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THIS AGREEMENT, entered into this 5th day of January, 2022 by and between the CITY OF BUFFALO, NEW YORK, a municipal corporation, hereinafter called the "City," and LOCAL 264, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, hereinafter called the "Union".

July 1, 2019

WITNESSETH:

WHEREAS, it is the public policy of the City to promote harmonious and cooperative relationships between the City and its employees; and

WHEREAS, it is the further policy of the City to protect the public by assuring at all times the orderly and uninterrupted operations and functions of its government; and

WHEREAS, these policies are best effectuated by:

A. Granting to its public employees the right of organization and representation, and

B. Requiring the City to negotiate with and enter into written agreements with employee organizations representing public employees which have been certified or recognized; and

WHEREAS, the City of Buffalo has recognized the Union for the purpose of negotiating collectively in the determination of and administration of grievances and also for negotiating and entering into a written agreement with said Union; and

WHEREAS, the parties hereto have negotiated in good faith with respect to compensation and other terms and conditions of employment; and

WHEREAS, the parties, following extended and deliberate negotiations, have reached certain understandings and desire to embody them in a formal agreement, which the Common Council of the City has authorized the Mayor to execute pursuant to Common Council Proceeding Item No. 22-1090, June 23, 2022.

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

ARTICLE I RECOGNITION

- (A) The City hereby recognizes the Union as the sole and exclusive negotiating agent for all of the employees whose job titles appear in Appendix D, hereto annexed, for the purpose of establishing salaries/wages, hours of employment and other terms and conditions of employment and the administration of grievances arising thereunder for the term of this Agreement. The City, pursuant to the provisions of the Public Employees' Fair Employment Act, as amended, hereby grants the Union unchallenged representative status in the above-described Bargaining Agreement for the maximum period permitted by law.
- (B) Any new job title, where applicable, be placed in the Bargaining Unit within sixty (60) days of its creation.
- (C) To ensure that individual rights of employees in the Bargaining Unit are not violated, the following shall represent the Employee's Bill of Rights:
- An employee shall be entitled to Union representation at each and every step of the grievance procedure set forth in this Agreement.
 - An employee shall be entitled to Union representation at each stage of a disciplinary proceeding brought pursuant to Section 75 of the Civil Service Law.
 - No employee shall be required by the City to submit to an interrogation after charges under Section 75 have been served unless he is afforded the opportunity of having a Union representative present.
 - No recording devices of any kind shall be used during such interrogation unless the Union is made aware of the fact prior to such interrogation.
 - In all disciplinary hearings under Section 75, the employee shall be presumed innocent until proven guilty.
 - An employee shall not be coerced or intimidated or suffer any reprisals, either directly or indirectly, that may adversely affect his/her hours, wages or working conditions as the result of the exercise of his/her rights under this Agreement.

(D) Effective July 1, 1977, the following shall apply:

1. Any NEW employee must be a resident of the City of Buffalo at the time of examination and appointment AND must continue to be a resident through the lifetime of his/her employment.
2. Any PRESENT employee may continue residency outside the City of Buffalo and shall be eligible for any promotional examination and subsequent appointment. However, he/she must become a City resident within six (6) months of the date of the appointment or forfeit such appointment.
3. For employees whose hire date is after 12/31/2008, residence and domicile within City boundary is required. Violations of residency and domicile requirements will result in disciplinary charges brought pursuant to Section 75 of the Civil Service Law for termination. Members waive the applicability of any Federal, State, Local Law, Court decision or ruling that may permit, restrict city residency or domicile.

ARTICLE II

UNION SECURITY

2.1 AGENCY SHOP

- (A) Any present or future employee represented by Local 264, who is not a Union member and who does not make application for membership, shall have deducted from his/her wage or salary the amount equivalent to the dues levied by such employee organization. The Comptroller shall make such deductions and transmit the sum so deducted to such employee organization provided, however, the employee organization has established and maintained a procedure providing for the refund to any employee demanding the return of any part of an agency shop fee deduction which represents the employee's pro rata share of expenditures by the organization in aid of activities or causes of a political or ideological nature only incidentally related to terms and conditions of employment.
- (B) The employee organization shall indemnify and hold harmless the City of Buffalo and its officials or employees from any causes of action, claim, loss or damage incurred as a result of the City's deduction of an agency fee from any employee. The employee organization shall have no right or interest in any agency fee deduction until such collected moneys are actually paid to the employee organization. Upon the forwarding by mail of payment of the agency fee

deduction to the last known address of the employee organization, the City of Buffalo and its officers and employees shall be relieved from all liabilities to deduct such fees and deliver such deductions to the employee organization.

2.2 DUES AND FEES

- (A) The City shall deduct membership initiation fees from the wages of those employees who have filed with the Comptroller an appropriate written authorization to do so and shall remit the same to the Union. The City shall also deduct Union dues each pay period from the wages of those employees who have filed with the Comptroller an appropriate written authorization and any additional deduction for any program made available by the Union that is mutually agreed upon by the City and the Union and shall remit the same to the Union. The necessary authorization forms shall be provided by the Union. The amount to be deducted from each employee's wage shall be certified to the Comptroller by the Union. These deductions shall continue in effect for the life of the Agreement or until a written revocation of the authorization is filed by the employee with the Comptroller by registered mail and a duplicate copy thereof has also been served upon the Union by registered mail.
- (B) Payroll deduction of Union dues under the properly executed authorization form, "Payroll Deduction of Union Dues", shall become effective at the time the form is signed by the employee and shall be deducted from the first pay period possible and each pay period thereafter from the pay of the employee.
- (C) The aggregate total of all such deductions, together with a list from whom dues have been deducted shall be remitted to the designated Local Union on or about the tenth day of every month.
- (D) Any change in the amount of Union dues to be deducted shall be certified by the Union, in writing, and be forwarded to the City.

2.3 DISAFFIRMANCE OF RIGHT TO STRIKE

- (A) Neither the Union nor any employee represented by it shall engage in a strike and neither the Union nor any employee represented by it shall cause, instigate, encourage or condone a strike.
- (B) No lockout of employees shall be instituted by the City during the term of this Agreement.

2.4 MANAGEMENT RIGHTS

Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities possessed by the City including, but not limited to, the right to determine the mission, methods, purposes and objectives of the City to include the examination, selection, recruitment, hiring or promotion of employees pursuant to law, to establish specifications for each class of positions, and to classify or reclassify, and to allocate or reallocate new or existing positions in accordance with law, and to discipline or discharge employees in accordance with law and the provisions of this Agreement are retained by it.

2.5 PRODUCTIVITY

The Union recognizes the necessity of continuous improvement in productivity throughout the City's operations covered by this Collective Bargaining Agreement; and in this connection, it will urge its representatives and members to cooperate with the City in accomplishing this result.

2.6 UNION BULLETIN BOARDS

The City agrees to furnish and maintain mutually agreed upon number and location of suitable bulletin boards in convenient places in each work area to be used by the Union. The size of these boards shall be mutually agreed to and shall display the Union insignia. The Union shall limit its posting of notices and bulletins to such boards.

2.7 ACCESS TO PREMISES

The City agrees to permit representatives of the International Union, the Union Council and the Local Union to enter the premises of the City for individual discussion of working conditions with employees and Union-sponsored programs, provided such representatives do not unduly interfere with the performance of duties assigned to the employees and provided that the Director of Labor Relations shall be notified in advance or designee of the Director.

2.8 AID TO OTHER UNIONS

The City agrees that there will be no aid, promotion or financing of any other labor group or organization which purports to engage in collective bargaining or shall a checkoff of dues be permitted for such other organization by the City.

2.9 EMPLOYEE DEFINED

For the purposes of this agreement, the term “employee” shall mean, unless otherwise specified, only permanent, contingent-permanent, probationary, temporary or provisional personnel who have been in City service on a full-time basis for six (6) consecutive months or more.

2.10 CITY SERVICE

Effective after ratification of this agreement, service with the Buffalo Sewer Authority will not be applicable for purposes of receiving any benefit pursuant to this agreement. Only the following types of employment should be considered as, and count towards City service:

- (1) Permanent appointment to a position with the City of Buffalo, without a break in service of a year or more.
- (2) Permanent appointment to a position with the Board of Education, or Buffalo Municipal Housing Authority that is found in the City of Buffalo Salary Ordinances, followed by subsequent permanent appointment with the city of Buffalo, provided that there has not been a break in service of a year or more between appointments.
- (3) Contingent-permanent, temporary, or provisional employment with the City of Buffalo, followed by permanent appointment with the City of Buffalo, provided that there has not been a break in service of a year or more.
- (4) Contingent-permanent, temporary, or provisional appointment to positions listed in the City Salary Ordinances, while serving with the Board of Education, or the Buffalo Municipal Housing Authority, followed by permanent appointment with the City, provided that there has not been a break in service of a year or more.
- (5) Seasonal or per diem employment with the City or the other aforementioned agencies shall not count towards City service under any circumstances.
- (6) Employment with any entity other than those specifically listed in this article shall not count towards City service.
- (7) The above enumerated definitions shall be used in calculating a member’s entitlement to Personal Leave and Vacation, with appropriate adjustments/deductions being made for any breaks in service.

**ARTICLE III
PLEDGE AGAINST DISCRIMINATION AND REPRISAL**

- (A) The provisions of this Agreement shall be applied equally to all employees in the Bargaining Unit without discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation. The Union shall share equally with the City the responsibility for applying this provision of the Agreement.
- (B) Work rules shall be reasonable and shall be applied or enforced in a fair and equitable manner.
- (C) All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.
- (D) The City agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint or coercion by the City or any City representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union.
- (E) The Union shall work with the City to foster an inclusive environment that promotes and supports all employees, regardless of age, marital status, sex, sexual orientation, gender identity or expression, religion or lack thereof, political affiliation, race, color, creed, national origin, ethnicity, or traits historically associated with race, including but not limited to, hair texture and protective/protected hairstyles.

**ARTICLE IV
SALARIES AND HOURS OF WORK**

4.1 SALARY AND ADJUSTMENT

- (A) Effective July 1, 2019, each employee shall receive a salary increase of 2%.

- (B) Effective July 1, 2020, each employee shall receive a salary increase of 2%.
- (C) Effective July 1, 2021, each employee shall receive a salary increase of 2%.
- (D) Effective July 1, 2022, each employee shall receive a salary increase of 3%.
- (E) Effective July 1, 2023, each employee shall receive a salary increase of 3%.
- (F) Effective July 1, 2024, each employee shall receive a salary increase of 3%.
- (G) Additionally, effective July 1, 2020, after the salary increase outlined in 4.1(B) is effectuated, Carpenters, Electricians, Plumbers, Welders, Water Service Workers, Assistant Filtration Plant Operators, and Filtration Plant Operators shall receive a one-time \$1500.00 increase to the top step of their salary schedule.
- (H) Additionally, effective July 1, 2020, after the salary increase outlined in 4.1(B) is effectuated, Exterminators shall receive a one-time \$2000.00 increase to the top step of their salary schedule.
- (I) Additionally, effective July 1, 2020, after the salary increase outlined in 4.1(B) is effectuated, Cell Block Attendants shall receive a one-time \$6000.00 increase to the top step of their salary schedule.
- (J) Additionally, effective July 1, 2020, after the salary increase outlined in 4.1(B) is effectuated, Tow Truck Operators shall receive a one-time \$1000.00 increase to the top step of their salary schedule in exchange for the Union's not challenging the addition of ticket writing duties to the job specification.
- (K) Additionally, effective July 1, 2020, after the salary increase outlined in 4.1(B) is effectuated, Senior Public Safety Dispatchers shall receive a one-time \$5000.00 increase to the top step of their salary schedule.
- (L) Additionally, effective July 1, 2019, after the salary increase outlined in 4.1(B) is effectuated, the salary grade for the President of Local 264 will be designated B-45.
- (M) Salary percentage increases and one-time increases to salary steps referenced in sections "G" through "L" above, shall be paid only to active employees who are members of Local 264 as of the effective date of this agreement, defined as the date that all necessary legislative approvals have been obtained, and all

parties have signed the agreement.

- (N) The City shall pay all salaries and wages upon a biweekly basis. In the event that the regularly scheduled day of payment is a holiday, payment shall be made upon the day preceding the holiday.
- (O) Employees hired on or after July 1, 1979 shall receive their incremental salary increases upon their yearly anniversary date of hire.

All employees hired into positions represented by the union on or after July 1, 1983 and prior to January 1, 2009, shall have a starting salary and four (4) equal incremental steps. The incremental steps shall be attained on the member's anniversary date of hire. The employee will reach the maximum salary of four (4) years from his date of hire.

An employee whose original date of hire was prior to July 1, 1983 and is subsequently promoted or changes job titles will fall under the old three (3) step salary schedule.

- (P) Effective July 1, 2016, all employees hired after 12/31/2008 reach top grade in seven steps. First and second year 65% of top grade, third year 70% of top grade, fourth year 75% of top grade, fifth year 80% of top grade, sixth year 90% of top grade and thereafter 100% of top grade.

4.2 HOURS OF WORK

- (A) The normal workweek shall consist of five (5) consecutive eight (8) hour days, including a lunch period, Monday through Friday, inclusive. Eight (8) consecutive hours of work within a twenty-four (24) hour period constitute the regular workday at eight (8) hours pay. Where the nature of the work requires that a six (6) or seven (7) day weekly work schedule be maintained, such schedules will be determined by mutual agreement between the department head and the Union except in certain designated departments or divisions as noted in the second paragraph of this Section. Where negotiations between the department head and the Union fail to reach mutual agreement, the issue may be subject to arbitration. Overtime pay shall be determined under paragraphs (G) and (H) of this Section.

It has been mutually agreed that certain departments or divisions shall have the right to schedule a five (5) consecutive day workweek other than the normal workweek of Monday through Friday (e.g., Tuesday through Saturday, Sunday through Thursday, etc.). However, under no circumstances shall an employee be scheduled to work a consecutive Saturday and Sunday of any one (1) week. For the purpose of the above, the following are the functions agreed to between the parties:

(1) Department of Parking:

- a. One Tow Truck Driver hired after the adoption of this CBA shall be eligible for a Flex schedule.

(2) Department of Public Works, Parks and Streets

- 31 -- Department of Transportation
 - 1191 -- Traffic Engineering Services
- 31 -- Division of Engineering
 - 1213 -- Operation of Bridges
- 32 -- Division of Buildings
 - 1096 -- Operation and Maintenance
- 52—Division of Streets
 - 1303—Vermin and Animal Control
- 41 -- Division of Parks
 - 1460 -- Parks, Golf Courses and Gardens
- 42 -- Division of Recreation
 - 1422 -- Recreational Facilities and Activities
- 20 -- Department of Police
 - 1123 -- Building Maintenance
- 37 -- Division of Water
 - 1371 -- Intake Piers, Towers and Tanks
 - 1370 -- Filtration Plant
 - 1372 -- Distribution System
- 31—Division of Engineering
 - 1216—Lighting of Streets (for all employees Agreement)

hired after the ratification of this

No addition shall be made to the foregoing list unless the City and the Union mutually agree to such addition.

*The parties agree to add one position under provision 4.2 Paragraph (A) as follows:

- The parties agree that the title Parking Enforcement Officer shall be included in the Flex Schedule provision.
- The parties agree that the Parking Department shall limit the new schedule to one opening, which shall be available when the Parking Department hires a new employee in the Parking Enforcement title.
- One Tow Truck Driver hired after the adoption of this CBA shall be eligible for a Flex Schedule.

- (B) One-half (1/2) day shall begin or end four (4) hours after the start of the normal workday. An employee utilizing one-half (1/2) day of leave time shall be required to physically work either the initial or the remaining four (4) hours of the workday.
- (C) All employees shall be scheduled to work at a regular work shift as determined by the department head, which work shift shall have a regular starting and quitting time, except for emergency situations or seasonal operations, as declared by the department head. Work shift schedules shall not be changed by said department head unless the changes are mutually agreed upon. Where negotiations between the department head and the Union fail to reach mutual agreement, the issue may be subject to arbitration. Work schedules showing the employees' shifts, workdays and hours shall be posted on all departmental bulletin boards at all times.
- (C) (1) Forced Overtime - Pursuant to the Memorandum of Agreement entered into Between the parties on 19 February 2021, the following governs Public Safety Dispatcher's overtime:
- a. Where in BPD's discretion, the performance of Dispatcher work is needed which exceeds the amount that can be performed by those regularly scheduled voluntary overtime shall be offered through the normal overtime call-in procedure prior to utilizing the forced overtime procedure set forth in this agreement.

b. Definitions

1. Non-emergency situations are circumstances where shifts are short staffed *solely* because the number of permanent, provisional, or temporary Dispatchers totals eighteen(18)or less, and in the BPD’s discretion, overtime is needed as a result; however, non-emergency situations shall exclude circumstances where staffing below this number due to short term absences and uncontrollable vacancies, such as, but not limited to situations involving maternity leave, short term leave of absences pursuant to the Family Medical Leave Act (FMLA), military leave, educational leave, employment leave, and/or sick leave.

2. Emergency Situations are circumstances where in BPD’s discretion, shifts are short staffed, and regardless of whether the minimum staffing requirements in the previous paragraph have been met, overtime is needed as a result of any or all of the following:

- i. Dispatchers illness;
- ii. Dispatchers calling off in an untimely manner(i.e. last minute call)
- iii. Formal declarations of a state of emergency through Federal, State, or Local channels (e.g. President of the United States, The Governor of New York, and/or Mayor of the City of Buffalo).

c. On January 15 and July 15 of each year, the Commissioner of the Buffalo Police Department, at his sole discretion, shall be able to adjust the minimum number of Dispatchers defined in Section 3(a) of this agreement upon a good faith showing to the Union President. The Commissioner shall be presumed to be acting in good faith by amending this Agreement to mirror the number Dispatcher positions allotted for in the annual City Budget. The Commissioner may not adjust the manpower in Section 3(a) of this agreement solely to avoid the obligations of the City under this Agreement. Any such order changing the minimum number of Dispatchers in this Agreement shall be “attached” to this Agreement, and shall be incorporated into the agreement moving forward.

d. Voluntary and forced overtime shifts shall continue to be equalized as much as possible, in accordance with the following procedures:

1. Voluntary Overtime. BPD shall first attempt to fill a shift with voluntary overtime. This will be done by going through a list with the most senior Dispatcher at the top and the least senior Dispatched at the bottom. Overtime will then be offered on the basis of seniority. If a Dispatcher accepts the overtime, the next Dispatcher in line to be called will get called for the next available opportunity. This will occur until the City gets to the bottom of the list, and then will go back to the top of the list.
 2. Forced Overtime. If BPD is unable to fill an overtime shift with voluntary overtime (i.e. BPD has gone through the entire list mentioned in Section 4(a) of this Agreement), BPD will begin its forced overtime procedures, which shall be as follows:
 - i. BPD shall call in for a forced overtime shift in the order of inverse seniority, creating a forced overtime “wheel”. Once one person works an overtime shift, the next person on the list shall be called into work in accordance with the provisions of this Agreement.
 - ii. Dispatchers who have taken personal leave, sick leave, vacation, or any other type of leave cannot be forced to take an overtime shift for eight (8) hours before their regular shift, or eight (8) hours after.
 - iii. Dispatchers who have worked sixteen (16) hours out of any given (24) hour period shall not be eligible for a forced overtime shift.
 - iv. Dispatchers cannot be called in for a forced overtime shift in the event they are already working the shift that is short, but will remain on the list and will be called first for the next forced overtime shift.
- e. Compensation for Forced Overtime in Non-Emergency Situations
1. Dispatchers who are forced to work overtime in non-emergency situations shall be paid for the overtime hours worked at the rate of time and one-half, and additionally, shall be entitled to the following:

- i. For forced overtime actually worked which is less than eight (8) hours, the Dispatcher shall also receive an additional monetary amount which is equivalent to 1.5 hours at the rate of time and one-half.
- ii. For every eight (8) or more hours of forced overtime actually worked, the Dispatcher shall also receive an additional monetary amount which is the equivalent to 2.5 hours at the rate of time and one-half.

f. Compensation for Forced Overtime in Emergency Situations: Dispatchers who are forced to work overtime in emergency situations shall be paid for the overtime hours worked at the rate of time and one-half, and shall not be entitled to any additional payments.

