



AGREEMENT

COUNTY OF SUFFOLK AND SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.

January 24, 2012 - December 31, 2012

AME COLLEGE WHITE COLLAR UNIT



IN ACCORDANCE WITH NEW YORK STATE PERB CASE NO. C-6026A,
THE COLLEGE WHITE COLLAR UNIT OF THE SUFFOLK COUNTY
ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.
REPRESENTS ALL EMPLOYEES DESCRIBED IN THAT DECISION WHO ARE
JOINTLY EMPLOYED BY SUFFOLK COUNTY AND SUFFOLK COUNTY COMMUNITY
COLLEGE.

THE FOLLOWING AGREEMENT BETWEEN
THE COLLEGE WHITE COLLAR UNIT OF THE
SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.
AND THE COUNTY OF SUFFOLK,
FOR THE YEARS
JANUARY 24, 2012 THROUGH DECEMBER 31, 2012,
HAS BEEN RATIFIED BY THE MEMBERS OF THE
COLLEGE WHITE COLLAR UNIT,
BY THE COUNTY EXECUTIVE,
BY THE PRESIDENT OF THE COLLEGE,
AND APPROVED BY RESOLUTION OF THE COUNTY LEGISLATURE
AND THE COLLEGE BOARD OF TRUSTEES.

PREFACE

Agreements entered into by the Suffolk
County Association of Municipal Employees, Inc.
College White Collar Unit and the County of
Suffolk which modify the Agreement must be
signed by both the President of the Suffolk
County Association of Municipal Employees, Inc.
and the Director of Labor Relations and must be
on file in both offices for these agreements to
be binding on both the Union and the County.

TABLE OF CONTENTS

1.	GENERAL OBLIGATION OF THE ASSOCIATION	2
2.	RECOGNITION: TERM	2
3.	RIGHTS RESERVED TO THE COUNTY	2
4.	OFFICERS OF THE ASSOCIATION	2
5.	COMPENSATION: REGULAR WAGES	3
5.1	LONGEVITY	5
6.	COMPENSATION: PREMIUM PAY	7
6.1	OVERTIME	7
6.2	EQUALIZATION OF THE OPPORTUNITY FOR AND OBLIGATION TO PERFORM OVERTIME	7
6.3	EMPLOYEE OPTION	8
6.4	RECALL, "CALLED-IN" WORK AND PLANNED OVERTIME	8
6.5	NIGHT DIFFERENTIAL	9
6.6	ROTATING SHIFTS	9
6.7	LIMITATION OF APPLICATION	9
6.8	COMPENSATORY TIME, USE OF	9
6.9	WEATHER EMERGENCIES	10
7.	COMPENSATION: INSURANCE	10
7.1	HEALTH INSURANCE	10
7.2	WORKERS' COMPENSATION	10
7.3	BENEFIT FUND	12
7.4	LIABILITY COVERAGE	13
7.5	LONG TERM DISABILITY	13
7.6	DEATH BENEFIT	13
8.	TIME FOR PERFORMANCE OF SERVICES: LEAVES	13
8.1	WORK WEEK; WORK DAY	13
8.2	FLEXIBLE SCHEDULE	14
8.3	VACATION WITH PAY: BASIC SCHEDULE	15
8.4	VACATION ACCRUALS	15
	SCHEDULE A - 35 HOUR EMPLOYEES	15
	SCHEDULE B - 37.5 HOUR EMPLOYEES	16
8.5	HOLIDAYS	16
8.6	LEAVE WITH PAY	18
8.7	LEAVES WITHOUT PAY	19
8.8	SICK TIME	19
8.9	UNUSED ACCUMULATED SICK LEAVE.....	23
9.	JOB DESCRIPTION	23
A.	NEW POSITION	23
B.	OUT OF TITLE WORK	23
10.	UNIFORMS	23
11.	MILEAGE	24
12.	RETIREMENT	25
13.	DISPUTES: GRIEVANCE AND ARBITRATION PROCEDURE	25
14.	DUES DEDUCTIONS	27
15.	PROTECTION OF EMPLOYEES	28
16.	PERSONNEL FILES	30
17.	MISCELLANEOUS	31

18. LABOR MANAGEMENT COMMITTEE	37
19. COLLECTIVE BARGAINING AGREEMENT.....	37

SALARY SCHEDULES.....	APPENDIX A
LOCAL LAW NO. 6 - 1985.....	APPENDIX C
CHILD CARE LEAVE.....	APPENDIX D
LONG TERM DISABILITY INSURANCE.....	APPENDIX E
JOB PROTECTION.....	APPENDIX F
BILL OF RIGHTS.....	APPENDIX G
ELIGIBILITY FOR BENEFITS.....	APPENDIX H
WORKERS' COMPENSATION MOA.....	APPENDIX I
DEFERRED COMPENSATION MOA.....	APPENDIX J
CANCER POOL MOA.....	APPENDIX K

AGREEMENT made this 18th day of January 2013, between Suffolk County, a municipal corporation of the State of New York, having its principal place of business at the Suffolk County Center, Riverhead, New York, as employer ("the County") and the Suffolk County Association of Municipal Employees, Inc., an Association being a domestic not for profit corporation, and an organization having as its primary purpose the improvement of terms and conditions of employment of public employees, having its office and principal place of business at 30 Orville Drive, Bohemia, New York 11716, as an employee organization ("the Association" or "the AME").

WITNESSETH

WHEREAS, New York State PERB has designated the Association as the sole exclusive bargaining representative for all jointly employed employees of Suffolk County and Suffolk County Community College listed and included in the decision in Case No. 6026A.

All other employees in the County of Suffolk and/or Suffolk County Community College shall be excluded from this Agreement and its terms and conditions, except those employed under new titles, which shall be dealt with pursuant to Section 17(D) of this Agreement.

The Management/Confidential employees as designated by New York State PERB or Suffolk County Mini PERB or by joint stipulation of the Director of Labor Relations and the President of the Association shall also be excluded. However, those employees who are designated confidential as above shall receive an additional monetary amount, above their contractual annual salary, as directed and designated by the Director of Labor Relations.

Present and/or new excluded titles and present and/or new excluded categories may be included in this Agreement upon the joint stipulation of the Director of Labor Relations and the President of the Suffolk County Association of Municipal Employees, Inc.

Those employees, as the Association represents, are hereinafter referred to as "the employees"; and

WHEREAS, the Association was on the 24th day of January, 2012, recognized by the New York State Public Employment Relations Board as the representative for the purpose of collective bargaining for the employees; and

WHEREAS, the Association has affirmed in writing to the County that it does not assert the right to strike against any government, to assist or participate in any such strike or to impose an obligation to conduct, assist or participate in such a strike; and

WHEREAS, the parties desire to enter into a collective bargaining agreement setting forth the amount of wages to be paid to the employees and the terms and conditions upon which the

employees work and perform their duties; and

NOW, THEREFORE, by reason of the premises and in consideration of the mutual covenants herein, the parties agree as follows:

1. GENERAL OBLIGATION OF THE ASSOCIATION The Association obligates itself for its members and employees that it and each of those members and employees will faithfully perform all of the terms and conditions of this Agreement on their respective parts to be performed.

2. RECOGNITION: TERM The County recognizes the Association as the sole and exclusive bargaining agent and representative for the employees of the AME College White Collar Unit and agrees to continue to do so, subject to the orders of the New York State or Suffolk County Public Employment Relations Board, courts and any arbitrator acting under this Agreement, for the maximum period permitted pursuant to the provisions of Section 208(2) of the Civil Service Law.

The County agrees to the Agency Shop provision as per New York State Law.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

3. RIGHTS RESERVED TO THE COUNTY Except as specifically abridged, delegated, granted or modified by this Agreement, all of the rights, powers and authority the County had prior to the signing of this Agreement are retained by it and remain exclusively and without limitation within the rights of management, which are not subject to grievance procedures or arbitration.

This includes the right, power, privilege, subject to Civil Service Law, and to the terms of this Agreement where applicable, to plan, determine, direct and control or change the nature and extent of all its operations, to promote employees from one classification to another, to transfer and assign employees to places of work as it may elect, to create and abolish positions and to delegate duties, tours of duties and the manner of the performance of those duties. It also includes the right to demote, discipline, suspend or discharge employees for cause and to relieve them from their normal duties for any legitimate reason, to introduce new equipment, methods or facilities or change existing methods and to make and enforce rules and to carry out the functions of management.

4. OFFICERS OF THE ASSOCIATION The Association shall send the County and the College a letter of notification by January 15 of each year, which shall contain a list of the names and addresses of the officers of the Association. The Association

shall periodically update the letter of notification to reflect changes of the names and/or addresses of said officers. No officer of the Association shall be recognized by the County or the College until each has received notification of any new appointments or changes.

5. COMPENSATION: REGULAR WAGES The bi-weekly wages for the period beginning January 1, 2009 and ending December 31, 2012, shall be set forth in the Schedules attached hereto and made a part hereof.

Bi-weekly wages are the official salary rate. All salary rates shall be rounded off to the dollar figure as follows: \$.49 or below, rounded off to the lower dollar; \$.50 or above, rounded off to the next highest dollar.

Salaries - Please refer to the respective Salary Charts set forth in Appendix A.

Effective January 1, 2009, each step of the 2008 salary schedule will be increased by 2%. The AME hereby waives any and all retroactive wages and other compensation for the period January 1, 2009 through and including December 31, 2010, which would otherwise have been received as a result of the increase effective January 1, 2009. This wage increase becomes effective retroactive to January 1, 2011.

Effective January 1, 2010, each step of the 2009 salary schedule will be increased by an additional 2%. The AME hereby waives any and all retroactive wages and other compensation for the period January 1, 2010 through and including December 31, 2011 including, but not limited to, any compounding of the 2009 wage increase that would have occurred on January 1, 2010, which would otherwise have been received as a result of the increase effective January 1, 2010. This wage increase becomes effective retroactive to January 1, 2012.

Schedule A-1 sets forth the bi-weekly wages for employees effective January 1, 2009.

Schedule A-2 sets forth the annual wages for employees, for informational purposes only, effective January 1, 2009.

Schedule A-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2009.

Schedule A-4 sets forth the hourly salary rates for 35 hour employees, for informational purposes only, effective January 1, 2009.

Schedule A-5 sets forth the hourly salary rates for 37.5 hour employees, for informational purposes only, effective January 1, 2009.

Schedule A-6 sets forth the hourly salary rates for 40 hour employees, for informational purposes only, effective

January 1, 2009.

Schedule B-1 sets forth the bi-weekly wages for employees effective January 1, 2010.

Schedule B-2 sets forth the annual wages for employees, for informational purposes only, effective January 1, 2010.

Schedule B-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2010.

Schedule B-4 sets forth the hourly salary rates for 35 hour employees, for informational purposes only, effective January 1, 2010.

Schedule B-5 sets forth the hourly salary rates for 37.5 hour employees, for informational purposes only, effective January 1, 2010.

Schedule B-6 sets forth the hourly salary rates for 40 hour employees, for informational purposes only, effective January 1, 2010.

Schedule B-7 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective July 1, 2010.

Schedule C-1 sets forth the bi-weekly wages for employees effective January 1, 2011.

Schedule C-2 sets forth the annual wages for employees, for informational purposes only, effective January 1, 2011.

Schedule C-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2011.

Schedule C-4 sets forth the hourly salary rates for 35 hour employees, for informational purposes only, effective January 1, 2011.

Schedule C-5 sets forth the hourly salary rates for 37.5 hour employees, for informational purposes only, effective January 1, 2011.

Schedule C-6 sets forth the hourly salary rates for 40 hour employees, for informational purposes only, effective January 1, 2011.

Schedule C-7 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective July 1, 2011.

Schedule D-1 sets forth the bi-weekly wages for

employees effective January 1, 2012.

Schedule D-2 sets forth the annual wages for employees, for informational purposes only, effective January 1, 2012.

Schedule D-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2012.

Schedule D-4 sets forth the hourly salary rates for 35 hour employees, for informational purposes only, effective January 1, 2012.

Schedule D-5 sets forth the hourly salary rates for 37.5 hour employees, for informational purposes only, effective January 1, 2012.

Schedule D-6 sets forth the hourly salary rates for 40 hour employees, for informational purposes only, effective January 1, 2012.

Schedule D-7 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective July 1, 2012.

All employees must be on the payroll on or before January 1 in order to advance one Step effective and payable July 1 each year.

Increments shall continue to be granted in conformance with the "Triborough Doctrine," as in effect on the date of the signing of this Agreement, in the event that the Agreement expires before a successor agreement can be reached.

When a full-time employee receives a promotion or upgrade, he/she shall receive a minimum of a 3% wage increase.

Both sides recognize the Rules for the Administration of the Classification and Salary Plan as adopted by various resolutions. (Resolution No. 919-77, amended by Resolution Nos. 52-78, 359-78, 625-81, 115-83).

C. No employee covered by this Agreement shall make an annual salary equal to or greater than that of the County Executive.

D. Employees receiving a pay raise or a promotion shall receive the new pay rate effective on the date the employee is appointed to a higher grade.

5.1 Longevity

Effective January 1, 2011, each step of the 2008 longevity schedule shall be increased by \$25. Effective January 1, 2012, each step of the 2008 longevity schedule shall be increased by an additional \$25. Longevity pay entitlement for employees is reflected in the following table, which reflects the amount of longevity payment and the number of years of completed service

necessary to qualify for said payment.

Longevity shall be paid as follows:

	<u>10 years</u>	<u>15 years</u>	<u>20 years</u>	<u>25 years</u>	<u>30 years</u>
1/1/11	\$1075	\$1575	\$2075	\$2225	\$2425
1/1/12	\$1100	\$1600	\$2100	\$2250	\$2450

A. For purposes of longevity, service must be continuous, except that leaves of absence for one year or less will not constitute a break in service. Except for military leaves of absence, no credit will be given for any time or leave which continues beyond one year. Suspensions shall not be deemed a break in service.

For purposes of longevity, an employee who had been on the County's or College's payroll for one year or more and who resigns or is terminated and then is re-employed by the County or College within one year will not lose previous time. However, the break in service shall be deducted from the total service time of the employee. An employee who resigns or is terminated and is subsequently re-employed by the County or the College, when the break in service was greater than one year, shall not receive credit for prior service. Longevity shall be based upon total years of County service.

B. For purposes of longevity, service shall mean service in the County of Suffolk and/or the College except that employees who were transferred into the employ of the County of Suffolk or the College because of an action taken by the County of Suffolk or the College shall likewise be credited for such service with their previous employer for the purpose of determining entitlement to longevity pay. For example, an employee of the Port Jefferson Sewer District who was assimilated into the County/College when the Department of Environmental Control was established shall, for purposes of longevity, receive credit for continued prior years of service with the Port Jefferson Sewer District. An employee of a school district who voluntarily resigns his/her position and accepts a position with the County/College shall not be given credit for prior service with the school district.

C. An employee will be deemed to have completed the appropriate number of years of continuous service on January 1 of the calendar year in which he/she shall have completed the service. An employee shall be entitled to longevity pay if terminated from service during the said year for reasons of death or retirement. Employees terminated for other reasons shall be entitled to receive a full year's longevity pay only if they have actually completed the appropriate number of years of service, as the case may be, at the actual date of termination. For example, an employee whose date of completion of 15 years of service is July 1, and who retires on March 1, shall have his/her full longevity check to which he/she is entitled upon the completion of 15 years of service paid to him/her as of the date of retirement. For example, an employee whose date of completion of 15 years of service is September 1, and who resigns on February 1, shall have his/her longevity check to which he/she is entitled, upon the

completion of 10 years of service, paid to him/her as of the date of his/her resignation.

D. Employees who are entitled to longevity pay on January 1 of any year shall be paid by separate checks on the Thursday immediately following the first payday following April 1 of that year. An employee must be on the payroll on January 1 to be eligible for a longevity payment in April. An eligible employee who is not on the payroll in April when the longevity payment is made will be paid the appropriate amount upon his/her return to the payroll.

6. COMPENSATION: PREMIUM PAY

6.1 Overtime

Time and one-half shall be paid for all hours worked in excess of the named work week. For all employees who are hired prior to July 1, 2006, any time off for vacation, sick leave, personal leave, holidays or other leave with pay shall be considered as days worked under this paragraph.

Employees who work a 37.5 hour work week will be paid at the 35 hour overtime rate where there are employees in the same title working a 35 hour work week, except during the first year of employment where all employees are working an additional 2.5 hours per week.

It shall be management policy to make payment for overtime worked no later than the second payday after the date of submission of the record of said overtime. Records of overtime work must be submitted to the College Human Resources Office.

Notwithstanding any inconsistent contract provision or practice to the contrary, all employees not covered by Fair Labor Standards Act (FLSA) Section 207(k) who are hired on or after July 1, 2006, shall be entitled to overtime as follows: at straight time for all hours worked after actually working 35 or 37.5 hours, as applicable, during the work week (Monday-Sunday), and at time and one-half after actually working 40 hours during the work week (Monday-Sunday).

Notwithstanding any inconsistent contract provision or practice to the contrary, all employees covered by FLSA Section 207(k) who are hired on or after July 1, 2006, shall be entitled to overtime as follows: at straight time for all hours worked after actually working 35 or 37.5 hours, as applicable, during the applicable FLSA work cycle, as designated by the County and at time and one-half for all hours worked after actually working the maximum number of hours in the applicable FLSA work cycle, as designated by the County.

6.2 Equalization of the Opportunity for and Obligation to Perform Overtime

Overtime work, as an opportunity, in the same or related title shall be equalized among College employees as far as is practical. Supervisors may require the performance of overtime

or "called-in" work for reasonable periods as an obligation in cases where, because of seasonal or extraordinary requirements related to the job or because of the absence of normal personnel for whatever reason, the work is necessary to meet the normal work demands of the function of the College or some emergency exists. Seniority shall be a criterion in the selection of employees for overtime, provided that the employees have the ability to do the work. Overtime opportunity shall be allocated by seniority on a rotating basis.

6.3 Employee Option

Employees shall have the option of choosing compensatory time and one-half off for overtime in lieu of paid overtime. This option shall be indicated by the end of the pay period in which the overtime has been worked.

However, at no time may an employee carry more than a maximum of 240 hours of compensatory time, except for those employees who, in accordance with the provisions of the FLSA, may accumulate a maximum of 480 hours.

Where an employee has 240/480 hours of compensatory time on the books, he/she will receive payment for any additional overtime earned. Issues as to the application of the FLSA shall be resolved in accordance with the provisions of the Act and shall not be subject to the grievance and arbitration procedure of the Agreement.

The employee shall be paid for all accumulated compensatory time upon termination of employment.

6.4 Recall, "Called-in" Work and Planned Overtime

An employee, who is recalled to work on his/her normal work day or is called-in or directed to work on any non-work day, shall receive a minimum of four hours' pay computed at the overtime rate and in addition shall be granted a fixed travel time allowance on a portal (home) to portal (jobsite) basis of one-half hour each way computed at the overtime rate.

The employee shall remain at his/her job assignment and physically work for these minimum number of hours. If the employee does not remain on the job, he/she shall only be paid for the hours actually worked, unless directed to leave by a supervisor, in which case he/she shall be compensated for four hours. Employees scheduled to work overtime on a non-work day, who have received 24 hours advance notice of the overtime work, shall not be entitled to receive the fixed travel time allowance provided for above.

This provision shall not apply to split shift employees. Overtime under this provision shall be accrued and payable pursuant to Section 6.1 of this Agreement. This provision shall not apply to work performed directly before or after the employee's regular shift. For purposes of this section, a non-work day shall be defined as any day an employee is not

scheduled to work, such as a scheduled personal day, a scheduled vacation day, a scheduled holiday, a scheduled day taken for compensatory time accumulated or scheduled time worked in lieu of a holiday.

6.5 Night Differential

A night differential of 10% shall apply for any shift starting at 6:00 p.m. or later, or ending at 6:00 a.m. or earlier.

An employee who works a majority of his/her time during the specified evening or night shift shall be entitled to the night differential for his/her full pay. Employees working rotating shifts shall not receive a night differential.

6.6 Rotating Shifts

An employee who is regularly assigned to a two-tour rotating shift shall receive an additional \$1,100 or 6%, whichever is greater.

An employee who is regularly assigned to a three-tour rotating shift shall receive an additional \$1,100 annually or 10%, whichever is greater.

An employee who regularly alternates between day and night shifts during the year shall be deemed to be working rotating shifts.

6.7 Limitation of Application

All those employees in Grade 23 and below shall be entitled to overtime.

6.8 Compensatory Time

If an employee elects to take compensatory time in lieu of paid overtime, he/she shall be given an opportunity to take the compensatory time at a mutually agreed time during the year in which it was earned. If the compensatory time is not taken by the end of the last full pay period in November in the year in which it was earned, the employee shall be paid for it by separate check on or before December 31. Any compensatory time earned after the above-mentioned time shall be carried over to the following year.

Two times per year, employees have the option to convert accrued compensation time to monetary compensation by submitting a request to the College's Human Resources Department.

These payments will be made in June and December by separate check based upon the last full pay period in the previous month.

All employees who are in Grade 24 or higher shall continue to accrue compensatory time at the same rate as past practice. However, these employees shall be allowed to accumulate this time unlimited and may, at the employee's option, convert up to 70 hours per year to vacation or sick time at the end of the year. Any time not used or converted by the end of the year shall

be lost.

However, any employee in Grade 24 or higher who is covered by the FLSA shall be subject to the same compensatory time and overtime rules as those employees below Grade 24 with respect to overtime earned for hours worked in excess of 40 hours in a work week.

Issues as to the application of the FLSA shall be resolved in accordance with the provisions of the Act and shall not be subject to the grievance and arbitration procedure of the Agreement.

6.9 Weather Emergencies

If an employee is required to work more than two consecutive shifts (or its hourly equivalent) as a result of a weather-related emergency, he/she will be given a break of two consecutive hours at time and one-half pay during the first four hours of the third consecutive shift. This shall not apply to cases where the employee may be sent home during the first four hours of the third shift. If the employee is sent home during the first four hours of the third consecutive shift, his/her employer will not be required to provide the two hour break at straight pay. However, this shall not be utilized to avoid the payment of the two hours.

It shall be management's sole discretion to send the employee home or retain him/her during the third consecutive shift. If the employee works a third consecutive full shift which continues into his/her regular tour, it shall be continued at the overtime rate. If the employee is sent home, he/she may charge accruals for the day.

If the employee indicates that he/she is physically unable to continue to work, management shall not unreasonably deny a request to go home.

7. COMPENSATION: INSURANCE

7.1 Health Insurance

"The Master SCEMHP Agreement" is hereby incorporated as referenced in Appendix ____.

7.2 Workers' Compensation

A. Employees who are injured in the course of their employment shall continue to receive their normal full salary, as per provisions of the State Law, for a period not to exceed 39 weeks. A portion of that salary, up to the state maximums, will be considered Workers' Compensation and will be taxed per federal and state tax regulations.

The Office of Insurance and Risk Management and/or the County's insurance carrier will make the determination whether the injury is compensable as defined by the Workers' Compensation

Law. In the event that the determination is adverse to the employee and the claim is not accepted, final determination as to the acceptance of the claim and its causal relationship will lie with the decision of the Workers' Compensation Board. The provisions of this Agreement regarding full salary will be tied to the final decision of the Board. In adverse situations, employees may utilize all accrued leave time allowances to receive pay for days not worked because of the injury. Time allowance will be only credited to the employee if the Workers' Compensation Board accepts the claim as compensable. Employees without accruals will be removed from the payroll subject to the one-half pay provision, pending a favorable decision on their claim.

Workers' Compensation will cease if the employee is able to perform a special or lesser assignment or in the event that the Workers' Compensation Board provides for a finding of reduced earning benefits without permanent disability and the employee has failed to appear for the special assignment. If, for any reason, the employer is unable to provide special assignment in accordance with the regulations of the Workers' Compensation Board, full payment will continue per State regulation and the salary provisions in Section 7.2, Paragraph 1, of this Agreement.

Upon a finding of permanent disability, an employee will cooperate with the College and file for disability retirement pursuant to the provisions of the New York State Retirement System. The employee will allow all medical personnel required to review his/her medical documentation in the process of his/her disability claim.

B. Special Assignment - Once an employee receives notification from the College's doctor and/or consultation physician or the individual's treating physician that he/she is capable of performing special duty, he/she shall be placed in a special duty pool under the following rules:

1. While performing special duty, the employee shall receive his/her normal salary.

2. Special duty shall be assigned commensurate with the employee's injury.

3. The employee shall be assigned to work at the duty station to which he/she normally reports to work. However, if there is no Special Duty at an employee's duty station, he/she may be assigned to any other location. However, if the assignment is more distant than he/she normally travels to work the employee will be paid the excess mileage.

4. The Special Duty pool will be administered by the Human Resources Department.

5. Any time spent performing special assignments shall continue to be included as part of the 39 week maximum benefit.

C. The Association recognizes the College's right to use

a College physician and/or consulting doctor as designated by the College to authorize an employee to a special duty unit in accordance with the above subparagraphs 1, 2 and 3. If the individual's treating physician and the College's doctor or consulting physician do not agree on an individual's ability to perform light duty, a third party medical group mutually agreed upon by the College and the Association will be utilized to determine the employee's capability. Should the third party medical group certify the individual's ability to perform special duty and the individual fails to appear for duty, the employee will receive a direct compensation payment and may utilize his/her accruals (sick time, vacation or overtime), pending a decision of the Workers' Compensation Board. Should the Board award a rate less than the full permanent disability rate, the decision will indicate the employee's capability to perform special duty during that period of time and no further reimbursement of accruals and/or compensation will be made. If the Board awards a full compensation rate, this will be regarded as a total disability and the individual's salary and/or Workers' Compensation rate or accruals will be adjusted.

D. In the case of an employee whose case has been controverted by the College, where the Workers' Compensation Board has not made a final ruling and where the employee has exhausted all time accruals on the books, the employee will be granted the half-sick-leave provision of the Collective Bargaining Agreement until a final Workers' Compensation Board decision is made, the 39 week period is exhausted or the employee's entitlement to half-sick-pay is exhausted, whichever comes first. Upon a final decision by the Workers' Compensation Board, all time accruals, half-sick-pay provisions and Workers' Compensation benefits will be adjusted in accordance with the ruling. This provision does not change the policy whereby an employee receiving Workers' Compensation benefits is not also entitled to the half-sick-leave provisions of the Collective Bargaining Agreement.

E. See Appendix J with regard to the selection of an independent medical consulting facility to serve as the third party medical group.

7.3 Benefit Fund

Contributions to the AME Benefit Fund shall be used for the purposes of providing welfare and other benefits as determined by the trustees. This contribution shall be as follows:

Effective January 1, 2011, the contribution level shall be \$1,405.98. Effective December 31, 2012, the contribution level shall be \$1,455.98.

Payments to the Benefit Fund by the College will be made in advance on a bi-monthly basis. The amount of the pre-payment shall be based on the number of employees on the last payroll preceding pre-payment. There shall be a reconciliation at the conclusion of each two month period, whereby additional payments shall be made on a daily basis for employees added to the

payroll during the two month period but after the payment date, and whereby deductions on a daily basis shall be made for employees who are terminated during the two month period, but after the payment period.

7.4 Liability Coverage

The College shall provide liability protection coverage under its comprehensive liability insurance for all employees covered by this Agreement acting in the discharge of their duties and within the scope of their employ in accordance with Local Law 6-1985 (See Appendix C).

7.5 Long Term Disability

The College shall provide a long term disability insurance program which, after a 90-day waiting period, will, on the 91st day of disability, pay a daily benefit of two-thirds of weekly salary up to \$300 per week for a period of two years (104 weeks). No accruals may be used to enable an employee to receive more than his/her full salary. In a case where half pay is applied to reach full salary, any unused portion shall be used to extend the benefit (See Appendix E).

The College will attempt to schedule physical examinations within two days of when the employee is designated to return to work. When the physical examination cannot be scheduled within the two days, the employee will be permitted to return to work pending a College physical, provided he/she has produced a note from his/her personal physician stating his/her ability to return to work. It is recognized that this policy shall not apply to employees who have been absent due to psychological conditions. Any employee who returns to work pending a College physical shall execute a release/waiver of liability to the College and indemnify the College and the County against any liability occasioned by his/her return to work.

In the event the College's doctor does not approve the employee's return to work, the disability leave shall continue.

7.6 Death Benefit

The College will provide all children and spouse, unless he/she subsequently remarries, of an employee who died in the line of duty, with free tuition in the College as long as they fulfill entrance requirements and were dependents of the employee at the time of death. An employee is considered to have died in the line of duty if his/her death resulted from an injury sustained while on the job.

8. TIME FOR PERFORMANCE OF SERVICES

8.1 Work Week/Work Day

The normal workweek shall be either 35 or 37.5 hours for all employees, based upon the number of hours worked by

employees in the same title within the College. If the title does not currently exist within a College job location, the employee's workweek shall be based upon the duties of the position, the interrelations with the surrounding positions and the operational needs of the College. No employee on the payroll prior to June 19, 1997, shall have his/her work day/work week changed as a result of the above language. In the case of employees who work 37.5 hours a week and whose jobs require working steadily through a shift and remaining on the job site, a half-hour lunch (or eating) period shall be allowed, with the provision it be taken at the job site and uninterrupted except for emergencies. The weekly work schedule shall be five consecutive days on plus two consecutive days off. Exceptions shall occur only on written agreement between the College and the Association. Also excepted shall be employees assigned to work a weekly work schedule of less than five consecutive days on.

All employees hired after September 3, 2001, shall work either a 37.5 hour or a 40 hour workweek which shall be 2.5 hours more than the number of hours worked by employees in the same title within the College at their workstation for the first year of their employment, at which time they will revert to the same number of hours as the employees in the same title within their Department at the College.

No individuals shall be required to work more than a normal 40 hour workweek (e.g., in a work location where employees currently work a normal 40 hour workweek due to "lock-in," new employees would also work the same 40 hours).

Except for those employees whose jobs require working steadily through a shift and remain on the job site, employees shall have, at a time designated by the Supervisor, two 15 minute breaks each day, one in the morning and one in the afternoon.

All employees normally required to eat a meal on duty or on the job site shall be paid for the meal time so that personnel who work a seven hour day shall be paid seven and a half or eight hours (whichever is applicable), including meal time and employees who work a seven and a half hour day shall be paid eight hours, including meal time.

8.2 Flexible Work Schedule

Flexible work day and work week schedules may be implemented for various areas within the College as agreed to mutually by the College President and the President of the Association, following timely written notification to the Director of Labor Relations prior to implementation.

Programs of flex-time shall be guided by the principle that employees receive no less or no more in salary, overtime and other benefits than if they had remained in their former schedule.

8.3 Vacation with Pay - Basic Schedule

Employees shall accrue vacation according to Schedule A or B.

8.4 Vacation Accruals

Vacation time may be accrued to a maximum of 90 work days in any calendar year. However, only 60 days will be permitted to be carried over to the succeeding year.

In the case of death, the beneficiary is to receive payment in compensation for any unused accrued vacation time.

Part-time employees shall earn and accumulate vacation on a prorated basis.

Employees who fall ill while on vacation may use their sick leave for the remainder of the illness and have their time adjusted, provided proper notice is given and a doctor's certificate is presented.

Upon separation, pay will be granted for unused vacation days.

SCHEDULE A- 35 HOUR EMPLOYEES

<u>From</u>	<u>To</u>	<u>Days Per Year</u>	<u>At the Completion of Each Full Pay Period</u>	<u>Extra Hours on Ann.Date</u>
Beginning of Employment	1st Ann. Date	10	2.5	5
1st Ann. Date	2nd " "	11	2.75	5.5
2nd " "	3rd " "	12	3	6
3rd " "	6th " "	15	4	1
6th " "	9th " "	18	4.75	2.5
9th " "	10th " "	19	5	3
10th " "	11th " "	20	5.25	3.5
11th " "	12th " "	21	5.5	4
12th " "	13th " "	22	5.75	4.5
13th " "	14th " "	23	6	5
14th " "	15th " "	24	6.25	5.5
15th " "	16th " "	25	6.5	6
16th " "	17th " "	26	7	0
17th " "	18th " "	27	7.25	.5
18th " "	19th " "	28	7.5	1
19th " "	20th " "	29	7.75	1.5
20th " "	Termination of Employment	30	8	2

SCHEDULE B- 37.5 HOUR EMPLOYEES

<u>From</u>	<u>To</u>	<u>Days Per Year</u>	<u>At the Completion of Each Full Pay Period</u>	<u>Extra Hours on Ann.Date</u>
Beginning of Employment	1st Ann. Date	10	2.75	3.5
1st Ann. Date	2nd " "	11	3	4.5
2nd " "	3rd " "	12	3.25	5.5
3rd " "	6th " "	15	4.25	2
6th " "	9th " "	18	5	5
9th " "	10th " "	19	5.25	6
10th " "	11th " "	20	5.75	.5
11th " "	12th " "	21	6	1.5
12th " "	13th " "	22	6.25	2.5
13th " "	14th " "	23	6.5	3.5
14th " "	15th " "	24	6.75	4.5
15th " "	16th " "	25	7	5.5
16th " "	17th " "	26	7.5	0
17th " "	18th " "	27	7.75	1
18th " "	19th " "	28	8	2
19th " "	20th " "	29	8.25	3
20th " "	Termination of Employment	30	8.5	4

Accrued vacation shall be taken by employees at times and in such a manner as assigned by management which, in making assignments, must take into consideration the employee's seniority as defined in Section 15(B) hereof in job classification, subject, however, to the operation requirements of the work and the jobs to be performed. An employee's anniversary date is that calendar date on which the employee began employment with the County.

