

AGREEMENT BETWEEN

MONROE COUNTY

AND

THE MONROE COUNTY AIRPORT FIREFIGHTERS ASSOCIATION, I.A.F.F.

LOCAL 1636, AFL-CIO



JANUARY 1, 2023

TO

DECEMBER 31, 2025

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## AGREEMENT

**THIS AGREEMENT** entered into, by and between **MONROE COUNTY**, a municipal corporation with offices in the County Office Building, 39 Main Street West, Rochester, New York 14614, hereinafter called the "**County**" and the **MONROE COUNTY AIRPORT FIREFIGHTERS ASSOCIATION, I.A.F.F., LOCAL 1636, AFL-CIO**, P.O. Box 24943, Rochester, New York 14624, hereinafter referred to as the "**Association**".

### **WITNESSETH:**

**WHEREAS**, the County and the Association, as parties to this agreement, are desirous of entering into written contracts with respect to salaries, wages, and other conditions of work, and

**WHEREAS**, the parties have reached certain understandings which they desire to confirm in this agreement,

**NOW, THEREFORE**, in consideration of the following mutual covenants, it is hereby agreed as follows:

### ARTICLE 1- PREAMBLE

The purpose of this agreement is to set forth the wages, hours and terms and conditions of employment upon which the parties have reached an agreement, and to provide for a procedure to adjust grievances over the interpretation or application of this agreement.

### ARTICLE 2 - RECOGNITION

Section 1 - The County agrees that the Association shall be the sole and exclusive representative for all employees described in Article 3 for the purpose of collective bargaining and processing of grievances for the maximum period defined in the Taylor Act.

Section 2 - The County shall deduct from the wages of employees and remit to the Association regular membership dues for those employees who signed authorizations permitting such payroll deductions. The County further agrees to deduct from the wages of employees and remit to the Association POLITICAL AND EDUCATIONAL FUND, a voluntary deduction specified by the employee, pursuant to a properly executed check off authorization form which has been mutually agreed to between the County and the Association.

The Association shall indemnify and hold the employer harmless against any and all claims, suits, orders, or judgments brought or issued against the County as a result of the action taken, or not taken by the employer, under the provisions of this section.

Section 3 - The Association affirms that it does not assert the right to strike against the County, to assist or participate in any such strike or concerted withholding of services, or to impose an obligation upon its members to conduct, assist or participate in such a strike or withholding of services.

### **ARTICLE 3 - NEGOTIATING UNIT**

The negotiating unit shall consist of the following titles:

Fire Captain - Airport  
Firefighter - Airport

And any other titles which may be agreed to between the parties. The parties agree that the unit of employees covered by this agreement shall hereinafter be known and referred to as "Greater Rochester International Airport (GRIA) Division of Fire Protection and Crash Rescue."

### **ARTICLE 4 - MANAGEMENT RIGHTS**

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

It is understood and agreed that all functions of management of the County which are not specifically limited by the express language of this agreement are retained by the County. The functions listed in this Article are illustrations of the responsibilities retained by the County and are not intended as an all inclusive list. The management of the operations, methods, the direction of the work force including but not limited to the right to direct and control all the operations or services to be performed in or at the facilities of the County, to decide what work, if any, shall be performed in the facilities by employees, to schedule working hours (including overtime work), to hire, promote, demote and transfer; to suspend, discipline, discharge for cause, to relieve employees because of lack of work or for other legitimate reasons; to make and enforce reasonable rules and regulations; to establish standards and rates for new or changed jobs; to introduce new and improved methods, materials, equipment or facilities are among the responsibilities vested exclusively in the County Management.

The County agrees to consult and confer with the Association in respect to any new rules or regulations promulgated by the County.

### **ARTICLE 5 - CIVIL SERVICE PROCEDURES**

Section 1 - The County agrees to notify and consult with the Union before any changes relating to their unit which affects a term and condition of employment are made in existing Civil Service policies at local level.

Section 2 - Time off with pay during regularly scheduled hours of work will be granted to take promotional and competitive examinations given by the Monroe County Civil Service Commission for promotional opportunities available within the airport fire service. For other Civil Service examinations members will be allowed to use their vacation or compensatory time credits as priority time. The Department Head, or his designee, shall be given ten (10) business days' advance notice of the request to take such examinations.

### **ARTICLE 6 - RULES AND REGULATIONS**

The County reserves the right to make necessary modification of rules and regulations provided they are not in conflict with specific and express provisions of this contract.

Section 1 - WORKWEEK: The basic workweek shall be forty (40) hours, which shall not be construed to be a guarantee of hours worked nor a limitation upon a reasonable number of overtime hours to be worked. The exact workdays and working hours will depend on the individual position held, and shall be approved by the Department Head and the Director of Human Resources Services.

Section 2 - ATTENDANCE RECORD: The Department of Human Resources, with the cooperation of the Information Services Department, will maintain records of attendance for all County employees. Each Department Head is responsible for the accuracy of each attendance record and for following the prescribed procedures. Each Department Head and employee is responsible for reporting attendance and leave data.

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

Section 3 - ATTENDANCE: Chronic absenteeism or tardiness will result in disciplinary action by the Department Head or his designee.

Section 4 - PAYROLL PERIODS: The parties agree that all employees shall be paid in twenty-six (26) payroll periods during the course of the year. When requested by the employee, regular authorized deductions that have been approved by the Director of Human Resources shall be made each payday.

Section 5 - ACCRUAL AND USE OF CREDITS: Credits shall be earned by full-time employees during all payroll periods in which the employee is on full-pay status. Credits shall accumulate in hours and can be used in no less than one-quarter hour units as approved by the Department Head or his designee. Earned credits shall be based upon an employee's hire date which shall remain constant. If job changes occur within County government, credits shall remain with the employee.

Credits must be earned before they can be used. Credits accrued shall be noted on each employee's time accounting card in terms of hours. The employee's signature and a counter signature by the Department Head, or his designee, on the time accounting card attests to the accuracy of credits accrued and posted.

The maximum amount of compensatory time off which may be accrued shall be twenty-seven (27) days. For the purposes of calculating compensatory time accrued, a working day shall be twelve (12) hours.

Section 6 - TERMINATION PROCEDURES: In cases of resignation or retirement, a written notice of intention shall be given to the Department Head at least two (2) weeks prior to the last day of employment. Compensation will be made for unused vacation and compensatory days up to forty (40) days in each category.

An employee who fails to give two (2) weeks notice in case of resignation or retirement, or who is discharged after a determination of incompetency or misconduct, will forfeit compensation for unused vacation credit.

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

Section 7 - REINSTATEMENT: If a person has held a permanent appointment in the competitive class and has resigned, he may be reinstated at the option of the County without examination within one year of the date of such termination. Reinstatement into the same or similar position, in the same or lower grade will be subject to the Civil Service Regulations. Any employee terminated for just cause from County service will not be eligible for reinstatement.

### ARTICLE 7 - RESIDENCY REQUIREMENTS

Section 1 - Requirements of residency for purposes of hire, tenure, and taking of competitive and promotional examinations shall be in accordance with the rules and regulations of the local Civil Service Commission.

Section 2 - Employees in this Unit, shall, as a condition of employment, reside in the County of Monroe or a contiguous County.

### ARTICLE 8 - COMPENSATION

#### Section 1 - UNIT MEMBERS HIRED BEFORE JANUARY 1, 2018:

Unit members hired before January 1, 2018 shall be hired at Step X (Entry) and will move to Step A after 12 months of satisfactory service; to Step B after 24 months (2 years) of satisfactory service; Step C after 36 months (3 years) of satisfactory service; to Step D after 48 months (4 years) of satisfactory service; and Step E after 60 months (5 years) of satisfactory service

Effective January 1, 2023, the 2022 salary schedule shall be increased by 3%

Effective January 1, 2024, the 2023 salary schedule shall be increased by 3%

Effective January 1, 2025, the 2024 salary schedule shall be increased by 3%

#### Section 2 - UNIT MEMBERS HIRED ON AND AFTER JANUARY 1, 2018:

Effective January 1, 2023, there shall be a new salary schedule which will include Steps Entry through G.

Effective January 1, 2023, the 2022 salary schedule shall be increased by 3%

Effective January 1, 2024, the 2023 salary schedule shall be increased by 3%

Effective January 1, 2025, the 2024 salary schedule shall be increased by 3%

#### Section 3 - ALL UNIT MEMBERS REGARDLESS OF HIRE DATE:

The pay increases set above will be made effective on 12:00 a.m. on January 1<sup>st</sup> of the applicable year.

Paydays shall be bi-weekly on Friday. If the payday falls on a holiday, the preceding workday shall become the payday. All payroll will be deposited by direct deposit to a recognized financial institution of the employee's choice.

### **ARTICLE 9 - LONGEVITY**

Section 1 – All employees covered by this Agreement who have given five (5) years continuous service based upon anniversary date of employment shall have their hourly rate increased by four percent (4%).

Section 2 – All employees covered by this Agreement that have given ten (10) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by five percent (5%).

Section 3 – All employees covered by this Agreement that have given fifteen (15) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by six percent (6%).

Section 4 – All employees covered by this Agreement that have given twenty (20) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by eight percent (8%).

Section 5 – The percentages listed above will be added to base wages and will be made effective upon an employee's anniversary date.

### **ARTICLE 10 - SHIFT PREMIUM**

An employee shall be paid \$0.80 per hour shift premium for all hours worked between the hours of 8:00 p.m. and 8:00 a.m.

### **ARTICLE 11— HEALTH INSURANCE**

#### Section 1 - ACTIVE EMPLOYEES:

- A. Full-time unit members may, by application, become eligible for health insurance at a 20% contribution rate toward the premium cost of the Blue Point 2 Value 2 plan or a HDHP offered by the County. The 20% premium contribution rate shall apply toward the premium cost of single, 2-person, or family coverage. Premium increases payable by employees shall be capped at a maximum of 15% above the applicable plan's 2022 employee contribution.
- B. For example, the 2022 total premium contribution for Blue Point 2 Value 2 family plan is \$22,622.52, 20% of which equals \$4,524.50 (\$188.52 per pay period). Under this agreement, an employee's contribution for the life of the contract shall be capped at \$5,203.18 (\$216.80 per pay period); i.e., 15% above the 2022 employee contribution of \$4,524.50.

Section 2 – Effective January 1, 2023 domestic partners of active employees are eligible for coverage as dependents under the County's health insurance plan. Proof of domestic partnership shall be required as outlined in County policy.

Section 3 – The County’s high-deductible offering (or offerings) will also be made available to full-time unit members as a voluntary health insurance option(s). Employees’ contributions toward the cost of any HDHP offered by the County shall be the same as the contributions set forth in Section 1.

Section 4 - Employee contributions to health insurance costs shall be made by payroll deductions in equal payments during two (2) pay periods each month.