- (D) The City shall maintain and, upon request, make available to all its employees a daily record showing the time worked by each employee.
- (E) All employee work schedules shall provide for a fifteen (15) minute rest period during each one-half (1/2) shift. The rest period shall be scheduled at the middle of each one-half (1/2) shift wherever this is feasible. Under no condition shall any employee receive less than two (2) fifteen (15) minute rest periods during any one (1) complete shift of work. Employees who for any reason work beyond their regular quitting time into the next shift shall receive a fifteen (15) minute rest period before beginning work on the next shift. In addition, they shall be granted the regular rest periods that occur during the said shift.
- (F) All employees shall be paid time and one-half (1 1/2) for any of the following work:
 - 1. All work performed in excess of eight (8) hours in any workday.
 - 2. All work performed in excess of forty (40) hours in any workweek.
 - 3. All work performed before or after any scheduled work shift.
 - 4. All work performed on Saturday or Sunday (for those employees on a Monday through Friday work schedule).

The overtime rate specified above for Saturday and Sunday work shall not be paid to employees for whom those days fall regularly within their workweek.

These employees shall be paid time and one-half (1 1/2) for all work performed on the sixth and seventh day of their regular workweek.

For the purpose of this Article, excused absence or paid sick leave within a regularly scheduled five (5) day workweek shall be counted as days worked for the purpose of computation of premium pay.

- (G) Employees called to work outside of their regularly scheduled shift, from Monday to Friday, shall be paid for at least two (2) hours work at time and one-half (1 1/2) their straight time rate of pay whether the entire two (2) hours are worked or not. On Saturdays, Sundays and holidays, call-in shall be a minimum of four (4) hours. Employees who work in excess of four (4) hours shall be compensated at time and one-half (1 1/2) for all time worked. Employees of the Fire Department are excluded from the two (2) hour limit, and as a result, the four (4) hour limit applies.
- (H) Overtime work shall be shared equally by all employees working within the same job classification within the appropriate department. The opportunity to work overtime shall be offered to the employees within the job classification of the department involved on a rotation basis. Employees who are offered overtime work on this basis but who decline to accept shall be considered to have worked overtime for the purpose of determining equal distribution of overtime. Overtime work shall be voluntary and there shall be no discrimination against any employee who declines to work overtime, except in cases of emergency. In such circumstances, the department head is authorized to direct his/her employees to work overtime for reasonable periods.
- (I) Compensatory time off shall not be used in lieu of overtime pay.
- (J) A record of the overtime hours worked by each employee shall be posted and maintained on a weekly basis on the department bulletin boards.
- (K) The City reserves the right to implement a timekeeping system. Members shall be required to use the system for signing in and out of work, lunch breaks, and any other current situation requiring signing in and/or out.
- (L) The Parties agree that members employed as Emergency Fire Service Dispatchers within the City's Department of Fire shall continue to work pursuant to the hours of work and other terms and conditions as set forth in the Memorandum of Agreement executed by the parties in 2003.

4.3 LIMITATION

No overtime payments shall be made unless the work has been specifically ordered by the department head or his/her designated representative. (In addition, no overtime

work shall be ordered unless there has been an appropriation of funds for that purpose.)

4.4 SHIFT DIFFERENTIAL

Effective July 1, 2022, the night differential pay from is one dollar (\$1.00) more per hour as compared to the regular rate of pay, paid in biweekly installments, to all second and third shift employees for all hours worked on shifts beginning between 2:00pm and 6:30am.

4.5 RATES OF PAY UPON PROMOTION

An employee promoted from one (1) job in a lower salary grade to another job in a higher salary grade within the promotional ladder as determined by the Civil Service Commission shall receive the rate of pay in the beginning step of the higher salary grade. If the beginning step in the higher salary grade is less than a two hundred fifty (\$250) dollar increase, the employee shall receive the lowest increment in the higher job grade that represents at least a two hundred fifty (\$250) dollar increase.

4.6 JOB EVALUATION STUDY

The City and Union agree to discuss the performance of a job evaluation study. This study shall be conducted only upon the express written approval of each party to said study.

4.7 EMPLOYEE NOTIFICATION

It shall be each employee's responsibility to keep the department informed of the employee's current address and telephone number in the event of emergencies, changes in schedule, disciplinary actions, standby, overtime assignments and other matters. In disciplinary action, the City shall notify the Union if the employee cannot be reached. Each notice of change of address and/or telephone number shall be filed with the department within ten (10) days of the effective date of the change.

4.8 EMPLOYEE ABSENCE

Except as otherwise provided, each employee is required to report all absences from work to a telephone number designated by the appropriate division or department no later than the beginning of the employee's regularly assigned starting time. An employee failing to report an absence will be considered absent without leave. An employee who reports for work within thirty (30) minutes of the regularly assigned starting time shall not be considered as having an unreported absence. Such employee shall be considered tardy. The employee must, nonetheless, report the anticipated tardiness to a telephone number designated by the appropriate division or department no later than the beginning of the employee's assigned starting time.

The City and Union recognize that unreported employee absences and tardiness cause serious operational problems and place an undue burden upon fellow employees. In order to keep these situations to an absolute minimum, the parties agree that unreported absences and tardiness will result in disciplinary action.

ARTICLE V
LONGEVITY

- (A) Each permanent employee who has completed the years of service set forth in Column I below shall receive annually, in addition to his/her salary, the payment set forth in Column II:

	<u>COLUMN I</u>	<u>COLUMN II</u>
5 years		\$700
10 years		\$1,025
15 years		\$1,350
20 years		\$1,675
25 years		\$2,000

- (B) Eligible service for the computation of this benefit shall be determined as follows:
1. Only active services rendered in a position, the salary of which is paid on an annual basis under "Personal Services" of the City budget, may be counted. Seasonal and per diem service is not eligible service. Unpaid "leave time" should not be counted.
 2. Service rendered by employees on a temporary or provisional basis or in the exempt, non-competitive or unclassified service, which immediately precedes permanent service, is eligible service.
 3. An authorized leave of absence without pay does not constitute service time. Total active service, whether continuous or not, shall constitute service time.
 4. Service with any City department or agency is counted including service with the Board of Education, and Municipal Housing Authority.
 5. Employees who are granted an approved leave of absence for Union activities and who remain as active employees under the terms of the New York State Retirement System will accrue longevity credit during such leave.

6. A permanent employee serving on a temporary or provisional basis in another position shall be eligible for longevity.
 7. All C.E.T.A. and seasonal employees who subsequently become permanent status City employees and are covered by this contract shall be credited for all continuous C.E.T.A. time and seasonal time up to and including June 28, 1979 for longevity purposes.
 8. Employees holding the title of Laborer I or Laborer II shall be eligible for longevity pay in accordance with the provisions contained in this Article.
 9. Time spent by an employee on Workers' Compensation while the employee is a member of the Union shall be considered as eligible service in the determination of the employee's longevity date. However, should an employee be on Workers' Compensation on his or her longevity date, the employee shall receive his or her longevity payment upon the employee's return to work.
- (C) Longevity pay shall be made, in a lump sum, on the payday of the payroll period following the employee's anniversary date.
- (D) Upon an employee's retirement or death in service, the prorated amount of longevity due the employee, as of the date of retirement or death, shall be paid to the employee or the employee's estate whichever is applicable.

**ARTICLE VI
HOLIDAYS RECOGNIZED AND OBSERVED**

- (A) The following are recognized holidays for the purposes of this Agreement for which employees shall receive a day's pay provided that the employee shall have worked his/her regularly scheduled workday either before or after the said holiday:

NEW YEAR'S DAY	COLUMBUS DAY
DR. MARTIN LUTHER KING DAY	GENERAL ELECTION DAY
PRESIDENT'S DAY	VETERAN'S DAY
GOOD FRIDAY	THANKSGIVING DAY
MEMORIAL DAY	FRIDAY AFTER THANKSGIVING
INDEPENDENCE DAY	CHRISTMAS DAY
JUNETEENTH	LABOR DAY

Dr. Martin Luther King Day shall be celebrated on the third Monday in January. President's Day shall be celebrated on Washington's Birthday.

Whenever any of the holidays listed above fall on a Sunday, the succeeding Monday shall be observed as the holiday. Whenever any of the holidays listed above fall on a Saturday, the preceding Friday shall be observed as the holiday.

- (B) Any employee who is required to work on any of the holidays listed above shall be paid the prevailing overtime rate of pay for the hours worked in addition to his/her holiday pay.
- (C) For the purpose of computing overtime, all holiday hours, whether worked or unworked for which an employee is compensated, shall be regarded as hours worked.
- (D) Employees shall be eligible for holiday pay under the following: If the employee would have been scheduled to work on such day if it had not been observed as a holiday unless the employee is on a day off, vacation, layoff or sick leave; and if the employee worked his/her last scheduled workday prior to the holiday; and unless he is excused by the City or if he is absent for any reasonable purpose. The City and the Union mutually agree upon reasonable purpose in each case. If a holiday is observed during an employee's vacation period, he shall be given an additional day off.
- (E) Employees must have at least six (6) consecutive months of full time City service before such employees are entitled to Holidays off with pay.

ARTICLE VII HEALTH AND LIFE INSURANCE PLANS

7.1 EMPLOYEE NOTIFICATION

Each employee must notify the Division of Benefits and Compensation of any change in marital and/or dependent status within thirty (30) calendar days of the effective date of the change.

7.2 CORE COVERAGE

- (A) City shall provide all employees Blue Cross/Blue Shield POS 204/204 Plus with 105 (h). The benefits provided by the POS 204/204 Plus are attached to CBA as appendix B and made part of this CBA. If employee selects a plan other than POS 204/204 Plus, the employee will pay the difference between selected plan and POS 204/204 Plus. The terms of each plan are appended hereto as Exhibits and such terms are hereby made part of this agreement. All medical plans will provide prescription coverage for Oral Contraceptives.
- (B) Pursuant to the settlement of Grievance #CB-36-02, PERB #A2002-205 the city will continue to reimburse employees for prescription co-pays stated in said plans.
- (C)
1. Medical Insurance. Each employee appointed to any position represented by Union shall be eligible for medical insurance benefits on the first day of the month following completion of ninety (90) days of full time City service. An employee who has not yet fulfilled his or her eligibility period as outlined above shall be permitted to participate in the group medical insurance plans provided to the employees represented by the union provided the employee assumes the entire cost of the premium or premium equivalent that would have been paid by the City on behalf of the employee.
 2. Dental and Life Insurance. Each new employee appointed to any position represented by the Union shall be eligible for dental and life insurance benefits on the first day of the month following completion of six (6) months of full time service in said position. An employee who has not yet fulfilled his or her eligibility period as outlined above shall be permitted to participate in the group dental and life insurance plans provided to the employees represented by the union provided the employee assumes the entire cost of the premium or premium equivalent that would have been paid by the City on behalf of the employee.
- (D) Effective July 1 2022, the City shall increase the annual deposit into members 105(h) accounts from \$270 to \$520 if the member is enrolled in single coverage, and from \$750 to \$1000 if the member is enrolled in family coverage. 105(h) funds will accumulate and roll over from year to year.

(E) Prescription and Copays

1. CLASSES OF DRUGS- For the purpose of classifying prescription drugs

the following phrases shall have the following meanings when used in this Article:

- a. Tier 1- Generic drugs and others as the Pharmacy Benefit Manager contracted by the Health Care Plan determines to be appropriate.
- b. Tier 2- Preferred brand name prescription drugs as the Pharmacy Benefit Manager contracted by the Health Care Plan determines to be appropriate.
- c. Tier 3- Non-formulary, non-preferred, brand name, and specialty prescription drugs as the Pharmacy Benefit Manager by the Health Care Plan determines to be appropriate.

2. COPAYS- For all members hired after the date of ratification of this contract, the prescription co-pay schedule shall be set at five dollars (\$5.00).

3. OVER THE COUNTER MEDICATIONS- Employees shall be responsible for purchasing, at their own expense, any medication which is available to the employee over the counter, regardless of whether a physician has prescribed such over the counter.

(F) Generic Mandate and Maintenance by Mail

1. GENERIC MANDATE- All the members shall receive the generic equivalent of all newly prescribed medications. For purposes of this agreement, the term “newly prescribed” shall mean either when a member receives a brand new prescription for a medication they have not taken in the past, or when a member receives a renewal for a previous prescription. As an example of a renewal, if a member is on a maintenance medication which requires a

prescription renewal every twelve (12) months, then once this contract is ratified, that existing prescription will be honored until that twelve (12) months expires, but once a renewal prescription is written due to the twelve (12) month prescription expiration, that renewal will be filled generically.

- a. Any member choosing to receive a brand name or specialty medication in lieu of that medications generic equivalent shall be required to pay that brand name or specialty medications co-pay along with the difference in retail cost between that brand name or specialty medication and its generic equivalent.
 - b. Any member prescribed brand name or specialty medications for which there is no generic equivalent shall be entitled to receive those medications as prescribed, and shall only pay the indicated co-pay for said medications.
 - c. Any member whose doctor has submitted a prior authorization substantiating the need to take the brand name or specialty shall be entitled to receive those medications as prescribed, and shall only pay the indicated co-pay for said medications.
2. FORMULARIES- Formularies for prescription drugs routinely change, and in instances where a member is prescribed a medication which is later removed from the formulary, the member must use a generic medication prescribed from the formulary, unless a physician submits a prior authorization on behalf of the member as to why the non-formulary medication should be continued, and the third party administrator approves of such authorization.
3. MAINTENANCE BY MAIL- Maintenance medications shall be dispensed through the mail, rather than in person, and shall be dispensed in ninety (90) day supplies whenever available. A maintenance medication is agreed to be a medication which is prescribed on a recurrent basis to treat a chronic condition.

7.3 CONTRIBUTIONS TO MEDICAL INSURANCE COVERAGE

- (A) For employees hired prior to 1/1/2009 there is no contribution toward the payment of the health insurance premium for POS 204/204 Plus.
- (B) For employees hired after 1/1/2009 and prior to June 14, 2016, the employee contribution toward the premium will be payroll deducted in 26 equal installments to a total amount annually of \$170 for single coverage and \$470 for family coverage.
 - a. It is further agreed that, for employees hired after 1/1/2009, the employee contribution will increase/decrease at the identical percentage rate of the employee contribution as the premium increases/decreases for BCBS POS 204/204 Plus.
 - I. i.e. 08-09 contribution \$170/single & \$470/family. 2009-2010 premium increases 6.7%. New contribution level: \$181.39/single & \$501.49/family. 2009/2010 premium decreases 10%. New contribution level: \$153/single & \$423/family.
- (C) Employees hired after June 14, 2016 shall contribute 10% to their monthly medical and Rx premium; however, this shall only apply after the employee reaches his or her final salary step. Moreover, the City shall reduce the employees' contribution levels if necessary to comply with the Affordable Care Act. Prior to the member's final salary step he or she shall be covered under 7.3 paragraph (B).

7.4 SPOUSAL COVERAGE

The city will allow the surviving spouse and dependents of a member who dies while in active City employment to maintain health insurance under that deceased members plan for a period of eighteen (18) months; provided however, that the survivor's contributions to the plan will remain the same as the deceased members contributions; the survivors must enroll in Medicare if and when they become eligible, and if the survivor's obtain health insurance from another source, they must notify the City immediately of such other health insurance, and their insurance through the City will cease.

7.5 MEDICAL INSURANCE COVERAGE BIDDING

The Union recognizes and agrees that the City may be able to achieve more competitive health insurance rates by bidding out the contract or self-insuring, so long as the benefit levels are equal or better than those currently in place, with alternate health care carriers for alternate medical insurance. The issue of whether benefit levels are

equal or better than the current coverage shall be subject to the grievance procedure of this contract. Upon request, annually, the City agrees it will meet and confer with the Union regarding proposals that have been received before making changes to the carrier.

The parties agree that the City may self-fund its medical coverage. The City shall not be required to submit a cost-sharing proposal to implement a self-insured program.

7.6 RETIREES HEALTH INSURANCE

- A. For Employees hired before 1/1/2009, those members of the bargaining unit shall receive, upon retirement and until death the health plan in effect at the last day of service to the city. For those members the following also applies:
1. Retirees with more than 10 years city service but less than 15 years city service, pay 20% of the premium.
 2. Retirees with more than 15 years city service but less than 20 years city service, pay 10% of the premium.
 3. Retirees with more than 20 years city service, pay 0% of the premium.
 4. This language shall be incorporated into a separate agreement with each member of the bargaining unit who retires.
- B. For Employees hired between 1/1/2009 and 6/14/16-, those members of the bargaining unit shall receive, upon retirement and until death the health plan in effect at the last day of service to the city. For those members the following also applies:
1. Retirees with more than 10 years city service but less than 15 years city service, pay 20% of the remaining premium cost after subtracting out the retirees required contribution as an employee.
 2. Retirees with more than 15 years city service but less than 20 years city service, pay 10% of the remaining premium cost after subtracting out the retirees required contribution as an employee.
 3. Retirees with more than 20 years city service, pay 0% of the remaining premium cost after subtracting out the retirees required contribution as an employee.
 4. This language shall be incorporated into a separate agreement with each member of the bargaining unit who retires.
- C. Vesting.
1. The employee must retire from the NYS Retirement System and begin, as well as continue, receiving pension payments immediately following the employee's retirement from the city service.

2. The employee must have had at least ten (10) years of service with the city, which service must be consecutive and immediately preceding the employee's retirement from city service. Additionally, said service must have been rendered on a full time basis in a position which is either represented by a union or in the group representing officials who are elected or appointed or who serve in a managerial or confidential capacity.
-
- D. The City shall not pay retiree healthcare coverage for employees hired after June 14, 2016 of this contract. This provision does not apply to employees with prior city service as defined under the contract.
 - E. Upon a retiree enrolling in Medicare the city may offer, at its option, a senior care product which is equivalent to the plan the retiree retired with. The issue of whether the senior care product is equivalent is subject to the grievance procedure of this contract.
 - F. Employees who retire prior to 6/30/2020 have the option to select Blue Cross 201/201 Plus plan or the equivalent plan in place at the time at no cost to the employee.
 - G. The city will allow the surviving spouse of a retiree to purchase health insurance through the city; and at no cost to the city; at the same premium as the city.
 - H. For those retirees that move out of the network, the city will contribute toward payment for retirees' health insurance, at the same level the city would have paid had the retiree remained in network.
 - I. Medical Insurance benefits currently received by employees who retired prior to 1/1/2009 will remain unchanged.

