

AGREEMENT

BETWEEN



MONROE COUNTY

AND

**MONROE COUNTY FEDERATION OF SOCIAL
WORKERS**

I.U.E.-C.W.A. 81381

**JANUARY 1, 2017
TO
DECEMBER 31, 2023**

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AGREEMENT

This is an agreement made June 18, 2018, by and between Monroe County, a municipal corporation with offices at the County Office Building, 39 West Main Street, Rochester, New York (hereinafter referred to as the "County") and the Monroe County Federation of Social Workers, I.U.E.-C.W.A. 81381, A.F.L.-C.I.O., (hereinafter referred to as the "Federation") located at 740 Driving Park Avenue, Suite A, Rochester, New York 14613.

ARTICLE 1 PURPOSE

It is the intent and purpose of this agreement to promote and improve harmonious relations between the parties hereto, and to set forth herein, the covering rates of pay, hours of work and conditions of employment, to facilitate the continuance of orderly collective bargaining relations between the parties and to secure a prompt equitable disposition of grievances, pursuant to the New York State Public Employment Fair Employment Act.

The parties herein further agree that the County and the Federation, through its members, are engaged in furnishing an essential public service to the community. The parties, therefore, have a high degree of responsibility in so serving the public to maintain such services without interruption.

The provisions of this agreement shall be applied equally to all employees in the bargaining unit, without discrimination as to all protected classes under state and federal law.

The parties agree to meet and confer in respect to any problem relating to affirmative action, with a sincere desire to resolve such problem.

Nothing contained herein shall be construed to violate Civil Service Law, rules and regulations.

ARTICLE 2 RECOGNITION

Section 2.1: Pursuant to the certification granted by the Monroe County Public Employment Relations Board on October 30, 1972, the County hereby recognizes the Monroe County Federation of Social Workers, I.U.E.-C.W.A. 81381, as the sole and exclusive representative for all employees in the collective bargaining unit, as set forth in Article 4.

Section 2.2: The County shall deduct dues and initiation fees as designated by the Federation from the salaries and wages of employees who have signed authorizations permitting such deductions, and shall remit these deductions with a check off list to the Treasurer of the Federation by the thirtieth day of each month. In accordance with the provisions of Section 208 of the Civil Service Law, the County must have a signed authorization card on file for any deduction to be made and the Federation shall be responsible for providing the County with a copy of the signed authorization card.

Section 2.3: Any employee covered by this contract who requests the withdrawal of his Federation membership shall do so in writing. Such written indication shall be addressed and sent to the Director of Human Resources, County of Monroe, and to the President of the Federation and shall be submitted thirty days in advance of said intended withdrawal in order to assure adequate time to adjust the payroll dues deduction.

Section 2.4: The County shall provide payroll deduction for employee contributions to the Federation COPE Fund, upon written authorization of the employee. The deductions shall be remitted by the County to the Federation Treasurer separately from other funds on a regular basis, as agreed to by both parties.

Section 2.5: Each party to this agreement hereby affirms its commitment to adhere to all the terms of this agreement for the duration of this agreement. The Federation hereby affirms its statutory responsibility not to engage in, cause, instigate, encourage or condone any strike or other concerted stoppage of work or slowdown.

**ARTICLE 3
MANAGEMENT RIGHTS**

Section 3.1: The parties acknowledge that during the negotiations that resulted in this agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any bargainable subject matter, and that this agreement represents the complete and final understanding on all bargainable issues discussed by the parties. Therefore, the parties voluntarily waive the right, and each agrees that the other shall not be obligated, during the term of this agreement, to bargain collectively with respect to any bargainable issue discussed during the negotiations or expressed in this agreement, provided, however, that the County may not act unilaterally in any area that is a mandatory subject of bargaining; and, provided further, that nothing in this section shall be deemed to infringe upon the County's rights of management as set forth in the next section.

Section 3.2: The Federation recognizes that all of the functions, rights, powers, responsibilities and authority of the County, in regard to the operation of its departments and the direction of its work force, which the County has not specifically abridged, deleted, delegated, granted or modified by this agreement, are, and shall remain, exclusively those of the County, except that the County agrees to continue during the term of this agreement its past practices which have been consistently in effect, and which affect a significant number of bargaining unit employees.

**ARTICLE 4
COLLECTIVE BARGAINING UNIT**

TITLE	GROUP
Casework Aide	46
Casework Supervisor	58
Caseworker	54
Caseworker - Bilingual.....	54
Youth Detention Worker	51
Child Support Enforcement Supervisor	55
Child Support Examiner	51
Child Support Examiner - Bilingual.....	51
Child Support Investigator	53
Child Support Investigator - Bilingual	53
Eligibility Evaluator	49
Eligibility Evaluator II	51
Emergency Housing Specialist.....	50
Energy Program Evaluator	49
Examiner	51
Examiner - Bilingual.....	51
Identification Technician.....	49
Medical Caseworker	55
Senior Caseworker	56
Senior Youth Detention Worker.....	53
Senior Energy Program Coordinator	55
Senior Energy Program Evaluator	53
Senior Examiner	53
Senior Examiner - Bilingual	53
Senior Medical Caseworker.....	56
Senior Social Services Investigator	54
Social Services Investigator	53
Social Work Supervisor – Children’s Center.....	58
Supervising Youth Deterntion Worker	55
Supervising Examiner	55
Supervising Social Services Investigator	55

And any other classification which may be agreed to in writing between the parties hereto.

Part-time and per-diem employees within the above job titles shall be considered as part of the bargaining unit. The foregoing job titles are illustrative only, and the parties agree that any title change, which is substantially equivalent to the former title, shall be included in this Article. The parties further agree that all job titles not currently in use shall remain in the bargaining unit if subsequently reinstated.

The County agrees that any new title created which may be within the community of interest of the Federation shall be submitted in writing to the Federation.

The County shall determine the salary group of any title created within the Federation's community of interest. If there is a disagreement regarding the County's determination of the salary group attached to such new title, the parties agree to enter into negotiations in an attempt to resolve the matter.

ARTICLE 5 COMPENSATION

Section 5.1: Effective July 1, 2018, the salary schedule will be increased by 1.5% from the 2017 salary schedule.

Section 5.2: Effective January 1, 2019, the salary schedule will be increased 2.5% from the 2018 salary schedule.

Section 5.3: Effective January 1, 2020, the salary schedule will be increased by 1.5% from the 2019 salary schedule.

Section 5.4: Effective January 1, 2021, the salary schedule will be increased by 2% from the 2020 salary schedule.

Section 5.5: Effective January 1, 2022, the salary schedule will be increased by 2% from the 2021 salary schedule.

Section 5.6: Effective January 1, 2023, the salary schedule will be increased by 2% from the 2022 salary schedule.

Section 5.7: All unit members hired on or after January 1, 2016 will be paid on a new salary schedule with Steps X through L.

Section 5.8: All employees coming on the payroll of the County shall be hired at Step "X" of the salary schedule or at a higher step, at the discretion of the Director of Human Resources. Employees commencing employment at Step "X" shall, upon satisfactory completion of the 12 month probationary period, advance to Step "A". For purposes of increment evaluation, the date of employment shall remain as the anniversary date.

Section 5.9: Employees shall receive increments effective the first full pay period of the month in which their anniversary date occurs.

Section 5.10: An employee's date of provisional appointment shall be his increment anniversary date. When a provisional employee achieves permanent status in that title, he shall retain the same increment date as the date of provisional appointment.

Section 5.11: When an employee is promoted to a job title having a higher salary rate, he shall, upon promotion, be paid that salary step in the higher pay group which is at least equal to the next increment in his old title.

If the employee, upon promotion, is at step K or step L in the salary schedule, the employee shall then move to the salary step in the new position which is immediately above the salary in the previous position, plus one additional step.

An employee who moves to a new title without a change in pay group shall, for purposes of increment evaluation, retain his anniversary date prior to the title change.

Section 5.12: All unit members shall be required to receive his or her pay via direct deposit to a bank account or via a deposit card.

Section 5.13: Pay days shall be bi-weekly. If the pay day falls on a holiday, the preceding workday shall become the pay day.

ARTICLE 6 RESIDENCY

It shall be a condition of employment that all unit members maintain their domicile and primary residence within Monroe County, and a failure to do so will constitute a disqualification from employment and a resignation without the benefit of the grievance process or any other court or administrative review. Unit members may apply for a waiver of this requirement which may be granted at the sole discretion of the County Executive. Current unit members who live outside the County as of June 1, 2018 will be exempt from this requirement, but it shall apply if they subsequently relocate their domicile and primary residence within the County.

ARTICLE 7 PERSONNEL RULES

Section 7.1: The Department of Human Resources, with the cooperation of the Information Services Department, will maintain records of attendance for all County employees. Each department head is responsible for the accuracy of each attendance record and for following the prescribed procedures. Each department head and employee is responsible for reporting attendance and leave data.

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

Section 7.2: Abuses in utilization of earned credits and/or time off may result in disciplinary action.

In the event of public transportation difficulties, severe storms, floods or similar uncontrollable conditions affecting a group of employees, tardiness and absences may be excused from disciplinary action and employees will be allowed to use their credits to avoid loss of pay.

Section 7.3: The parties agree that all employees will be paid on Friday in 26 equal payroll periods during the course of the year. When requested by the employee, regular authorized deduction plans that have been approved by the Director of Human Resources shall be made each payday.

Section 7.4: During any absence with pay, there shall be no interruption of an employee’s service. Credits shall be earned by full-time employees during all payroll periods in which the employee is on full pay status, with the exception of paid educational leave, during which time credits shall not accrue.

Section 7.5: Credits shall be earned by all full-time employees; credits shall accumulate in days and hours and can be used in no less than quarter hour units as approved by the department head or his designee.

Credits earned or taken may be charged or credited in quarter hour blocks.

Earned credits are based upon an employee’s hiring date, which shall remain constant. If job changes occur within County government, credits shall remain with the employee.

All credits must be earned before they can be used. Credits accrued shall be noted on each time accounting card in terms of hours appropriate to the job. An employee’s signature and a counter signature by his department head or his designee on the time accounting card attests to the accuracy of the leave, hours accrued and posted.

Section 7.6: If an injury occurs as the result of employment, up to five days’ salary will be paid without charge against earned sick leave credits. These five days may be credited only within a seven day period immediately following the date of injury. To be entitled to the five days’ pay, the following conditions must prevail:

1. The employee must have received medical care relating to the work related illness or injury.

2. A statement of the disability from the attending physician must be submitted to the department head or his designee on/before the seventh day following the commencement of the disability.
3. The physician's statement must confirm that a work related disability occurred and state an expected date of return to work, if possible.

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

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

Section 7.7: If an employee is required to render military duty, he or she shall be granted a military leave of absence pursuant to Section 243 of the Military Law of the State of New York.

Application for reinstatement must be made within ninety days from the day military service is terminated. Upon return to County service, all sick and vacation credits to which an employee was entitled at the beginning of the leave will be restored. Adjustments will be awarded in accordance with Civil Service Law and Section 243 of the Military Law of the State of New York.

Consistent with Section 242 of the Military Law of the State of New York, members of the National Guard or the Reserve of the Army, Navy, Marine Corps, Air Force or Coast Guard will be granted a military duty leave of absence up to 30 working days with pay in any calendar year.

Section 7.8: An employee who is pregnant may continue working as long as she and her attending physician feel she can adequately perform her work.

A pregnancy related disability shall be treated in the same manner as any other non- occupational disability in respect to sick leave benefits, except that pregnancy related disability shall be certified by the attending physician prior to the payment of sick leave benefits to which the employee may be entitled.

The employee may use any accumulated vacation or compensatory time credits during the non-disability period of maternity leave.

The employee has the right to be reinstated in a position of equivalent pay, subject to the written approval of her attending physician.

Maternity leave shall not exceed one (1) year, which shall include paid and unpaid time.

In the event of an employee adopting a child, the employee, upon written request, shall be granted a leave not to exceed one year, which shall permit the use of earned credits (excluding sick leave) and unpaid leave.

Section 7.9: A written request for a leave of absence without pay for reasons not cited in the Personnel Rules must be submitted to the employee's department head. Upon recommendation and approval of the Director of Human Resources, leave may be granted for no more than one (1) year.

Section 7.10:

1. Transfer to another office or department into a job with the same classification and qualifications are permissible for the benefit of the County. Requests for a transfer by an employee shall be made to the Director of Human Resources.
2. In the cases of resignation or retirement, a written notice of intention shall be given to the department head at least two weeks prior to the last day of employment; compensation will be made for unused vacation and compensatory days up to forty working days in each category.

An employee who is discharged after a determination of incompetency or misconduct or who fails to give two (2) weeks' notice of resignation or retirement shall forfeit compensation for unused vacation credits.

An employee who resigns or retires without giving two (2) weeks' notice shall be entitled to a seventy-two (72) hour "cooling-off" period, during which time he may modify his position by giving the required two (2) weeks' notice; in which case, he will be entitled to the unused compensation for vacation credits.

It is understood, however, that such "cooling-off" period shall not affect the decision to resign or retire, and will not require the department head or his designee to rescind the acceptance of such resignation or retirement.

In the event of an employee's death, compensation for unused credits will be paid first to his beneficiary and then to his estate.

If a person has held a permanent appointment in the competitive class and has resigned, he may be reinstated without examination within one year from the date of such termination. Reinstatement into the same or a similar position, in the same or lower grade, will be subject to Civil Service regulations. A reinstated employee may be granted some sick leave credits at the discretion of the Director of Human Resources.

Any employee removed for just cause from County service will not be eligible for reinstatement.

3. Employment and assignment of relatives shall be pursuant to the policy promulgated by Monroe County.

ARTICLE 8 RETIREMENT

Section 8.1: The improved Career Plan, Section 75-i, shall be continued by the County of Monroe.

Section 8.2: All members of the Plan are granted the application of unused sick leave as additional service credit upon retirement up to 165 days.

Section 8.3: The County shall provide the death benefit provisions of Section 75-i.

Section 8.4: The parties agree that the provisions of this article shall not be inconsistent with the provisions of the New York State Retirement Fund as enacted by the New York State Legislature

Section 8.5: The County will inform new employees during the first ten workdays of their eligibility for participation in the New York State Retirement System.

ARTICLE 9 HEALTH INSURANCE

Section 9.1: (CAT 1) Effective January 1, 2006, *full-time unit members hired by the County before January 1, 2006, including unit members who are part-time employees prior to January 1, 2006 who later become full-time employees*, may, by application, become eligible for health insurance as follows:

1. Before January 1, 2019: Blue Point 2 Select with the employee contributing 8% of the premium cost, or Value 2 with the employee contributing 4% of the premium cost.
2. Effective January 1, 2019: Value 2, with the employee contributing 6% of the premium cost.
3. Effective January 1, 2020: Value 2, with the employee contributing 7% of the premium cost.
4. Effective January 1, 2021: Value 2, with the employee contributing 8% of the premium cost.
5. Effective January 1, 2022: Value 2, with the employee contributing 10% of the premium cost.
6. Effective January 1, 2023: Value 2, with the employee contributing 12% of the premium cost.

Section 9.2: (CAT 2) Effective January 1, 2006, *full-time unit members hired by the County on or after January 1, 2006, but before January 1, 2016, including unit members who are part-time employees prior to January 1, 2016 who later become members of the unit*, may, by application, become eligible for health insurance as follows:

1. Before January 1, 2019: Blue Point 2 Select with the employee contributing 15% of the premium cost, or Value 2 with the employee contributing 4% of the premium cost.
2. Effective January 1, 2019: Value 2, with the employee contributing 6% of the premium cost.
3. Effective January 1, 2020: Value 2, with the employee contributing 7% of the premium cost.
4. Effective January 1, 2021: Value 2, with the employee contributing 8% of the premium cost.
5. Effective January 1, 2022: Value 2, with the employee contributing 10% of the premium cost.
6. Effective January 1, 2023: Value 2, with the employee contributing 12% of the premium cost.

Section 9.3: All unit members covered under Sections 9.1 and 9.2 above, who are enrolled in Select 1 as of January 1, 2018 may thereafter elect to buy-up to Select 1, which means the unit member shall pay the difference between the cost of Select 1 and Value 2 in addition to his/her applicable employee contribution rate for Value 2.

Section 9.4: (CAT 3) Effective January 1, 2016, *full-time unit members hired by the County on or after January 1, 2016, and unit members who are part-time employees prior to January 1, 2016 and subsequently become full-time employees*, may, by application, become eligible for enrollment in health insurance as follows:

1. Effective January 1, 2019: Value 2 with the employee contributing 20% of the premium cost.
2. Effective January 1, 2020: Value 2, with the employee contributing 21% of the premium cost.
3. Effective January 1, 2021: Value 2, with the employee contributing 22% of the premium cost.
4. Effective January 1, 2022, Value 2, with the employee contributing 23% of the premium cost.

Section 9.5: Effective January 1, 2017, full-time unit members hired by the County prior to January 1, 2016 who are eligible for but do not participate in County health insurance because they have coverage elsewhere, the County will pay a stipend of \$2500, pro-rated.

Such alternate coverage must not result in a fine, tax or other penalty or forfeiture of any kind under the Affordable Care Act or other law, rule or regulation.

The County retains the option to increase the stipend in 2018 or beyond at its sole discretion.

This buy-out provision will not be effective unless at least 69 eligible employees “opt-out” and elect to receive it. The 69 employee requirement will be applied as of January 1st of each year and the buy-out will apply only if the threshold is met as of that date.

Any employee who takes the buy-out but experiences a qualifying event that necessitates his/her return to County coverage may do so, but the employee shall reimburse the stipend for that year on a pro-rated basis to the County through payroll deductions.

This health insurance buy-out shall also apply to pre-Medicare retirees who choose not to participate in County health insurance coverage, provided that is permitted by law and it complies with the Affordable Care Act.

Section 9.6: Effective December 31, 2005, there shall be no new enrollment into Blue Cross/Blue Shield Traditional, except in retirement, as provided in Section 9.11.

Section 9.7: The County reserves the right to change insurance carriers if it deems necessary; however, the County agrees to provide at least equal benefits to the coverages offered under this contract.

Section 9.8: The County shall have the right to develop and implement a high-deductible health plan or high-deductible health plans of its choosing as a voluntary alternative to the Value 2 plan. The Union will be consulted before such plan or plans are offered.

Section 9.9: If the Affordable Care Act is repealed or changed, in whole or in part, the benefits made available to unit members, as mandated under the Affordable Care Act, shall revert back to pre-Affordable Care Act mandate coverage levels, 3/23/2010. For clarification, the Affordable Care Act mandated benefits made available to unit members do not extend to retiree plans.

Section 9.10: It shall be the employee's responsibility to initiate such membership in the plan in the appropriate personnel office and the employee shall be responsible for notifying, in advance, the appropriate personnel office respecting any change in status of the employee for medical insurance coverage. The parties agree that duplicate health insurance coverage shall not be available to employees who came on the payroll subsequent to January 1, 1973.

Section 9.11: Effective through December 31, 2018

Section 9.11.A: Retirees of the County shall receive health insurance in accordance with Section 9.11.B and 9.11.C if they are:

- a. Drawing a pension from the NYS Employee's Retirement System, or
- b. Retired under Social Security benefits.
- c. Application for continued medical coverage must be made to the Human Resources Department on/before the date of retirement.