The College will determine and notify each employee prior to December 15 of each year when vacations may be taken, the number of employees that may take vacations at one time and the amount of each employee's vacation accruals to December 31 of the following year. Employees shall submit their vacation requests to management by January 15 and management will, by February 15, approve or disapprove the request. It shall be incumbent upon the employee to ensure that any vacation accrued beyond 60 days by December 31, of the following year, has been scheduled by that time or it shall be lost. Time beyond 60 days which has been scheduled and approved, then denied and not allowed to be rescheduled by management, shall be permitted to be carried over to the following year. Employees not permitted to reschedule scheduled vacation time lost, due to a workers' compensation absence, shall not lose any vacation accruals over 60 days.

8.5 Holidays

- A.** Employees shall receive the following paid holidays:
- | | |
|---------------------------|-------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Martin Luther King Day | 8. Columbus Day |
| 3. Lincoln's Birthday | 9. Election Day |
| 4. Washington's Birthday | 10. Veterans' Day |

5. Memorial Day
6. Independence Day

11. Thanksgiving Day
12. Christmas Day

B. Holidays that fall on a Saturday shall be granted on the preceding Friday. Holidays that fall on a Sunday shall be granted on the following Monday.

Employees who enjoy days off other than Saturday and Sunday in a calendar week shall be treated accordingly. That is, if an employee normally has off Tuesday and Wednesday and a holiday falls on a Tuesday, the employee shall enjoy the holiday on Monday.

C. If employees not normally scheduled to work on a holiday are required to work on a holiday as enumerated herein, they shall be entitled, at their election, either to compensatory time and one-half off or time and one-half in addition to their normal pay. If an employee elects to be paid, the payment will be made in accordance with Section 6.1 of this Agreement.

In the case of employees who by the nature of their duties are required to work on a holiday, in addition to normal pay they receive for working on holidays, as a result of shift assignment, they shall be paid compensation computed at the rate of time and one-half for each holiday worked or for each holiday that falls on the normal day off. Payment shall be made for holiday compensation on the Thursday following the first pay day in July of each year for the holidays which fall during the period January to, and including, Independence Day, and on the Thursday following the first pay day in December of each year for the holidays which follow Independence Day through December 31.

D. Effective March 12, 2013, the College will have the right to switch up to four Holidays to coordinate with the College Holiday schedule for the Guild of Administrative Officers and Exempt employees at the College. The Holidays which may be adjusted are Lincoln's Birthday, Columbus Day, Election Day and Veteran's Day. The College will, prior to the start of each Academic school year, announce the Holiday schedule for the upcoming school year for the AME employees. This schedule will always include the day after Thanksgiving. For calendar year 2013 only, the College will have the right to switch up to three Holidays; i.e., Lincoln's Birthday will be excluded.

D. Court Obligations - Employees who are called in to serve jury duty or who are subpoenaed for court appearances in connection with their official College duties, will continue to receive their regular pay notwithstanding required absences from the job. In the case of the employee's call to jury duty, any pay as received for jury service is to be turned in to the College, but any mileage allowance may be retained by the employee. This section does not apply to court appearances regarding personal concerns of the employee. An employee normally assigned to a rotating shift or night shift shall not be required to report to work on a day for which he/she is scheduled to report for jury duty. In the event an employee is on jury duty on the employee's scheduled day off, the College shall have the sole discretion to

reschedule the employee's day off. It is incumbent for the employee to notify the College in a timely fashion.

E. For the purposes of holiday compensation described in C above, for employees who work rotating shifts, the holiday will be the same as designated for all other College employees.

8.6 Leave with Pay - Personal and Administrative Leave

A. **Personal Leave as of Right** - Four days of personal leave shall be accrued on the 1st day of employment and on each anniversary date thereafter. This leave, except in cases of extreme emergency, shall not be taken without the prior approval of the employee's Supervisor. Prior approval will not be given for periods immediately before or at the end of a regularly scheduled vacation leave. Accrued personal leave as of right may not be carried over from year to year (individual employee work year), but in no event may accrued personal leave be taken after announcement of intention to resign.

Unused personal leave shall be converted to sick leave at the end of an employee's year.

Upon the death of any employee, payments shall be made for any unused personal time remaining.

B. **Emergency Leave, Bereavement** - In case of a death of an employee's immediate family (spouse, child, parent, sibling, parents-in-law, grandparents, grandchildren, step-child, step-parent, step-grandparent, step-sibling and legal guardian), an employee shall be granted three working days or four calendar days leave of absence with full pay, whichever is greater (i.e. when bereavement leave begins on workday one or two, the employee is entitled to four days' leave. When bereavement leave begins on days three, four or five, the employee is entitled to three days' leave). Employees are expected to notify the employee's Supervisor as soon as possible. In the case of other family members (grandparents-in-law, children-in-law, sister-in-law, brother-in-law, foster parent, foster child, uncles and aunts) one day leave will be granted for purposes of mourning. In the instances where only one day leave is permitted, the day need not immediately follow the date of death.

Also, leave may be granted up to a maximum of three working days or four calendar days, whichever is greater, in the event of the death of relatives who actually reside in the same household with the employee. This additional leave may be granted at the sole discretion of the Director of Labor Relations.

C. **Cancer Pool** - Employees wishing to participate in this program will be permitted to voluntarily donate compensable time to a pool of hours to be utilized for any employee, within the Association, who is being treated for Cancer and has exhausted his/her own accruals. The pool of hours will also be available for College employees within the Association who are primary caregivers or caretakers for a spouse being treated for Cancer (See Appendix K). Effective March 12, 2013, employees may donate unused accrued sick time at any time except during the year

immediately prior to their separation from service. Any time donated during this one year period shall be retroactively deducted from the pool. For every two sick days or the hourly equivalent donated, the pool shall be credited with one day or the hourly equivalent.

D. Administrative Leave -

Administrative leave will continue to be implemented for this Unit as though it were still a part of the AME White Collar Unit No. 2. The parties agree to revisit this issue during the negotiations for the contract to be effective on January 1, 2013.

8.7 Leaves of Absence Without Pay

A. Leaves of absence without pay for an illness or disability extending beyond an employee's accrued sick leave will be granted for a period of up to one year without the loss of Civil Service status. The employees may, at their option, choose to use accumulated time during this one year period. Leaves for other reasons may be granted at the discretion of the College.

B. A leave of absence may be granted in cases of disability and child care leave (See Appendix D).

C. If an employee's request for a leave of absence without pay is denied by the employee's Supervisor, the employee shall be entitled to appeal the denial to the Assistant Vice-President of Human Resources through the Association. The Assistant Vice-President's decision shall be final and binding.

8.8 Sick Time

A. Sick Time will be earned at the rate of one-half day per pay period. If all earned sick leave has been used, extended sick leave for an illness which lasts longer than 20 work days shall be granted at the rate of one pay period at half pay for each year of continuous service completed. An employee, at his/her option, may use the accumulated vacation, personal leave or compensatory time before going on extended sick leave.

Employees shall be allowed to use up to 10 of their earned sick days per calendar year for an illness in the employee's immediate family regardless of residence or for any relative living within the employee's household. For purposes of this provision the College after the first five days, at its option, may elect to require the employee to present a physician's note.

Unused accruals may be pooled for catastrophic illness on an individual case basis if approved by the Association and the Assistant Vice-President of Human Resources. This shall not be subject to the grievance and arbitration procedures of the Agreement.

B. Employees absent from work due to a medically recognized disability related to pregnancy prior to the birth of a child, disability related to childbirth, or any disability

originating from childbirth after the birth of the child, shall be entitled to receive those benefits provided in this Agreement with respect to any other non-occupational illness or disability.

C. SICK LEAVE MANAGEMENT PROGRAM - The following Sick Leave Management Program is established for all employees. Unless otherwise stated in this document, any existing Rules and Procedures relating to sick leave shall remain in full force and effect.

1. Definitions

a. Occurrence - includes any partial sick day or more than one consecutive sick day. Occurrence includes only non-workers' comp illnesses and injuries.

b. Sick Day - includes full shifts on sick leave. Sick day includes only non-workers' comp illnesses and injuries.

c. Sick Leave Abuser - an employee who has five or more occurrences of sick leave, or eight or more non-consecutive sick days, or a combination of occurrences and non-consecutive sick days that equal eight, during any rolling 12-month period.

d. Chronic Sick Leave Abuser - an employee who has either:

1) been a Sick Leave Abuser for 18 consecutive months from the date of the first use of sick time during any rolling 12-month period; or

2) 10 or more occurrences of sick leave, or 16 or more non-consecutive sick days, or a combination of occurrences and non-consecutive sick days that equal 16, during any rolling 12-month period.

e. Family Sick Leave - Use of Family Sick Leave in accordance with Section 8.8 of the Agreement shall not be considered in determining abuse pursuant to the Program.

f. Approved Family Medical Leave Act time taken in accordance with the College procedures will not be considered in determining abuse pursuant to the Program.

g. Use of sick leave where permitted by the Agreement during any other unpaid leave of absence will also not be considered in determining abuse pursuant to the Program.

h. Report to Employee Medical Review (EMR) - Unless otherwise stated, means notify and, if required to do so by the College, report immediately, to EMR. When an appointment with EMR cannot be scheduled immediately, the employee must notify and, if required to do so by the College, report at the beginning of the next operating hours of EMR. Employees will not be entitled to any overtime for any time expended in reporting to EMR.

2. Rules: Sick and Chronic Sick Leave Abuse

a. An employee designated as a Sick Leave Abuser or Chronic Sick Leave Abuser will report to a College Representative each time the employee calls in on sick leave.

b. An employee who is designated as a Sick Leave Abuser or Chronic Sick Leave Abuser will not be eligible for:

1) work scheduled overtime, unless approved by the College or his/her designee based on operational needs; and

2) switch shifts, if permitted (Mutual Tour Change); and

3) preferred assignments or designations where applicable; and

4) a new shift, if an opening occurs; and

5) night differential pay while on sick leave; and

6) Chronic Sick Leave Abusers only: receive night differential pay while on vacation.

c. Discipline may be initiated by the College at any time it deems necessary. Any designation pursuant to this Program will not restrict the imposition of discipline.

3. Duties

a. The designated representative will monitor the sick leave system and identify employees who should be designated or relieved as Sick Leave Abusers and Chronic Sick Leave Abusers, and will:

1) notify an employee and his/her supervisor when an employee is identified as a Sick Leave Abuser or a Chronic Sick Leave Abuser; and

2) notify an employee and his/her supervisor when an employee is designated or relieved as a Sick Leave Abuser or a Chronic Sick Leave Abuser; and

3) inform an employee in writing of his/her rights and restriction pursuant to this Policy; and

4) notify an employee in writing of final determinations on appeals; and

5) monitor those who are designated as abusers for purposes of:

i) removing designation as a Sick Leave

Abuser when an employee uses no sick leave during six consecutive months of active duty (i.e., not on vacation or other types of paid or unpaid leave) following the designation as a Sick Leave Abuser

ii) removing designation as a Chronic Sick Leave Abuser when an employee uses no sick leave during six consecutive months of active duty (i.e., not on vacation or other types of paid or unpaid leave) following the designation as a Chronic Sick Leave Abuser. The employee will then be designated a Sick Leave Abuser.

b. The College's representative will receive and review appeals from employees requesting that shifts of sick leave not be considered when determining designation or removal as a Sick Leave Abuser or Chronic Sick Leave Abuser.

c. Supervisors will ensure that the department/unit have in place a system to implement and monitor the Sick Leave Management Program, and

1) ensure that a direct supervisor and AME are notified when an employee is designated or relieved as a Sick Leave Abuser or a Chronic Sick Leave Abuser; and

2) prepare written internal correspondence to the department head when ineligible employees receive scheduled overtime; and

3) deny applications for preferred assignments, and designations where applicable, from ineligible employees; and

4) deny requests for switching shifts or picking new shift schedules from ineligible employees.

d. Supervisors will monitor the Sick Leave List for ineligible employees prior to scheduling overtime, and notify the department head when an ineligible employee is ordered to work scheduled overtime.

e. College representative(s) will maintain and monitor a list of employees who:

1) are designated as Sick Leave Abusers or Chronic Sick Leave Abusers; and

2) deduct night differential when an employee is not entitled to receive same; and

3) notify the College when an ineligible employee receives scheduled overtime.

4. Restriction to Residence - During a date on which the regular scheduled shift falls, any employee designated as a Sick Leave Abuser or Chronic Sick Leave Abuser shall be confined to the employee's residence during the hours of the regularly

scheduled shift, except where excused from same by the department head and/or his/her designee due to, for example, attendance at medical appointments, attendance at religious obligations, and/or other attendance at other matters that are approved by the department pursuant to its guidelines regarding same and which cannot be attended to at another time.

5. Effective March 12, 2013, employees will be covered by any agreements that alter the terms for "sick leave abuser" and "chronic sick leave abuser" that may be reached by the joint County/AME Labor-Management Committee.

8.9 Unused Accumulated Sick Leave - shall be paid for by the College upon retirement or upon death to the employee's designated beneficiary at the rate of one day to be paid for every two days accumulated up to a total of 180 days paid for 360 days accumulated. Any unused accumulated sick leave over these limits shall be deemed forfeited upon the employee's retirement, notwithstanding that he/she may subsequently be rehired.

9. JOB DESCRIPTION

A. New Position - When new positions are created or the duties of existing positions are revised by the College, the College shall prepare a job specification sheet for the new or revised positions. Each job specification shall indicate what work is done on the job and, in general, what tools and equipment are to be used. Each employee shall, upon request, be furnished with a copy of his/her job specification. Should a dispute arise as to whether or not the job specification properly describes the job, the employee may appeal the matter to the Civil Service Department or to the County's Classification and Salary Appeals Board and may be represented by the Association if he/she so wishes.

B. Out of Title Work - A Labor/Management Committee shall be comprised of three members appointed by the College President and three members appointed by the President of the Association who will investigate a means to address the issue of out-of-title job performance.

10. UNIFORMS

The College will provide uniforms for all employees who need uniforms in their work. Original and replacement uniforms will be new and provided on an "as needed" basis. Employees newly hired by the College may be provided, upon their employment, with a used uniform in good condition. However, each employee shall receive a new uniform upon the completion of his/her probation period or by the end of his/her first year of employment, whichever is less. The College will also provide protective apparel, such as, but not limited to, coveralls and safety shoes for all employees who require this clothing in their work. An employee shall be subject to disciplinary action when he/she does not wear his/her uniform or protective apparel as directed. Employees issued safety shoes will receive two pairs of shoes and replacements as needed.

A joint Uniform Committee will meet for the purpose of itemizing what constitutes a uniform, the manner in which the uniforms are issued and the replacement procedure of the uniforms. The joint Uniform Committee will also meet for the purpose of guaranteeing adherence of all parties to the uniform policy and procedures. The Committee shall have the authority to investigate and make recommendations in order to resolve disputes arising under the provisions of this section of the Agreement. The joint Uniform Committee consists of six members: the Association President or his/her designee and two other Association representatives appointed by the Association President, the College President or his/her designee and two other College members appointed by the College President. The Committee's decisions will have no financial impact on the County.

All nursing and therapeutic personnel required to wear and who are not provided a uniform shall receive a clothing allowance of \$525. In addition, visiting nursing staff shall receive an additional \$175 per employee annually for outer clothing allowance.

Fire Marshals shall receive \$350 unless the County provides a uniform service.

A \$250 annual allowance will be provided for cleaning to any employee for whom the College purchases a uniform and does not provide a cleaning allowance or service, to be paid in same manner as the uniform allowance.

These payments for uniform cleaning or clothing allowance shall be made June 30 each year to those employees on the payroll as of June 1 of each year.

All uniform articles or clothing that is required to be worn by an employee must be submitted for review to the Uniform Committee.

11. MILEAGE

Mileage reimbursement shall be \$.51 per mile or the I.R.S. rate, whichever is greater. Claim vouchers for reimbursement shall be submitted monthly. The College shall make all reasonable efforts to issue checks for mileage reimbursements within 21 days after submission of properly executed vouchers as prescribed by the College.

The official station for employees who travel on official business shall be the geographical complex to which they ordinarily report for duty. An employee normally required to travel on official business to parts other than his/her official duty station shall be allowed to claim mileage reimbursement. Reimbursement shall continue for these employees within a complex.

In the case of a change of duty station, five working days' notice is required. If this notice is not given, the College will pay mileage for up to the required five days as per

past practice.

Employees may claim mileage only in excess of that which he/she normally travels between his/her home and official duty station. This shall not apply to mileage incurred on official business after arriving at his/her duty station and prior to leaving the duty station for the day.

12. RETIREMENT

The employee's retirement plan shall be governed by that section of the Retirement and Social Security Law applicable to the date of his/her entry into the system, subject to all other rules governing the payment of retirement and death benefits therein provided.

13. DISPUTES - GRIEVANCE AND ARBITRATION PROCEDURE

Any and all disputes arising out of or concerning the interpretation or application of the terms of the Agreement shall be adjudicated as follows:

A. Grievances - An employee who feels aggrieved shall fill out four copies of the standard grievance form which shall be available from the College. Two copies of the written grievance shall be presented to the employee's immediate supervisor with one being retained by the College throughout each step of the grievance procedure. The third copy of said grievance shall be submitted to the duly elected unit representative of the Association or to any designated representative of the Association. The fourth copy shall be retained by the employee.

The employee shall not suffer a loss of pay as a result of time spent attending grievance or arbitration meetings or hearings between the parties.

The employee, if he/she chooses, may be represented by an Association representative at each step of the grievance and arbitration procedure.

In the interest of uniform procedure and expedient handling, employees are expected to present their problems or grievances through regular supervisory channels in the following order and within 60 days from the incident complained about or from the date the incident should have been known to the grievant or the grievance shall be deemed waived.

In the case of grievances involving a group of employees, the Association may present them at the grievance procedure step compatible with the employer representative with authority to grant the relief sought. The parties agree that they will not unreasonably refuse to consolidate grievances relating to or dealing with the same subject matter.

The Association and College will, in advance of the third step of the grievance procedure, to the extent possible, identify those employee(s) by name, title and area for which the

grievance has been presented and the exact nature of the grievance.

It is agreed that in all arbitrations brought under this Agreement, including those that may arise from grievances filed before this date, the legal principle of binding precedent shall control as it would in a court of law.

Step 1 The employee shall submit the written grievance to his/her immediate supervisor. Upon receipt of the grievance, the supervisor shall answer the grievance within five working days. The supervisor shall sign and date the written grievance which shall contain his/her answer. Failure to answer the grievance shall not be deemed a breach of this Agreement. If no answer is given, or if the grievance is not resolved, the employee shall, within five additional working days from the time of the submission of the grievance, proceed to Step 2. Failure by the employee to proceed to Step 2 within said period shall be deemed acceptance of the answer, if any, and shall, in any event, bar further processing of the grievance.

Step 2 If the grievance is unresolved, the employee may, within the additional five working days specified above, submit the grievance to the head of the Department. If conferences are scheduled by the parties to resolve the grievance, the conference shall be held at mutually convenient times and places.

The Assistant Vice President of Human Resources, within 10 working days from the time the grievance is submitted to him/her, shall answer the grievance and record said answer on the written grievance form. Failure to answer the grievance shall not be deemed a breach of this Agreement. If the grievance is still unresolved, or if no answer is given the employee within five additional working days from the time of submission to the department head, the employee shall proceed to Step 3.

Step 3 If the grievance is unresolved, the employee may submit the written grievance to the Director of Labor Relations. The Director of Labor Relations shall have 10 working days from the time the grievance is submitted to him/her in which to endeavor to resolve and/or answer the grievance in writing. If the grievance remains unresolved, the Association or the County may, within 30 additional calendar days from the time of submission of the grievance, submit the dispute to arbitration. The cost of the arbitration shall be borne equally by the Association and the County. If the Association fails to proceed to arbitration within this period, it shall be barred from proceeding the grievance to arbitration. However, if the decision of the Director of Labor Relations is satisfactory to the grieved party or parties, the decision shall be final and binding on the County and its representatives.

B. Arbitration - Arbitration shall be invoked by the Association with notice to the County. Upon written notification to the Office of Labor Relations and with notice to the College General Counsel's office by the Association that it is invoking arbitration, the Office of Labor Relations shall assign an

arbitrator from the previously agreed upon panel. Arbitrators shall continue to be selected on a rotating basis in alphabetical order and written notification of the arbitrator selected shall be sent out by the Office of Labor Relations. The arbitrator, as selected, shall hear and decide and render his/her decision with respect to the dispute within 30 days from the date of its "submission to arbitration," except if otherwise actually agreed upon by the parties.

1. The arbitrator shall have the power to summon, question and examine any employee and to require production of books, papers or other evidence as he/she may deem necessary.

2. The County and the Association will agree to appoint 10 people to serve as a panel of arbitrators. Arbitrators shall be selected in alphabetical order. If the arbitrator selected is unable to hear the grievance within 30 days from the day that he/she is notified of selection, the next arbitrator on the list shall be designated. Names of arbitrators who have served and of those who have been unable to accept an assignment shall be moved to the bottom of the panel list.

3. The arbitrator shall make final and binding decisions on all matters of procedure before him/her.

4. The arbitrator shall have the opportunity to make a final and binding decision upon any timely and properly presented claim by either party that the other has violated this agreement, except that the arbitrator shall not have authority respecting any matter as to which (a) the County retains exclusive rights under Section 3 of this Agreement or by operation of law or otherwise or (b) another method of review is prescribed or made applicable by law or rule or regulation having the force and effect of law. The arbitrator shall be without power or authority to make any decision which requires the County to commit an act prohibited or affirmatively permitted by law or rule or regulation having the force and effect of law or which violates or adds to any provision of this Agreement or any validly existing rule or regulation of the County. On application of the County to the New York Supreme Court within 90 days after its delivery, the decision of an arbitrator may be vacated on the ground that it violates this paragraph or on any ground upon which relief may be sought under Section 7511 or 7803 of the Civil Practice Law and Rules.

5. Findings and decisions are to be transmitted to the Association and the County and shall be enforced by them respectively, as the case may be.

6. The costs of the services of the arbitrator shall be shared equally by the parties.

14. DUES DEDUCTIONS

A. The College agrees to deduct from the salaries of its employees full and part-time membership dues and/or life, sickness and accident premiums for the Association from employees who voluntarily and individually authorize the County to deduct and to

transmit monies to the Association and in a manner consistent with the law.

B. The College agrees to deduct from the salaries of its employees premiums for personal lines of Casualty Insurance, such as auto, homeowners, etc., for the Association from employees who voluntarily authorize the College to deduct and to transmit monies to the carrier or agent designated by the Association. The carrier or agent designated for this program by the Association may be changed by mutual agreement between the County and the Association.

C. Deductions authorized by any employee shall continue as so authorized unless, and until, the employee notifies the College Vice President of Finance as to his/her desire to discontinue or to change the authorization in writing.

D. The Association assumes full responsibility for the disposition of the funds so deducted once they are turned over to the Association.

15. PROTECTION OF EMPLOYEES

A. All permanent full-time employees shall be entitled to the Progressive Discipline System and changes thereto, as developed and directed by the Office of Labor Relations. All hearings provided for by the Discipline System shall be conducted by the Central Administration of each Department. The Association shall have the right to appeal any discipline imposed by the department by use of the discipline system to the Director of Labor Relations. However, under no circumstances will a full time, permanent employee be terminated for disciplinary reasons, unless he/she is given the opportunity of a Section 75 Hearing. All Section 75 Hearings shall be processed through the Office of Labor Relations. The officer or body having the power to remove an employee against whom charges are preferred shall appoint, in writing, the Director of Labor Relations or his/her designee to serve as the Hearing Officer.

Where the County or College is seeking the termination of an employee, the employee may elect to proceed to arbitration regarding whether the County or College had just cause, in lieu of a hearing pursuant to Section 75 and 76 of Civil Service Law and shall execute a waiver at the time of exercising the arbitration option.

A supervisor who wishes to meet with an employee, whereby the meeting could reasonably result in disciplinary action, shall notify the employee prior to the meeting of his/her right to have a representative of the Association present at any interview.

B. **Seniority** - Will be based on the date of commencement of employment for all employees. The College will maintain a current seniority list of its personnel. The president of each unit shall request and receive a copy of the current seniority list of his/her unit(s) twice a year during January and July. The

seniority list shall include the name, seniority date and title of the employees. This list will be used to determine individual employee preference in vacation, leave rule decisions and job security.

In the case of non-competitive and labor class employees, advancement shall be made in accordance with the Blue Collar Career Ladder Agreement.

C. Any permanent employee whose position is to be abolished shall be given 60 calendar days' notice, in writing, by the Office of the County Executive or College President and shall be given first preference for any vacant positions in the same or related title areas within the College. With regard to the abolishing of non-competitive and labor class positions, the College will continue to follow its and/or the County's current practice.

When a competitive employee's job is abolished and he/she has permanent status in a non-competitive or labor class position, the employee may bump or retreat to the previously held non-competitive or labor class position.

D. Eligibility for Benefits - All full-time employees receive the full benefits. Permanent part-time budgeted employees shall participate in all time accrual benefits proportionate to the number of hours worked per day. Permanent part-time budgeted employees hired after June 16, 1998, must work greater than 50% of the established work week to be entitled to benefits.

Refer to Appendix H for Eligibility of Benefits.

Part-time employees who are scheduled to work more than 22 weeks per calendar year shall be entitled to salary benefits within this Agreement as per their respective salary schedule.

F. Non-competitive or labor class employees shall be returned to their former (prior) position during their probationary period if:

1. they fail probation and
2. request return to their prior position.

If the employee voluntarily goes back or fails, the employee cannot reapply for one year.

G. Job Abandonment

1. Employees absent from work without authorization for 10 consecutive workdays shall be deemed to have resigned from their positions if they have not provided a satisfactory explanation for their absence on or before the 11th workday following the commencement of their unauthorized absence.

2. Within 30 calendar days commencing from the 10th

consecutive day of absence from work without authorization, employees may submit an explanation concerning their absence to the Assistant Vice-President of Human Resources. The burden of proof shall be upon the employee to establish that it was not possible for them to report to work or notify the College, through the Assistant Vice-President of Human Resources, of the reason for their absence. The Assistant Vice-President of Human Resources shall issue a short response within five calendar days after receipt of the explanation. If the employee is not satisfied with the response, the Association, upon the employee's request, may appeal the Assistant Vice-President of Human Resources' response to the College President within five calendar days after receipt of the Assistant Vice-President of Human Resources' response. The College President or designee shall issue a written response within five calendar days after receiving the appeal. The procedure contained in this subsection shall not be arbitrable.

H. Protection of Employees (Verbal Reprimands)

Verbal reprimands shall not be placed in an employee's personnel file and the supervisors shall remove and destroy verbal reprimands from his/her files after six months, if there are no further disciplinary actions during that time period.

16. PERSONNEL FILES

A. Upon request and at reasonable intervals of time, an employee shall be permitted to examine his/her official College personnel file.

B. Employees will be permitted to reproduce, once a year, upon their request, any material in their personnel file.

C. There shall be only one College "employee personnel file," except as otherwise agreed upon by the Assistant Vice-President of Human Resources and the President of the Association.

D. No material shall be placed in the file unless the employee has had an opportunity to read the material and affix his/her signature on the actual copy to be filed with the understanding that the signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its contents. If the employee refuses to sign the copy, the supervisor may insert the material in the file after adding to it and signing the following statement, witnessed by a union official: "I hereby certify that the employee named above has seen and read this material but has refused to affix his/her signature hereto."

E. The employee shall have the right to answer any material filed and his/her answer shall be attached to the filed copy. The answer must be submitted within 10 calendar days from the date when the material is placed in the file.

17. MISCELLANEOUS

A. Shift Change

1. The College shall give 10 working days' written notice to an employee hired for a particular shift before changing the shift, except in case of emergency. Notice may be waived by the mutual consent of the employer and the employee. The College shall bear the burden of proving that an "emergency" exists within the meaning of this exception.

2. The College may temporarily change an employee's shift without penalty for training or conferences. Employees being moved from shifts which carry a shift differential shall receive that differential during the training or conference.

Shift assignments shall be determined on the basis of seniority as defined in Section 15(B) hereof and job classification.

It is recognized by both parties that shift assignments by seniority may only be made at a time when there is a vacancy for a particular shift. In no case may an employee with more seniority bump a less senior employee for the less senior employee's permanent shift.

3. The College may change an employee's shift as a result of disciplinary action or during the employee's probationary period. Probationary employees whose shifts are changed during their probationary period will receive a differential if they have come from a job which carries a differential.

4. A shift shall be considered to fall on the day on which the majority of hours of work fall.

B. Association Contact - A representative of the Association shall be permitted to make one contact during regular hours with each new employee to explain the Association's role as the employee's bargaining agent and to orient the employee with respect to benefits available. The Association's representative shall make this contact during his/her allotted release time. The new employee shall be using his/her own time (for example, coffee breaks, lunch breaks), not College time. The Association shall be notified of each new employee not later than the end of the first payroll period.

C. Salary Appeals - There is one County-wide Salary and Classification Appeals Board and it covers this Bargaining Unit. The County's Classification and Salary Appeals Board shall consist of five members: two representatives appointed by the County Executive's Office, two representatives appointed by the Association, and one representative to be mutually agreed upon by the County Executive and the Association President. This Board shall consider all appeals for employees covered under this Agreement. All appeals will be processed within two weeks after being submitted. The Board shall have the authority to draw their own rules and guidelines, which shall be binding upon the County

and the Association. The Board shall meet at least twice per year.

The decisions of the Classification and Salary Appeals Board, limited to two grades or two steps and further limited to \$500,000 for all decisions for each fiscal year, shall be final and binding. Payments shall be computed on an annualized basis.

No employee or group of employees who have received a salary reallocation may re-appeal to the Board within a three year period. An employee or group of employees who receive no salary reallocation as a result of their appeal may not re-appeal to the Board for a one year period.

The only body that may reallocate a grade, grades or a step or steps, of all titles covered by this Agreement shall be the Classification and Salary Appeals Board, as outlined in Rule V, unless agreed to by the Association President and the Director of Labor Relations.

D. New Titles - When a new title is approved by Civil Service, if this title is appropriately covered by this Agreement and the Association disagrees with the Assistant Vice President of Human Resource's grade placement of the title, the title shall be filled and they shall meet to negotiate the grade placement. Their agreement, if it involves a rate change, shall be retroactive to the employee's first day of work.

E. Emergency Conditions - The College President will be notified by the County Executive or his/her designee that, due to an emergency condition, certain and/or all of their employees may leave a work site(s). It shall be solely determined by the County Executive or his/her designee as to whether the employees will be required to charge the time to their accruals.

Those employees who are required to stay on duty shall receive only their regular pay. This assignment of those who stay on the job site shall be on a rotating basis.

The arbitration award and court decision in Koncelik will not be cited in any subsequent proceeding.

Where the towns, state, village or County roads are closed and, as a result, an employee is prevented from traveling to work, the employee may utilize sick time if there are no other accruals available.

In the case where an employee claims absence due to severe weather conditions and only sick leave accruals are available, the charging of sick time will be at the sole discretion of the Assistant Vice-President of Human Resources, whose decision shall not be subject to the grievance and arbitration procedures.

F. Transfers

1. In the event that an employee transfers from one position to another, the employee will transfer with all earned privileges, personal days, vacation and sick time accrued by him/her. Employees who transfer between the County and the College, with no break in service, will do so with the aforementioned privileges and benefits.

2. The Association recognizes the College's rights with regard to transfer. The parties agree, however, that a substantial degree of stability is desired. Therefore, for noncompetitive and labor class employees, posting of vacancies and the filling of the positions shall be made in accordance with the Blue Collar Career Ladder Agreement.

3. A list shall be maintained by the Human Resources Department of any competitive employee and any non-competitive employee in conformance with the Blue Collar Career Ladder language, requesting a transfer from one appointing authority to another. The names of employees requesting transfers will be forwarded to any Supervisor requesting to fill the title they occupy.