Section 5 - The County reserves the right to change insurance carriers or to become self-insured if it deems necessary. However, the County agrees to provide at least equal benefits to the coverage contained in the Blue Point 2 Value plan, (or the Blue Cross/Blue Shield Traditional plan, but only if applicable pursuant to Section 11). "At least equal coverage benefits" shall be construed to include acceptability of coverage in the medical community.

Section 6 - For full-time unit members hired by the County prior to January 1, 2007, an annual "buy out" shall be available for those covered employees eligible for health insurance. Upon satisfactory evidence that the employee is covered under a non-County health insurance plan, the employee will receive a stipend of \$2000 for each calendar year that the employee withdraws from or declines Monroe County health insurance coverage. The County shall have the right to increase the buy-out up to \$5000. The stipend shall be prorated on a monthly basis if the employee commences participation in the "buy out" program during the calendar year. "Buy out" payments shall not be considered a part of base salary for any purposes. Any participant in the "buy out" program who wishes to obtain or resume coverage under a County plan may do so during open enrollment period, or when otherwise eligible as the result of a qualifying event under health insurance rules and regulations. Employees who return to coverage under a County plan during the calendar year, after having received the annual stipend, shall be required to refund that portion of the stipend that represents the portion of the calendar year that the employee will be covered under a County plan. The stipend shall be subject to customary deductions required by law.

Section 7 - Retirees Hired Before January 1, 2007 (CAT-1A)

- A. Full-time employees in the bargaining unit hired before January 1, 2007 (CAT-1A) who have met the existing service time requirements to qualify for retiree health insurance coverage shall receive coverage under the Blue Point 2 Value 2 plan fully paid by the County (however, pursuant to Section 11 of this Article any retirees enrolled in the Blue Cross/Blue Shield Traditional Plan, even if in CAT-1A must make a \$135 per month contribution toward the premium cost).
- B. Those qualified CAT-1A retirees who move outside of the Rochester managed care coverage area shall receive a County contribution to an out- of-area health insurance carrier (or to the Blue Cross/Blue Shield Traditional Plan but only if applicable pursuant to Article 11, Section 11 below), if available, up to the dollar amount available to the retiree under Blue Point 2 Value 2.

Section 8 - Retirees Hired After January 1, 2007 (CAT-1B)

- A. Full-time employees in the bargaining unit hired after January 1, 2007 (CAT-1B), who have met the existing service time requirements to qualify for retiree health insurance coverage shall receive coverage under the Blue Point 2 Value 2 plan at the same contribution rates applicable for active employees hired after January 1, 2007.
- B. If such retiree moves out of the Rochester managed care plan geographical coverage area, such retiree shall be entitled to a County contribution to an out-of-area health insurance carrier, if available, up to the dollar amount available to active employees hired after January 1, 2007.

Section 9 - All retirees shall receive their benefits provided in those sections under the following conditions:

- A. The individual has fifteen (15) years of continuous full-time service immediately preceding the date of retirement, and
- B. The individual is drawing a pension from the New York State Retirement System, or
- C. The individual is drawing a pension under Social Security.

Section 10 – It shall be the employee's responsibility to make application for continuation of benefits to the County Human Resources Office.

Section 11 – Only those employees enrolled in Blue Cross/Blue Shield Traditional (commonly referred to as “Blue Million,” including the full hospital out-patient rider, the \$3-generic, \$6-non-generic, copay prescription drug rider and the federally mandated maternity rider) as of December 31, 2005, may remain in that plan, with an employee contribution of 15% of the premium cost. These employees may keep Blue Cross/Blue Shield Traditional during their retirement for a \$135 per month contribution, if they have met the service requirements for retiree health insurance contained herein. Employees who enrolled in Blue Cross/Blue Shield Traditional after December 31, 2005, are not eligible to continue in this plan. The County will notify the affected employee of this change.

Section 12 - The retiring employee shall remit advance payments monthly of the difference between the cost of the health insurance premium and the health insurance premium paid by the County. The advance payment shall be made to the County in a manner prescribed by the Department of Human Resources. Failure of the employee to make the prescribed advance payments shall result in removal of the employee from the County's health insurance coverage.

Section 13 - The County will provide for an open enrollment for existing Pre-Medicare retirees for the purpose of the Pre-Medicare retirees enrolling their adult dependent children in healthcare coverage. Coverage will be effective January 1, 2023, or as soon thereafter as is practicable.

Enrollment will be available for the adult dependent children of retired unit members up to age 26 (meaning through age 25) and will only be available so long as any law, including the Obamacare age 26 extension of coverage, applied to the active employee plan(s).

Section 14 - Pre-Medicare retirees who enroll their dependents beyond age 19 (the age applicable for dependents who are not enrolled in a full-time course of study) and age 23 (the age applicable for dependents who are enrolled in a full-time course of study) in the Pre-Medicare retiree health plan must pay \$75.00 per month per dependent. Payment will be due on or before the first of the month. Coverage will be cancelled by the County if payment is not received by the first of the month.

Section 15 - The surviving spouse and children up to the age of nineteen (19) of a deceased retiree who completed at least ten (10) years of continuous full-time County service immediately preceding retirement, may continue to receive the health insurance and dental benefit for which the retiree was eligible, for the lifetime of the surviving spouse or until remarriage.

Such person shall have full responsibility to remit to the County of Monroe the periodic premium required, if any. Failure of the person to comply with requirements of premium remittance shall relieve the County of any obligation to continue such person on its health insurance roster. Only employees who were enrolled in the Blue Cross/Blue Shield Plan on or before December 31, 2005, and have remained in that plan may retire under the Traditional Plan.

### **ARTICLE 12 - DENTAL INSURANCE**

Each employee may, at his option, enroll in the County dental program which is set forth in the memorandum of agreement between the parties hereto.

Each new or existing employee shall be eligible for participation in the program, commencing with the 46th day following the date of enrollment.

The dental plan coverage shall be in accordance with the agreement between the County and the Union and executed on March 4, 1983.

Participating employees shall by payroll deduction be required to contribute \$1.64 per month per family contract and \$.66 per month per single contract. Any increase in employee contribution shall be in accordance with the agreement stated in the Memorandum of Agreement between the Union and the County.

Retirees of the County who have met the existing service time requirements to qualify for retiree health insurance coverage and who have completed at least ten (10) years of continuous full-time County service immediately preceding retirement, shall be entitled to fully paid dental coverage (single or family whichever is applicable) which is in effect at the time of retirement.

### **ARTICLE 13 - TRANSPORTATION REIMBURSEMENT**

Section 1 - The County shall provide mileage allowance in the same amount as that which is promulgated by the Internal Revenue Service to those employees required to use personal motor vehicles on County business. In the event that public transportation or other private transportation is required, and in the event that parking or toll fees are incurred on County business, such fees and expenses shall be reimbursed upon proper proof thereof. Reimbursement for parking shall not include any reimbursement for parking fees normally incurred at the employee's place of business.

Section 2 - Reimbursement shall be made in accordance with the rules and regulations of the Office of the County Controller.

### **ARTICLE 14 - HOLIDAYS**

Section 1 — Legal holidays constitute days off, with pay, for all persons who have been employed by the County for thirty (30) days or more. Holidays to be observed by Monroe County shall be:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	Election Day
President's Day	Veterans Day

Memorial Day  
Juneteenth  
Independence Day

Thanksgiving Day  
Christmas Day

And a floating holiday which may be taken at a time mutually agreed to between the employee and the Department Head or his designee. If the employee does not utilize the floating holiday by the end of the 23rd payroll period of each year, such floating holiday shall be included for payment, pursuant to Section 4 of this article of the collective bargaining agreement.

Section 2 —Holidays shall be observed on the day of County observation with the exception of the following four holidays: Christmas Day, New Years Day, Lincoln's Birthday and Independence Day. These four holidays shall be observed on the actual holiday.

Section 3 – 8 hours of holiday pay shall be added to an employee's compensatory time bank for each County holiday listed in this section. If a compensatory time bank is at the maximum the holiday shall be paid to the employee at the rate of straight time. Employees will be paid four (4) additional hours at the rate of straight time for working at least six (6) hours on a holiday, or six (6) additional hours at the rate of straight time for working at least twelve (12) hours on a holiday, in addition to their regular pay. The holiday on which an employee works will be added to the accumulated holidays of the employee. Firefighters who are in their first year of employment with the County who have insufficient hours in their compensatory bank at the time of holiday pay may defer some or all of the holiday pay so that such hours may be used to ensure a full paycheck during the 25<sup>th</sup> and/or 26<sup>th</sup> pay periods.

Section 4 - Payment shall be made by separate check in the twenty-fourth (24th) payroll period for all accumulated holidays except as provided in Section 3, above.

## ARTICLE 15 - VACATION

Section 1 - A full-time employee will earn a paid vacation allowance determined by length of service as hereinafter described.

Vacation time taken shall only be granted and approved by the Department Head. Accumulation of vacation credits is allowed to a maximum of 27 working days. For the purposes of calculating vacation time accrued, a working day shall be twelve (12) hours. Vacation credits are neither earned nor posted when an employee is at his maximum. Vacation earned will be granted and posted on the following schedule:

First Year: At the completion of six (6) months of service an employee will be granted five (5) 12-hour vacation days. At the end of one (1) year the employee will be granted an additional five (5) 12-hour vacation days.

Second Year: After one year of service, vacation shall accrue and be posted for each month of service at the following rates. Starting with the thirteenth month and ending with the twenty-fourth month, 5/6 days' vacation credits (10 hours) shall be earned and posted for each month employed. This is at the annual rate of ten (10) days per year.

Third to Ninth Year: After two (2) years of service, starting with the twenty-fifth (25) month and ending with the ninety-sixth (96) month of service, one and five-twelfths (1 5/12) days (17 hours) per month shall be earned and posted. This is at an annual rate of seventeen (17) day's vacation per year.

Ninth to Fifteenth Year: After eight (8) years of service, starting with the ninety-seventh (97) month and ending with the one hundred sixty-eighth (168) month, one and one-half (1 1/2) days (18 hours) per month vacation shall be earned and posted. This is at an annual rate of eighteen (18) day's vacation per year.

Fifteenth Year and Over: Commencing with the one hundred sixty-ninth (169) month of service, two (2) days (24 hours) per month shall be earned and posted. This is at an annual rate of twenty-four (24) vacation days per year.

Section 2 - Vacation submissions for the period April 1 through September 30 must be submitted by March 1 of that year. Vacation submissions for the period of October 1 through March 31 must be submitted by September 1. Requests for vacation made after the closing date of a period shall be acted upon by the Chief or their designee as soon as is reasonably practicable, but in no event later than 72 hours after the request is made. Requests made following the closing date of a period shall not be denied unreasonably.

## **ARTICLE 16 – LEAVES OF ABSENCE**

Section 1: During any leave of absence without pay, credits and benefits do not accrue. Employees may choose to keep, in the employee time bank, five days of paid leave before being placed on an unpaid leave of absence. This time may be used when the employee returns to work.