Section 9.11.B: Effective January 1, 2006, **retirees of the County, who are full-time employees and unit members on payroll before January 1, 2006 who have had five years of continuous, full-time County service immediately preceding retirement** may, by application, become eligible for health insurance coverage as follows:

Blue Point 2 Value or Blue Point 2 Select:

Years of Service	County Pays	Retiree Pays
5-9	85%	15%
10-14	90%	10%
15 or more	100%	0%

Blue Cross/Blue Shield Traditional for retirees living inside the Rochester managed care geographical coverage area:

Years of Service	County Pays	Retiree Pays
5-9	63.75%	36.25%
10-14	67.50%	32.50%
15 or more	75%	25%

Retirees who move outside of the Rochester managed care coverage area shall have the right to have the County contribute to a health insurance carrier for a plan in their area of residence, in an amount not to exceed that which is available for the retiree under a managed plan care in this section. Retirees who move outside of the Rochester managed care coverage area may elect Blue Cross/Blue Shield Traditional according to years of service with the County, as follows:

Years of Service	County Pays	Retiree Pays
5-9	85%	15%
10-14	90%	10%
15 or more	100%	0%

Section 9.11.C: Effective January 1, 2006, **retirees of the County, who are full-time employees and unit members on payroll on or after January 1, 2006, including new County employees and part-time employees who later become members of the unit, who have had five years of continuous, full-time County service immediately preceding retirement** may, by application, become eligible for health insurance coverage as follows:

Blue Point 2 Value:

Years of Service	County Pays	Retiree Pays
5-9	81.60%	18.40%
10-14	86.40%	13.60%
15 or more	96%	4%

Blue Point 2 Select:

Years of Service	County Pays	Retiree Pays
5-9	72.25%	27.75%
10-14	76.50%	23.50%
15 or more	85%	15%

Retirees who move outside of the Rochester managed care coverage area shall have the right to have the County contribute to a health insurance carrier for a plan in their area of residence, in an amount not to exceed that which is available for the retiree under a managed plan care in this section.

Section 9.11.D: Unit members **hired on or after January 1, 2016** (CAT 3) will be eligible for retiree health insurance by having twenty (20) years of continuous full-time service for the County immediately prior to retiring and receiving a full retirement benefit from the NYS Employees' Retirement System with coverage under the same plan and pay the same contributions for pre-Medicare coverage as paid by active employees hired after January 1, 2016. Such retirees will pay that same percentage towards a Medicare supplement or advantage plan selected by the County which is deemed credible under the standards set by Centers for Medicaid and Medicare (CMS) when they qualify for Medicare.

Spousal and dependent coverage under the pre-Medicare plan will continue for a maximum of twenty-four (24) months after the retiree becomes Medicare eligible and retiree health coverage for a spouse/dependent will continue for a maximum of twenty-four (24) months following a retiree's death. Dependent coverage will cease whenever the spouse becomes Medicare eligible. Only the spouse and family at the time of retirement will be eligible for the benefits contained in this Section 9.11.

Section 9.12: Effective beginning January 1, 2019

Section 9.12.A: All full-time employees in the bargaining unit **hired before January 1, 2016 (CAT 1 and CAT 2)** who have met existing service time requirements to qualify for retiree health coverage shall receive benefits provided under this Article with the following conditions:

1. The individual must have at least ten (10) years of continuous full-time service with the County immediately preceding retirement, and
2. The individual is drawing a pension from the New York State Retirement System immediately upon termination of employment with the County.

For individuals in CAT 1 or CAT 2, for every year the employee has fewer than fifteen (15) years of service he or she shall pay an additional 1% contribution toward health care in retirement.

Section 9.12.B: For full-time employees in the bargaining unit **hired before January 1, 2006 (CAT 1)** who have met existing service time requirements to qualify for retiree health coverage shall receive retiree health coverage with the County's contribution to this coverage as follows:

1. For retirees whose age and years of service total 85 or more, coverage shall be fully paid by the County.
2. For retirees whose age and years of service total 80 to 84, the County shall pay 90% of the cost of coverage.
3. For retirees whose age and years of service total 75 to 79, the County shall pay 85% of the cost of coverage.
4. For retirees whose age and years of service total 70 to 74, the County shall pay 75% of the cost of coverage.
5. For retirees whose age and years of service total 65 to 69, the County shall pay 65% of the cost of coverage.
6. For retirees whose age and years of service total 60 to 64, the County shall pay 55% of the cost of coverage.

Section 9.12.C.: Full-time employees in the bargaining unit **hired on or after January 1, 2006 (for both CAT 2 and CAT 3)** who have met existing service time requirements for retiree coverage, shall receive coverage at the same contribution rates applicable for active employees hired in their CAT, except they will contribute an additional 1% towards health care for each year under age 60 they retire. Cat 3 employees must have 20 years of continuous full-time service with the County immediately preceding retirement and the individual is drawing a pension from the New York State Retirement System immediately upon termination of employment with the County.

Section 9.13: For purposes of Section 9.12.B, years of service can include all full-time years worked for the County, even if not continuous. For purposes of Sections 9.12.B and 9.12.C, employees who join the County from another New York State public employer with a break in service of thirty (30) days or less, will receive up to five (5) years credit for his or her prior service. For purposes of this Article (CATS 1, 2, and 3), leaves of absences, reinstatements and rehires of up to one year shall not break continuous service.

Section 9.14: Application for continued medical coverage must be made to the Human Resources Department on/before the date of retirement.

Section 9.15: Any employee who has been granted an unpaid leave of absence shall be permitted to continue participation in the group health insurance program for the duration of such leave of absence.

Such employee shall have full responsibility to remit to the County of Monroe the periodic premium required. Failure of the employee to comply with the requirements of premium remittance shall relieve the County of any obligation to continue such employee on its health insurance roster.

The County agrees that at the time of granting permission for an employee to take an unpaid leave of absence, it will, in writing, fully inform such employee of the procedure necessary and the remittance requirement in order for such employee to continue his participation in the County's group health insurance program.

Section 9.16: For all full-time employees hired before January 1, 2016, the surviving spouse of a retired employee who completed the requisite years of service for his or her CAT, and who is covered by County health insurance coverage in accordance with this Agreement shall be entitled to continued health coverage (single or family, whichever is applicable) for up to forty-eight (48) months after the retiree deceases, unless the spouse remarries or is otherwise eligible for different coverage. If the spouse is not Medicare eligible at the time the retiree becomes Medicare eligible, the spouse (and family) will receive continued primary coverage for a maximum of 48 months, or until the spouse becomes Medicare eligible, whichever occurs first, at which time such coverage shall cease and the spouse will be entitled to a Medicare plan when he/she is eligible and enrolls in Medicare. The retiree may continue this coverage past forty-eight (48) months if the spouse is not yet Medicare eligible and until he/she becomes Medicare eligible by paying the cost of such coverage provided this is permissible under plan terms and insurance regulations. Only the spouse and family at the time of retirement will be eligible for the benefits contained in this Section 9.16.

**ARTICLE 10
DENTAL CARE COVERAGE**

Section 10.1: Each employee may, at his option, enroll in the County dental program, which is set forth in the Memorandum of Agreement between the parties hereto.

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

The dental insurance cap shall be increased from \$750 to \$1,000, effective January 1, 1996.

Section 10.2: Retirees of the County who are eligible for health insurance and who have completed at least ten (10) years of continuous full-time County service immediately preceding retirement shall be entitled to fully paid dental coverage (single or family whichever is applicable) which is in effect at the time of retirement.

Section 10.3: The County and the Union will, on an ongoing basis, discuss the implementation and operation of the County's Employee Assistance Program.

**ARTICLE 11
LONGEVITY**

Section 11.1: All full-time employees covered by this agreement who have given five (5) through nine (9) continuous years of service as of July 1 of any year to the County of Monroe shall receive \$25 each year. This amount shall be increased to \$75 in 2002.

All full-time employees covered by this agreement who have given ten (10) through fourteen (14) continuous years of service as of July 1 of any year to the County of Monroe shall receive \$425 each year. This amount shall be increased to \$475 in 2002.

All full-time employees covered by this agreement who have given fifteen (15) through nineteen (19) continuous years of service as of July 1 of any year to the County of Monroe shall receive \$525 each year. This amount shall be increased to \$575 in 2002.

All full-time employees covered by this agreement who have given twenty (20) through twenty-four (24) continuous years of service as of July 1 of any year to the County of Monroe shall receive \$625 each year. This amount shall be increased to \$675 in 2002.

All full-time employees covered by this agreement who have given twenty-five (25) or more continuous years of service as of July 1 of any year to the County of Monroe shall receive \$725 each year.

This amount shall be increased to \$775 in 2002. Longevity payments shall be made in lump sum on or about July 1 of each year in accordance with past practices.

**ARTICLE 12
TRANSPORTATION REIMBURSEMENT**

Section 12.1: The County shall provide mileage allowance in the same amount and on a retroactive basis as that which is promulgated by the Internal Revenue Service to those employees required to use their personal motor vehicles on County business. In the event that public transportation or other private transportation is required, and in the event that parking or toll fees are incurred on County business, such fees and expenses shall be reimbursed upon proper proof thereof, and subject to the County Controller's Office. Reimbursement shall not include any reimbursement for parking fees normally incurred at the employee's place of business.

Section 12.2: Reimbursement shall be made on/before the second vendor payment of the month following the month in which these expenses were incurred, subject to the employee submitting a completed voucher by the fifth (5th) working day of that month.

Section 12.3: Any mileage or parking expense claimed which is less than Ten Dollars (\$10) shall not be submitted for payment until the claim exceeds Ten Dollars (\$10). In no event, however, shall mileage or parking claims be submitted later than December 1 of any year.

ARTICLE 13 HOLIDAYS

Section 13.1: Holidays constitute days off with pay. Holidays to be observed by the County of Monroe shall be:

- New Year's Day
- Martin Luther King, Jr.'s Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Veteran's Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Day

And a floating holiday which may be taken at a time mutually agreed to between the employee and the Department Head or his designee. If the employee is prevented by the Department from taking the floating holiday during the year, such floating holiday shall be converted to the compensatory time bank of the employee. To receive a floating holiday during any year, the employee must have been hired prior to pay period 21 of that year.

Section 13.2: Observance of the above stated holidays shall be in accordance with the observance prescribed by State and Federal Law.

Section 13.3: When a legal holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, the following Monday will be considered a holiday with pay. Employees who work on holidays shall receive their regular compensation for the hours worked, plus time and one-half in cash or in compensatory time off, at the option of the employee. If an employee's compensatory bank is at the maximum of forty (40) days, such time shall be added to the employee's vacation bank.

ARTICLE 14 EDUCATIONAL LEAVE AND JOINT EDUCATION AND TRAINING FUND

Section 14.1: Educational leave without pay for a period not to exceed two (2) consecutive years may be granted for the purposes of obtaining additional educational training. Such two year consecutive educational leave shall depend upon an employee's successfully completing the first year of educational training.

Section 14.2: Educational leave with pay may be granted for one (1) year or two (2) consecutive academic years. A person requesting educational leave with pay must sign a statement promising to work respectively one (1) year or two (2) years for the County after finishing such studies. Subject to the approval of the New York State Department of Human Services, paid leaves of absence under scholarship approved by the said Department for full-time study shall be provided by the County. While on educational leave with pay, the employee will not continue to accrue credits.

Section 14.3: Tuition reimbursement shall be funded by a jointly administered, County and Union, Education and Training Fund, funded by the County at the rate of two cents per compensated hour for bargaining unit employees.

Joint Education and Training Fund

Section 14.4: Expenditures from the Joint Education and Training Fund must be job-related or career-related.

Section 14.5: The County shall calculate the total compensated hours for the bargaining unit at the close of pay periods 13 and 26 and shall credit the Joint Education and Training Fund with the appropriate amount at such times.

Section 14.6: Tuition reimbursement:

1. A maximum of 80% of the available funds, on an annual basis, shall be used for tuition reimbursement.
2. Tuition reimbursement shall be 100% of tuition, up to a maximum of \$1,200 per year, per employee. Costs of textbooks shall also be reimbursed, within the limit of the \$1,200 maximum, if sufficient additional funds are available. Any remaining funds shall be available for use for other expenditures, pursuant to paragraph 4.
3. Tuition reimbursement requests must be submitted to the Employee Education Project Director in DHS Staff Development no later than 30 days after the beginning date of the class. A request that is denied may be referred by the employee to the Joint Education and Training Fund Committee for review. If the Committee agrees on the disposition of the request, no further review, including the grievance procedure, shall be available. If the Committee does not agree, the denial of the request may be grieved, under Article 32 of the contract.
4. Eligibility for tuition reimbursement shall be determined based upon the following:
 - a. Reimbursement determined on a first-come, first-served basis.
 - b. If applications are received on the same day, then approval shall be based upon the following criteria, in the following order:
 - i. Applicants seeking a degree.
 - ii. Applicants who have not received tuition during the prior half-year period (January – June or July – December).
 - iii. Highest Monroe County seniority.
5. Job-related and career-related courses eligible for tuition reimbursement shall include courses in the following subject areas: social work, counseling, public administration, business administration, human services, and criminal justice services. Degree programs in these areas, including courses required for the degree programs but not in these areas, shall also be eligible. The Committee may approve other courses as job-related or career-related on a case-by-case basis.
6. Union Executive Board members, Stewards, and Steward alternates, and Administrators and Supervisory staff, shall be eligible for tuition reimbursement for labor relations and employee relations courses.
7. A grade of at least C, or pass in a pass-fail course, shall be required in order to receive tuition reimbursement.

Section 14.7: The parties agree that expenditures related to labor relations and employee relations are proper expenditures from the Joint Education and Training Fund. A maximum of 10% of the available funds, on an annual basis, shall be available for this purpose, as determined by the Committee.

Section 14.8: Other expenditures: The Joint Education and Training Fund Committee shall meet quarterly to mutually agree on other education and training expenditures from the Fund for the next quarter.

Section 14.9: The Committee shall meet as necessary, and at least yearly, to review the purposes for which the Joint Education and Training Fund Committee has been used and to discuss the future operation of the Fund.

ARTICLE 15 IN-SERVICE TRAINING

Section 15.1: The County shall provide relevant training for each new, reassigned or promoted employee. At a minimum, training shall consist of on-the-job training by the immediate supervisor in addition to the departmental orientation program in existence.

Section 15.2: Each employee within the bargaining unit shall be entitled to up to one hour of individual supervision each week, if needed.

Section 15.3: The County shall provide relevant and on-going training for any employee deemed not to be performing adequately in a given area. Training is to be carried out by the immediate supervisor in groups, if there is a group need, or individually, if there is an individual need.

Section 15.4: The County recognizes that County sponsored institutes is an integral part of in-service training. When institutes are held, they shall be provided at no cost for bargaining unit employees.

Section 15.5: The County will utilize its best efforts to provide on-going training for employees covered by this agreement. Two representatives of the Federation shall be included on any curriculum committee, which may be promulgated by the department.

Section 15.6: The County shall provide legal consultation to staff when needed and shall hold training sessions for staff as to legal aspects on an as-needed basis.

ARTICLE 16 PHYSICAL WORKING CONDITIONS

Section 16.1: Each employee covered by this agreement shall be provided by the County with adequate office equipment and supplies.

Section 16.2: Physical Working Conditions: The parties agree to jointly establish and make a good faith effort to meet the following:

Working-condition standards; Safety/security standards;
Standards for cleaning and maintenance;
Monitoring procedures for cleaning and maintenance;
Site-selection criteria to be used in choosing new work locations; Labor/Management committee to recommend site selections and lease terms.

Section 16.3: The County will not require bargaining unit employees to work under conditions that are unsafe or injurious to their health.

Section 16.4: The County shall notify the Federation of any changes in policy at least ten (10) working days prior to the implementation of such changes, except if circumstances of a true emergency prevent giving such notice.

Section 16.5: The County shall ensure, prior to the occupancy of a new satellite facility, that such facility is safe for occupancy and does not pose a threat to the health of the employees.

Section 16.6: The County agrees to reimburse employees for damages to clothing, eyeglasses, or timepieces when damages are the direct result of a physical assault upon the employee by a client in the course of County business. This will include damages resulting from performance of duty at the Children's Center.

A maximum of two hundred (\$200) will be reimbursed for damage to eyeglasses. A maximum of one hundred and fifty dollars (\$150) will be reimbursed for damage to clothing and timepieces.

Employees will be reimbursed under the following conditions:

- 1) The incident must be promptly and fully documented;
- 2) The damages are not otherwise recoverable.

ARTICLE 17 WORK LOAD

Section 17.1: The County and the Federation endorse the principle of a "fair day's work for a fair day's pay" and agree to cooperate in promoting this principle. The provisions of this article are intended to elaborate the joint understanding by the parties of the meaning of a "fair day's work for a fair day's pay".

Section 17.2: The parties agree that no work load standard based on number of tasks shall be established or used as a criterion to determine the principle described above. In determining minimum levels of satisfactory work for discipline or discharge proceedings, the County shall not be precluded from considering quantity of work in light of all the circumstances of the case.

Section 17.3: The County shall not conduct, engage in or install any time and motion study or system, measured work system, or comparable research method or technique for the purpose of imposing numerical standards on employees.

Section 17.4: No employee who is performing a "fair day's work" shall receive a below average evaluation rating in any section of the evaluation form because of the number of tasks performed.

Section 17.5: No provision of this article is intended to allow or authorize an individual or group of employees to reduce work load below the standard of a "fair day's work for a fair day's pay" endorsed in Section 17.1.

Section 17.6: In the event that work load standards are mandated by the Federal or State government, the County and the Federation shall negotiate the impact of such mandate.

Section 17.7: In the event that employees in any division find it necessary consistently to request overtime approval to meet work load, the matter will be referred to the Labor/ Management Committee for investigation and recommendations.

Section 17.8: The County agrees to use its best efforts to achieve a relatively equal distribution of work load among employees performing similar work within a functional unit.

Section 17.9: The County shall conduct an inventory of work load distribution within the Department of Human Services at least twice a year, with a copy of the inventory and a statement of action taken, if any, submitted to the Federation.

ARTICLE 18 ASSIGNMENTS

Section 18.1: Subject to the provisions of this agreement, the department head retains the right to make work assignments in order to properly carry on the functions of the department.

Section 18.2: The County shall post a notice of all original vacancies existing in the department which the department intends to fill. The posting shall not apply to out-of-title assignments. The notice of openings shall be posted for a minimum period of five (5) business days. A copy of such notice shall be submitted to the Union at the time of posting.

Section 18.3: Assignments shall be made from the list of candidates on the basis of the following:

- (a) Selection of one of the three (3) most senior candidates;
- (b) Experience in related work;
- (c) Satisfactory past performance;
- (d) Capability to perform the work with training, within a reasonable period of time.

Where no employees have submitted their names to the posting, involuntary assignments shall be made on the basis of seniority applied inversely, capability to perform the work with training within a reasonable period of time, experience in related work and satisfactory past performance.