7.7 PAYMENT IN LIEU OF MEDICAL INSURANCE COVERAGE

Any employee, represented by the Union, entitled to medical insurance coverage as provided above may elect to waive such coverage if the employee's spouse has family medical insurance coverage or if the employee has medical insurance coverage by virtue of the employee's employment elsewhere. Employees waiving coverage may be required to show proof of coverage to the City. An employee who desires to waive such medical insurance coverage shall notify the City, in writing, and such waiver of coverage shall be effective on the first day of the month following thirty (30) days after the date of such notification to the City. Those employees choosing to waive coverage shall have their written request placed in their personnel file. An employee waiving family coverage will receive the sum of one hundred (\$100) dollars per

month to be paid by separate check on June 15th of each year. An employee waiving single coverage will receive the sum of sixty (\$60) dollars per month to be paid by separate check on June 15th of each year.

Should the spouse's coverage be terminated for any reason or should the employee's alternate insurance coverage cease, the employee will immediately notify the City. Upon such notification, the City shall transfer the employee to the Blue Cross plan provided herein, and the employee will be provided full coverage without any preconditions or lapse in coverage.

An employee who has waived his or her medical insurance coverage and who desires to be reinstated to such medical insurance coverage as provided in this article shall notify the City, in writing. Such coverage shall be reinstated on the first day of the month following thirty (30) days after the date of receipt of such notification by the City.

The provisions of this Section shall apply equally to an employee who was represented by the Union and who subsequently retired from a position represented by the Union.

7.8 DENTAL CARE PROGRAM

The city will pay for Dental coverage for employees with GHI/Emblem Health Preferred or equivalent. Said coverage is attached hereto.

7.9 PAYMENT IN LIEU OF DENTAL INSURANCE COVERAGE

All employees have the option to waive dental coverage. Those employees who waive dental coverage will receive one hundred fifty (\$150) dollars per year (\$12.50 per credited month) payable in a single check on December 1 of each year.

7.10 ALTERNATE DENTAL INSURANCE

The City shall have the option to bid out dental benefits or self-insure provided the benefits are equal to or greater than those currently enjoyed by the employees. Any

cost savings realized will be shared with the Union in the form of increased benefits. No change will be made without prior approval of the Union.

7.11 DUPLICATION OF MEDICAL AND/OR DENTAL INSURANCE COVERAGE

The City is not required to provide Blue Cross coverage for any employee or retiree whose spouse has identical or better Blue Cross coverage. However, should the spouse's coverage be terminated for any reason, the employee or retiree may immediately transfer his/her Blue Cross coverage to the city and receive full coverage to which he is entitled as a City employee or retiree. Any expense or loss of benefits incurred by the employee or retiree as the result of the transfer of coverage to the city shall be reimbursed by the city to the extent that the employee or retiree would have been covered by the City's coverage.

7.12 GROUP LIFE INSURANCE

The City will provide all employees with a group life insurance plan which will provide the following benefits:

- (A) A \$7,000 payment upon the death of the insured.
- (B) An additional \$7,000 payment for the accidental death of the insured.
- (C) A \$4,000 payment upon the death of the current spouse of the insured.
- (D) A \$2,000 payment upon the death of each dependent child from age seven (7) days to nineteen (19) years.

The parties agree that changes to group life insurance plans may be limited by the rules and/or laws of the insurance company. The parties agree to adjust the increase and/or contract language to comply with insurance company rules, regulations and/or laws.

ARTICLE VIII VACATIONS

8.1 ELIGIBILITY AND ALLOWANCES

- (A) Each employee, who shall have been in the employ of the City for twelve (12) full months, shall be eligible for a two (2) week (ten {10} days) vacation entitlement on the anniversary date of the employee's date of hire.
- (B) Subsequent vacation entitlements will accrue and be available for use on a monthly basis. Employees hired prior to July 1, 1983 shall be granted subsequent vacation entitlement according to Schedule B-1:

Schedule B-1
(Employees hired prior to July 1, 1983)

Years of Service	Rate Per Month (Hours)	Rate Per Year (Days)	Maximum Bank of Unused Vacation (Days)
1-5*	6 2/3	10	20
Beginning of:			
6	10 2/3	16	30
7	11 1/3	17	30
8	12	18	30
9	12 2/3	19	30
10	13 1/3	20	40
11	14	21	40
12	14 2/3	22	40
13	15 1/3	23	40
14	16	24	40
15	16 2/3	25	50

*Upon completion of five (5) years, five (5) additional days or forty (40) hours are added to the bank.

(C) Employees hired on or after July 1, 1983 shall be granted subsequent vacation entitlement according to Schedule B-2:

Schedule B-2

(Employees hired on or after July 1, 1983 and prior to January 1, 2009)

Years of Service	Per Month (Hours)	Rate Per Year (Days)	Rate of Unused Vacation (Days or Hours)	Maximum Bank
1- 5*	6 2/3	10	20	160
6-10*	10	15	30	240
11-15*	13 1/3	20	40	320
16 & over	16 2/3	25	50	400

Schedule B-3

(Employees hired after January 1, 2009 have the following vacation schedule)

Years of Service	Per Month (Hours)	Rate Per Year (Days)	Rate of Unused Vacation (Days)	Maximum Bank
1- 5 years	6 2/3	10	20	
6-15 years	10	15	30	
16 + years	13 1/3	20	40	

*Upon completion of employee's 5th, 10th and 15th year only, the employee receives forty (40) additional hours.

(D) Vacation is earned in the following manner: Each month that an employee receives paid compensation in the form of actual hours worked, vacation, sick leave, personal, bereavement, jury duty or any other form of paid compensation for ten (10) or more days, he shall have been deemed to have earned his/her

vacation entitlement. This vacation entitlement will be added to the employee's bank on the first day of the month next following the completion of each credited month of service.

- (E) If an employee's vacation anniversary date falls in the first fifteen (15) days of the month, that employee would begin earning the next level of vacation entitlement listed in Schedules B-1 or B-2 at the start of the following month. If the employee's vacation anniversary date falls on or after the 16th day of the month, that employee would begin earning the next level of vacation entitlement listed in Schedules B-1, B-2 or B-3 on the first day of the month following thirty (30) days after the employee's anniversary date. For example:

<u>Anniversary Date</u>	<u>Date Employee Earns Higher Vacation Entitlement</u>
March 12	April 1
March 21	May 1

8.2 VACATION PAY

- (A) The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding the employee's vacation period.
- (B) Employees shall receive their vacation pay no later than three (3) days prior to the start of their vacation period provided a written request for same has been submitted to the payroll department at least SEVEN (7) days in advance.

8.3 CHOICE OF VACATION PERIOD

Vacation leave may be taken in units of four (4) hours or eight (8) hours only. Vacation shall be granted for the period requested by the employee subject to the approval of the department head. Such approval shall not be unreasonably withheld. If the nature or other circumstances of the work make it necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority with the City shall be given his/her choice of vacation period in the event of any conflict. No vacation request shall exceed more than twenty-five (25) consecutive days at any one time.

8.4 VACATION RIGHTS IN CASE OF LAYOFF, RETIREMENT OR SEPARATION

Any employee who is laid off, retires or separates from the service of the City for any reason (save for cause) shall be compensated, in cash, for the monetary value of his/her unused vacation time standing to his/her credit at the time of his/her separation from service. In case of an employee's death in service, payment shall be made to his/her beneficiaries or estate. An employee in his/her final month of service to the City, who fulfills the requirements of Section 8.1 (D), shall have that month credited to his/her bank of unused vacation.

8.5 CHANGING VACATION PERIODS

Once vacation periods have been approved by a department head, they shall not be changed unless such change is mutually agreed upon by the department head and the employee affected.

8.6 VACATION ACCUMULATION

In no instance shall any employee be allowed to exceed his/her maximum bank allotment (as listed in Schedules B-1, B-2 and B-3) unless written permission is received by his/her department head. The department head, at his/her sole discretion may allow a maximum of ten (10) additional vacation days to accumulate in excess of the maximum bank of unused vacation as listed in Section 8.1 (B) in those specific instances listed below.

In no instance, however, will employees be compensated for any vacation days in excess of the employee's maximum bank of unused vacation as outlined in Sections 8.1 and 8.4.

(A) The department head requesting and the employee agreeing to forego scheduled vacation in order that said department may provide and maintain adequate

service to the public.

- (B) Any employee entitled to vacation benefits who may become ill or incapacitated prior to the taking of such vacation may request carryover privileges provided that such illness or accident is medically verified by the attending physician and/or a physician designated by the City specifying the nature and date of the disability.
- (C) An employee being injured in the discharge of his/her duties.

8.7 TRANSFEREES

Those employee transferring into a position represented by the Union from another position with the City, the Board of Education or Municipal Housing Authority will receive automatic credit for months of qualifying service in the current calendar year as found in Section 8.1 (D). Months and/or years of service which have been previously credited and/or compensated for vacation purposes will be adjusted accordingly. Under no circumstances will an employee be credited with vacation entitlement more than once for any period (months and/or years) of time. Determination of appropriate vacation entitlement shall be made by the Division of Labor Relations with the provision contained in this Article.

8.8 VACATION BUYBACK

An employee may return a week of vacation time per calendar year at the employee's option, payable in a single check on November 15th each year. Applications must be made in writing by October 1st to the Director of Employee Relations. The employee shall be paid at their rate of pay on October 1st. To qualify for this benefit, a member must be at their maximum bank of unused vacation.

8.9 REVISED VACATION ANNIVERSARY DATE

If an employee believes his/her vacation anniversary date should be changed to reflect additional service time, the employee must send a letter to the Division of Labor

Relations for final determination. If the Division of Labor Relations determines that the employee's vacation anniversary date should be changed to reflect additional service time, the vacation anniversary date will be amended and additional vacation entitlement will be credited based on the revised vacation anniversary date and will be retroactive the immediately preceding twelve (12) months provided, however, that the employee has been employed in that same position since that time. In no event shall additional vacation entitlement exceed the retroactive period as stated above.

An employee's vacation anniversary date shall be affected by all leaves of absence or suspensions without pay, which exceed thirty (30) calendar days. For example, an employee's vacation anniversary date is October 1, 1982. If that same employee received a six (6) month leave of absence, the employee's vacation anniversary date would be adjusted according to the length of the leave. Therefore, the employee's revised vacation anniversary date is April 1, 1983.

The above shall also apply to an employee's longevity, personal leave and salary increment date.

ARTICLE IX SICK LEAVE

9.1 TERMS AND CONDITIONS

Employees shall be granted full pay during absences due to sickness or other physical disability, to the extent of their sick leave credits, upon the following terms and conditions:

- (A) Employees hired prior to June 30, 1986, with less than one (1) year of service, shall earn sick leave credits at the rate of three-fourths (3/4) of a working day per calendar month of service which shall be credited on the first day of the month next following the completion of each month of service.
- (B) Employees hired prior to June 30, 1986, with more than one (1) year of service shall earn sick leave credits at the rate of one and one-fourth (1 1/4) working days per calendar month of service which shall be credited on the first day of the month next following the completion of each month of service.

- (C) All employees hired on or after June 30, 1986 shall earn monthly sick leave entitlements as follows:
- Appointment through four (4) completed years of service: one-half (1/2) day per month.
 - Beginning of the fifth year through nine (9) completed years of service: three-fourths (3/4) day per month.
 - Beginning of the tenth year: one and one-fourth (1 1/4) days per month.
- (D) Sick leave may be taken in units of four (4) or eight (8) hours only.
- (E) A credited month of service is defined as a calendar month in which an employee has been compensated for all but two (2) or less working days.
- (F) Employees shall accumulate sick leave as long as they are in the service of the City up to a maximum of three hundred (300) working days.

- (G) Accumulated unused sick leave earned by an employee while in City service as defined in Article 2.1 (D) shall be transferred to the employee's credit with the City upon an employee's appointment to a position represented by the Union provided said sick leave is standing to the employee's credit at the time of present appointment.
- (H) Except as provided in Section (I), each individual absence due to an employee's illness or physical disability is to be reported to the employee's department head or designee no later than the beginning of the employee's scheduled workday, and the department head may require reasonable proofs of illness, including, but not limited to, a physician's certificate after three (3) consecutive days.
- (I) In the event an employee is on paid sick leave for two (2) consecutive workdays twice in any three (3) consecutive month period, a department head may request a physician's certificate from the employee for the next two (2) consecutive workday absence on paid sick leave occurring within that same three (3) consecutive month period.
- (J) In the event of a failure to comply with the notice requirement or if the proofs of illness are unsatisfactory, the employee's absence may be considered as unauthorized leave. Abuse of sick leave privileges may be cause for disciplinary action.
- (K) Absence from duty for medical, dental, optical or other physical examination shall be charged against accumulated sick leave credits when approved by the department head.
- (L) Each employee entitled to benefits under the provisions of the Workers' Compensation Law, who is temporarily unable to perform the duties of his/her position by reason of an injury received in the discharge of his/her duties, and by reason thereof is necessarily absent from duty during a period of temporary disability which does not exceed a maximum of seven (7) days in duration following any such injury may, in the discretion of the head of his/her department or City agency, be allowed full pay for the working days he is so absent during any such period of temporary disability which does not exceed a maximum of seven (7) days in duration following any such injury; provided, however, that no such allowance of pay shall be made to an employee unless he shall have immediately returned to duty at the termination of the period of his/her temporary disability of not more than seven (7) days, and unless an accident report respecting his/her injury shall have been duly executed and filed, and, when required by the head of his/her department or City agency, unless a medical report respecting his/her injury shall have been duly executed and filed. Any different allowance of compensation to an employee on account of injury received in the discharge of his/her duties shall be determined exclusively by the Common Council. Injury leave allowances made in accordance herewith shall not be charged against accumulated sick leave credits.
- (M) When an employee is separated from service for other than disciplinary reasons and is subsequently reinstated or reemployed within one (1) year after such separation or is reinstated or reemployed while eligible for reinstatement from a preferred list, his/her sick leave credits accumulated and unused at the time of

his/her separation shall be restored.

(N) Effective January 1, 1980, all new employees of the Police and Fire Departments represented by the Union will have sick leave benefits as provided within this Article. On January 1, 1980, all present employees of the Police and Fire Departments will choose the sick leave benefits of one (1) of the following options:

(1) As provided within this Article, or

(2) As provided by the City Charter for Police Officers and Firefighters (six [6] month plan). The choice indicated by present employees on January 1, 1980 is final.

Employees choosing Option (1) will earn sick leave as provided in Article IX, Section 1 (A) to (D).

9.2 UNUSED SICK LEAVE

The City agrees that, upon retirement or death, any accumulated unused sick leave, up to a limit of two hundred (200) days, can be "bought back" at a ratio of 2:5 (e.g., an employee with three hundred [300] days of unused sick leave may use two hundred [200] at a ratio of 2:5; with the remainder being able to be applied to the employee's additional service credit for retirement, as per Section 41-j of the NYS Retirement Act).

9.3 SICK LEAVE BANK

The parties agree to establish a Sick Leave Bank in fiscal year 1994-95. Prior to the establishment of said bank, the parties will continue their present practice of establishing individual Sick Leave Banks as needed.

9.4 SICK LEAVE ACCRUAL

An employee must have at least six (6) consecutive months of full time City service before such employee is entitled to use sick time accruals with pay.

9.5 PERFECT ATTENDANCE-SICK LEAVE INCENTIVE

Effective July 1, 2022, employees who have perfect attendance for each three (3) month period, beginning July 1 of each contract year, shall receive 1.25 days of pay for each three (3) month period. Employees shall be paid at the then contractual straight time rate. Employees shall be paid no later than the first pay period following August 15th of each year.

The usage of any sick leave during a calendar year quarter will disqualify an employee for that quarter only. Donations to a sick leave bank will not be counted as sick time usage for this purpose. Employees on leave of absence without pay, workers compensation or disciplinary suspension are not eligible for this benefit.

ARTICLE X

LEAVES OF ABSENCE WITH PAY

10.1 JURY DUTY

The City shall grant a leave of absence with full pay to any employee with thirty (30) days' service who is required to serve for jury duty during such period as he is actually upon such duty.

10.2 PERSONAL LEAVE

- (A) Beginning 7/1/09 all full time employees shall be entitled to the following personal leave:
- (1) Two (2) days' personal leave upon the completion of one (1) year of service.
 - (2) Four (4) days' personal leave upon the completion of two (2) years of service.
 - (3) Five (5) days' personal leave upon the completion of three (3) years of service.

- (C) This personal leave may be used at the employee's discretion, provided that he gives at least twenty-four (24) hours' notice, in writing, to his/her superior except where an emergency situation makes the giving of notice impossible and provided further, that his/her absence will not seriously hamper or impede the necessary work of his/her department. Such personal leave may not be taken in units of less than one-half (1/2) of a working day.
- (D) If personal leave is not used, it shall be added to the employee's sick leave credits.

10.3 UNION LEAVE

Any member of the Union who is elected or designated to attend a function of the Union's International or other subordinate body shall be permitted to attend such functions and shall be granted the necessary time off without loss of either time or pay provided that the said time off is of a reasonable duration as determined by the Director of Labor Relations. This right of attendance, moreover, shall be governed by any conditions, restrictions or limitations contained in the International Constitution of the Union.

10.4 CIVIC DUTY

Employees required to appear before a court or other public body on any matter not related to their work and in which they are not personally interested shall be granted a leave of absence therefor. The City agrees to pay them the difference, if any, between the compensation they receive from the court or other public body and their regular wages for each day of service.

10.5 BEREAVEMENT LEAVE

Each employee who is absent from duty on account of death in his/her immediate family or his/her spouse's shall receive his/her established compensation for the period so absent, not exceeding five (5) work days for each such death. This bereavement leave shall be noncumulative and nonchargeable to any other leave. The employee must attend the funeral or memorial service and shall notify the department head of his/her request for such leave. Proof of the relationship to the deceased shall be submitted by the employee upon the request of the department.

The immediate family shall include the spouse, grandparent, parent, child, grandchild, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, step relatives and any other relatives of the employee or their spouse residing in the household of the employee. Step relatives are defined as step grandparents, stepparents, stepbrother, stepsister, stepchildren and step grandchildren, and gender neutral equivalents.

In the event that death occurs to the employee's aunt, uncle, niece or nephew, he shall be entitled to one (1) day's absence with pay. Such excused day shall be the day of the funeral or burial service.