Section 2: Pregnancy Leave: A pregnancy related disability shall be treated in the same manner as any other non-occupational disability with respect to sick leave benefits. The employee will be reinstated to a position of equivalent pay at the end of the leave period, subject to the written approval of her attending physician.

Section 3: Child Care and Adoption Leave: An employee who is responsible for the care of his/her newborn child, or an adoptive child five (5) years of age or younger, will be granted an unpaid leave of absence for a period not to exceed six (6) months. During such leave the employee will be required to use any accrued vacation and compensatory time credits, with the exception of five (5) vacation or compensatory time days which may be reserved for when the employee returns to work. The employee will be reinstated to a position of equivalent pay at the end of the leave period.

Section 4: A written request for a leave of absence without pay for reasons not cited in the contract must be submitted to the employee's Department Head at least four (4) weeks in advance. Upon the approval of the Director of Human Resources, leave may be granted for no more than one (1) consecutive year.

Section 5: With the approval of the Director of Human Resources and the County Executive, an employee may be granted up to two (2) years Leave of Absence for specialized services upon the presentation of sufficient proof.

## **ARTICLE 17 - RETIREMENT**

Section 1 — Section 75-I of the New York State Retirement System or Section 375-i of the New York State Retirement and Social Security Law for Monroe County Airport Firefighters covered by the Police and Fire System shall be continued for County employees for the duration of this agreement.

Section 2 - All members are granted the application of Section 41-J which provides that unused sick leave may be used as additional service credit upon retirement to a maximum of 165 days (not, however, to be paid in cash).

Section 3 - The parties agree that the provisions of this Article shall not be inconsistent with the provisions of the New York State Retirement Fund as enacted by the New York State Legislature.

Section 4 - In accordance with Chapter 228 of the Laws of 1996, and County Legislature Resolution No. 364 of 1996, members shall be eligible for the retirement plan under Section 384, with subdivisions (f), (g), and (h), of the Retirement and Social Security Law.

#### **ARTICLE 18 - OVERTIME**

Overtime will be paid at the rate of time and one-half the employee's hourly rate for all hours worked in excess of regularly scheduled work hours.

Hours paid for but not worked on holidays, compensatory-time days, and approved vacation shall be counted as time worked for the purpose of calculating over time. Sick leave shall not be counted as time worked in the calculation of overtime.

To ensure that management is apprised and aware of overtime occurring within the Department, all overtime shall require prior approval from the Fire Chief or his/her designee. The ability of the Fire Chief or his/her designee to pre-approve overtime will not be exercised in a punitive or unreasonable manner. In the event it is not practicable, or is not possible, to obtain such prior approval, notice that overtime was assigned will be given to the Fire Chief or his/her designee as soon as practicable after the assignment is made.

#### **ARTICLE 19 - CALL-IN PAY**

Employees called into work outside of their regularly scheduled hours shall be guaranteed a minimum of 4 hours at the rate of time and one half (1 1/2). Such call-in pay shall not apply to hours which immediately precede or follow the employees' regularly scheduled work hours. Employees who voluntarily respond to emergency calls (Alert 2 or Alert 3) shall be guaranteed a minimum of four (4) hours' pay at straight time for such response.

#### **ARTICLE 20 - SICK LEAVE**

Sick leave is earned and posted at the rate of one (1) twelve (12) hour day per month of service up to 133 days maximum. Sick leave is neither earned nor posted when the employee is at this maximum. Sick leave time with pay will not be granted before the first three (3) months of continuous service at which time three (3) twelve (12) hour days will be credited.

If sick leave credits are exhausted, vacation and/or compensatory time credits may be applied towards days absent due to illness or accident provided such use is approved by the department head.

Sick leave constitutes absence for reasons of illness or injury, dental, optical, or medical appointments, quarantine regulations or when a physician certifies that the employee's presence at the place of duty jeopardizes health of others.

Sick leave may be utilized for illness in the immediate family only under circumstances in which a physician certifies that the employee's attendance of the family member is vital.

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

When absence is required under the provisions of sick leave, an employee or other person acting in his stead must notify the employee's supervisor of the reason within two (2) hours prior to the commencement of the workday or as soon thereafter as is possible. Failure to report within stated time limits without satisfactory reason shall cause the absence to be considered leave without pay. Sickness during the working day must be reported to the department head or his designee.

Sick leave that extends beyond twenty-four (24) consecutive hours shall be supported by a standard medical certificate completed by the attending physician. The medical certificate shall be submitted to the supervisor within seven (7) days after returning to work.

Notwithstanding the foregoing, if the employee's supervisor notifies the employee in writing prior to his return to work, a medical certificate shall be submitted to the employee's supervisor upon his return to work.

When sick leave is used for three (3) or more consecutive days because of illness in the immediate family, a certificate by the attending physician covering the nature of the illness and the need for the employee to be in attendance of the relative may be required.

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

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

#### **ARTICLE 21 - HALF-PAY SICK LEAVE**

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

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

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

1. The employee has exhausted all accumulated leave time;
2. The employee is subjected to an unpaid waiting period of five working days; and

3. The employee has not abused the privileges of sick leave during his term of employment.

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

1. The employee has exhausted all accumulated leave time;
2. The elimination of an unpaid waiting period; and
3. The employee has not abused the sick leave privileges during his term of employment.

It is understood that the foregoing half-pay provision applies to the employee only and may be granted more than once during any twelve-month period.

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

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

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

#### **ARTICLE 22 - BEREAVEMENT LEAVE**

An employee covered under this agreement may be granted up to four (4) consecutive workdays with pay due to death in the family. A workday is defined as a 12 hour block which constitutes one-half of a 24 hour shift. This absence must be reported to the department supervisor on the first day of absence. Immediate family includes: parents, spouse, children, brother, sister, grandchildren, grandparents, mother-in-law, father-in-law, sister-in-law, brother-in-law, or any relative who is an actual member of an employee's household.

Upon request, the employee shall submit to the Department Head or his designee a Notice of Death or other evidence attesting to the validity of the absence.

#### **ARTICLE 23 - EDUCATION LEAVE**

Leave without pay for a period of up to one (1) year may be granted for the purpose of acquiring educational training which will improve the efficiency and contribute to job development and improvement with the County. A written request for Educational Leave must be made to the Department Head. Approval of the leave may be granted upon the recommendation of the Department Head with the approval of the Director of Human Resources and the County Executive. Educational leave without pay for a period not to exceed two (2) consecutive years may be granted for the purpose of obtaining additional educational training. Such two (2) year consecutive educational leave shall depend upon an employee successfully completing the first year of educational training.

In certain cases where educational leave with pay is desired, a written request must be approved by the Department Head, the Director of Human Resources and the County Executive. The student shall not earn credits during this time. A person requesting educational leave with pay must sign a statement promising to work two years for the County after finishing two years of study.

#### **ARTICLE 24 - TUITION REIMBURSEMENT AND LICENSES**

The County agrees to pay 75% of tuition up to a maximum of \$300.00 for those employees who have received advance approval from the County, and who are enrolled in an Associate and Applied Science program at an accredited Junior or Community College in the field of Fire Science. The County also agrees to pay 75% of tuition for those employees who are enrolled in a Bachelor of Science program that will yield a Bachelor of Science Degree in Fire Science.

It is understood that the tuition reimbursement program shall be in accordance with Resolution 206 of 1966, and as amended.

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

#### **ARTICLE 25 - MILITARY DUTY**

Consistent with Section 242 of the Military Law of the State of New York, members of the National Guard or the Reserve of the Army, Navy, Marine Corps, Air Force, Space Force, or Coast Guard will be granted a Military Duty Leave of Absence up to thirty (30) working days with pay in each calendar year.

**EXTENDED MILITARY DUTY:** An employee required to render military duty shall be granted a Military Leave of Absence. An employee must apply for reinstatement within ninety (90) days after his duty is terminated. Upon an employee's return to employment, all earned credits in effect at time of leave shall be reinstated. Pay level shall reflect updating as required by contract and/or Law.

#### **ARTICLE 26 - JURY DUTY AND COURT ATTENDANCE**

Section 1 - To meet an obligation as a citizen by serving on juries, an employee will be granted time off with pay for jury duty. When in the opinion of the Department Head workload or staffing requirements are impacted, the employee will cooperate in a request for deferral of jury duty to a subsequent date.

Compensation an employee may receive for actually serving on the jury on scheduled work days shall be paid to the County.

Section 2 - Leave with pay is also granted pursuant to subpoena or other order of the court, provided the employee is not a direct litigant in action before the court.

#### **ARTICLE 27 - WORKERS' COMPENSATION**

Section 1 - If an illness or injury occurs as a result of employment, salary will be paid without charge against credits (under A code on the time card) for up to five (5) days immediately following the date of disability under the following conditions:

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

Further compensation will be paid according to the rules of the Workers' Compensation Law.

Section 2 - Employees not eligible to use the A code, pursuant to Section 1, may use other time credits, with the approval of the supervisor. These credits will not be reimbursed to the employee unless the term of disability extends beyond 14 days, in which case, pursuant to Workers' Compensation Law, the five-day waiting period is waived. In this case, the employee's time bank will be reimbursed according to the Workers' Compensation payment schedule.

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

Section 3 - If a Workers' Compensation case is controvert by the County, and the County is successful, any payments under the A code may be recouped by the County, through deductions from the employee's time credits or, in the absence of such credits, through payroll deductions, at the rate of one day per pay period.

Section 4 - An employee subject to Workers' Compensation shall be placed on leave of absence due to temporary disability until such time as the employee returns to work or until such time as the employee is adjudged to be permanently disabled from performing his job duties.

Application for reinstatement must be made within twelve (12) months after termination of such disability.

Section 5 - Employees may choose to use full-pay sick leave credits (1702 code) while disabled from work due to a work-related illness or injury, rather than receive payment as authorized by the Workers' Compensation Board (1703 code). Upon final award by the Board, the employee's sick leave bank will be credited the dollar amount (in terms of hours) equal to the payments, as previously prescribed by the Workers' Compensation Board.

Section 6 - An employee on leave due to a compensable illness or injury shall receive longevity payment, pursuant to Article 9, and health insurance, pursuant to Article 11, for a maximum period of one year of leave.

## **ARTICLE 28 - TRAINING**

Section 1 - The County agrees to provide up to 40 hours of outside training opportunities to the Firefighters and Captains. Any hours above and beyond the 40 are subject to the approval of the Fire Chief or Airport Administrator. In addition, the subject matter of all outside training is subject to approval of the Fire Chief or Airport Administrator. In the event any such training is appropriate and approved, the County agrees to release appropriate employees of the Fire Protection and Crash Rescue with pay, and any approved related expenses to participate in such programs. The county agrees to confer with the Association with respect to its recommendations for appropriate training.

A new employee of the FIRE PROTECTION AND CRASH RESCUE with no previous military or civilian airport rescue and firefighting experience shall attend a recognized military or civilian Rescue and Firefighting school which includes theory, hot drills and aircraft/airport familiarization within the first year of service with the County.