The first secondary vacancy that is created by the filling of an original vacancy shall be posted and filled in the same manner as an original vacancy is posted and filled. Further secondary vacancies shall be either posted, filled from a Civil Service list, or filled from any other appropriate source (such as reinstatement, transfer, employee returning from leave), at the department's discretion.

Nothing contained in this article shall interfere with the County's right to fill vacancies with persons who come from outside the bargaining unit.

To fully benefit from his training period, no probationary employee shall be voluntarily or involuntarily reassigned more than once during the probationary period.

Section 18.4: Any employee who voluntarily requests reassignment and is reassigned shall not be eligible for another voluntary reassignment for a period of six months.

Section 18.5: Any employee may submit a special request for reassignment or a special protest against an involuntary reassignment on grounds of hardship. Such hardship requests or protests shall be submitted in writing to the employee's supervisor who shall reply in writing within five (5) working days. Special requests for lateral assignments or special protests on hardship grounds shall not be denied without just and sufficient cause in light of the hardship presented. Denial of such requests or protests may be appealed by recourse to the grievance procedure.

Section 18.6: An employee shall be notified at least two weeks prior to the effective date of a lateral work assignment, unless otherwise mutually agreed to between the Federation and the County.

Section 18.7: The department head shall not reassign an employee for the purpose of imposing a penalty upon him and shall not apply the provisions of this Article in an arbitrary, capricious or discriminatory manner.

ARTICLE 19 CLASSIFICATION AND RECLASSIFICATION

Section 19.1: Any employee alleging that he/she has experienced major changes and/or responsibilities, as a result of a reorganization of any division, unit or team level, or as a result of reassignment, or changes in job function, may appeal to the local Civil Service Commission for a job audit. If the employee is not satisfied with the results he/she shall have the opportunity to appeal to the Civil Service Commission and/or to the Courts.

Section 19.2: The County agrees to consult with the Federation in respect to any future classification or reclassification of any job title within the bargaining unit or of any new title within the Federation's community of interest prior to submission of such classification to the County Legislature or to any of its committees. The County further agrees that upon determination of a classification or reclassification within the community of interest of the Federation, it will promptly enter into consultation and discussions with representatives of the Federation in respect to such classification or reclassification. The County agrees to make available to representatives of the Federation all data which has an effect upon such determination regarding classification, reclassification and further, the County will permit representatives of the Federation to testify before the Civil Service Commission in respect to any classification or reclassification.

Section 19.3: Notice of examinations shall be sent electronically to all employees represented by the Federation who have a County and/or State email account, at least ten (10) days prior to the cutoff date for submission of applications for the taking of such examinations. Notice of Examinations will continue to be posted in the break room at the Children's Detention Center until employees of the Center are provided with a County and/or State email account, as well as other facilities without computer access upon mutual agreement.

Section 19.4: The County shall request that the Civil Service Commission conduct an appropriate examination for new positions as soon as possible.

ARTICLE 20 SENIORITY

Permanent, Competitive Employees

Section 20.1: Seniority shall conform strictly in accordance with Civil Service Law.

Section 20.2: Seniority shall be broken by:

- a) Voluntary quit - failure to return within one year from date of resignation.
- b) Discharge for cause in accordance with Article 22 of this agreement.
- c) Retirement.
- d) Failure to return from layoff within fifteen working days following notification.

Section 20.3: Benefits and leave credits, except for health insurance, shall be retained but not accumulate under the following circumstances:

- a) Educational leave of absence without pay.
- b) Service in Peace Corps, VISTA and similar governmental programs.
- c) Maternity leave.
- d) Leave of absence without pay.

Section 20.4: Benefits, status and seniority shall be retained and accumulate during any leave of absence with pay.

Leave credits shall not accumulate during an educational leave of absence with pay.

Section 20.5: Seniority accumulation and retention of benefits in respect to military service shall be in accordance with Section 243 of the Military Law of the State of New York.

Section 20.6: Employees shall receive at least two weeks' notice of layoff. Recall from layoff shall be in accordance with Section 81 of Civil Service Law.

Section 20.7: Job abolishment's in non-competitive titles shall be in inverse order of seniority established for each title.

Employees whose positions have been abolished shall be recalled in non-competitive job titles in inverse order of layoff.

Permanent, Non-competitive Positions

Section 20.8: A seniority roster shall be established for the full-time positions of Case Work Aide and Home Management Specialist and this list shall be applied in respect to layoffs and recalls. Seniority shall be accumulated on the basis of permanent, continuous service from original date of hire in a non-competitive position. Employees in a non-competitive position shall not be placed on a seniority roster until such time as they have served a six month probationary period.

Section 20.9: Seniority shall be broken by:

- a) Resignation.
- b) Discharge for cause in accordance with Article 22, Section 22.2.
- c) Retirement.
- d) Failure to return from layoff within fifteen working days following recall notification.

Section 20.10: Benefits, except for health insurance, shall be retained but not accumulate under the following circumstances:

- a) Educational leave of absence without pay.
- b) Service in Peace Corp, VISTA and similar governmental programs.
- c) Maternity leave.
- d) Leave of absence without pay.

Section 20.11: Benefits and status shall be retained and accumulate during a leave of absence with pay.

There shall be no accrual of leave credits during an educational leave of absence with pay.

Section 20.12: Seniority accumulation and retention of benefits in respect to military service shall be in accordance with Section 243 of the Military Law of the State of New York.

Section 20.13: Employees shall receive at least two weeks' notice of layoff.

Section 20.14: Nothing contained in this article shall be intended to diminish in any manner job rights or status accrued to employees pursuant to Civil Service Law or any other appropriate rules or regulations.

ARTICLE 21 PERSONNEL PRACTICES

Section 21.1: The preparation of derogatory material relating to an employee's performance shall be performed by an employee acting in a supervisory capacity.

Section 21.2: Each employee covered by this agreement shall have a written evaluation of his/her work performance by his/her immediate supervisor once every calendar year, by the anniversary of his date of hire or the anniversary of his appointment to his present position, or upon written request of such employee prior to either the employee or the supervisor leaving the unit. In addition, there shall be a written evaluation of all probationary personnel, which shall occur approximately mid-point between the employee's date of hire and the end of the employee's probationary period.

A probationary employee who has not received a 6-month evaluation shall be presumed to have a passing evaluation. Any deficiencies occurring in the first 6 months must be included in the 6-month evaluation.

Section 21.3: When an employee has probationary status, his supervisor shall, unless impossible, make an interim evaluation in writing of such employee prior to either the employee or supervisor leaving the unit, whether this be due to transfer, reassignment or the supervisor's termination from the department. When a conflict exists, such interim evaluation may be appealed to the department head or his designee.

Section 21.4: The performance evaluation form shall be made available to the evaluator no less than fifteen working days prior to the date the evaluation is due.

Section 21.5: Employees shall be given a copy of any evaluation prepared by their supervisors. Employees shall have the right to discuss such evaluation with their supervisors. The employee shall acknowledge he has read such material to be filed by affixing his signature on the actual copy to be filed, with the understanding that such signature merely signifies that he has read the material to be filed and does not necessarily indicate agreement with its contents.

Section 21.6: No employee shall receive a below average evaluation unless said employee has received an informal counseling interview at least three (3) months before the evaluation, pursuant to Section 22.3 of this agreement.

Section 21.7: An employee concerned as to his evaluation, interim evaluation, or formal counseling interview shall have the right to be represented by the Federation in discussion of such matters with the department head or his designee. Employees who wish a review at that level must present a written request no later than ten (10) working days following the receipt of the written evaluation or corrective interview. The employee or the Federation may request that the subject matter of such discussion be kept confidential.

The determination of the department head or his designee shall be final, and shall not be grievable under Article 32 of this agreement.

Section 21.8: An employee shall have the right to answer the material relating to his evaluation, interim evaluation, or record of a formal counseling interview, and such answer shall be attached to the evaluatory material filed. The supervisor shall acknowledge that he has read such answer by affixing his signature to the answer filed. The affixed signature of the supervisor merely signifies that he has read such answer and does not indicate that said supervisor agrees with such answer.

The determination of the department head or his designee shall be final and shall not be grievable under Article 32 of this agreement.

Section 21.9: In accordance with past procedures, each employee shall have access to all material in his personnel file. The employee shall have the right to submit a statement concerning any material in his file. Such statement shall become part of the personnel file.

Section 21.10: No person other than authorized personnel shall have access to a covered employee's personnel file. For the purposes of this section, authorized personnel shall be defined as: the employee's immediate supervisor, Staff Development personnel, Certification Supervisors, Administrative Caseworker, and such other persons having a legitimate purpose in examining an employee's personnel file, or as may be authorized by the Director of Human Services, the County Executive, or their respective designees. No other person shall have access to a personnel file without the employee's permission in writing to the department head or his designee.

Any person inspecting an employee's personnel file must affix the date and his signature to the jacket of the personnel file.

Section 21.11: No derogatory material related to the employee's conduct, performance, character or personality shall be placed in the personnel file without notification to the employee. The employee shall be given an opportunity to read such material and may acknowledge that he has read such material by affixing his signature on the material to be filed, with the understanding that such signature merely acknowledges that he has read such material and does not indicate agreement with its contents. The employee shall receive a copy of such material upon request. Any employee who has derogatory material lodged against him shall have such material deleted from his personnel file when such material has been determined invalid by normal grievance procedures, civil court action, or formal or informal hearings within the County.

Section 21.12: An Ad Hoc evaluation committee shall study the current evaluation procedures, when evaluation criteria are being considered which effect members of the bargaining unit, with the goal of refining the criteria for evaluating work performance. Such committee shall meet at appropriate times and shall include two designated representatives of the Federation. When criteria for evaluating work performance are developed, and the Federation representatives disagree with the results, the Federation shall have the right to grieve such criteria with regard to reasonableness commencing at the second step of the grievance procedure.

Section 21.13: A post-employment evaluation will consist of a composite of all past evaluations and shall be completed by designees of the department head.

Employees who resign or retire may request a post-employment evaluation to be completed by designees of the department head.

Section 21.14: The County agrees that all new or changed policy directives to staff concerning work processes will be in writing.

Section 21.15: A counseling interview encompassing an incident of misconduct or incompetency shall, after one (1) year, not be used to disadvantage an employee for future promotions or assignments unless similar incidents of misconduct or incompetency are documented by the County subsequent to the counseling interview.

Section 21.16: Any report of an adverse nature which is three (3) or more years old shall upon written request of the employee, be removed from the Personnel File and placed in a sealed envelope and may be opened only after reasonable notification to the employee and only for purposes of defense by either the employee or the County in a legal or administrative proceeding. Material, which has been placed in a sealed envelope, will only be referred to in cases of discipline. .

ARTICLE 22 COUNSELING AND PROGRESSIVE DISCIPLINE

The purpose of this article is to provide prompt, equitable, and efficient counseling and discipline procedures. Both parties to this agreement recognize the importance of counseling and the principle of progressive, constructive, and corrective discipline. Informal and formal counseling referred to elsewhere in this agreement shall not be regarded as part of the formal disciplinary procedure.

The parties also recognize that employee problem areas shall be addressed whenever possible in the evaluation, supervisory conference, and informal and formal counseling process.

The County shall follow a policy of progressive discipline whenever appropriate. The County agrees that all such proceedings will be conducted with dignity toward the involved employee. All information resulting from counseling and disciplinary procedures will be confidential, except as provided by law and where operationally necessary.

Section 22.1: The following procedures shall apply to all permanent competitive employees, permanent non-competitive employees (with more than 6 months of continuous service), provisional employees with more than one (1) year of continuous service, and part-time employees with more than 910 continuous working hours.

Section 22.2: No employee covered under Section 22.1 shall be disciplined or discharged without just and sufficient cause.

Section 22.3: Informal Counseling Procedure: Verbal discussion of a deficiency shall occur between the immediate supervisor and the employee with a review of progress in thirty (30) days. The verbal discussion shall be reduced to writing, setting forth the deficiency discussed, what improvement is expected, and incorporating a plan to correct the deficiency perceived. The documentation shall not be placed in the employee's personnel file. A copy shall be given to the employee and a copy retained by the supervisor. Dissimilar deficiencies shall be handled as separate issues.

Formal Counseling Procedure: If unsatisfactory performance continues or upon recurrence of unsatisfactory performance, another discussion will be held with the employee. The discussion shall be documented and placed in the employee's personnel file. The record shall include the previous counseling, describe the deficiencies discussed, indicate what improvement is expected, and contain a plan to correct the deficiency. A review of progress will be held with the employee after a reasonable period of time, but no later than thirty (30) days thereafter. This record will be placed in the employee's personnel file and a copy given to the employee. The Union shall be notified of the counseling interview.

Section 22.4: Disciplinary action subject to this article shall consist of:

- a. Written reprimand
- b. Suspension without pay
- c. Demotion
- d. Discharge

The term "investigatory interview" shall be defined to mean the questioning of an employee who, at the time of such questioning, appears to be a likely target for disciplinary action.

Prior to disciplining an employee, the department head or his designee shall (in writing) summon the employee, with forty-eight (48) hours of advance notice whenever possible and appropriate, to an investigatory interview.

The notice shall include the allegations made against him and that he is entitled to Union representation at the interview. Simultaneously, the Union shall receive notice of the interview, including the name of the employee, type of interview which is to be conducted, and the date, time, and place of the interview.

During the investigatory interview the employee shall be given a full opportunity to respond to the allegations and shall be allowed consultation with Union representatives. The Union shall have the right to speak on behalf of the employee. The employee and the Union shall be provided with a copy of all materials utilized by the County during the investigatory interview, which are potentially of an adverse nature.

If discipline is issued, a statement summarizing the contents of the investigatory interview shall be provided to the employee within a reasonable period following the interview. The employee shall have the right to rebut in writing, for placement in the personnel file, any allegations or material of an adverse nature and for any disciplinary action taken by the County.

If, following the investigatory interview, the department head or his designee determines that the allegations made are substantially correct and that disciplinary action is to be taken, the following procedures shall be followed:

- 1) The employee shall be given notice of discipline which shall contain the reasons for the discipline or discharge, including a description of the alleged acts or conduct, and the dates, times, and places such acts occurred, whenever possible. The notice shall also include the penalty being imposed.
- 2) A copy of the notice shall be simultaneously given to the Union. Service shall be given directly to the employee or by certified mail.

Section 22.5: An employee, alleging that the disciplinary action taken was without just and sufficient cause, shall have full recourse to the grievance procedure commencing at Step 2 of Article 32, providing that such grievance is filed within ten (10) business days following receipt of the notice of discipline.

A grievance relating to suspension without pay or discharge shall be filed at Step 3 of Article 32.

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

Section 22.6: Remedy. If an employee is improperly subjected to an interrogation in violation of the provisions of this agreement, an arbitrator appointed pursuant to the collective bargaining agreement shall have the authority only to exclude information obtained thereby or other evidence derived solely through such interrogation. The County shall have the burden of proof to show that, upon the preponderance of the evidence, evidence sought to be introduced was not derived solely by reason of such interrogation and was obtained independently from the statements or evidence so provided by the employee.

Section 22.7: Burden of proof. In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty, and the burden of proof on all matters shall rest upon the employer. Such burden of proof, even in serious matters, which might constitute a crime, shall be preponderance of the evidence on the record and shall in no case be proof beyond a reasonable doubt.

ARTICLE 23 BULLETIN BOARDS, RIGHT TO INFORMATION AND DATA AND GENERAL PROVISIONS

Section 23.1: The Federation will supply bulletin boards of a reasonable size for the exclusive use of the Federation, which shall be mounted within available space in those facilities which employ members of the bargaining unit. The Federation shall have the right to post notices and other communications pertinent to Union business, and agrees it will not post material which is derogatory or in poor taste.

Section 23.2: The County shall, with five (5) days' written notice, submit to the Federation three copies of the seniority list of all those employees in the bargaining unit, indicating the date of hire, present title, date of permanent appointment, and salary grade and step.

The County further agrees to include in such list those employees having provisional status, indicating date of hire, present title, salary grade, and step.

Section 23.3: The County shall, in writing and in a timely manner, notify the Federation of the work area placement of new hires in the bargaining unit.

Section 23.4: The County shall, upon request, furnish to the Federation all relevant information and data necessary for the processing of grievances and for the preparation of contract proposals for negotiations, providing such information and data is available to the County.

Section 23.5: The County shall furnish the Federation fifteen hundred (1500) copies of this agreement as soon as it is practicable to do so. The cost of the copies of the agreement shall be shared equally by the parties to this agreement.

Section 23.6: The County agrees to inform any new employee within the bargaining unit that the Federation is the certified bargaining agent for his job title. The department agrees to allot a minimum of one (1) hour of every orientation period to the Federation during which a Federation representative will discuss with trainees contract administration.

Section 23.7: The County agrees not to interfere with the rights of employees to become members of the Federation; and there shall be no discrimination, interference, restraint, or coercion by the County (or any County representative) against any employee because of Federation membership. The County further agrees not to discriminate against any employee for acting in an official Union capacity on lawful Union business.

ARTICLE 24 FEDERATION USE OF FACILITIES

Section 24.1: Facilities shall be made available for Federation membership meetings during non-working hours with the prior approval of the department head or his designee.

Section 24.2: Facilities shall be made available during working hours with the prior approval of the department head or his designee for the purposes provided for in Article 30 of this agreement.

ARTICLE 25 OVERTIME

Section 25.1: The County and the Federation agree to the concept of overtime work being performed on a voluntary basis whenever possible. This concept shall remain operative subject to the continuing availability of qualified volunteers.

Section 25.2: Overtime shall be distributed as equally as possible among qualified employees performing similar work within each division.

Section 25.3: Overtime for a special project shall be distributed as equally as possible among qualified employees within each division.

Section 25.4: The concept of overtime work being performed on a voluntary basis shall remain in effect, subject to a sufficient number of qualified volunteers to work the required overtime.

The County agrees to give as much advance notice on overtime work as possible.

The department head or his designee shall notify the Federation I.U.E.-C.W.A. President whenever there is an insufficient number of qualified volunteers.

Section 25.5: Overtime shall be paid at the rate of time and one-half for all hours worked over forty hours per week, for all employees in Pay Group 53 and below.

Straight time pay or compensatory time off (at the option of the employee) shall be paid to all employees in Pay Group 54 and above who are in the exempt category under F.L.S.A. for all hours worked in excess of forty hours per week.

Hours paid for but not worked, on holidays, compensatory time off, and vacations shall be counted as time worked for the purpose of calculating overtime. Sick leave time shall not be counted as time worked in the calculation of overtime.

Section 25.6: All time worked between thirty-five hours and forty hours per week shall be at compensatory time off only, unless the department head or designee, in their sole discretion, approves paid straight time overtime, and the employee agrees to receive paid straight time overtime. The maximum accumulation of compensatory time shall not exceed forty (40) days.

Section 25.7: Employees called in to work outside of regularly scheduled hours shall be guaranteed a minimum of 2.67 hours at the rate of time and one-half. Such call-in pay shall not apply to hours, which immediately adjoin the employee's regularly scheduled starting time.

Section 25.8: On terminating employment with the County, an employee will be paid up to forty (40) days' compensatory time accumulation.