10.6 MILITARY TRAINING PROGRAMS

The parties agree that any laws in effect when members take military leave shall govern the impact of such leave upon the members' benefits unless otherwise addressed in a MOA between the parties

ARTICLE XI UNION ACTIVITIES

11.1 STEWARDS AND REPRESENTATIVES

The City agrees that during working hours, on its premises, for reasonable periods of time and without loss of pay, Union stewards and properly designated Union representatives shall be allowed to:

- Investigate and process grievances
- Post Union notices
- Distribute Union literature
- Solicit Union membership during other employees' non-working time

- Transmit communications, authorized by the Local Union or its officers, to the City or its representatives
 - Consult with the City, its representatives, Local Union officers or other Union representatives concerning the enforcement of any provisions of this Agreement
 - Accredited Union representatives shall notify their department head or his/her designee whenever they wish to attend to Union business on City time
- (B) Union representatives, as referred to in this Section, shall consist of one (1) steward for each foreman on each shift, one (1) Grievance Committee member for each department, one (1) Grievance Committee member for all supervisory employees in the Bargaining Unit, the Local Union President, Secretary-Treasurer, Executive Board members and Chapter Chairperson.
- (C) The Chapter Chairperson and stewards shall not be transferred or loaned from one department to another or one shift to another if such movement will interfere with his/her Union activities. This shall not prevent a transfer from one shift to another when such transfer is at the Chairperson's or Stewards own request.
- (D) The names of employees selected as stewards and the names of other Union representatives who may represent employees shall be certified, in writing, to the City by the Local Union and such names will be kept up-to-date as changed.

11.2 GRIEVANCE COMMITTEE

- (A) The Union Grievance Committee may, upon request, meet with the department head once a month at a mutually convenient time.
- (B) The Union Grievance Committee shall consist of the Union President, Secretary-Treasurer and the Grievance Committee member from the particular department involved. The Executive Board member, as designated by the President, shall also be a member of the Union Grievance Committee.
- (C) All Grievance Committee meetings shall be held during working hours, on the City's premises, and without loss of pay.

11.3 SAFETY AND HEALTH COMMITTEE

The City and the Union agree to jointly establish a Safety and Health Committee consisting of an equal number of City and Union representatives, the number of members to be agreed upon. The Committee will advise management of all safety and health activities and will be expected to:

- (A) Make immediate and detailed investigation of each accident to determine fundamental causes.
- (B) Develop data to indicate accident sources and injury rates.
- (C) Make inspections to detect hazardous physical conditions or unsafe work methods and recommend changes or additions to protective equipment or devices for the elimination of hazards.
- (D) Promote safety and first aid training for Committee members and workers and participate in advertising safety and in making the safety program known to all workers.
- (E) Conduct regularly scheduled meetings at least once a month during working hours without loss of pay for the sole purpose of discussing accident prevention and developing suitable corrective measures.

11.4 CONTRACT NEGOTIATING COMMITTEE

The Union shall be permitted to have nine (9) members on the Negotiating Committee, without loss of pay, who shall serve as Union negotiators on any reopening, amendment and modification to the present Agreement and/or on any new Agreement between the parties. These shall be in addition to the President and Secretary-Treasurer.

11.5 FULL CREW REQUIREMENTS

The City will always adhere to full crew requirement on all jobs where the safety of an employee is involved.

ARTICLE XII
LEAVES OF ABSENCE WITHOUT PAY

12.1 GENERAL

- (A) A permanent employee who has served continuously for at least one (1) year in the City service may be granted a leave of absence without pay for a period not exceeding one (1) year by his/her department head. Such leave may be extended or renewed for any reasonable period.
- (B) A permanent employee who is in his/her first year of service and who, because of illness or disability finds it necessary to be absent from his/her position, may be granted a leave of absence without pay by his/her department head for a period not to exceed six (6) months upon presentation of a physician's certificate stating the nature and estimated duration of the illness or disability, which shall be subject to the approval of the Commissioner of Human Resources.
- (C) Failure to report for duty immediately following the expiration of a leave of absence without pay or any extension thereof, will be deemed to be a resignation from City service. Twenty (20) days prior to the expiration of the leave, the employee will be notified by registered mail, return receipt requested, that if he/she fails to return to work immediately upon the expiration of the leave, they will be terminated.
- (D) Whenever a leave of absence without pay is granted to an employee, the head of the department or City agency granting such leave of absence without pay, shall forthwith file with the City Clerk for presentation to the Council a certificate setting forth the date on which the leave of absence begins and ends.
- (E) Any permanent employee who is elected to any public office or is appointed to public office in the City service shall be granted a leave of absence without pay for the duration of the term of that public office.

Any permanent employee who is appointed to a public office which is not in the City service shall be granted a leave of absence without pay for not more than one (1) year. If requested by the employee, successive periods of not more than one (1) year may be granted in the sole discretion of the department head.

12.2 UNION BUSINESS

Any employee who is elected to a Union office or who is designated by the Union to do work which takes him from his/her employment with the City shall, upon the written request of the Union, be granted a leave of absence without pay. This leave shall not exceed one (1) year, but it shall be renewed or extended at any time upon the written request of the Union. Any member of the Union, who is selected by the Union to participate in any other Union activity, shall be granted a leave of absence at the written request of the Union. Such leave is not to exceed one (1) month, but it shall be renewed at any time upon the written request of the Union.

12.3 MATERNITY

Maternity leaves, not to exceed six (6) months, shall be granted upon the request of an employee. Maternity leaves shall, upon the request of the employee, be extended or renewed for an additional period not to exceed six (6) months. The same amount of leave for adoption procedures of children and any extension thereof shall also be granted.

12.4 EDUCATIONAL LEAVE

- (A) After completing one (1) year of service, any permanent employee, upon request, shall be granted a leave of absence for educational purposes. The period of the leave of absence shall not exceed one (1) year, but may be extended or renewed at the request of the employee.
- (B) One (1) year leave of absence, with any requested extension, for educational purposes shall not be provided more than once every three (3) years.
- (C) Employees shall also be granted leaves of absence for educational purposes, not to exceed one (1) month in any calendar year, to attend conferences, seminars, briefing sessions or other functions of a similar nature that are intended to improve or upgrade the individual's skill or professional ability.
- (D) All such leaves must be requested in writing and require the approval of the department head. Such approval shall not unreasonably be withheld.

12.5 EMPLOYMENT OPPORTUNITIES

Employees permanently classified in subordinate positions shall be granted a leave of absence without pay to enable such employees to serve temporarily, provisionally, for trial periods or for periods necessary to qualify for permanent appointment to a competitive class as long as said employment is with any agency of the City.

12.6 MILITARY LEAVE

Any employee who enters into active service in the armed forces of the United States while in the employ of the City shall be granted a leave of absence without pay for the period of his/her military service. However, any voluntary service in excess of four (4) years shall be deemed a resignation.

The City will permit each employee who enters into the active service of the United States military service to exhaust his/her vacation and personal leave benefits prior to such entry.

12.7 FAMILY AND MEDICAL LEAVE ACT (FMLA)

- (A) All employees shall be guaranteed their rights under the Family and Medical Leave Act which provides employees up to twelve (12) weeks unpaid leave per year for any of the following:
- to care for a newborn or recently adopted child;
 - to care for a foster child placed with the employee;
 - to take time off work because of his/her own serious health condition;
 - or to care for the employee's spouse, parent or child with a serious health condition.
- B) Any violation either of the federal Family and Medical Leave Act or of any state laws relating to family and medical leave shall be subject to the grievance and arbitration provisions of this Agreement. Any remedies provided for in these laws as well as any remedies applicable to any other violation of this Agreement shall be applicable to any violation of such laws.

**ARTICLE XIII
ABSENCE DUE TO INJURY**

Employees who are absent from work because of injuries received in the service of the City and who receive compensation benefits may receive a supplemental sum equal to the difference between their wages and their compensation benefits for a maximum period of six (6) months, upon authorization and approval by the Common Council. The City agrees to recommend to the Common Council the payment of such wage differential.

**ARTICLE XIV
RETIREMENT BENEFITS**

The City will provide the guaranteed ordinary death benefit authorized by Section 60-b of the Retirement and Social Security Law (three [3] times' annual earnings with a maximum of \$20,000). It will also provide an additional service credit for retirement purposes of one (1) additional day for each day of accumulated and unused sick leave up to a maximum of one hundred sixty-five (165) days, as provided in Section 41, Subd. (j) of the Retirement and Social Security Law.

Employees shall also be entitled to obtain credit for retirement purposes for military service during World War II, as provided by statute.

The City will provide the benefits of the Career Retirement Plan set forth in Section 75-i of the Retirement and Social Security Law (twenty [20] year retirement plan with one-fiftieth fraction thereafter).

The retirement benefits enumerated above have been created by statute and are dependent for their continued existence upon the maintenance of such statute. Retirement benefits for new employees will be dependent upon the provisions of the Retirement and Social Security Law as it has been or may hereafter be amended.

**ARTICLE XV
SENIORITY**

15.1 DEFINITION

- (A) Seniority means the date of an employee's first appointment on a permanent basis in the classified service followed by continuous service in the classified service on a permanent basis.
- (B) Every twelve (12) months the department head shall post on all bulletin boards a seniority list showing the continuous service of each employee. Five (5) copies shall be given to the Union by the City of the Official Civil Service Seniority List every twelve (12) months.
- (C) An employee must have at least six (6) consecutive months of full time City service before such employee is entitled to overtime at the rate of time and one-half (1 ½) (unless otherwise required by the Fair Labor Standards Act).

15.2 PROBATION PERIOD

Every appointment, permanent in character, from an open competitive list, shall be for a probationary term of not less than TWO (2) months nor more than TWELVE (12) months in accordance with the rules of the Municipal Civil Service Commission.

15.3 BREAKS IN CONTINUOUS SERVICE

An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause or retirement. However, if an employee who has resigned is reinstated, as provided by law, to work in any capacity within one (1) year thereafter, the break in continuous service shall be removed from his/her record.

15.4 LAYOFF

In the event it becomes necessary to layoff employees for any reason, they shall be laid off in the inverse order of their seniority. Any provisional or temporary employees will be laid off by their length of continuous service since their last date of hire. The City will make every effort to advise the Union of any contemplated layoffs.

15.5 LAYOFF PROCEDURE

- (A) Permanent employees to be laid off will have at least ten (10) working days' notice of layoff or pay in lieu of notice.
- (B) Although the parties agree that seasonal workers are not covered by this Agreement and are not "employees" as that term is defined in Section 2.1 (B) of this Agreement, the City agrees that when layoffs are necessary, seasonal workers, who are performing the same jobs as Bargaining Unit employees in a department, will be laid off before any bargaining unit employees in that department. It is the intent of this paragraph that seasonal employees will not perform the duties of laid off Bargaining Unit employees.

15.6 CONSOLIDATION OR ELIMINATION OF JOBS

Where because of economies, consolidation or abolition of function, curtailment of activities, productivity improvements or otherwise, positions in the competitive class are abolished or reduced in rank or salary grade, suspension or demotion, as the case may be, among incumbents holding the same or similar jobs shall be made in the inverse order of original appointment on a permanent basis in the classified service. Suspension or demotion shall be made from among employees holding the same or similar jobs in the entire department or agency within which such abolition or reduction occurs.

15.7 METHOD OF RECALL PROCEDURE

- (A) Employees shall be recalled from layoff according to their seniority on the preferred list. No new employees hired upon an annual basis shall be hired until all employees on the layoff status desiring to return to work shall have been recalled provided that such employees on a layoff status are capable of returning to work.
- (B) The City will notify the laid off employee by registered mail, at his/her last known address, that he has been offered recall in line with his/her continuous

service. If the employee fails to report for work by the tenth working day from the date of mailing of the notice of recall, he shall be considered a "quit".

ARTICLE XVI WORK FORCE CHANGES

16.1 METHOD OF FILLING POSITIONS

- (A) The term "promotion" as previously defined in this Agreement means the advancement of an employee to a higher-paying position.
- (B) In case of promotion or whenever a new job classification opening or a vacancy occurs other than temporary, the position shall be filled in accordance with Civil Service Rules of Procedure and selections shall be made from the appropriate Civil Service list until the list of names is incomplete.
- (C) Should a new position or vacancy occur which cannot be filled by reason of the absence of an appropriate Civil Service list, then, in such cases, an appropriate notice of the said opening shall be posted on all bulletin boards for a period of ten (10) working days, stating the job title, pay rate and necessary qualifications for the job. Employees in the Bargaining Unit will fill the vacancy in line with the seniority of the employees applying to fill the vacancy. However, in cases of emergency, the department head may fill such openings by appointment upon due notice to the Union.
- (D) An employee may apply, in writing, for such position and submit such application to the head of the department where such position exists.
- (E) When a vacancy occurs which the department head determines should be filled, it shall be filled from among employees who have made such application and who are qualified except that where more than one (1) employee qualifies for the same position, seniority shall be the determining factor on making the selection. Where the competing employees are of equal seniority, the employee with the longest service within the department shall be appointed.
- (F) The Union shall be notified by the City, in writing, within five (5) days of all job vacancies caused by resignation, retirement or for "just cause" discharge. The vacancies shall be filled in accordance with the terms of this Agreement.

16.2 TEMPORARY VACANCIES

- (A) Temporary job vacancies are defined as job vacancies that may periodically develop in any job classification which does not exceed ten (10) days. Job opening which recur on a regular basis and remain open more than ten (10) days at a time shall not be considered temporary job openings.
- (B) In the event of temporary job vacancies and in the absence of an appropriate Civil Service list, seniority shall prevail in the selection of employees to fill the temporary vacancies provided they are qualified.

16.3 TRANSFERS

- (A) Where transfers are permitted, by the department head, employees desiring to transfer to other jobs shall submit an application, in writing, to their immediate supervisor. The application shall state the reason for the requested transfer.
- (B) Employees requesting transfers for reasons other than the elimination of jobs may be transferred to equal or lower paying job classifications with approval of the Civil Service Commission and also with the consent of the appointing officers whose departments are affected.
- (C) Employees requesting transfers because of the elimination of their jobs shall be transferred to the same job or any other job of an equal pay and classification on the basis of seniority with the approval of Commissioner of Human Resources and also with the consent of the appointing officers whose departments are affected.

16.4 BUMPING

In accordance with the provisions of Section 80 of the Civil Service Law, a senior employee, who is displaced from his/her own classification, shall have the following bumping rights within his/her department:

- (A) He may bump into a job held by another senior employee with less seniority in the next lower occupied title in the direct line of promotion; or

- (B) He may bump another employee with less retention rights who is serving in a position formerly occupied on a permanent basis by the bumping employee.

16.5 PERMANENT EMPLOYEES REDUCED TO TEMPORARY

An employee reduced from permanent to temporary shall continue to receive all the economic fringe benefits. This DOES NOT apply to non-economic benefit

ARTICLE XVII AUTO ALLOWANCE AND PARKING

- (A) Employees who are required to use their personal automobiles on City business will be reimbursed as follows effective 1/1/09. Increase mileage rate to \$18/full day, \$9/half day. The City reserves the right to identify titles that will be assigned City vehicles on a take-home basis. Use of a City vehicle, at any time, is restricted to official business use. Those employees who are required to travel throughout the City on City business who do not own or use an automobile shall be reimbursed for any travel expenses so incurred. The City shall prepare a list of those employees eligible for this benefit. Under no circumstances shall this authorized payment be withheld.
- (B) Parking for Water Service Inspectors will be provided by the City.

ARTICLE XVIII TOOL ALLOWANCE

The City will provide an annual allowance of two hundred and fifty (\$250.00) dollars to those employees of the City who are Mechanics, Mechanics Helpers (approximately ninety [90]), tradesman and tradesmen helpers in the Departments of Parks, Street Sanitation, Public Works, etc. for the purchase, replacement and repair of any tools needed to perform the duties of the positions. Annual payments shall be made on or before October 15th of each year.

Employees holding the position of Motor Equipment Mechanic, who currently receive a tool allowance, shall receive a tool allowance of three hundred and fifty (\$350.00) dollars per year. All other terms and conditions of eligibility remain the same.

Those employees holding the title of Head Motor Equipment Mechanic, who currently receive a tool allowance, shall receive a tool allowance of three hundred and fifty (\$350.00) dollars per year upon the department head's determination that the employee is entitled to \$100 more than the \$250 tool allowance referenced in the first paragraph.

It is hereby agreed that a committee comprised of four (4) representatives of the Union and representatives of the City, including the Departments of Streets, Public Works, Parks and Police, shall meet during the term of the contract to examine and review the issue of tool allowance entitlement. The report shall be issued to the City and the Union for review.

ARTICLE XIX CIVIL SERVICE EXAMINATION

Employees shall be allowed time off with pay on days they are scheduled to work to take open competitive and promotional examinations by the City of Buffalo Civil Service Commission.

ARTICLE XX PAY FOR OUT-OF-TITLE WORK

When an employee is assigned to work out-of-title, he shall be paid the equivalent step in the higher rate of pay established for the position, or his/her own rate, whichever is higher.

If the employee works out-of-title for one (1) day, he shall be paid for all time worked in the higher title.

ARTICLE XXI SETTLEMENT OF DISPUTES

21.1 GRIEVANCE AND ARBITRATION PROCEDURES

Any grievance, controversy or dispute which may arise between the parties regarding the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

STEP 1:

The employee shall submit the grievance orally to the employee's immediate superior and the employee's Union representative within twenty (20) calendar days of the occurrence of the facts giving rise to the grievance or notice of such facts to the employee, whichever is later. Nothing shall preclude the Union from filing a grievance within twenty (20) calendar days of the occurrence of the facts giving rise to the grievance or notice of such facts to the employee, whichever is later.

STEP 2:

If a satisfactory settlement or disposition is not made within two (2) working days from the date of the submission of the grievance, the Union's representative, with or without the employee, may submit the grievance, in writing, within ten (10) working days thereafter to the department head. A hearing shall be held within ten (10) working days of submission of the grievance to the department head who shall answer same within five (5) working days of hearing. If the answer is a rejection of the grievance, the department head shall detail his/her reasons therefor in writing.

STEP 2 A

In the case of a group, policy or organizational type grievance, the grievance and any accompanying papers shall be submitted directly to the Director of Labor Relations by the Union within twenty (20) working days of the occurrence of the facts giving rise to the grievance, or notice of such facts to the Union, whichever is later. The Director of Labor Relations shall schedule a hearing within ten (10) working days of receipt of the grievance and any accompanying papers at which time the Union is entitled to be present. The Director of Labor Relations shall, within five (5) working days thereafter, set forth, in writing, the answer to the grievance.

STEP 3:

If a satisfactory settlement or disposition is not made within five (5) working days from the date of the written submission of the grievance, the Union may, with or without the employee, within ten (10) working days thereafter, submit the grievance with the answer of the department head, with any reply thereto, to the Director of Labor Relations. The Director of Labor Relations shall schedule a hearing to be held within ten (10) working days after the date of the receipt of the grievance and any accompanying papers at his/her office, at which time the Union, with or without the employee, is entitled to be present. The Director of Labor Relations shall, within five (5) working days after the hearing, set forth, in writing, his/her answer to the grievance.

STEP 4:

If not satisfied with the Director of Labor Relations answer, the Union may, within twenty (20) working days after receipt thereof, request that the matter be submitted to the Director of Conciliation of the NYS Public Employment Relations Board, and the selection shall be made in accordance with the Board's Rules of Procedure. The arbitrator shall schedule such a hearing within thirty (30) days and shall issue his/her decision within thirty (30) days after the conclusion of testimony and argument. His/her decision shall be final and binding upon the parties.

The failure of the Union or of an employee to take any of the action authorized by this Section within the time limited therefor shall constitute a waiver of the right to proceed further and shall terminate the proceeding.

