46.1251	47.2472	48.3728	49.4980	50.6216	50.2989	51.3483
	80 hrs	37.9693	39.0235	40.0769	41.1336	42.1860	43.2423	44.2943	45.3495	46.4044	47.4578	47.1553	48.1390
Grade: 28		89,143	91,635	94,126	96,611	99,104	101,591	104,080	106,573	109,063	111,551	111,296	113,710
HEAD NURSE	70 hrs	48.9797	50.3489	51.7176	53.0830	54.4527	55.8193	57.1869	58.5566	59.9247	61.2917	61.1517	62.4780
PSYCHIATRIC NURSE	75 hrs	45.7144	46.9923	48.2697	49.5441	50.8225	52.0980	53.3744	54.6528	55.9297	57.2056	57.0749	58.3128
	80 hrs	42.8573	44.0553	45.2529	46.4476	47.6461	48.8419	50.0385	51.2370	52.4341	53.6303	53.5078	54.6683

PK

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 0		35,563	36,268	36,970	37,675	38,380	39,085	39,791	40,493	41,201	41,905	39,588	39,968
	70 hrs	19.5401	19.9274	20.3131	20.7006	21.0879	21.4753	21.8631	22.2489	22.6379	23.0247	21.7517	21.9604
	75 hrs	18.2375	18.5989	18.9589	19.3205	19.6820	20.0436	20.4056	20.7656	21.1287	21.4897	20.3016	20.4964
	80 hrs	17.0976	17.4365	17.7740	18.1130	18.4519	18.7909	19.1303	19.4678	19.8081	20.1466	19.0328	19.2154
Grade: 1		36,338	37,059	37,794	38,515	39,249	39,969	40,694	41,424	42,149	42,874	40,581	40,991
	70 hrs	19.9660	20.3621	20.7660	21.1621	21.5654	21.9610	22.3593	22.7604	23.1589	23.5571	22.2973	22.5226
	75 hrs	18.6349	19.0047	19.3816	19.7513	20.1277	20.4969	20.8687	21.2431	21.6149	21.9867	20.8108	21.0211
	80 hrs	17.4703	17.8169	18.1703	18.5169	18.8698	19.2159	19.5644	19.9154	20.2640	20.6125	19.5101	19.7073
Grade: 2		36,910	37,666	38,430	39,184	39,941	40,696	41,458	42,215	42,972	43,730	41,484	41,920
	70 hrs	20.2803	20.6956	21.1154	21.5297	21.9456	22.3604	22.7791	23.1950	23.6110	24.0274	22.7934	23.0330
	75 hrs	18.9283	19.3159	19.7077	20.0944	20.4825	20.8697	21.2605	21.6487	22.0369	22.4256	21.2739	21.4975
	80 hrs	17.7453	18.1086	18.4760	18.8385	19.2024	19.5654	19.9318	20.2956	20.6596	21.0240	19.9443	20.1539
Grade: 3		37,690	38,490	39,287	40,089	40,889	41,690	42,488	43,289	44,091	44,890	42,658	43,131
COMMUNITY SERVICES AIDE	70 hrs	20.7089	21.1483	21.5863	22.0269	22.4664	22.9066	23.3450	23.7851	24.2259	24.6649	23.4384	23.6983
	75 hrs	19.3283	19.7384	20.1472	20.5584	20.9687	21.3795	21.7887	22.1995	22.6108	23.0205	21.8759	22.1184
	80 hrs	18.1203	18.5048	18.8880	19.2735	19.6581	20.0433	20.4269	20.8120	21.1976	21.5818	20.5086	20.7360
Grade: 4		38,452	39,292	40,138	40,980	41,822	42,661	43,502	44,343	45,186	46,027	43,838	44,344
ACTIVITIES AIDE	70 hrs	21.1274	21.5890	22.0539	22.5164	22.9791	23.4401	23.9021	24.3643	24.8274	25.2896	24.0869	24.3649
CLEANER	75 hrs	19.7189	20.1497	20.5836	21.0153	21.4472	21.8775	22.3087	22.7400	23.1723	23.6036	22.4811	22.7405
DIETARY ATTENDANT	80 hrs	18.4865	18.8904	19.2971	19.7019	20.1068	20.5101	20.9144	21.3188	21.7240	22.1284	21.0760	21.3193
ENVIRONMENTAL SERVICES WORKER													
Grade: 5		39,421	40,306	41,188	42,069	42,955	43,840	44,724	45,606	46,491	47,373	45,224	45,766
CLERK	70 hrs	21.6599	22.1461	22.6307	23.1149	23.6017	24.0879	24.5736	25.0583	25.5446	26.0291	24.8483	25.1461
CLERK- HELP	75 hrs	20.2159	20.6697	21.1220	21.5739	22.0283	22.4820	22.9353	23.3877	23.8416	24.2939	23.1917	23.4697
PATIENT AGENT	80 hrs	18.9524	19.3779	19.8019	20.2255	20.6515	21.0769	21.5019	21.9260	22.3515	22.7755	21.7423	22.0029
POLICE DISPATCHER													