The County and the Association agree that one Officer normally assigned to a 40-hour workweek, Monday through Friday, shall be designated the Airport Fire Protection and Crash Rescue Training and Inspection Officer. In addition to training required as an Airport Fire Captain, the Officer shall be provided optional additional instruction in training methods and New York State Code enforcement.

The County agrees to release time with pay to employees attending I.A.F.F. Educational Seminars for topics which relate directly to airport firefighting and rescue methods. Attendance shall be subject to adequate notice to the County by the requesting employee and the written permission of the Airport Administrator in advance.

Section 2 - EMT Certification: The Airport shall begin participating in the New York State Bureau of Emergency Medical Services and Trauma Systems Continuing Medical Education (CME) Recertification Program. All employees successfully participating in the CME Recertification Program shall remain eligible to receive the current annual EMT stipend paid by the County to unit members. All employees not currently possessing a valid Emergency Medical Technician ("EMT") certification, must obtain such recertification on or before January 1, 2023. Should an employee's certification expire and remain expired, through no fault of the employer, for a period of three (3) months, he/she shall have the bi-weekly EMT stipend (\$750 annually/\$28.85 bi-weekly) discontinued until such time that he/she obtains such certification.

## **ARTICLE 29 - ASSOCIATION BUSINESS**

Section 1 - The Association will be granted the use of designated meeting rooms for the purpose of conducting official Association business during non-working hours.

Section 2 - The County will distribute on behalf of the Association a reasonable amount of said Association's literature by means of utilizing the interdepartmental mailing system of the County.

Section 3 - The County will provide release time with pay to designated Association officers and delegates attending certain Association conventions. Such release time shall be provided in accordance with the procedures as set forth hereinafter, and only with the approval of the County Executive.

Section 4 - The Association shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the County, subject to the approval of the contents of such notices and communications by the County Executive or his designee.

Section 5 - The County recognizes the right of the employees to designate representatives of the Association to represent employees for the purpose of discussing wages, working conditions, grievances and disputes with County representatives, to appear at appropriate public hearings before the County Legislature, and to meet with County employees during working hours solely for the purpose of processing written grievances. Other Association business shall be performed outside of working hours or without pay.

Section 6 - Any member of the Association shall have the right to present his grievance to representatives of the County, or filing such grievances with his designated Association representative without loss of pay. Filing of such grievances shall take place outside of working hours whenever possible.

Representatives of the Association shall be allowed release time with pay for the purpose of meeting with County representatives to evaluate and discuss contract compliance.

Representatives of the Association shall be allowed release time with pay for the purpose of representing employees in a grievance at any stage of the grievance procedure.

Association representatives shall, whenever possible, consult with Association members outside of working hours.

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

1. Association representatives shall notify immediate supervision of requirement for release time and shall document the place of intended visitation, the purpose of release time and the estimated duration of absence.
2. Upon arrival at destination, the Association representative shall notify the supervisor of that department of his presence, purpose, and estimated duration of his stay.
3. The Association representative shall, upon his return to his department, document the time of return.
4. Release time shall not be utilized for routine day-to-day Association business which is not directly related to the provisions of this agreement.

### **ARTICLE 30 - WORKING CONDITIONS**

Section 1 - **WORK HOURS**: The workday of members of this unit shall consist of one (1) 24-hour shift consisting of two (2) working days; a day shift tour of twelve (12) hours from 8:00 a.m. to 8:00 p.m., and a night shift tour from 8:00 p.m. to 8:00 a.m. This one (1) 24-hour shift will be followed by three (3) calendar

days or 72 hours off. Group rotation of working days shall repeat as follows; 1, 2, 3, 4. The designated Training and Inspection Officer shall be normally assigned to a 40-hour workweek, Monday through Friday.

The Monroe County Airport Management or the Fire Chief has the right to make temporary schedule changes for emergencies, major disasters or for good and sufficient cause. The County agrees to consult with the Association respecting any schedule change requirements.

Section 2 – SHIFT SUBSTITUTIONS: The practice of substitution, where one employee voluntarily works for another (who does not utilize paid time off), shall be permitted provided that such substitution does not impose additional cost to the department, and is within rank.

An employee who accepts and works a substitute shift is entitled to all rights, protections and benefits that he or she would otherwise enjoy under the collective bargaining agreement were he or she working a regularly scheduled shift.

Prior to the start of the shift being substituted, the employees will complete and submit timesheets reflecting the swap.

Neither the employer nor the department shall be held responsible for enforcing any agreement made between employees.

Section 3 - CLOTHING ALLOWANCE: The County will continue to provide the employees with uniforms and firefighting protective clothing that is determined suitable by the Fire Chief and approved by the Director of Aviation.

A list of firefighting protective clothing and uniform components to be issued to employees will be listed in the Standard Operating Guidelines. The guideline will address protective clothing and uniform issue, frequency and replacement. **The Chief will establish a labor management committee for the purpose of conferring with the Association on the guidelines. The labor management committee will consist of four members in total: Two members designated by the Union President, the Chief or the Chief's designee, and the Director of Aviation or the Director's designee.**

The County shall replace uniform elements upon surrender of worn or damaged items not caused by the willful neglect of the employee. Request for replacement items shall be granted in a reasonable manner and on a timely basis. Replacement of safety equipment which is determined to be unusable shall be furnished on an expedited basis

Section 4 - OUT-OF-TITLE ASSIGNMENT: Except in the event of a bona fide emergency, no employee shall be required to assume the duties of a higher classification except when directed in writing by his supervisor. In the event such out-of-title service exceeds ten (10) consecutive work days, the employee will receive out-of-title pay for the entire assignment.

Out-of-title pay shall correspond to the salary step in the higher title which is immediately above the salary being received by the employee in his permanent classification, plus one (1) additional step.

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

An employee claim for out-of-title pay shall not be valid unless such employee, upon being designated to perform the duties of a higher title, receives a written designation from the Department Head or his designee. Failure to receive a written designation shall require the employee to file a written grievance within three (3) business days following the unwritten designation to out-of-title work.

Assignment of out-of-title work shall be determined on the basis of seniority as well as suitability.

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

Section 5 - WORK GROUP ASSIGNMENT: When a vacancy exists in a work group, the County agrees to post a vacancy for a minimum period of five (5) days. Employees may in writing express their desire to fill the vacancy. The vacancy shall be filled by virtue of seniority. An employee may not exercise his seniority in filling a group vacancy more often than once per year.

Section 6 - SENIORITY: The seniority of employees within ranks will be determined by the date the employee was permanently appointed to the title he holds. In the event that two or more employees have the same date of permanent appointment, their seniority will be determined by their numerical position on the Civil Service list from which they were last appointed. Employees shall lose their seniority upon the following:

- A. Resignation or retirement (except where reinstated within a period permitted by applicable provisions of Civil Service Law).
- B. Discharge in accordance with contract or Civil Service Law.
- C. Failure to be recalled within one year of layoff.

Section 7 - PERSONNEL FILES: No material related to an employee's conduct, performance, character or personality which is derogatory in nature shall be placed in the personnel file without notification to the employee. The employee shall be given an opportunity to read such material and shall acknowledge that he has read such material by affixing his signature on the material to be filed with the understanding that such signature merely acknowledges that he has read such material and does not indicate agreement with its contents. The employee shall receive a copy of such material upon request. An employee who has derogatory material lodged against him shall have such material deleted from his personnel file when such material has been determined invalid by normal grievance procedures, civil court action, or by formal or informal hearings with County representatives.

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

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

Section 8 - EMPLOYMENT AND ASSIGNMENT OF RELATIVES: Employment and assignment of relatives shall be pursuant to policy promulgated by Monroe County.

## **ARTICLE 31 - SAFETY STANDARDS AND EQUIPMENT**

Section 1 - The County shall establish minimum safety standards for motor vehicles used by the Monroe County Airport Divisions of Fire Protection and Crash Rescue. These standards shall be consistent with standards of the New York State Department of Motor Vehicles for comparable vehicles. There shall be annual inspections by a qualified mechanic to insure that these standards are being met.

Section 2 - An employee assigned to drive any County motor vehicle shall notify the supervisor, or his designee, of any dangerous condition or vehicle defect in any piece of equipment so that an inspection can be made by the supervisor, and the results of said inspection entered into the daily log. If necessary, the vehicle may be taken out of service until appropriate repairs can be made.

Section 3 - When a new fire vehicle, replacement vehicle, or repaired vehicle is received or returned to service, the supervisor or his designee shall inspect such equipment to insure that it is in proper working order, and shall note in the daily log the condition of the equipment.

## **ARTICLE 32 - DISCIPLINARY PROCEDURE**

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

The probationary period for permanent competitive employees shall be as set forth in Civil Service law. The probationary period for non-competitive or labor class employees shall be one (1) year.

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

This notice is to be presented to such employee at the time the action is taken. When an employee presents a clear and present danger to the County or his fellow employees, the employee may be suspended and the serving of the notice shall be waived for a period of forty-eight (48) hours.

Any such employee alleging that action taken was without just and sufficient cause shall have full recourse to the grievance procedure. In the event of discharge of any employee, the grievance shall be filed at Step 3 of the procedure as set forth in Article 35 of this agreement, providing that such grievance is filed within ten (10) working days following the date of notice of discharge.

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

## **ARTICLE 33 - GRIEVANCE PROCEDURE**

Each employee shall have the right to present his grievance to representatives of the County free from interference, coercion, restraint, discrimination or reprisal, and shall have the right to representation at all stages of the grievance procedure.

A grievance shall be defined as any claimed violation of a specific and express provision of this contract or of any order or work rule which relates to employee health or safety; provided however, that this definition

does not include any matter involving an employee's rate of compensation, retirement benefits, position classification; or any other matter which is otherwise reviewable pursuant to law; or any rule or regulation having the force and effect of law; or to any matter upon which the County is without authority to act.

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

Step 1: A grievance as defined hereinabove, between an employee or a group of employees and the County, shall be initiated in the first instance by the employee(s) involved and/or the employee(s) representative with the immediate supervisor of the department involved. The grievance shall be submitted in writing and signed by the aggrieved party, or in the event of a grievance on behalf of a group of employees, by the representative of such group of employees. A grievance, if it is to be considered, shall be presented within ten (10) business days from its known occurrence.

The immediate supervisor shall serve a written reply to the aggrieved party or parties within three (3) business days of the submission of the grievance.

Step 2: In the event the grievance is not disposed of under Step 1, the aggrieved employee(s) may request a review of the grievance with the Department Head. Such request shall be submitted to the Department Head in the same manner provided for in Step I of the grievance procedure within five (5) business days of the conclusion of Step 1.

The Department Head or his authorized designee shall conduct an informal hearing at which all parties involved may present oral or written statements in support of their position.

The Department Head or his authorized designee shall serve a written reply to the aggrieved employee(s) within five (5) business days from the close of the hearing.