21.2 ALTERNATE SELECTION PROCEDURE

In lieu of the procedure for the selection of an arbitrator outlined in Section 21.1, Step 4 and upon the mutual written agreement of the parties, the following procedure shall be utilized:

The parties shall establish a list composed of five (5) mutually acceptable arbitrators. The placement of each name on the list shall be in the order that each was selected. The list shall take effect on the day in which the last arbitrator is mutually agreed upon and the list shall continue in effect for a period of one year from the date the list took effect. During the period this list is in effect, the parties waive any right to select an arbitrator pursuant to Section 21.1, Step 4 and Demands for Arbitration filed within this one (1) year period shall be heard by only those arbitrators contained on the mutually selected list, regardless of whether or not the list has technically expired.

Should a Demand for Arbitration be submitted following the date the list takes effect, the first arbitrator on the list shall be designated to hear the case. Each subsequent arbitration will be held by the next arbitrator on the list on a rotation basis.

Should the parties resolve an issue prior to an arbitration hearing, the designated arbitrator in the matter shall be utilized in the next succeeding arbitration.

21.3 MATTERS RELEVANT TO GRIEVANCE PROCEDURE

- (A) The Union shall provide to the Division of Labor Relations a copy of each grievance filed at the time of grievance submission in accordance with this Article.
- (B) The time limits in the procedure may be extended by mutual agreement, in writing.
- (C) Any step of the grievance procedure may be bypassed by mutual agreement, in writing.
- (D) Neither the department head nor the arbitrator may consider any evidence or facts which have not been previously discussed between the parties unless otherwise agreed upon by the parties.
- (E) For purposes of definition, days shall not include Saturday, Sunday or holidays.
- (F) Expenses for the arbitrator's services and the proceedings shall be borne equally by the City and the Union.
- (G) No arbitrator functioning under provisions of the grievance procedure shall have the power to amend, modify or delete any provision of this Agreement or render any award contrary to the laws of the State of New York.

ARTICLE XXII DISCIPLINE AND DISCHARGE

22.1 DISCIPLINARY ACTION

- (A) A person holding a position by permanent appointment or employment shall not be removed or otherwise subjected to any disciplinary penalty provided in this Article, except for incompetence or misconduct shown only after a hearing upon stated charges.
- (B) Disciplinary action or measures shall consist of the following:
- Reprimand
 - A fine not to exceed \$250 to be deducted from salary or wages
 - Suspension without pay for a period not to exceed two (2) months
 - Demotion in grade and title
 - Dismissal from the service
- (C) If the accused is acquitted, he shall be restored to his/her position with full pay for the period of suspension less the amount of compensation which he may have earned in any other employment or occupation and any unemployment benefits he may have received during such period, except wages received from employment on another job which he held prior to and continuing through the period he was suspended.

22.2 PROCEDURE

- (A) A person against whom disciplinary action is proposed shall be served with a written copy of the charges preferred against him and shall have ten (10) days to answer, in writing. A copy of the charges shall also be served upon the Union at the same time. The answer shall be served upon the department head. Where the accused defaults in answering, he shall be permitted to show matters in mitigation of any punishment which may be imposed.
- (B) Within ten (10) days after the receipt of the written answer to the charges preferred, or if the accused defaults in answering within ten (10) days after his/her time to answer has expired, the department head shall conduct an informal conference upon the charges. At such conference, the accused person shall have the right to be represented by the Union or by legal counsel. He may, if he desires, present witnesses in his/her behalf. The department head shall have the power to dismiss or withdraw the charges if the conference so warrants or accept a plea of guilty.

- (C) In the event that the charges are not withdrawn or dismissed after such conference or if a plea of guilty has not been entered, a formal hearing shall then be held upon the charges before a hearing officer mutually selected by the parties. Such hearing officer shall be deemed to be the person designated by the department head for that purpose within the meaning of Section 75 of the Civil Service Law of the State of New York.
- (D) The hearing officer so selected and so designated shall be vested with all of the powers of the department head and shall make a record of such hearing. His/her findings and recommendations shall then be referred to the department head for review and decision.
- (E) Upon the said formal hearing, the accused person shall have the right of representation by counsel and also the right to summon witnesses upon his/her behalf. The burden of proving the charges preferred shall be upon the person alleging same. Compliance with technical rules of evidence shall not be required.

22.3 SUSPENSION PENDING DETERMINATION OF CHARGES: PENALTIES

- (A) Pending the hearing and determination of charges, the person against whom such charges have been preferred may be suspended without pay for a period not to exceed thirty (30) days if his/her continued presence on the job represents a potential danger to persons or property or would severely interfere with operations.
- (B) The penalty or punishment imposed shall be as set forth in Section 22.1 (B).
- (C) If the charges are not sustained, the accused person shall be restored to his/her position with full pay for any period of suspension less the amount of compensation which he may have earned in any other occupation or employment or any unemployment benefits he may have received from employment on another job which he held prior to and continuing through the period he was suspended.
- (D) If the accused person is found guilty, a copy of the charges, his/her written answer thereto, a transcript of the hearing and the final determination itself shall be filed in the office of the department or agency in which he has been employed and a copy thereof shall also be filed with the Human Resources Department. A copy of the transcript of the hearing shall, upon the request of the accused person so found guilty, be furnished to him without charge.

- (E) No removal or disciplinary proceeding shall be commenced more than one year after the occurrence of the wrongdoing complained of or its discovery, if later. However, such limitation shall not apply where the wrongdoing complained of would, if proved in a court of appropriate jurisdiction, constitute a crime.
- (F) Any person believing himself aggrieved by a penalty or punishment of demotion in or dismissal from the service, or suspension without pay, or a fine imposed pursuant to the provisions of this Article, may appeal from such determination either by an application to the Commissioner of Human Resources or by an application to the Supreme Court in accordance with the provisions of Article 78 of the Civil Practice Law and Rules. If such person elects to appeal to the Commission, he shall file such appeal, in writing, within twenty (20) days after receiving written notice of the determination to be reviewed. In accordance with the provisions of Section 76 of the Civil Service Law, the decision of the Commission shall be final and conclusive and not subject to further review in any court.

22.4 SPECIFIC INCLUSION

The provisions of this Article shall apply to an employee holding the non-competitive position of Street Repair Worker or Street Marking Machine Operator provided:

- 1) The employee's appointment to said position is considered to be one of "permanent" duration, and
- 2) The employee has successfully completed one (1) continuous year of satisfactory service in said position, which year shall commence on the day the employee is appointed to said position.

ARTICLE XXIII LABOR CLASS

23.1 GENERAL

Labor Class shall comprise all unskilled laborers in City service.

The administration of Labor Class shall be in accordance with State Civil Service Laws and Rules for the Classified Civil Service for the City of Buffalo.

The following City titles shall be consolidated within the title of Laborer I:

Auto Pound Attendant	Guard I
Bridge Tender	Guard II
Cleaner	Janitor
Cleaning Worker	Rest Room Attendant
Elevator Operator	

The following City titles shall be consolidated within the title of Laborer II:

Auto Mechanic Helper	Plant Attendant
Garage Attendant	Sanitation Worker
Laborer	Sanitation Worker – Dead Animals
Maintenance Assistant	

The class of employees previously hired under the titles now consolidated under the titles of Laborer I and Laborer II shall, upon approval of this Agreement by the Common Council, be hired under the titles of Laborer I and Laborer II.

Any employees holding a permanent status in any of the titles classified under Laborer I or Laborer II at the time that this Agreement is approved by the Common Council shall, at their option, either (1) maintain such permanent title with all the rights and benefits of that permanent title; or (2) transfer into the appropriate Labor Class title with all the rights and benefits of permanent status in that Labor Class title as described below.

The transfers described in (2) above shall be made at times determined by the City in the order of the seniority of the eligible employees making such requests from a list

established for that purpose.

23.2 WAGES AND BENEFITS

The wage rate for employees in the Labor Class shall be as outlined in the applicable Appendix.

Effective June 24, 1986, the job titles of Laborer II and Laborer II (Daily) shall be consolidated into the job title Laborer II. The job title Laborer II (Daily), as specifically referenced in this paragraph, shall become non-existent. Therefore, any employee considered for appointment to the position of Laborer II (Daily) on or after June 24, 1986 may only be appointed to the position of Laborer II which position may include an assignment to sanitation work.

Any employee holding the title of Laborer II who is assigned to sanitation work will continue to receive the salary currently received in the Laborer II position.

An employee appointed prior to June 24, 1986 to the position of Laborer II (Daily) shall be considered to be an employee represented by the Union.

The titles of Laborer I and Laborer II are designated into AFSCME Local 264, AFL-CIO. In the application of the Bargaining Agreement between the City of Buffalo and Local 264, workers holding the title of Laborer I or Laborer II shall be considered employees within the meaning of Section 2.1 (B) after serving continuously on a full-time basis for six (6) consecutive months.

23.3 PERMANENT STATUS

An employee holding the title of Laborer I or Laborer II shall obtain permanent status after serving satisfactorily and continuously for twelve (12) consecutive months. Such permanent status shall entitle said employees to all the rights and privileges afforded Civil Service permanent employees under the Bargaining Agreement between the City of Buffalo and Local 264.

ARTICLE XXIV SAFETY CLOTHING AND ACCESSORIES SUPPLIED BY THE CITY

All employees who will require uniforms and special equipment, including prescription safety glasses, gloves, rain gear and boots shall be furnished these without charges to the employee.

A one hundred fifty (\$150) dollar safety shoe allowance shall be issued to all employees required to wear safety shoes. The safety shoe allowance payment shall be made in the last pay period of September of each calendar year.

Employees are expected to purchase appropriate foot wear, in their size, and wear the safety shoes purchased by this Section at the workplace.

ARTICLE XXV CONTRACTING AND SUBCONTRACTING OF PUBLIC WORK

During the term of this Agreement, the City shall not contract out or subcontract any public work performed by employees covered by this Agreement that would mean the displacement of any employee covered by this Agreement, save in cases of emergency as determined by the department head. The emergency section of this Article shall not be abused.

The City and the Union agree, however, that this prohibition against subcontracting will not apply to the servicing of new facilities.

If at a future date the City solicits and accepts bids for the use of its solid waste, the City and the Union agree that the City can subcontract the solid waste transfer function; and further, the City and the Union hereby indicate that they will negotiate in good faith a modification of Article XXV as to that job function only and under the following guidelines:

A) The City shall notify the Union of its intent to negotiate this matter. Negotiations concerning subcontracting of solid waste shall begin no later than ten (10) days following the City's acceptance of a bid and should negotiations not be successfully concluded within thirty (30) days thereafter, the matter will be submitted to an arbitrator mutually selected by the parties for binding decision within the guidelines outlined herein.

(B) Permanent employees affected by this action shall suffer no lapse in salary and shall be guaranteed a comparable position based on their permanent job titles, provided they are willing and able to perform the work so offered.

(C) Should employees be unwilling or unable to perform the work offered but are willing to accept a lesser-paying position, the City and the Union will negotiate a reasonable lump sum payment to the employee willing to accept a lesser-paying position.

(D) Should a qualifying exam be required when a transfer is made, the City and the Union agree that they will urge, upon the Human Resources Department, equitable standards for such exam or urge waiver of any exam. Should an employee fail to qualify by exam, the employee will continue to be offered a position comparable to his skills at no loss in pay or be offered the option contained in (C) above.

(E) Employees with permanent titles included in the Labor Class shall maintain their prerogative to exercise their options as outlined in the Labor Class provision.

(F) No member of the Union will be bumped from his/her position as a result of subcontracting solid waste disposal, and the Union agrees that it will file no subsequent action or grievance against the City for equal pay as a result of any red-circled pay rates established for employees transferred due to the subcontracting of solid waste.

(G) This exception to Article XXV should not in any way diminish the meaning of this Article.

ARTICLE XXVI SHIFT PREFERENCE

Shift preference will be granted where applicable on the basis of seniority within the same classification where a vacancy exists.

ARTICLE XXVII COLLECTION OF ASHES, GARBAGE AND REFUSE

The City agrees that the present work schedules will not be changed without first notifying the Union.

ARTICLE XXVIII
SPECIAL EMERGENCY OR SPECIAL HOLIDAY

Whenever a special emergency or holiday is declared for the City by proclamation of the Mayor necessitating the closing of City Hall, those employees covered by this Agreement required or requested to work shall be compensated in accordance with overtime rates or another day off with pay in lieu of the holiday or emergency day.

ARTICLE XXIX
REVIEW OF PERSONAL HISTORY FOLDER

An employee shall, within fifteen (15) days of a written request to his/her agency or department, have an opportunity to review his/her personal history folder in the presence of an appropriate official of the department or agency. He shall be allowed to place in such file a response of reasonable length to anything contained therein which such employee deems to be adverse.

The City agrees to a change in the contract language as to removal of certain adverse disciplinary documentation after one (1) year, provided that the record is not further blemished or violated.

ARTICLE XXX
MEMBERSHIP PACKETS

The City will allow membership packets furnished by the Union to be placed in a suitable area so they may be obtained by new hires.

**ARTICLE XXXI
JOB REEVALUATION**

- (A) If during the life of this Agreement the Union requests job reevaluation because of the content of a job changing, the City agrees to negotiate on the matter. If no mutual agreement is reached within thirty (30) calendar days, the matter of job reevaluation shall become subject to the impartial arbitration procedures of this Agreement.
- (B) When specifications for any existing position are materially changed, the City, after consultation with the Union, may designate the new specification for the position. In the event the Union does not agree that the specifications are proper, then the matter shall be subject to the impartial arbitration procedure of this Agreement.

**ARTICLE XXXII
MAINTENANCE OF BENEFITS**

All conditions or provisions beneficial to employees now in effect which are not specifically provided for elsewhere in this Agreement shall remain in effect for the duration of this Agreement, unless agreed otherwise between the City and the Union; provided, however, that where a provision in this Agreement specifically replaces such a condition or provision, then the latter shall no longer be applied.

**ARTICLE XXXIII
GENERAL PROVISIONS**

- (A) This Agreement and all provisions herein are subject to all applicable laws and to the appropriation of funds by the Common Council. In the event that any provision herein is found to violate such laws, said provision 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 provision had never been a part of this Agreement.

If any provision is invalidated, the City and the Union agree to negotiate a replacement provision to be mutually agreed upon.

- (B) The City and the Union agree to create a supervisory unit composed of those titles mutually agreed upon as more appropriately requiring supervisory responsibilities.

**ARTICLE XXXIV
PRINTING OF THIS AGREEMENT**

The cost of printing two thousand (2,000) Agreements for 2011-2019 shall be apportioned and distributed as follows: seventy-five percent (75%) to the Union and twenty-five percent (25%) to the City.

**ARTICLE XXXV
LICENSE NOTIFICATION**

An employee required to operate a motor vehicle or other apparatus or equipment in the performance of his or her duties shall, upon request, be required to produce the appropriate, valid New York State Driver's License, which license shall certify that the employee may legally operate the applicable vehicle, apparatus and/or equipment necessary in the conduct of the employee's work. Each employee shall immediately notify the department head should the employee fail to possess, for any reason or at any time, a valid New York State Driver's License. Said notification shall be made immediately following New York State's notification to the employee.

Failure to adhere to the above may result in disciplinary action.

**ARTICLE XXXVI
CLOTHING ALLOWANCE**

Each employee who is not provided with a work uniform at any time during a calendar year shall receive a one-hundred fifty dollars (\$150) dollar clothing allowance voucher annually to be used at City-designated vendors. The City will provide the designated vendor with an eligible list by July 1 and the voucher is valid up to and including May 15th.

**ARTICLE XXXVII
DEFERRED COMPENSATION**

The City will provide members of the Union with the opportunity to join the City's Deferred Compensation Plan pursuant to Section 457 of the Internal Revenue Code.

**ARTICLE XXXVIII
DURATION AND TERMINATION**

This Agreement shall be effective as of the first day of July, 2011 and shall remain in full force and effect until the thirtieth day of June, 2019. It shall be automatically renewed from year to year thereafter unless either party shall notify the other, in writing, at least one hundred fifty (150) days prior to the termination date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than one hundred twenty (120) days prior to the termination date. This Agreement shall remain in full force and effect during the period of negotiations.

**ARTICLE XXXIX
NO LAYOFF CLAUSE**

For the duration of this contract, there will be no layoff of permanent, full-time positions. There is no prohibition on loss of jobs by attrition or by employees exercising their bumping rights. The Union will notify the City of its intent to negotiate a continuation of this clause before the end of the contract year.

**ARTICLE XL
AMERICANS WITH DISABILITIES ACT**

It is agreed that nothing in this Agreement shall, in any way or to any extent, interfere with or prevent the City from fully complying with all of the provisions of the Americans with Disabilities Act of 1990, as it may be amended from time to time ("ADA").

It is recognized that the duties and obligations placed upon the City and the Union by the ADA may supersede certain provisions of this Agreement, including but not limited to issues related to work assignments and work schedules.

ARTICLE XLI DRUG TESTING POLICY

Per the Memorandum of Agreement entered into November 14, 2008, all members of the Union will be subject to drug testing in accordance with the U.S. Department of Transportation Federal Motor Carrier Safety Administration Drug and Alcohol Testing procedures. _

ARTICLE XLII OUTSTANDING LABOR MATTERS

Except for those matters specifically identified in this agreement, identified by grievance number as CB-04-21, CB-06-21, and CB-07-21, upon ratification of this agreement, the City and the Union shall withdraw with prejudice and without cost and/or stipulate to discontinue all pending contractual dispute matters with prejudice and without cost in any forum, state, federal or administrative. Such withdrawals shall include, but not be limited to, any and all Improper Practice Proceedings commenced before the New York State Public Employment Relations Board and any and all pending grievances and demands for arbitration.

ARTICLE XLIII AMENDING CERTAIN JOB TITLES TO ALLOW FOR DIFFERENT DUTIES

In the event that the Division of Civil Service so requests, the Union will assist the Division in its development of specifications for Tow Truck Drivers to include the ability to issue parking summonses.

ARTICLE XLIV

MODIFICATIONS TO MOU DATED DECEMBER 15, 2009 REGARDING PARK UTILITY WORKERS

The Parties agree to negotiate an amendment to the Memorandum of Understanding dated December 15, 2009 (regarding the transfer of Parks and Recreation Functions from the County to the City), such that specialized park-related titles are created while the number of Park Utility Worker titles decreases through attrition.