PKK

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 6		40,382	41,310	42,244	43,169	44,098	45,025	45,956	46,885	47,812	48,740	46,614	47,192
ACCOUNT CLERK	70 hrs	22.1879	22.6979	23.2110	23.7193	24.2297	24.7390	25.2506	25.7610	26.2703	26.7803	25.6121	25.9297
CENTRAL SERVICES CLERK	75 hrs	20.7087	21.1847	21.6636	22.1380	22.6144	23.0897	23.5672	24.0436	24.5189	24.9949	23.9047	24.2011
CUSTODIAL WORKER	80 hrs	19.4144	19.8606	20.3096	20.7544	21.2010	21.6466	22.0943	22.5409	22.9865	23.4328	22.4106	22.6885
LIBRARY AIDE/TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
NURSES AIDE													
SCHOOL DISTRICT TAX COLLECTOR													
TYPIST													
Grade: 7		41,550	42,514	43,469	44,428	45,388	46,349	47,308	48,265	49,225	50,183	48,116	48,743
ACCOUNT CLERK/TYPIST	70 hrs	22.8297	23.3593	23.8840	24.4110	24.9384	25.4664	25.9934	26.5193	27.0467	27.5731	26.4374	26.7819
ACCOUNT CLERK/TYPIST HP	75 hrs	21.3077	21.8020	22.2917	22.7836	23.2759	23.7687	24.2605	24.7513	25.2436	25.7349	24.6749	24.9964
DIETARY TECHNICIAN	80 hrs	19.9760	20.4394	20.8985	21.3596	21.8211	22.2831	22.7443	23.2044	23.6659	24.1265	23.1328	23.4341
LIBRARY CLERK													
Grade: 8		42,706	43,714	44,721	45,725	46,729	47,736	48,740	49,748	50,751	51,756	49,719	50,388
COOK	70 hrs	23.4649	24.0187	24.5720	25.1236	25.6753	26.2286	26.7803	27.3340	27.8851	28.4374	27.3181	27.6857
ELECTION SPECIALIST	75 hrs	21.9005	22.4175	22.9339	23.4487	23.9636	24.4800	24.9949	25.5117	26.0261	26.5416	25.4969	25.8400
MEDICAL CLERK/TYPIST	80 hrs	20.5318	21.0164	21.5005	21.9831	22.4659	22.9500	23.4328	23.9173	24.3995	24.8828	23.9034	24.2250
MEDICAL CLERK/TYPIST HP													
NUTRITION AIDE													
PURCHASING CLERK													
SR CLERK													
Grade: 9		44,062	45,113	46,165	47,218	48,274	49,327	50,380	51,434	52,485	53,541	51,553	52,279
EMPLOYMENT & TRAIN ASST.	70 hrs	24.2099	24.7874	25.3654	25.9440	26.5241	27.1027	27.6813	28.2604	28.8379	29.4181	28.3259	28.7247
FAMILY SUPPORT WORKER	75 hrs	22.5959	23.1349	23.6744	24.2144	24.7559	25.2959	25.8359	26.3764	26.9153	27.4569	26.4375	26.8097
LABORER	80 hrs	21.1836	21.6890	22.1948	22.7010	23.2086	23.7149	24.2211	24.7279	25.2331	25.7409	24.7851	25.1341
PHYSICAL THERAPIST ASST													
SR LIBRARY CLERK													
SR TYPIST													