ARTICLE 26 OUT-OF-TITLE WORK

Section 26.1: The County agrees not to assign any employee to an out-of-title position in violation of Civil Service Law, rules and regulations.

Section 26.2: An employee directed by supervision in writing to assume the duties of a higher classification for a period in excess of ten (10) consecutive work days shall receive out-of-title pay for the duration of such assignment.

Employees who are directed to work in an out-of-title position without a written directive may promptly file a grievance at the second step of the Grievance Procedure protesting the failure to receive the directive in writing.

Out-of-title pay shall apply only under circumstances when the higher titled employee is on leave of absence or when the department head or his designee decides to temporarily fill a vacancy. Any other claim by an employee that he is working out-of-title may be processed through the department head in a request for a job audit, which shall be conducted by the Human Resources Department.

Section 26.3: Out-of-title pay will correspond to the step in the higher title which is immediately above the salary being received by the employee in his permanent classification, plus one (1) additional step.

Out-of-title assignment in a lower title shall not result in a salary reduction.

Out-of-title assignments shall be designated to the employee in writing, setting forth the commencement date of such out-of-title assignment.

In the event a supervisor of a unit or team is not to be replaced by an out-of-title assignment, the department head or his designee agrees to post a notice in that unit or team stating the name of the individual who will be responsible for the overall supervision of that unit or team.

Section 26.4: The County agrees that it will not assign any employee in the bargaining unit to out-of-title work in a lower title in excess of thirty (30) days in any calendar year except with prior mutual agreement of both parties.

Section 26.5: The County will furnish to the Federation, each month, a list of persons who have been working out-of-title for ten (10) working days or more.

ARTICLE 27 JOB SECURITY

Section 27.1: Any employee within the bargaining unit may refuse a promotion without prejudice and shall not be treated arbitrarily, capriciously or discriminatorily with regard to any future appointments, assignment or promotion.

Section 27.2: Appointments and promotions shall be made according to the rules and regulations of the Civil Service Commission of the County of Monroe and Civil Service Law.

Section 27.3:

- a) In the event of a reorganization of the department initiated by the County of its own accord, the County shall negotiate the impact of such reorganization in respect to any matter which is a mandatory subject of negotiations as defined by the Public Employment Relations Board.
- b) The County agrees to meet and confer with the Federation prior to any County decision to subcontract, consolidate, merge, transfer or terminate work regularly performed by members of the bargaining unit.

The County shall notify the Union of any request-for-proposal or competitive-bid advertisement that involves work regularly performed by or which could be performed by bargaining unit members. The Union shall have the opportunity to make a proposal to the County in response to the RFP or competitive-bid advertisement within the time frames established for all responders.

The Union may use uncovered release time to develop such proposals.

The County shall provide to the Union financial and budgetary information pertinent to the Union's preparing a proposal.

Neither the receipt of a request-for-proposal nor the submission of a proposal or bid may be deemed a waiver of rights as defined by the Taylor Law and the Public Employment Relations Board.

The County further agrees to negotiate with the Federation the decision and the impact of any decision relating to the action referred to in this sub-section when such matters are mandatory subject of negotiations as defined by the Public Employment Relations Board.

- c) In the event of a reorganization of the department mandated by the Federal or State government in which the authority and responsibility for the method of implementation is delegated to the County, the County and the Federation shall negotiate the impact of such plan within the bounds of the County's delegated authority and in respect to those matters which are mandatory subjects of negotiation as defined by the Public Employment Relations Board.
- d) In the event of a Federal or State reorganization over which the County has no authority delegated to it, the County shall make every effort to give the Federation full voice in the planning for and implementation of such plan.

Section 27.4:

- a) The County will use its most diligent efforts to avoid job abolishment's, to place those employees whose jobs are abolished in other County employment and to ease the impact of job abolishment's in every possible way.
- b) In the event lay-offs are scheduled, the provisions of Section 80 and 81 of the Civil Service Law shall apply to permanent, competitive employees.
- c) The County agrees to give laid-off employees the opportunity to return to their jobs with 15 working days' notice before hiring new employees in the same job classification.
- d) The County and the Union agree that unpaid furloughs are not desirable and all diligent efforts should be made to avoid such occurrences except where an unanticipated fiscal crisis exists.

In such an instance, the County will explore available alternatives and will, prior to making a decision, discuss the situation with the Union. The County will provide to the Union all available, relevant fiscal information on which projections of a fiscal crisis are based.

If the County reaches a decision to engage in unpaid furloughs, it will negotiate the impact of such decision with the Union. The County agrees that any such decision will not be made in a manner, which is unreasonable, discriminatory, arbitrary or capricious.

Section 27.5: An employee who assumes a provisional, competitive position may not be discharged except for just and sufficient cause after serving one year in such provisional position. A claim of discharge without just and sufficient cause may be processed under the provisions of Article 32.

Section 27.6: Nothing contained in this agreement shall be construed to diminish in any way, rights of employees under the Civil Service Law.

Section 27.7: Where a cost-savings program is agreed upon, current employees employed at the time the program is implemented will not lose their Civil Service title or salary grade as a result of implementation of such a program.

ARTICLE 28 CONFERENCE ATTENDANCE

Section 28.1: Employees covered by this agreement shall be eligible for attendance at conferences involving subjects determined by the department head to be relevant and appropriate, subject to the approval of the Director of Human Resources.

Section 28.2: Legitimate expenses incurred at conferences which have been approved by the department head and the Office of the Controller shall be reimbursed to the employee. The department head shall promulgate procedures for advanced payment of expenses to be incurred in conference attendance.

Section 28.3: Subject to the approval of the department head, release time with pay may be granted to employees for conference attendance at the employee's own expense.

ARTICLE 29 OTHER BENEFITS

Section 29.1: The work week for all employees covered by this contract shall be thirty-five (35) hours.

One hour of each full work day is allowed, without pay, for lunch. Fifteen minute coffee breaks may be taken in mid-morning and mid-afternoon.

Alternative work schedules will be available to employees upon agreement of the County and the Union.

Section 29.2: Sick Leave

Sick leave constitutes absence for reasons of illness, or injury; medical, optical, dental examinations or treatments; when serious or contagious disease affects a member of the employee's family and requires that employee's care and attendance or when, through exposure to contagious disease, a physician certifies that the employee's presence at the place of duty jeopardizes the health of others.

(Immediate family shall include parents, spouse, children, brother, sister, grandparents and grandchildren, persons occupying the position of parent of the employee, or any relative who is an actual member of the employee's household.)

When absence is required under the provisions of sick leave, that employee or another person in his stead shall notify his supervisor of the reason within one-half hour prior to the commencement of the work day or as soon thereafter as is possible. Employees employed at the Children's Center or another person in his stead shall notify the supervisor at least four (4) hours prior to the commencement of the work day, or as soon thereafter as is possible. Sickness during the workday or otherwise shall be reported to the immediate supervisor, who, in turn, shall notify the department head. In the event that such employee or person is unable to notify the appropriate department head or his designee, such employee or other person shall notify the Monroe County Office of the Director of Human Resources.

Sick leave shall be earned and posted at the rate of one (1) day per month of service, up to a maximum of 200 days.

Sick leave that extends five (5) or more consecutive working days must be supported by a standard medical certificate completed by an attending physician. The form shall be submitted to the department head within seven days following the return to work.

When sick leave is used for three or more consecutive days because of illness in the immediate family, a certificate by the attending physician covering the nature of the illness and the need for the employee to be in attendance of the relative is required. The Director of Human Resources may verify the validity of any absence under these regulations. Should a doctor or other qualified representative be assigned to visit an employee during an illness, such person shall be allowed into the employee's home.

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

Any employee engaging in gainful outside employment while on sick leave from the County shall not be entitled to sick leave payment.

Section 29.3: Half-Pay Sick Leave

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

- 1) The employee has exhausted all available leave time.
- 2) The employee is subjected to an unpaid waiting period of ten working days.
- 3) The employee has not abused the sick leave privilege during his term of employment.

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

- 1) The employee has exhausted all available leave time.
- 2) The employee is subjected to an unpaid waiting period of five working days.
- 3) The employee has not abused the privilege of sick leave during his term of employment.

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

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

It is understood that the foregoing sick leave provisions at half-pay may be granted more than once during the twelve month period, providing the total entitlement is not exceeded during the twelve month period.

Sick leave at half-pay shall not be unreasonably denied. Challenges to an unreasonable denial of half-pay sick leave shall be processed through the Grievance Procedure commencing at Step 2 of the Grievance Procedure.

If the grievance is not resolved at Step 2 or Step 3 of the Grievance Procedure, the case shall be presented to the Director of Human Resources for final determination. The parties agree that a grievance in respect to half-pay sick leave shall not be arbitrable.

Upon the recommendation of the department head and the approval of the County Executive, an extension of half-pay sick leave may be granted.

Half-pay sick leave shall not be approved unless submitted at least five (5) days in advance of the requirement for half-pay sick leave, unless not possible to do so.

It is understood that half-pay sick leave shall apply only to the employee and not to illness within the employee's family.

The employee may choose to keep, in his/her time bank, 5 days of paid leave before being placed on half-pay sick leave. This time may be used when the employee returns to work.

Section 29.4: Death in the Family

The Personnel Rules of the County of Monroe regarding death in the family shall also apply to all part-time employees working less than full-time, but at least twenty-five (25) hours weekly, in either a permanent part-time or permanent full-time position.

A full-time employee may be granted up to four working days with pay due to death in the immediate family. This absence must be reported to the Department Supervisor on the first day of absence.

Immediate family shall include parents, spouse, children, brother, sister, grandparents and grandchildren, person occupying the position of parent of the employee, mother-in-law, father-in-law, or any relative who is an actual member of the employee's household.

Section 29.5: Special Leave Without Pay

With the approval of the County Executive, an employee covered by this contract may be granted up to two (2) years leave of absence for specialized services such as the Peace Corps, VISTA, and other similar governmental programs.

Section 29.6: Advance Travel Funds

Advance travel funds shall be made to eligible employees under procedures promulgated by the Controller's Office and the department head.

Section 29.7: Civil Service Examinations

If death occurs in the immediate family of an employee who is scheduled on that day for a local Civil Service examination, an equivalent exam shall be given upon approval by the Director of Human Resources. Appropriate procedures will be prescribed by the Civil Service Department for reporting the death and applying for examination.

Time off with pay will be permitted in order to take promotional and competitive examinations given by the Monroe County Civil Service Commission. The department head must be given advance notice of the request for release time for such examination.

No examination fee shall be charged to employees in group 52 and below, or to employees taking promotional examinations, or to employees taking open competitive examinations in their career field. A list of career-field examinations shall be agreed upon by the County and the Union.

Section 29.8: Earned credits shall be available to full-time employees and to part-time employees as set forth in Article 35. A full-time employee shall be defined as one who works for the County of Monroe on an annual basis and who is employed regularly 25 hours per week or more.

No benefits or earned credits shall apply to employees who are classified as temporary or seasonal.

A temporary employee shall be defined as one who is employed by the County for a temporary period of time.

A seasonal employee shall be defined as one who is employed by the County for a portion of a year only.

If a seasonal employee works more than nine months in a payroll year, the employee shall be credited with the following earned credits in pay period one of the next payroll year, if the employee is still employed, or when the employee is rehired in the next payroll year: five vacation days, three sick leave days, and five paid holidays as the holidays occur.

All present employees who are receiving pro rata earned credits shall continue to receive such credits.

Employees who receive pro rata credits shall receive such credits based on the following formula. Employees regularly employed between 25 and 29 hours per week - five hours for each day of credit. Employees employed between 29 and 34 hours per week - six hours per day of credit.

Section 29.9: Jury Duty

To meet an obligation as a citizen by serving on juries, full-time employees will be granted time off with pay for jury duty.

Leave with pay is also granted pursuant to subpoena or other order of the Court providing the employee is not a litigant in the Court action.

However, the per diem jury pays only which an employee receives for serving shall be paid to the County.

An employee who works the afternoon or night shift who is summoned to jury duty shall be considered to be on the day shift working his normal work week for the duration of his jury service.

Section 29.10: Vacation

Any employee who has given at least one (1) months' notice in respect to scheduling a vacation, which has been approved by the employee's supervisor, shall not have his scheduled vacation canceled.

A full-time employee will earn a paid vacation allowance determined by length of continuous service as prescribed below. Vacation time taken shall only be granted when approved by the department head.

FIRST YEAR AND SECOND YEAR: Starting with the first month and ending with the twenty-fourth month of service, vacation shall be earned and posted at the rate of 5/6 days per month of service. This is at an annual rate of 10 days per year.

THIRD YEAR TO NINTH YEAR: After two years of service, starting with the twenty-fifth month and ending with the ninety-sixth month of service, 1 5/12 days per month shall be earned and posted per month. This is at an annual rate of 17 days' vacation per year.

NINTH YEAR TO FIFTEENTH YEAR: After eight (8) years of service, starting with the ninety-seventh month and ending with the one hundred sixty-eighth month, 1 1/2 days per month vacation shall be earned and posted. This is at an annual rate of 18 days' vacation per year.

FIFTEENTH YEAR AND OVER: Commencing with the one hundred sixty-ninth month of service, two days per month vacation shall be earned and posted. This is at an annual rate of twenty-four days vacation per year.

Accumulation of vacation credits is allowed up to a maximum of forty (40) working days. Vacation credits are neither earned nor posted when an employee is at his maximum.

Section 29.11: Shift Premium

An employee whose major part of the working day falls between the hours of 6:00 p.m. and 6:00 a.m., on a regular basis, shall be paid 60 cents an hour shift premium. The major part of a working day is defined as 50% or more of the employee's hours.

Any regular shift, which extends past 6:00 p.m., shall be paid for at the rate of 70 cents per hour for each hour past 6:00 p.m.

Section 29.12: Career Ladder

In the event a non-competitive employee assumes a position in the competitive class, and either fails the competitive examination or fails to pass the probationary period, such employee will be allowed to return to the non-competitive position formerly held, with no loss of seniority.

In the event an employee holding a competitive position, who formerly held a non- competitive position is laid-off due to reduction of force, such employee will be allowed to return to the non-competitive position formerly held, with no loss of seniority.

In the event a permanent, non-competitive employee assumes a provisional, competitive position, such employee shall not be discharged except for just and sufficient cause and have recourse to the procedures as set forth in Article 32.

Section 29.13: Flexible Benefits

The County will provide a Flexible Benefits Plan at no cost to employees for unreimbursed health, dependent care, and other costs, as permitted by law and regulation.

**ARTICLE 30
FEDERATION REPRESENTATION, RELEASE FOR
FEDERATION BUSINESS AND LABOR MANAGEMENT
COMMITTEE MEETINGS**

Section 30.1: The Federation shall be represented by the following:

- A. Federation officers not to exceed four (4) in number, specifically, the four officers are those holding the title of President, Vice-President, Secretary, and Treasurer.
- B. Various stewards not to exceed thirteen (13) in number.
- C. Grievance Committee members not to exceed three (3) in number.
- D. Bargaining Committee members not to exceed five (5) in number.
- E. Labor Management Committee members not to exceed three (3) in number.
- F. Delegates to International Convention not to exceed two (2) in number.
- G. Delegates to district council meetings not to exceed three (3) delegates once per year, and not to exceed two (2) delegates at other such meetings during the year.

The Federation shall forward to the Labor Relations Manager a list of the names of its officers and stewards, and shall immediately notify the Labor Relations Manager of any name changes as they occur.

Section 30.2: The County agrees to grant the union representatives reasonable and proper time off from their regular duties for the purpose of representing the negotiating unit at P.E.R.B. hearings, budget hearings, meetings with representatives of the County and under other similar circumstances having a legitimate purpose in representing the bargaining unit.

Section 30.3: The County agrees to grant area stewards and grievance committee members reasonable and proper time off from their regular duties to assist in the administration of the provisions of this agreement, to investigate and process grievances, to visit as necessary the department facilities, to attend Federation Department County meetings relating to the bargaining relationship of the parties, and to consult with Federation officers or other I.U.E.- C.W.A. representatives.

Section 30.4: The County agrees to grant bargaining committee members reasonable and proper time off from their regular duties to participate as a bargaining committee in the renewal or reopening of collective bargaining agreements.

Section 30.5: The County agrees to grant members of the Labor Management Committee reasonable and proper time off from their regular duties to attend meetings with department representatives and to pursue such matters arising out of the conferences.

Section 30.6: Delegates to the International Convention and the district council meetings will be granted up to twelve (12) man days per calendar year free from their regular duties, with pay, to attend these functions on behalf of the Federation.

The wages of delegates attending the aforementioned functions in excess of twelve (12) man days per calendar year shall be reimbursed to the County by the Federation in a manner mutually agreed to by the parties to this agreement.

Section 30.7: The County agrees to grant the Union President up to three (3) days off per week for release time. The days off will be on a regular fixed schedule that is agreed upon between the Union President, management, and the Labor Relations Manager. The schedule may be adjusted to accommodate Union related conferences per notification by the Union to the Labor Relations Manager. At least 10 days' notice must be provided.

Section 30.8: The four officers identified in 30.1.A above may use Covered Release Time to attend Executive Board meetings, if the meetings occur during the Officers' normally scheduled work hours. The 3 Grievance Committee members identified in 30.1.B above may use Covered Release Time to attend Executive Board meetings if the meetings occur during the Officers' normally scheduled work hours. All other union officials holding positions within the Union not specifically listed in this Section 30.8 are required to use Uncovered Release Time to attend Executive Board and/or other Union related meetings/activities, if the meetings occur during the officials normally scheduled work hours. Committee Chairs Co-Chairs, and or attendees at committees and/or meetings not specifically listed in Article 30 are not permitted to use Covered Release Time.

Section 30.9: Federation representatives who are to be granted release time, as set forth in the provisions of this article, will be without any loss of pay and without prejudice to any other rights.

Section 30.10: Federation representatives shall notify their supervisors at any time they intend to be absent from their regular duties for Federation business as described in this article.

1. Release time for Union business, with or without pay, shall be provided for legitimate Union functions as set forth in the agreement.
2. Release time for Union business shall not be unreasonably denied.
3. Union representatives shall be allowed a maximum of one (1) hour release time with pay, to prepare for arbitration hearings, improper labor practice hearings, fact-finding hearings, contract negotiations, labor/management committee meetings and other similar proceedings.

PROCEDURE FOR RELEASE TIME FOR UNION BUSINESS

1. Union representatives shall, in advance, notify the immediate supervisor of the requirement for release time and shall specify the place of intended visitation, the purpose of release time and the estimated duration of absence.
2. Upon arrival at destination, the Union representative shall notify the supervisor of that area of his presence, purpose and estimated duration of stay.
3. The Union representative shall, upon return to his work area, notify his supervisor of the time of return.
4. All notification by the Union representative to his immediate supervisor shall be in writing.
5. It is intended that the provisions of this memorandum shall be implemented in a reasonable manner.

Section 30.11: Uncovered release time will be paid by the County and then reimbursed by the Union so that the employee's total salary is not affected. Such release time shall be consistent with past practice and shall be used in a reasonable manner.