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

IN WITNESS WHEREOF, the parties hereto have set their hands this day of , 2023

AFSCME LOCAL 264, AFL-CIO

CITY OF BUFFALO

SEAN CARNEY
PRESIDENT

BYRON W. BROWN
MAYOR

William Travis
Vice President

Thomas Weimer
Vice President

Joseph P. Coughlin
Secretary-Treasurer

Donna Estrich
Commissioner, Administration
Finance, Policy and Urban Affairs

Omar Price
Director of Employee Relations

Approved as to Form
Cavette A. Chambers
Corporation Counsel

Appendix A: Local 264 Job Title and Salary Grades

Job Description	Min Grade
1040 RADIO SUPERVISOR - 1040	B042
1060 CHIEF DISPATCHER	B017
1069 POLICE SURV. CAMERA MONITOR	B064
1531 TRAINING OFFICER (STREETS)	B017
2000 CELL BLOCK ATTENDANT	B65A
2001 SENIOR CELL BLOCK ATTENDANT	B66A
2100 PUBLIC SAFETY DISPATCHER	B015
2101 SENIOR PUBL SAFETY DISPATCHER	B34A
2160 SUPERINTENDENT FLEET OPERATION	B021
2161 SUPERINTENDENT FLEET MAINTAIN	B022
2162 IMPOUND COORDINATOR	B045
2180 SUPERINTENDENT TRAFFIC SIG SYS	B021
2309 SR. EMERG SERV FIRE DISPATCHER	B062
2310 EMERG SERVICES FIRE DISPATCHER	B036
2350 SUPER FIRE VEHICLE MAINTENANCE	B023
2810 EXTERMINATOR	B10A
2811 HEAD EXTERMINATOR	B019

2830	DIRECTOR ANIMAL CONTROL	B019
2850	DOG CONTROL OFFICER	B013
3095	ANIMAL SHELTER ATTENDANT	B029
4310	STREET REPAIR WORKER	B010
4311	STREET REPAIR SUPERVISOR I	B016
4329	ASST SUPER STREET REPAIRS	B018
4409	ASSIST FILTRATION PLANT OPERAT	B48A
4410	FILTRATION PLANT OPERATOR	B50A
4700	WATER SERVICE WORKER	B48A
4710	SENIOR WATER SERVICE WORKER	B049
4780	FILTER PLANT MAINTENANCE SUPER	B051
4800	WATER SERVICE INSPECTOR	B049
4820	CHIEF WATER SERVICE INSPECTOR	B051
4821	CHIEF WATER POLLUTION INSPECTO	B051
4830	WATER LINE INSPECTOR	B020
5000	SANITATION WORKER	B009
5001	264 UNION PRESIDENT	B045
5010	STREET WORKER	B038
5020	SUPERVISOR STREET SANITATION 1	B016

5021	SUPERINTENDENT STRT SANITATION	B021
5200	PARKING METER MECHANIC	B010
5210	WATER METER TESTER	B054
5230	WATER METER MECHANIC	B048
5240	WATERMETER MECHANIC SUPERVISOR	B051
5300	METER READER	B047
5320	DISPATCHER	B014
5321	DISPATCHER	B048
5322	PARKING METER COIN COLLECTOR	B061
5330	PARKING ENFORCEMENT OFFICER	B008
5331	PARKING ENFORCEMENT SUPERVISOR	B018
5340	ORDINANCE COMPLIANCE OFFICER	B041
6000	BRIDGE OPERATING ENGINEER	B013
6002	SUPER WTRWY & BRDGE MAINTENANC	B027
6003	SUPER ELECTRICAL MECH LIFT BRD	B027
6010	TRACTOR TRAILER OPERATOR	B015
6011	TOW TRUCK OPERATOR	B10B
6020	TRUCK DRIVER	B010
6021	TRUCK DRIVER STREETS	B039

6031	VAN DRIVER	B033
6040	EQUIPMENT OPERATOR	B014
6041	HEAVY EQUIPMENT OPERATOR	B015
6090	STREET MARKING MACHINE OPERATO	B011
6100	TIRE MECHANIC	B008
6150	MOTOR EQUIPMENT MECHANIC	B031
6151	MOTORCYCLE MECHANIC	B014
6170	MEM SUPERVISOR I	B067
6191	FLEET COORDINATOR	B037
6292	SUPER PARKING METERS & ENFORCE	B021
6300	SUPERVISOR OF MAINTENANCE I	B020
6320	MARINA MAINTENANCE SUPERVISOR	B017
6321	MARINE ELECTRICAL MECH OPERATO	B014
6400	LAWNMOWER MECHANIC	B010
6510	PLUMBER	B14A
6560	STEAMFITTER SUPERVISOR II	B019
6580	CARPENTER-6580	B14A
6630	MASON	B014
6680	CEMENT FINISHER	B014

6700	ELECTRICIAN	B14A
6701	ELECTRICIAN	B050
6730	SIGN PAINTER	B014
6732	SIGN FABRICATOR	B017
6740	PAINTER	B016
6770	SUPERVISOR OF PAINTING II	B019
6910	AUTO MECHANIC HELPER	B007
6920	GENERAL MECHANIC	B014
7059	WELDER	B13A
7060	COMBO WELDER	B14A
7090	MACHINE OPERATOR	B008
7420	COMMUNICATIONS SPECIALIST	B015
7421	TRAFFIC SIGNAL SPECIALIST	B015
7422	TRAFFIC SIGNAL TECHNICIAN	B020
7460	COMMUNICATIONS TECHNICIAN	B017
7461	COMMUNICATIONS MAINT SUPER	B042
7480	SUPR COMMUNICATIONS OPERATIONS	B056
8020	CLEANER	B003
8210	HEAD JANITOR	B008

8541	HEAD GROWER	B017
9119	PARKS SUPERINTENDENT	B068
9120	PARKS SUPERVISOR I	B018
9201	PARK UTILITY WORKER	B014
9280	SUPERVISOR OF RINKS AND POOLS	B017
9600	LABORER	B006
9621	LABORER I	B024
9622	LABORER II	B025
9625	LABORER II (DAILY)	B026
W602	HEAVY EQUIPMENT OPERATOR WATER	B051
W615	MOTOR EQUIPMENT MECHANIC	B053
W655	STEAMFITTER	B050
W658	CARPENTER-6580	B50A
W674	PAINTER	B050
W692	GENERAL MECHANIC (WATER)	B050
W962	LABORER II	B046

**Salary and Wage Schedule "B"
2019-2020**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	33,316	33,996	34,681	35,364	36,044
2	36,068	36,943	37,824	38,699	39,576
3	35,916	36,664	37,418	38,169	38,921
4	36,695	37,496	38,310	39,125	39,942
5	36,940	37,789	38,634	39,501	40,370
6	37,306	38,169	28,174	39,925	40,817
7	37,649	38,536	39,428	40,363	41,292
8	38,447	39,406	40,370	41,362	42,352
9	38,897	39,906	40,916	41,944	42,973
10	39,344	40,402	41,460	42,526	43,589
11	40,258	41,389	42,526	43,661	44,793
12	40,431	41,576	42,710	43,851	44,997
13	40,937	42,125	43,315	44,510	45,701
14	41,667	42,903	44,134	45,368	46,601
15	43,215	44,587	45,958	47,325	48,698
16	44,220	45,649	47,078	48,506	49,938
17	45,211	46,753	48,297	49,840	51,381
18	47,536	49,223	50,910	52,645	54,384
19	48,157	49,877	51,600	53,390	55,179

20	49,906	51,747	53,579	55,457	57,344
21	50,910	52,837	54,761	56,701	58,722
22	57,239	59,638	62,046	64,448	66,850
23	58,465	60,922	63,379	65,841	68,297
24	-	-	-	-	-
24	33,849	34,833	35,932	36,946	37,960
25	36,609	37,678	38,748	39,988	41,199
26	38,182	39,382	40,601	41,807	43,019
27	49,372	51,382	53,398	55,417	57,451
28	38,759	39,645	40,534	41,467	42,398
29	40,452	41,507	42,569	43,632	44,695
30	41,363	42,495	43,632	44,769	45,899
31	44,380	45,614	46,847	48,080	49,319
32	44,319	45,696	47,063	48,432	49,806
33	33,736	34,691	35,766	36,761	37,791
34	45,603	47,222	48,846	50,535	52,221
35	-	-	-	-	54,147
36	41,646	42,935	44,221	45,511	46,806
37	54,306	56,475	58,644	60,812	62,981
38	39,776	40,982	42,203	43,410	44,625

39	40,947	42,003	43,065	44,131	45,191
40	39,191	40,289	41,394	42,494	43,594
41	39,360	40,470	41,573	42,680	43,793
42	55,079	57,162	59,242	61,419	63,600
43	42,930	44,135	45,357	46,565	47,778
44	47,453	48,765	50,567	51,976	52,863
45	-	-	-	-	74,593
46	37,295	38,292	39,290	40,294	41,296
47	39,484	40,649	41,810	42,973	44,135
48	42,825	44,279	45,734	47,187	48,642
49	45,018	46,608	48,198	49,832	51,472
50	45,603	47,224	48,846	50,535	52,221
51	47,251	48,984	50,711	52,483	54,262
52	48,198	50,011	51,828	53,657	55,561
53	41,985	43,281	44,572	45,861	47,157
54	44,938	46,175	47,874	49,203	50,039
55	35,697	36,533	37,374	38,255	39,131
56	-	-	-	-	98,711
57	48,558	50,343	52,123	53,948	55,780
60	46,257	47,896	49,535	51,218	52,904
61	34,946	-	-	-	34,946
62	56,162	58,523	60,885	63,245	65,607

63	54,306	56,418	58,530	60,642	62,754
64	33,989	35,141	36,292	37,447	38,605
65	39,344	40,402	41,460	42,526	43,589
66	42,773	44,006	45,239	46,473	47,711
67	46,818	48,361	49,904	51,447	52,988

GRAD E	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
1	28,338	28,338	28,338	28,338	28,835	32,439	36,044
2	28,338	28,338	28,338	29,682	31,661	35,618	39,576
3	28,338	28,338	28,338	29,191	31,137	35,029	38,921
4	28,338	28,338	28,338	29,956	31,953	35,948	39,942
5	28,338	28,338	28,338	30,278	32,296	36,333	40,370
6	28,338	28,338	28,572	30,613	32,653	36,735	40,817
7	28,338	28,338	28,905	30,969	33,034	37,163	41,292
8	28,338	28,338	29,646	31,764	33,881	38,117	42,352
9	28,338	28,338	30,081	32,230	34,379	38,676	42,973
10	28,338	28,338	30,512	32,692	34,871	39,230	43,589
11	29,116	29,116	31,355	33,595	35,835	40,314	44,793

12	29,248	29,248	31,498	33,748	35,998	40,497	44,997
13	29,705	29,705	31,990	34,275	36,561	41,131	45,701
14	30,291	30,291	32,621	34,951	37,281	41,941	46,601
15	31,654	31,654	34,089	36,524	38,959	43,829	48,698
16	32,460	32,460	34,956	37,453	39,950	44,944	49,938
17	33,398	33,398	35,967	38,536	41,105	46,243	51,381
18	35,349	35,349	38,069	40,788	43,507	48,945	54,384
19	35,866	35,866	38,625	41,384	44,143	49,661	55,179
20	37,274	37,274	40,141	43,008	45,875	51,610	57,344
21	38,169	38,169	41,105	44,042	46,978	52,850	58,722
22	43,452	43,452	46,795	50,137	53,480	60,165	66,850
23	44,393	44,393	47,808	51,223	54,638	61,467	68,297
24	28,338	28,338	28,338	28,470	30,368	34,164	37,960
24	28,338	28,338	28,338	28,470	30,368	34,164	37,960
25	28,338	28,338	28,839	30,899	32,959	37,079	41,199
26	28,338	28,338	30,113	32,264	34,415	38,717	43,019
27	37,343	37,343	40,216	43,089	45,961	51,706	57,451
28	28,338	28,338	29,678	31,798	33,918	38,158	42,398
29	29,052	29,052	31,287	33,522	35,756	40,226	44,695
30	29,834	29,834	32,129	34,424	36,719	41,309	45,899
31	32,057	32,057	34,523	36,989	39,455	44,387	49,319

32	32,374	32,374	34,864	37,355	39,845	44,826	49,806
33	28,338	28,338	28,338	28,343	30,233	34,012	37,791
34	33,944	33,944	36,555	39,166	41,777	46,999	52,221
35	35,196	35,196	37,903	40,610	43,318	48,732	54,147
36	30,424	30,424	32,764	35,105	37,445	42,125	46,806
37	40,938	40,938	44,087	47,236	50,385	56,683	62,981
38	29,007	29,007	31,238	33,469	35,700	40,163	44,625
39	29,374	29,374	31,634	33,894	36,153	40,672	45,191
40	28,338	28,338	30,515	32,695	34,875	39,234	43,594
41	28,465	28,465	30,655	32,845	35,034	39,413	43,793
42	41,340	41,340	44,520	47,700	50,880	57,240	63,600
43	31,055	31,055	33,444	35,833	38,222	43,000	47,778
44	34,361	34,361	37,004	39,647	42,290	47,577	52,863
45	48,485	48,485	52,215	55,945	59,674	67,134	74,593
46	28,338	28,338	28,907	30,972	33,037	37,166	41,296
47	28,688	28,688	30,895	33,102	35,308	39,722	44,135
48	31,617	31,617	34,049	36,481	38,913	43,777	48,642
49	33,457	33,457	36,030	38,604	41,177	46,324	51,472
50	33,944	33,944	36,555	39,166	41,777	46,999	52,221
51	35,270	35,270	37,983	40,696	43,409	48,836	54,262
52	36,115	36,115	38,893	41,671	44,449	50,005	55,561
53	30,652	30,652	33,010	35,368	37,726	42,442	47,157

54	32,525	32,525	35,027	37,529	40,031	45,035	50,039
55	28,338	28,338	28,338	29,348	31,305	35,218	39,131
56	64,162	64,162	69,098	74,033	78,969	88,840	98,711
57	36,257	36,257	39,046	41,835	44,624	50,202	55,780
60	34,388	34,388	37,033	39,678	42,323	47,614	52,904
61	28,338	28,338	28,338	28,338	28,338	31,451	34,946
62	42,645	42,645	45,925	49,205	52,486	59,046	65,607
63	40,790	40,790	43,928	47,066	50,203	56,479	62,754
64	28,338	28,338	28,338	28,953	30,884	34,744	38,605
65	28,338	28,338	30,512	32,692	34,871	39,230	43,589
66	31,012	31,012	33,398	35,784	38,169	42,940	47,711
67	34,442	34,442	37,092	39,741	42,390	47,689	52,988

Salary and Wage Schedule "B"
2020-2021

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	33,983	34,676	35,375	36,072	36,765
2	36,789	37,682	38,580	39,473	40,368
3	36,634	37,397	38,167	38,932	39,699
4	37,429	38,245	39,076	39,907	40,741
5	37,679	38,545	39,406	40,291	41,178
6	38,052	38,932	28,738	40,723	41,633
7	38,402	39,307	40,216	41,170	42,118
8	39,215	40,194	41,178	42,189	43,199
9	39,675	40,704	41,734	42,783	43,833
10	40,131	41,210	42,289	43,376	44,461
10A	40,131	41,210	42,289	43,376	46,461
10B	40,131	41,210	42,289	43,376	45,461
11	41,063	42,217	43,376	44,534	45,689
12	41,239	42,407	43,564	44,728	45,897
13	41,756	42,967	44,181	45,400	46,615

13A	41,756	42,967	44,181	45,400	48,115
14	42,501	43,761	45,017	46,275	47,533
14A	42,501	43,761	45,017	46,275	49,033
15	44,079	45,479	46,877	48,272	49,672
16	45,104	46,562	48,019	49,477	50,937
17	46,115	47,688	49,262	50,837	52,409
18	48,487	50,208	51,929	53,698	55,471
19	49,120	50,875	52,632	54,458	56,283
20	50,905	52,782	54,650	56,566	58,491
21	51,929	53,893	55,857	57,835	59,897
22	58,384	60,831	63,287	65,737	68,187
23	59,634	62,141	64,647	67,158	69,663
24	-	-	-	-	-
24	34,526	35,530	36,650	37,685	38,719
25	37,341	38,431	39,523	40,787	42,023
26	38,946	40,169	41,413	42,644	43,880
27	50,359	52,410	54,466	56,525	58,600
28	39,534	40,438	41,345	42,297	43,246
29	41,261	42,337	43,420	44,505	45,589

30	42,191	43,345	44,505	45,664	46,817
31	45,268	46,526	47,784	49,042	50,305
32	45,205	46,610	48,004	49,400	50,802
33	34,411	35,385	36,482	37,496	38,547
34A	46,515	48,167	49,823	51,546	58,265
35	-	-	-	-	55,230
36	42,479	43,793	45,106	46,421	47,742
37	55,393	57,605	59,817	62,029	64,241
38	40,572	41,802	43,047	44,278	45,518
39	41,766	42,843	43,926	45,013	46,095
40	39,975	41,095	42,221	43,344	44,465
41	40,147	41,280	42,405	43,534	44,669
42	56,180	58,305	60,427	62,648	64,872
43	43,788	45,018	46,264	47,496	48,733
44	48,402	49,740	51,578	53,016	53,920
45	-	-	-	-	76,085
46	38,041	39,058	40,076	41,100	42,122
47	40,274	41,462	42,646	43,833	45,018
48					
48A	43,681	45,165	46,649	48,131	51,114

49	45,918	47,540	49,161	50,828	52,501
50	46,515	48,168	49,823	51,546	53,265
50A	46,515	48,168	49,823	51,546	54,765
51	48,196	49,964	51,726	53,533	55,347
52	49,161	51,012	52,864	54,730	56,673
53	42,825	44,147	45,464	46,778	48,100
54	45,837	47,098	48,832	50,187	51,040
55	36,411	37,263	38,121	39,020	39,913
56	-	-	-	-	100,685
57	49,530	51,350	53,166	55,027	56,896
60	47,182	48,854	50,525	52,243	53,962
61	35,644	-	-	-	35,644
62	57,286	59,693	62,102	64,510	66,919
63	55,393	57,547	59,701	61,855	64,009
64	34,668	35,844	37,018	38,196	39,377
65A	40,131	41,210	42,289	43,376	50,461
66A	43,629	44,886	46,144	47,402	54,666
67	47,754	49,328	50,902	52,476	54,048

GRADE	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
1	25,646	25,646	25,735	27,573	29,412	33,088	36,765
2	26,239	26,239	28,257	30,276	32,294	36,331	40,368

3	25,804	25,804	27,789	29,774	31,759	35,729	39,699
4	26,481	26,481	28,518	30,555	32,592	36,667	40,741
5	26,765	26,765	28,824	30,883	32,942	37,060	41,178
6	27,061	27,061	29,143	31,225	33,306	37,470	41,633
7	27,377	27,377	29,483	31,589	33,694	37,906	42,118
8	28,079	28,079	30,239	32,399	34,559	38,879	43,199
9	28,491	28,491	30,683	32,875	35,066	39,449	43,833
10	30,199	30,199	32,522	34,845	37,168	41,814	43,833
10A	30,199	30,199	32,522	34,845	37,168	41,814	46,461
10B	30,673	30,673	33,032	35,392	37,751	42,470	47,189
11	29,698	29,698	31,982	34,267	36,551	41,120	45,689
12	29,833	29,833	32,128	34,423	36,718	41,307	45,897
13	30,300	30,300	32,630	34,961	37,292	41,953	46,615
13A	31,275	31,275	33,680	36,086	38,492	43,303	48,115
14	30,896	30,896	33,273	35,650	38,026	42,780	47,533
14A	31,871	31,871	34,323	36,775	39,226	44,130	49,033
15	32,287	32,287	34,771	37,254	39,738	44,705	49,672
16	33,109	33,109	35,656	38,202	40,749	45,843	50,937
17	34,066	34,066	36,686	39,307	41,927	47,168	52,409
18	36,056	36,056	38,830	41,603	44,377	49,924	55,471
19	36,584	36,584	39,398	42,212	45,026	50,654	56,283