Step 3: In the event the grievance is not disposed of under Step 2 of the Grievance Procedure, the aggrieved employee(s) may request a review of the grievance with the Manager of Labor Relations. Such request shall be submitted in the same manner provided for in Step 2 of the Grievance Procedure, and shall be submitted within five (5) business days from the conclusion of Step 2. The Manager of Labor Relations shall serve a written reply to the aggrieved employee(s) within ten (10) business days following the review.

Step 4: In the event the grievance is not disposed of under Step 3 of the Grievance Procedure, the Union may submit the grievance to arbitration in the manner provided for below within five (5) business days from the conclusion of Step 3.

The Union shall submit a request to the New York State Public Employment Relations Board for a panel of seven (7) names to be submitted to both parties to the dispute. The parties shall select an arbitrator from the panel submitted by alternately striking a name from the panel until one name remains. The remaining person shall be the arbitrator in the dispute.

Each party to the dispute shall be allowed to request a maximum of two (2) arbitration lists, should the initial list be unsatisfactory to either party.

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

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

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

Nothing contained in this agreement shall be construed to deny any employee his rights or obligations under applicable New York State Civil Service Laws and regulations.

The fees and expenses of the arbitrator shall be shared equally by the parties to this agreement. The parties agree to pay the salaries and expenses of their respective witnesses and representatives.

#### **ARTICLE 34 - LABOR/MANAGEMENT COMMITTEE**

A Labor/Management Committee will meet for the purpose of discussing and attempting to resolve matters of mutual concern during this contract period. This committee shall be limited to no more than three (3) labor and three (3) management members. One of the labor members shall be the Union President. One of the management members shall be the Airport Administrator, and another shall be from the County Department of Human Resources.

The Committee shall be convened by either the Union President or the Airport Administrator. It is agreed that a maximum of two (2) members designated by the Union as members of the Labor/Management Committee will receive release time with pay to attend Committee meetings.

Any expenses incurred in said meeting shall be borne equally by the parties to this contract.

#### **ARTICLE 35 - COMPLETE AGREEMENT**

The parties agree that each has had the unlimited right to present proposals and counter-proposals concerning wages, hours, and other conditions of work, the results of which are set forth in this agreement. The provisions of this agreement shall supersede all conflicting policies and practices, and may be changed only through mutual written agreement between the County and the Union.

All terms and conditions of employment not covered by this agreement shall be subject to the County's direction and control, and shall not be the subject for negotiation until the commencement of negotiations for a successor to this agreement.

Except for those provisions of the 1986-1988 agreement which have been honored by the County beyond the expiration of the agreement, no provision of this agreement shall be retroactive, unless specifically set forth herein.

**IT IS UNDERSTOOD AND AGREED BY THE PARTIES HERETO; THAT THE BENEFITS CONFERRED BY THIS AGREEMENT ARE SUBJECT TO THE APPLICABLE PROVISIONS OF LAW AND TO THE APPROVAL OF THE TERMS AND CONDITIONS OF THIS AGREEMENT, AS**

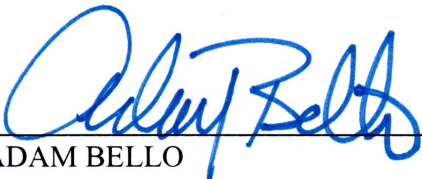
**WELL AS THE APPROPRIATION OF FUNDS FOR SUCH AGREEMENT BY THE COUNTY LEGISLATURE.**


It is further agreed and understood by both parties that this agreement and all provisions herein are subject to all applicable laws, and in the event any provisions of this agreement are held to violate such laws, such provisions shall not bind either of the parties, but the remainder of this agreement shall remain in full force and effect, as if the invalid or illegal provisions had not been a part of this agreement.

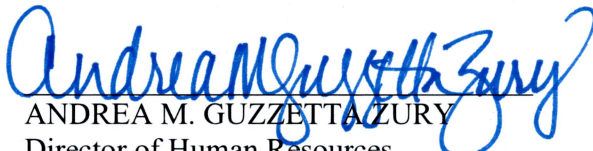
**TERM OF AGREEMENT**

This agreement shall become effective January 1, 2023, and terminate at the close of business on December 31, 2025.

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

  
\_\_\_\_\_  
ADAM BELLO  
County Executive  
MONROE COUNTY

  
\_\_\_\_\_  
KEITH FARRELL  
President  
MONROE COUNTY AIRPORT  
FIREFIGHTERS ASSOCIATION

  
\_\_\_\_\_  
ANDREA M. GUZZETTA ZURY  
Director of Human Resources  
MONROE COUNTY

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**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2023 SALARY SCHEDULE - BASELINE**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	60,258.11	61,544.06	64,503.28	67,291.54	70,290.17	73,120.72
	PAYROLL YEAR	60,027.24	61,308.26	64,256.14	67,033.72	70,020.86	72,840.56
	80 HOUR	28.8593	29.4751	30.8924	32.2278	33.6639	35.0195
	BI-WEEKLY	2,308.74	2,358.01	2,471.39	2,578.22	2,693.11	2,801.56
75	<b>ANNUALIZED</b>	66,005.33	67,445.27	70,452.77	73,579.55	76,825.35	79,590.91
	PAYROLL YEAR	65,752.44	67,186.86	70,182.84	73,297.64	76,531.00	79,285.96
	80 HOUR	31.6118	32.3014	33.7417	35.2392	36.7937	38.1182
	BI-WEEKLY	2,528.94	2,584.11	2,699.34	2,819.14	2,943.50	3,049.46
76	<b>ANNUALIZED</b>	52,534.60	54,096.95	57,223.47	60,711.47	64,195.30	67,202.54
	PAYROLL YEAR	52,333.32	53,889.68	57,004.22	60,478.86	63,949.34	66,945.06
	80 HOUR	25.1602	25.9085	27.4059	29.0764	30.7449	32.1851
	BI-WEEKLY	2,012.82	2,072.68	2,192.47	2,326.11	2,459.59	2,574.81

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2023 SALARY SCHEDULE - BASELINE**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	48,492.23	51,450.15	54,588.67	57,918.51	61,451.67	65,200.15	69,177.27	73,397.12
	PAYROLL YEAR	48,306.44	51,253.02	54,379.52	57,696.60	61,216.22	64,950.34	68,912.22	73,115.90
	80 HOUR	23.2242	24.6409	26.1440	27.7388	29.4309	31.2261	33.1309	35.1519
	BI-WEEKLY	1,857.94	1,971.27	2,091.52	2,219.10	2,354.47	2,498.09	2,650.47	2,812.15
75	<b>ANNUALIZED</b>	51,438.66	54,808.17	58,397.97	62,222.92	66,298.70	70,641.22	75,268.22	79,859.48
	PAYROLL YEAR	51,241.58	54,598.18	58,174.22	61,984.52	66,044.68	70,370.56	74,979.84	79,553.50
	80 HOUR	24.6354	26.2491	27.9684	29.8003	31.7522	33.8320	36.0480	38.2469
	BI-WEEKLY	1,970.83	2,099.93	2,237.47	2,384.02	2,540.18	2,706.56	2,883.84	3,059.75

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2023 SALARY SCHEDULE - 5 OR MORE YEARS OF SERVICE PLUS 4%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	62,668.71	64,005.81	67,083.53	69,983.24	73,101.92	76,045.48
	PAYROLL YEAR	62,428.60	63,760.58	66,826.50	69,715.10	72,821.84	75,754.12
	80 HOUR	30.0137	30.6541	32.1281	33.5169	35.0105	36.4203
	BI-WEEKLY	2,401.10	2,452.33	2,570.25	2,681.35	2,800.84	2,913.62
75	<b>ANNUALIZED</b>	68,645.61	70,143.23	73,270.79	76,522.59	79,898.10	82,774.32
	PAYROLL YEAR	68,382.60	69,874.48	72,990.06	76,229.40	79,591.98	82,457.18
	80 HOUR	32.8763	33.5935	35.0914	36.6488	38.2654	39.6429
	BI-WEEKLY	2,630.10	2,687.48	2,807.31	2,931.90	3,061.23	3,171.43
76	<b>ANNUALIZED</b>	54,635.91	56,260.64	59,512.44	63,140.08	66,763.28	69,890.58
	PAYROLL YEAR	54,426.58	56,045.08	59,284.42	62,898.16	66,507.48	69,622.80
	80 HOUR	26.1666	26.9448	28.5021	30.2395	31.9747	33.4725
	BI-WEEKLY	2,093.33	2,155.58	2,280.17	2,419.16	2,557.98	2,677.80

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2023 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	50,431.99	53,508.13	56,772.20	60,235.41	63,909.77	67,808.06	71,944.39	76,333.10
	PAYROLL YEAR	50,238.76	53,303.12	56,554.68	60,004.62	63,664.90	67,548.26	71,668.74	76,040.64
	80 HOUR	24.1532	25.6265	27.1898	28.8484	30.6081	32.4751	34.4561	36.5580
	BI-WEEKLY	1,932.26	2,050.12	2,175.18	2,307.87	2,448.65	2,598.01	2,756.49	2,924.64
75	<b>ANNUALIZED</b>	53,496.13	57,000.57	60,733.92	64,711.82	68,950.46	73,466.80	78,278.86	83,053.85
	PAYROLL YEAR	53,291.16	56,782.18	60,501.22	64,463.88	68,686.28	73,185.32	77,978.94	82,735.64
	80 HOUR	25.6208	27.2991	29.0871	30.9923	33.0223	35.1853	37.4899	39.7768
	BI-WEEKLY	2,049.66	2,183.93	2,326.97	2,479.38	2,641.78	2,814.82	2,999.19	3,182.14

**BEFORE JANUARY 1, 2018 HIRES (SS1)**  
**2023 SALARY SCHEDULE - 10 OR MORE YEARS OF SERVICE PLUS 5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	63,271.10	64,621.25	67,728.46	70,656.35	73,804.80	76,776.80
	PAYROLL YEAR	63,028.68	64,373.66	67,468.96	70,385.64	73,522.02	76,482.64
	80 HOUR	30.3023	30.9489	32.4370	33.8392	35.3471	36.7705
	BI-WEEKLY	2,424.18	2,475.91	2,594.96	2,707.14	2,827.77	2,941.64
75	<b>ANNUALIZED</b>	69,305.68	70,817.65	73,975.23	77,258.61	80,666.49	83,570.37
	PAYROLL YEAR	69,040.14	70,546.32	73,691.80	76,962.60	80,357.42	83,250.18
	80 HOUR	33.1924	33.9165	35.4288	37.0012	38.6334	40.0241
	BI-WEEKLY	2,655.39	2,713.32	2,834.30	2,960.10	3,090.67	3,201.93
76	<b>ANNUALIZED</b>	55,161.31	56,801.69	60,084.81	63,747.16	67,405.08	70,562.66
	PAYROLL YEAR	54,949.96	56,584.06	59,854.60	63,502.92	67,146.82	70,292.30
	80 HOUR	26.4182	27.2039	28.7762	30.5302	32.2821	33.7944
	BI-WEEKLY	2,113.46	2,176.31	2,302.10	2,442.42	2,582.57	2,703.55