CP Kr

CP Kc

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 10		45,410	46,514	47,615	48,716	49,823	50,923	52,025	53,127	54,236	55,336	53,404	54,173
EMS COORDINATOR	70 hrs	24.9506	25.5571	26.1621	26.7670	27.3753	27.9797	28.5851	29.1907	29.8000	30.4044	29.3429	29.7654
ENVIRONMENTAL SERV SUPERVISOR	75 hrs	23.2872	23.8533	24.4180	24.9825	25.5503	26.1144	26.6795	27.2447	27.8133	28.3775	27.3867	27.7811
GUARD	80 hrs	21.8318	22.3625	22.8919	23.4211	23.9534	24.4823	25.0120	25.5419	26.0750	26.6039	25.6750	26.0448
MOTOR VEHICLE LICENSE CLERK													
SR ACCOUNT CLERK													
SR ACCOUNT CLERK/TYPIST													
SR CUSTODIAL WORKER													
SR WIC PROGRAM AIDE													
SR WIC PROGRAM AIDE/TYPIST													
Grade: 11		46,765	47,915	49,065	50,214	51,363	52,511	53,658	54,808	55,959	57,103	55,224	56,047
AUTOMOTIVE MECHANIC HELPER	70 hrs	25.6950	26.3269	26.9589	27.5901	28.2214	28.8521	29.4824	30.1143	30.7467	31.3753	30.3429	30.7950
BUILDING & GROUND MAINT WORKER	75 hrs	23.9820	24.5717	25.1616	25.7508	26.3400	26.9287	27.5169	28.1067	28.6969	29.2836	28.3200	28.7420
BUILDING MAINTENANCE WORKER	80 hrs	22.4831	23.0360	23.5890	24.1414	24.6938	25.2456	25.7971	26.3500	26.9034	27.4534	26.5500	26.9456
LABORER (AIRPORT)													
LEISURE TIME ACTIVITIES DIR													
PRINCIPAL CLERK													
RECORDING CLERK													
SR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													

CPK

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 12		48,114	49,307	50,498	51,696	52,889	54,079	55,277	56,466	57,664	58,856	57,019	57,894
ASSESSMENT CNT EXAMINER- HELP	70 hrs	26.4363	27.0917	27.7461	28.4044	29.0599	29.7137	30.3720	31.0253	31.6836	32.3384	31.3291	31.8099
ASSESSMENT CONTROL EXAMINER	75 hrs	24.6739	25.2856	25.8964	26.5108	27.1225	27.7328	28.3472	28.9569	29.5713	30.1825	29.2405	29.6892
CENTRAL SERVICES SUPERVISOR	80 hrs	23.1318	23.7053	24.2779	24.8539	25.4274	25.9995	26.5755	27.1471	27.7231	28.2961	27.4130	27.8336
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PROGRAM ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SERV. FOR THE AGING SPEC HP													
SERVICES AGING SPECIALIST													
SR ACCOUNT CLERK(TREAS)													
SR ACCT CLERK/TYPIST (TREAS)													
SR STATION ATTENDANT													
VETERANS SERVICE AIDE													
Grade: 13		49,658	50,914	52,175	53,428	54,685	55,941	57,199	58,454	59,712	60,969	59,187	60,124
AIRPORT FIREFIGHTER	70 hrs	27.2846	27.9747	28.6676	29.3560	30.0467	30.7369	31.4280	32.1176	32.8089	33.4994	32.5203	33.0351
AIRPORT MAINTENANCE WORKER I	75 hrs	25.4656	26.1097	26.7564	27.3989	28.0436	28.6877	29.3328	29.9764	30.6216	31.2661	30.3523	30.8328
COOK/MANAGER	80 hrs	23.8740	24.4779	25.0841	25.6865	26.2909	26.8948	27.4995	28.1029	28.7078	29.3120	28.4553	28.9058
EMERGENCY COMM DISPATCHER													
EMERGENCY COMM DISPATCHER-HELP													
MOTOR EQUIP OPER I													
MOTOR EQUIP OPER I LANDFILL													
PARALEGAL													
SR BUILDING MAINTENANCE WORKER													
SR TAX CLERK TYPIST													
SR VETERANS SERVICE AIDE													
TRAFFIC SAFETY PROG SPECIALIST													