4. It shall not be necessary to post entry level, non-competitive and labor class vacancies. However, the College will notify the President of the Association of any entry level, non-competitive and labor class position which it is contemplating filling.

G. Meal Allowance

1. Employees eligible for a meal allowance on College Business in or outside of the County of Suffolk shall receive an allowance of \$12 per meal.

2. Employees shall be considered eligible for a meal allowance when they are required to work four consecutive hours either before or after a normal work day, or are required to report to work on a regular day off or a scheduled holiday.

3. Employees are responsible for submitting meal allowance vouchers on a monthly basis.

4. Those College areas which normally supply their employees with meals (in-house or out-of-house) may continue to give meals in lieu of various allowances.

H. Tuition Reimbursement

1. There is one County-wide Tuition Reimbursement Program and it covers this Bargaining Unit. The County shall establish rules and regulations on which an in-service program of training shall operate, pursuant to which the County will provide 75% of the cost of approved courses of study upon the successful completion thereof by the employee.

2. A Joint Labor/ Management Committee shall be

comprised of three members appointed by the Director of Labor Relations and three members appointed by the Association President who will oversee the tuition reimbursement program. The County will allocate \$200,000 for each year of the Agreement.

a. Reimbursement shall be approved on a course of study basis and shall include all required courses mandated by the educational institution for the completion of the course of study approved.

b. Required classes, which comprise the requirements necessary to obtain a certificate, shall be inclusive of the terms for other approved courses of study.

c. Rate of reimbursement shall be at 75% of the cost per credit hour in addition to any agreement between the County and the institution attended (e.g., reduced tuition rate).

d. The annual allotment rate shall be \$200,000 per year.

e. The Tuition Reimbursement Committee, as described in Section 17(K) of the White Collar Agreement and 17(I) of the Blue Collar Agreement, shall meet to review and discuss the status of the program. This shall include, but not be limited to, course eligibility (e.g., required and core courses), reimbursement rate and expenditure of funds and may institute a cap or adjustment of the reimbursement rate, expenditure of funds and total yearly credit hour reimbursement allotment.

f. Each participant in the program shall be eligible for reimbursement for a total of 12 credit hours per fiscal year.

g. Members of this Bargaining Unit shall receive reimbursement for classes necessary to obtain certificates for trade or promotional requirements.

I. Postings - The Association shall have the right to post notices and other communications for a reasonable period of time, dealing with proper and legitimate Association business, on bulletin boards maintained on the premises and facilities of the College. These notices shall show a date upon which they are to be removed from the bulletin boards by the College. In the event that the notice contains no date of removal, the College may remove it at its discretion.

J. Health and Safety - It is the obligation of the College to provide a safe and healthy work environment for all employees and to make every effort to ensure safe and healthy working conditions. The College shall direct supervisors to furnish forms for workers compensation claims to employees who are injured on the job who request the forms.

The College and the Association are members of a joint Labor/Management Health and Safety Oversight Committee composed of an equal number of management and Association

representatives. The Association will select its own representatives and shall co-chair the Committee equally. The designated representatives of the Association and the College shall meet on a regular basis. The Committee shall develop and implement programs to enhance skills and knowledge pertaining to general and job-specific safety and health.

1. All disputes and disagreements arising under health and safety clauses of this Agreement, if not disposed of by the Health and Safety Oversight Committee, shall proceed to the Health and Safety Grievance Board according to LL 10-1982 resolution N. 904-85 for appropriate recommendations for resolution.

2. Procedures for Imminent Danger shall be followed in accordance with the 7/19/91 Memorandum of Agreement.

3. Procedures for Indoor Quality shall be followed in accordance with the 5/22/86 Stipulation of Settlement.

4. **Lyme Disease Testing Policy** - The College shall provide Lyme Disease testing, at no cost to the employee, to those whose College work includes a minimum of one hour of outside exposure in brush or wooded areas per month.

Each new employee whose job puts him/her at risk will be tested once before and once after the active deer tick season. All other employees will be tested annually after the deer tick season has ended.

The College has agreed to provide testing for those employees who, in the course of their employment, are at risk of exposure to Lyme Disease. The testing procedures shall be developed by the County and the Association.

K. **Civil Service Promotional List** - The President of the Association shall be furnished with a copy of any original Civil Service promotional list when it is established and shall, in unique circumstances, receive upon request an updated list.

L. **College Cars** - It shall be at the sole discretion of the County on an individual basis as to which employees shall receive and be permitted to utilize College cars for travel to and from work. This determination shall be made in the best interest of the County and may be reviewed or changed at any time.

M. **Missing Checks** - If a check is not given to an employee on a pay day and the employee has complied with all necessary requirements of the College, the following shall be done:

1. The employee will notify his/her Human Resources Payroll Clerk no later than 9:30 a.m. of the next day.

2. A replacement check will be issued no later than 4:30 p.m. of this same day. The employee shall be responsible to pick up his/her replacement check, with no loss in time.

N. Printing of Agreement - The County and the Association shall share equally in the cost of printing the Collective Bargaining Agreement. The County shall make reasonable efforts to print the Agreement within six months after final approval and ratification for distribution to all employees.

O. Dress Code - It is agreed that unit employees shall not appear at work dressed in shorts, T-shirts or tank tops. It is further agreed that additional and/or altered standards of dress and appearance proposed by individual areas must be approved by the Association President and the Assistant Vice-President of Human Resources. In the event of disagreement, the matter shall be submitted to arbitration under the procedures set forth in this Agreement on the issue of the reasonableness of the proposed standard.

P. Fire Rules - Volunteer Fire Department personnel who have responded to a fire/emergency prior to the beginning to the normal work day shall be required to report to work immediately upon being released from their duties arising from the fire/emergency at no loss of time accruals to the employee. Disputes regarding this section shall not be subject to Section 13 of the Agreement (the grievance and arbitration procedure) or any other third party review.

Q. Outside Training - Auto Mechanics will be provided outside training, such as seminars or courses, for the purpose of upgrading technical knowledge. The Auto Mechanics shall go once a year or as necessary for refresher courses.

R. Licenses - Any Auto Mechanic who is required by the College to obtain a license to maintain his/her current position will be reimbursed for the cost of the license. This shall be the total obligation by the College with regard to these licenses. This obligation does not apply to any license required as part of the minimum qualifications for those positions.

S. Job Evaluations - The College may implement procedures for job evaluations in any or all areas of the College in which no such procedure is currently in effect, and may revise those procedures where they currently exist. This paragraph satisfies the College's duty, if any, to negotiate regarding the College's decision to implement, and the impact of the implementation of, job evaluation policies and procedures.

T. Attendance Control - The College may implement an employee sign-in/sign-out procedure in any or all areas of the College in which no such procedure is currently in effect, and may revise those procedures where they currently exist. When implemented, the College will furnish the relevant written procedures to the Association. This paragraph satisfies the College's duty, if any, to negotiate regarding the College's decision to implement, and the impact of the implementation of, sign-in/sign-out policies and procedures.

U. Pay Checks - Effective March 12, 2013, the College

may implement the distribution of paychecks by direct deposit for all employees. The paystub will no longer be distributed by hard copy and will instead be available to all employees on the secure College web page as is currently available for the Faculty, Guild and Exempt employees.

18. LABOR MANAGEMENT COMMITTEE

A. Labor Management Committee - There is one College-wide Labor-Management Committee and it covers this Bargaining Unit. The Labor Management Committee will be formed to meet at least once a quarter, more often on call, for the purpose of discussing matters of mutual interest, involving employer/employee relationships. This Committee shall consist of six members: the Director of Labor Relations, the County Executive or his/her designated representative, the President of the Suffolk County AME and three members designated by the President of the Association, except that the Assistant Vice-President of Human Resources will replace the Director of Labor Relations and the College President will replace the County Executive.

B. Deferred Compensation - The 1992 Memorandum of Agreement is annexed hereto (See Appendix J).

C. Comparable Worth - There is one County-wide Comparable Worth Committee and it covers this Bargaining Unit. Three representatives appointed by the County Executive and three Association member representatives approved by the President of the Association shall meet to examine the issue of comparable worth and recommend grade increases. Recommendations shall be made upon a majority vote and presented to a designee of the County Executive for final and binding determination.

19. COLLECTIVE BARGAINING AGREEMENT

Notwithstanding anything herein contained to the contrary and irrespective of the fact that separate Collective Bargaining Agreements have been entered into between the County and the Association College White Collar Bargaining Unit and the Association College Blue Collar Bargaining Unit, it is hereby understood and agreed that in all cases where the benefit, board, committee, fund or other like provision is common to both Agreements, there shall be but one benefit, one board, one committee or one fund, and that where there is a corresponding benefit, board, committee, fund or other like provision that is also common to the AME White Collar Unit 2 or Blue Collar Unit 6 Agreement, there shall be but one benefit, one board, or one committee or one fund.

For example, all Agreements provide for a Benefit Fund. There is to be one Benefit Fund which provides benefits to employees of Bargaining Unit No. 2, Bargaining Unit No. 6, the College White Collar Unit and the College Blue Collar Unit. Also, all Agreements provide for a Classification and Salary Appeals Board, there will be one Classification and Salary Appeals Board with a budgetary limitation collectively of \$500,000.

It is further understood that provisions of this Agreement which are unique to one contract are only applicable to the employees of that bargaining unit.

20. This Agreement and all provisions herein are subject to all applicable laws and, in the event any provision(s) of this Agreement is determined to be invalid or in violation of any law, the provision(s) shall not be binding on either of the parties, but the remainder of this Agreement shall remain in full force and effect as if the invalid or illegal provision(s) had not been part of this Agreement. In that event, the parties shall commence bargaining for the purpose of agreeing upon a substitute valid provision(s), which shall then be included in the Agreement. If within 60 days of the commencement of bargaining, the parties are unable to reach agreement on a substitute valid provision(s), then the matter shall be referred to arbitration in accordance with the provisions of this Agreement.

Except as otherwise herein specifically provided, nothing herein shall be deemed to impair any existing conditions of employment more beneficial than those provided herein.

Except as otherwise herein, the terms of this Agreement shall become effective for a period from January 24, 2012 through December 31, 2012.

IN WITNESS WHEREOF, the parties have duly executed this agreement this ____ day of _____, 2014.

SUFFOLK COUNTY ASSOCIATION
OF MUNICIPAL EMPLOYEES
WHITE COLLAR COLLEGE UNIT

COUNTY OF SUFFOLK:

Daniel P. Farrell
President

Steve Bellone
Suffolk County Executive

Jennifer McNamara,
Director, Labor Relations

APPENDIX A**SALARY CHARTS****SCHEDULE A-1
BIWEEKLY SALARY RATES EFFECTIVE 1-1-09**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	792	922	951	980	1011	1041	1072	1106	1141	1177	1210	1248
3	826	960	990	1023	1051	1086	1119	1154	1189	1228	1264	1304
4	854	992	1025	1056	1088	1121	1156	1193	1231	1268	1307	1347
5	889	1036	1067	1102	1134	1171	1205	1243	1281	1321	1362	1403
6	920	1069	1104	1137	1174	1208	1246	1283	1324	1366	1407	1451
7	959	1115	1150	1185	1225	1257	1300	1338	1379	1422	1468	1513
8	1002	1164	1199	1239	1276	1316	1357	1397	1441	1485	1532	1580
9	1041	1208	1246	1284	1325	1367	1407	1452	1497	1543	1591	1642
10	1093	1271	1310	1349	1392	1436	1480	1526	1574	1620	1671	1724
11	1123	1307	1348	1390	1433	1476	1522	1570	1618	1669	1720	1773
12	1156	1345	1387	1431	1473	1519	1567	1615	1664	1716	1769	1821
13	1214	1409	1454	1500	1545	1592	1644	1693	1745	1801	1856	1913
14	1261	1470	1517	1562	1609	1659	1712	1765	1818	1874	1933	1994
15	1328	1545	1592	1643	1693	1744	1800	1855	1911	1971	2033	2095
16	1392	1618	1669	1720	1773	1829	1884	1942	2001	2067	2130	2194
17	1454	1690	1742	1798	1852	1908	1968	2030	2092	2155	2224	2293
18	1522	1770	1822	1881	1940	1999	2062	2124	2189	2259	2328	2401
19	1593	1852	1908	1969	2030	2093	2155	2224	2293	2364	2437	2513
20	1666	1939	1998	2060	2123	2188	2257	2327	2398	2474	2549	2629
21	1746	2031	2093	2158	2225	2294	2365	2438	2514	2591	2671	2755
22	1817	2114	2179	2248	2316	2388	2461	2537	2617	2696	2779	2864
23	1894	2202	2268	2340	2412	2485	2564	2643	2726	2808	2897	2985
24	1967	2288	2360	2434	2510	2586	2665	2744	2834	2920	3009	3106
25	2050	2382	2457	2532	2612	2693	2775	2861	2947	3043	3134	3232
26	2139	2488	2565	2644	2728	2810	2898	2987	3079	3179	3272	3375
27	2232	2595	2675	2762	2846	2932	3022	3118	3214	3313	3414	3521
28	2328	2708	2790	2878	2967	3057	3150	3250	3350	3454	3561	3671
29	2428	2826	2916	3005	3098	3191	3293	3394	3500	3607	3717	3834
30	2536	2948	3043	3135	3233	3333	3436	3541	3653	3766	3880	4003
31	2652	3084	3183	3278	3381	3486	3592	3706	3822	3938	4058	4184
32	2772	3223	3323	3428	3532	3641	3754	3870	3989	4112	4240	4371
33	2893	3367	3470	3578	3688	3801	3918	4040	4167	4295	4428	4564
34	3016	3507	3617	3728	3841	3964	4086	4213	4340	4475	4614	4758
35	3155	3667	3784	3901	4021	4145	4270	4406	4542	4680	4825	4974
36	3303	3840	3961	4084	4210	4338	4472	4612	4754	4900	5054	5208
37	3453	4016	4138	4265	4401	4536	4673	4819	4967	5121	5281	5445
38	3578	4161	4291	4423	4558	4702	4846	4995	5150	5308	5473	5603
39	3688	4291	4423	4558	4702	4846	4995	5150	5308	5473	5603	5603
40	3803	4423	4558	4702	4846	4995	5150	5308	5473	5603	5603	5603
41	3920	4558	4702	4846	4995	5150	5308	5473	5603	5603	5603	5603
42	4040	4702	4846	4995	5150	5308	5473	5603	5603	5603	5603	5603
43	4167	4846	4995	5150	5308	5473	5603	5603	5603	5603	5603	5603
44	4294	4995	5150	5308	5473	5603	5603	5603	5603	5603	5603	5603
45	4427	5150	5308	5473	5603	5603	5603	5603	5603	5603	5603	5603

SCHEDULE A-2
ANNUAL SALARY RATES EFFECTIVE 1-1-09

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	20671	24064	24821	25578	26387	27170	27979	28867	29780	30720	31581	32573
3	21559	25056	25839	26700	27431	28345	29206	30119	31033	32051	32990	34034
4	22289	25891	26753	27562	28397	29258	30172	31137	32129	33095	34113	35157
5	23203	27040	27849	28762	29597	30563	31451	32442	33434	34478	35548	36618
6	24012	27901	28814	29676	30641	31529	32521	33486	34556	35653	36723	37871
7	25030	29102	30015	30929	31973	32808	33930	34922	35992	37114	38315	39489
8	26152	30380	31294	32338	33304	34348	35418	36462	37610	38759	39985	41238
9	27170	31529	32521	33512	34583	35679	36723	37897	39072	40272	41525	42856
10	28527	33173	34191	35209	36331	37480	38628	39829	41081	42282	43613	44996
11	29310	34113	35183	36279	37401	38524	39724	40977	42230	43561	44892	46275
12	30172	35105	36201	37349	38445	39646	40899	42152	43430	44788	46171	47528
13	31685	36775	37949	39150	40325	41551	42908	44187	45545	47006	48442	49929
14	32912	38367	39594	40768	41995	43300	44683	46067	47450	48911	50451	52043
15	34661	40325	41551	42882	44187	45518	46980	48416	49877	51443	53061	54680
16	36331	42230	43561	44892	46275	47737	49172	50686	52226	53949	55593	57263
17	37949	44109	45466	46928	48337	49799	51365	52983	54601	56246	58046	59847
18	39724	46197	47554	49094	50634	52174	53818	55436	57133	58960	60761	62666
19	41577	48337	49799	51391	52983	54627	56246	58046	59847	61700	63606	65589
20	43483	50608	52148	53766	55410	57107	58908	60735	62588	64571	66529	68617
21	45571	53009	54627	56324	58073	59873	61727	63632	65615	67625	69713	71906
22	47424	55175	56872	58673	60448	62327	64232	66216	68304	70366	72532	74750
23	49433	57472	59195	61074	62953	64859	66920	68982	71149	73289	75612	77909
24	51339	59717	61596	63527	65511	67495	69557	71618	73967	76212	78535	81067
25	53505	62170	64128	66085	68173	70287	72428	74672	76917	79422	81797	84355
26	55828	64937	66947	69008	71201	73341	75638	77961	80362	82972	85399	88088
27	58255	67730	69818	72088	74281	76525	78874	81380	83885	86469	89105	91898
28	60761	70679	72819	75116	77439	79788	82215	84825	87435	90149	92942	95813
29	63371	73759	76108	78431	80858	83285	85947	88583	91350	94143	97014	100067
30	66190	76943	79422	81824	84381	86991	89680	92420	95343	98293	101268	104478
31	69217	80492	83076	85556	88244	90985	93751	96727	99754	102782	105914	109202
32	72349	84120	86730	89471	92185	95030	97979	101007	104113	107323	110664	114083
33	75507	87879	90567	93386	96257	99206	102260	105444	108759	112100	115571	119120
34	78718	91533	94404	97301	100250	103460	106645	109959	113274	116798	120425	124184
35	82346	95709	98762	101816	104948	108185	111447	114997	118546	122148	125933	129821
36	86208	100224	103382	106592	109881	113222	116719	120373	124079	127890	131909	135929
37	90123	104818	108002	111317	114866	118390	121965	125776	129639	133658	137834	142115
38	93386	108602	111995	115440	118964	122722	126481	130370	134415	138539	142845	146238
39	96257	111995	115440	118964	122722	126481	130370	134415	138539	142845	146238	146238
40	99258	115440	118964	122722	126481	130370	134415	138539	142845	146238	146238	146238
41	102312	118964	122722	126481	130370	134415	138539	142845	146238	146238	146238	146238
42	105444	122722	126481	130370	134415	138539	142845	146238	146238	146238	146238	146238
43	108759	126481	130370	134415	138539	142845	146238	146238	146238	146238	146238	146238
44	112073	130370	134415	138539	142845	146238	146238	146238	146238	146238	146238	146238
45	115545	134415	138539	142845	146238	146238	146238	146238	146238	146238	146238	146238

SCHEDULE A-3
BIWEEKLY 6% 2-TOUR ROTATING SHIFT RATES EFFECTIVE 1-1-09

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	840	977	1008	1039	1072	1103	1136	1172	1209	1248	1283	1323
3	876	1018	1049	1084	1114	1151	1186	1223	1260	1302	1340	1382
4	905	1052	1087	1119	1153	1188	1225	1265	1305	1344	1385	1428
5	942	1098	1131	1168	1202	1241	1277	1318	1358	1400	1444	1487
6	975	1133	1170	1205	1244	1280	1321	1360	1403	1448	1491	1538
7	1017	1182	1219	1256	1299	1332	1378	1418	1462	1507	1556	1604
8	1062	1234	1271	1313	1353	1395	1438	1481	1527	1574	1624	1675
9	1103	1280	1321	1361	1405	1449	1491	1539	1587	1636	1686	1741
10	1159	1347	1389	1430	1476	1522	1569	1618	1668	1717	1771	1827
11	1190	1385	1429	1473	1519	1565	1613	1664	1715	1769	1823	1879
12	1225	1426	1470	1517	1561	1610	1661	1712	1764	1819	1875	1930
13	1287	1494	1541	1590	1638	1688	1743	1795	1850	1909	1967	2028
14	1337	1558	1608	1656	1706	1759	1815	1871	1927	1986	2049	2114
15	1408	1638	1688	1742	1795	1849	1908	1966	2026	2089	2155	2221
16	1476	1715	1769	1823	1879	1939	1997	2059	2121	2191	2258	2326
17	1541	1791	1847	1906	1963	2022	2086	2152	2218	2284	2357	2431
18	1613	1876	1931	1994	2056	2119	2186	2251	2320	2395	2468	2545
19	1689	1963	2022	2087	2152	2219	2284	2357	2431	2506	2583	2664
20	1766	2055	2118	2184	2250	2319	2392	2467	2542	2622	2702	2787
21	1851	2153	2219	2287	2359	2432	2507	2584	2665	2746	2831	2920
22	1926	2241	2310	2383	2455	2531	2609	2689	2774	2858	2946	3036
23	2008	2334	2404	2480	2557	2634	2718	2802	2890	2976	3071	3164
24	2085	2425	2502	2580	2661	2741	2825	2909	3004	3095	3190	3292
25	2173	2525	2604	2684	2769	2855	2942	3033	3124	3226	3322	3426
26	2267	2637	2719	2803	2892	2979	3072	3166	3264	3370	3468	3578
27	2366	2751	2836	2928	3017	3108	3203	3305	3407	3512	3619	3732
28	2468	2870	2957	3051	3145	3240	3339	3445	3551	3661	3775	3891
29	2574	2996	3091	3185	3284	3382	3491	3598	3710	3823	3940	4064
30	2688	3125	3226	3323	3427	3533	3642	3753	3872	3992	4113	4243
31	2811	3269	3374	3475	3584	3695	3808	3928	4051	4174	4301	4435
32	2938	3416	3522	3634	3744	3859	3979	4102	4228	4359	4494	4633
33	3067	3569	3678	3793	3909	4029	4153	4282	4417	4553	4694	4838
34	3197	3717	3834	3952	4071	4202	4331	4466	4600	4744	4891	5043
35	3344	3887	4011	4135	4262	4394	4526	4670	4815	4961	5115	5272
36	3501	4070	4199	4329	4463	4598	4740	4889	5039	5194	5357	5520
37	3660	4257	4386	4521	4665	4808	4953	5108	5265	5428	5598	5772
38	3793	4411	4548	4688	4831	4984	5137	5295	5459	5626	5801	5939
39	3909	4548	4688	4831	4984	5137	5295	5459	5626	5801	5939	5939
40	4031	4688	4831	4984	5137	5295	5459	5626	5801	5939	5939	5939
41	4155	4831	4984	5137	5295	5459	5626	5801	5939	5939	5939	5939
42	4282	4984	5137	5295	5459	5626	5801	5939	5939	5939	5939	5939
43	4417	5137	5295	5459	5626	5801	5939	5939	5939	5939	5939	5939
44	4552	5295	5459	5626	5801	5939	5939	5939	5939	5939	5939	5939
45	4693	5459	5626	5801	5939	5939	5939	5939	5939	5939	5939	5939

BIWEEKLY 10% 3-TOUR ROTATING SHIFT RATES EFFECTIVE 1-1-09*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL RATES EFFECTIVE 1-1-09

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

SCHEDULE A-4
35 HOUR SALARY RATES EFFECTIVE 1-1-09

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	11.31	13.17	13.59	14.00	14.44	14.87	15.31	15.80	16.30	16.81	17.29	17.83
3	11.80	13.71	14.14	14.61	15.01	15.51	15.99	16.49	16.99	17.54	18.06	18.63
4	12.20	14.17	14.64	15.09	15.54	16.01	16.51	17.04	17.59	18.11	18.67	19.24
5	12.70	14.80	15.24	15.74	16.20	16.73	17.21	17.76	18.30	18.87	19.46	20.04
6	13.14	15.27	15.77	16.24	16.77	17.26	17.80	18.33	18.91	19.51	20.10	20.73
7	13.70	15.93	16.43	16.93	17.50	17.96	18.57	19.11	19.70	20.31	20.97	21.61
8	14.31	16.63	17.13	17.70	18.23	18.80	19.39	19.96	20.59	21.21	21.89	22.57
9	14.87	17.26	17.80	18.34	18.93	19.53	20.10	20.74	21.39	22.04	22.73	23.46
10	15.61	18.16	18.71	19.27	19.89	20.51	21.14	21.80	22.49	23.14	23.87	24.63
11	16.04	18.67	19.26	19.86	20.47	21.09	21.74	22.43	23.11	23.84	24.57	25.33
12	16.51	19.21	19.81	20.44	21.04	21.70	22.39	23.07	23.77	24.51	25.27	26.01
13	17.34	20.13	20.77	21.43	22.07	22.74	23.49	24.19	24.93	25.73	26.51	27.33
14	18.01	21.00	21.67	22.31	22.99	23.70	24.46	25.21	25.97	26.77	27.61	28.49
15	18.97	22.07	22.74	23.47	24.19	24.91	25.71	26.50	27.30	28.16	29.04	29.93
16	19.89	23.11	23.84	24.57	25.33	26.13	26.91	27.74	28.59	29.53	30.43	31.34
17	20.77	24.14	24.89	25.69	26.46	27.26	28.11	29.00	29.89	30.79	31.77	32.76
18	21.74	25.29	26.03	26.87	27.71	28.56	29.46	30.34	31.27	32.27	33.26	34.30
19	22.76	26.46	27.26	28.13	29.00	29.90	30.79	31.77	32.76	33.77	34.81	35.90
20	23.80	27.70	28.54	29.43	30.33	31.26	32.24	33.24	34.26	35.34	36.41	37.56
21	24.94	29.01	29.90	30.83	31.79	32.77	33.79	34.83	35.91	37.01	38.16	39.36
22	25.96	30.20	31.13	32.11	33.09	34.11	35.16	36.24	37.39	38.51	39.70	40.91
23	27.06	31.46	32.40	33.43	34.46	35.50	36.63	37.76	38.94	40.11	41.39	42.64
24	28.10	32.69	33.71	34.77	35.86	36.94	38.07	39.20	40.49	41.71	42.99	44.37
25	29.29	34.03	35.10	36.17	37.31	38.47	39.64	40.87	42.10	43.47	44.77	46.17
26	30.56	35.54	36.64	37.77	38.97	40.14	41.40	42.67	43.99	45.41	46.74	48.21
27	31.89	37.07	38.21	39.46	40.66	41.89	43.17	44.54	45.91	47.33	48.77	50.30
28	33.26	38.69	39.86	41.11	42.39	43.67	45.00	46.43	47.86	49.34	50.87	52.44
29	34.69	40.37	41.66	42.93	44.26	45.59	47.04	48.49	50.00	51.53	53.10	54.77
30	36.23	42.11	43.47	44.79	46.19	47.61	49.09	50.59	52.19	53.80	55.43	57.19
31	37.89	44.06	45.47	46.83	48.30	49.80	51.31	52.94	54.60	56.26	57.97	59.77
32	39.60	46.04	47.47	48.97	50.46	52.01	53.63	55.29	56.99	58.74	60.57	62.44
33	41.33	48.10	49.57	51.11	52.69	54.30	55.97	57.71	59.53	61.36	63.26	65.20
34	43.09	50.10	51.67	53.26	54.87	56.63	58.37	60.19	62.00	63.93	65.91	67.97
35	45.07	52.39	54.06	55.73	57.44	59.21	61.00	62.94	64.89	66.86	68.93	71.06
36	47.19	54.86	56.59	58.34	60.14	61.97	63.89	65.89	67.91	70.00	72.20	74.40
37	49.33	57.37	59.11	60.93	62.87	64.80	66.76	68.84	70.96	73.16	75.44	77.79
38	51.11	59.44	61.30	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04
39	52.69	61.30	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04
40	54.33	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04
41	56.00	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04
42	57.71	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04
43	59.53	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04
44	61.34	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04	80.04
45	63.24	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04	80.04	80.04

SCHEDULE A-5
37.5 HOUR SALARY RATES EFFECTIVE 1-1-09

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	10.56	12.29	12.68	13.07	13.48	13.88	14.29	14.75	15.21	15.69	16.13	16.64
3	11.01	12.80	13.20	13.64	14.01	14.48	14.92	15.39	15.85	16.37	16.85	17.39
4	11.39	13.23	13.67	14.08	14.51	14.95	15.41	15.91	16.41	16.91	17.43	17.96
5	11.85	13.81	14.23	14.69	15.12	15.61	16.07	16.57	17.08	17.61	18.16	18.71
6	12.27	14.25	14.72	15.16	15.65	16.11	16.61	17.11	17.65	18.21	18.76	19.35
7	12.79	14.87	15.33	15.80	16.33	16.76	17.33	17.84	18.39	18.96	19.57	20.17
8	13.36	15.52	15.99	16.52	17.01	17.55	18.09	18.63	19.21	19.80	20.43	21.07
9	13.88	16.11	16.61	17.12	17.67	18.23	18.76	19.36	19.96	20.57	21.21	21.89
10	14.57	16.95	17.47	17.99	18.56	19.15	19.73	20.35	20.99	21.60	22.28	22.99
11	14.97	17.43	17.97	18.53	19.11	19.68	20.29	20.93	21.57	22.25	22.93	23.64
12	15.41	17.93	18.49	19.08	19.64	20.25	20.89	21.53	22.19	22.88	23.59	24.28
13	16.19	18.79	19.39	20.00	20.60	21.23	21.92	22.57	23.27	24.01	24.75	25.51
14	16.81	19.60	20.23	20.83	21.45	22.12	22.83	23.53	24.24	24.99	25.77	26.59
15	17.71	20.60	21.23	21.91	22.57	23.25	24.00	24.73	25.48	26.28	27.11	27.93
16	18.56	21.57	22.25	22.93	23.64	24.39	25.12	25.89	26.68	27.56	28.40	29.25
17	19.39	22.53	23.23	23.97	24.69	25.44	26.24	27.07	27.89	28.73	29.65	30.57
18	20.29	23.60	24.29	25.08	25.87	26.65	27.49	28.32	29.19	30.12	31.04	32.01
19	21.24	24.69	25.44	26.25	27.07	27.91	28.73	29.65	30.57	31.52	32.49	33.51
20	22.21	25.85	26.64	27.47	28.31	29.17	30.09	31.03	31.97	32.99	33.99	35.05
21	23.28	27.08	27.91	28.77	29.67	30.59	31.53	32.51	33.52	34.55	35.61	36.73
22	24.23	28.19	29.05	29.97	30.88	31.84	32.81	33.83	34.89	35.95	37.05	38.19
23	25.25	29.36	30.24	31.20	32.16	33.13	34.19	35.24	36.35	37.44	38.63	39.80
24	26.23	30.51	31.47	32.45	33.47	34.48	35.53	36.59	37.79	38.93	40.12	41.41
25	27.33	31.76	32.76	33.76	34.83	35.91	37.00	38.15	39.29	40.57	41.79	43.09
26	28.52	33.17	34.20	35.25	36.37	37.47	38.64	39.83	41.05	42.39	43.63	45.00
27	29.76	34.60	35.67	36.83	37.95	39.09	40.29	41.57	42.85	44.17	45.52	46.95
28	31.04	36.11	37.20	38.37	39.56	40.76	42.00	43.33	44.67	46.05	47.48	48.95
29	32.37	37.68	38.88	40.07	41.31	42.55	43.91	45.25	46.67	48.09	49.56	51.12
30	33.81	39.31	40.57	41.80	43.11	44.44	45.81	47.21	48.71	50.21	51.73	53.37
31	35.36	41.12	42.44	43.71	45.08	46.48	47.89	49.41	50.96	52.51	54.11	55.79
32	36.96	42.97	44.31	45.71	47.09	48.55	50.05	51.60	53.19	54.83	56.53	58.28
33	38.57	44.89	46.27	47.71	49.17	50.68	52.24	53.87	55.56	57.27	59.04	60.85
34	40.21	46.76	48.23	49.71	51.21	52.85	54.48	56.17	57.87	59.67	61.52	63.44
35	42.07	48.89	50.45	52.01	53.61	55.27	56.93	58.75	60.56	62.40	64.33	66.32
36	44.04	51.20	52.81	54.45	56.13	57.84	59.63	61.49	63.39	65.33	67.39	69.44
37	46.04	53.55	55.17	56.87	58.68	60.48	62.31	64.25	66.23	68.28	70.41	72.60
38	47.71	55.48	57.21	58.97	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71
39	49.17	57.21	58.97	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71
40	50.71	58.97	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71
41	52.27	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71
42	53.87	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71
43	55.56	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71	74.71
44	57.25	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71	74.71	74.71
45	59.03	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71	74.71	74.71	74.71