**ON OR AFTER JANUARY 1, 2018 (SS2)**  
**2023 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	50,916.66	54,022.56	57,318.21	60,814.57	64,524.16	68,460.04	72,636.04	77,067.04
	PAYROLL YEAR	50,721.58	53,815.58	57,098.60	60,581.56	64,276.94	68,197.74	72,357.74	76,771.76
	80 HOUR	24.3854	25.8729	27.4512	29.1257	30.9024	32.7874	34.7874	36.9095
	BI-WEEKLY	1,950.83	2,069.83	2,196.10	2,330.06	2,472.19	2,622.99	2,782.99	2,952.76
75	<b>ANNUALIZED</b>	54,010.82	57,548.67	61,317.77	65,334.04	69,613.40	74,173.33	79,031.58	83,852.51
	PAYROLL YEAR	53,803.88	57,328.18	61,082.84	65,083.72	69,346.68	73,889.14	78,728.78	83,531.24
	80 HOUR	25.8672	27.5616	29.3668	31.2903	33.3398	35.5236	37.8504	40.1592
	BI-WEEKLY	2,069.38	2,204.93	2,349.34	2,503.22	2,667.18	2,841.89	3,028.03	3,212.74

**BEFORE JANUARY 1, 2018 HIRES (SS1)**  
**2023 SALARY SCHEDULE - 15 OR MORE YEARS OF SERVICE PLUS 6%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	63,873.75	65,236.69	68,373.39	71,329.21	74,507.67	77,508.13
	PAYROLL YEAR	63,629.02	64,986.74	68,111.42	71,055.92	74,222.20	77,211.16
	80 HOUR	30.5909	31.2436	32.7459	34.1615	35.6837	37.1207
	BI-WEEKLY	2,447.27	2,499.49	2,619.67	2,732.92	2,854.70	2,969.66
75	<b>ANNUALIZED</b>	69,965.75	71,492.08	74,679.93	77,994.37	81,434.61	84,366.16
	PAYROLL YEAR	69,697.68	71,218.16	74,393.80	77,695.54	81,122.60	84,042.92
	80 HOUR	33.5085	34.2395	35.7662	37.3536	39.0013	40.4053
	BI-WEEKLY	2,680.68	2,739.16	2,861.30	2,988.29	3,120.10	3,232.42
76	<b>ANNUALIZED</b>	55,686.44	57,342.74	60,656.92	64,354.25	68,047.14	71,234.73
	PAYROLL YEAR	55,473.08	57,123.04	60,424.52	64,107.68	67,786.42	70,961.80
	80 HOUR	26.6698	27.4630	29.0503	30.8210	32.5896	34.1162
	BI-WEEKLY	2,133.58	2,197.04	2,324.02	2,465.68	2,607.17	2,729.30

**ON OR AFTER JANUARY 1, 2018 (SS2)**  
**2023 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 6%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	51,401.86	54,537.26	57,863.96	61,393.73	65,138.81	69,112.28	73,327.95	77,800.97
	PAYROLL YEAR	51,204.92	54,328.30	57,642.26	61,158.50	64,889.24	68,847.48	73,047.00	77,502.88
	80 HOUR	24.6177	26.1194	27.7126	29.4031	31.1968	33.0997	35.1188	37.2610
	BI-WEEKLY	1,969.42	2,089.55	2,217.01	2,352.25	2,495.74	2,647.98	2,809.50	2,980.88
75	<b>ANNUALIZED</b>	54,524.99	58,096.51	61,901.89	65,956.27	70,276.34	74,879.60	79,784.31	84,651.17
	PAYROLL YEAR	54,316.08	57,873.92	61,664.72	65,703.56	70,007.08	74,592.70	79,478.62	84,326.84
	80 HOUR	26.1135	27.8240	29.6465	31.5883	33.6573	35.8619	38.2109	40.5417
	BI-WEEKLY	2,089.08	2,225.92	2,371.72	2,527.06	2,692.58	2,868.95	3,056.87	3,243.34

**BEFORE JANUARY 1, 2018 HIRES (SS1)**  
**2023 SALARY SCHEDULE - 20 OR MORE YEARS OF SERVICE PLUS 8%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	65,078.78	66,467.57	69,663.51	72,674.93	75,913.42	78,970.51
	PAYROLL YEAR	64,829.44	66,212.90	69,396.60	72,396.48	75,622.56	78,667.94
	80 HOUR	31.1680	31.8331	33.3638	34.8060	36.3570	37.8211
	BI-WEEKLY	2,493.44	2,546.65	2,669.10	2,784.48	2,908.56	3,025.69
75	<b>ANNUALIZED</b>	71,285.89	72,840.92	76,088.81	79,465.63	82,971.38	85,958.26
	PAYROLL YEAR	71,012.76	72,561.84	75,797.28	79,161.16	82,653.48	85,628.92
	80 HOUR	34.1407	34.8855	36.4410	38.0583	39.7372	41.1677
	BI-WEEKLY	2,731.26	2,790.84	2,915.28	3,044.66	3,178.98	3,293.42
76	<b>ANNUALIZED</b>	56,737.22	58,424.85	61,801.41	65,568.42	69,331.00	72,578.62
	PAYROLL YEAR	56,519.84	58,201.00	61,564.62	65,317.20	69,065.36	72,300.54
	80 HOUR	27.1730	27.9812	29.5984	31.4025	33.2045	34.7599
	BI-WEEKLY	2,173.84	2,238.50	2,367.87	2,512.20	2,656.36	2,780.79

**ON OR AFTER JANUARY 1, 2018 (SS2)**  
**2023 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 8%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	52,371.48	55,566.38	58,955.72	62,552.04	66,367.86	70,416.23	74,711.51	79,269.09
	PAYROLL YEAR	52,170.82	55,353.48	58,729.84	62,312.38	66,113.58	70,146.44	74,425.26	78,965.38
	80 HOUR	25.0821	26.6122	28.2355	29.9579	31.7854	33.7242	35.7814	37.9641
	BI-WEEKLY	2,006.57	2,128.98	2,258.84	2,396.63	2,542.83	2,697.94	2,862.51	3,037.13
75	<b>ANNUALIZED</b>	55,553.85	59,192.71	63,069.87	67,200.71	71,602.48	76,292.65	81,289.49	86,248.49
	PAYROLL YEAR	55,341.00	58,965.92	62,828.22	66,943.24	71,328.14	76,000.34	80,978.04	85,918.04
	80 HOUR	26.6062	28.3490	30.2059	32.1843	34.2924	36.5386	38.9318	41.3067
	BI-WEEKLY	2,128.50	2,267.92	2,416.47	2,574.74	2,743.39	2,923.09	3,114.54	3,304.54

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2024 SALARY SCHEDULE - BASELINE**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	62,066.06	63,390.38	66,438.59	69,310.38	72,398.79	75,314.42
	PAYROLL YEAR	61,828.26	63,147.50	66,184.04	69,044.82	72,121.40	75,025.86
	80 HOUR	29.7251	30.3594	31.8192	33.1946	34.6738	36.0701
	BI-WEEKLY	2,378.01	2,428.75	2,545.54	2,655.57	2,773.90	2,885.61
75	<b>ANNUALIZED</b>	67,985.80	69,468.54	72,566.35	75,786.83	79,129.98	81,978.53
	PAYROLL YEAR	67,725.32	69,202.38	72,288.32	75,496.46	78,826.80	81,664.44
	80 HOUR	32.5602	33.2704	34.7540	36.2964	37.8975	39.2617
	BI-WEEKLY	2,604.82	2,661.63	2,780.32	2,903.71	3,031.80	3,140.94
76	<b>ANNUALIZED</b>	54,110.52	55,719.85	58,940.33	62,532.99	66,121.22	69,218.77
	PAYROLL YEAR	53,903.20	55,506.36	58,714.50	62,293.40	65,867.88	68,953.56
	80 HOUR	25.9150	26.6858	28.2281	29.9487	31.6672	33.1507
	BI-WEEKLY	2,073.20	2,134.86	2,258.25	2,395.90	2,533.38	2,652.06

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2024 SALARY SCHEDULE - BASELINE**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	49,946.79	52,993.70	56,226.19	59,656.25	63,295.11	67,156.08	71,252.48	75,599.17
	PAYROLL YEAR	49,755.42	52,790.66	56,010.76	59,427.68	63,052.60	66,898.78	70,979.48	75,309.52
	80 HOUR	23.9209	25.3801	26.9283	28.5710	30.3138	32.1629	34.1248	36.2065
	BI-WEEKLY	1,913.67	2,030.41	2,154.26	2,285.68	2,425.10	2,573.03	2,729.98	2,896.52
75	<b>ANNUALIZED</b>	52,981.96	56,452.47	60,150.06	64,089.59	68,287.52	72,760.54	77,526.14	82,255.19
	PAYROLL YEAR	52,778.96	56,236.18	59,919.60	63,844.04	68,025.88	72,481.76	77,229.10	81,940.04
	80 HOUR	25.3745	27.0366	28.8075	30.6943	32.7048	34.8470	37.1294	39.3943
	BI-WEEKLY	2,029.96	2,162.93	2,304.60	2,455.54	2,616.38	2,787.76	2,970.35	3,151.54

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2024 SALARY SCHEDULE - 5 OR MORE YEARS OF SERVICE PLUS 4%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	64,548.69	65,925.99	69,096.10	72,082.72	75,294.85	78,326.88
	PAYROLL YEAR	64,301.38	65,673.40	68,831.36	71,806.54	75,006.36	78,026.78
	80 HOUR	30.9141	31.5738	33.0920	34.5224	36.0608	37.5129
	BI-WEEKLY	2,473.13	2,525.90	2,647.36	2,761.79	2,884.86	3,001.03
75	<b>ANNUALIZED</b>	70,705.16	72,247.41	75,469.19	78,818.35	82,295.13	85,257.74
	PAYROLL YEAR	70,434.26	71,970.60	75,180.04	78,516.36	81,979.82	84,931.08
	80 HOUR	33.8626	34.6012	36.1442	37.7483	39.4134	40.8322
	BI-WEEKLY	2,709.01	2,768.10	2,891.54	3,019.86	3,153.07	3,266.58
76	<b>ANNUALIZED</b>	56,274.99	57,948.79	61,297.94	65,034.15	68,765.93	71,987.45
	PAYROLL YEAR	56,059.38	57,726.76	61,063.08	64,784.98	68,502.46	71,711.64
	80 HOUR	26.9516	27.7532	29.3572	31.1466	32.9339	34.4767
	BI-WEEKLY	2,156.13	2,220.26	2,348.58	2,491.73	2,634.71	2,758.14