CP Kk

January 1, 2028 to December 31, 2028
Clinton County Salary Schedule

3.00% increase

Grade: 14

		1	2	3	4	5	6	7	8	9	10	Offstep
		51,393	52,707	54,020	55,333	56,646	57,959	59,271	60,584	61,898	63,210	61,491 62,490
ASSIST DIR.OF WEIGHTS & MEASUR	70 hrs	28,2379	28,9599	29,6813	30,4027	31,1241	31,8456	32,5664	33,2879	34,0099	34,7307	33,7863 34,3351
BRIDGE REPAIR MECHANIC	75 hrs	26,3553	27,0292	27,7025	28,3759	29,0492	29,7225	30,3953	31,0687	31,7425	32,4153	31,5339 32,0461
CIVIL MANAGER	80 hrs	24,7081	25,3399	25,9711	26,6024	27,2336	27,8649	28,4956	29,1269	29,7586	30,3894	29,5630 30,0433
COMPUTER SPECIALIST												
CUSTODIAN												
DIETETIC SERVICE SUPERVISOR												
HIGHWAY INVENTORY CLERK												
MOTOR EQUIP OPER II												
MV LICENSE CLERK SPECIALIST												
PRINCIPAL ACCOUNT CLERK												
PRINCIPAL ACCOUNT CLERK/TYPIST												
PRINCIPAL STENOGRAPHER												
PROJECT COUNSELOR												
PROJECT COUNSELOR (WIC)												
TRANSFER STATION OPERATOR												
VETERANS COUNSELOR												

CP KR

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 15		53,142	54,510	55,873	57,232	58,602	59,967	61,328	62,693	64,062	65,421	63,780	64,846
AIRPORT MAINTENANCE WORKER II	70 hrs	29.1989	29.9506	30.6994	31.4461	32.1989	32.9489	33.6967	34.4467	35.1989	35.9456	35.0440	35.6297
AUTOMOTIVE MECHANIC	75 hrs	27.2523	27.9539	28.6528	29.3497	30.0523	30.7523	31.4503	32.1503	32.8523	33.5492	32.7077	33.2544
BUILDING MAINT MECHANIC	80 hrs	25.5490	26.2068	26.8620	27.5154	28.1740	28.8303	29.4846	30.1409	30.7990	31.4524	30.6635	31.1760
CHILD SUPPORT SPECIALIST													
COOR OF SERVICES FOR THE AGING													
COURT REFERRAL SPECIALIST													
EMPLOYMENT & TRAIN COORD													
ENGINEERING AIDE													
FRAUD SPECIALIST													
HIGHWAY PROJECT TECHNICIAN													
MEO MECHANIC													
MOTOR EQUIP OPER III													
PLANNING ASSISTANT													
PROJECT COORDINATOR													
REAL PROP INFO ANALYST													
RECREATION DIRECTOR													
SENIOR AIRPORT FIREFIGHTER													
SOCIAL WELFARE EXAMINER													
SOCIAL WELFARE EXAMINER- HELP													
SR PUBLIC HEALTH TECHNICIAN													
TRAFFIC SIGNAL TECHNICIAN													
VICTIM SERVICES ADVOCATE													