SCHEDULE A-6
40 HOUR SALARY RATES EFFECTIVE 1-1-09

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	9.90	11.53	11.89	12.25	12.64	13.01	13.40	13.83	14.26	14.71	15.13	15.60
3	10.33	12.00	12.38	12.79	13.14	13.58	13.99	14.43	14.86	15.35	15.80	16.30
4	10.68	12.40	12.81	13.20	13.60	14.01	14.45	14.91	15.39	15.85	16.34	16.84
5	11.11	12.95	13.34	13.78	14.18	14.64	15.06	15.54	16.01	16.51	17.03	17.54
6	11.50	13.36	13.80	14.21	14.68	15.10	15.58	16.04	16.55	17.08	17.59	18.14
7	11.99	13.94	14.38	14.81	15.31	15.71	16.25	16.73	17.24	17.78	18.35	18.91
8	12.53	14.55	14.99	15.49	15.95	16.45	16.96	17.46	18.01	18.56	19.15	19.75
9	13.01	15.10	15.58	16.05	16.56	17.09	17.59	18.15	18.71	19.29	19.89	20.53
10	13.66	15.89	16.38	16.86	17.40	17.95	18.50	19.08	19.68	20.25	20.89	21.55
11	14.04	16.34	16.85	17.38	17.91	18.45	19.03	19.63	20.23	20.86	21.50	22.16
12	14.45	16.81	17.34	17.89	18.41	18.99	19.59	20.19	20.80	21.45	22.11	22.76
13	15.18	17.61	18.18	18.75	19.31	19.90	20.55	21.16	21.81	22.51	23.20	23.91
14	15.76	18.38	18.96	19.53	20.11	20.74	21.40	22.06	22.73	23.43	24.16	24.93
15	16.60	19.31	19.90	20.54	21.16	21.80	22.50	23.19	23.89	24.64	25.41	26.19
16	17.40	20.23	20.86	21.50	22.16	22.86	23.55	24.28	25.01	25.84	26.63	27.43
17	18.18	21.13	21.78	22.48	23.15	23.85	24.60	25.38	26.15	26.94	27.80	28.66
18	19.03	22.13	22.78	23.51	24.25	24.99	25.78	26.55	27.36	28.24	29.10	30.01
19	19.91	23.15	23.85	24.61	25.38	26.16	26.94	27.80	28.66	29.55	30.46	31.41
20	20.83	24.24	24.98	25.75	26.54	27.35	28.21	29.09	29.98	30.93	31.86	32.86
21	21.83	25.39	26.16	26.98	27.81	28.68	29.56	30.48	31.43	32.39	33.39	34.44
22	22.71	26.43	27.24	28.10	28.95	29.85	30.76	31.71	32.71	33.70	34.74	35.80
23	23.68	27.53	28.35	29.25	30.15	31.06	32.05	33.04	34.08	35.10	36.21	37.31
24	24.59	28.60	29.50	30.43	31.38	32.33	33.31	34.30	35.43	36.50	37.61	38.83
25	25.63	29.78	30.71	31.65	32.65	33.66	34.69	35.76	36.84	38.04	39.18	40.40
26	26.74	31.10	32.06	33.05	34.10	35.13	36.23	37.34	38.49	39.74	40.90	42.19
27	27.90	32.44	33.44	34.53	35.58	36.65	37.78	38.98	40.18	41.41	42.68	44.01
28	29.10	33.85	34.88	35.98	37.09	38.21	39.38	40.63	41.88	43.18	44.51	45.89
29	30.35	35.33	36.45	37.56	38.73	39.89	41.16	42.43	43.75	45.09	46.46	47.93
30	31.70	36.85	38.04	39.19	40.41	41.66	42.95	44.26	45.66	47.08	48.50	50.04
31	33.15	38.55	39.79	40.98	42.26	43.58	44.90	46.33	47.78	49.23	50.73	52.30
32	34.65	40.29	41.54	42.85	44.15	45.51	46.93	48.38	49.86	51.40	53.00	54.64
33	36.16	42.09	43.38	44.73	46.10	47.51	48.98	50.50	52.09	53.69	55.35	57.05
34	37.70	43.84	45.21	46.60	48.01	49.55	51.08	52.66	54.25	55.94	57.68	59.48
35	39.44	45.84	47.30	48.76	50.26	51.81	53.38	55.08	56.78	58.50	60.31	62.18
36	41.29	48.00	49.51	51.05	52.63	54.23	55.90	57.65	59.43	61.25	63.18	65.10
37	43.16	50.20	51.73	53.31	55.01	56.70	58.41	60.24	62.09	64.01	66.01	68.06
38	44.73	52.01	53.64	55.29	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04
39	46.10	53.64	55.29	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04
40	47.54	55.29	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04
41	49.00	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04
42	50.50	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04
43	52.09	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04	70.04
44	53.68	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04	70.04	70.04
45	55.34	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04	70.04	70.04	70.04

SCHEDULE B-1
BIWEEKLY SALARY RATES EFFECTIVE 1-1-10

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	792	922	951	980	1011	1041	1072	1106	1141	1177	1210	1248
3	826	960	990	1023	1051	1086	1119	1154	1189	1228	1264	1304
4	854	992	1025	1056	1088	1121	1156	1193	1231	1268	1307	1347
5	889	1036	1067	1102	1134	1171	1205	1243	1281	1321	1362	1403
6	920	1069	1104	1137	1174	1208	1246	1283	1324	1366	1407	1451
7	959	1115	1150	1185	1225	1257	1300	1338	1379	1422	1468	1513
8	1002	1164	1199	1239	1276	1316	1357	1397	1441	1485	1532	1580
9	1041	1208	1246	1284	1325	1367	1407	1452	1497	1543	1591	1642
10	1093	1271	1310	1349	1392	1436	1480	1526	1574	1620	1671	1724
11	1123	1307	1348	1390	1433	1476	1522	1570	1618	1669	1720	1773
12	1156	1345	1387	1431	1473	1519	1567	1615	1664	1716	1769	1821
13	1214	1409	1454	1500	1545	1592	1644	1693	1745	1801	1856	1913
14	1261	1470	1517	1562	1609	1659	1712	1765	1818	1874	1933	1994
15	1328	1545	1592	1643	1693	1744	1800	1855	1911	1971	2033	2095
16	1392	1618	1669	1720	1773	1829	1884	1942	2001	2067	2130	2194
17	1454	1690	1742	1798	1852	1908	1968	2030	2092	2155	2224	2293
18	1522	1770	1822	1881	1940	1999	2062	2124	2189	2259	2328	2401
19	1593	1852	1908	1969	2030	2093	2155	2224	2293	2364	2437	2513
20	1666	1939	1998	2060	2123	2188	2257	2327	2398	2474	2549	2629
21	1746	2031	2093	2158	2225	2294	2365	2438	2514	2591	2671	2755
22	1817	2114	2179	2248	2316	2388	2461	2537	2617	2696	2779	2864
23	1894	2202	2268	2340	2412	2485	2564	2643	2726	2808	2897	2985
24	1967	2288	2360	2434	2510	2586	2665	2744	2834	2920	3009	3106
25	2050	2382	2457	2532	2612	2693	2775	2861	2947	3043	3134	3232
26	2139	2488	2565	2644	2728	2810	2898	2987	3079	3179	3272	3375
27	2232	2595	2675	2762	2846	2932	3022	3118	3214	3313	3414	3521
28	2328	2708	2790	2878	2967	3057	3150	3250	3350	3454	3561	3671
29	2428	2826	2916	3005	3098	3191	3293	3394	3500	3607	3717	3834
30	2536	2948	3043	3135	3233	3333	3436	3541	3653	3766	3880	4003
31	2652	3084	3183	3278	3381	3486	3592	3706	3822	3938	4058	4184
32	2772	3223	3323	3428	3532	3641	3754	3870	3989	4112	4240	4371
33	2893	3367	3470	3578	3688	3801	3918	4040	4167	4295	4428	4564
34	3016	3507	3617	3728	3841	3964	4086	4213	4340	4475	4614	4758
35	3155	3667	3784	3901	4021	4145	4270	4406	4542	4680	4825	4974
36	3303	3840	3961	4084	4210	4338	4472	4612	4754	4900	5054	5208
37	3453	4016	4138	4265	4401	4536	4673	4819	4967	5121	5281	5445
38	3578	4161	4291	4423	4558	4702	4846	4995	5150	5308	5473	5603
39	3688	4291	4423	4558	4702	4846	4995	5150	5308	5473	5603	5603
40	3803	4423	4558	4702	4846	4995	5150	5308	5473	5603	5603	5603
41	3920	4558	4702	4846	4995	5150	5308	5473	5603	5603	5603	5603
42	4040	4702	4846	4995	5150	5308	5473	5603	5603	5603	5603	5603
43	4167	4846	4995	5150	5308	5473	5603	5603	5603	5603	5603	5603
44	4294	4995	5150	5308	5473	5603	5603	5603	5603	5603	5603	5603
45	4427	5150	5308	5473	5603	5603	5603	5603	5603	5603	5603	5603

SCHEDULE B-2
ANNUAL SALARY RATES EFFECTIVE 1-1-10

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	20671	24064	24821	25578	26387	27170	27979	28867	29780	30720	31581	32573
3	21559	25056	25839	26700	27431	28345	29206	30119	31033	32051	32990	34034
4	22289	25891	26753	27562	28397	29258	30172	31137	32129	33095	34113	35157
5	23203	27040	27849	28762	29597	30563	31451	32442	33434	34478	35548	36618
6	24012	27901	28814	29676	30641	31529	32521	33486	34556	35653	36723	37871
7	25030	29102	30015	30929	31973	32808	33930	34922	35992	37114	38315	39489
8	26152	30380	31294	32338	33304	34348	35418	36462	37610	38759	39985	41238
9	27170	31529	32521	33512	34583	35679	36723	37897	39072	40272	41525	42856
10	28527	33173	34191	35209	36331	37480	38628	39829	41081	42282	43613	44996
11	29310	34113	35183	36279	37401	38524	39724	40977	42230	43561	44892	46275
12	30172	35105	36201	37349	38445	39646	40899	42152	43430	44788	46171	47528
13	31685	36775	37949	39150	40325	41551	42908	44187	45545	47006	48442	49929
14	32912	38367	39594	40768	41995	43300	44683	46067	47450	48911	50451	52043
15	34661	40325	41551	42882	44187	45518	46980	48416	49877	51443	53061	54680
16	36331	42230	43561	44892	46275	47737	49172	50686	52226	53949	55593	57263
17	37949	44109	45466	46928	48337	49799	51365	52983	54601	56246	58046	59847
18	39724	46197	47554	49094	50634	52174	53818	55436	57133	58960	60761	62666
19	41577	48337	49799	51391	52983	54627	56246	58046	59847	61700	63606	65589
20	43483	50608	52148	53766	55410	57107	58908	60735	62588	64571	66529	68617
21	45571	53009	54627	56324	58073	59873	61727	63632	65615	67625	69713	71906
22	47424	55175	56872	58673	60448	62327	64232	66216	68304	70366	72532	74750
23	49433	57472	59195	61074	62953	64859	66920	68982	71149	73289	75612	77909
24	51339	59717	61596	63527	65511	67495	69557	71618	73967	76212	78535	81067
25	53505	62170	64128	66085	68173	70287	72428	74672	76917	79422	81797	84355
26	55828	64937	66947	69008	71201	73341	75638	77961	80362	82972	85399	88088
27	58255	67730	69818	72088	74281	76525	78874	81380	83885	86469	89105	91898
28	60761	70679	72819	75116	77439	79788	82215	84825	87435	90149	92942	95813
29	63371	73759	76108	78431	80858	83285	85947	88583	91350	94143	97014	100067
30	66190	76943	79422	81824	84381	86991	89680	92420	95343	98293	101268	104478
31	69217	80492	83076	85556	88244	90985	93751	96727	99754	102782	105914	109202
32	72349	84120	86730	89471	92185	95030	97979	101007	104113	107323	110664	114083
33	75507	87879	90567	93386	96257	99206	102260	105444	108759	112100	115571	119120
34	78718	91533	94404	97301	100250	103460	106645	109959	113274	116798	120425	124184
35	82346	95709	98762	101816	104948	108185	111447	114997	118546	122148	125933	129821
36	86208	100224	103382	106592	109881	113222	116719	120373	124079	127890	131909	135929
37	90123	104818	108002	111317	114866	118390	121965	125776	129639	133658	137834	142115
38	93386	108602	111995	115440	118964	122722	126481	130370	134415	138539	142845	146238
39	96257	111995	115440	118964	122722	126481	130370	134415	138539	142845	146238	146238
40	99258	115440	118964	122722	126481	130370	134415	138539	142845	146238	146238	146238
41	102312	118964	122722	126481	130370	134415	138539	142845	146238	146238	146238	146238
42	105444	122722	126481	130370	134415	138539	142845	146238	146238	146238	146238	146238
43	108759	126481	130370	134415	138539	142845	146238	146238	146238	146238	146238	146238
44	112073	130370	134415	138539	142845	146238	146238	146238	146238	146238	146238	146238
45	115545	134415	138539	142845	146238	146238	146238	146238	146238	146238	146238	146238

SCHEDULE B-3
BIWEEKLY 6% 2-TOUR ROTATING SHIFT RATES EFFECTIVE 1-1-10

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	840	977	1008	1039	1072	1103	1136	1172	1209	1248	1283	1323
3	876	1018	1049	1084	1114	1151	1186	1223	1260	1302	1340	1382
4	905	1052	1087	1119	1153	1188	1225	1265	1305	1344	1385	1428
5	942	1098	1131	1168	1202	1241	1277	1318	1358	1400	1444	1487
6	975	1133	1170	1205	1244	1280	1321	1360	1403	1448	1491	1538
7	1017	1182	1219	1256	1299	1332	1378	1418	1462	1507	1556	1604
8	1062	1234	1271	1313	1353	1395	1438	1481	1527	1574	1624	1675
9	1103	1280	1321	1361	1405	1449	1491	1539	1587	1636	1686	1741
10	1159	1347	1389	1430	1476	1522	1569	1618	1668	1717	1771	1827
11	1190	1385	1429	1473	1519	1565	1613	1664	1715	1769	1823	1879
12	1225	1426	1470	1517	1561	1610	1661	1712	1764	1819	1875	1930
13	1287	1494	1541	1590	1638	1688	1743	1795	1850	1909	1967	2028
14	1337	1558	1608	1656	1706	1759	1815	1871	1927	1986	2049	2114
15	1408	1638	1688	1742	1795	1849	1908	1966	2026	2089	2155	2221
16	1476	1715	1769	1823	1879	1939	1997	2059	2121	2191	2258	2326
17	1541	1791	1847	1906	1963	2022	2086	2152	2218	2284	2357	2431
18	1613	1876	1931	1994	2056	2119	2186	2251	2320	2395	2468	2545
19	1689	1963	2022	2087	2152	2219	2284	2357	2431	2506	2583	2664
20	1766	2055	2118	2184	2250	2319	2392	2467	2542	2622	2702	2787
21	1851	2153	2219	2287	2359	2432	2507	2584	2665	2746	2831	2920
22	1926	2241	2310	2383	2455	2531	2609	2689	2774	2858	2946	3036
23	2008	2334	2404	2480	2557	2634	2718	2802	2890	2976	3071	3164
24	2085	2425	2502	2580	2661	2741	2825	2909	3004	3095	3190	3292
25	2173	2525	2604	2684	2769	2855	2942	3033	3124	3226	3322	3426
26	2267	2637	2719	2803	2892	2979	3072	3166	3264	3370	3468	3578
27	2366	2751	2836	2928	3017	3108	3203	3305	3407	3512	3619	3732
28	2468	2870	2957	3051	3145	3240	3339	3445	3551	3661	3775	3891
29	2574	2996	3091	3185	3284	3382	3491	3598	3710	3823	3940	4064
30	2688	3125	3226	3323	3427	3533	3642	3753	3872	3992	4113	4243
31	2811	3269	3374	3475	3584	3695	3808	3928	4051	4174	4301	4435
32	2938	3416	3522	3634	3744	3859	3979	4102	4228	4359	4494	4633
33	3067	3569	3678	3793	3909	4029	4153	4282	4417	4553	4694	4838
34	3197	3717	3834	3952	4071	4202	4331	4466	4600	4744	4891	5043
35	3344	3887	4011	4135	4262	4394	4526	4670	4815	4961	5115	5272
36	3501	4070	4199	4329	4463	4598	4740	4889	5039	5194	5357	5520
37	3660	4257	4386	4521	4665	4808	4953	5108	5265	5428	5598	5772
38	3793	4411	4548	4688	4831	4984	5137	5295	5459	5626	5801	5939
39	3909	4548	4688	4831	4984	5137	5295	5459	5626	5801	5939	5939
40	4031	4688	4831	4984	5137	5295	5459	5626	5801	5939	5939	5939
41	4155	4831	4984	5137	5295	5459	5626	5801	5939	5939	5939	5939
42	4282	4984	5137	5295	5459	5626	5801	5939	5939	5939	5939	5939
43	4417	5137	5295	5459	5626	5801	5939	5939	5939	5939	5939	5939
44	4552	5295	5459	5626	5801	5939	5939	5939	5939	5939	5939	5939
45	4693	5459	5626	5801	5939	5939	5939	5939	5939	5939	5939	5939

BIWEEKLY 10% 3-TOUR ROTATING SHIFT RATES EFFECTIVE 1-1-10*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL RATES EFFECTIVE 1-1-10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

SCHEDULE B-4
35 HOUR SALARY RATES EFFECTIVE 1-1-10

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	11.31	13.17	13.59	14.00	14.44	14.87	15.31	15.80	16.30	16.81	17.29	17.83
3	11.80	13.71	14.14	14.61	15.01	15.51	15.99	16.49	16.99	17.54	18.06	18.63
4	12.20	14.17	14.64	15.09	15.54	16.01	16.51	17.04	17.59	18.11	18.67	19.24
5	12.70	14.80	15.24	15.74	16.20	16.73	17.21	17.76	18.30	18.87	19.46	20.04
6	13.14	15.27	15.77	16.24	16.77	17.26	17.80	18.33	18.91	19.51	20.10	20.73
7	13.70	15.93	16.43	16.93	17.50	17.96	18.57	19.11	19.70	20.31	20.97	21.61
8	14.31	16.63	17.13	17.70	18.23	18.80	19.39	19.96	20.59	21.21	21.89	22.57
9	14.87	17.26	17.80	18.34	18.93	19.53	20.10	20.74	21.39	22.04	22.73	23.46
10	15.61	18.16	18.71	19.27	19.89	20.51	21.14	21.80	22.49	23.14	23.87	24.63
11	16.04	18.67	19.26	19.86	20.47	21.09	21.74	22.43	23.11	23.84	24.57	25.33
12	16.51	19.21	19.81	20.44	21.04	21.70	22.39	23.07	23.77	24.51	25.27	26.01
13	17.34	20.13	20.77	21.43	22.07	22.74	23.49	24.19	24.93	25.73	26.51	27.33
14	18.01	21.00	21.67	22.31	22.99	23.70	24.46	25.21	25.97	26.77	27.61	28.49
15	18.97	22.07	22.74	23.47	24.19	24.91	25.71	26.50	27.30	28.16	29.04	29.93
16	19.89	23.11	23.84	24.57	25.33	26.13	26.91	27.74	28.59	29.53	30.43	31.34
17	20.77	24.14	24.89	25.69	26.46	27.26	28.11	29.00	29.89	30.79	31.77	32.76
18	21.74	25.29	26.03	26.87	27.71	28.56	29.46	30.34	31.27	32.27	33.26	34.30
19	22.76	26.46	27.26	28.13	29.00	29.90	30.79	31.77	32.76	33.77	34.81	35.90
20	23.80	27.70	28.54	29.43	30.33	31.26	32.24	33.24	34.26	35.34	36.41	37.56
21	24.94	29.01	29.90	30.83	31.79	32.77	33.79	34.83	35.91	37.01	38.16	39.36
22	25.96	30.20	31.13	32.11	33.09	34.11	35.16	36.24	37.39	38.51	39.70	40.91
23	27.06	31.46	32.40	33.43	34.46	35.50	36.63	37.76	38.94	40.11	41.39	42.64
24	28.10	32.69	33.71	34.77	35.86	36.94	38.07	39.20	40.49	41.71	42.99	44.37
25	29.29	34.03	35.10	36.17	37.31	38.47	39.64	40.87	42.10	43.47	44.77	46.17
26	30.56	35.54	36.64	37.77	38.97	40.14	41.40	42.67	43.99	45.41	46.74	48.21
27	31.89	37.07	38.21	39.46	40.66	41.89	43.17	44.54	45.91	47.33	48.77	50.30
28	33.26	38.69	39.86	41.11	42.39	43.67	45.00	46.43	47.86	49.34	50.87	52.44
29	34.69	40.37	41.66	42.93	44.26	45.59	47.04	48.49	50.00	51.53	53.10	54.77
30	36.23	42.11	43.47	44.79	46.19	47.61	49.09	50.59	52.19	53.80	55.43	57.19
31	37.89	44.06	45.47	46.83	48.30	49.80	51.31	52.94	54.60	56.26	57.97	59.77
32	39.60	46.04	47.47	48.97	50.46	52.01	53.63	55.29	56.99	58.74	60.57	62.44
33	41.33	48.10	49.57	51.11	52.69	54.30	55.97	57.71	59.53	61.36	63.26	65.20
34	43.09	50.10	51.67	53.26	54.87	56.63	58.37	60.19	62.00	63.93	65.91	67.97
35	45.07	52.39	54.06	55.73	57.44	59.21	61.00	62.94	64.89	66.86	68.93	71.06
36	47.19	54.86	56.59	58.34	60.14	61.97	63.89	65.89	67.91	70.00	72.20	74.40
37	49.33	57.37	59.11	60.93	62.87	64.80	66.76	68.84	70.96	73.16	75.44	77.79
38	51.11	59.44	61.30	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04
39	52.69	61.30	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04
40	54.33	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04
41	56.00	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04
42	57.71	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04
43	59.53	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04
44	61.34	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04	80.04
45	63.24	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04	80.04	80.04

SCHEDULE B-5
37.5 HOUR SALARY RATES EFFECTIVE 1-1-10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.56	12.29	12.68	13.07	13.48	13.88	14.29	14.75	15.21	15.69	16.13	16.64
3	11.01	12.80	13.20	13.64	14.01	14.48	14.92	15.39	15.85	16.37	16.85	17.39
4	11.39	13.23	13.67	14.08	14.51	14.95	15.41	15.91	16.41	16.91	17.43	17.96
5	11.85	13.81	14.23	14.69	15.12	15.61	16.07	16.57	17.08	17.61	18.16	18.71
6	12.27	14.25	14.72	15.16	15.65	16.11	16.61	17.11	17.65	18.21	18.76	19.35
7	12.79	14.87	15.33	15.80	16.33	16.76	17.33	17.84	18.39	18.96	19.57	20.17
8	13.36	15.52	15.99	16.52	17.01	17.55	18.09	18.63	19.21	19.80	20.43	21.07
9	13.88	16.11	16.61	17.12	17.67	18.23	18.76	19.36	19.96	20.57	21.21	21.89
10	14.57	16.95	17.47	17.99	18.56	19.15	19.73	20.35	20.99	21.60	22.28	22.99
11	14.97	17.43	17.97	18.53	19.11	19.68	20.29	20.93	21.57	22.25	22.93	23.64
12	15.41	17.93	18.49	19.08	19.64	20.25	20.89	21.53	22.19	22.88	23.59	24.28
13	16.19	18.79	19.39	20.00	20.60	21.23	21.92	22.57	23.27	24.01	24.75	25.51
14	16.81	19.60	20.23	20.83	21.45	22.12	22.83	23.53	24.24	24.99	25.77	26.59
15	17.71	20.60	21.23	21.91	22.57	23.25	24.00	24.73	25.48	26.28	27.11	27.93
16	18.56	21.57	22.25	22.93	23.64	24.39	25.12	25.89	26.68	27.56	28.40	29.25
17	19.39	22.53	23.23	23.97	24.69	25.44	26.24	27.07	27.89	28.73	29.65	30.57
18	20.29	23.60	24.29	25.08	25.87	26.65	27.49	28.32	29.19	30.12	31.04	32.01
19	21.24	24.69	25.44	26.25	27.07	27.91	28.73	29.65	30.57	31.52	32.49	33.51
20	22.21	25.85	26.64	27.47	28.31	29.17	30.09	31.03	31.97	32.99	33.99	35.05
21	23.28	27.08	27.91	28.77	29.67	30.59	31.53	32.51	33.52	34.55	35.61	36.73
22	24.23	28.19	29.05	29.97	30.88	31.84	32.81	33.83	34.89	35.95	37.05	38.19
23	25.25	29.36	30.24	31.20	32.16	33.13	34.19	35.24	36.35	37.44	38.63	39.80
24	26.23	30.51	31.47	32.45	33.47	34.48	35.53	36.59	37.79	38.93	40.12	41.41
25	27.33	31.76	32.76	33.76	34.83	35.91	37.00	38.15	39.29	40.57	41.79	43.09
26	28.52	33.17	34.20	35.25	36.37	37.47	38.64	39.83	41.05	42.39	43.63	45.00
27	29.76	34.60	35.67	36.83	37.95	39.09	40.29	41.57	42.85	44.17	45.52	46.95
28	31.04	36.11	37.20	38.37	39.56	40.76	42.00	43.33	44.67	46.05	47.48	48.95
29	32.37	37.68	38.88	40.07	41.31	42.55	43.91	45.25	46.67	48.09	49.56	51.12
30	33.81	39.31	40.57	41.80	43.11	44.44	45.81	47.21	48.71	50.21	51.73	53.37
31	35.36	41.12	42.44	43.71	45.08	46.48	47.89	49.41	50.96	52.51	54.11	55.79
32	36.96	42.97	44.31	45.71	47.09	48.55	50.05	51.60	53.19	54.83	56.53	58.28
33	38.57	44.89	46.27	47.71	49.17	50.68	52.24	53.87	55.56	57.27	59.04	60.85
34	40.21	46.76	48.23	49.71	51.21	52.85	54.48	56.17	57.87	59.67	61.52	63.44
35	42.07	48.89	50.45	52.01	53.61	55.27	56.93	58.75	60.56	62.40	64.33	66.32
36	44.04	51.20	52.81	54.45	56.13	57.84	59.63	61.49	63.39	65.33	67.39	69.44
37	46.04	53.55	55.17	56.87	58.68	60.48	62.31	64.25	66.23	68.28	70.41	72.60
38	47.71	55.48	57.21	58.97	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71
39	49.17	57.21	58.97	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71
40	50.71	58.97	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71
41	52.27	60.77	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71
42	53.87	62.69	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71
43	55.56	64.61	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71	74.71
44	57.25	66.60	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71	74.71	74.71
45	59.03	68.67	70.77	72.97	74.71	74.71	74.71	74.71	74.71	74.71	74.71	74.71

SCHEDULE B-6
40 HOUR SALARY RATES EFFECTIVE 1-1-10

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	9.90	11.53	11.89	12.25	12.64	13.01	13.40	13.83	14.26	14.71	15.13	15.60
3	10.33	12.00	12.38	12.79	13.14	13.58	13.99	14.43	14.86	15.35	15.80	16.30
4	10.68	12.40	12.81	13.20	13.60	14.01	14.45	14.91	15.39	15.85	16.34	16.84
5	11.11	12.95	13.34	13.78	14.18	14.64	15.06	15.54	16.01	16.51	17.03	17.54
6	11.50	13.36	13.80	14.21	14.68	15.10	15.58	16.04	16.55	17.08	17.59	18.14
7	11.99	13.94	14.38	14.81	15.31	15.71	16.25	16.73	17.24	17.78	18.35	18.91
8	12.53	14.55	14.99	15.49	15.95	16.45	16.96	17.46	18.01	18.56	19.15	19.75
9	13.01	15.10	15.58	16.05	16.56	17.09	17.59	18.15	18.71	19.29	19.89	20.53
10	13.66	15.89	16.38	16.86	17.40	17.95	18.50	19.08	19.68	20.25	20.89	21.55
11	14.04	16.34	16.85	17.38	17.91	18.45	19.03	19.63	20.23	20.86	21.50	22.16
12	14.45	16.81	17.34	17.89	18.41	18.99	19.59	20.19	20.80	21.45	22.11	22.76
13	15.18	17.61	18.18	18.75	19.31	19.90	20.55	21.16	21.81	22.51	23.20	23.91
14	15.76	18.38	18.96	19.53	20.11	20.74	21.40	22.06	22.73	23.43	24.16	24.93
15	16.60	19.31	19.90	20.54	21.16	21.80	22.50	23.19	23.89	24.64	25.41	26.19
16	17.40	20.23	20.86	21.50	22.16	22.86	23.55	24.28	25.01	25.84	26.63	27.43
17	18.18	21.13	21.78	22.48	23.15	23.85	24.60	25.38	26.15	26.94	27.80	28.66
18	19.03	22.13	22.78	23.51	24.25	24.99	25.78	26.55	27.36	28.24	29.10	30.01
19	19.91	23.15	23.85	24.61	25.38	26.16	26.94	27.80	28.66	29.55	30.46	31.41
20	20.83	24.24	24.98	25.75	26.54	27.35	28.21	29.09	29.98	30.93	31.86	32.86
21	21.83	25.39	26.16	26.98	27.81	28.68	29.56	30.48	31.43	32.39	33.39	34.44
22	22.71	26.43	27.24	28.10	28.95	29.85	30.76	31.71	32.71	33.70	34.74	35.80
23	23.68	27.53	28.35	29.25	30.15	31.06	32.05	33.04	34.08	35.10	36.21	37.31
24	24.59	28.60	29.50	30.43	31.38	32.33	33.31	34.30	35.43	36.50	37.61	38.83
25	25.63	29.78	30.71	31.65	32.65	33.66	34.69	35.76	36.84	38.04	39.18	40.40
26	26.74	31.10	32.06	33.05	34.10	35.13	36.23	37.34	38.49	39.74	40.90	42.19
27	27.90	32.44	33.44	34.53	35.58	36.65	37.78	38.98	40.18	41.41	42.68	44.01
28	29.10	33.85	34.88	35.98	37.09	38.21	39.38	40.63	41.88	43.18	44.51	45.89
29	30.35	35.33	36.45	37.56	38.73	39.89	41.16	42.43	43.75	45.09	46.46	47.93
30	31.70	36.85	38.04	39.19	40.41	41.66	42.95	44.26	45.66	47.08	48.50	50.04
31	33.15	38.55	39.79	40.98	42.26	43.58	44.90	46.33	47.78	49.23	50.73	52.30
32	34.65	40.29	41.54	42.85	44.15	45.51	46.93	48.38	49.86	51.40	53.00	54.64
33	36.16	42.09	43.38	44.73	46.10	47.51	48.98	50.50	52.09	53.69	55.35	57.05
34	37.70	43.84	45.21	46.60	48.01	49.55	51.08	52.66	54.25	55.94	57.68	59.48
35	39.44	45.84	47.30	48.76	50.26	51.81	53.38	55.08	56.78	58.50	60.31	62.18
36	41.29	48.00	49.51	51.05	52.63	54.23	55.90	57.65	59.43	61.25	63.18	65.10
37	43.16	50.20	51.73	53.31	55.01	56.70	58.41	60.24	62.09	64.01	66.01	68.06
38	44.73	52.01	53.64	55.29	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04
39	46.10	53.64	55.29	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04
40	47.54	55.29	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04
41	49.00	56.98	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04
42	50.50	58.78	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04
43	52.09	60.58	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04	70.04
44	53.68	62.44	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04	70.04	70.04
45	55.34	64.38	66.35	68.41	70.04	70.04	70.04	70.04	70.04	70.04	70.04	70.04