Section 30.12: Labor/Management Committee meetings shall be held in accordance with the schedule agreed upon between the department head or his designee and the Federation committee. The purpose of these conferences will be to take up important matters such as, but not limited to, the maintenance and improvement of harmonious and cooperative relations, discussion of procedures for avoiding future grievances, and policy questions arising out of the administration of this agreement.

A request for conference by either party shall be initiated by written request, setting forth an agenda of subjects to be discussed. A written response to such request shall be rendered within five working days stating a suggested date and time for conducting such conference.

Issues, which are resolved, or positions, which the parties agree to reduce to writing, shall be submitted within five working days of the conclusion of the conference. If pursuant to the function stated in this section, the members of the committee are of the opinion that the problems referred to are not being resolved properly, the committee shall issue a report giving details of the situation with recommendations to the department head and a copy to the County Executive.

Section 30.13 Release Time Reference Guide.

SAP Code Key

1000 Use Compensatory Time

1003 Use Vacation

1006 Use No Pay

1403 Use Union Business

4000 Pay Regular Hours

Secondary Reason Code

X42 Union Business Uncovered

X49 Contract Negotiations

Action	Article	SAP Code	Secondary Code
Administrative Review (as a Union Rep)	30.2	1403	
Administrative Review (as an Employee)		4000	
Arbitration Hearings (as a Grievant)		4000	
Arbitration Hearings (as a Union Rep)	30.3	1403	
Arbitration Hearings (as a Witness for the County)		4000	
Arbitration Hearings (as a Witness for the Union)		1403	
Arbitration Preparation (as a Grievant)- Max 1 Hour		1403	
Arbitration Preparation (as a Grievant)- Over 1 Hour		1403	X42
Arbitration Preparation (as a Union Rep)- Max 1 Hour	30.9	1403	
Arbitration Preparation (as a Union Rep)- Over 1 Hour	30.10	1403	X42
Arbitration Preparation (as a Witness for the County)		4000	
Arbitration Preparation (as a Witness for the Union) – Over 1 Hour		1403	X42
Arbitration Preparation (as a Witness for the Union)- Max 1 Hour		1403	
Contract Negotiation Meeting	30.4	1403	X49
Contract Negotiation Preparation Meeting- Max 1 Hour	30.9	1403	
Contract Negotiation Preparation Meeting- Over 1 Hour Max	30.10	1403	X42
Employee Meeting with Union Rep to Discuss Potential Grievance		1000, 1003, 1006	
Equity Committee Meeting		1403	X42
Executive Board Meeting	30.3	1403	
Fact Finding Preparation Hearings- Max 1 Hour	30.9	1403	
Fact Finding Preparation Hearings- Over 1 Hour Max	30.10	1403	X42
Grievance 3 rd Step Meeting (as County Rep)		4000	
Grievance 3 rd Step Meeting (as Grievant)		4000	
Grievance 3 rd Step Meeting (as Union Rep)	30.3	1403	
Grievance Committee Meeting (as Union Rep)	30.3	1403	
Grievance- Filing of a Grievance (as Employee)		1000, 1003, 1006	
Grievance- Filing of a Grievance (as Union Rep)	30.3	1403	
Health & Safety Committee Meeting		1403	X42
Improper Practice Preparation Hearings- Max 1 Hour	30.9	1403	
Improper Practice Preparation Hearings- Over 1 Hour Max	30.10	1403	X42
Investigatory Hearing (as a Union Rep)	30.3	1403	

Investigatory Hearing (as an Employee)		4000	
IUE Conference (International Convention) & District Council Meetings (Max of 12 man days per calendar year)	30.6	1403	
IUE Conference (International Convention) & District Council Meetings (Over Max of 12 man days per calendar year)	30.10	1403	X42
Labor Management Meeting	30.5	1403	
Marketing Committee Meeting	30.10	1403	X42
Meetings with Representatives of the County	30.2	1403	
Mobilization Committee Meeting		1403	X42
PERB Hearings	30.2	1403	
Social Action Committee		1403	X42
Steward Council Meeting	30.3	1403	
Training- Officer		1403	X42
Training- Steward		1403	X42
Union Rep's Meeting with Employee to Discuss Potential Grievance	30.3	1403	

**ARTICLE 31
LEAVE FOR UNION BUSINESS**

An employee, upon request, shall be granted a leave of absence without pay for a period of one year for the purpose of serving full-time with the Monroe County Federation of Social Workers, Local 81381, I.U.E.-C.W.A. Region #3, District #1, the IUE, the CWA, the AFL-CIO, and/or International Labor Organization... Such leave shall, upon request of the employee, be renewed annually.

**ARTICLE 32
GRIEVANCE PROCEDURE**

Section 32.1: Declaration of Policy

The purpose of this grievance procedure is to provide an orderly process whereby the employees specified herein may equitably and expeditiously settle any grievance that may arise in the course of their employment, free from coercion, restraint, interference, discrimination or reprisal. The procedural provisions contained herein shall be liberally construed for the accomplishment of these objectives.

Section 32.2: Definitions

As used herein, the following terms shall have the following meanings:

- a) "County" means the County of Monroe.
- b) "Legislature" means the Monroe County Legislature.
- c) "Employee" means any person directly employed and compensated by the County of Monroe and represented by Monroe County Federation of Social Workers, except persons employed in the Legislative and Judicial Branch thereof.
- d) "Superiors" means persons, regardless of title, who are assigned to exercise any level of supervisory responsibility over employees.
- e) "Department head" means the authorized appointing authority, or his designee, for the respective department.
- f) "Grievance" means any claimed violation, misinterpretation or inequitable application of the specific and express terms of this agreement, or any existing law, rule, procedure, regulation, order, or work rule of the County that pertains to County employment.
- g) "Employee organization" means the Monroe County Federation of Social Workers, Local 81381, I.U.E.-C.W.A.

Pendency of a grievance shall in no way operate to impede, delay or interfere with the rights of the County to take the action complained of, up to and including the decision rendered by an arbitrator.

Prior Notice: Prior to the filing of a grievance, the Federation shall give notice of its intent to file a grievance to the appropriate administrator (list to be provided by the County). The purpose of this prior notice is to provide the parties an opportunity to settle issues before a formal grievance is filed.

Step 1: A grievance as defined hereinabove, between an employee or a group of employees and the County, shall be initiated in the first instance by the Union with the Department's Authorized Designee. Before the Union files the written grievance within the time limit set forth below, the employee will notify the Union President or his/her designee of the claim, and if the President or his/her designee determines that the grievance lacks merit, the Union may waive the claim by not filing the written grievance. The grievance shall be submitted by the Union in writing (identifying the employee(s) affected) within fifteen (15) business days from its known occurrence by the employee(s) affected.

The Department's Authorized Designee shall serve a written reply to the Union within three (3) business days of the submission of the written grievance.

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

The Department Head or his/her authorized designee shall conduct an informal hearing at which all parties involved may present oral or written statements in support of their position. The hearing shall take place within ten (10) business days following the submission of the grievance tot Step 2 of the grievance procedure.. The Department Head or designee shall reply within five (5) business days.

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

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

Within thirty (30) working days after the effective date of this agreement, the Labor Relations Manager and the President of the Federation/IUE and/or their designees shall meet to agree upon a panel of five (5) arbitrators selected from lists submitted by the parties. The lists shall include names of arbitrators whose residences are within one hundred fifty (150) miles of Monroe County. Such panel shall serve for the term of this agreement.

Each party shall have the right annually to strike one name from the permanent panel. Such strike out shall become effective upon receipt of the written notice. Replacement of the struck name will be by mutual agreement forthwith.

The request for arbitration shall be submitted to the County in writing. After receipt of such request, the parties shall meet within ten (10) working days to select an arbitrator from the permanent panel. The essential method of selection for each case shall be made by agreement. If the parties are unable to agree, the arbitrator shall be assigned from this panel on a rotating basis. Initial assignment for rotation shall be determined by lot.

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

The arbitrator shall not have jurisdiction or authority to add to, modify, detract from or alter in any way the provisions of this agreement or any amendment or supplement hereto. If the grievance concerns matters not covered by this agreement or the procedures contained herein have not been adhered to, said grievance shall be returned to the parties without decision. The fees and expenses of the arbitrator shall be shared equally by the parties to this agreement.

In any monetary award, the arbitrator shall be limited to an award not to exceed the period commencing 15 business days prior to the filing of the grievance.

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

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

ARTICLE 33 CHILDREN'S CENTER

Section 33.1: If annual physical examinations are required by the County, they shall be provided for employees at no cost.

Section 33.2: The Director of the Children's Center shall, whenever a shift vacancy occurs, post such shift vacancy for a period of not less than seven (7) calendar days.

After one year of continuous service at the Children's Center an employee, if qualified, may exercise his seniority in respect to choice of shift. Seniority for purposes of this section shall be defined as the period of continuous service of an employee dating from the first date of employment with the County.

When an employee chooses to exercise his seniority for choice of shift, he may not utilize that right again for at least one year. This procedure may be utilized only when a shift vacancy exists.

Section 33.3: The employees who are listed hereinafter who are employed at the Children's Center shall continue working the schedule, which has been in effect since 1968. This schedule provides for a 37.33 hour average work week, which average is arrived at over a six-week cycle.

Youth Detention Worker
Senior Youth Detention Worker
Supervising Youth Detention Worker

It is further understood that the aforementioned classifications shall remain 80 hours and shall have their credits earned and charged based on eight (8) hours per day.

Section 33.4: The holidays as set forth in Article 13 of this agreement shall be observed on the calendar date of the holiday. This shall also apply to employees regularly engaged in after-hours child protective coverage.

Section 33.5: The Monroe County Children's Detention Center, Special Rules re: Monitoring

1. The Monroe County Children's Detention Center is a secure facility, the monitoring of activities in the building is necessary to protect the health and safety of both residents and employees.
2. As a requirement of the NYS Office of Children and Family Services, the regulatory agency for the facility, and in order to maintain a secure facility and to protect the health and safety of both residents and employees, security cameras are present in the facility. NYS OCFS is permitted the full and complete access to all recorded materials from the cameras by statute.
3. County management retains the right to monitor the activities within the facility by supervisory and administrative staff.
4. When an incident occurs that jeopardizes the health and safety of residents and/or employees, or allegations of inappropriate activities by residents and/or staff are discovered, the video footage may be reviewed by County management.
5. If discipline is issued to an employee as a result of the review of the video footage, upon written request, the County agrees to provide a copy of the video footage to the Union.

**ARTICLE 34
AFTER HOURS AND STAND-BY COVERAGE**

- 1) Employees of the bargaining unit engaged in after-hours coverage will average thirty-five (35) hours per workweek which will include on-site and off-site duty.
- 2) Employees on off-site after hours duty, including hours worked in excess of thirty-five (35) hours per workweek, will be credited with one (1) hr. for each three & one-half (3 1/2) hrs. worked off-site. Off-site after hours duty will always be compensated at the rate of one (1) hour for each three and one-half (3 1/2) hours of duty.
- 3) Hours credited in excess of the thirty-five (35) hour workweek will be compensated in accordance with Section 25.5 of this agreement.
- 4) Employees engaged in on-site after hours coverage of more than five (5) hours shall have an unpaid lunch period of not less than thirty (30) minutes, and not more than one (1) hour. Employees engaged in on site coverage for five (5) hours or less will be entitled to one (1) fifteen-minute break.
- 5) Employees designated for after-hours coverage will be supplied with a portable electronic device.
- 6) Staff employees who are designated for stand-by coverage, exclusive of the normal workweek, will be credited with one (1) hour for each three and one-half (3 1/2) hours of such coverage.
- 7) Supervisors directed to be on stand-by, exclusive of the normal workweek, will be furnished with a portable electronic device and will be credited with .67 of an hour payment at the rate of time and one-half for each seven (7) hours of stand-by or major portion thereof.
- 8) Any employee engaged in off-site after hours or stand-by coverage who is called out to duty shall be compensated in accordance with the provisions contained in Section 25.7 of this agreement.
- 9) In the event of an insufficient number of qualified volunteers for after hours or stand-by coverage, involuntary assignment shall be made in accordance with Article 18, Section 18.4, of this agreement.

**ARTICLE 35
PART-TIME EMPLOYEE BENEFITS**

Section 35.1: Part-time employees are employees who are regularly scheduled to work less than 25 hours per week.

Section 35.2: Economic benefits for part-time employees who are regularly scheduled to work 17 1/2 to 24 hours per week shall be as follows:

1. Salary increments: Part-time employees shall be hired at the Entry step of the salary schedule. After having completed six months of satisfactory performance, the employees shall be moved to Step A. After having completed one year of satisfactory performance, the employees shall be moved to Step B. Thereafter, part-time employees shall be evaluated on an annual basis and shall receive increments every year, upon satisfactory performance.
2. Part-time employees shall receive holiday pay on a pro rata basis, based upon the employee's regular work schedule, for any holiday on which the employee is scheduled to work.

3. Part-time employees shall earn a paid vacation allowance on a pro rata basis, based upon the employee's regular work schedule.
4. Part-time employees shall, after 6 months of continuous employment, be credited with 7 hours of sick leave. Upon the anniversary date of employment, and on each anniversary date of continuous employment thereafter, the employees shall be credited with an additional 14 hours of available sick leave.
5. Part-time employees may obtain one of the health insurance plans, as provided for in Article 9, by paying 50% of the insurance premium.
6. Part-time employees shall be paid longevity at one-half of the amounts set forth in Article 10.

Section 35.3: Part-time employees who are regularly scheduled to work more than 24 hours per week for a month or more, shall be given full-time sick leave, vacation, and holiday pay, as such full-time benefits are set forth in the collective bargaining agreement. If such assignment is for two months or more, the employees shall be offered full-time health insurance and dental coverage as such full-time benefits are set forth in the collective bargaining agreement. In addition, the following shall apply to such temporary assignments:

1. Written notice of such temporary assignments shall be given to the employee and to the Union.
2. If a bargaining unit member changes from part-time to full-time, or vice versa, the member shall retain the original hire date for purposes of the collective bargaining agreement.

ARTICLE 36 SEVERABILITY

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor shall not become effective until the appropriate legislative body has given approval.

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

ARTICLE 37 MERIT EVALUATION SYSTEM

A rating has the following value for each of the eighteen categories:

- 1 = 100 points
- 2 = 75 points
- 3 = 50 points
- 4 = 25 points
- 5 = 0 points

If the double rated box is checked for a category, then its rating is altered as follows:

- 1 = plus 50 points
- 2 = plus 25 points
- 3 = no change
- 4 = minus 25 points
- 5 = minus 50 points

The scores for each category are summed and the sum divided by the total number of categories rated to attain the final average.

PASSING POINT

Under this rating system, the passing point is 50%.

EXAMPLES

(A) Rating: 23354223333 (eleven of the eighteen categories)

Points: three 2's at 75 points	225
six 3's at 50 points	300
one 4 at 25 points	25
one 5 at 0 points	<u>0</u>
Average is: 550 divided by 11 = 50.0	550

(B) Rating: 333244333 (nine of the eighteen categories)

Points: one 2 at 75 points	75
six 3's at 50 points	300
two 4's at 25 points	<u>50</u>
Average is: 425 divided by 9 = 47.2	425

(C) Rating: 33323223323132 (fourteen of the eighteen categories—those numbers that are checked are double rated factors that would be checked in the Double Rated column—four would be checked in the Not Rated Column)

Points: one 1 at 100 points	100
five 2's at 75 points	375
eight 3's at 50 points	400
two double rated 2's at plus 25 points	<u>50</u>
	925

Average is: 925 divided by 14 = 66.1 (D) 33323223343

(D) 33323223343

Points: three 2's at 75 points	225
seven 3's at 50 points	350
one 4 at 25 points	<u>25</u>
	600
Add in for heavier 2's (25 X 2)	50
Add in for heavier 3	<u>0</u>
	650

Average is: 650 divided by 11 = 59.0

(Passing)

As you can see, each 25 points is worth a shift in average of 2.27; every 50 points, a shift in average of 4.55.

PERFORMANCE RANKING SUMMARY SHEET

If total points are:		Total % ranking is:
275	Fail	25.0
300		27.2
325		29.5
350		31.8
375		34.0
400		36.3
425		38.6
450		40.9
475		43.1
500		45.4
525		47.7
550	Pass	50.0
575		52.2
600		54.5
625		56.8
650		59.0
675		61.3
700		63.6
725		65.9
750		68.1
775		70.4
800		72.7
825		75.0
850		77.2
875		79.5
900		81.8
925		84.0
950		86.3
975		88.6
1000		90.0
1025		93.1
1050		95.4
1075		97.7
1100		100.00

PERFORMANCE EVALUATION FORM

NAME _____

JOB TITLE _____

A/C DIV. _____

SOCIAL SECURITY NO _____

INCREMENT MONTH _____

ANNUAL SALARY _____

CR/ST _____

RATING CODES:

Exceptional: A performance, which is considerably in excess of the minimum requirement to maintain an efficient operation of the department.

Better Than Average: A performance, which is in excess of the minimum requirement to maintain an efficient operation of the department.

Average: An adequate performance that will maintain an efficient operation of the department.

Needs Improvement: A performance, which is not good enough to maintain an efficient operation of the department.

Not Acceptable: A level of performance, which is considerably below the minimum requirement to maintain an efficient operation of the department.

PRODUCTIVITY

RATING

Operations:
Level of performance in carrying-out assignments in area of responsibility.

Rated _____
Not Rated _____

Safety:
Effectiveness in carrying-out his responsibilities safely, both himself and through others.

Rated _____
Not Rated _____

COMMENTS:

PRODUCTIVITY

RATING

KNOWLEDGE

Basic:
Knowledge required to carry out his primary responsibilities.

Rated _____
Not Rated _____

Related:
Knowledge of other areas helpful

Rated _____

in his performance.

Not Rated _____

Application:
Effectiveness in applying his
knowledge to the job.

Rated _____
Not Rated _____

COMMENTS:

PROBLEM SOLVING:

Recognition:

Ability to see problems and the
opportunity for their solution.

Rated _____
Not Rated _____

Judgment:
Quality of recommendation
or actions taken.

Rated _____
Not Rated _____

Creativity:
Evidence of original thinking
applied to his job.

Rated _____
Not Rated _____

COMMENTS:

COOPERATIVENESS

Other Personnel:
Evidence of cooperation
with associates.

Rated _____
Not Rated _____

Others:

Effectiveness in relationships
with the public when needed.

Rated _____
Not Rated _____

Communication

Effectiveness in getting across to others,
both orally and in writing.

Rated _____
Not Rated _____

COMMENTS:

PRODUCTIVITY

RATING

ORGANIZATIONAL SKILLS

Planning:
Effectiveness in anticipating needs, setting-up objectives and establishing time schedules. Rated _____
Not Rated _____

Execution:
Effectiveness in holding to objectives, interpreting progress and taking corrective action. Rated _____
Not Rated _____

COMMENTS:

GENERAL

Appearance:
Appearance as it relates to job requirements. Rated _____
Not Rated _____

Attendance:
Take into account unexcused absence, tardiness, etc. Rated _____
Not Rated _____

COMMENTS:

FOR SUPERVISION ONLY

Effectiveness in directing, coaching and motivating subordinate employees. Rated _____
Not Rated _____

Supervisory Organization:
Effectiveness in distributing work and delegating responsibility Rated _____
Not Rated _____

COMMENTS:

ADDITIONAL COMMENTS IF NECESSARY:

Supervisory comments shall be inserted by the supervisor for each category of the performance evaluation form.