20	38,019	38,019	40,944	43,868	46,793	52,642	58,491
21	38,933	38,933	41,928	44,922	47,917	53,907	59,897
22	44,322	44,322	47,731	51,140	54,550	61,368	68,187
23	45,281	45,281	48,764	52,247	55,730	62,697	69,663
24	25,646	25,646	27,104	29,040	30,976	34,847	38,719
24	25,646	25,646	27,104	29,040	30,976	34,847	38,719
	25,646	25,646	25,646	25,646	25,646	25,646	
25	27,315	27,315	29,416	31,517	33,619	37,821	42,023
26	28,522	28,522	30,716	32,910	35,104	39,492	43,880
	25,646	25,646	25,646	25,646	25,646	25,646	
27	38,090	38,090	41,020	43,950	46,880	52,740	58,600
28	28,110	28,110	30,272	32,434	34,596	38,921	43,246
29	29,633	29,633	31,913	34,192	36,471	41,030	45,589
30	30,431	30,431	32,772	35,112	37,453	42,135	46,817
31	32,698	32,698	35,213	37,729	40,244	45,274	50,305
32	33,022	33,022	35,562	38,102	40,642	45,722	50,802
33	25,646	25,646	26,983	28,910	30,838	34,692	38,547
34A	37,873	37,873	40,786	43,699	46,612	52,439	58,265
35	35,900	35,900	38,661	41,423	44,184	49,707	55,230
36	31,032	31,032	33,420	35,807	38,194	42,968	47,742
37	41,756	41,756	44,968	48,180	51,392	57,817	64,241

38	29,587	29,587	31,863	34,138	36,414	40,966	45,518
39	29,962	29,962	32,267	34,571	36,876	41,486	46,095
40	28,903	28,903	31,126	33,349	35,572	40,019	44,465
41	29,035	29,035	31,268	33,501	35,735	40,202	44,669
42	42,167	42,167	45,410	48,654	51,898	58,385	64,872
43	31,677	31,677	34,113	36,550	38,987	43,860	48,733
44	35,048	35,048	37,744	40,440	43,136	48,528	53,920
45	49,455	49,455	53,259	57,064	60,868	68,476	76,085
46	27,379	27,379	29,485	31,591	33,697	37,910	42,122
47	29,262	29,262	31,513	33,764	36,015	40,516	45,018
48							
48A	33,224	33,224	35,780	38,336	40,892	46,003	51,114
49	34,126	34,126	36,751	39,376	42,001	47,251	52,501
50	34,623	34,623	37,286	39,949	42,612	47,939	53,265
50A	34,623	34,623	37,286	39,949	42,612	47,939	54,765
51	35,976	35,976	38,743	41,510	44,278	49,812	55,347
52	36,837	36,837	39,671	42,505	45,338	51,005	56,673
53	31,265	31,265	33,670	36,075	38,480	43,290	48,100
54	33,176	33,176	35,728	38,280	40,832	45,936	51,040
55	25,944	25,944	27,939	29,935	31,931	35,922	39,913
56	65,445	65,445	70,480	75,514	80,548	90,617	100,685

57	36,982	36,982	39,827	42,672	45,516	51,206	56,896
60	35,075	35,075	37,774	40,472	43,170	48,566	53,962
61	25,646	25,646	25,646	26,733	28,516	32,080	35,644
62	43,497	43,497	46,843	50,189	53,535	60,227	66,919
63	41,606	41,606	44,806	48,007	51,207	57,608	64,009
64	25,646	25,646	27,564	29,533	31,501	35,439	39,377
65A	32,799	32,799	35,322	37,846	40,369	45,415	50,461
66A	35,533	35,533	38,266	40,999	43,732	49,199	54,666
67	35,131	35,131	37,833	40,536	43,238	48,643	54,048

Salary and Wage Schedule "B"
2021-2022

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	34,662	35,369	36,082	36,793	37,500
2	37,525	38,435	39,352	40,262	41,175
3	37,367	38,145	38,930	39,711	40,493
4	38,178	39,010	39,858	40,705	41,555
5	38,433	39,315	40,194	41,097	42,001
6	38,813	39,711	29,312	41,538	42,466
7	39,170	40,093	41,021	41,994	42,960
8	40,000	40,998	42,001	43,033	44,063
9	40,468	41,518	42,569	43,638	44,709
10	40,934	42,034	43,135	44,244	45,350
10A	40,934	42,034	43,135	44,244	47,390
10B	40,934	42,034	43,135	44,244	46,370
11	41,884	43,061	44,244	45,425	46,603
12	42,064	43,255	44,436	45,622	46,815
13A	42,591	43,827	45,065	46,308	49,077
14	43,351	44,637	45,917	47,200	48,484
14A	43,351	44,637	45,917	47,200	50,014
15	44,961	46,388	47,814	49,237	50,666
16	46,006	47,493	48,980	50,466	51,955
17	47,037	48,642	50,248	51,854	53,457

18	49,457	51,212	52,967	54,771	56,581
19	50,102	51,892	53,684	55,547	57,408
20	51,923	53,837	55,743	57,697	59,661
21	52,967	54,971	56,974	58,991	61,095
22	59,551	62,047	64,552	67,052	69,551
23	60,827	63,383	65,940	68,501	71,056
24	-	-	-	-	-
24	35,216	36,241	37,383	38,439	39,494
25	38,088	39,200	40,314	41,603	42,864
26	39,725	40,973	42,241	43,497	44,757
27	51,366	53,458	55,555	57,656	59,772
28	40,325	41,247	42,172	43,142	44,110
29	42,087	43,184	44,289	45,395	46,501
30	43,034	44,212	45,395	46,578	47,753
31	46,173	47,457	48,740	50,023	51,311
32	46,109	47,542	48,964	50,388	51,818
33	35,099	36,092	37,211	38,246	39,318
34A	47,445	49,130	50,819	52,577	59,431
35	-	-	-	-	56,335
36	43,328	44,669	46,008	47,350	48,697

37	56,500	58,757	61,013	63,269	65,525
38	41,383	42,638	43,908	45,164	46,428
39	42,601	43,700	44,805	45,913	47,017
40	40,774	41,917	43,066	44,211	45,355
41	40,950	42,105	43,253	44,404	45,562
42	57,304	59,471	61,636	63,901	66,169
43	44,664	45,918	47,189	48,446	49,708
44	49,370	50,735	52,609	54,076	54,999
45	-	-	-	-	77,606
46	38,802	39,839	40,877	41,922	42,964
47	41,080	42,291	43,499	44,709	45,918
48A	44,555	46,068	47,582	49,094	52,137
49	46,836	48,491	50,145	51,845	53,551
50	47,445	49,131	50,819	52,577	54,331
50A	47,445	49,131	50,819	52,577	55,861
51	49,160	50,963	52,760	54,603	56,454
52	50,145	52,032	53,921	55,825	57,806
53	43,681	45,030	46,373	47,714	49,062
54	46,753	48,040	49,808	51,191	52,061
55	37,140	38,008	38,884	39,800	40,712
56	-	-	-	-	102,699
57	50,520	52,377	54,229	56,127	58,033

60	48,126	49,831	51,536	53,287	55,041
61	36,357	-	-	-	36,357
62	58,431	60,887	63,344	65,800	68,257
63	56,500	58,698	60,895	63,092	65,289
64	35,362	36,561	37,759	38,960	40,164
65A	40,934	42,034	43,135	44,244	51,470
66A	44,501	45,784	47,067	48,350	55,759
67	48,709	50,315	51,920	53,525	55,129

GRADE	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
1	33,074	33,074	33,074	33,074	33,074	33,750	37,500
2	33,074	33,074	33,074	33,074	33,074	37,057	41,175
3	33,074	33,074	33,074	33,074	33,074	36,444	40,493
4	33,074	33,074	33,074	33,074	33,244	37,400	41,555
5	33,074	33,074	33,074	33,074	33,601	37,801	42,001
6	33,074	33,074	33,074	33,074	33,973	38,219	42,466
7	33,074	33,074	33,074	33,074	34,368	38,664	42,960
8	33,074	33,074	33,074	33,074	35,250	39,656	44,063
9	33,074	33,074	33,074	33,532	35,768	40,238	44,709
10	33,074	33,074	33,074	33,532	35,768	40,238	44,709
10A	33,074	33,074	33,173	35,542	37,912	42,651	47,390
10B	33,074	33,074	33,693	36,100	38,506	43,320	48,133
11	33,074	33,074	33,074	34,952	37,282	41,943	46,603

12	33,074	33,074	33,074	35,111	37,452	42,133	46,815
13A	33,074	33,074	34,354	36,808	39,262	44,169	49,077
14	33,074	33,074	33,939	36,363	38,787	43,635	48,484
14A	33,074	33,074	35,010	37,510	40,011	45,012	50,014
15	33,074	33,074	35,466	37,999	40,533	45,599	50,666
16	33,771	33,771	36,369	38,966	41,564	46,760	51,955
17	34,747	34,747	37,420	40,093	42,766	48,111	53,457
18	36,777	36,777	39,607	42,436	45,265	50,923	56,581
19	37,315	37,315	40,186	43,056	45,927	51,667	57,408
20	38,779	38,779	41,762	44,745	47,729	53,695	59,661
21	39,711	39,711	42,766	45,821	48,876	54,985	61,095
22	45,208	45,208	48,686	52,163	55,641	62,596	69,551
23	46,186	46,186	49,739	53,292	56,845	63,951	71,056
24	33,074	33,074	33,074	33,074	33,074	35,544	39,494
24	33,074	33,074	33,074	33,074	33,074	35,544	39,494
	33,074	33,074	33,074	33,074	33,074	33,074	
25	33,074	33,074	33,074	33,074	34,291	38,577	42,864
26	33,074	33,074	33,074	33,568	35,806	40,281	44,757
	33,074	33,074	33,074	33,074	33,074	33,074	
27	38,852	38,852	41,841	44,829	47,818	53,795	59,772
28	33,074	33,074	33,074	33,083	35,288	39,699	44,110
29	33,074	33,074	33,074	34,876	37,201	41,851	46,501

30	33,074	33,074	33,427	35,815	38,202	42,978	47,753
31	33,352	33,352	35,918	38,483	41,049	46,180	51,311
32	33,682	33,682	36,273	38,864	41,455	46,637	51,818
33	33,074	33,074	33,074	33,074	33,074	35,386	39,318
34A	38,630	38,630	41,602	44,573	47,545	53,488	59,431
35	36,618	36,618	39,434	42,251	45,068	50,701	56,335
36	33,074	33,074	34,088	36,523	38,958	43,827	48,697
37	42,592	42,592	45,868	49,144	52,420	58,973	65,525
38	33,074	33,074	33,074	34,821	37,143	41,785	46,428
39	33,074	33,074	33,074	35,263	37,614	42,315	47,017
40	33,074	33,074	33,074	34,016	36,284	40,819	45,355
41	33,074	33,074	33,074	34,171	36,450	41,006	45,562
42	43,010	43,010	46,319	49,627	52,936	59,553	66,169
43	33,074	33,074	34,795	37,281	39,766	44,737	49,708
44	35,749	35,749	38,499	41,249	43,999	49,499	54,999
45	50,444	50,444	54,324	58,205	62,085	69,846	77,606
46	33,074	33,074	33,074	33,074	34,371	38,668	42,964
47	33,074	33,074	33,074	34,439	36,735	41,327	45,918
48A	33,889	33,889	36,496	39,103	41,709	46,923	52,137
49	34,808	34,808	37,486	40,163	42,841	48,196	53,551
50	35,315	35,315	38,032	40,748	43,465	48,898	54,331
50A	36,310	36,310	39,103	41,896	44,689	50,275	55,861

51	36,695	36,695	39,518	42,340	45,163	50,809	56,454
52	37,574	37,574	40,464	43,355	46,245	52,026	57,806
53	33,074	33,074	34,344	36,797	39,250	44,156	49,062
54	33,839	33,839	36,443	39,046	41,649	46,855	52,061
55	33,074	33,074	33,074	33,074	33,074	36,641	40,712
56	66,754	66,754	71,889	77,024	82,159	92,429	102,699
57	37,722	37,722	40,623	43,525	46,427	52,230	58,033
60	35,777	35,777	38,529	41,281	44,033	49,537	55,041
61	33,074	33,074	33,074	33,074	33,074	33,074	36,357
62	44,367	44,367	47,780	51,193	54,606	61,432	68,257
63	42,438	42,438	45,703	48,967	52,231	58,760	65,289
64	33,074	33,074	33,074	33,074	33,074	36,148	40,164
65A	33,455	33,455	36,029	38,602	41,176	46,323	51,470
66A	36,243	36,243	39,031	41,819	44,607	50,183	55,759
67	35,834	35,834	38,590	41,347	44,103	49,616	55,129

Salary and Wage Schedule "B"
2022-2023

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	35,702	36,430	37,165	37,897	38,625
2	38,651	39,588	40,532	41,470	42,410
3	38,488	39,290	40,098	40,902	41,708
4	39,323	40,181	41,054	41,927	42,802
5	39,586	40,495	41,400	42,330	43,261
6	39,978	40,902	30,192	42,784	43,740
7	40,345	41,295	42,251	43,253	44,249
8	41,200	42,228	43,261	44,324	45,385
9	41,682	42,763	43,846	44,948	46,051
10A	42,162	43,295	44,429	45,571	48,811
10B	42,162	43,295	44,429	45,571	47,761
11	43,141	44,353	45,571	46,788	48,001
12	43,326	44,553	45,769	46,991	48,219
13A	43,869	45,142	46,417	47,697	50,549
14	44,651	45,976	47,295	48,616	49,938
14A	44,651	45,976	47,295	48,616	51,514
15	46,309	47,780	49,249	50,714	52,186
16	47,387	48,918	50,449	51,980	53,514
17	48,448	50,101	51,755	53,409	55,061

18	50,940	52,748	54,556	56,415	58,278
19	51,605	53,449	55,295	57,214	59,130
20	53,480	55,452	57,416	59,428	61,450
21	54,556	56,620	58,683	60,761	62,927
22	61,338	63,909	66,489	69,064	71,637
23	62,652	65,285	67,918	70,556	73,188
24	-	-	-	-	-
24	36,273	37,328	38,505	39,592	40,679
25	39,230	40,376	41,523	42,851	44,150
26	40,917	42,202	43,508	44,801	46,100
27	52,907	55,062	57,222	59,385	61,566
28	41,535	42,484	43,437	44,437	45,434
29	43,349	44,479	45,617	46,757	47,896
30	44,325	45,539	46,757	47,975	49,185
31	47,559	48,880	50,202	51,524	52,850
32	47,493	48,968	50,433	51,900	53,373
33	36,152	37,175	38,327	39,393	40,498
34A	48,869	50,604	52,344	54,154	61,214
35	-	-	-	-	58,025
36	44,628	46,009	47,388	48,770	50,158

37	58,195	60,519	62,843	65,167	67,491
38	42,625	43,917	45,226	46,519	47,821
39	43,879	45,011	46,149	47,291	48,428
40	41,998	43,175	44,358	45,537	46,715
41	42,179	43,369	44,551	45,736	46,929
42	59,023	61,255	63,485	65,818	68,155
43	46,004	47,296	48,605	49,899	51,199
44	50,851	52,257	54,188	55,698	56,649
45	-	-	-	-	79,935
46	39,966	41,034	42,104	43,180	44,253
47	42,312	43,560	44,804	46,051	47,296
48A	45,892	47,450	49,010	50,567	53,701
49	48,241	49,946	51,649	53,400	55,158
50	48,869	50,605	52,344	54,154	55,961
50A	48,869	50,605	52,344	54,154	57,537
51	50,635	52,492	54,343	56,241	58,148
52	51,649	53,593	55,539	57,500	59,540
53	44,992	46,380	47,764	49,145	50,534
54	48,156	49,482	51,302	52,726	53,623
55	38,254	39,149	40,050	40,994	41,933
56	-	-	-	-	105,780
57	52,036	53,948	55,856	57,811	59,774

60	49,570	51,326	53,082	54,886	56,693
61	37,448	-	-	-	37,448
62	60,184	62,714	65,245	67,774	70,305
63	58,195	60,459	62,722	64,985	67,248
64	36,423	37,658	38,891	40,129	41,369
65A	42,162	43,295	44,429	45,571	53,014
66A	45,836	47,157	48,479	49,801	57,432
67	50,170	51,824	53,478	55,131	56,783

GRADE	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
1	34,682	34,682	34,682	34,682	34,682	34,762	38,625
2	34,682	34,682	34,682	34,682	34,682	38,169	42,410
3	34,682	34,682	34,682	34,682	34,682	37,537	41,708
4	34,682	34,682	34,682	34,682	34,682	38,522	42,802
5	34,682	34,682	34,682	34,682	34,682	38,935	43,261
6	34,682	34,682	34,682	34,682	34,992	39,366	43,740
7	34,682	34,682	34,682	34,682	35,399	39,824	44,249
8	34,682	34,682	34,682	34,682	36,308	40,846	45,385
9	34,682	34,682	34,682	34,682	36,841	41,446	46,051
10A	34,682	34,682	34,682	36,609	39,049	43,930	48,811

10B	34,682	34,682	34,704	37,183	39,661	44,619	49,577
11	34,682	34,682	34,682	36,001	38,401	43,201	48,001
12	34,682	34,682	34,682	36,165	38,576	43,397	48,219
13A	34,682	34,682	35,384	37,912	40,439	45,494	50,549
14	34,682	34,682	34,957	37,454	39,950	44,944	49,938
14A	34,682	34,682	36,060	38,636	41,211	46,363	51,514
15	34,682	34,682	36,530	39,139	41,749	46,967	52,186
16	34,784	34,784	37,460	40,135	42,811	48,163	53,514
17	35,789	35,789	38,542	41,295	44,048	49,555	55,061
18	37,881	37,881	40,795	43,709	46,623	52,450	58,278
19	38,435	38,435	41,391	44,348	47,304	53,217	59,130
20	39,943	39,943	43,015	46,088	49,160	55,305	61,450
21	40,903	40,903	44,049	47,196	50,342	56,635	62,927
22	46,564	46,564	50,146	53,728	57,310	64,474	71,637
23	47,572	47,572	51,231	54,891	58,550	65,869	73,188
24	34,682	34,682	34,682	34,682	34,682	36,611	40,679
24	34,682	34,682	34,682	34,682	34,682	36,611	40,679
25	34,682	34,682	34,682	34,682	35,320	39,735	44,150
26	34,682	34,682	34,682	34,682	36,880	41,490	46,100
27	40,018	40,018	43,096	46,174	49,252	55,409	61,566

28	34,682	34,682	34,682	34,682	36,347	40,890	45,434
29	34,682	34,682	34,682	35,922	38,317	43,106	47,896
30	34,682	34,682	34,682	36,889	39,348	44,267	49,185
31	34,682	34,682	36,995	39,638	42,280	47,565	52,850
32	34,692	34,692	37,361	40,030	42,698	48,036	53,373
33	34,682	34,682	34,682	34,682	34,682	36,448	40,498
34A	39,789	39,789	42,850	45,910	48,971	55,092	61,214
35	37,716	37,716	40,617	43,519	46,420	52,222	58,025
36	34,682	34,682	35,111	37,618	40,126	45,142	50,158
37	43,869	43,869	47,244	50,618	53,993	60,742	67,491
38	34,682	34,682	34,682	35,866	38,257	43,039	47,821
39	34,682	34,682	34,682	36,321	38,742	43,585	48,428
40	34,682	34,682	34,682	35,037	37,372	42,044	46,715
41	34,682	34,682	34,682	35,197	37,543	42,236	46,929
42	44,300	44,300	47,708	51,116	54,524	61,339	68,155
43	34,682	34,682	35,839	38,399	40,959	46,079	51,199
44	36,822	36,822	39,654	42,487	45,319	50,984	56,649
45	51,958	51,958	55,954	59,951	63,948	71,941	79,935
46	34,682	34,682	34,682	34,682	35,402	39,828	44,253
47	34,682	34,682	34,682	35,472	37,837	42,566	47,296
48A	34,906	34,906	37,591	40,276	42,961	48,331	53,701
49	35,852	35,852	38,610	41,368	44,126	49,642	55,158