SCHEDULE B-7
BIWEEKLY 6% 2-TOUR ROTATING SHIFT RATES EFFECTIVE 7-1-10

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	840	977	1008	1039	1072	1103	1136	1172	1209	1248	1283	1323
3	876	1018	1049	1084	1114	1151	1186	1223	1260	1302	1340	1382
4	905	1052	1087	1119	1153	1188	1225	1265	1305	1344	1385	1428
5	942	1098	1131	1168	1202	1241	1277	1318	1358	1400	1444	1487
6	975	1133	1170	1205	1244	1280	1321	1360	1403	1448	1491	1538
7	1017	1182	1219	1256	1299	1332	1378	1418	1462	1507	1556	1604
8	1062	1234	1271	1313	1353	1395	1438	1481	1527	1574	1624	1675
9	1103	1280	1321	1361	1405	1449	1491	1539	1587	1636	1686	1741
10	1159	1347	1389	1430	1476	1522	1569	1618	1668	1717	1771	1827
11	1190	1385	1429	1473	1519	1565	1613	1664	1715	1769	1823	1879
12	1225	1426	1470	1517	1561	1610	1661	1712	1764	1819	1875	1930
13	1287	1494	1541	1590	1638	1688	1743	1795	1850	1909	1967	2028
14	1337	1558	1608	1656	1706	1759	1815	1871	1927	1986	2049	2114
15	1408	1638	1688	1742	1795	1849	1908	1966	2026	2089	2155	2221
16	1476	1715	1769	1823	1879	1939	1997	2059	2121	2191	2258	2326
17	1541	1791	1847	1906	1963	2022	2086	2152	2218	2284	2357	2431
18	1613	1876	1931	1994	2056	2119	2186	2251	2320	2395	2468	2545
19	1689	1963	2022	2087	2152	2219	2284	2357	2431	2506	2583	2664
20	1766	2055	2118	2184	2250	2319	2392	2467	2542	2622	2702	2787
21	1851	2153	2219	2287	2359	2432	2507	2584	2665	2746	2831	2920
22	1926	2241	2310	2383	2455	2531	2609	2689	2774	2858	2946	3036
23	2008	2334	2404	2480	2557	2634	2718	2802	2890	2976	3071	3164
24	2085	2425	2502	2580	2661	2741	2825	2909	3004	3095	3190	3292
25	2173	2525	2604	2684	2769	2855	2942	3033	3124	3226	3322	3426
26	2267	2637	2719	2803	2892	2979	3072	3166	3264	3370	3468	3578
27	2366	2751	2836	2928	3017	3108	3203	3305	3407	3512	3619	3732
28	2468	2870	2957	3051	3145	3240	3339	3445	3551	3661	3775	3891
29	2574	2996	3091	3185	3284	3382	3491	3598	3710	3823	3940	4064
30	2688	3125	3226	3323	3427	3533	3642	3753	3872	3992	4113	4243
31	2811	3269	3374	3475	3584	3695	3808	3928	4051	4174	4301	4435
32	2938	3416	3522	3634	3744	3859	3979	4102	4228	4359	4494	4633
33	3067	3569	3678	3793	3909	4029	4153	4282	4417	4553	4694	4838
34	3197	3717	3834	3952	4071	4202	4331	4466	4600	4744	4891	5043
35	3344	3887	4011	4135	4262	4394	4526	4670	4815	4961	5115	5272
36	3501	4070	4199	4329	4463	4598	4740	4889	5039	5194	5357	5520
37	3660	4257	4386	4521	4665	4808	4953	5108	5265	5428	5598	5772
38	3793	4411	4548	4688	4831	4984	5137	5295	5459	5626	5801	5939
39	3909	4548	4688	4831	4984	5137	5295	5459	5626	5801	5939	5939
40	4031	4688	4831	4984	5137	5295	5459	5626	5801	5939	5939	5939
41	4155	4831	4984	5137	5295	5459	5626	5801	5939	5939	5939	5939
42	4282	4984	5137	5295	5459	5626	5801	5939	5939	5939	5939	5939
43	4417	5137	5295	5459	5626	5801	5939	5939	5939	5939	5939	5939
44	4552	5295	5459	5626	5801	5939	5939	5939	5939	5939	5939	5939
45	4693	5459	5626	5801	5939	5939	5939	5939	5939	5939	5939	5939

BIWEEKLY 10% 3-TOUR ROTATING SHIFT RATES EFFECTIVE 7-1-10*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL RATES EFFECTIVE 7-1-10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

SCHEDULE C-1
BIWEEKLY SALARY RATES EFFECTIVE 1-1-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	808	940	970	1000	1031	1062	1093	1128	1164	1201	1234	1273
3	843	979	1010	1043	1072	1108	1141	1177	1213	1253	1289	1330
4	871	1012	1046	1077	1110	1143	1179	1217	1256	1293	1333	1374
5	907	1057	1088	1124	1157	1194	1229	1268	1307	1347	1389	1431
6	938	1090	1126	1160	1197	1232	1271	1309	1350	1393	1435	1480
7	978	1137	1173	1209	1250	1282	1326	1365	1407	1450	1497	1543
8	1022	1187	1223	1264	1302	1342	1384	1425	1470	1515	1563	1612
9	1062	1232	1271	1310	1352	1394	1435	1481	1527	1574	1623	1675
10	1115	1296	1336	1376	1420	1465	1510	1557	1605	1652	1704	1758
11	1145	1333	1375	1418	1462	1506	1552	1601	1650	1702	1754	1808
12	1179	1372	1415	1460	1502	1549	1598	1647	1697	1750	1804	1857
13	1238	1437	1483	1530	1576	1624	1677	1727	1780	1837	1893	1951
14	1286	1499	1547	1593	1641	1692	1746	1800	1854	1911	1972	2034
15	1355	1576	1624	1676	1727	1779	1836	1892	1949	2010	2074	2137
16	1420	1650	1702	1754	1808	1866	1922	1981	2041	2108	2173	2238
17	1483	1724	1777	1834	1889	1946	2007	2071	2134	2198	2268	2339
18	1552	1805	1858	1919	1979	2039	2103	2166	2233	2304	2375	2449
19	1625	1889	1946	2008	2071	2135	2198	2268	2339	2411	2486	2563
20	1699	1978	2038	2101	2165	2232	2302	2374	2446	2523	2600	2682
21	1781	2072	2135	2201	2270	2340	2412	2487	2564	2643	2724	2810
22	1853	2156	2223	2293	2362	2436	2510	2588	2669	2750	2835	2921
23	1932	2246	2313	2387	2460	2535	2615	2696	2781	2864	2955	3045
24	2006	2334	2407	2483	2560	2638	2718	2799	2891	2978	3069	3168
25	2091	2430	2506	2583	2664	2747	2831	2918	3006	3104	3197	3297
26	2182	2538	2616	2697	2783	2866	2956	3047	3141	3243	3337	3443
27	2277	2647	2729	2817	2903	2991	3082	3180	3278	3379	3482	3591
28	2375	2762	2846	2936	3026	3118	3213	3315	3417	3523	3632	3744
29	2477	2883	2974	3065	3160	3255	3359	3462	3570	3679	3791	3911
30	2587	3007	3104	3198	3298	3400	3505	3612	3726	3841	3958	4083
31	2705	3146	3247	3344	3449	3556	3664	3780	3898	4017	4139	4268
32	2827	3287	3389	3497	3603	3714	3829	3947	4069	4194	4325	4458
33	2951	3434	3539	3650	3762	3877	3996	4121	4250	4381	4517	4655
34	3076	3577	3689	3803	3918	4043	4168	4297	4427	4565	4706	4853
35	3218	3740	3860	3979	4101	4228	4355	4494	4633	4774	4922	5073
36	3369	3917	4040	4166	4294	4425	4561	4704	4849	4998	5155	5312
37	3522	4096	4221	4350	4489	4627	4766	4915	5066	5223	5387	5554
38	3650	4244	4377	4511	4649	4796	4943	5095	5253	5414	5582	5715
39	3762	4377	4511	4649	4796	4943	5095	5253	5414	5582	5715	5715
40	3879	4511	4649	4796	4943	5095	5253	5414	5582	5715	5715	5715
41	3998	4649	4796	4943	5095	5253	5414	5582	5715	5715	5715	5715
42	4121	4796	4943	5095	5253	5414	5582	5715	5715	5715	5715	5715
43	4250	4943	5095	5253	5414	5582	5715	5715	5715	5715	5715	5715
44	4380	5095	5253	5414	5582	5715	5715	5715	5715	5715	5715	5715
45	4516	5253	5414	5582	5715	5715	5715	5715	5715	5715	5715	5715

*The Biweekly rates are the Official Rate

SCHEDULE C-2
ANNUAL SALARY RATES EFFECTIVE 1-1-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	21089	24534	25317	26100	26909	27718	28527	29441	30380	31346	32207	33225
3	22002	25552	26361	27222	27979	28919	29780	30720	31659	32703	33643	34713
4	22733	26413	27301	28110	28971	29832	30772	31764	32782	33747	34791	35861
5	23673	27588	28397	29336	30198	31163	32077	33095	34113	35157	36253	37349
6	24482	28449	29389	30276	31242	32155	33173	34165	35235	36357	37454	38628
7	25526	29676	30615	31555	32625	33460	34609	35627	36723	37845	39072	40272
8	26674	30981	31920	32990	33982	35026	36122	37193	38367	39542	40794	42073
9	27718	32155	33173	34191	35287	36383	37454	38654	39855	41081	42360	43718
10	29102	33826	34870	35914	37062	38237	39411	40638	41891	43117	44474	45884
11	29885	34791	35888	37010	38158	39307	40507	41786	43065	44422	45779	47189
12	30772	35809	36932	38106	39202	40429	41708	42987	44292	45675	47084	48468
13	32312	37506	38706	39933	41134	42386	43770	45075	46458	47946	49407	50921
14	33565	39124	40377	41577	42830	44161	45571	46980	48389	49877	51469	53087
15	35366	41134	42386	43744	45075	46432	47920	49381	50869	52461	54131	55776
16	37062	43065	44422	45779	47189	48703	50164	51704	53270	55019	56715	58412
17	38706	44996	46380	47867	49303	50791	52383	54053	55697	57368	59195	61048
18	40507	47111	48494	50086	51652	53218	54888	56533	58281	60134	61988	63919
19	42413	49303	50791	52409	54053	55724	57368	59195	61048	62927	64885	66894
20	44344	51626	53192	54836	56507	58255	60082	61961	63841	65850	67860	70000
21	46484	54079	55724	57446	59247	61074	62953	64911	66920	68982	71096	73341
22	48363	56272	58020	59847	61648	63580	65511	67547	69661	71775	73994	76238
23	50425	58621	60369	62301	64206	66164	68252	70366	72584	74750	77126	79475
24	52357	60917	62823	64806	66816	68852	70940	73054	75455	77726	80101	82685
25	54575	63423	65407	67416	69530	71697	73889	76160	78457	81014	83442	86052
26	56950	66242	68278	70392	72636	74803	77152	79527	81980	84642	87096	89862
27	59430	69087	71227	73524	75768	78065	80440	82998	85556	88192	90880	93725
28	61988	72088	74281	76630	78979	81380	83859	86522	89184	91950	94795	97718
29	64650	75246	77621	79997	82476	84956	87670	90358	93177	96022	98945	102077
30	67521	78483	81014	83468	86078	88740	91481	94273	97249	100250	103304	106566
31	70601	82111	84747	87278	90019	92812	95630	98658	101738	104844	108028	111395
32	73785	85791	88453	91272	94038	96935	99937	103017	106201	109463	112883	116354
33	77021	89627	92368	95265	98188	101190	104296	107558	110925	114344	117894	121496
34	80284	93360	96283	99258	102260	105522	108785	112152	115545	119147	122827	126663
35	83990	97614	100746	103852	107036	110351	113666	117293	120921	124601	128464	132405
36	87931	102234	105444	108733	112073	115493	119042	122774	126559	130448	134546	138643
37	91924	106906	110168	113535	117163	120765	124393	128282	132223	136320	140601	144959
38	95265	110768	114240	117737	121339	125176	129012	132980	137103	141305	145690	149162
39	98188	114240	117737	121339	125176	129012	132980	137103	141305	145690	149162	149162
40	101242	117737	121339	125176	129012	132980	137103	141305	145690	149162	149162	149162
41	104348	121339	125176	129012	132980	137103	141305	145690	149162	149162	149162	149162
42	107558	125176	129012	132980	137103	141305	145690	149162	149162	149162	149162	149162
43	110925	129012	132980	137103	141305	145690	149162	149162	149162	149162	149162	149162
44	114318	132980	137103	141305	145690	149162	149162	149162	149162	149162	149162	149162
45	117868	137103	141305	145690	149162	149162	149162	149162	149162	149162	149162	149162

SCHEDULE C-3
BIWEEKLY 6% 2-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 1-1-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	856	996	1028	1060	1093	1126	1159	1196	1234	1273	1308	1349
3	894	1038	1071	1106	1136	1174	1209	1248	1286	1328	1366	1410
4	923	1073	1109	1142	1177	1212	1250	1290	1331	1371	1413	1456
5	961	1120	1153	1191	1226	1266	1303	1344	1385	1428	1472	1517
6	994	1155	1194	1230	1269	1306	1347	1388	1431	1477	1521	1569
7	1037	1205	1243	1282	1325	1359	1406	1447	1491	1537	1587	1636
8	1083	1258	1296	1340	1380	1423	1467	1511	1558	1606	1657	1709
9	1126	1306	1347	1389	1433	1478	1521	1570	1619	1668	1720	1776
10	1182	1374	1416	1459	1505	1553	1601	1650	1701	1751	1806	1863
11	1214	1413	1458	1503	1550	1596	1645	1697	1749	1804	1859	1916
12	1250	1454	1500	1548	1592	1642	1694	1746	1799	1855	1912	1968
13	1312	1523	1572	1622	1671	1721	1778	1831	1887	1947	2007	2068
14	1363	1589	1640	1689	1739	1794	1851	1908	1965	2026	2090	2156
15	1436	1671	1721	1777	1831	1886	1946	2006	2066	2131	2198	2265
16	1505	1749	1804	1859	1916	1978	2037	2100	2163	2234	2303	2372
17	1572	1827	1884	1944	2002	2063	2127	2195	2262	2330	2404	2479
18	1645	1913	1969	2034	2098	2161	2229	2296	2367	2442	2518	2596
19	1723	2002	2063	2128	2195	2263	2330	2404	2479	2556	2635	2717
20	1801	2097	2160	2227	2295	2366	2440	2516	2593	2674	2756	2843
21	1888	2196	2263	2333	2406	2480	2557	2636	2718	2802	2887	2979
22	1964	2285	2356	2431	2504	2582	2661	2743	2829	2915	3005	3096
23	2048	2381	2452	2530	2608	2687	2772	2858	2948	3036	3132	3228
24	2126	2474	2551	2632	2714	2796	2881	2967	3064	3157	3253	3358
25	2216	2576	2656	2738	2824	2912	3001	3093	3186	3290	3389	3495
26	2313	2690	2773	2859	2950	3038	3133	3230	3329	3438	3537	3650
27	2414	2806	2893	2986	3077	3170	3267	3371	3475	3582	3691	3806
28	2518	2928	3017	3112	3208	3305	3406	3514	3622	3734	3850	3969
29	2626	3056	3152	3249	3350	3450	3561	3670	3784	3900	4018	4146
30	2742	3187	3290	3390	3496	3604	3715	3829	3950	4071	4195	4328
31	2867	3335	3442	3545	3656	3769	3884	4007	4132	4258	4387	4524
32	2997	3484	3592	3707	3819	3937	4059	4184	4313	4446	4585	4725
33	3128	3640	3751	3869	3988	4110	4236	4368	4505	4644	4788	4934
34	3261	3792	3910	4031	4153	4286	4418	4555	4693	4839	4988	5144
35	3411	3964	4092	4218	4347	4482	4616	4764	4911	5060	5217	5377
36	3571	4152	4282	4416	4552	4691	4835	4986	5140	5298	5464	5631
37	3733	4342	4474	4611	4758	4905	5052	5210	5370	5536	5710	5887
38	3869	4499	4640	4782	4928	5084	5240	5401	5568	5739	5917	6058
39	3988	4640	4782	4928	5084	5240	5401	5568	5739	5917	6058	6058
40	4112	4782	4928	5084	5240	5401	5568	5739	5917	6058	6058	6058
41	4238	4928	5084	5240	5401	5568	5739	5917	6058	6058	6058	6058
42	4368	5084	5240	5401	5568	5739	5917	6058	6058	6058	6058	6058
43	4505	5240	5401	5568	5739	5917	6058	6058	6058	6058	6058	6058
44	4643	5401	5568	5739	5917	6058	6058	6058	6058	6058	6058	6058
45	4787	5568	5739	5917	6058	6058	6058	6058	6058	6058	6058	6058

SCHEDULE C-3
BIWEEKLY 10% 3-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 1-1-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	889	1034	1067	1100	1134	1168	1202	1241	1280	1321	1357	1400
3	927	1077	1111	1147	1179	1219	1255	1295	1334	1378	1418	1463
4	958	1113	1151	1185	1221	1257	1297	1339	1382	1422	1466	1511
5	998	1163	1197	1236	1273	1313	1352	1395	1438	1482	1528	1574
6	1032	1199	1239	1276	1317	1355	1398	1440	1485	1532	1579	1628
7	1076	1251	1290	1330	1375	1410	1459	1502	1548	1595	1647	1697
8	1124	1306	1345	1390	1432	1476	1522	1568	1617	1667	1719	1773
9	1168	1355	1398	1441	1487	1533	1579	1629	1680	1731	1785	1843
10	1227	1426	1470	1514	1562	1612	1661	1713	1766	1817	1874	1934
11	1260	1466	1513	1560	1608	1657	1707	1761	1815	1872	1929	1989
12	1297	1509	1557	1606	1652	1704	1758	1812	1867	1925	1984	2043
13	1362	1581	1631	1683	1734	1786	1845	1900	1958	2021	2082	2146
14	1415	1649	1702	1752	1805	1861	1921	1980	2039	2102	2169	2237
15	1491	1734	1786	1844	1900	1957	2020	2081	2144	2211	2281	2351
16	1562	1815	1872	1929	1989	2053	2114	2179	2245	2319	2390	2462
17	1631	1896	1955	2017	2078	2141	2208	2278	2347	2418	2495	2573
18	1707	1986	2044	2111	2177	2243	2313	2383	2456	2534	2613	2694
19	1788	2078	2141	2209	2278	2349	2418	2495	2573	2652	2735	2819
20	1869	2176	2242	2311	2382	2455	2532	2611	2691	2775	2860	2950
21	1959	2279	2349	2421	2497	2574	2653	2736	2820	2907	2996	3091
22	2038	2372	2445	2522	2598	2680	2761	2847	2936	3025	3119	3213
23	2125	2471	2544	2626	2706	2789	2877	2966	3059	3150	3251	3350
24	2207	2567	2648	2731	2816	2902	2990	3079	3180	3276	3376	3485
25	2300	2673	2757	2841	2930	3022	3114	3210	3307	3414	3517	3627
26	2400	2792	2878	2967	3061	3153	3252	3352	3455	3567	3671	3787
27	2505	2912	3002	3099	3193	3290	3390	3498	3606	3717	3830	3950
28	2613	3038	3131	3230	3329	3430	3534	3647	3759	3875	3995	4118
29	2725	3171	3271	3372	3476	3581	3695	3808	3927	4047	4170	4302
30	2846	3308	3414	3518	3628	3740	3856	3973	4099	4225	4354	4491
31	2976	3461	3572	3678	3794	3912	4030	4158	4288	4419	4553	4695
32	3110	3616	3728	3847	3963	4085	4212	4342	4476	4613	4758	4904
33	3246	3777	3893	4015	4138	4265	4396	4533	4675	4819	4969	5121
34	3384	3935	4058	4183	4310	4447	4585	4727	4870	5022	5177	5338
35	3540	4114	4246	4377	4511	4651	4791	4943	5096	5251	5414	5580
36	3706	4309	4444	4583	4723	4868	5017	5174	5334	5498	5671	5843
37	3874	4506	4643	4785	4938	5090	5243	5407	5573	5745	5926	6109
38	4015	4668	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287
39	4138	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287
40	4267	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287
41	4398	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287
42	4533	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287
43	4675	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287
44	4818	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287
45	4968	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287	6287

SCHEDULE C-3
BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL SALARY RATES EFFECTIVE 1-1-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	889	1034	1067	1100	1134	1168	1202	1241	1280	1321	1357	1400
3	927	1077	1111	1147	1179	1219	1255	1295	1334	1378	1418	1463
4	958	1113	1151	1185	1221	1257	1297	1339	1382	1422	1466	1511
5	998	1163	1197	1236	1273	1313	1352	1395	1438	1482	1528	1574
6	1032	1199	1239	1276	1317	1355	1398	1440	1485	1532	1579	1628
7	1076	1251	1290	1330	1375	1410	1459	1502	1548	1595	1647	1697
8	1124	1306	1345	1390	1432	1476	1522	1568	1617	1667	1719	1773
9	1168	1355	1398	1441	1487	1533	1579	1629	1680	1731	1785	1843
10	1227	1426	1470	1514	1562	1612	1661	1713	1766	1817	1874	1934
11	1260	1466	1513	1560	1608	1657	1707	1761	1815	1872	1929	1989
12	1297	1509	1557	1606	1652	1704	1758	1812	1867	1925	1984	2043
13	1362	1581	1631	1683	1734	1786	1845	1900	1958	2021	2082	2146
14	1415	1649	1702	1752	1805	1861	1921	1980	2039	2102	2169	2237
15	1491	1734	1786	1844	1900	1957	2020	2081	2144	2211	2281	2351
16	1562	1815	1872	1929	1989	2053	2114	2179	2245	2319	2390	2462
17	1631	1896	1955	2017	2078	2141	2208	2278	2347	2418	2495	2573
18	1707	1986	2044	2111	2177	2243	2313	2383	2456	2534	2613	2694
19	1788	2078	2141	2209	2278	2349	2418	2495	2573	2652	2735	2819
20	1869	2176	2242	2311	2382	2455	2532	2611	2691	2775	2860	2950
21	1959	2279	2349	2421	2497	2574	2653	2736	2820	2907	2996	3091
22	2038	2372	2445	2522	2598	2680	2761	2847	2936	3025	3119	3213
23	2125	2471	2544	2626	2706	2789	2877	2966	3059	3150	3251	3350
24	2207	2567	2648	2731	2816	2902	2990	3079	3180	3276	3376	3485
25	2300	2673	2757	2841	2930	3022	3114	3210	3307	3414	3517	3627
26	2400	2792	2878	2967	3061	3153	3252	3352	3455	3567	3671	3787
27	2505	2912	3002	3099	3193	3290	3390	3498	3606	3717	3830	3950
28	2613	3038	3131	3230	3329	3430	3534	3647	3759	3875	3995	4118
29	2725	3171	3271	3372	3476	3581	3695	3808	3927	4047	4170	4302
30	2846	3308	3414	3518	3628	3740	3856	3973	4099	4225	4354	4491
31	2976	3461	3572	3678	3794	3912	4030	4158	4288	4419	4553	4695
32	3110	3616	3728	3847	3963	4085	4212	4342	4476	4613	4758	4904
33	3246	3777	3893	4015	4138	4265	4396	4533	4675	4819	4969	5121
34	3384	3935	4058	4183	4310	4447	4585	4727	4870	5022	5177	5338
35	3540	4114	4246	4377	4511	4651	4791	4943	5096	5251	5414	5580
36	3706	4309	4444	4583	4723	4868	5017	5174	5334	5498	5671	5843
37	3874	4506	4643	4785	4938	5090	5243	5407	5573	5745	5926	6109
38	4015	4668	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287
39	4138	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287
40	4267	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287
41	4398	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287
42	4533	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287
43	4675	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287
44	4818	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287
45	4968	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287	6287

SCHEDULE C-4
35 HOUR SALARY RATES EFFECTIVE 1-1-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	11.54	13.43	13.86	14.29	14.73	15.17	15.61	16.11	16.63	17.16	17.63	18.19
3	12.04	13.99	14.43	14.90	15.31	15.83	16.30	16.81	17.33	17.90	18.41	19.00
4	12.44	14.46	14.94	15.39	15.86	16.33	16.84	17.39	17.94	18.47	19.04	19.63
5	12.96	15.10	15.54	16.06	16.53	17.06	17.56	18.11	18.67	19.24	19.84	20.44
6	13.40	15.57	16.09	16.57	17.10	17.60	18.16	18.70	19.29	19.90	20.50	21.14
7	13.97	16.24	16.76	17.27	17.86	18.31	18.94	19.50	20.10	20.71	21.39	22.04
8	14.60	16.96	17.47	18.06	18.60	19.17	19.77	20.36	21.00	21.64	22.33	23.03
9	15.17	17.60	18.16	18.71	19.31	19.91	20.50	21.16	21.81	22.49	23.19	23.93
10	15.93	18.51	19.09	19.66	20.29	20.93	21.57	22.24	22.93	23.60	24.34	25.11
11	16.36	19.04	19.64	20.26	20.89	21.51	22.17	22.87	23.57	24.31	25.06	25.83
12	16.84	19.60	20.21	20.86	21.46	22.13	22.83	23.53	24.24	25.00	25.77	26.53
13	17.69	20.53	21.19	21.86	22.51	23.20	23.96	24.67	25.43	26.24	27.04	27.87
14	18.37	21.41	22.10	22.76	23.44	24.17	24.94	25.71	26.49	27.30	28.17	29.06
15	19.36	22.51	23.20	23.94	24.67	25.41	26.23	27.03	27.84	28.71	29.63	30.53
16	20.29	23.57	24.31	25.06	25.83	26.66	27.46	28.30	29.16	30.11	31.04	31.97
17	21.19	24.63	25.39	26.20	26.99	27.80	28.67	29.59	30.49	31.40	32.40	33.41
18	22.17	25.79	26.54	27.41	28.27	29.13	30.04	30.94	31.90	32.91	33.93	34.99
19	23.21	26.99	27.80	28.69	29.59	30.50	31.40	32.40	33.41	34.44	35.51	36.61
20	24.27	28.26	29.11	30.01	30.93	31.89	32.89	33.91	34.94	36.04	37.14	38.31
21	25.44	29.60	30.50	31.44	32.43	33.43	34.46	35.53	36.63	37.76	38.91	40.14
22	26.47	30.80	31.76	32.76	33.74	34.80	35.86	36.97	38.13	39.29	40.50	41.73
23	27.60	32.09	33.04	34.10	35.14	36.21	37.36	38.51	39.73	40.91	42.21	43.50
24	28.66	33.34	34.39	35.47	36.57	37.69	38.83	39.99	41.30	42.54	43.84	45.26
25	29.87	34.71	35.80	36.90	38.06	39.24	40.44	41.69	42.94	44.34	45.67	47.10
26	31.17	36.26	37.37	38.53	39.76	40.94	42.23	43.53	44.87	46.33	47.67	49.19
27	32.53	37.81	38.99	40.24	41.47	42.73	44.03	45.43	46.83	48.27	49.74	51.30
28	33.93	39.46	40.66	41.94	43.23	44.54	45.90	47.36	48.81	50.33	51.89	53.49
29	35.39	41.19	42.49	43.79	45.14	46.50	47.99	49.46	51.00	52.56	54.16	55.87
30	36.96	42.96	44.34	45.69	47.11	48.57	50.07	51.60	53.23	54.87	56.54	58.33
31	38.64	44.94	46.39	47.77	49.27	50.80	52.34	54.00	55.69	57.39	59.13	60.97
32	40.39	46.96	48.41	49.96	51.47	53.06	54.70	56.39	58.13	59.91	61.79	63.69
33	42.16	49.06	50.56	52.14	53.74	55.39	57.09	58.87	60.71	62.59	64.53	66.50
34	43.94	51.10	52.70	54.33	55.97	57.76	59.54	61.39	63.24	65.21	67.23	69.33
35	45.97	53.43	55.14	56.84	58.59	60.40	62.21	64.20	66.19	68.20	70.31	72.47
36	48.13	55.96	57.71	59.51	61.34	63.21	65.16	67.20	69.27	71.40	73.64	75.89
37	50.31	58.51	60.30	62.14	64.13	66.10	68.09	70.21	72.37	74.61	76.96	79.34
38	52.14	60.63	62.53	64.44	66.41	68.51	70.61	72.79	75.04	77.34	79.74	81.64
39	53.74	62.53	64.44	66.41	68.51	70.61	72.79	75.04	77.34	79.74	81.64	81.64
40	55.41	64.44	66.41	68.51	70.61	72.79	75.04	77.34	79.74	81.64	81.64	81.64
41	57.11	66.41	68.51	70.61	72.79	75.04	77.34	79.74	81.64	81.64	81.64	81.64
42	58.87	68.51	70.61	72.79	75.04	77.34	79.74	81.64	81.64	81.64	81.64	81.64
43	60.71	70.61	72.79	75.04	77.34	79.74	81.64	81.64	81.64	81.64	81.64	81.64
44	62.57	72.79	75.04	77.34	79.74	81.64	81.64	81.64	81.64	81.64	81.64	81.64
45	64.51	75.04	77.34	79.74	81.64	81.64	81.64	81.64	81.64	81.64	81.64	81.64

SCHEDULE C-5
37.5 HOUR SALARY RATES EFFECTIVE 1-1-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.77	12.53	12.93	13.33	13.75	14.16	14.57	15.04	15.52	16.01	16.45	16.97
3	11.24	13.05	13.47	13.91	14.29	14.77	15.21	15.69	16.17	16.71	17.19	17.73
4	11.61	13.49	13.95	14.36	14.80	15.24	15.72	16.23	16.75	17.24	17.77	18.32
5	12.09	14.09	14.51	14.99	15.43	15.92	16.39	16.91	17.43	17.96	18.52	19.08
6	12.51	14.53	15.01	15.47	15.96	16.43	16.95	17.45	18.00	18.57	19.13	19.73
7	13.04	15.16	15.64	16.12	16.67	17.09	17.68	18.20	18.76	19.33	19.96	20.57
8	13.63	15.83	16.31	16.85	17.36	17.89	18.45	19.00	19.60	20.20	20.84	21.49
9	14.16	16.43	16.95	17.47	18.03	18.59	19.13	19.75	20.36	20.99	21.64	22.33
10	14.87	17.28	17.81	18.35	18.93	19.53	20.13	20.76	21.40	22.03	22.72	23.44
11	15.27	17.77	18.33	18.91	19.49	20.08	20.69	21.35	22.00	22.69	23.39	24.11
12	15.72	18.29	18.87	19.47	20.03	20.65	21.31	21.96	22.63	23.33	24.05	24.76
13	16.51	19.16	19.77	20.40	21.01	21.65	22.36	23.03	23.73	24.49	25.24	26.01
14	17.15	19.99	20.63	21.24	21.88	22.56	23.28	24.00	24.72	25.48	26.29	27.12
15	18.07	21.01	21.65	22.35	23.03	23.72	24.48	25.23	25.99	26.80	27.65	28.49
16	18.93	22.00	22.69	23.39	24.11	24.88	25.63	26.41	27.21	28.11	28.97	29.84
17	19.77	22.99	23.69	24.45	25.19	25.95	26.76	27.61	28.45	29.31	30.24	31.19
18	20.69	24.07	24.77	25.59	26.39	27.19	28.04	28.88	29.77	30.72	31.67	32.65
19	21.67	25.19	25.95	26.77	27.61	28.47	29.31	30.24	31.19	32.15	33.15	34.17
20	22.65	26.37	27.17	28.01	28.87	29.76	30.69	31.65	32.61	33.64	34.67	35.76
21	23.75	27.63	28.47	29.35	30.27	31.20	32.16	33.16	34.19	35.24	36.32	37.47
22	24.71	28.75	29.64	30.57	31.49	32.48	33.47	34.51	35.59	36.67	37.80	38.95
23	25.76	29.95	30.84	31.83	32.80	33.80	34.87	35.95	37.08	38.19	39.40	40.60
24	26.75	31.12	32.09	33.11	34.13	35.17	36.24	37.32	38.55	39.71	40.92	42.24
25	27.88	32.40	33.41	34.44	35.52	36.63	37.75	38.91	40.08	41.39	42.63	43.96
26	29.09	33.84	34.88	35.96	37.11	38.21	39.41	40.63	41.88	43.24	44.49	45.91
27	30.36	35.29	36.39	37.56	38.71	39.88	41.09	42.40	43.71	45.05	46.43	47.88
28	31.67	36.83	37.95	39.15	40.35	41.57	42.84	44.20	45.56	46.97	48.43	49.92
29	33.03	38.44	39.65	40.87	42.13	43.40	44.79	46.16	47.60	49.05	50.55	52.15
30	34.49	40.09	41.39	42.64	43.97	45.33	46.73	48.16	49.68	51.21	52.77	54.44
31	36.07	41.95	43.29	44.59	45.99	47.41	48.85	50.40	51.97	53.56	55.19	56.91
32	37.69	43.83	45.19	46.63	48.04	49.52	51.05	52.63	54.25	55.92	57.67	59.44
33	39.35	45.79	47.19	48.67	50.16	51.69	53.28	54.95	56.67	58.41	60.23	62.07
34	41.01	47.69	49.19	50.71	52.24	53.91	55.57	57.29	59.03	60.87	62.75	64.71
35	42.91	49.87	51.47	53.05	54.68	56.37	58.07	59.92	61.77	63.65	65.63	67.64
36	44.92	52.23	53.87	55.55	57.25	59.00	60.81	62.72	64.65	66.64	68.73	70.83
37	46.96	54.61	56.28	58.00	59.85	61.69	63.55	65.53	67.55	69.64	71.83	74.05
38	48.67	56.59	58.36	60.15	61.99	63.95	65.91	67.93	70.04	72.19	74.43	76.20
39	50.16	58.36	60.15	61.99	63.95	65.91	67.93	70.04	72.19	74.43	76.20	76.20
40	51.72	60.15	61.99	63.95	65.91	67.93	70.04	72.19	74.43	76.20	76.20	76.20
41	53.31	61.99	63.95	65.91	67.93	70.04	72.19	74.43	76.20	76.20	76.20	76.20
42	54.95	63.95	65.91	67.93	70.04	72.19	74.43	76.20	76.20	76.20	76.20	76.20
43	56.67	65.91	67.93	70.04	72.19	74.43	76.20	76.20	76.20	76.20	76.20	76.20
44	58.40	67.93	70.04	72.19	74.43	76.20	76.20	76.20	76.20	76.20	76.20	76.20
45	60.21	70.04	72.19	74.43	76.20	76.20	76.20	76.20	76.20	76.20	76.20	76.20