Date

Supervisor's Signature

*Employee's Signature

* The Employee Signature represents only that the employee has seen the evaluation and does not mean agreement or disagreement.

ADDENDUM

In addition to the areas specifically covered in this agreement, the items listed below are agreements reached outside of the contract:

1. Educational Leave: The County agrees that further exploration will be given to the "b" plan for graduate education insofar as NYS may offer scholarship aid to cover this specific educational program.
2. The County agrees to continue providing a bicycle rack for those individuals who select that means of transportation.
3. The County agrees to continue to retain a bus shelter at the bus stop located in front of the Social Services building.
4. The Federation shall have the right to consult with the administration regarding the advisability of conducting home visits when conditions suggest a potentially dangerous situation, i.e., inclement weather, the presence of disease which has been verified by a physician, etc.
5. The County agrees to maintain safety hand rails at the entrances to the Social Services building.

TERM OF AGREEMENT

This agreement shall become effective August 14, 2018, and terminate at the close of business on December 31, 2023.

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

MONROE COUNTY

/s Cheryl Dinolfo, County Executive

/s Brayton McK. Connard, Human Resources Director

MONROE COUNTY FEDERATIONS OF SOCIAL WORKERS, LOCAL 381, I.U.E.-C.W.A

/s Kendall Bell, President

/s Michael Rusinek, I.U.E.-C.W.A. Representative

FEDERATION OF SOCIAL WORKERS NEGOTIATING COMMITTEE:

Kendall Bell
Mike Rusinek
Michelle Alaimo
Robert Way
LaTonya Wilcox
Kimberly Kuyal
Evelyn Evans
Kris Gilliam

MONROE COUNTY NEGOTIATING COMMITTEE:

Brayton McK. Connard, Director of
Human Resources
Thomas C. Vasey, Deputy Director
Peter J. Spinelli
Karlee S. Bolaños
William Q. Lowe
Sheyenne Livecchi,
Acting Labor Relations Manager

**FEDERATION OF SOCIAL WORKERS
7/1/18 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
46	ANNUALIZED	22,858.88	23,554.23	25,205.66	26,596.37	27,986.90	29,464.21	30,053.60
	PAYROLL YEAR	22,771.29	23,463.99	25,109.08	26,494.47	27,879.67	29,351.32	29,938.45
	70 HOUR	12.5117	12.8923	13.7962	14.5574	15.3185	16.1271	16.4497
	75 HOUR	11.6776	12.0328	12.8764	13.5868	14.2973	15.0520	15.3530
	80 HOUR	10.9477	11.2807	12.0717	12.7377	13.4037	14.1113	14.3935
	BI-WEEKLY	875.82	902.46	965.73	1,019.02	1,072.30	1,128.90	1,151.48
49	ANNUALIZED	27,813.15	28,682.26	30,420.46	32,245.64	33,984.03	35,722.42	36,436.77
	PAYROLL YEAR	27,706.59	28,572.36	30,303.91	32,122.09	33,853.82	35,585.55	36,297.17
	70 HOUR	15.2234	15.6991	16.6505	17.6495	18.6010	19.5525	19.9435
	75 HOUR	14.2085	14.6524	15.5406	16.4728	17.3610	18.2490	18.6140
	80 HOUR	13.3204	13.7367	14.5692	15.4434	16.2759	17.1084	17.4506
	BI-WEEKLY	1,065.64	1,098.94	1,165.54	1,235.47	1,302.07	1,368.68	1,396.05
50	ANNUALIZED	29,551.18	30,420.46	32,332.60	34,157.96	36,070.28	37,982.23	38,741.72
	PAYROLL YEAR	29,437.95	30,303.91	32,208.72	34,027.08	35,932.08	37,836.71	38,593.28
	70 HOUR	16.1747	16.6505	17.6971	18.6962	19.7429	20.7894	21.2052
	75 HOUR	15.0965	15.5406	16.5173	17.4498	18.4266	19.4033	19.7914
	80 HOUR	14.1531	14.5692	15.4849	16.3593	17.2749	18.1907	18.5545
	BI-WEEKLY	1,132.23	1,165.54	1,238.80	1,308.73	1,382.00	1,455.26	1,484.36
51	ANNUALIZED	31,550.46	32,419.57	34,418.67	36,330.81	38,416.69	40,415.80	41,224.06
	PAYROLL YEAR	31,429.58	32,295.35	34,286.80	36,191.61	38,269.50	40,260.95	41,066.12
	70 HOUR	17.2690	17.7447	18.8389	19.8855	21.0272	22.1214	22.5638
	75 HOUR	16.1178	16.5618	17.5829	18.5598	19.6254	20.6466	21.0595
	80 HOUR	15.1104	15.5267	16.4840	17.3998	18.3989	19.3563	19.7435
	BI-WEEKLY	1,208.83	1,242.13	1,318.72	1,391.99	1,471.90	1,548.50	1,579.47
52	ANNUALIZED	33,549.57	34,505.64	36,765.45	38,851.34	41,024.19	43,283.82	44,149.46
	PAYROLL YEAR	33,421.02	34,373.43	36,624.59	38,702.48	40,867.01	43,117.98	43,980.30
	70 HOUR	18.3632	18.8865	20.1234	21.2651	22.4544	23.6912	24.1650
	75 HOUR	17.1389	17.6274	18.7819	19.8475	20.9574	22.1119	22.5542
	80 HOUR	16.0677	16.5256	17.6080	18.6070	19.6477	20.7299	21.1445
	BI-WEEKLY	1,285.42	1,322.06	1,408.64	1,488.56	1,571.81	1,658.38	1,691.55
53	ANNUALIZED	35,809.38	36,852.23	39,112.05	41,459.01	43,805.43	46,065.43	46,986.97
	PAYROLL YEAR	35,672.18	36,711.04	38,962.20	41,300.17	43,637.59	45,888.93	46,806.94
	70 HOUR	19.6001	20.1709	21.4078	22.6924	23.9767	25.2137	25.7181
	75 HOUR	18.2934	18.8262	19.9807	21.1795	22.3783	23.5327	24.0033
	80 HOUR	17.1500	17.6495	18.7318	19.8557	20.9797	22.0619	22.5032
	BI-WEEKLY	1,372.01	1,411.96	1,498.55	1,588.47	1,678.37	1,764.96	1,800.27

**FEDERATION OF SOCIAL WORKERS
7/1/18 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
54	ANNUALIZED	38,155.98	39,286.16	41,719.73	44,153.47	46,760.79	49,020.60	50,001.15
	PAYROLL YEAR	38,009.79	39,135.64	41,559.88	43,984.30	46,581.63	48,832.78	49,809.58
	70 HOUR	20.8845	21.5031	22.8351	24.1672	25.5943	26.8312	27.3679
	75 HOUR	19.4922	20.0694	21.3127	22.5559	23.8879	25.0424	25.5433
	80 HOUR	18.2740	18.8151	19.9806	21.1462	22.3950	23.4773	23.9468
	BI-WEEKLY	1,461.92	1,505.22	1,598.46	1,691.70	1,791.60	1,878.18	1,915.75
55	ANNUALIZED	40,850.62	42,067.22	44,674.72	47,282.39	50,063.64	52,323.27	53,369.78
	PAYROLL YEAR	40,694.11	41,906.05	44,503.55	47,101.24	49,871.82	52,122.80	53,165.29
	70 HOUR	22.3594	23.0253	24.4525	25.8798	27.4021	28.6389	29.2117
	75 HOUR	20.8686	21.4903	22.8224	24.1544	25.5753	26.7297	27.2643
	80 HOUR	19.5645	20.1471	21.3959	22.6447	23.9767	25.0590	25.5602
	BI-WEEKLY	1,565.16	1,611.77	1,711.68	1,811.59	1,918.15	2,004.72	2,044.82
56	ANNUALIZED	43,805.43	45,109.36	47,803.82	50,758.81	53,714.17	56,234.69	57,359.21
	PAYROLL YEAR	43,637.59	44,936.53	47,620.66	50,564.33	53,508.36	56,019.24	57,139.45
	70 HOUR	23.9767	24.6904	26.1652	27.7826	29.4002	30.7798	31.3953
	75 HOUR	22.3783	23.0444	24.4208	25.9304	27.4401	28.7277	29.3022
	80 HOUR	20.9797	21.6041	22.8944	24.3098	25.7252	26.9322	27.4709
	BI-WEEKLY	1,678.37	1,728.33	1,831.56	1,944.78	2,058.01	2,154.59	2,197.67
57	ANNUALIZED	47,369.36	48,846.85	51,888.63	54,844.16	57,972.72	60,928.07	62,146.68
	PAYROLL YEAR	47,187.87	48,659.70	51,689.82	54,634.03	57,750.60	60,694.63	61,908.57
	70 HOUR	25.9274	26.7361	28.4010	30.0187	31.7311	33.3487	34.0157
	75 HOUR	24.1987	24.9536	26.5077	28.0175	29.6158	31.1255	31.7480
	80 HOUR	22.6864	23.3940	24.8509	26.2663	27.7648	29.1801	29.7637
	BI-WEEKLY	1,814.92	1,871.53	1,988.07	2,101.31	2,221.18	2,334.41	2,381.10
58	ANNUALIZED	50,932.74	52,323.27	55,800.05	58,928.97	62,231.64	65,534.67	66,845.36
	PAYROLL YEAR	50,737.60	52,122.80	55,586.26	58,703.19	61,993.20	65,283.58	66,589.25
	70 HOUR	27.8778	28.6389	30.5419	32.2545	34.0622	35.8701	36.5875
	75 HOUR	26.0192	26.7297	28.5057	30.1042	31.7914	33.4787	34.1483
	80 HOUR	24.3931	25.0591	26.7241	28.2227	29.8045	31.3863	32.0140
	BI-WEEKLY	1,951.45	2,004.72	2,137.93	2,257.82	2,384.35	2,510.91	2,561.13
59	ANNUALIZED	54,930.76	56,495.22	60,145.75	63,796.28	67,881.27	70,836.26	72,252.92
	PAYROLL YEAR	54,720.30	56,278.77	59,915.31	63,551.85	67,621.19	70,564.86	71,976.09
	70 HOUR	30.0661	30.9224	32.9205	34.9186	37.1545	38.7719	39.5473
	75 HOUR	28.0617	28.8609	30.7259	32.5906	34.6775	36.1872	36.9109
	80 HOUR	26.3078	27.0571	28.8054	30.5537	32.5101	33.9256	34.6040
	BI-WEEKLY	2,104.63	2,164.57	2,304.44	2,444.30	2,600.82	2,714.03	2,768.31

**FEDERATION OF SOCIAL WORKERS
2019 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
46	ANNUALIZED	23,430.36	24,143.07	25,835.79	27,261.22	28,686.64	30,200.86	30,804.86
	PAYROLL YEAR	23,340.59	24,050.57	25,736.80	27,156.77	28,576.73	30,085.15	30,686.84
	70 HOUR	12.8245	13.2146	14.1411	14.9213	15.7015	16.5303	16.8609
	75 HOUR	11.9695	12.3336	13.1983	13.9265	14.6547	15.4283	15.7368
	80 HOUR	11.2214	11.5627	12.3735	13.0561	13.7388	14.4641	14.7533
	BI-WEEKLY	897.72	925.02	989.88	1,044.49	1,099.11	1,157.12	1,180.26
49	ANNUALIZED	28,508.51	29,399.35	31,181.04	33,051.71	34,833.58	36,615.46	37,347.72
	PAYROLL YEAR	28,399.28	29,286.71	31,061.58	32,925.07	34,700.12	36,475.17	37,204.62
	70 HOUR	15.6040	16.0916	17.0668	18.0907	19.0660	20.0413	20.4421
	75 HOUR	14.5637	15.0187	15.9291	16.8846	17.7950	18.7052	19.0794
	80 HOUR	13.6534	14.0801	14.9334	15.8295	16.6828	17.5361	17.8869
	BI-WEEKLY	1,092.28	1,126.41	1,194.68	1,266.35	1,334.62	1,402.89	1,430.95
50	ANNUALIZED	30,290.02	31,181.04	33,140.87	35,011.90	36,972.09	38,931.73	39,710.39
	PAYROLL YEAR	30,173.96	31,061.58	33,013.89	34,877.75	36,830.43	38,782.56	39,558.25
	70 HOUR	16.5791	17.0668	18.1395	19.1636	20.2365	21.3091	21.7353
	75 HOUR	15.4739	15.9291	16.9302	17.8860	18.8873	19.8884	20.2862
	80 HOUR	14.5069	14.9334	15.8720	16.7683	17.7068	18.6455	19.0184
	BI-WEEKLY	1,160.54	1,194.68	1,269.77	1,341.45	1,416.56	1,491.64	1,521.47
51	ANNUALIZED	32,339.18	33,230.02	35,279.19	37,239.01	39,377.15	41,426.13	42,254.67
	PAYROLL YEAR	32,215.27	33,102.71	35,144.02	37,096.33	39,226.28	41,267.41	42,092.78
	70 HOUR	17.7007	18.1883	19.3099	20.3826	21.5529	22.6744	23.1279
	75 HOUR	16.5207	16.9758	18.0225	19.0238	20.1160	21.1628	21.5860
	80 HOUR	15.4882	15.9149	16.8961	17.8348	18.8589	19.8402	20.2371
	BI-WEEKLY	1,239.05	1,273.18	1,351.69	1,426.78	1,508.70	1,587.21	1,618.95
52	ANNUALIZED	34,388.34	35,368.34	37,684.62	39,822.57	42,049.87	44,365.95	45,253.15
	PAYROLL YEAR	34,256.59	35,232.83	37,540.23	39,669.99	41,888.76	44,195.97	45,079.76
	70 HOUR	18.8223	19.3587	20.6265	21.7967	23.0158	24.2835	24.7691
	75 HOUR	17.5674	18.0681	19.2514	20.3437	21.4813	22.6647	23.1181
	80 HOUR	16.4694	16.9387	18.0482	19.0722	20.1389	21.2481	21.6731
	BI-WEEKLY	1,317.56	1,355.11	1,443.86	1,525.77	1,611.11	1,699.85	1,733.84
53	ANNUALIZED	36,704.61	37,773.59	40,089.86	42,495.47	44,900.53	47,216.99	48,161.73
	PAYROLL YEAR	36,563.98	37,628.86	39,936.26	42,332.65	44,728.50	47,036.08	47,977.20
	70 HOUR	20.0901	20.6752	21.9430	23.2597	24.5761	25.8440	26.3611
	75 HOUR	18.7507	19.2969	20.4802	21.7090	22.9378	24.1210	24.6034
	80 HOUR	17.5788	18.0907	19.2001	20.3521	21.5042	22.6134	23.0658
	BI-WEEKLY	1,406.31	1,447.26	1,536.01	1,628.18	1,720.33	1,809.08	1,845.28

**FEDERATION OF SOCIAL WORKERS
2019 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
54	ANNUALIZED	39,109.86	40,268.36	42,762.76	45,257.35	47,929.88	50,246.15	51,251.19
	PAYROLL YEAR	38,960.01	40,114.07	42,598.92	45,083.95	47,746.24	50,053.64	51,054.82
	70 HOUR	21.4066	22.0407	23.4060	24.7714	26.2342	27.5020	28.0521
	75 HOUR	19.9795	20.5711	21.8455	23.1198	24.4851	25.6685	26.1819
	80 HOUR	18.7309	19.2855	20.4801	21.6749	22.9549	24.0642	24.5455
	BI-WEEKLY	1,498.46	1,542.85	1,638.42	1,734.00	1,836.39	1,925.14	1,963.65
55	ANNUALIZED	41,871.92	43,118.84	45,791.56	48,464.46	51,315.31	53,631.40	54,704.03
	PAYROLL YEAR	41,711.49	42,953.64	45,616.12	48,278.78	51,118.70	53,425.92	54,494.44
	70 HOUR	22.9184	23.6009	25.0638	26.5268	28.0872	29.3549	29.9420
	75 HOUR	21.3903	22.0276	23.3930	24.7583	26.2147	27.3979	27.9459
	80 HOUR	20.0536	20.6508	21.9308	23.2108	24.5761	25.6855	26.1992
	BI-WEEKLY	1,604.29	1,652.06	1,754.47	1,856.88	1,966.10	2,054.84	2,095.94
56	ANNUALIZED	44,900.53	46,237.17	48,998.86	52,027.84	55,057.01	57,640.57	58,793.23
	PAYROLL YEAR	44,728.50	46,060.01	48,811.13	51,828.50	54,846.06	57,419.73	58,567.96
	70 HOUR	24.5761	25.3077	26.8193	28.4772	30.1352	31.5493	32.1802
	75 HOUR	22.9378	23.6205	25.0313	26.5787	28.1261	29.4459	30.0348
	80 HOUR	21.5042	22.1442	23.4668	24.9175	26.3683	27.6055	28.1577
	BI-WEEKLY	1,720.33	1,771.54	1,877.35	1,993.40	2,109.46	2,208.45	2,252.61
57	ANNUALIZED	48,553.62	50,068.02	53,185.80	56,215.33	59,422.08	62,451.24	63,700.36
	PAYROLL YEAR	48,367.59	49,876.19	52,982.02	55,999.94	59,194.41	62,211.97	63,456.30
	70 HOUR	26.5756	27.4045	29.1110	30.7692	32.5244	34.1824	34.8661
	75 HOUR	24.8037	25.5774	27.1704	28.7179	30.3562	31.9036	32.5417
	80 HOUR	23.2536	23.9789	25.4722	26.9230	28.4589	29.9096	30.5078
	BI-WEEKLY	1,860.29	1,918.32	2,037.77	2,153.84	2,276.71	2,392.77	2,440.63
58	ANNUALIZED	52,205.98	53,631.40	57,194.97	60,402.26	63,787.51	67,173.13	68,516.52
	PAYROLL YEAR	52,005.95	53,425.92	56,975.83	60,170.84	63,543.12	66,915.76	68,254.00
	70 HOUR	28.5747	29.3549	31.3054	33.0609	34.9138	36.7669	37.5022
	75 HOUR	26.6697	27.3979	29.2183	30.8568	32.5862	34.3157	35.0020
	80 HOUR	25.0029	25.6856	27.3922	28.9283	30.5496	32.1710	32.8144
	BI-WEEKLY	2,000.23	2,054.84	2,191.38	2,314.26	2,443.97	2,573.68	2,625.15
59	ANNUALIZED	56,304.12	57,907.68	61,649.37	65,391.25	69,578.37	72,607.17	74,059.27
	PAYROLL YEAR	56,088.40	57,685.81	61,413.17	65,140.71	69,311.79	72,328.98	73,775.52
	70 HOUR	30.8178	31.6955	33.7435	35.7916	38.0834	39.7412	40.5360
	75 HOUR	28.7632	29.5824	31.4940	33.4054	35.5444	37.0919	37.8337
	80 HOUR	26.9655	27.7335	29.5255	31.3175	33.3229	34.7737	35.4691
	BI-WEEKLY	2,157.25	2,218.69	2,362.05	2,505.41	2,665.84	2,781.88	2,837.52