50	36,374	36,374	39,172	41,971	44,769	50,365	55,961
50A	37,399	37,399	40,276	43,152	46,029	51,783	57,537
51	37,796	37,796	40,703	43,611	46,518	52,333	58,148
52	38,701	38,701	41,678	44,655	47,632	53,586	59,540
53	34,682	34,682	35,374	37,901	40,427	45,481	50,534
54	34,855	34,855	37,536	40,217	42,898	48,260	53,623
55	34,682	34,682	34,682	34,682	34,682	37,740	41,933
56	68,757	68,757	74,046	79,335	84,624	95,202	105,780
57	38,853	38,853	41,842	44,831	47,820	53,797	59,774
60	36,850	36,850	39,685	42,520	45,354	51,023	56,693
61	34,682	34,682	34,682	34,682	34,682	34,682	37,448
62	45,698	45,698	49,214	52,729	56,244	63,275	70,305
63	43,711	43,711	47,074	50,436	53,798	60,523	67,248
64	34,682	34,682	34,682	34,682	34,682	37,232	41,369
65A	34,682	34,682	37,110	39,760	42,411	47,713	53,014
66A	37,331	37,331	40,202	43,074	45,945	51,689	57,432
67	36,909	36,909	39,748	42,587	45,426	51,104	56,783

Salary and Wage Schedule "B"
2023-2024

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	37,294	37,523	38,280	39,034	39,784
2	39,810	40,776	41,748	42,714	43,683
3	39,642	40,468	41,301	42,129	42,959
4	40,503	41,386	42,285	43,184	44,086
5	40,773	41,710	42,642	43,600	44,559
6	41,177	42,129	31,098	44,067	45,052
7	41,555	42,534	43,519	44,551	45,577
8	42,436	43,495	44,559	45,654	46,746
9	42,933	44,046	45,161	46,296	47,432
10A	43,427	44,594	45,762	46,938	50,276
10B	43,427	44,594	45,762	46,938	49,194
11	44,435	45,683	46,938	48,191	49,441
12	44,626	45,890	47,142	48,401	49,666
13A	45,185	46,496	47,809	49,128	52,066
14	45,991	47,355	48,714	50,075	51,436

14A	45,991	47,355	48,714	50,075	53,059
15	47,699	49,213	50,726	52,235	53,751
16	48,808	50,385	51,962	53,540	55,119
17	49,902	51,604	53,308	55,011	56,712
18	52,469	54,331	56,193	58,107	60,027
19	53,153	55,053	56,954	58,930	60,904
20	55,085	57,116	59,138	61,211	63,294
21	56,193	58,319	60,443	62,584	64,815
22	63,178	65,826	68,484	71,136	73,786
23	64,531	67,243	69,955	72,673	75,383
24	37,294	38,448	39,660	40,780	41,899
25	40,407	41,587	42,769	44,137	45,474
26	42,144	43,468	44,813	46,145	47,483
27	54,495	56,714	58,938	61,167	63,413
28	42,781	43,758	44,740	45,770	46,797
29	44,650	45,814	46,986	48,159	49,333
30	45,655	46,905	48,159	49,414	50,661
31	48,985	50,347	51,708	53,069	54,436
32	48,917	50,437	51,946	53,457	54,974

33	37,294	38,290	39,477	40,575	41,712
34A	50,335	52,122	53,914	55,779	63,050
35	-	-	-	-	59,765
36	45,967	47,390	48,810	50,233	51,663
37	59,941	62,335	64,729	67,122	69,516
38	43,904	45,234	46,582	47,914	49,256
39	45,196	46,361	47,533	48,710	49,880
40	43,258	44,470	45,689	46,903	48,117
41	43,444	44,670	45,887	47,109	48,337
42	60,794	63,093	65,389	67,792	70,199
43	47,384	48,715	50,063	51,396	52,735
44	52,377	53,825	55,813	57,369	58,348
45	-	-	-	-	82,333
46	41,165	42,265	43,367	44,475	45,581
47	43,581	44,867	46,148	47,432	48,715
48A	47,268	48,873	50,480	52,084	55,312
49	49,689	51,444	53,199	55,002	56,812
50	50,335	52,124	53,914	55,779	57,640
50A	50,335	52,124	53,914	55,779	59,263
51	52,154	54,067	55,973	57,929	59,892
52	53,199	55,201	57,205	59,225	61,327
53	46,341	47,772	49,197	50,620	52,050

54	49,601	50,966	52,842	54,308	55,231
55	39,401	40,323	41,252	42,224	43,191
56	70,820	80,353	89,886	99,419	108,953
57	53,597	55,567	57,532	59,546	61,568
60	51,057	52,866	54,674	56,533	58,393
61	38,572	-	-	-	38,572
62	61,990	64,595	67,202	69,808	72,414
63	59,941	62,272	64,603	66,934	69,265
64	37,515	38,787	40,058	41,333	42,610
65A	43,427	44,594	45,761	46,938	54,604
66A	47,212	48,572	49,933	51,295	59,155
67	51,675	53,379	55,082	56,785	58,486

GRADE	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
1	37,294	37,294	37,294	37,294	37,294	37,294	39,784
2	37,294	37,294	37,294	37,294	37,294	39,314	43,683
3	37,294	37,294	37,294	37,294	37,294	38,663	42,959
4	37,294	37,294	37,294	37,294	37,294	39,678	44,086
5	37,294	37,294	37,294	37,294	37,294	40,103	44,559
6	37,294	37,294	37,294	37,294	37,294	40,547	45,052
7	37,294	37,294	37,294	37,294	37,294	41,019	45,577

8	37,294	37,294	37,294	37,294	37,397	42,072	46,746
9	37,294	37,294	37,294	37,294	37,946	42,689	47,432
10A	37,294	37,294	37,294	37,707	40,221	45,248	50,276
10B	37,294	37,294	37,294	38,298	40,851	45,958	51,064
11	37,294	37,294	37,294	37,294	39,553	44,497	49,441
12	37,294	37,294	37,294	37,294	39,733	44,699	49,666
13A	37,294	37,294	37,294	39,049	41,653	46,859	52,066
14	37,294	37,294	37,294	38,577	41,149	46,293	51,436
14A	37,294	37,294	37,294	39,795	42,448	47,753	53,059
15	37,294	37,294	37,626	40,313	43,001	48,376	53,751
16	37,294	37,294	38,584	41,339	44,095	49,607	55,119
17	37,294	37,294	39,699	42,534	45,370	51,041	56,712
18	39,017	39,017	42,019	45,020	48,021	54,024	60,027
19	39,588	39,588	42,633	45,678	48,723	54,814	60,904
20	41,141	41,141	44,306	47,470	50,635	56,965	63,294
21	42,130	42,130	45,371	48,611	51,852	58,334	64,815
22	47,961	47,961	51,650	55,340	59,029	66,408	73,786
23	48,999	48,999	52,768	56,538	60,307	67,845	75,383
24	37,294	37,294	37,294	37,294	37,294	37,709	41,899
25	37,294	37,294	37,294	37,294	37,294	40,927	45,474

26	37,294	37,294	37,294	37,294	37,986	42,735	47,483
27	41,218	41,218	44,389	47,559	50,730	57,071	63,413
28	37,294	37,294	37,294	37,294	37,437	42,117	46,797
29	37,294	37,294	37,294	37,294	39,466	44,400	49,333
30	37,294	37,294	37,294	37,996	40,529	45,595	50,661
31	37,294	37,294	38,105	40,827	43,549	48,992	54,436
32	37,294	37,294	38,482	41,231	43,979	49,477	54,974
33	37,294	37,294	37,294	37,294	37,294	37,541	41,712
34A	40,983	40,983	44,135	47,288	50,440	56,745	63,050
35	38,848	38,848	41,836	44,824	47,812	53,789	59,765
36	37,294	37,294	37,294	38,747	41,330	46,496	51,663
37	45,185	45,185	48,661	52,137	55,613	62,564	69,516
38	37,294	37,294	37,294	37,294	39,405	44,330	49,256
39	37,294	37,294	37,294	37,410	39,904	44,892	49,880
40	37,294	37,294	37,294	37,294	38,493	43,305	48,117
41	37,294	37,294	37,294	37,294	38,669	43,503	48,337
42	45,629	45,629	49,139	52,649	56,159	63,179	70,199
43	37,294	37,294	37,294	39,551	42,188	47,461	52,735
44	37,926	37,926	40,844	43,761	46,679	52,513	58,348
45	53,516	53,516	57,633	61,749	65,866	74,099	82,333
46	37,294	37,294	37,294	37,294	37,294	41,023	45,581

47	37,294	37,294	37,294	37,294	38,972	43,843	48,715
48A	37,294	37,294	38,718	41,484	44,250	49,781	55,312
49	37,294	37,294	39,769	42,609	45,450	51,131	56,812
50	37,466	37,466	40,348	43,230	46,112	51,876	57,640
50A	38,521	38,521	41,484	44,447	47,410	53,336	59,263
51	38,930	38,930	41,924	44,919	47,914	53,903	59,892
52	39,862	39,862	42,929	45,995	49,061	55,194	61,327
53	37,294	37,294	37,294	39,038	41,640	46,845	52,050
54	37,294	37,294	38,662	41,423	44,185	49,708	55,231
55	37,294	37,294	37,294	37,294	37,294	38,872	43,191
56	70,820	70,820	76,267	81,715	87,163	98,058	108,953
57	40,019	40,019	43,097	46,176	49,254	55,411	61,568
60	37,956	37,956	40,875	43,795	46,715	52,554	58,393
61	37,294	37,294	37,294	37,294	37,294	37,294	38,572
62	47,069	47,069	50,690	54,311	57,932	65,173	72,414
63	45,023	45,023	48,486	51,949	55,412	62,339	69,265
64	37,294	37,294	37,294	37,294	37,294	38,349	42,610
65A	37,294	37,294	38,223	40,953	43,684	49,144	54,604
66A	38,451	38,451	41,408	44,366	47,324	53,239	59,155
67	38,016	38,016	40,940	43,865	46,789	52,637	58,486

Salary and Wage Schedule "B"
2024-2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	38,413	38,649	39,428	40,205	40,977
2	41,005	41,999	43,001	43,996	44,993
3	40,832	41,682	42,540	43,393	44,248
4	41,718	42,628	43,554	44,480	45,409
5	41,997	42,961	43,921	44,908	45,896
6	42,412	43,393	32,030	45,390	46,403
7	42,802	43,810	44,824	45,888	46,944
8	43,709	44,800	45,896	47,024	48,149
9	44,221	45,368	46,516	47,685	48,855
10A	44,730	45,931	47,135	48,346	51,784
10B	44,730	45,931	47,135	48,346	50,669
11	45,768	47,054	48,346	49,637	50,924

12	45,964	47,266	48,556	49,853	51,156
13A	46,541	47,891	49,243	50,602	53,628
14	47,371	48,776	50,175	51,577	52,979
14A	47,371	48,776	50,175	51,577	54,651
15	49,130	50,690	52,248	53,803	55,364
16	50,272	51,897	53,521	55,146	56,773
17	51,399	53,152	54,907	56,662	58,414
18	54,043	55,961	57,879	59,850	61,827
19	54,748	56,704	58,662	60,698	62,731
20	56,737	58,830	60,912	63,047	65,193
21	57,879	60,068	62,257	64,462	66,760
22	65,073	67,801	70,538	73,270	76,000
23	66,467	69,261	72,054	74,853	77,645
24	38,413	39,601	40,850	42,003	43,156
25	41,619	42,835	44,052	45,461	46,838
26	43,408	44,772	46,158	47,530	48,907
27	56,129	58,415	60,706	63,002	65,315
28	44,064	45,071	46,082	47,143	48,201
29	45,989	47,188	48,396	49,604	50,813

30	47,025	48,312	49,604	50,897	52,181
31	50,455	51,857	53,259	54,661	56,069
32	50,385	51,950	53,505	55,061	56,623
33	38,413	39,439	40,662	41,792	42,964
34A	51,845	53,686	55,531	57,452	64,942
35	-	-	-	-	61,558
36	47,346	48,811	50,274	51,740	53,213
37	61,740	64,205	66,670	69,136	71,601
38	45,221	46,591	47,980	49,352	50,733
39	46,552	47,752	48,959	50,171	51,377
40	44,555	45,804	47,059	48,310	49,560
41	44,747	46,010	47,264	48,522	49,787
42	62,618	64,986	67,351	69,826	72,305
43	48,806	50,176	51,565	52,938	54,317
44	53,948	55,439	57,488	59,090	60,099
45	-	-	-	-	84,803
46	42,400	43,533	44,668	45,809	46,948
47	44,889	46,213	47,533	48,855	50,176
48A	48,686	50,340	51,994	53,646	56,971
49	51,179	52,988	54,794	56,652	58,517
50	51,845	53,687	55,531	57,452	59,369
50A	51,845	53,687	55,531	57,452	61,041

51	53,719	55,689	57,652	59,666	61,689
52	54,794	56,857	58,921	61,001	63,166
53	47,731	49,205	50,673	52,138	53,612
54	51,089	52,495	54,427	55,937	56,888
55	40,583	41,533	42,489	43,491	44,487
56	72,945	82,764	92,583	102,402	112,222
57	55,205	57,234	59,258	61,332	63,415
60	52,588	54,451	56,315	58,229	60,145
61	39,729	-	-	-	39,729
62	63,850	66,533	69,218	71,902	74,587
63	61,740	64,140	66,541	68,942	71,343
64	38,641	39,951	41,260	42,573	43,889
65A	44,729	45,932	47,134	48,346	56,243
66A	48,628	50,029	51,431	52,833	60,929
67	53,226	54,980	56,734	58,489	60,241

GRADE	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
1	38,730	38,730	38,730	38,730	38,730	38,730	40,977
2	38,730	38,730	38,730	38,730	38,730	40,494	44,993
3	38,730	38,730	38,730	38,730	38,730	39,823	44,248
4	38,730	38,730	38,730	38,730	38,730	40,868	45,409
5	38,730	38,730	38,730	38,730	38,730	41,306	45,896

6	38,730	38,730	38,730	38,730	38,730	41,763	46,403
7	38,730	38,730	38,730	38,730	38,730	42,250	46,944
8	38,730	38,730	38,730	38,730	38,730	43,334	48,149
9	38,730	38,730	38,730	38,730	39,084	43,970	48,855
10A	38,730	38,730	38,730	38,838	41,427	46,606	51,784
10B	38,730	38,730	38,730	39,447	42,077	47,336	52,596
11	38,730	38,730	38,730	38,730	40,739	45,832	50,924
12	38,730	38,730	38,730	38,730	40,925	46,040	51,156
13A	38,730	38,730	38,730	40,221	42,902	48,265	53,628
14	38,730	38,730	38,730	39,735	42,383	47,681	52,979
14A	38,730	38,730	38,730	40,988	43,721	49,186	54,651
15	38,730	38,730	38,755	41,523	44,291	49,827	55,364
16	38,730	38,730	39,741	42,580	45,418	51,096	56,773
17	38,730	38,730	40,890	43,810	46,731	52,572	58,414
18	40,188	40,188	43,279	46,370	49,462	55,645	61,827
19	40,775	40,775	43,912	47,049	50,185	56,458	62,731
20	42,375	42,375	45,635	48,895	52,154	58,674	65,193
21	43,394	43,394	46,732	50,070	53,408	60,084	66,760
22	49,400	49,400	53,200	57,000	60,800	68,400	76,000
23	50,469	50,469	54,351	58,234	62,116	69,880	77,645
24	38,730	38,730	38,730	38,730	38,730	38,840	43,156

25	38,730	38,730	38,730	38,730	38,730	42,154	46,838
26	38,730	38,730	38,730	38,730	39,126	44,017	48,907
27	42,455	42,455	45,720	48,986	52,252	58,783	65,315
28	38,730	38,730	38,730	38,730	38,730	43,381	48,201
29	38,730	38,730	38,730	38,730	40,650	45,732	50,813
30	38,730	38,730	38,730	39,136	41,745	46,963	52,181
31	38,730	38,730	39,248	42,052	44,855	50,462	56,069
32	38,730	38,730	39,636	42,468	45,299	50,961	56,623
33	38,730	38,730	38,730	38,730	38,730	38,730	42,964
34A	42,212	42,212	45,459	48,706	51,953	58,447	64,942
35	40,013	40,013	43,091	46,169	49,247	55,403	61,558
36	38,730	38,730	38,730	39,909	42,570	47,891	53,213
37	46,541	46,541	50,121	53,701	57,281	64,441	71,601
38	38,730	38,730	38,730	38,730	40,587	45,660	50,733
39	38,730	38,730	38,730	38,730	41,101	46,239	51,377
40	38,730	38,730	38,730	38,730	39,648	44,604	49,560
41	38,730	38,730	38,730	38,730	39,829	44,808	49,787
42	46,998	46,998	50,614	54,229	57,844	65,075	72,305
43	38,730	38,730	38,730	40,738	43,454	48,885	54,317
44	39,064	39,064	42,069	45,074	48,079	54,089	60,099
45	55,122	55,122	59,362	63,602	67,842	76,322	84,803

46	38,730	38,730	38,730	38,730	38,730	42,253	46,948
47	38,730	38,730	38,730	38,730	40,141	45,159	50,176
48A	38,730	38,730	39,880	42,728	45,577	51,274	56,971
49	38,730	38,730	40,962	43,888	46,813	52,665	58,517
50	38,730	38,730	41,558	44,527	47,495	53,432	59,369
50A	39,676	39,676	42,728	45,780	48,832	54,937	61,041
51	40,098	40,098	43,182	46,267	49,351	55,520	61,689
52	41,058	41,058	44,216	47,375	50,533	56,850	63,166
53	38,730	38,730	38,730	40,209	42,889	48,251	53,612
54	38,730	38,730	39,822	42,666	45,511	51,199	56,888
55	38,730	38,730	38,730	38,730	38,730	40,038	44,487
56	72,944	72,944	78,555	84,166	89,777	101,000	112,222
57	41,220	41,220	44,390	47,561	50,732	57,073	63,415
60	39,094	39,094	42,102	45,109	48,116	54,131	60,145
61	38,730	38,730	38,730	38,730	38,730	38,730	39,729
62	48,481	48,481	52,211	55,940	59,669	67,128	74,587
63	46,373	46,373	49,940	53,508	57,075	64,209	71,343
64	38,730	38,730	38,730	38,730	38,730	39,500	43,889
65A	38,730	38,730	39,370	42,182	44,994	50,618	56,243
66A	39,604	39,604	42,650	45,697	48,743	54,836	60,929
67	39,156	39,156	42,168	45,180	48,193	54,217	60,241