Schedule C-6
40 HOUR SALARY RATES EFFECTIVE 1-1-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	10.10	11.75	12.13	12.50	12.89	13.28	13.66	14.10	14.55	15.01	15.43	15.91
3	10.54	12.24	12.63	13.04	13.40	13.85	14.26	14.71	15.16	15.66	16.11	16.63
4	10.89	12.65	13.08	13.46	13.88	14.29	14.74	15.21	15.70	16.16	16.66	17.18
5	11.34	13.21	13.60	14.05	14.46	14.93	15.36	15.85	16.34	16.84	17.36	17.89
6	11.73	13.63	14.08	14.50	14.96	15.40	15.89	16.36	16.88	17.41	17.94	18.50
7	12.23	14.21	14.66	15.11	15.63	16.03	16.58	17.06	17.59	18.13	18.71	19.29
8	12.78	14.84	15.29	15.80	16.28	16.78	17.30	17.81	18.38	18.94	19.54	20.15
9	13.28	15.40	15.89	16.38	16.90	17.43	17.94	18.51	19.09	19.68	20.29	20.94
10	13.94	16.20	16.70	17.20	17.75	18.31	18.88	19.46	20.06	20.65	21.30	21.98
11	14.31	16.66	17.19	17.73	18.28	18.83	19.40	20.01	20.63	21.28	21.93	22.60
12	14.74	17.15	17.69	18.25	18.78	19.36	19.98	20.59	21.21	21.88	22.55	23.21
13	15.48	17.96	18.54	19.13	19.70	20.30	20.96	21.59	22.25	22.96	23.66	24.39
14	16.08	18.74	19.34	19.91	20.51	21.15	21.83	22.50	23.18	23.89	24.65	25.43
15	16.94	19.70	20.30	20.95	21.59	22.24	22.95	23.65	24.36	25.13	25.93	26.71
16	17.75	20.63	21.28	21.93	22.60	23.33	24.03	24.76	25.51	26.35	27.16	27.98
17	18.54	21.55	22.21	22.93	23.61	24.33	25.09	25.89	26.68	27.48	28.35	29.24
18	19.40	22.56	23.23	23.99	24.74	25.49	26.29	27.08	27.91	28.80	29.69	30.61
19	20.31	23.61	24.33	25.10	25.89	26.69	27.48	28.35	29.24	30.14	31.08	32.04
20	21.24	24.73	25.48	26.26	27.06	27.90	28.78	29.68	30.58	31.54	32.50	33.53
21	22.26	25.90	26.69	27.51	28.38	29.25	30.15	31.09	32.05	33.04	34.05	35.13
22	23.16	26.95	27.79	28.66	29.53	30.45	31.38	32.35	33.36	34.38	35.44	36.51
23	24.15	28.08	28.91	29.84	30.75	31.69	32.69	33.70	34.76	35.80	36.94	38.06
24	25.08	29.18	30.09	31.04	32.00	32.98	33.98	34.99	36.14	37.23	38.36	39.60
25	26.14	30.38	31.33	32.29	33.30	34.34	35.39	36.48	37.58	38.80	39.96	41.21
26	27.28	31.73	32.70	33.71	34.79	35.83	36.95	38.09	39.26	40.54	41.71	43.04
27	28.46	33.09	34.11	35.21	36.29	37.39	38.53	39.75	40.98	42.24	43.53	44.89
28	29.69	34.53	35.58	36.70	37.83	38.98	40.16	41.44	42.71	44.04	45.40	46.80
29	30.96	36.04	37.18	38.31	39.50	40.69	41.99	43.28	44.63	45.99	47.39	48.89
30	32.34	37.59	38.80	39.98	41.23	42.50	43.81	45.15	46.58	48.01	49.48	51.04
31	33.81	39.33	40.59	41.80	43.11	44.45	45.80	47.25	48.73	50.21	51.74	53.35
32	35.34	41.09	42.36	43.71	45.04	46.43	47.86	49.34	50.86	52.43	54.06	55.73
33	36.89	42.93	44.24	45.63	47.03	48.46	49.95	51.51	53.13	54.76	56.46	58.19
34	38.45	44.71	46.11	47.54	48.98	50.54	52.10	53.71	55.34	57.06	58.83	60.66
35	40.23	46.75	48.25	49.74	51.26	52.85	54.44	56.18	57.91	59.68	61.53	63.41
36	42.11	48.96	50.50	52.08	53.68	55.31	57.01	58.80	60.61	62.48	64.44	66.40
37	44.03	51.20	52.76	54.38	56.11	57.84	59.58	61.44	63.33	65.29	67.34	69.43
38	45.63	53.05	54.71	56.39	58.11	59.95	61.79	63.69	65.66	67.68	69.78	71.44
39	47.03	54.71	56.39	58.11	59.95	61.79	63.69	65.66	67.68	69.78	71.44	71.44
40	48.49	56.39	58.11	59.95	61.79	63.69	65.66	67.68	69.78	71.44	71.44	71.44
41	49.98	58.11	59.95	61.79	63.69	65.66	67.68	69.78	71.44	71.44	71.44	71.44
42	51.51	59.95	61.79	63.69	65.66	67.68	69.78	71.44	71.44	71.44	71.44	71.44
43	53.13	61.79	63.69	65.66	67.68	69.78	71.44	71.44	71.44	71.44	71.44	71.44
44	54.75	63.69	65.66	67.68	69.78	71.44	71.44	71.44	71.44	71.44	71.44	71.44
45	56.45	65.66	67.68	69.78	71.44	71.44	71.44	71.44	71.44	71.44	71.44	71.44

SCHEDULE C-7
BIWEEKLY 6% 2-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 7-1-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	856	996	1028	1060	1093	1126	1159	1196	1234	1273	1308	1349
3	894	1038	1071	1106	1136	1174	1209	1248	1286	1328	1366	1410
4	923	1073	1109	1142	1177	1212	1250	1290	1331	1371	1413	1456
5	961	1120	1153	1191	1226	1266	1303	1344	1385	1428	1472	1517
6	994	1155	1194	1230	1269	1306	1347	1388	1431	1477	1521	1569
7	1037	1205	1243	1282	1325	1359	1406	1447	1491	1537	1587	1636
8	1083	1258	1296	1340	1380	1423	1467	1511	1558	1606	1657	1709
9	1126	1306	1347	1389	1433	1478	1521	1570	1619	1668	1720	1776
10	1182	1374	1416	1459	1505	1553	1601	1650	1701	1751	1806	1863
11	1214	1413	1458	1503	1550	1596	1645	1697	1749	1804	1859	1916
12	1250	1454	1500	1548	1592	1642	1694	1746	1799	1855	1912	1968
13	1312	1523	1572	1622	1671	1721	1778	1831	1887	1947	2007	2068
14	1363	1589	1640	1689	1739	1794	1851	1908	1965	2026	2090	2156
15	1436	1671	1721	1777	1831	1886	1946	2006	2066	2131	2198	2265
16	1505	1749	1804	1859	1916	1978	2037	2100	2163	2234	2303	2372
17	1572	1827	1884	1944	2002	2063	2127	2195	2262	2330	2404	2479
18	1645	1913	1969	2034	2098	2161	2229	2296	2367	2442	2518	2596
19	1723	2002	2063	2128	2195	2263	2330	2404	2479	2556	2635	2717
20	1801	2097	2160	2227	2295	2366	2440	2516	2593	2674	2756	2843
21	1888	2196	2263	2333	2406	2480	2557	2636	2718	2802	2887	2979
22	1964	2285	2356	2431	2504	2582	2661	2743	2829	2915	3005	3096
23	2048	2381	2452	2530	2608	2687	2772	2858	2948	3036	3132	3228
24	2126	2474	2551	2632	2714	2796	2881	2967	3064	3157	3253	3358
25	2216	2576	2656	2738	2824	2912	3001	3093	3186	3290	3389	3495
26	2313	2690	2773	2859	2950	3038	3133	3230	3329	3438	3537	3650
27	2414	2806	2893	2986	3077	3170	3267	3371	3475	3582	3691	3806
28	2518	2928	3017	3112	3208	3305	3406	3514	3622	3734	3850	3969
29	2626	3056	3152	3249	3350	3450	3561	3670	3784	3900	4018	4146
30	2742	3187	3290	3390	3496	3604	3715	3829	3950	4071	4195	4328
31	2867	3335	3442	3545	3656	3769	3884	4007	4132	4258	4387	4524
32	2997	3484	3592	3707	3819	3937	4059	4184	4313	4446	4585	4725
33	3128	3640	3751	3869	3988	4110	4236	4368	4505	4644	4788	4934
34	3261	3792	3910	4031	4153	4286	4418	4555	4693	4839	4988	5144
35	3411	3964	4092	4218	4347	4482	4616	4764	4911	5060	5217	5377
36	3571	4152	4282	4416	4552	4691	4835	4986	5140	5298	5464	5631
37	3733	4342	4474	4611	4758	4905	5052	5210	5370	5536	5710	5887
38	3869	4499	4640	4782	4928	5084	5240	5401	5568	5739	5917	6058
39	3988	4640	4782	4928	5084	5240	5401	5568	5739	5917	6058	6058
40	4112	4782	4928	5084	5240	5401	5568	5739	5917	6058	6058	6058
41	4238	4928	5084	5240	5401	5568	5739	5917	6058	6058	6058	6058
42	4368	5084	5240	5401	5568	5739	5917	6058	6058	6058	6058	6058
43	4505	5240	5401	5568	5739	5917	6058	6058	6058	6058	6058	6058
44	4643	5401	5568	5739	5917	6058	6058	6058	6058	6058	6058	6058
45	4787	5568	5739	5917	6058	6058	6058	6058	6058	6058	6058	6058

SCHEDULE C-7
BIWEEKLY 10% 3-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 7-1-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	889	1034	1067	1100	1134	1168	1202	1241	1280	1321	1357	1400
3	927	1077	1111	1147	1179	1219	1255	1295	1334	1378	1418	1463
4	958	1113	1151	1185	1221	1257	1297	1339	1382	1422	1466	1511
5	998	1163	1197	1236	1273	1313	1352	1395	1438	1482	1528	1574
6	1032	1199	1239	1276	1317	1355	1398	1440	1485	1532	1579	1628
7	1076	1251	1290	1330	1375	1410	1459	1502	1548	1595	1647	1697
8	1124	1306	1345	1390	1432	1476	1522	1568	1617	1667	1719	1773
9	1168	1355	1398	1441	1487	1533	1579	1629	1680	1731	1785	1843
10	1227	1426	1470	1514	1562	1612	1661	1713	1766	1817	1874	1934
11	1260	1466	1513	1560	1608	1657	1707	1761	1815	1872	1929	1989
12	1297	1509	1557	1606	1652	1704	1758	1812	1867	1925	1984	2043
13	1362	1581	1631	1683	1734	1786	1845	1900	1958	2021	2082	2146
14	1415	1649	1702	1752	1805	1861	1921	1980	2039	2102	2169	2237
15	1491	1734	1786	1844	1900	1957	2020	2081	2144	2211	2281	2351
16	1562	1815	1872	1929	1989	2053	2114	2179	2245	2319	2390	2462
17	1631	1896	1955	2017	2078	2141	2208	2278	2347	2418	2495	2573
18	1707	1986	2044	2111	2177	2243	2313	2383	2456	2534	2613	2694
19	1788	2078	2141	2209	2278	2349	2418	2495	2573	2652	2735	2819
20	1869	2176	2242	2311	2382	2455	2532	2611	2691	2775	2860	2950
21	1959	2279	2349	2421	2497	2574	2653	2736	2820	2907	2996	3091
22	2038	2372	2445	2522	2598	2680	2761	2847	2936	3025	3119	3213
23	2125	2471	2544	2626	2706	2789	2877	2966	3059	3150	3251	3350
24	2207	2567	2648	2731	2816	2902	2990	3079	3180	3276	3376	3485
25	2300	2673	2757	2841	2930	3022	3114	3210	3307	3414	3517	3627
26	2400	2792	2878	2967	3061	3153	3252	3352	3455	3567	3671	3787
27	2505	2912	3002	3099	3193	3290	3390	3498	3606	3717	3830	3950
28	2613	3038	3131	3230	3329	3430	3534	3647	3759	3875	3995	4118
29	2725	3171	3271	3372	3476	3581	3695	3808	3927	4047	4170	4302
30	2846	3308	3414	3518	3628	3740	3856	3973	4099	4225	4354	4491
31	2976	3461	3572	3678	3794	3912	4030	4158	4288	4419	4553	4695
32	3110	3616	3728	3847	3963	4085	4212	4342	4476	4613	4758	4904
33	3246	3777	3893	4015	4138	4265	4396	4533	4675	4819	4969	5121
34	3384	3935	4058	4183	4310	4447	4585	4727	4870	5022	5177	5338
35	3540	4114	4246	4377	4511	4651	4791	4943	5096	5251	5414	5580
36	3706	4309	4444	4583	4723	4868	5017	5174	5334	5498	5671	5843
37	3874	4506	4643	4785	4938	5090	5243	5407	5573	5745	5926	6109
38	4015	4668	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287
39	4138	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287
40	4267	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287
41	4398	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287
42	4533	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287
43	4675	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287
44	4818	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287
45	4968	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287	6287

SCHEDULE C-7
BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL SALARY RATES EFFECTIVE 7-1-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	889	1034	1067	1100	1134	1168	1202	1241	1280	1321	1357	1400
3	927	1077	1111	1147	1179	1219	1255	1295	1334	1378	1418	1463
4	958	1113	1151	1185	1221	1257	1297	1339	1382	1422	1466	1511
5	998	1163	1197	1236	1273	1313	1352	1395	1438	1482	1528	1574
6	1032	1199	1239	1276	1317	1355	1398	1440	1485	1532	1579	1628
7	1076	1251	1290	1330	1375	1410	1459	1502	1548	1595	1647	1697
8	1124	1306	1345	1390	1432	1476	1522	1568	1617	1667	1719	1773
9	1168	1355	1398	1441	1487	1533	1579	1629	1680	1731	1785	1843
10	1227	1426	1470	1514	1562	1612	1661	1713	1766	1817	1874	1934
11	1260	1466	1513	1560	1608	1657	1707	1761	1815	1872	1929	1989
12	1297	1509	1557	1606	1652	1704	1758	1812	1867	1925	1984	2043
13	1362	1581	1631	1683	1734	1786	1845	1900	1958	2021	2082	2146
14	1415	1649	1702	1752	1805	1861	1921	1980	2039	2102	2169	2237
15	1491	1734	1786	1844	1900	1957	2020	2081	2144	2211	2281	2351
16	1562	1815	1872	1929	1989	2053	2114	2179	2245	2319	2390	2462
17	1631	1896	1955	2017	2078	2141	2208	2278	2347	2418	2495	2573
18	1707	1986	2044	2111	2177	2243	2313	2383	2456	2534	2613	2694
19	1788	2078	2141	2209	2278	2349	2418	2495	2573	2652	2735	2819
20	1869	2176	2242	2311	2382	2455	2532	2611	2691	2775	2860	2950
21	1959	2279	2349	2421	2497	2574	2653	2736	2820	2907	2996	3091
22	2038	2372	2445	2522	2598	2680	2761	2847	2936	3025	3119	3213
23	2125	2471	2544	2626	2706	2789	2877	2966	3059	3150	3251	3350
24	2207	2567	2648	2731	2816	2902	2990	3079	3180	3276	3376	3485
25	2300	2673	2757	2841	2930	3022	3114	3210	3307	3414	3517	3627
26	2400	2792	2878	2967	3061	3153	3252	3352	3455	3567	3671	3787
27	2505	2912	3002	3099	3193	3290	3390	3498	3606	3717	3830	3950
28	2613	3038	3131	3230	3329	3430	3534	3647	3759	3875	3995	4118
29	2725	3171	3271	3372	3476	3581	3695	3808	3927	4047	4170	4302
30	2846	3308	3414	3518	3628	3740	3856	3973	4099	4225	4354	4491
31	2976	3461	3572	3678	3794	3912	4030	4158	4288	4419	4553	4695
32	3110	3616	3728	3847	3963	4085	4212	4342	4476	4613	4758	4904
33	3246	3777	3893	4015	4138	4265	4396	4533	4675	4819	4969	5121
34	3384	3935	4058	4183	4310	4447	4585	4727	4870	5022	5177	5338
35	3540	4114	4246	4377	4511	4651	4791	4943	5096	5251	5414	5580
36	3706	4309	4444	4583	4723	4868	5017	5174	5334	5498	5671	5843
37	3874	4506	4643	4785	4938	5090	5243	5407	5573	5745	5926	6109
38	4015	4668	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287
39	4138	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287
40	4267	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287
41	4398	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287
42	4533	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287
43	4675	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287
44	4818	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287
45	4968	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287	6287

SCHEDULE D-1
BIWEEKLY SALARY RATES EFFECTIVE 1-1-12*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	824	959	989	1020	1052	1083	1115	1151	1187	1225	1259	1298
3	860	999	1030	1064	1093	1130	1164	1201	1237	1278	1315	1357
4	888	1032	1067	1099	1132	1166	1203	1241	1281	1319	1360	1401
5	925	1078	1110	1146	1180	1218	1254	1293	1333	1374	1417	1460
6	957	1112	1149	1183	1221	1257	1296	1335	1377	1421	1464	1510
7	998	1160	1196	1233	1275	1308	1353	1392	1435	1479	1527	1574
8	1042	1211	1247	1289	1328	1369	1412	1454	1499	1545	1594	1644
9	1083	1257	1296	1336	1379	1422	1464	1511	1558	1605	1655	1709
10	1137	1322	1363	1404	1448	1494	1540	1588	1637	1685	1738	1793
11	1168	1360	1403	1446	1491	1536	1583	1633	1683	1736	1789	1844
12	1203	1399	1443	1489	1532	1580	1630	1680	1731	1785	1840	1894
13	1263	1466	1513	1561	1608	1656	1711	1762	1816	1874	1931	1990
14	1312	1529	1578	1625	1674	1726	1781	1836	1891	1949	2011	2075
15	1382	1608	1656	1710	1762	1815	1873	1930	1988	2050	2115	2180
16	1448	1683	1736	1789	1844	1903	1960	2021	2082	2150	2216	2283
17	1513	1758	1813	1871	1927	1985	2047	2112	2177	2242	2313	2386
18	1583	1841	1895	1957	2019	2080	2145	2209	2278	2350	2423	2498
19	1658	1927	1985	2048	2112	2178	2242	2313	2386	2459	2536	2614
20	1733	2018	2079	2143	2208	2277	2348	2421	2495	2573	2652	2736
21	1817	2113	2178	2245	2315	2387	2460	2537	2615	2696	2778	2866
22	1890	2199	2267	2339	2409	2485	2560	2640	2722	2805	2892	2979
23	1971	2291	2359	2435	2509	2586	2667	2750	2837	2921	3014	3106
24	2046	2381	2455	2533	2611	2691	2772	2855	2949	3038	3130	3231
25	2133	2479	2556	2635	2717	2802	2888	2976	3066	3166	3261	3363
26	2226	2589	2668	2751	2839	2923	3015	3108	3204	3308	3404	3512
27	2323	2700	2784	2873	2961	3051	3144	3244	3344	3447	3552	3663
28	2423	2817	2903	2995	3087	3180	3277	3381	3485	3593	3705	3819
29	2527	2941	3033	3126	3223	3320	3426	3531	3641	3753	3867	3989
30	2639	3067	3166	3262	3364	3468	3575	3684	3801	3918	4037	4165
31	2759	3209	3312	3411	3518	3627	3737	3856	3976	4097	4222	4353
32	2884	3353	3457	3567	3675	3788	3906	4026	4150	4278	4412	4547
33	3010	3503	3610	3723	3837	3955	4076	4203	4335	4469	4607	4748
34	3138	3649	3763	3879	3996	4124	4251	4383	4516	4656	4800	4950
35	3282	3815	3937	4059	4183	4313	4442	4584	4726	4869	5020	5174
36	3436	3995	4121	4249	4380	4514	4652	4798	4946	5098	5258	5418
37	3592	4178	4305	4437	4579	4720	4861	5013	5167	5327	5495	5665
38	3723	4329	4465	4601	4742	4892	5042	5197	5358	5522	5694	5829
39	3837	4465	4601	4742	4892	5042	5197	5358	5522	5694	5829	5829
40	3957	4601	4742	4892	5042	5197	5358	5522	5694	5829	5829	5829
41	4078	4742	4892	5042	5197	5358	5522	5694	5829	5829	5829	5829
42	4203	4892	5042	5197	5358	5522	5694	5829	5829	5829	5829	5829
43	4335	5042	5197	5358	5522	5694	5829	5829	5829	5829	5829	5829
44	4468	5197	5358	5522	5694	5829	5829	5829	5829	5829	5829	5829
45	4606	5358	5522	5694	5829	5829	5829	5829	5829	5829	5829	5829

*The Biweekly rates are the Official Rate

SCHEDULE D-2
ANNUAL SALARY RATES EFFECTIVE 1-1-12

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	21506	25030	25813	26622	27457	28266	29102	30041	30981	31973	32860	33878
3	22446	26074	26883	27770	28527	29493	30380	31346	32286	33356	34322	35418
4	23177	26935	27849	28684	29545	30433	31398	32390	33434	34426	35496	36566
5	24143	28136	28971	29911	30798	31790	32729	33747	34791	35861	36984	38106
6	24978	29023	29989	30876	31868	32808	33826	34844	35940	37088	38210	39411
7	26048	30276	31216	32181	33278	34139	35313	36331	37454	38602	39855	41081
8	27196	31607	32547	33643	34661	35731	36853	37949	39124	40325	41603	42908
9	28266	32808	33826	34870	35992	37114	38210	39437	40664	41891	43196	44605
10	29676	34504	35574	36644	37793	38993	40194	41447	42726	43979	45362	46797
11	30485	35496	36618	37741	38915	40090	41316	42621	43926	45310	46693	48128
12	31398	36514	37662	38863	39985	41238	42543	43848	45179	46589	48024	49433
13	32964	38263	39489	40742	41969	43222	44657	45988	47398	48911	50399	51939
14	34243	39907	41186	42413	43691	45049	46484	47920	49355	50869	52487	54158
15	36070	41969	43222	44631	45988	47372	48885	50373	51887	53505	55202	56898
16	37793	43926	45310	46693	48128	49668	51156	52748	54340	56115	57838	59586
17	39489	45884	47319	48833	50295	51809	53427	55123	56820	58516	60369	62275
18	41316	48050	49460	51078	52696	54288	55985	57655	59456	61335	63240	65198
19	43274	50295	51809	53453	55123	56846	58516	60369	62275	64180	66190	68225
20	45231	52670	54262	55932	57629	59430	61283	63188	65120	67155	69217	71410
21	47424	55149	56846	58595	60422	62301	64206	66216	68252	70366	72506	74803
22	49329	57394	59169	61048	62875	64859	66816	68904	71044	73211	75481	77752
23	51443	59795	61570	63554	65485	67495	69609	71775	74046	76238	78665	81067
24	53401	62144	64076	66111	68147	70235	72349	74516	76969	79292	81693	84329
25	55671	64702	66712	68774	70914	73132	75377	77674	80023	82633	85112	87774
26	58099	67573	69635	71801	74098	76290	78692	81119	83624	86339	88844	91663
27	60630	70470	72662	74985	77282	79631	82058	84668	87278	89967	92707	95604
28	63240	73524	75768	78170	80571	82998	85530	88244	90959	93777	96701	99676
29	65955	76760	79161	81589	84120	86652	89419	92159	95030	97953	100929	104113
30	68878	80049	82633	85138	87800	90515	93308	96152	99206	102260	105366	108707
31	72010	83755	86443	89027	91820	94665	97536	100642	103774	106932	110194	113613
32	75272	87513	90228	93099	95918	98867	101947	105079	108315	111656	115153	118677
33	78561	91428	94221	97170	100146	103226	106384	109698	113144	116641	120243	123923
34	81902	95239	98214	101242	104296	107636	110951	114396	117868	121522	125280	129195
35	85660	99572	102756	105940	109176	112569	115936	119642	123349	127081	131022	135041
36	89680	104270	107558	110899	114318	117815	121417	125228	129091	133058	137234	141410
37	93751	109046	112361	115806	119512	123192	126872	130839	134859	139035	143420	147857
38	97170	112987	116537	120086	123766	127681	131596	135642	139844	144124	148613	152137
39	100146	116537	120086	123766	127681	131596	135642	139844	144124	148613	152137	152137
40	103278	120086	123766	127681	131596	135642	139844	144124	148613	152137	152137	152137
41	106436	123766	127681	131596	135642	139844	144124	148613	152137	152137	152137	152137
42	109698	127681	131596	135642	139844	144124	148613	152137	152137	152137	152137	152137
43	113144	131596	135642	139844	144124	148613	152137	152137	152137	152137	152137	152137
44	116615	135642	139844	144124	148613	152137	152137	152137	152137	152137	152137	152137
45	120217	139844	144124	148613	152137	152137	152137	152137	152137	152137	152137	152137

SCHEDULE D-3
BIWEEKLY 6% 2-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 1-1-12

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	873	1017	1048	1081	1115	1148	1182	1220	1258	1299	1335	1376
3	912	1059	1092	1128	1159	1198	1234	1273	1311	1355	1394	1438
4	941	1094	1131	1165	1200	1236	1275	1315	1358	1398	1442	1485
5	981	1143	1177	1215	1251	1291	1329	1371	1413	1456	1502	1548
6	1014	1179	1218	1254	1294	1332	1374	1415	1460	1506	1552	1601
7	1058	1230	1268	1307	1352	1386	1434	1476	1521	1568	1619	1668
8	1105	1284	1322	1366	1408	1451	1497	1541	1589	1638	1690	1743
9	1148	1332	1374	1416	1462	1507	1552	1602	1651	1701	1754	1812
10	1205	1401	1445	1488	1535	1584	1632	1683	1735	1786	1842	1901
11	1238	1442	1487	1533	1580	1628	1678	1731	1784	1840	1896	1955
12	1275	1483	1530	1578	1624	1675	1728	1781	1835	1892	1950	2008
13	1339	1554	1604	1655	1704	1755	1814	1868	1925	1986	2047	2109
14	1391	1621	1673	1723	1774	1830	1888	1946	2004	2066	2132	2200
15	1465	1704	1755	1813	1868	1924	1985	2046	2107	2173	2242	2311
16	1535	1784	1840	1896	1955	2017	2078	2142	2207	2279	2349	2420
17	1604	1863	1922	1983	2043	2104	2170	2239	2308	2377	2452	2529
18	1678	1951	2009	2074	2140	2205	2274	2342	2415	2491	2568	2648
19	1757	2043	2104	2171	2239	2309	2377	2452	2529	2607	2688	2771
20	1837	2139	2204	2272	2340	2414	2489	2566	2645	2727	2811	2900
21	1926	2240	2309	2380	2454	2530	2608	2689	2772	2858	2945	3038
22	2003	2331	2403	2479	2554	2634	2714	2798	2885	2973	3066	3158
23	2089	2428	2501	2581	2660	2741	2827	2915	3007	3096	3195	3292
24	2169	2524	2602	2685	2768	2852	2938	3026	3126	3220	3318	3425
25	2261	2628	2709	2793	2880	2970	3061	3155	3250	3356	3457	3565
26	2360	2744	2828	2916	3009	3098	3196	3294	3396	3506	3608	3723
27	2462	2862	2951	3045	3139	3234	3333	3439	3545	3654	3765	3883
28	2568	2986	3077	3175	3272	3371	3474	3584	3694	3809	3927	4048
29	2679	3117	3215	3314	3416	3519	3632	3743	3859	3978	4099	4228
30	2797	3251	3356	3458	3566	3676	3790	3905	4029	4153	4279	4415
31	2925	3402	3511	3616	3729	3845	3961	4087	4215	4343	4475	4614
32	3057	3554	3664	3781	3896	4015	4140	4268	4399	4535	4677	4820
33	3191	3713	3827	3946	4067	4192	4321	4455	4595	4737	4883	5033
34	3326	3868	3989	4112	4236	4371	4506	4646	4787	4935	5088	5247
35	3479	4044	4173	4303	4434	4572	4709	4859	5010	5161	5321	5484
36	3642	4235	4368	4504	4643	4785	4931	5086	5243	5404	5573	5743
37	3808	4429	4563	4703	4854	5003	5153	5314	5477	5647	5825	6005
38	3946	4589	4733	4877	5027	5186	5345	5509	5679	5853	6036	6179
39	4067	4733	4877	5027	5186	5345	5509	5679	5853	6036	6179	6179
40	4194	4877	5027	5186	5345	5509	5679	5853	6036	6179	6179	6179
41	4323	5027	5186	5345	5509	5679	5853	6036	6179	6179	6179	6179
42	4455	5186	5345	5509	5679	5853	6036	6179	6179	6179	6179	6179
43	4595	5345	5509	5679	5853	6036	6179	6179	6179	6179	6179	6179
44	4736	5509	5679	5853	6036	6179	6179	6179	6179	6179	6179	6179
45	4882	5679	5853	6036	6179	6179	6179	6179	6179	6179	6179	6179

SCHEDULE D-3
BIWEEKLY 10% 3-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 1-1-12

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	906	1055	1088	1122	1157	1191	1227	1266	1306	1348	1385	1428
3	946	1099	1133	1170	1202	1243	1280	1321	1361	1406	1447	1493
4	977	1135	1174	1209	1245	1283	1323	1365	1409	1451	1496	1541
5	1018	1186	1221	1261	1298	1340	1379	1422	1466	1511	1559	1606
6	1053	1223	1264	1301	1343	1383	1426	1469	1515	1563	1610	1661
7	1098	1276	1316	1356	1403	1439	1488	1531	1579	1627	1680	1731
8	1146	1332	1372	1418	1461	1506	1553	1599	1649	1700	1753	1808
9	1191	1383	1426	1470	1517	1564	1610	1662	1714	1766	1821	1880
10	1251	1454	1499	1544	1593	1643	1694	1747	1801	1854	1912	1972
11	1285	1496	1543	1591	1640	1690	1741	1796	1851	1910	1968	2028
12	1323	1539	1587	1638	1685	1738	1793	1848	1904	1964	2024	2083
13	1389	1613	1664	1717	1769	1822	1882	1938	1998	2061	2124	2189
14	1443	1682	1736	1788	1841	1899	1959	2020	2080	2144	2212	2283
15	1520	1769	1822	1881	1938	1997	2060	2123	2187	2255	2327	2398
16	1593	1851	1910	1968	2028	2093	2156	2223	2290	2365	2438	2511
17	1664	1934	1994	2058	2120	2184	2252	2323	2395	2466	2544	2625
18	1741	2025	2085	2153	2221	2288	2360	2430	2506	2585	2665	2748
19	1824	2120	2184	2253	2323	2396	2466	2544	2625	2705	2790	2875
20	1906	2220	2287	2357	2429	2505	2583	2663	2745	2830	2917	3010
21	1999	2324	2396	2470	2547	2626	2706	2791	2877	2966	3056	3153
22	2079	2419	2494	2573	2650	2734	2816	2904	2994	3086	3181	3277
23	2168	2520	2595	2679	2760	2845	2934	3025	3121	3213	3315	3417
24	2251	2619	2701	2786	2872	2960	3049	3141	3244	3342	3443	3554
25	2346	2727	2812	2899	2989	3082	3177	3274	3373	3483	3587	3699
26	2449	2848	2935	3026	3123	3215	3317	3419	3524	3639	3744	3863
27	2555	2970	3062	3160	3257	3356	3458	3568	3678	3792	3907	4029
28	2665	3099	3193	3295	3396	3498	3605	3719	3834	3952	4076	4201
29	2780	3235	3336	3439	3545	3652	3769	3884	4005	4128	4254	4388
30	2903	3374	3483	3588	3700	3815	3933	4052	4181	4310	4441	4582
31	3035	3530	3643	3752	3870	3990	4111	4242	4374	4507	4644	4788
32	3172	3688	3803	3924	4043	4167	4297	4429	4565	4706	4853	5002
33	3311	3853	3971	4095	4221	4351	4484	4623	4769	4916	5068	5223
34	3452	4014	4139	4267	4396	4536	4676	4821	4968	5122	5280	5445
35	3610	4197	4331	4465	4601	4744	4886	5042	5199	5356	5522	5691
36	3780	4395	4533	4674	4818	4965	5117	5278	5441	5608	5784	5960
37	3951	4596	4736	4881	5037	5192	5347	5514	5684	5860	6045	6232
38	4095	4762	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412
39	4221	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412
40	4353	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412
41	4486	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412
42	4623	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412
43	4769	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412
44	4915	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412
45	5067	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412	6412