CP KK

January 1, 2028 to December 31, 2028
Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 16		55,072	56,501	57,924	59,352	60,777	62,208	63,625	65,058	66,482	67,907	66,331	67,465
ADMINISTRATIVE AIDE	70 hrs	30.2593	31.0446	31.8264	32.6110	33.3940	34.1803	34.9589	35.7461	36.5286	37.3116	36.4456	37.0687
ASSISTANT COMPUTER PROGRAMMER	75 hrs	28.2420	28.9749	29.7047	30.4369	31.1677	31.9016	32.6283	33.3631	34.0933	34.8241	34.0159	34.5975
COMPUTER COORDINATOR	80 hrs	26.4769	27.1640	27.8481	28.5346	29.2198	29.9078	30.5890	31.2779	31.9625	32.6476	31.8899	32.4351
COMPUTER COORDINATOR- HELP													
COOK/MANAGER (JAIL)													
EQUIPMENT & BLDG MECHANIC													
MOTOR EQUIP OPER IV													
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PROBATION OFFICER 1 TRAINEE													
SR EMERGENCY COMM DISPATCHER													
Grade: 17		57,009	58,501	59,999	61,492	62,987	64,487	65,981	67,478	68,973	70,470	68,966	70,176
ADDICTION COUNSELOR I	70 hrs	31.3236	32.1434	32.9664	33.7869	34.6083	35.4324	36.2533	37.0759	37.8973	38.7197	37.8934	38.5583
EMPLOYMENT & TRAIN COUNSELOR	75 hrs	29.2353	30.0005	30.7687	31.5344	32.3011	33.0703	33.8364	34.6041	35.3708	36.1384	35.3672	35.9877
PLANNING TECHNICIAN	80 hrs	27.4081	28.1255	28.8456	29.5635	30.2823	31.0034	31.7216	32.4414	33.1601	33.8798	33.1568	33.7385
PUBLIC HEALTH EDUCATOR													
PUBLIC HEALTH EDUCATOR- HELP													
PUBLIC HEALTH NUTR EDUCATOR													
SOCIAL SERVICES INVESTIGATOR													
SR ASSESSMENT CONTR EXAMINER													
SR CHILD SUPPORT SPECIALIST													
SR MOTOR VEHICLE LIC CLERK													
SR RECORDING CLERK													
SR SOCIAL WELFARE EXAMINER													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													

PK

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 18		58,939	60,515	62,086	63,665	65,237	66,808	68,388	69,960	71,531	73,111	71,677	72,958
ADMINISTRATIVE ASSISTANT	70 hrs	32.3840	33.2500	34.1131	34.9807	35.8446	36.7077	37.5759	38.4396	39.3027	40.1709	39.3830	40.0869
ASSESSOR	75 hrs	30.2251	31.0333	31.8389	32.6487	33.4549	34.2605	35.0708	35.8769	36.6825	37.4928	36.7575	37.4144
ASSESSOR- HELP	80 hrs	28.3360	29.0938	29.8490	30.6081	31.3640	32.1193	32.8789	33.6346	34.3899	35.1495	34.4601	35.0760
BRIDGE INSPECTOR													
CARPENTER													
CASE MANAGER FOR ELDERLY													
CASEWORKER													
CASEWORKER- HELP													
CHEMICAL ABUSE CLINICIAN													
COUNTY ENGINEERING ASSISTANT													
FISCAL OFFICER													
FISCAL OFFICER- HELP													
LICENSED PRACTICAL NURSE													
PLANNER													
PRINCIPAL ACCOUNT CLK (TREAS)													
PROBATION OFFICER 1													
PROPERTY TAX ENFOR SPECIALIST													
SR EMPLOY & TRAIN INSTRUCTOR													
SR PUBLIC HEALTH EDUCATOR													
Grade: 19		60,866	62,503	64,150	65,789	67,431	69,073	70,714	72,355	73,997	75,638	74,272	75,629
AIRPORT FIRE & SAFETY COORD	70 hrs	33.4429	34.3423	35.2473	36.1479	37.0500	37.9521	38.8539	39.7554	40.6577	41.5593	40.8089	41.5544
AIRPORT MAINTENANCE COORDIN	75 hrs	31.2133	32.0528	32.8975	33.7380	34.5800	35.4220	36.2636	37.1051	37.9472	38.7887	38.0883	38.7841
GARAGE SUPERVISOR	80 hrs	29.2625	30.0495	30.8414	31.6294	32.4188	33.2081	33.9971	34.7860	35.5755	36.3644	35.7078	36.3601
HIGHWAY CONSTRUCTION SUPERVIS													
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
PUBLIC HEALTH SANITARIAN (HP)													
PUBLICATION SPECIALIST													
SIGN MAINTENANCE SUPERVISOR													
SPECIAL INVESTIGATOR													