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2024 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	51,944.74	55,113.28	58,475.22	62,042.31	65,827.07	69,842.30	74,102.60	78,623.12
	PAYROLL YEAR	51,745.72	54,902.12	58,251.18	61,804.60	65,574.86	69,574.70	73,818.68	78,321.88
	80 HOUR	24.8777	26.3953	28.0054	29.7138	31.5264	33.4494	35.4898	37.6548
	BI-WEEKLY	1,990.22	2,111.62	2,240.43	2,377.10	2,522.11	2,675.95	2,839.18	3,012.38
75	<b>ANNUALIZED</b>	55,101.28	58,710.65	62,555.96	66,653.40	71,019.14	75,670.95	80,627.34	85,545.62
	PAYROLL YEAR	54,890.16	58,485.70	62,316.28	66,398.02	70,747.04	75,381.02	80,318.42	85,217.86
	80 HOUR	26.3895	28.1181	29.9598	31.9221	34.0130	36.2409	38.6146	40.9701
	BI-WEEKLY	2,111.16	2,249.45	2,396.78	2,553.77	2,721.04	2,899.27	3,089.17	3,277.61

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2024 SALARY SCHEDULE - 10 OR MORE YEARS OF SERVICE PLUS 5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	65,169.35	66,559.96	69,760.60	72,775.67	76,018.86	79,080.13
	PAYROLL YEAR	64,919.66	66,304.94	69,493.32	72,496.84	75,727.60	78,777.14
	80 HOUR	31.2114	31.8774	33.4102	34.8543	36.4075	37.8736
	BI-WEEKLY	2,496.91	2,550.19	2,672.82	2,788.34	2,912.60	3,029.89
75	<b>ANNUALIZED</b>	71,385.07	72,941.93	76,194.77	79,576.29	83,086.48	86,077.28
	PAYROLL YEAR	71,111.56	72,662.46	75,902.84	79,271.40	82,768.14	85,747.48
	80 HOUR	34.1882	34.9339	36.4917	38.1112	39.7924	41.2248
	BI-WEEKLY	2,735.06	2,794.71	2,919.34	3,048.90	3,183.39	3,297.98
76	<b>ANNUALIZED</b>	56,816.05	58,506.02	61,887.28	65,659.51	69,427.31	72,679.63
	PAYROLL YEAR	56,598.36	58,281.86	61,650.16	65,407.94	69,161.30	72,401.16
	80 HOUR	27.2108	28.0201	29.6395	31.4461	33.2506	34.8082
	BI-WEEKLY	2,176.86	2,241.61	2,371.16	2,515.69	2,660.05	2,784.66

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2024 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	52,444.04	55,643.37	59,037.68	62,639.22	66,460.00	70,513.85	74,815.13	79,378.97
	PAYROLL YEAR	52,243.10	55,430.18	58,811.48	62,399.22	66,205.36	70,243.68	74,528.48	79,074.84
	80 HOUR	25.1169	26.6491	28.2747	29.9996	31.8295	33.7710	35.8310	38.0168
	BI-WEEKLY	2,009.35	2,131.93	2,261.98	2,399.97	2,546.36	2,701.68	2,866.48	3,041.34
75	<b>ANNUALIZED</b>	55,631.11	59,274.93	63,157.56	67,294.15	71,701.92	76,398.62	81,402.51	86,368.03
	PAYROLL YEAR	55,417.96	59,047.82	62,915.58	67,036.32	71,427.20	76,105.90	81,090.62	86,037.12
	80 HOUR	26.6432	28.3884	30.2479	32.2290	34.3400	36.5894	38.9859	41.3640
	BI-WEEKLY	2,131.46	2,271.07	2,419.83	2,578.32	2,747.20	2,927.15	3,118.87	3,309.12

**BEFORE JANUARY 1, 2018 HIRES (SS1)**  
**2024 SALARY SCHEDULE - 15 OR MORE YEARS OF SERVICE PLUS 6%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	65,790.01	67,193.93	70,424.85	73,468.89	76,742.87	79,833.11
	PAYROLL YEAR	65,537.94	66,936.48	70,155.02	73,187.40	76,448.84	79,527.24
	80 HOUR	31.5086	32.1810	33.7284	35.1863	36.7542	38.2343
	BI-WEEKLY	2,520.69	2,574.48	2,698.27	2,814.90	2,940.34	3,058.74
75	<b>ANNUALIZED</b>	72,064.71	73,636.71	76,920.35	80,334.23	83,877.83	86,897.08
	PAYROLL YEAR	71,788.60	73,354.58	76,625.64	80,026.44	83,556.46	86,564.14
	80 HOUR	34.5138	35.2666	36.8392	38.4742	40.1714	41.6174
	BI-WEEKLY	2,761.10	2,821.33	2,947.14	3,077.94	3,213.71	3,329.39
76	<b>ANNUALIZED</b>	57,357.10	59,063.00	62,476.61	66,284.87	70,088.42	73,371.80
	PAYROLL YEAR	57,137.34	58,836.70	62,237.24	66,030.90	69,819.88	73,090.68
	80 HOUR	27.4699	28.2869	29.9218	31.7456	33.5672	35.1397
	BI-WEEKLY	2,197.59	2,262.95	2,393.74	2,539.65	2,685.38	2,811.18

**ON OR AFTER JANUARY 1, 2018 (SS2)**  
**2024 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 6%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	52,943.85	56,173.20	59,599.87	63,235.60	67,092.92	71,185.66	75,527.66	80,135.09
	PAYROLL YEAR	52,741.00	55,957.98	59,371.52	62,993.32	66,835.86	70,912.92	75,238.28	79,828.06
	80 HOUR	25.3562	26.9029	28.5440	30.2853	32.1326	34.0927	36.1723	38.3789
	BI-WEEKLY	2,028.50	2,152.23	2,283.52	2,422.82	2,570.61	2,727.42	2,893.78	3,070.31
75	<b>ANNUALIZED</b>	56,160.94	59,839.47	63,759.17	67,935.17	72,384.96	77,126.02	82,177.94	87,190.70
	PAYROLL YEAR	55,945.76	59,610.20	63,514.88	67,674.88	72,107.62	76,830.52	81,863.08	86,856.64
	80 HOUR	26.8970	28.6588	30.5360	32.5360	34.6671	36.9378	39.3572	41.7580
	BI-WEEKLY	2,151.76	2,292.70	2,442.88	2,602.88	2,773.37	2,955.02	3,148.58	3,340.64

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2024 SALARY SCHEDULE - 20 OR MORE YEARS OF SERVICE PLUS 8%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	67,031.33	68,461.87	71,753.60	74,855.32	78,190.90	81,339.61
	PAYROLL YEAR	66,774.50	68,199.56	71,478.68	74,568.52	77,891.32	81,027.96
	80 HOUR	32.1031	32.7882	34.3647	35.8502	37.4477	38.9557
	BI-WEEKLY	2,568.25	2,623.06	2,749.18	2,868.02	2,995.82	3,116.46
75	<b>ANNUALIZED</b>	73,424.52	75,026.02	78,371.51	81,849.86	85,460.27	88,536.68
	PAYROLL YEAR	73,143.20	74,738.56	78,071.24	81,536.26	85,132.84	88,197.46
	80 HOUR	35.1650	35.9320	37.5343	39.2001	40.9293	42.4026
	BI-WEEKLY	2,813.20	2,874.56	3,002.74	3,136.01	3,274.34	3,392.21
76	<b>ANNUALIZED</b>	58,439.47	60,177.73	63,655.29	67,535.58	71,410.91	74,756.14
	PAYROLL YEAR	58,215.56	59,947.16	63,411.40	67,276.82	71,137.30	74,469.72
	80 HOUR	27.9882	28.8207	30.4863	32.3446	34.2006	35.8028
	BI-WEEKLY	2,239.06	2,305.66	2,438.90	2,587.57	2,736.05	2,864.22

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2024 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 8%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	53,942.70	57,233.12	60,724.52	64,428.89	68,358.77	72,528.51	76,952.72	81,647.06
	PAYROLL YEAR	53,736.02	57,013.84	60,491.86	64,182.04	68,096.86	72,250.62	76,657.88	81,334.24
	80 HOUR	25.8346	27.4105	29.0826	30.8567	32.7389	34.7359	36.8548	39.1030
	BI-WEEKLY	2,066.77	2,192.84	2,326.61	2,468.54	2,619.11	2,778.87	2,948.38	3,128.24
75	<b>ANNUALIZED</b>	57,220.60	60,968.56	64,962.12	69,216.68	73,750.77	78,581.36	83,728.28	88,835.53
	PAYROLL YEAR	57,001.36	60,734.96	64,713.22	68,951.48	73,468.20	78,280.28	83,407.48	88,495.16
	80 HOUR	27.4045	29.1995	31.1121	33.1498	35.3212	37.6348	40.0998	42.5458
	BI-WEEKLY	2,192.36	2,335.96	2,488.97	2,651.98	2,825.70	3,010.78	3,207.98	3,403.66

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2025 SALARY SCHEDULE - BASELINE**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	63,928.04	65,292.28	68,431.59	71,389.50	74,570.83	77,573.90
	PAYROLL YEAR	63,683.10	65,042.12	68,169.40	71,115.98	74,285.12	77,276.68
	80 HOUR	30.6169	31.2702	32.7738	34.1904	35.7140	37.1522
	BI-WEEKLY	2,449.35	2,501.62	2,621.90	2,735.23	2,857.12	2,972.18
75	<b>ANNUALIZED</b>	70,025.26	71,552.63	74,743.35	78,060.40	81,503.78	84,437.94
	PAYROLL YEAR	69,756.96	71,278.48	74,456.98	77,761.32	81,191.50	84,114.42
	80 HOUR	33.5370	34.2685	35.7966	37.3853	39.0344	40.4396
	BI-WEEKLY	2,682.96	2,741.48	2,863.73	2,990.82	3,122.75	3,235.17
76	<b>ANNUALIZED</b>	55,733.94	57,391.55	60,708.34	64,409.06	68,104.82	71,295.28
	PAYROLL YEAR	55,520.40	57,171.66	60,475.74	64,162.28	67,843.88	71,022.12
	80 HOUR	26.6925	27.4864	29.0749	30.8472	32.6172	34.1452
	BI-WEEKLY	2,135.40	2,198.91	2,325.99	2,467.78	2,609.38	2,731.62

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2025 SALARY SCHEDULE - BASELINE**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	51,445.19	54,583.45	57,913.03	61,445.93	65,194.15	69,170.74	73,390.07	77,867.26
	PAYROLL YEAR	51,248.08	54,374.32	57,691.14	61,210.50	64,944.36	68,905.72	73,108.88	77,568.92
	80 HOUR	24.6385	26.1415	27.7361	29.4281	31.2232	33.1278	35.1485	37.2927
	BI-WEEKLY	1,971.08	2,091.32	2,218.89	2,354.25	2,497.86	2,650.22	2,811.88	2,983.42
75	<b>ANNUALIZED</b>	54,571.45	58,146.10	61,954.61	66,012.38	70,336.11	74,943.28	79,851.91	84,722.95
	PAYROLL YEAR	54,362.36	57,923.32	61,717.24	65,759.46	70,066.62	74,656.14	79,545.96	84,398.34
	80 HOUR	26.1357	27.8477	29.6717	31.6151	33.6859	35.8924	38.2433	40.5761
	BI-WEEKLY	2,090.86	2,227.82	2,373.74	2,529.21	2,694.87	2,871.39	3,059.46	3,246.09