SCHEDULE D-3
BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL SALARY RATES EFFECTIVE 1-1-12

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	906	1055	1088	1122	1157	1191	1227	1266	1306	1348	1385	1428
3	946	1099	1133	1170	1202	1243	1280	1321	1361	1406	1447	1493
4	977	1135	1174	1209	1245	1283	1323	1365	1409	1451	1496	1541
5	1018	1186	1221	1261	1298	1340	1379	1422	1466	1511	1559	1606
6	1053	1223	1264	1301	1343	1383	1426	1469	1515	1563	1610	1661
7	1098	1276	1316	1356	1403	1439	1488	1531	1579	1627	1680	1731
8	1146	1332	1372	1418	1461	1506	1553	1599	1649	1700	1753	1808
9	1191	1383	1426	1470	1517	1564	1610	1662	1714	1766	1821	1880
10	1251	1454	1499	1544	1593	1643	1694	1747	1801	1854	1912	1972
11	1285	1496	1543	1591	1640	1690	1741	1796	1851	1910	1968	2028
12	1323	1539	1587	1638	1685	1738	1793	1848	1904	1964	2024	2083
13	1389	1613	1664	1717	1769	1822	1882	1938	1998	2061	2124	2189
14	1443	1682	1736	1788	1841	1899	1959	2020	2080	2144	2212	2283
15	1520	1769	1822	1881	1938	1997	2060	2123	2187	2255	2327	2398
16	1593	1851	1910	1968	2028	2093	2156	2223	2290	2365	2438	2511
17	1664	1934	1994	2058	2120	2184	2252	2323	2395	2466	2544	2625
18	1741	2025	2085	2153	2221	2288	2360	2430	2506	2585	2665	2748
19	1824	2120	2184	2253	2323	2396	2466	2544	2625	2705	2790	2875
20	1906	2220	2287	2357	2429	2505	2583	2663	2745	2830	2917	3010
21	1999	2324	2396	2470	2547	2626	2706	2791	2877	2966	3056	3153
22	2079	2419	2494	2573	2650	2734	2816	2904	2994	3086	3181	3277
23	2168	2520	2595	2679	2760	2845	2934	3025	3121	3213	3315	3417
24	2251	2619	2701	2786	2872	2960	3049	3141	3244	3342	3443	3544
25	2346	2727	2812	2899	2989	3082	3177	3274	3373	3483	3587	3699
26	2449	2848	2935	3026	3123	3215	3317	3419	3524	3639	3744	3863
27	2555	2970	3062	3160	3257	3356	3458	3568	3678	3792	3907	4029
28	2665	3099	3193	3295	3396	3498	3605	3719	3834	3952	4076	4201
29	2780	3235	3336	3439	3545	3652	3769	3884	4005	4128	4254	4388
30	2903	3374	3483	3588	3700	3815	3933	4052	4181	4310	4441	4582
31	3035	3530	3643	3752	3870	3990	4111	4242	4374	4507	4644	4788
32	3172	3688	3803	3924	4043	4167	4297	4429	4565	4706	4853	5002
33	3311	3853	3971	4095	4221	4351	4484	4623	4769	4916	5068	5223
34	3452	4014	4139	4267	4396	4536	4676	4821	4968	5122	5280	5445
35	3610	4197	4331	4465	4601	4744	4886	5042	5199	5356	5522	5691
36	3780	4395	4533	4674	4818	4965	5117	5278	5441	5608	5784	5960
37	3951	4596	4736	4881	5037	5192	5347	5514	5684	5860	6045	6232
38	4095	4762	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412
39	4221	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412
40	4353	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412
41	4486	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412
42	4623	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412
43	4769	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412
44	4915	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412
45	5067	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412	6412

SCHEDULE D-4
35 HOUR SALARY RATES EFFECTIVE 1-1-12*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	11.77	13.70	14.13	14.57	15.03	15.47	15.93	16.44	16.96	17.50	17.99	18.54
3	12.29	14.27	14.71	15.20	15.61	16.14	16.63	17.16	17.67	18.26	18.79	19.39
4	12.69	14.74	15.24	15.70	16.17	16.66	17.19	17.73	18.30	18.84	19.43	20.01
5	13.21	15.40	15.86	16.37	16.86	17.40	17.91	18.47	19.04	19.63	20.24	20.86
6	13.67	15.89	16.41	16.90	17.44	17.96	18.51	19.07	19.67	20.30	20.91	21.57
7	14.26	16.57	17.09	17.61	18.21	18.69	19.33	19.89	20.50	21.13	21.81	22.49
8	14.89	17.30	17.81	18.41	18.97	19.56	20.17	20.77	21.41	22.07	22.77	23.49
9	15.47	17.96	18.51	19.09	19.70	20.31	20.91	21.59	22.26	22.93	23.64	24.41
10	16.24	18.89	19.47	20.06	20.69	21.34	22.00	22.69	23.39	24.07	24.83	25.61
11	16.69	19.43	20.04	20.66	21.30	21.94	22.61	23.33	24.04	24.80	25.56	26.34
12	17.19	19.99	20.61	21.27	21.89	22.57	23.29	24.00	24.73	25.50	26.29	27.06
13	18.04	20.94	21.61	22.30	22.97	23.66	24.44	25.17	25.94	26.77	27.59	28.43
14	18.74	21.84	22.54	23.21	23.91	24.66	25.44	26.23	27.01	27.84	28.73	29.64
15	19.74	22.97	23.66	24.43	25.17	25.93	26.76	27.57	28.40	29.29	30.21	31.14
16	20.69	24.04	24.80	25.56	26.34	27.19	28.00	28.87	29.74	30.71	31.66	32.61
17	21.61	25.11	25.90	26.73	27.53	28.36	29.24	30.17	31.10	32.03	33.04	34.09
18	22.61	26.30	27.07	27.96	28.84	29.71	30.64	31.56	32.54	33.57	34.61	35.69
19	23.69	27.53	28.36	29.26	30.17	31.11	32.03	33.04	34.09	35.13	36.23	37.34
20	24.76	28.83	29.70	30.61	31.54	32.53	33.54	34.59	35.64	36.76	37.89	39.09
21	25.96	30.19	31.11	32.07	33.07	34.10	35.14	36.24	37.36	38.51	39.69	40.94
22	27.00	31.41	32.39	33.41	34.41	35.50	36.57	37.71	38.89	40.07	41.31	42.56
23	28.16	32.73	33.70	34.79	35.84	36.94	38.10	39.29	40.53	41.73	43.06	44.37
24	29.23	34.01	35.07	36.19	37.30	38.44	39.60	40.79	42.13	43.40	44.71	46.16
25	30.47	35.41	36.51	37.64	38.81	40.03	41.26	42.51	43.80	45.23	46.59	48.04
26	31.80	36.99	38.11	39.30	40.56	41.76	43.07	44.40	45.77	47.26	48.63	50.17
27	33.19	38.57	39.77	41.04	42.30	43.59	44.91	46.34	47.77	49.24	50.74	52.33
28	34.61	40.24	41.47	42.79	44.10	45.43	46.81	48.30	49.79	51.33	52.93	54.56
29	36.10	42.01	43.33	44.66	46.04	47.43	48.94	50.44	52.01	53.61	55.24	56.99
30	37.70	43.81	45.23	46.60	48.06	49.54	51.07	52.63	54.30	55.97	57.67	59.50
31	39.41	45.84	47.31	48.73	50.26	51.81	53.39	55.09	56.80	58.53	60.31	62.19
32	41.20	47.90	49.39	50.96	52.50	54.11	55.80	57.51	59.29	61.11	63.03	64.96
33	43.00	50.04	51.57	53.19	54.81	56.50	58.23	60.04	61.93	63.84	65.81	67.83
34	44.83	52.13	53.76	55.41	57.09	58.91	60.73	62.61	64.51	66.51	68.57	70.71
35	46.89	54.50	56.24	57.99	59.76	61.61	63.46	65.49	67.51	69.56	71.71	73.91
36	49.09	57.07	58.87	60.70	62.57	64.49	66.46	68.54	70.66	72.83	75.11	77.40
37	51.31	59.69	61.50	63.39	65.41	67.43	69.44	71.61	73.81	76.10	78.50	80.93
38	53.19	61.84	63.79	65.73	67.74	69.89	72.03	74.24	76.54	78.89	81.34	83.27
39	54.81	63.79	65.73	67.74	69.89	72.03	74.24	76.54	78.89	81.34	83.27	83.27
40	56.53	65.73	67.74	69.89	72.03	74.24	76.54	78.89	81.34	83.27	83.27	83.27
41	58.26	67.74	69.89	72.03	74.24	76.54	78.89	81.34	83.27	83.27	83.27	83.27
42	60.04	69.89	72.03	74.24	76.54	78.89	81.34	83.27	83.27	83.27	83.27	83.27
43	61.93	72.03	74.24	76.54	78.89	81.34	83.27	83.27	83.27	83.27	83.27	83.27
44	63.83	74.24	76.54	78.89	81.34	83.27	83.27	83.27	83.27	83.27	83.27	83.27
45	65.80	76.54	78.89	81.34	83.27	83.27	83.27	83.27	83.27	83.27	83.27	83.27

SCHEDULE D-5
37.5 HOUR SALARY RATES EFFECTIVE 1-1-12*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	10.99	12.79	13.19	13.60	14.03	14.44	14.87	15.35	15.83	16.33	16.79	17.31
3	11.47	13.32	13.73	14.19	14.57	15.07	15.52	16.01	16.49	17.04	17.53	18.09
4	11.84	13.76	14.23	14.65	15.09	15.55	16.04	16.55	17.08	17.59	18.13	18.68
5	12.33	14.37	14.80	15.28	15.73	16.24	16.72	17.24	17.77	18.32	18.89	19.47
6	12.76	14.83	15.32	15.77	16.28	16.76	17.28	17.80	18.36	18.95	19.52	20.13
7	13.31	15.47	15.95	16.44	17.00	17.44	18.04	18.56	19.13	19.72	20.36	20.99
8	13.89	16.15	16.63	17.19	17.71	18.25	18.83	19.39	19.99	20.60	21.25	21.92
9	14.44	16.76	17.28	17.81	18.39	18.96	19.52	20.15	20.77	21.40	22.07	22.79
10	15.16	17.63	18.17	18.72	19.31	19.92	20.53	21.17	21.83	22.47	23.17	23.91
11	15.57	18.13	18.71	19.28	19.88	20.48	21.11	21.77	22.44	23.15	23.85	24.59
12	16.04	18.65	19.24	19.85	20.43	21.07	21.73	22.40	23.08	23.80	24.53	25.25
13	16.84	19.55	20.17	20.81	21.44	22.08	22.81	23.49	24.21	24.99	25.75	26.53
14	17.49	20.39	21.04	21.67	22.32	23.01	23.75	24.48	25.21	25.99	26.81	27.67
15	18.43	21.44	22.08	22.80	23.49	24.20	24.97	25.73	26.51	27.33	28.20	29.07
16	19.31	22.44	23.15	23.85	24.59	25.37	26.13	26.95	27.76	28.67	29.55	30.44
17	20.17	23.44	24.17	24.95	25.69	26.47	27.29	28.16	29.03	29.89	30.84	31.81
18	21.11	24.55	25.27	26.09	26.92	27.73	28.60	29.45	30.37	31.33	32.31	33.31
19	22.11	25.69	26.47	27.31	28.16	29.04	29.89	30.84	31.81	32.79	33.81	34.85
20	23.11	26.91	27.72	28.57	29.44	30.36	31.31	32.28	33.27	34.31	35.36	36.48
21	24.23	28.17	29.04	29.93	30.87	31.83	32.80	33.83	34.87	35.95	37.04	38.21
22	25.20	29.32	30.23	31.19	32.12	33.13	34.13	35.20	36.29	37.40	38.56	39.72
23	26.28	30.55	31.45	32.47	33.45	34.48	35.56	36.67	37.83	38.95	40.19	41.41
24	27.28	31.75	32.73	33.77	34.81	35.88	36.96	38.07	39.32	40.51	41.73	43.08
25	28.44	33.05	34.08	35.13	36.23	37.36	38.51	39.68	40.88	42.21	43.48	44.84
26	29.68	34.52	35.57	36.68	37.85	38.97	40.20	41.44	42.72	44.11	45.39	46.83
27	30.97	36.00	37.12	38.31	39.48	40.68	41.92	43.25	44.59	45.96	47.36	48.84
28	32.31	37.56	38.71	39.93	41.16	42.40	43.69	45.08	46.47	47.91	49.40	50.92
29	33.69	39.21	40.44	41.68	42.97	44.27	45.68	47.08	48.55	50.04	51.56	53.19
30	35.19	40.89	42.21	43.49	44.85	46.24	47.67	49.12	50.68	52.24	53.83	55.53
31	36.79	42.79	44.16	45.48	46.91	48.36	49.83	51.41	53.01	54.63	56.29	58.04
32	38.45	44.71	46.09	47.56	49.00	50.51	52.08	53.68	55.33	57.04	58.83	60.63
33	40.13	46.71	48.13	49.64	51.16	52.73	54.35	56.04	57.80	59.59	61.43	63.31
34	41.84	48.65	50.17	51.72	53.28	54.99	56.68	58.44	60.21	62.08	64.00	66.00
35	43.76	50.87	52.49	54.12	55.77	57.51	59.23	61.12	63.01	64.92	66.93	68.99
36	45.81	53.27	54.95	56.65	58.40	60.19	62.03	63.97	65.95	67.97	70.11	72.24
37	47.89	55.71	57.40	59.16	61.05	62.93	64.81	66.84	68.89	71.03	73.27	75.53
38	49.64	57.72	59.53	61.35	63.23	65.23	67.23	69.29	71.44	73.63	75.92	77.72
39	51.16	59.53	61.35	63.23	65.23	67.23	69.29	71.44	73.63	75.92	77.72	77.72
40	52.76	61.35	63.23	65.23	67.23	69.29	71.44	73.63	75.92	77.72	77.72	77.72
41	54.37	63.23	65.23	67.23	69.29	71.44	73.63	75.92	77.72	77.72	77.72	77.72
42	56.04	65.23	67.23	69.29	71.44	73.63	75.92	77.72	77.72	77.72	77.72	77.72
43	57.80	67.23	69.29	71.44	73.63	75.92	77.72	77.72	77.72	77.72	77.72	77.72
44	59.57	69.29	71.44	73.63	75.92	77.72	77.72	77.72	77.72	77.72	77.72	77.72
45	61.41	71.44	73.63	75.92	77.72	77.72	77.72	77.72	77.72	77.72	77.72	77.72

SCHEDULE D-6
40 HOUR SALARY RATES EFFECTIVE 1-1-12

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	10.30	11.99	12.36	12.75	13.15	13.54	13.94	14.39	14.84	15.31	15.74	16.23
3	10.75	12.49	12.88	13.30	13.66	14.13	14.55	15.01	15.46	15.98	16.44	16.96
4	11.10	12.90	13.34	13.74	14.15	14.58	15.04	15.51	16.01	16.49	17.00	17.51
5	11.56	13.48	13.88	14.33	14.75	15.23	15.68	16.16	16.66	17.18	17.71	18.25
6	11.96	13.90	14.36	14.79	15.26	15.71	16.20	16.69	17.21	17.76	18.30	18.88
7	12.48	14.50	14.95	15.41	15.94	16.35	16.91	17.40	17.94	18.49	19.09	19.68
8	13.03	15.14	15.59	16.11	16.60	17.11	17.65	18.18	18.74	19.31	19.93	20.55
9	13.54	15.71	16.20	16.70	17.24	17.78	18.30	18.89	19.48	20.06	20.69	21.36
10	14.21	16.53	17.04	17.55	18.10	18.68	19.25	19.85	20.46	21.06	21.73	22.41
11	14.60	17.00	17.54	18.08	18.64	19.20	19.79	20.41	21.04	21.70	22.36	23.05
12	15.04	17.49	18.04	18.61	19.15	19.75	20.38	21.00	21.64	22.31	23.00	23.68
13	15.79	18.33	18.91	19.51	20.10	20.70	21.39	22.03	22.70	23.43	24.14	24.88
14	16.40	19.11	19.73	20.31	20.93	21.58	22.26	22.95	23.64	24.36	25.14	25.94
15	17.28	20.10	20.70	21.38	22.03	22.69	23.41	24.13	24.85	25.63	26.44	27.25
16	18.10	21.04	21.70	22.36	23.05	23.79	24.50	25.26	26.03	26.88	27.70	28.54
17	18.91	21.98	22.66	23.39	24.09	24.81	25.59	26.40	27.21	28.03	28.91	29.83
18	19.79	23.01	23.69	24.46	25.24	26.00	26.81	27.61	28.48	29.38	30.29	31.23
19	20.73	24.09	24.81	25.60	26.40	27.23	28.03	28.91	29.83	30.74	31.70	32.68
20	21.66	25.23	25.99	26.79	27.60	28.46	29.35	30.26	31.19	32.16	33.15	34.20
21	22.71	26.41	27.23	28.06	28.94	29.84	30.75	31.71	32.69	33.70	34.73	35.83
22	23.63	27.49	28.34	29.24	30.11	31.06	32.00	33.00	34.03	35.06	36.15	37.24
23	24.64	28.64	29.49	30.44	31.36	32.33	33.34	34.38	35.46	36.51	37.68	38.83
24	25.58	29.76	30.69	31.66	32.64	33.64	34.65	35.69	36.86	37.98	39.13	40.39
25	26.66	30.99	31.95	32.94	33.96	35.03	36.10	37.20	38.33	39.58	40.76	42.04
26	27.83	32.36	33.35	34.39	35.49	36.54	37.69	38.85	40.05	41.35	42.55	43.90
27	29.04	33.75	34.80	35.91	37.01	38.14	39.30	40.55	41.80	43.09	44.40	45.79
28	30.29	35.21	36.29	37.44	38.59	39.75	40.96	42.26	43.56	44.91	46.31	47.74
29	31.59	36.76	37.91	39.08	40.29	41.50	42.83	44.14	45.51	46.91	48.34	49.86
30	32.99	38.34	39.58	40.78	42.05	43.35	44.69	46.05	47.51	48.98	50.46	52.06
31	34.49	40.11	41.40	42.64	43.98	45.34	46.71	48.20	49.70	51.21	52.78	54.41
32	36.05	41.91	43.21	44.59	45.94	47.35	48.83	50.33	51.88	53.48	55.15	56.84
33	37.63	43.79	45.13	46.54	47.96	49.44	50.95	52.54	54.19	55.86	57.59	59.35
34	39.23	45.61	47.04	48.49	49.95	51.55	53.14	54.79	56.45	58.20	60.00	61.88
35	41.03	47.69	49.21	50.74	52.29	53.91	55.53	57.30	59.08	60.86	62.75	64.68
36	42.95	49.94	51.51	53.11	54.75	56.43	58.15	59.98	61.83	63.73	65.73	67.73
37	44.90	52.23	53.81	55.46	57.24	59.00	60.76	62.66	64.59	66.59	68.69	70.81
38	46.54	54.11	55.81	57.51	59.28	61.15	63.03	64.96	66.98	69.03	71.18	72.86
39	47.96	55.81	57.51	59.28	61.15	63.03	64.96	66.98	69.03	71.18	72.86	72.86
40	49.46	57.51	59.28	61.15	63.03	64.96	66.98	69.03	71.18	72.86	72.86	72.86
41	50.98	59.28	61.15	63.03	64.96	66.98	69.03	71.18	72.86	72.86	72.86	72.86
42	52.54	61.15	63.03	64.96	66.98	69.03	71.18	72.86	72.86	72.86	72.86	72.86
43	54.19	63.03	64.96	66.98	69.03	71.18	72.86	72.86	72.86	72.86	72.86	72.86
44	55.85	64.96	66.98	69.03	71.18	72.86	72.86	72.86	72.86	72.86	72.86	72.86
45	57.58	66.98	69.03	71.18	72.86	72.86	72.86	72.86	72.86	72.86	72.86	72.86

SCHEDULE D-7
BIWEEKLY 6% 2-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 7-1-12

Grade	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
<u>2</u>	<u>873</u>	<u>1017</u>	<u>1048</u>	<u>1081</u>	<u>1115</u>	<u>1148</u>	<u>1182</u>	<u>1220</u>	<u>1258</u>	<u>1299</u>	<u>1335</u>	<u>1376</u>
3	912	1059	1092	1128	1159	1198	1234	1273	1311	1355	1394	1438
4	941	1094	1131	1165	1200	1236	1275	1315	1358	1398	1442	1485
5	981	1143	1177	1215	1251	1291	1329	1371	1413	1456	1502	1548
6	1014	1179	1218	1254	1294	1332	1374	1415	1460	1506	1552	1601
7	1058	1230	1268	1307	1352	1386	1434	1476	1521	1568	1619	1668
8	1105	1284	1322	1366	1408	1451	1497	1541	1589	1638	1690	1743
9	1148	1332	1374	1416	1462	1507	1552	1602	1651	1701	1754	1812
10	1205	1401	1445	1488	1535	1584	1632	1683	1735	1786	1842	1901
11	1238	1442	1487	1533	1580	1628	1678	1731	1784	1840	1896	1955
12	1275	1483	1530	1578	1624	1675	1728	1781	1835	1892	1950	2008
13	1339	1554	1604	1655	1704	1755	1814	1868	1925	1986	2047	2109
14	1391	1621	1673	1723	1774	1830	1888	1946	2004	2066	2132	2200
15	1465	1704	1755	1813	1868	1924	1985	2046	2107	2173	2242	2311
16	1535	1784	1840	1896	1955	2017	2078	2142	2207	2279	2349	2420
17	1604	1863	1922	1983	2043	2104	2170	2239	2308	2377	2452	2529
18	1678	1951	2009	2074	2140	2205	2274	2342	2415	2491	2568	2648
19	1757	2043	2104	2171	2239	2309	2377	2452	2529	2607	2688	2771
20	1837	2139	2204	2272	2340	2414	2489	2566	2645	2727	2811	2900
21	1926	2240	2309	2380	2454	2530	2608	2689	2772	2858	2945	3038
22	2003	2331	2403	2479	2554	2634	2714	2798	2885	2973	3066	3158
23	2089	2428	2501	2581	2660	2741	2827	2915	3007	3096	3195	3292
24	2169	2524	2602	2685	2768	2852	2938	3026	3126	3220	3318	3425
25	2261	2628	2709	2793	2880	2970	3061	3155	3250	3356	3457	3565
26	2360	2744	2828	2916	3009	3098	3196	3294	3396	3506	3608	3723
27	2462	2862	2951	3045	3139	3234	3333	3439	3545	3654	3765	3883
28	2568	2986	3077	3175	3272	3371	3474	3584	3694	3809	3927	4048
29	2679	3117	3215	3314	3416	3519	3632	3743	3859	3978	4099	4228
30	2797	3251	3356	3458	3566	3676	3790	3905	4029	4153	4279	4415
31	2925	3402	3511	3616	3729	3845	3961	4087	4215	4343	4475	4614
32	3057	3554	3664	3781	3896	4015	4140	4268	4399	4535	4677	4820
33	3191	3713	3827	3946	4067	4192	4321	4455	4595	4737	4883	5033
34	3326	3868	3989	4112	4236	4371	4506	4646	4787	4935	5088	5247
35	3479	4044	4173	4303	4434	4572	4709	4859	5010	5161	5321	5484
36	3642	4235	4368	4504	4643	4785	4931	5086	5243	5404	5573	5743
37	3808	4429	4563	4703	4854	5003	5153	5314	5477	5647	5825	6005
38	3946	4589	4733	4877	5027	5186	5345	5509	5679	5853	6036	6179
39	4067	4733	4877	5027	5186	5345	5509	5679	5853	6036	6179	6179
40	4194	4877	5027	5186	5345	5509	5679	5853	6036	6179	6179	6179
41	4323	5027	5186	5345	5509	5679	5853	6036	6179	6179	6179	6179
42	4455	5186	5345	5509	5679	5853	6036	6179	6179	6179	6179	6179
43	4595	5345	5509	5679	5853	6036	6179	6179	6179	6179	6179	6179
44	4736	5509	5679	5853	6036	6179	6179	6179	6179	6179	6179	6179
45	4882	5679	5853	6036	6179	6179	6179	6179	6179	6179	6179	6179

SCHEDULE D-7
BIWEEKLY 10% 3-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 7-1-12

Grade	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	906	1055	1088	1122	1157	1191	1227	1266	1306	1348	1385	1428
3	946	1099	1133	1170	1202	1243	1280	1321	1361	1406	1447	1493
4	977	1135	1174	1209	1245	1283	1323	1365	1409	1451	1496	1541
5	1018	1186	1221	1261	1298	1340	1379	1422	1466	1511	1559	1606
6	1053	1223	1264	1301	1343	1383	1426	1469	1515	1563	1610	1661
7	1098	1276	1316	1356	1403	1439	1488	1531	1579	1627	1680	1731
8	1146	1332	1372	1418	1461	1506	1553	1599	1649	1700	1753	1808
9	1191	1383	1426	1470	1517	1564	1610	1662	1714	1766	1821	1880
10	1251	1454	1499	1544	1593	1643	1694	1747	1801	1854	1912	1972
11	1285	1496	1543	1591	1640	1690	1741	1796	1851	1910	1968	2028
12	1323	1539	1587	1638	1685	1738	1793	1848	1904	1964	2024	2083
13	1389	1613	1664	1717	1769	1822	1882	1938	1998	2061	2124	2189
14	1443	1682	1736	1788	1841	1899	1959	2020	2080	2144	2212	2283
15	1520	1769	1822	1881	1938	1997	2060	2123	2187	2255	2327	2398
16	1593	1851	1910	1968	2028	2093	2156	2223	2290	2365	2438	2511
17	1664	1934	1994	2058	2120	2184	2252	2323	2395	2466	2544	2625
18	1741	2025	2085	2153	2221	2288	2360	2430	2506	2585	2665	2748
19	1824	2120	2184	2253	2323	2396	2466	2544	2625	2705	2790	2875
20	1906	2220	2287	2357	2429	2505	2583	2663	2745	2830	2917	3010
21	1999	2324	2396	2470	2547	2626	2706	2791	2877	2966	3056	3153
22	2079	2419	2494	2573	2650	2734	2816	2904	2994	3086	3181	3277
23	2168	2520	2595	2679	2760	2845	2934	3025	3121	3213	3315	3417
24	2251	2619	2701	2786	2872	2960	3049	3141	3244	3342	3443	3554
25	2346	2727	2812	2899	2989	3082	3177	3274	3373	3483	3587	3699
26	2449	2848	2935	3026	3123	3215	3317	3419	3524	3639	3744	3863
27	2555	2970	3062	3160	3257	3356	3458	3568	3678	3792	3907	4029
28	2665	3099	3193	3295	3396	3498	3605	3719	3834	3952	4076	4201
29	2780	3235	3336	3439	3545	3652	3769	3884	4005	4128	4254	4388
30	2903	3374	3483	3588	3700	3815	3933	4052	4181	4310	4441	4582
31	3035	3530	3643	3752	3870	3990	4111	4242	4374	4507	4644	4788
32	3172	3688	3803	3924	4043	4167	4297	4429	4565	4706	4853	5002
33	3311	3853	3971	4095	4221	4351	4484	4623	4769	4916	5068	5223
34	3452	4014	4139	4267	4396	4536	4676	4821	4968	5122	5280	5445
35	3610	4197	4331	4465	4601	4744	4886	5042	5199	5356	5522	5691
36	3780	4395	4533	4674	4818	4965	5117	5278	5441	5608	5784	5960
37	3951	4596	4736	4881	5037	5192	5347	5514	5684	5860	6045	6232
38	4095	4762	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412
39	4221	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412
40	4353	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412
41	4486	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412
42	4623	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412
43	4769	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412
44	4915	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412
45	5067	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412	6412

SCHEDULE D-7
BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL SALARY RATES EFFECTIVE 7-1-12

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	906	1055	1088	1122	1157	1191	1227	1266	1306	1348	1385	1428
3	946	1099	1133	1170	1202	1243	1280	1321	1361	1406	1447	1493
4	977	1135	1174	1209	1245	1283	1323	1365	1409	1451	1496	1541
5	1018	1186	1221	1261	1298	1340	1379	1422	1466	1511	1559	1606
6	1053	1223	1264	1301	1343	1383	1426	1469	1515	1563	1610	1661
7	1098	1276	1316	1356	1403	1439	1488	1531	1579	1627	1680	1731
8	1146	1332	1372	1418	1461	1506	1553	1599	1649	1700	1753	1808
9	1191	1383	1426	1470	1517	1564	1610	1662	1714	1766	1821	1880
10	1251	1454	1499	1544	1593	1643	1694	1747	1801	1854	1912	1972
11	1285	1496	1543	1591	1640	1690	1741	1796	1851	1910	1968	2028
12	1323	1539	1587	1638	1685	1738	1793	1848	1904	1964	2024	2083
13	1389	1613	1664	1717	1769	1822	1882	1938	1998	2061	2124	2189
14	1443	1682	1736	1788	1841	1899	1959	2020	2080	2144	2212	2283
15	1520	1769	1822	1881	1938	1997	2060	2123	2187	2255	2327	2398
16	1593	1851	1910	1968	2028	2093	2156	2223	2290	2365	2438	2511
17	1664	1934	1994	2058	2120	2184	2252	2323	2395	2466	2544	2625
18	1741	2025	2085	2153	2221	2288	2360	2430	2506	2585	2665	2748
19	1824	2120	2184	2253	2323	2396	2466	2544	2625	2705	2790	2875
20	1906	2220	2287	2357	2429	2505	2583	2663	2745	2830	2917	3010
21	1999	2324	2396	2470	2547	2626	2706	2791	2877	2966	3056	3153
22	2079	2419	2494	2573	2650	2734	2816	2904	2994	3086	3181	3277
23	2168	2520	2595	2679	2760	2845	2934	3025	3121	3213	3315	3417
24	2251	2619	2701	2786	2872	2960	3049	3141	3244	3342	3443	3554
25	2346	2727	2812	2899	2989	3082	3177	3274	3373	3483	3587	3699
26	2449	2848	2935	3026	3123	3215	3317	3419	3524	3639	3744	3863
27	2555	2970	3062	3160	3257	3356	3458	3568	3678	3792	3907	4029
28	2665	3099	3193	3295	3396	3498	3605	3719	3834	3952	4076	4201
29	2780	3235	3336	3439	3545	3652	3769	3884	4005	4128	4254	4388
30	2903	3374	3483	3588	3700	3815	3933	4052	4181	4310	4441	4582
31	3035	3530	3643	3752	3870	3990	4111	4242	4374	4507	4644	4788
32	3172	3688	3803	3924	4043	4167	4297	4429	4565	4706	4853	5002
33	3311	3853	3971	4095	4221	4351	4484	4623	4769	4916	5068	5223
34	3452	4014	4139	4267	4396	4536	4676	4821	4968	5122	5280	5445
35	3610	4197	4331	4465	4601	4744	4886	5042	5199	5356	5522	5691
36	3780	4395	4533	4674	4818	4965	5117	5278	5441	5608	5784	5960
37	3951	4596	4736	4881	5037	5192	5347	5514	5684	5860	6045	6232
38	4095	4762	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412
39	4221	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412
40	4353	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412
41	4486	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412
42	4623	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412
43	4769	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412
44	4915	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412
45	5067	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412	6412

APPENDIX C

Intro Res. No. 1296-85

Laid on Table 3/26/85

Introduced by the Presiding Officer at the request of the County Executive.