CP Kc

CP KC

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 20		63,186	64,901	66,621	68,338	70,060	71,777	73,495	75,214	76,929	78,645	77,372	78,820
ADDICTION COUNSELOR II	70 hrs	34.7176	35.6599	36.6050	37.5483	38.4946	39.4379	40.3819	41.3264	42.2687	43.2116	42.5121	43.3077
ASSIST EMERGENCY SERV DIRECTOR	75 hrs	32.4031	33.2825	34.1647	35.0451	35.9283	36.8087	37.6897	38.5713	39.4508	40.3308	39.6780	40.4205
CHILD SERVICES PROGRAM SPECIAL	80 hrs	30.3779	31.2024	32.0294	32.8548	33.6828	34.5081	35.3341	36.1606	36.9851	37.8101	37.1981	37.8943
COMPUTER PROGRAMMER													
COORD. OF CHILD SUPPORT ENF													
DIRECTOR OF WEIGHTS & MEAS													
ELECTRICIAN													
NETWORK ENGINEER													
PRINCIPAL PUBLIC HEALTH EDUC													
PRINCIPAL SOCIAL WELFARE EXAM													
PROB OFFICER 2/SR PROB OFFICER													
REGISTERED PROFESSIONAL NURSE													
SR CASEWORKER													
SR EMPLOYMENT & TRAIN COORD													
SR WIC NUTRITIONIST													
SUPERVISO COUNTY YOUTH PROGRAM													
Grade: 21		65,498	67,296	69,088	70,883	72,671	74,468	76,263	78,056	79,851	81,644	80,440	81,972
PUBLIC HEALTH NURSE	70 hrs	35.9879	36.9759	37.9604	38.9467	39.9291	40.9164	41.9027	42.8879	43.8741	44.8593	44.1979	45.0396
PUBLIC HEALTH NUTRITIONIST	75 hrs	33.5887	34.5108	35.4297	36.3503	37.2672	38.1887	39.1092	40.0287	40.9492	41.8687	41.2513	42.0369
	80 hrs	31.4894	32.3539	33.2154	34.0784	34.9380	35.8019	36.6649	37.5269	38.3899	39.2519	38.6731	39.4096

CPK

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 22		67,819	69,694	71,578	73,450	75,330	77,208	79,088	80,963	82,842	84,718	83,613	85,232
CASE SUPERVISOR GR B	70 hrs	37.2631	38.2934	39.3286	40.3571	41.3901	42.4220	43.4550	44.4851	45.5176	46.5483	45.9411	46.8307
COMMUNITY SERVICES COORDINATOR	75 hrs	34.7789	35.7405	36.7067	37.6667	38.6308	39.5939	40.5580	41.5195	42.4831	43.4451	42.8784	43.7087
COORDINATOR OF STAFF & ORG DEV	80 hrs	32.6053	33.5068	34.4125	35.3125	36.2164	37.1193	38.0231	38.9245	39.8279	40.7298	40.1985	40.9769
PROBATION SUPERVISOR 1													
PUBLIC HEALTH EMER PREP COORD													
PUBLIC HEALTH NURSE II													
REFRIGERATION MECHANIC													
SR PLANNER													
SR PUBLIC HEALTH SANITARIAN													
SR TAX MAP TECHNICIAN													
SUPERV PUBLIC HEALTH EDUCATOR													
WIC PROGRAM COORDINATOR													
Grade: 23		70,145	72,092	74,037	75,985	77,933	79,881	81,830	83,776	85,728	87,669	86,651	88,356
ACCOUNTING SUPERVISOR GR. B	70 hrs	38.5411	39.6110	40.6797	41.7500	42.8203	43.8907	44.9616	46.0307	47.1033	48.1697	47.6104	48.5473
AIR COND-VENT-HEAT-REF MECH	75 hrs	35.9717	36.9703	37.9677	38.9667	39.9656	40.9647	41.9641	42.9620	43.9631	44.9584	44.4364	45.3108
CHILDREN'S SERVICE COORDINATOR	80 hrs	33.7235	34.6596	35.5948	36.5313	37.4678	38.4044	39.3414	40.2769	41.2154	42.1485	41.6591	42.4789
HEALTH FACILITY COMPTROLLER													
MENTAL HEALTH CLINICIAN I													
MENTAL HEALTH CLINICIAN I (HP)													
PROPERTY TAX ENFOR SUPERVISOR													
SOCIAL WORKER I													
SOCIAL WORKER I (HP)													
SR COMPUTER PROGRAMMER													
SUPERV PUB HEALTH NUTRITIONIST													
Grade: 24		72,845	74,869	76,901	78,927	80,956	82,979	85,009	87,039	89,069	91,092	90,184	91,982
MENTAL HEALTH CLINICIAN II	70 hrs	40.0247	41.1369	42.2533	43.3664	44.4813	45.5929	46.7083	47.8236	48.9390	50.0506	49.5517	50.5396
PRINC PUBLIC HEALTH SANITARIAN	75 hrs	37.3564	38.3944	39.4364	40.4753	41.5159	42.5533	43.5944	44.6353	45.6764	46.7139	46.2483	47.1703
SOCIAL WORKER II	80 hrs	35.0216	35.9948	36.9716	37.9456	38.9211	39.8938	40.8698	41.8456	42.8216	43.7943	43.3578	44.2221
SUPERVISING PUBLIC HEALTH NURS													