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2025 SALARY SCHEDULE - 5 OR MORE YEARS OF SERVICE PLUS 4%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	66,485.31	67,903.85	71,168.96	74,245.10	77,553.80	80,676.67
	PAYROLL YEAR	66,230.58	67,643.68	70,896.28	73,960.64	77,256.66	80,367.56
	80 HOUR	31.8416	32.5210	34.0848	35.5580	37.1426	38.6383
	BI-WEEKLY	2,547.33	2,601.68	2,726.78	2,844.64	2,971.41	3,091.06
75	<b>ANNUALIZED</b>	72,826.31	74,414.75	77,733.11	81,183.01	84,763.93	87,815.54
	PAYROLL YEAR	72,547.28	74,129.64	77,435.28	80,871.96	84,439.16	87,479.08
	80 HOUR	34.8785	35.6392	37.2285	38.8807	40.5958	42.0572
	BI-WEEKLY	2,790.28	2,851.14	2,978.28	3,110.46	3,247.66	3,364.58
76	<b>ANNUALIZED</b>	57,963.40	59,687.31	63,136.68	66,985.39	70,828.88	74,146.97
	PAYROLL YEAR	57,741.32	59,458.62	62,894.78	66,728.74	70,557.50	73,862.88
	80 HOUR	27.7602	28.5859	30.2379	32.0811	33.9219	35.5110
	BI-WEEKLY	2,220.82	2,286.87	2,419.03	2,566.49	2,713.75	2,840.88

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2025 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	53,502.91	56,766.98	60,229.40	63,903.76	67,801.80	71,937.60	76,325.54	80,981.78
	PAYROLL YEAR	53,297.92	56,549.48	59,998.64	63,658.92	67,542.02	71,661.98	76,033.10	80,671.50
	80 HOUR	25.6240	27.1872	28.8455	30.6052	32.4721	34.4529	36.5544	38.7844
	BI-WEEKLY	2,049.92	2,174.98	2,307.64	2,448.42	2,597.77	2,756.23	2,924.35	3,102.75
75	<b>ANNUALIZED</b>	56,754.19	60,471.87	64,432.81	68,652.92	73,149.43	77,941.13	83,046.02	88,111.77
	PAYROLL YEAR	56,536.74	60,240.18	64,185.94	68,389.88	72,869.16	77,642.50	82,727.84	87,774.18
	80 HOUR	27.1811	28.9616	30.8586	32.8797	35.0333	37.3281	39.7730	42.1991
	BI-WEEKLY	2,174.49	2,316.93	2,468.69	2,630.38	2,802.66	2,986.25	3,181.84	3,375.93

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2025 SALARY SCHEDULE - 10 OR MORE YEARS OF SERVICE PLUS 5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	67,124.50	68,556.87	71,853.30	74,958.94	78,299.48	81,452.36
	PAYROLL YEAR	66,867.32	68,294.20	71,578.00	74,671.74	77,999.48	81,140.28
	80 HOUR	32.1477	32.8337	34.4125	35.8999	37.4997	39.0098
	BI-WEEKLY	2,571.82	2,626.70	2,753.00	2,871.99	2,999.98	3,120.78
75	<b>ANNUALIZED</b>	73,526.57	75,130.16	78,480.35	81,963.66	85,579.03	88,659.87
	PAYROLL YEAR	73,244.86	74,842.30	78,179.66	81,649.62	85,251.14	88,320.18
	80 HOUR	35.2139	35.9819	37.5864	39.2546	40.9861	42.4616
	BI-WEEKLY	2,817.11	2,878.55	3,006.91	3,140.37	3,278.89	3,396.93
76	<b>ANNUALIZED</b>	58,520.64	60,261.25	63,743.77	67,629.54	71,510.09	74,860.02
	PAYROLL YEAR	58,296.42	60,030.36	63,499.54	67,370.42	71,236.10	74,573.20
	80 HOUR	28.0271	28.8607	30.5286	32.3896	34.2481	35.8525
	BI-WEEKLY	2,242.17	2,308.86	2,442.29	2,591.17	2,739.85	2,868.20

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2025 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	54,017.34	57,312.73	60,808.56	64,518.16	68,453.78	72,629.51	77,059.47	81,760.34
	PAYROLL YEAR	53,810.38	57,093.14	60,575.58	64,270.96	68,191.50	72,351.24	76,764.22	81,447.08
	80 HOUR	25.8704	27.4486	29.1229	30.8995	32.7844	34.7842	36.9059	39.1573
	BI-WEEKLY	2,069.63	2,195.89	2,329.83	2,471.96	2,622.75	2,782.74	2,952.47	3,132.58
75	<b>ANNUALIZED</b>	57,299.94	61,053.38	65,052.16	69,312.99	73,853.08	78,690.46	83,844.68	88,958.98
	PAYROLL YEAR	57,080.40	60,819.46	64,802.92	69,047.42	73,570.12	78,388.96	83,523.44	88,618.14
	80 HOUR	27.4425	29.2401	31.1553	33.1959	35.3702	37.6870	40.1555	42.6049
	BI-WEEKLY	2,195.40	2,339.21	2,492.42	2,655.67	2,829.62	3,014.96	3,212.44	3,408.39

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2025 SALARY SCHEDULE - 15 OR MORE YEARS OF SERVICE PLUS 6%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	67,763.69	69,209.63	72,537.64	75,672.77	79,044.89	82,228.05
	PAYROLL YEAR	67,504.06	68,944.46	72,259.72	75,382.84	78,742.04	81,913.00
	80 HOUR	32.4539	33.1464	34.7402	36.2418	37.8568	39.3813
	BI-WEEKLY	2,596.31	2,651.71	2,779.22	2,899.34	3,028.54	3,150.50
75	<b>ANNUALIZED</b>	74,226.83	75,845.82	79,227.86	82,744.05	86,394.13	89,504.21
	PAYROLL YEAR	73,942.44	75,555.22	78,924.30	82,427.02	86,063.12	89,161.28
	80 HOUR	35.5492	36.3246	37.9444	39.6284	41.3765	42.8660
	BI-WEEKLY	2,843.94	2,905.97	3,035.55	3,170.27	3,310.12	3,429.28
76	<b>ANNUALIZED</b>	59,078.13	60,835.19	64,350.86	68,273.42	72,191.03	75,572.81
	PAYROLL YEAR	58,851.78	60,602.10	64,104.30	68,011.84	71,914.44	75,283.26
	80 HOUR	28.2941	29.1356	30.8194	32.6980	34.5742	36.1939
	BI-WEEKLY	2,263.53	2,330.85	2,465.55	2,615.84	2,765.94	2,895.51

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2025 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 6%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	54,531.77	57,858.48	61,387.72	65,132.55	69,105.75	73,321.16	77,793.40	82,539.16
	PAYROLL YEAR	54,322.84	57,636.80	61,152.52	64,883.00	68,840.98	73,040.24	77,495.34	82,222.92
	80 HOUR	26.1168	27.7100	29.4003	31.1938	33.0966	35.1155	37.2574	39.5303
	BI-WEEKLY	2,089.34	2,216.80	2,352.02	2,495.50	2,647.73	2,809.24	2,980.59	3,162.42
75	<b>ANNUALIZED</b>	57,845.43	61,634.89	65,671.78	69,973.06	74,556.48	79,439.79	84,643.08	89,806.45
	PAYROLL YEAR	57,623.80	61,398.74	65,420.16	69,704.96	74,270.82	79,135.42	84,318.78	89,462.36
	80 HOUR	27.7038	29.5186	31.4520	33.5120	35.7071	38.0459	40.5379	43.0107
	BI-WEEKLY	2,216.30	2,361.49	2,516.16	2,680.96	2,856.57	3,043.67	3,243.03	3,440.86

**BEFORE JANUARY 1, 2018 HIRES (SS1)  
2025 SALARY SCHEDULE - 20 OR MORE YEARS OF SERVICE PLUS 8%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
74	<b>ANNUALIZED</b>	69,042.33	70,515.41	73,906.33	77,100.71	80,536.51	83,779.70
	PAYROLL YEAR	68,777.80	70,245.24	73,623.16	76,805.30	80,227.94	83,458.70
	80 HOUR	33.0663	33.7718	35.3957	36.9256	38.5711	40.1244
	BI-WEEKLY	2,645.30	2,701.74	2,831.66	2,954.05	3,085.69	3,209.95
75	<b>ANNUALIZED</b>	75,627.36	77,276.88	80,722.60	84,305.35	88,024.34	91,192.88
	PAYROLL YEAR	75,337.60	76,980.80	80,413.32	83,982.34	87,687.08	90,843.48
	80 HOUR	36.2200	37.0100	38.6603	40.3761	42.1572	43.6748
	BI-WEEKLY	2,897.60	2,960.80	3,092.82	3,230.09	3,372.58	3,493.98
76	<b>ANNUALIZED</b>	60,192.60	61,982.80	65,565.03	69,561.72	73,553.19	76,998.65
	PAYROLL YEAR	59,961.98	61,745.32	65,313.82	69,295.20	73,271.38	76,703.64
	80 HOUR	28.8279	29.6853	31.4009	33.3150	35.2266	36.8768
	BI-WEEKLY	2,306.23	2,374.82	2,512.07	2,665.20	2,818.13	2,950.14

**ON OR AFTER JANUARY 1, 2018 (SS2)  
2025 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 8%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
74	<b>ANNUALIZED</b>	55,560.90	58,949.98	62,546.04	66,361.34	70,409.71	74,704.46	79,261.26	84,096.55
	PAYROLL YEAR	55,348.02	58,724.12	62,306.40	66,107.08	70,139.94	74,418.24	78,957.58	83,774.34
	80 HOUR	26.6096	28.2328	29.9550	31.7823	33.7211	35.7780	37.9604	40.2761
	BI-WEEKLY	2,128.77	2,258.62	2,396.40	2,542.58	2,697.69	2,862.24	3,036.83	3,222.09
75	<b>ANNUALIZED</b>	58,937.19	62,797.64	66,910.74	71,293.19	75,963.01	80,938.71	86,240.14	91,500.86
	PAYROLL YEAR	58,711.38	62,557.04	66,654.38	71,020.04	75,671.96	80,628.60	85,909.72	91,150.28
	80 HOUR	28.2266	30.0755	32.0454	34.1443	36.3808	38.7638	41.3028	43.8222
	BI-WEEKLY	2,258.13	2,406.04	2,563.63	2,731.54	2,910.46	3,101.10	3,304.22	3,505.78