RESOLUTION NO. 262 - 1985, ADOPTING LOCAL LAW NO. 6 YEAR 1985, A LOCAL LAW AMENDING LOCAL LAW NO. 30-1981, A LOCAL LAW TO PROVIDE FOR THE DEFENSE AND REIMBURSEMENT OF LEGAL FEES OF COUNTY EMPLOYEES IN CONNECTION WITH LAWSUITS ARISING OUT OF THE PERFORMANCE OF PUBLIC DUTIES OR RESPONSIBILITIES

WHEREAS, there was duly presented and introduced to this County Legislature at a regular meeting held on March 26, 1985, a proposed local law entitled, "A LOCAL LAW AMENDING LOCAL LAW NO. 30-1981, TO PROVIDE FOR THE DEFENSE AND REIMBURSEMENT OF LEGAL FEES OF COUNTY EMPLOYEES IN CONNECTION WITH LAWSUITS ARISING OUT OF THE PERFORMANCE OF PUBLIC DUTIES OR RESPONSIBILITIES", and said local law in final form is the same as when presented and introduced; now, therefore, be it

RESOLVED, that said local law be enacted in form as follows: LOCAL LAW NO. 6 YEAR 1985, SUFFOLK COUNTY, NEW YORK.

A LOCAL LAW AMENDING LOCAL LAW NO. 30-1981, TO PROVIDE FOR THE DEFENSE AND REIMBURSEMENT OF LEGAL FEES OF COUNTY EMPLOYEES IN CONNECTION WITH LAWSUITS ARISING OUT OF THE PERFORMANCE OF PUBLIC DUTIES OR RESPONSIBILITIES

BE IT ENACTED BY THE COUNTY LEGISLATURE OF THE COUNTY OF SUFFOLK as follows:

S1. Local Law 30-1981 is hereby amended to read as follows:

Section 1. Legislative Findings

This Legislature hereby finds that County employees are currently subject to numerous lawsuits in connection with the performance of their routine duties and responsibilities.

This Legislature further finds that the courts have held that the defense of certain employees by the County Attorney's Office upon occasion constitutes a conflict of interest due to the divergent interests of the multiple defendants in complex litigation.

Therefore, the purpose of this legislation is to eliminate such a conflict by providing for appropriate defense counsel of one's own choosing for employees under such circumstances.

Section 2. Definitions

Section 2 of Local Law No. 30-1981 is hereby amended to read as follows:

As used in this law, unless the context otherwise requires: (a) the term "employees" shall mean any person holding a position by election, appointment, or employment in the service of the County of Suffolk, including, but not limited to, volunteers, any person not compensated for his or her services, and any member of any Board or Agency appointed by the County Executive and/or the Legislature, but shall not include an independent contractor. The term "employees" shall include a former employee, his estate or judicially appointed personal representative (b) the term "County" shall mean the County of Suffolk (c) the term "Legislature" shall mean the Suffolk County Legislature.

Section 3. Amendment

Section 3 of Local Law No. 30-1981, is hereby amended to read as follows:

(a) Upon compliance by the employee, peace officer or legislator with the provisions of section 3 of this Law, the County shall provide for the defense of the employee in any civil action or proceeding in any state or federal court of administrative agency arising out of any alleged act or omission which occurred or is alleged in the complaint to have occurred while the employee was acting, or in good faith purporting to act, within the scope of his public employment or duties, or which is brought to enforce any provisions of Sections 1981 through 1988 of Title 42 of the United States Code. This defense shall not be provided where such civil action or proceeding is brought by or on behalf of the County or any agency of the County. The determination of an issue of whether or not an employee was acting within the scope of his public employment or duties at the time of the occurrence, act or omission giving rise to a claim shall be made in the first instance by the County Attorney.

(b) Subject to the conditions set forth in this Law, the employee shall be represented by the County Attorney or an attorney employed or retained by the County for the defense of the employee. The County Attorney shall employ or retain any attorney for the defense of the employee whenever (1) the County attorney determines, based upon an investigation and review of the facts and circumstances of the case, that representation by the County Attorney would be inappropriate, (2) a court of competent jurisdiction determines that a conflict of interest exists and that the employee cannot be represented by the County Attorney, or (3) the County Attorney determines, based upon an investigation and review of the facts and circumstances of the case, that representation by the County Attorney would be inadvisable due to the unavailability of resources in the Department of Law.

(c) If an employee is entitled to representation by private counsel pursuant to Section 3 (b) of this Law, the County Attorney shall notify the employee in writing of such determination. The employee shall be entitled to select an attorney of his choice as private counsel provided, however,

(i) The County Attorney, upon review of the credentials of said attorney, approves said attorney as qualified to litigate such matters and,

(ii) The County Attorney determines in advance the fee to be paid for such representation, and provided further

(iii) that no attorney with interests adverse to or in conflict with the County be selected or permitted to represent employees covered by this Law. It shall be the responsibility of the County Attorney to determine when an adverse interest exists which would cause the disqualification of any attorney. Reasonable attorney's fees as determined by the County Attorney and litigation expenses shall be paid by the County to such attorney employed or retained, from time to time, during the pendency of the civil action or proceeding. Payment of such fees and expenses shall be made in the same manner as other claims and expenses of the County. Any dispute with respect to representation of multiple employees by the County Attorney or by an attorney employed or retained for such a purpose or with respect to the amount of the fees or expenses, shall be resolved by the Court.

(d) Where the employee delivers process and a request for defense to the County Attorney as required by Section 4 of this law, the County Attorney shall take the necessary steps, including the retention of an attorney under the terms and conditions provided in Section 3 (b) and (c) of this Law, on behalf of the employee to

avoid entry of a default judgment, pending resolution of any question relating to the obligation of the County to provide a defense.

(e) In the event that the act or omission upon which the court proceeding against the employee is based was or is also the basis of a disciplinary proceeding by the employee's Department or agency against the employee, then representation by the County Attorney may be withheld (i) until such disciplinary proceeding has been resolved and (ii) unless the resolution of the disciplinary proceeding exonerates the employee as to such act or omission.

Section 4. Beneficiaries

The benefits of the amendments contained in this Law shall be extended to all employees, including any employee in a negotiating unit for which an agreement has been negotiated pursuant to CIVIL SERVICE LAW, Article 14, regardless of whether such agreement expressly so provides, any language in Section 6 of Local Law No. 30-1981 to the contrary notwithstanding.

Section 5. Separability

If any provision of this Law, or the application thereof to any person or circumstance, be held unconstitutional or invalid in whole or in part by any court of competent jurisdiction, such holding of unconstitutionality or invalidity shall in no way affect or impair any other provision of this Law or the application of any such provision to any other person or circumstance.

Section 6. Recovery of Fees, Sanctions & Costs

Any County employee, for whom and on whose behalf a defense is provided by the County, pursuant to the provisions of this local law, shall promptly remit to the County Treasurer any award of fees, sanctions or costs made to such employee, unless otherwise directed by the Court.

S2. Effective Date and Applicability

This local law shall take effect upon filing in the office of the Secretary of State. The provisions of this local law are deemed remedial in nature and effect, and shall be applied to every action or proceeding hereafter commenced; or which is pending before a Court, or, for the appeal of any order or judgment in which time has not yet expired, at the time this local law takes effect.

APPENDIX D**CHILD CARE LEAVE****A. CHILD CARE LEAVES GENERALLY:**

1. Leaves shall be granted by the College for child care in accordance with the following rules and regulations.

2. The employee concerned should give reasonable notification of intent to take such leave so that arrangements may be made by the Department for a necessary replacement of the employee during the period of leave.

B. CHILD CARE LEAVE: A child care leave shall be granted upon application in accordance with these guidelines to a natural or adoptive parent of either sex. A child care leave will be granted in the case of an individual and/or multiple births in accordance with the following:

1. Only one parent may be on a child care leave at any given time.

2. A child care leave may commence no earlier than the date of the birth of the child.

The commencement of a child care leave in connection with an adopted child shall be directly related to the date the child is placed in the home.

3. Child care leaves may be granted to a maximum of 12 months. However, in no case will an employee be permitted a combination of disability and child care leave which extends beyond a one year period inclusive of any disability leave (i.e., an employee who starts a disability leave four weeks before the date of delivery and uses accumulated time for the first eight weeks after the birth, may only take a child care leave of up to nine months). Where an employee has taken disability leave during the first six months of pregnancy and where the employee has returned to work for a minimum of three months prior to the birth of the child, such prior time taken for disability shall not be included in the calculation of the 12 month leave.

4. Any employee who does not commence child care leave immediately upon termination of a disability leave and/or any employee who does not commence child care leave upon the birth of the child and/or any adoptive parent employee, shall have the length of child care leave computed as follows:

<u>Age of Child Upon Start of Leave</u>	<u>Maximum Permissible Child Care Leave</u>
Birth up to 2 months	10 months
3 months	9 months
4 months	8 months
5 months	7 months
6 months	6 months
7 months	5 months

8 months	4 months
9 months	4 months
10 months	4 months
11 months	4 months

5. No child care leave shall be permitted for a child one year or older, except:

a. Where there are mitigating circumstances (such as, an infant who has required extensive hospitalization) and where the employee has returned to work and did not avail her/himself of a child care leave, the employee may make application to the Office of Labor Relations for special consideration for a child care leave extending beyond the child's first birthday.

b. Where an adoptive parent can show that an adoptive agency necessitates the adoptive parent to be at home with an adoptive child over the age of one year, the adoptive parent may make application to the Assistant Vice-President of Human Resources for a child care leave of a four week period. A minimum of four weeks will be granted in the adoption of a child over one year of age. Where an adoption agency necessitates more than a four week leave period, the employee shall be responsible for documenting same at the Assistant Vice-President of Human Resources in order to have the four week leave period extended.

6. No employee shall be permitted to use any type of leave accruals during a child care leave, except where an employee has a pre-approved vacation period (an employee may use vacation, compensatory or personal time) falling within the time period for which they have been granted a child care leave. The vacation period is to commence "immediately following the period of child care leave". An employee is not permitted to use other type of leave accruals immediately preceding or after such leave, except a disabled employee may utilize all applicable disability leave accruals (regardless of type) immediately before or after child care leave.

APPENDIX E**LONG TERM DISABILITY INSURANCE****I. Eligibility**

An employee is eligible to receive the disability income benefits for a non-job-related illness which lasts in excess of 90 consecutive calendar days (at no time is an employee permitted to receive both workers' compensation and disability income for the same illness). The benefits provide for a weekly payment of two-thirds of the employee's income up to \$300 per week. These payments will be made on a bi-weekly basis by the College. An employee is eligible for this benefit payment for a maximum of 104 weeks. This benefit payment is to be made to an eligible employee regardless of the employee's payroll status (i.e. receiving accruals, on one-half sick pay, on an unpaid leave of absence, or at the exhaustion of the unpaid leave of absence). No accruals may be used to enable an employee to receive more than his/her full salary. Disability income is a taxable benefit. FICA must also be deducted from disability income for six calendar months after the calendar month that the employee last worked. Each employee receiving disability income should discuss disability tax income provisions with his/her tax consultant at the year's end. A separate W-2, indicating the disability income received, will be issued by the College at the end of the year.

II. To Apply for Disability Income

Application forms can be obtained from the Human Resources Department payroll/personnel representatives. An employee suffering a disability expecting to last in excess of 90 consecutive calendar days should submit the Suffolk County Disability Claim Form and W-4S Tax Form to his/her Human Resources Departmental payroll/personnel representative 30 days after the disability has begun. The physician's statement on the application must be completed before the form is submitted. By his/her signature on the application, the disabled employee is authorizing release of all medical records and documentation relating to his/her disability claim. Medical bills are not covered by disability and must be forwarded to the employee's health benefit carrier. The College may, at its discretion, schedule an employee for a consulting physician's examination to certify and/or recertify the disability.

The employee will be notified as to the approval or disapproval of his/her claim.

III. To Appeal a Disapproved Claim

Should the College deny an employee's claim for disability income, the employee will have the right to appeal to the Office of Insurance and Risk Management in writing within 30 days of his/her notification. The appeal should include any additional evidence which may substantiate the employee's claim. Copies of this appeal should be sent to the Human Resources Department's payroll/personnel representative, the Assistant Vice-President of Human Resources, and the employee's Union if applicable.

When a disagreement occurs, the matter will be referred to a third-party physician and his/her decision will be binding.

IV. To Return to Work

As soon as the employee is notified by his/her physician that he/she can return to regular duty, the employee must notify his/her payroll/personnel representative. The notice must include a medical report completed by his/her personal physician. An employee returning to the payroll from disability income is required to complete a W-4 to be submitted to the payroll/personnel representative.

V. Recurrence of Disability

Once the employee has returned to work, his/her disability income ceases. Should the employee suffer a recurrence of the original disability, based on a new incident, a 90-calendar-day waiting period must again elapse before he/she is again eligible to receive disability income. Should the employee be unable to perform his/her duties due to the existence of the same condition without further incident, the claimant may then continue to receive disability benefits, without any further waiting period, until the original one year period of payments has elapsed.

Should the claimant suffer a new disability unrelated to the original disability, the normal 90-calendar-day period and all procedures as previously stated will apply.

General questions which you may have regarding all benefits should be referred to your Departmental payroll/personnel representative. Specific questions regarding your individual circumstances for Health Insurance Benefits should be referred to the Employee Benefits Unit of the Department of Civil Service/Human Resources at 34866 (853-4866), or e-mail to ebu@co.suffolk.ny.us. Specific questions regarding the Long Term Disability Insurance can be referred to the Office of Insurance and Risk Management at 853-4700.

APPENDIX FJOB PROTECTION

1. Before assigning AME unit work to persons not in the AME Unit:
 - a) The College shall provide notice to AME stating the College's needs; and
 - b) AME may, within 10 days thereafter, propose alternatives to satisfy the College's needs; and
 - c) If AME proposes alternatives, the College and AME will meet and confer with respect to the AME proposals.
2. The College agrees it will not lay off AME employees as a direct result of an assignment of unit work.
3. AME shall receive monthly copies of such items relating to sub-contracting as are requested by them and which are available as a matter of public information.
4. AME shall be provided copies of all future contracts between contractors and the College relative to work now being done by negotiating unit personnel.
5. The Labor/Management Committee comprised of the Office of Labor Relations and AME referenced in Section 18 of the 1989 - 1991 AME Collective Bargaining Agreement shall meet on a regular basis to discuss current and proposed College contracts with regard to "Historically and Exclusively" contracting out bargaining unit work.

APPENDIX GBILL OF RIGHTS

To ensure that individual rights of employees are maintained, the following shall represent the employees' **Bill of Rights**:

1. In all disciplinary hearing proceedings, the burden of proof that discipline is for just cause shall rest with the employer.
2. An employee shall be entitled to a union representative or an attorney at each step of a disciplinary proceeding instituted.
3. An employee shall be entitled to a union representative or an attorney at an interrogation if it is determined by the questioner or reviewer at that time that such employee is a likely subject for disciplinary action.
4. No recording device shall be used nor shall any stenographic record be taken during an interrogation unless the employee is so advised in advance.
5. Except as provided in Section 7 below, no statement(s) or admission(s) made by an employee during an interrogation held without that employee having the opportunity of a union representative or an attorney will be subsequently used in a disciplinary proceeding against such employee.
6. No employee against whom disciplinary action has been initiated shall be requested to sign any statement or admission of guilt, to be used in a disciplinary proceeding without the opportunity to have a union representative or an attorney.
7. An employee shall be entitled to a union representative at each step of the grievance procedure.
8. An employee shall not be coerced or suffer any reprisal, either directly or indirectly, that may adversely affect that individual's hours, wages or working conditions as the result of the exercise of the rights provided by this Agreement.
9. Disagreements arising as to the interpretation or application of this Bill of Rights shall not be specifically addressed under this Bill of Rights, but must be grieved under the appropriate Article contained in the Agreement.

APPENDIX HELIGIBILITY FOR BENEFITS

Effective June 16, 1998, the following eligibility benefits shall apply by amending Section 15(D), "Eligibility for Benefits" and Section 7.1 Health Insurance, of the Collective Bargaining Agreement as follows:

1. No one employed as a permanent part-time budgeted employee before June 16, 1998, shall lose any benefits specifically set forth in the Collective Bargaining Agreement which they currently enjoy.

2. Any permanent part-time budgeted employee hired after June 16, 1998, must work greater than 50% of the established work week to be entitled to benefits. These benefits include Health Insurance coverage, Benefit Fund contributions, longevity payments and prorated accruals. Any benefits or contributions that are not extended to part-time budgeted employees prior to June 16, 1998, are similarly included.

3. Employees working greater than 50% of the established work week in a permanent part-time budgeted position shall receive full Health Insurance coverage, Benefit Fund contributions, longevity payments and prorated accruals. Accruals will continue to be prorated based upon the percentage of the work week an individual is scheduled to work. Any benefits not enumerated herein which are currently extended to similarly situated employees shall continue.

4. Employees working 50% or less shall have the option of purchasing health insurance on a prorata basis (e.g. a 40% employee can opt to pay 60% of health insurance premium).

APPENDIX I

COUNTY OF SUFFOLK



ROBERT J. GAFFNEY
SUFFOLK COUNTY EXECUTIVE

LABOR RELATIONS

DAVID S. GREENE
DIRECTOR

MEMORANDUM OF AGREEMENT

When signed below, this shall constitute an agreement between the Suffolk County Association of Municipal Employees and the County of Suffolk with regard to amending Section 7.2 "Workers Compensation" to provide for an independent medical consulting facility to serve as the third party medical group. The parties, agree as follows:

1. St. Charles Hospital and Rehabilitation Center in Port Jefferson, New York shall be deemed the Third Party Medical Group (T.P.M.G.).
2. The purpose of T.P.M.G. is to determine whether an employee who incurred an illness or injury (mental or physical) as the result of the performance of his/her duties has sufficiently recovered and is physically and mentally able for either temporary limited duty assignments (special assignment) or full duty.
3. The parties agree that the examining physician assigned by the T.P.M.G. shall complete a MEMBERS CONDITION AND RESTRICTIONS REPORT, upon completion of the evaluation. The County shall assign employees limited to restricted duty to duty assignments consistent with the restrictions noted on said report.
4. The examining physician assigned by the T.P.M.G., prior to making their determination, shall receive copies of the employee's diagnostic reports, x-rays, lab reports, hospital records and such other clinical evidence as the parties may deem relevant which would enable the consultants to render their own objective determination. Records may not be unilaterally submitted to the medical consultants. All records shall first be screened at a joint meeting of the representatives of both parties who will then forward said documents to the medical consulting service.
5. If the determination by the T.P.M.G. is for less than full duty e.g. temporary totally disabled or light duty, the T.P.M.G. shall set forth a time period when the employee shall again be re-evaluated. The County's Medical Evaluation Unit (M.E.U.) may re-evaluate the employee within one month of the date set by the T.P.M.G.
6. The re-evaluation by the County's M.E.U. may be included in the package sent to the T.P.M.G. for subsequent re-evaluation, but may not change the employee's current status.
7. Appointments with the T.P.M.G. will be scheduled by the department's personnel office.
8. The Office of Labor Relations shall act as the liaison in settling internal disputes between the Association and any department.
9. All other provisions of Section 7.2 remain in full force and effect.

DATED: 5/2/99

FOR THE ASSOCIATION:

Phyllis M. Garbarino
Phyllis M. Garbarino, President
Suffolk County Association of
Municipal Employees

FOR THE COUNTY:

David S. Greene
David S. Greene, Director
Suffolk County Executive
Office of Labor Relations

APPENDIX J

COUNTY OF SUFFOLK



ROBERT J. GAFFNEY
COUNTY EXECUTIVE

PERSONNEL AND LABOR RELATIONS

DAVID S. GREENE
DIRECTOR
JEFFREY S. TEMPERA
DEPUTY DIRECTOR

MEMORANDUM OF AGREEMENT

When signed below, this shall constitute an agreement between the County of Suffolk and the undersigned unions with regard to a deferred compensation program.

The County of Suffolk has offered a deferred compensation program since 1986 which included a deferred compensation panel to advise the County Executive on such matters.

The parties by signing this agreement are amending their respective Collective Bargaining Agreements to include the advisory panel and deferred compensation program. The County of Suffolk agrees to continue offering the deferred compensation program as well as an oversight panel. The panel will consist of one member designated by each of the below listed unions and an equal number of members designated by the County Executive. The panel will serve as an oversight committee to make recommendations to the County Executive for his designation of financial and/or administrative providers. The panel will also review and render final determinations regarding hardship matters, carry out any other responsibilities as provided for in State Finance Law No. 5, the Rules and Regulations promulgated thereunder and any other applicable Federal or State laws, rules or regulations, as well as any other matters mutually agreed to by the parties.

DATED: June 8, 1992

ASSOCIATION OF MUNICIPAL EMPLOYEES

W. Charles Bander
W. Charles Bander, President

SUPERIOR OFFICER'S ASSOCIATION

Arthur J. Giff
Arthur J. Giff, President

PATROLMEN'S BENEVOLENT ASSOCIATION

Thomas E. Tohill
Thomas E. Tohill, President

DETECTIVE INVESTIGATOR'S PRA

Sid Grossman
Sid Grossman, President

Re: Deferred Compensation M.O.A.

Page 2

CORRECTION OFFICER'S ASSOCIATION

Vincent Cannatella
Vincent Cannatella, President

DEPUTY SHERIFF'S BENEV. ASSOC.

George Leesler
George Leesler, President

SUFFOLK COUNTY DETECTIVE'S
ASSOCIATION, INC.

Peter O'Leary
Peter O'Leary, President

COUNTY EXECUTIVE'S OFFICE
PERSONNEL & LABOR RELATIONS

David S. Greene
David S. Greene, Director

jd

APPENDIX K

COUNTY OF SUFFOLK



ROBERT J. GAFFNEY
Suffolk County Executive

LABOR RELATIONS

Jeffrey L. Tempora
DIRECTOR

MEMORANDUM OF AGREEMENT

When signed below, this shall constitute an agreement between the county of Suffolk and the Association of Municipal Employees to establish a pool of donated time for employees being treated for Breast Cancer.

Suffolk County recognizes the ever-increasing number of Breast Cancer incidents on Long Island and the hardship the treatment of such an illness places on the individual and their families. Therefore, Suffolk County has developed a proposal to assist those County employees, and their families, who are being treated for Breast Cancer.

The Office of Labor Relations receives quite a few requests to establish catastrophic illness/donation of accrual pools for individuals diagnosed with and being treated for Breast Cancer. While unfortunate, Breast Cancer, under normal circumstances, does not meet the criteria associated with a catastrophic illness. However, the hardship to the individual and the special needs associated with treatment and recuperation from Breast Cancer certainly warrants special consideration. It is for these reasons that this proposal addresses a concern of major consequence for families on Long Island.

Under this new program, AME members wishing to participate will be permitted to "voluntarily" donate "compensable" time to a pool of hours to be utilized for any employee, within AME, who is being treated for Breast Cancer and has exhausted his/her own accruals. The pool of hours will also be available for County employees within AME, who are primary caregivers or caretakers for a spouse being treated for Breast Cancer.

The following rules and procedures associated with this program shall apply, without exception, to AME members.

1. The Program will be "non-precedent setting", non-grievable", and "non-arbitrable".

LOCATION
R. LEE DERINSON BUILDING
100 VETERANS MEMORIAL HIGHWAY

MAILING ADDRESS
P.O. BOX 0100
HAUPPAUGE, NY 11781-0099

(516) 853-4900
FAX (516) 853-4911

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

2. Employees can only donate "compensable" time (accruals that result in county monies being expended, such as vacation time, compensation time, personal time and/or lag time, which would have been paid for upon separation). If an employee has both frozen and new accruals to donate, it is at their discretion as to which accruals shall be donated from. Time beyond contractual cap limitations at the end of the year may not be donated. Sick time may not be donated.
3. The employees wishing to donate their time to this pool shall sign a form stating the type of accruals to be donated, the amount to be donated and that they understand this time may not be rescinded. This form shall be maintained in the Office of Labor Relations. A copy shall be provided to the department payroll representative so that they may correctly adjust the affected timesheets.
4. Such donated time will be placed in a "special pool", which will be maintained by the Office of Labor Relations. The pool will be accessed by a committee, which will be comprised of the President of AME, or his/her designee, and a representative of the Office of Labor Relations.
5. Once time has been donated, it cannot be rescinded.
6. Proof of the employee's condition (or his/her spouse's condition) and a Treatment Plan or schedule must be provided to the Committee prior to consideration and approval for the use of pool hours. Periodic updates will be required (i.e. medical documentation).
7. The employee must exhaust all of his/her own accruals prior to donated time being utilized. If all accruals have been exhausted and half leave pay has commenced, the donated time will supplement the employee's pay up to 100% of the employees "base pay". Any differentials the employees may have been receiving will not be considered. At no time can an employee's check be more than 100% of his/her normal gross salary.
8. The Committee will make a recommendation to the Director of Labor Relations. The Director's decision shall be final and binding.
9. The total amount of time an employee may utilize donated accruals for is six (6) months.
 1. (5) days x (7.0) hours x (26) weeks = 910 hours
 2. (5) days x (7.5) hours x (26) weeks = 975 hours

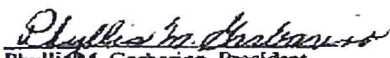
- 3 -

10. Extensions of up to but not to exceed six (6) months may be granted at the sole discretion of the Director of Labor Relations.
11. Any disagreement concerning the interpretation of the intent of this agreement shall be resolved by the Director of Labor Relations.

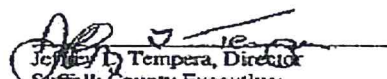
Nothing contained herein shall be deemed precedent setting and may not be cited in any other matter, such as but not limited to, any grievance, arbitration, court, PERB, or other related proceeding regarding the implementation and administration of the Breast Cancer pool, except to prove that a matter is non-grievable, arbitrable or non-precedent setting.

DATE: OCTOBER 8, 2002

FOR THE UNION:


Phyllis M. Garbarino, President
Suffolk County Association of
Municipal Employees

FOR THE COUNTY:


Jeffrey L. Tempera, Director
Suffolk County Executive
Office of Labor Relations

SUFFOLK COUNTY WITH SUFFOLK COUNTY ASSOCIATION
OF MUNICIPAL EMPLOYEES, INC.
AME COLLEGE WHITE COLLAR UNIT

INDEX

	<u>PAGE</u>
ADMINISTRATIVE LEAVE (8.6 D).....	19
AGENCY SHOP (2).....	2
ARBITRATION (13 B).....	26
ASSOCIATION CONTACT (17 B).....	31
ATTENDANCE CONTROL (17 T).....	36
BENEFIT FUND (7.3).....	12
BEREAVEMENT - EMERGENCY LEAVE (8.6 B).....	18
BILL OF RIGHTS.....	APPENDIX G
CANCER POOL (8.6 C).....	18
CANCER POOL.....	APPENDIX K
CHILD CARE LEAVE.....	APPENDIX D
CIVIL SERVICE PROMOTIONAL LIST (17 L).....	35
CLASSIFICATION & SALARY APPEALS BOARD (17 C).....	31
CLEANING ALLOWANCE (10).....	23
CLOTHING ALLOWANCE (10).....	23
COLLECTIVE BARGAINING AGREEMENT (19).....	37
COMMON BENEFITS, BOARDS, FUNDS (19).....	37
COMPARABLE WORTH (18 C).....	37
COMPENSATION: PREMIUM PAY (6).....	7
COMPENSATION: REGULAR WAGES (5).....	3
PROMOTION (5).....	5
COMPENSATORY TIME, USE OF (6.8).....	9
COLLEGE CARS (17 L).....	35
COURT OBLIGATIONS (8.5 D).....	17
DEATH BENEFIT (7.6).....	13
DEFERRED COMPENSATION MOA.....	APPENDIX J
DISABILITY: LONG TERM (7.5).....	13
DISPUTES: GRIEVANCE AND ARBITRATION PROCEDURE (13)....	25
DONATION OF ACCRUALS (CANCER POOL) (8.6 C).....	18
DRESS CODE (17 O).....	36
DUES DEDUCTIONS (14).....	27
ELIGIBILITY FOR BENEFITS (15 D).....	29
ELIGIBILITY FOR BENEFITS.....	APPENDIX H
EMERGENCY CONDITIONS (17 E).....	32
EMPLOYEE OPTION (6.3).....	8
EXCLUSIONS FROM AME.....	1
FIRE RULES (17 P).....	36
FLEXIBLE WORK SCHEDULE (8.2).....	14
GRIEVANCES (13 A).....	25
HALF PAY SICK TIME (8.8 A).....	19
HEALTH & SAFETY (17 J).....	34
HEALTH INSURANCE (7.1).....	10
HOLIDAYS (8.5).....	16
INCREMENTS (5).....	5
INSURANCE DEDUCTION (14 B).....	28
JOB ABANDONMENT (15 G).....	29
JOB ABOLISHED (15 C).....	29
JOB DESCRIPTION (9).....	23
JOB EVALUATION (17 S).....	36
JOB PROTECTION.....	APPENDIX F
LABOR MANAGEMENT COMMITTEE (18).....	37
LAWS (APPLICABLE TO AGREEMENT) (20).....	38
LEAVES WITH PAY (8.6).....	18
LEAVE WITH PAY - PERSONAL (8.6 A).....	18
LEAVE WITH PAY - BEREAVEMENT (8.6 B).....	18
LEAVE WITH PAY - ADMINISTRATIVE (8.6 D).....	19
LEAVES WITHOUT PAY (8.7).....	19
LEGISLATIVE APPROVAL CLAUSE (2).....	2
LIABILITY COVERAGE (7.4).....	13
LICENSES (17 R).....	36
LOCAL LAW NO. 6 - 1985.....	APPENDIX C

LONG TERM DISABILITY INSURANCE.....	APPENDIX E
LONGEVITY PAYMENTS (5.1).....	5
LYME DISEASE TESTING POLICY (17 J 4).....	35
MAINTENANCE OF STANDARDS (20).....	36
MEAL ALLOWANCE (17 G).....	33
MEAL PERIOD - ON DUTY (8.1).....	14
MILEAGE (11).....	24
MISCELLANEOUS (17).....	31
MISSING CHECKS (17 M).....	35
NEW TITLES (17 D).....	32
NIGHT DIFFERENTIAL (6.5).....	9
OBLIGATION OF THE ASSOCIATION (GENERAL) (1).....	2
OFFICERS OF THE ASSOCIATION (4).....	2
OUT OF TITLE WORK (9 B).....	23
OUTSIDE TRAINING (17 Q).....	36
OVERTIME (6.1, 6.2, 6.3).....	7
OVERTIME: LIMITATION OF APPLICATION (6.7).....	9
PART-TIME EMPLOYEES (15 D).....	29
PAYCHECK (17 U).....	37
PERSONAL LEAVE (8.6 A).....	18
PERSONNEL FILES (16).....	30
POSTINGS - ASSOCIATION (17 I).....	34
PRINTING OF AGREEMENT (17 N).....	36
PROTECTION OF EMPLOYEES (15).....	28
PROTECTION OF EMPLOYEES (VERBAL REPRIMANDS) (15 H).....	30
RECALL (6.4).....	8
RECOGNITION: TERM (2).....	2
RETIREMENT (12).....	25
RIGHTS RESERVED TO THE COUNTY (3).....	2
ROTATING SHIFTS (6.6).....	9
SALARIES (5).....	3
SALARY APPEALS (17 C).....	31
SALARY SCHEDULES.....	APPENDIX A
SENIORITY (15 B).....	28
SHIFT CHANGE (17 A).....	31
SICK LEAVE MANAGEMENT PROGRAM (8.8 C).....	20
SICK TIME (8.8).....	19
SICK TIME, UNUSED ACCUMULATED (8.9).....	23
SPECIAL ASSIGNMENT (7.2 B).....	11
TERM OF AGREEMENT (20).....	38
TRANSFERS (17 F).....	33
TUITION REIMBURSEMENT (17 I).....	33
UNIFORMS (10).....	23
VACATION ACCRUALS (8.4).....	15
VACATION SCHEDULES (8.3).....	15
WEATHER EMERGENCIES (6.9).....	10
WORKERS COMPENSATION (7.2).....	10
WORKERS COMPENSATION MOA.....	APPENDIX I
WORK WEEK/WORK DAY (8.1).....	13

COUNTY OF SUFFOLK

Steve Bellone
County Executive

Dennis Cohen
Acting Chief Deputy County Executive

LABOR RELATIONS

Jennifer McNamara
Director

**SUFFOLK COUNTY ASSOCIATION OF
MUNICIPAL EMPLOYEES, INC.**

Daniel P. Farrell
President

Michael J. Finland
Executive Vice President

Donald P. Dailey, Jr.
Fourth Vice President

Joan Travan
First Vice President

Stephanie Macauley
Secretary

Salvatore L. Russo
Second Vice President

Coni Lorenzen
Treasurer

Kevin A. Williams
Third Vice President

AME NEGOTIATING TEAM**Chief Negotiators**

Daniel P. Farrell, President
Michael J. Finland, Executive VP

Attorney

Barry J. Peek, Meyer, Suozzi,
English & Klein, P.C.

Salvatore Russo, DPW/Sani-Blue
Cheryl Amuso, Crossing Guards
Cynthia Navratil, John J. Foley
Paul Minott, SCCC Security