**FEDERATION OF SOCIAL WORKERS
2020 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
46	ANNUALIZED	23,781.88	24,505.19	26,223.30	27,670.10	29,116.90	30,653.95	31,266.91
	PAYROLL YEAR	23,690.76	24,411.30	26,122.82	27,564.08	29,005.34	30,536.51	31,147.12
	70 HOUR	13.0169	13.4128	14.3532	15.1451	15.9370	16.7783	17.1138
	75 HOUR	12.1490	12.5186	13.3963	14.1354	14.8745	15.6597	15.9729
	80 HOUR	11.3897	11.7361	12.5591	13.2519	13.9449	14.6811	14.9746
	BI-WEEKLY	911.18	938.90	1,004.72	1,060.16	1,115.59	1,174.48	1,197.97
49	ANNUALIZED	28,936.21	29,840.39	31,648.76	33,547.56	35,356.10	37,164.65	37,907.87
	PAYROLL YEAR	28,825.34	29,726.06	31,527.50	33,419.02	35,220.64	37,022.26	37,762.63
	70 HOUR	15.8381	16.3330	17.3228	18.3621	19.3520	20.3419	20.7487
	75 HOUR	14.7822	15.2440	16.1680	17.1379	18.0619	18.9858	19.3656
	80 HOUR	13.8582	14.2913	15.1574	16.0669	16.9330	17.7991	18.1552
	BI-WEEKLY	1,108.67	1,143.31	1,212.60	1,285.35	1,354.64	1,423.93	1,452.41
50	ANNUALIZED	30,744.39	31,648.76	33,637.99	35,537.16	37,526.58	39,515.63	40,306.00
	PAYROLL YEAR	30,626.60	31,527.50	33,509.11	35,401.00	37,382.80	39,364.23	40,151.57
	70 HOUR	16.8278	17.3228	18.4116	19.4511	20.5400	21.6287	22.0613
	75 HOUR	15.7060	16.1680	17.1842	18.1543	19.1706	20.1867	20.5905
	80 HOUR	14.7245	15.1574	16.1101	17.0198	17.9724	18.9252	19.3037
	BI-WEEKLY	1,177.95	1,212.60	1,288.81	1,361.58	1,437.80	1,514.01	1,544.29
51	ANNUALIZED	32,824.25	33,728.43	35,808.29	37,797.52	39,967.82	42,047.49	42,888.46
	PAYROLL YEAR	32,698.48	33,599.20	35,671.09	37,652.71	39,814.68	41,886.39	42,724.14
	70 HOUR	17.9662	18.4611	19.5995	20.6883	21.8762	23.0145	23.4748
	75 HOUR	16.7685	17.2304	18.2928	19.3092	20.4177	21.4802	21.9098
	80 HOUR	15.7205	16.1536	17.1495	18.1023	19.1418	20.1378	20.5407
	BI-WEEKLY	1,257.63	1,292.28	1,371.97	1,448.18	1,531.33	1,611.02	1,643.24
52	ANNUALIZED	34,904.10	35,898.91	38,249.89	40,420.00	42,680.55	45,031.53	45,931.88
	PAYROLL YEAR	34,770.37	35,761.36	38,103.34	40,265.13	42,517.02	44,859.00	45,755.89
	70 HOUR	19.1046	19.6491	20.9359	22.1237	23.3610	24.6478	25.1406
	75 HOUR	17.8309	18.3391	19.5402	20.6489	21.8035	23.0047	23.4649
	80 HOUR	16.7164	17.1928	18.3189	19.3583	20.4410	21.5668	21.9982
	BI-WEEKLY	1,337.32	1,375.44	1,465.51	1,548.66	1,635.27	1,725.35	1,759.84
53	ANNUALIZED	37,255.27	38,340.14	40,691.13	43,132.91	45,573.97	47,925.32	48,884.13
	PAYROLL YEAR	37,112.53	38,193.25	40,535.22	42,967.65	45,399.35	47,741.69	48,696.83
	70 HOUR	20.3915	20.9853	22.2721	23.6086	24.9447	26.2317	26.7565
	75 HOUR	19.0320	19.5864	20.7874	22.0346	23.2819	24.4828	24.9725
	80 HOUR	17.8425	18.3621	19.4881	20.6574	21.8268	22.9526	23.4118
	BI-WEEKLY	1,427.41	1,468.97	1,559.05	1,652.60	1,746.13	1,836.22	1,872.96

**FEDERATION OF SOCIAL WORKERS
2020 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
54	ANNUALIZED	39,696.51	40,872.37	43,404.22	45,936.26	48,648.81	50,999.79	52,019.99
	PAYROLL YEAR	39,544.41	40,715.77	43,237.92	45,760.26	48,462.41	50,804.39	51,820.68
	70 HOUR	21.7277	22.3713	23.7571	25.1430	26.6277	27.9145	28.4729
	75 HOUR	20.2792	20.8797	22.1732	23.4666	24.8524	26.0535	26.5746
	80 HOUR	19.0119	19.5748	20.7873	22.0000	23.2992	24.4252	24.9137
	BI-WEEKLY	1,520.94	1,565.99	1,663.00	1,760.01	1,863.94	1,954.02	1,993.10
55	ANNUALIZED	42,500.04	43,765.60	46,478.51	49,191.43	52,085.03	54,435.83	55,524.54
	PAYROLL YEAR	42,337.20	43,597.92	46,300.44	49,002.95	51,885.47	54,227.26	55,311.80
	70 HOUR	23.2622	23.9549	25.4398	26.9247	28.5085	29.7952	30.3911
	75 HOUR	21.7112	22.3580	23.7439	25.1297	26.6079	27.8089	28.3651
	80 HOUR	20.3544	20.9606	22.2598	23.5590	24.9447	26.0708	26.5922
	BI-WEEKLY	1,628.35	1,676.84	1,780.79	1,884.73	1,995.60	2,085.66	2,127.38
56	ANNUALIZED	45,573.97	46,930.70	49,733.86	52,808.34	55,882.81	58,505.11	59,675.12
	PAYROLL YEAR	45,399.35	46,750.89	49,543.31	52,606.01	55,668.70	58,280.95	59,446.48
	70 HOUR	24.9447	25.6873	27.2216	28.9044	30.5872	32.0225	32.6629
	75 HOUR	23.2819	23.9748	25.4068	26.9774	28.5480	29.8876	30.4853
	80 HOUR	21.8268	22.4764	23.8188	25.2913	26.7638	28.0196	28.5801
	BI-WEEKLY	1,746.13	1,798.11	1,905.51	2,023.31	2,141.10	2,241.58	2,286.40
57	ANNUALIZED	49,281.86	50,819.10	53,983.65	57,058.49	60,313.47	63,387.95	64,655.89
	PAYROLL YEAR	49,093.04	50,624.39	53,776.81	56,839.87	60,082.39	63,145.08	64,408.16
	70 HOUR	26.9742	27.8156	29.5477	31.2307	33.0123	34.6951	35.3891
	75 HOUR	25.1758	25.9611	27.5780	29.1487	30.8115	32.3822	33.0298
	80 HOUR	23.6024	24.3386	25.8543	27.3268	28.8858	30.3582	30.9654
	BI-WEEKLY	1,888.19	1,947.09	2,068.34	2,186.15	2,310.86	2,428.66	2,477.24
58	ANNUALIZED	52,989.03	54,435.83	58,052.93	61,308.27	64,744.31	68,180.72	69,544.21
	PAYROLL YEAR	52,786.01	54,227.26	57,830.50	61,073.38	64,496.25	67,919.49	69,277.75
	70 HOUR	29.0033	29.7952	31.7750	33.5568	35.4375	37.3184	38.0647
	75 HOUR	27.0697	27.8089	29.6566	31.3197	33.0750	34.8304	35.5270
	80 HOUR	25.3779	26.0709	27.8031	29.3622	31.0078	32.6536	33.3066
	BI-WEEKLY	2,030.23	2,085.66	2,224.25	2,348.98	2,480.63	2,612.29	2,664.53
59	ANNUALIZED	57,148.74	58,776.23	62,574.20	66,372.17	70,622.14	73,696.25	75,170.09
	PAYROLL YEAR	56,929.78	58,551.04	62,334.45	66,117.87	70,351.55	73,413.89	74,882.08
	70 HOUR	31.2801	32.1709	34.2497	36.3285	38.6547	40.3373	41.1440
	75 HOUR	29.1946	30.0261	31.9664	33.9065	36.0776	37.6483	38.4012
	80 HOUR	27.3700	28.1495	29.9684	31.7873	33.8227	35.2953	36.0011
	BI-WEEKLY	2,189.61	2,251.96	2,397.48	2,543.00	2,705.83	2,823.61	2,880.08

**FEDERATION OF SOCIAL WORKERS
2021 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
46	ANNUALIZED	24,257.44	24,995.37	26,747.83	28,223.50	29,699.16	31,267.10	31,892.29
	PAYROLL YEAR	24,164.50	24,899.60	26,645.35	28,115.36	29,585.37	31,147.30	31,770.10
	70 HOUR	13.2772	13.6811	14.6403	15.4480	16.2557	17.1139	17.4561
	75 HOUR	12.3920	12.7690	13.6642	14.4181	15.1720	15.9729	16.2924
	80 HOUR	11.6175	11.9708	12.8103	13.5169	14.2238	14.9747	15.2741
	BI-WEEKLY	929.40	957.68	1,024.82	1,081.36	1,137.90	1,197.97	1,221.93
49	ANNUALIZED	29,515.00	30,437.27	32,281.81	34,218.43	36,063.15	37,907.87	38,666.08
	PAYROLL YEAR	29,401.92	30,320.65	32,158.13	34,087.33	35,924.98	37,762.63	38,517.93
	70 HOUR	16.1549	16.6597	17.6693	18.7293	19.7390	20.7487	21.1637
	75 HOUR	15.0778	15.5489	16.4914	17.4807	18.4231	19.3655	19.7529
	80 HOUR	14.1354	14.5771	15.4605	16.3882	17.2717	18.1551	18.5183
	BI-WEEKLY	1,130.84	1,166.18	1,236.85	1,311.05	1,381.73	1,452.41	1,481.46
50	ANNUALIZED	31,359.36	32,281.81	34,310.69	36,247.86	38,277.11	40,306.00	41,112.07
	PAYROLL YEAR	31,239.21	32,158.13	34,179.24	36,108.98	38,130.46	40,151.57	40,954.55
	70 HOUR	17.1644	17.6693	18.7798	19.8401	20.9508	22.0613	22.5025
	75 HOUR	16.0201	16.4914	17.5279	18.5174	19.5540	20.5904	21.0023
	80 HOUR	15.0190	15.4605	16.4323	17.3602	18.3318	19.3037	19.6898
	BI-WEEKLY	1,201.51	1,236.85	1,314.59	1,388.81	1,466.56	1,544.29	1,575.18
51	ANNUALIZED	33,480.69	34,402.96	36,524.47	38,553.54	40,767.13	42,888.46	43,746.24
	PAYROLL YEAR	33,352.41	34,271.15	36,384.53	38,405.82	40,610.93	42,724.14	43,578.63
	70 HOUR	18.3255	18.8303	19.9915	21.1021	22.3137	23.4748	23.9443
	75 HOUR	17.1039	17.5750	18.6587	19.6954	20.8261	21.9098	22.3480
	80 HOUR	16.0349	16.4767	17.4925	18.4643	19.5246	20.5406	20.9515
	BI-WEEKLY	1,282.79	1,318.12	1,399.41	1,477.15	1,561.96	1,643.24	1,676.10
52	ANNUALIZED	35,602.20	36,616.92	39,014.85	41,228.45	43,534.12	45,932.24	46,850.49
	PAYROLL YEAR	35,465.79	36,476.62	38,865.37	41,070.48	43,367.32	45,756.26	46,670.99
	70 HOUR	19.4867	20.0421	21.3546	22.5662	23.8282	25.1408	25.6434
	75 HOUR	18.1875	18.7059	19.9310	21.0619	22.2396	23.4648	23.9342
	80 HOUR	17.0507	17.5367	18.6853	19.7455	20.8498	21.9981	22.4382
	BI-WEEKLY	1,364.07	1,402.95	1,494.82	1,579.63	1,667.97	1,759.86	1,795.04
53	ANNUALIZED	38,000.32	39,106.94	41,504.87	43,995.62	46,485.46	48,883.76	49,861.75
	PAYROLL YEAR	37,854.73	38,957.10	41,345.85	43,827.06	46,307.35	48,696.47	49,670.71
	70 HOUR	20.7993	21.4050	22.7175	24.0808	25.4436	26.7563	27.2916
	75 HOUR	19.4126	19.9781	21.2031	22.4753	23.7475	24.9725	25.4720
	80 HOUR	18.1994	18.7293	19.8779	21.0705	22.2633	23.4117	23.8800
	BI-WEEKLY	1,455.95	1,498.35	1,590.23	1,685.66	1,781.05	1,872.94	1,910.41

**FEDERATION OF SOCIAL WORKERS
2021 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
54	ANNUALIZED	40,490.52	41,689.76	44,272.23	46,855.06	49,621.87	52,019.81	53,060.46
	PAYROLL YEAR	40,335.39	41,530.03	44,102.60	46,675.54	49,431.75	51,820.50	52,857.17
	70 HOUR	22.1623	22.8187	24.2322	25.6459	27.1603	28.4728	29.0424
	75 HOUR	20.6848	21.2973	22.6167	23.9359	25.3494	26.5746	27.1061
	80 HOUR	19.3921	19.9663	21.2030	22.4400	23.7652	24.9137	25.4120
	BI-WEEKLY	1,551.36	1,597.31	1,696.25	1,795.21	1,901.22	1,993.10	2,032.97
55	ANNUALIZED	43,349.96	44,640.92	47,408.09	50,175.27	53,126.78	55,524.54	56,634.99
	PAYROLL YEAR	43,183.87	44,469.88	47,226.45	49,983.02	52,923.23	55,311.80	56,418.00
	70 HOUR	23.7274	24.4340	25.9486	27.4632	29.0787	30.3911	30.9989
	75 HOUR	22.1454	22.8052	24.2188	25.6323	27.1401	28.3651	28.9324
	80 HOUR	20.7615	21.3798	22.7050	24.0302	25.4436	26.5922	27.1240
	BI-WEEKLY	1,660.92	1,710.38	1,816.40	1,922.42	2,035.51	2,127.38	2,169.92
56	ANNUALIZED	46,485.46	47,869.23	50,728.48	53,864.53	57,000.39	59,675.30	60,868.70
	PAYROLL YEAR	46,307.35	47,685.82	50,534.12	53,658.15	56,782.00	59,446.66	60,635.48
	70 HOUR	25.4436	26.2010	27.7660	29.4825	31.1989	32.6630	33.3162
	75 HOUR	23.7475	24.4543	25.9149	27.5169	29.1190	30.4854	31.0950
	80 HOUR	22.2633	22.9259	24.2952	25.7971	27.2991	28.5800	29.1517
	BI-WEEKLY	1,781.05	1,834.07	1,943.62	2,063.78	2,183.92	2,286.41	2,332.13
57	ANNUALIZED	50,267.53	51,835.46	55,063.40	58,199.63	61,519.66	64,655.70	65,949.04
	PAYROLL YEAR	50,074.93	51,636.86	54,852.43	57,976.65	61,283.95	64,407.98	65,696.36
	70 HOUR	27.5137	28.3719	30.1387	31.8553	33.6725	35.3890	36.0969
	75 HOUR	25.6793	26.4803	28.1296	29.7317	31.4277	33.0298	33.6904
	80 HOUR	24.0744	24.8254	26.3714	27.8733	29.4635	30.9654	31.5847
	BI-WEEKLY	1,925.96	1,986.03	2,109.71	2,229.87	2,357.08	2,477.23	2,526.78
58	ANNUALIZED	54,048.87	55,524.54	59,213.98	62,534.37	66,039.29	69,544.39	70,935.10
	PAYROLL YEAR	53,841.79	55,311.80	58,987.11	62,294.78	65,786.27	69,277.94	70,663.32
	70 HOUR	29.5834	30.3911	32.4105	34.2279	36.1463	38.0648	38.8260
	75 HOUR	27.6111	28.3651	30.2497	31.9461	33.7365	35.5270	36.2375
	80 HOUR	25.8855	26.5923	28.3592	29.9494	31.6280	33.3067	33.9727
	BI-WEEKLY	2,070.84	2,127.38	2,268.74	2,395.95	2,530.24	2,664.54	2,717.82
59	ANNUALIZED	58,291.71	59,951.73	63,825.70	67,699.67	72,034.59	75,170.09	76,673.53
	PAYROLL YEAR	58,068.37	59,722.03	63,581.15	67,440.28	71,758.60	74,882.08	76,379.76
	70 HOUR	31.9057	32.8143	34.9347	37.0551	39.4278	41.1440	41.9669
	75 HOUR	29.7785	30.6266	32.6057	34.5846	36.7992	38.4013	39.1692
	80 HOUR	27.9174	28.7125	30.5678	32.4230	34.4992	36.0012	36.7211
	BI-WEEKLY	2,233.40	2,297.00	2,445.43	2,593.86	2,759.95	2,880.08	2,937.68