CPK

January 1, 2028 to December 31, 2028

Clinton County Salary Schedule

3.00% Increase

		1	2	3	4	5	6	7	8	9	10	Offstep	
Grade: 25		75,543	77,653	79,761	81,877	83,988	86,099	88,209	90,324	92,434	94,547	93,693	95,591
COORDINATOR OF JAIL HEALTH SVR	70 hrs	41.5071	42.6664	43.8247	44.9874	46.1473	47.3071	48.4664	49.6286	50.7879	51.9489	51.4797	52.5226
MENTAL HEALTH CLINICIAN III	75 hrs	38.7400	39.8220	40.9031	41.9883	43.0708	44.1533	45.2353	46.3200	47.4020	48.4856	48.0477	49.0211
REAL PROP SYSTEM COORDINATOR	80 hrs	36.3188	37.3331	38.3466	39.3640	40.3789	41.3938	42.4081	43.4250	44.4394	45.4553	45.0448	45.9573
SENIOR CLINICIAN													
SR NETWORK ENGINEER													
STAFF NURSE													
Grade: 26		78,254	80,438	82,621	84,807	86,991	89,186	91,360	93,549	95,733	97,922	97,164	99,160
DIRECT OF STAFF & ORG DEV	70 hrs	42.9967	44.1967	45.3961	46.5973	47.7973	49.0033	50.1979	51.4006	52.6006	53.8033	53.3869	54.4836
	75 hrs	40.1303	41.2503	42.3697	43.4908	44.6108	45.7364	46.8513	47.9739	49.0939	50.2164	49.8277	50.8513
	80 hrs	37.6221	38.6721	39.7216	40.7726	41.8226	42.8779	43.9231	44.9755	46.0255	47.0779	46.7135	47.6731
Grade: 27		81,345	83,604	85,861	88,125	90,379	92,642	94,896	97,157	99,417	101,673	101,025	103,133
SR STAFF NURSE	70 hrs	44.6950	45.9363	47.1764	48.4203	49.6589	50.9021	52.1407	53.3830	54.6247	55.8643	55.5083	56.6664
	75 hrs	41.7153	42.8739	44.0313	45.1923	46.3483	47.5087	48.6647	49.8241	50.9831	52.1400	51.8077	52.8887
	80 hrs	39.1081	40.1943	41.2794	42.3678	43.4515	44.5394	45.6231	46.7101	47.7966	48.8813	48.5698	49.5831
Grade: 28		91,817	94,384	96,950	99,509	102,077	104,639	107,202	109,770	112,335	114,898	114,635	117,121
HEAD NURSE	70 hrs	50.4489	51.8593	53.2693	54.6753	56.0863	57.4940	58.9021	60.3131	61.7226	63.1307	62.9863	64.3521
PSYCHIATRIC NURSE	75 hrs	47.0856	48.4020	49.7180	51.0303	52.3472	53.6611	54.9753	56.2923	57.6077	58.9220	58.7872	60.0620
	80 hrs	44.1428	45.3769	46.6106	47.8409	49.0755	50.3073	51.5394	52.7740	54.0073	55.2394	55.1130	56.3081

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