**FEDERATION OF SOCIAL WORKERS
2022 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
46	ANNUALIZED	24,742.51	25,495.24	27,282.77	28,788.04	30,293.12	31,892.48	32,530.10
	PAYROLL YEAR	24,647.71	25,397.55	27,178.24	28,677.74	30,177.06	31,770.28	32,405.46
	70 HOUR	13.5427	13.9547	14.9331	15.7570	16.5808	17.4562	17.8052
	75 HOUR	12.6398	13.0244	13.9375	14.7065	15.4754	16.2924	16.6182
	80 HOUR	11.8499	12.2102	13.0665	13.7872	14.5083	15.2742	15.5796
	BI-WEEKLY	947.99	976.83	1,045.32	1,102.99	1,160.66	1,221.93	1,246.36
49	ANNUALIZED	30,105.31	31,046.03	32,927.47	34,902.83	36,784.45	38,666.08	39,439.45
	PAYROLL YEAR	29,989.96	30,927.08	32,801.31	34,769.10	36,643.52	38,517.93	39,288.34
	70 HOUR	16.4780	16.9929	18.0227	19.1039	20.1338	21.1637	21.5870
	75 HOUR	15.3794	15.8599	16.8212	17.8303	18.7916	19.7528	20.1480
	80 HOUR	14.4181	14.8686	15.7697	16.7160	17.6171	18.5182	18.8887
	BI-WEEKLY	1,153.46	1,189.50	1,261.59	1,337.27	1,409.37	1,481.46	1,511.09
50	ANNUALIZED	31,986.57	32,927.47	34,996.92	36,972.82	39,042.62	41,112.07	41,934.40
	PAYROLL YEAR	31,864.01	32,801.31	34,862.83	36,831.16	38,893.04	40,954.55	41,773.73
	70 HOUR	17.5077	18.0227	19.1554	20.2369	21.3698	22.5025	22.9526
	75 HOUR	16.3405	16.8212	17.8785	18.8877	19.9451	21.0022	21.4223
	80 HOUR	15.3194	15.7697	16.7609	17.7074	18.6984	19.6898	20.0836
	BI-WEEKLY	1,225.54	1,261.59	1,340.88	1,416.58	1,495.89	1,575.18	1,606.68
51	ANNUALIZED	34,150.28	35,091.01	37,254.91	39,324.53	41,582.52	43,746.24	44,621.19
	PAYROLL YEAR	34,019.44	34,956.56	37,112.17	39,173.86	41,423.20	43,578.63	44,450.22
	70 HOUR	18.6920	19.2069	20.3913	21.5241	22.7600	23.9443	24.4232
	75 HOUR	17.4460	17.9265	19.0319	20.0893	21.2426	22.3480	22.7950
	80 HOUR	16.3556	16.8062	17.8424	18.8336	19.9151	20.9514	21.3705
	BI-WEEKLY	1,308.44	1,344.48	1,427.39	1,506.69	1,593.20	1,676.10	1,709.62
52	ANNUALIZED	36,314.18	37,349.18	39,795.17	42,052.97	44,404.87	46,850.86	47,787.56
	PAYROLL YEAR	36,175.05	37,206.08	39,642.69	41,891.85	44,234.74	46,671.35	47,604.47
	70 HOUR	19.8764	20.4429	21.7817	23.0175	24.3048	25.6436	26.1563
	75 HOUR	18.5513	19.0800	20.3296	21.4831	22.6844	23.9341	24.4129
	80 HOUR	17.3917	17.8874	19.0590	20.1404	21.2668	22.4381	22.8870
	BI-WEEKLY	1,391.35	1,431.00	1,524.72	1,611.23	1,701.34	1,795.05	1,830.94
53	ANNUALIZED	38,760.35	39,889.07	42,335.06	44,875.50	47,415.22	49,861.39	50,858.93
	PAYROLL YEAR	38,611.85	39,736.24	42,172.86	44,703.57	47,233.55	49,670.35	50,664.07
	70 HOUR	21.2153	21.8331	23.1719	24.5624	25.9525	27.2914	27.8374
	75 HOUR	19.8009	20.3777	21.6272	22.9248	24.2225	25.4720	25.9814
	80 HOUR	18.5634	19.1039	20.2755	21.4919	22.7086	23.8799	24.3576
	BI-WEEKLY	1,485.07	1,528.32	1,622.03	1,719.37	1,816.68	1,910.40	1,948.62

**FEDERATION OF SOCIAL WORKERS
2022 SALARY SCHEDULE PRE 1/1/16 HIRES**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
54	ANNUALIZED	41,300.25	42,523.61	45,157.59	47,792.13	50,614.29	53,060.28	54,121.59
	PAYROLL YEAR	41,142.01	42,360.68	44,984.58	47,609.02	50,420.37	52,856.99	53,914.22
	70 HOUR	22.6055	23.2751	24.7168	26.1588	27.7035	29.0423	29.6232
	75 HOUR	21.0985	21.7232	23.0690	24.4146	25.8564	27.1061	27.6482
	80 HOUR	19.7799	20.3656	21.6271	22.8888	24.2405	25.4120	25.9202
	BI-WEEKLY	1,582.39	1,629.26	1,730.18	1,831.12	1,939.25	2,032.96	2,073.62
55	ANNUALIZED	44,216.87	45,533.77	48,356.31	51,178.84	54,189.37	56,634.99	57,767.73
	PAYROLL YEAR	44,047.46	45,359.31	48,171.03	50,982.75	53,981.75	56,418.00	57,546.40
	70 HOUR	24.2019	24.9227	26.4676	28.0125	29.6603	30.9989	31.6189
	75 HOUR	22.5883	23.2613	24.7032	26.1449	27.6829	28.9324	29.5110
	80 HOUR	21.1767	21.8074	23.1591	24.5108	25.9525	27.1240	27.6665
	BI-WEEKLY	1,694.13	1,744.59	1,852.73	1,960.88	2,076.22	2,169.92	2,213.32
56	ANNUALIZED	47,415.22	48,826.58	51,743.02	54,941.91	58,140.44	60,868.88	62,086.03
	PAYROLL YEAR	47,233.55	48,639.50	51,544.77	54,731.40	57,917.68	60,635.67	61,848.15
	70 HOUR	25.9525	26.7250	28.3213	30.0722	31.8229	33.3163	33.9825
	75 HOUR	24.2225	24.9434	26.4332	28.0672	29.7014	31.0951	31.7169
	80 HOUR	22.7086	23.3844	24.7811	26.3130	27.8451	29.1516	29.7347
	BI-WEEKLY	1,816.68	1,870.75	1,982.49	2,105.05	2,227.60	2,332.14	2,378.78
57	ANNUALIZED	51,272.93	52,872.10	56,164.72	59,363.61	62,750.14	65,948.85	67,267.95
	PAYROLL YEAR	51,076.48	52,669.53	55,949.53	59,136.17	62,509.72	65,696.18	67,010.22
	70 HOUR	28.0640	28.9393	30.7415	32.4924	34.3460	36.0968	36.8188
	75 HOUR	26.1929	27.0099	28.6922	30.3263	32.0563	33.6904	34.3642
	80 HOUR	24.5559	25.3219	26.8988	28.4308	30.0528	31.5847	32.2164
	BI-WEEKLY	1,964.48	2,025.75	2,151.91	2,274.47	2,404.22	2,526.78	2,577.32
58	ANNUALIZED	55,129.91	56,634.99	60,398.24	63,785.14	67,360.03	70,935.28	72,353.77
	PAYROLL YEAR	54,918.68	56,418.00	60,166.83	63,540.75	67,101.94	70,663.50	72,076.55
	70 HOUR	30.1751	30.9989	33.0587	34.9125	36.8692	38.8261	39.6025
	75 HOUR	28.1633	28.9324	30.8547	32.5850	34.4112	36.2375	36.9623
	80 HOUR	26.4032	27.1241	28.9264	30.5484	32.2606	33.9728	34.6522
	BI-WEEKLY	2,112.26	2,169.92	2,314.11	2,443.88	2,580.84	2,717.83	2,772.18
59	ANNUALIZED	59,457.52	61,150.79	65,102.22	69,053.66	73,475.36	76,673.53	78,206.93
	PAYROLL YEAR	59,229.72	60,916.49	64,852.79	68,789.08	73,193.85	76,379.76	77,907.28
	70 HOUR	32.5438	33.4706	35.6334	37.7962	40.2164	41.9669	42.8062
	75 HOUR	30.3741	31.2391	33.2578	35.2763	37.5352	39.1693	39.9526
	80 HOUR	28.4757	29.2868	31.1792	33.0715	35.1892	36.7212	37.4555
	BI-WEEKLY	2,278.07	2,342.94	2,494.34	2,645.73	2,815.15	2,937.68	2,996.43

**FEDERATION OF SOCIAL WORKERS
7/1/18 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
46	ANNUALIZED	22,521.17	22,971.39	23,431.01	23,899.51	24,377.66	24,865.21	25,362.68	25,869.80	26,387.10	26,914.84	27,453.29	28,002.17	28,562.27
	PAYROLL YEAR	22,434.88	22,883.38	23,341.24	23,807.94	24,284.26	24,769.94	25,265.50	25,770.68	26,286.00	26,811.72	27,348.10	27,894.88	28,452.84
	70 HOUR	12,3268	12,5733	12,8248	13,0813	13,3430	13,6098	13,8821	14,1597	14,4428	14,7317	15,0264	15,3269	15,6334
	75 HOUR	11,5050	11,7351	11,9698	12,2092	12,4534	12,7025	12,9566	13,2157	13,4800	13,7496	14,0246	14,3050	14,5911
	80 HOUR	10,7859	11,0016	11,2216	11,4461	11,6749	11,9084	12,1465	12,3894	12,6372	12,8899	13,1477	13,4107	13,6790
	BI-WEEKLY	862.88	880.13	897.74	915.69	934.01	952.69	971.75	991.18	1,011.00	1,031.22	1,051.85	1,072.88	1,094.34
49	ANNUALIZED	27,402.13	27,949.97	28,508.77	29,079.05	29,660.56	30,253.82	30,859.07	31,476.08	32,105.61	32,747.93	33,402.78	34,070.94	34,752.41
	PAYROLL YEAR	27,297.14	27,842.88	28,399.54	28,967.64	29,546.92	30,137.90	30,740.84	31,355.48	31,982.60	32,622.46	33,274.80	33,940.40	34,619.26
	70 HOUR	14,9984	15,2983	15,6042	15,9163	16,2346	16,5593	16,8905	17,2283	17,5729	17,9244	18,2829	18,6486	19,0216
	75 HOUR	13,9985	14,2784	14,5639	14,8552	15,1523	15,4554	15,7645	16,0797	16,4013	16,7293	17,0639	17,4051	17,7533
	80 HOUR	13,1235	13,3860	13,6538	13,9268	14,2053	14,4894	14,7792	15,0748	15,3762	15,6838	15,9974	16,3173	16,6437
	BI-WEEKLY	1,049.89	1,070.88	1,092.29	1,114.14	1,136.42	1,159.15	1,182.34	1,205.98	1,230.10	1,254.71	1,279.80	1,305.40	1,331.51
50	ANNUALIZED	29,114.55	29,696.84	30,290.88	30,896.66	31,514.45	32,144.76	32,787.60	33,443.50	34,112.18	34,794.43	35,490.52	36,200.44	36,924.45
	PAYROLL YEAR	29,003.00	29,583.06	30,174.82	30,778.28	31,393.70	32,021.60	32,661.98	33,315.36	33,981.48	34,661.12	35,354.54	36,061.74	36,782.98
	70 HOUR	15,9357	16,2544	16,5795	16,9111	17,2493	17,5943	17,9462	18,3051	18,6712	19,0446	19,4256	19,8141	20,2104
	75 HOUR	14,8734	15,1709	15,4743	15,7838	16,0994	16,4214	16,7498	17,0848	17,4264	17,7750	18,1304	18,4931	18,8630
	80 HOUR	13,9438	14,2227	14,5072	14,7974	15,0934	15,3952	15,7032	16,0172	16,3375	16,6643	16,9976	17,3375	17,6842
	BI-WEEKLY	1,115.50	1,137.81	1,160.57	1,183.78	1,207.45	1,231.60	1,256.23	1,281.36	1,306.98	1,333.12	1,359.79	1,386.99	1,414.73
51	ANNUALIZED	31,084.32	31,706.02	32,339.99	32,986.75	33,646.82	34,319.67	35,006.10	35,706.11	36,420.20	37,148.65	37,891.72	38,649.40	39,422.48
	PAYROLL YEAR	30,965.22	31,584.54	32,216.08	32,860.36	33,517.90	34,188.18	34,871.98	35,569.30	36,280.66	37,006.32	37,746.54	38,501.32	39,271.44
	70 HOUR	17,0138	17,3541	17,7012	18,0552	18,4164	18,7847	19,1604	19,5435	19,9344	20,3331	20,7398	21,1546	21,5777
	75 HOUR	15,8796	16,1972	16,5212	16,8515	17,1886	17,5324	17,8831	18,2408	18,6056	18,9777	19,3572	19,7443	20,1392
	80 HOUR	14,8871	15,1848	15,4885	15,7983	16,1142	16,4365	16,7653	17,1006	17,4427	17,7915	18,1474	18,5104	18,8805
	BI-WEEKLY	1,190.97	1,214.79	1,239.08	1,263.86	1,289.15	1,314.93	1,341.23	1,368.05	1,395.41	1,423.32	1,451.79	1,480.82	1,510.44
52	ANNUALIZED	33,053.82	33,714.68	34,389.10	35,076.83	35,778.40	36,494.06	37,223.82	37,968.45	38,727.96	39,502.35	40,292.40	41,098.10	41,920.25
	PAYROLL YEAR	32,927.18	33,585.50	34,257.34	34,942.44	35,641.32	36,354.24	37,081.20	37,822.98	38,579.58	39,351.00	40,138.02	40,940.64	41,759.64
	70 HOUR	18,0918	18,4536	18,8227	19,1991	19,5831	19,9748	20,3743	20,7818	21,1975	21,6214	22,0538	22,4949	22,9449
	75 HOUR	16,8856	17,2233	17,5678	17,9192	18,2776	18,6432	19,0161	19,3964	19,7844	20,1800	20,5836	20,9953	21,4152
	80 HOUR	15,8303	16,1469	16,4699	16,7993	17,1352	17,4779	17,8275	18,1840	18,5477	18,9187	19,2971	19,6830	20,0766
	BI-WEEKLY	1,266.43	1,291.75	1,317.59	1,343.94	1,370.82	1,398.24	1,426.20	1,454.73	1,483.83	1,513.50	1,543.77	1,574.64	1,606.14

**FEDERATION OF SOCIAL WORKERS
7/1/18 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
53	ANNUALIZED	35,280.15	35,985.64	36,705.47	37,439.41	38,188.22	38,952.16	39,731.25	40,525.73	41,336.40	42,163.25	43,006.28	43,866.27	44,743.49
	PAYROLL YEAR	35,144.98	35,847.76	36,564.84	37,295.96	38,041.90	38,802.92	39,579.02	40,370.46	41,178.02	42,001.70	42,841.50	43,698.20	44,572.06
	70 HOUR	19,310.4	19,696	20,0905	20,4923	20,9022	21,3203	21,7467	22,1816	22,6253	23,0778	23,5393	24,0100	24,4902
	75 HOUR	18,0231	18,3835	18,7511	19,1262	19,5087	19,8989	20,2969	20,7028	21,1168	21,5391	21,9699	22,4093	22,8575
	80 HOUR	16,8966	17,2345	17,5792	17,9308	18,2894	18,6552	19,0283	19,4088	19,7970	20,1929	20,5968	21,0087	21,4289
BI-WEEKLY	1,351.73	1,378.76	1,406.34	1,434.46	1,463.15	1,492.42	1,522.27	1,552.71	1,583.77	1,615.45	1,647.75	1,680.70	1,714.31	
54	ANNUALIZED	37,592.09	38,344.03	39,110.85	39,892.81	40,690.68	41,504.74	42,334.72	43,181.41	44,045.06	44,925.93	45,824.55	46,740.92	47,675.57
	PAYROLL YEAR	37,448.06	38,197.12	38,961.00	39,739.96	40,534.78	41,345.72	42,172.52	43,015.96	43,876.30	44,753.80	45,648.98	46,561.84	47,492.90
	70 HOUR	20,5759	20,9874	21,4071	21,8352	22,2719	22,7174	23,1717	23,6352	24,1079	24,5900	25,0818	25,5834	26,0950
	75 HOUR	19,2041	19,5882	19,9800	20,3796	20,7872	21,2029	21,6270	22,0595	22,5007	22,9508	23,4098	23,8780	24,3555
	80 HOUR	18,0039	18,3640	18,7313	19,1060	19,4881	19,8779	20,2754	20,6809	21,0945	21,5165	21,9468	22,3858	22,8335
BI-WEEKLY	1,440.31	1,469.12	1,498.50	1,528.46	1,559.03	1,590.22	1,622.02	1,654.46	1,687.55	1,721.30	1,755.73	1,790.84	1,826.65	
55	ANNUALIZED	40,246.72	41,051.91	41,872.75	42,710.04	43,564.29	44,435.51	45,323.96	46,230.67	47,155.13	48,098.39	49,060.17	50,041.27	51,042.20
	PAYROLL YEAR	40,092.52	40,894.62	41,712.32	42,546.40	43,397.38	44,265.26	45,150.30	46,053.54	46,974.46	47,914.10	48,872.20	49,849.54	50,846.64
	70 HOUR	22,0288	22,4695	22,9188	23,3772	23,8447	24,3215	24,8079	25,3041	25,8101	26,3264	26,8528	27,3899	27,9377
	75 HOUR	20,5602	20,9714	21,3908	21,8186	22,2550	22,7001	23,1541	23,6171	24,0895	24,5713	25,0628	25,5640	26,0752
	80 HOUR	19,2753	19,6608	20,0540	20,4551	20,8642	21,2815	21,7071	22,1412	22,5841	23,0357	23,4964	23,9664	24,4457
BI-WEEKLY	1,542.02	1,572.87	1,604.32	1,636.40	1,669.13	1,702.51	1,736.55	1,771.29	1,806.71	1,842.85	1,879.70	1,917.29	1,955.64	
56	ANNUALIZED	43,158.18	44,021.30	44,901.92	45,800.02	46,716.13	47,650.25	48,603.16	49,575.38	50,566.92	51,578.30	52,610.03	53,662.12	54,735.35
	PAYROLL YEAR	42,992.82	43,852.64	44,729.88	45,624.54	46,537.14	47,467.68	48,416.94	49,385.44	50,373.18	51,380.68	52,408.46	53,456.52	54,525.64
	70 HOUR	23,6224	24,0949	24,5768	25,0684	25,5698	26,0811	26,6027	27,1348	27,6775	28,2311	28,7958	29,3717	29,9591
	75 HOUR	22,0476	22,4885	22,9383	23,3971	23,8650	24,3422	24,8291	25,3257	25,8322	26,3488	26,8758	27,4133	27,9616
	80 HOUR	20,6697	21,0831	21,5047	21,9348	22,3734	22,8210	23,2774	23,7430	24,2178	24,7022	25,1962	25,7001	26,2141
BI-WEEKLY	1,653.57	1,686.64	1,720.38	1,754.79	1,789.89	1,825.68	1,862.19	1,899.44	1,937.43	1,976.18	2,015.71	2,056.02	2,097.14	
57	ANNUALIZED	46,669.15	47,602.22	48,554.35	49,525.53	50,516.03	51,526.36	52,556.79	53,607.83	54,680.02	55,773.61	56,889.13	58,027.09	59,187.49
	PAYROLL YEAR	46,490.34	47,419.84	48,368.32	49,335.78	50,322.48	51,328.94	52,355.42	53,402.44	54,470.52	55,559.92	56,671.16	57,804.76	58,960.72
	70 HOUR	25,5441	26,0549	26,5760	27,1076	27,6497	28,2027	28,7667	29,3420	29,9289	30,5274	31,1380	31,7608	32,3960
	75 HOUR	23,8411	24,3180	24,8044	25,3005	25,8065	26,3226	26,8491	27,3860	27,9337	28,4924	29,0622	29,6435	30,2363
	80 HOUR	22,3511	22,7981	23,2541	23,7191	24,1935	24,6774	25,1710	25,6744	26,1879	26,7117	27,2458	27,7908	28,3466
BI-WEEKLY	1,788.09	1,823.84	1,860.32	1,897.53	1,935.48	1,974.19	2,013.67	2,053.94	2,095.02	2,136.92	2,179.66	2,223.26	2,267.72	

**FEDERATION OF SOCIAL WORKERS
7/1/18 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
58	ANNUALIZED	50,180.12	51,183.67	52,207.31	53,251.31	54,316.45	55,402.73	56,510.68	57,641.07	58,793.90	59,969.71	61,169.27	62,392.57	63,640.41
	PAYROLL YEAR	49,987.86	50,987.56	52,007.28	53,047.28	54,108.34	55,190.46	56,294.16	57,420.22	58,568.64	59,739.94	60,934.90	62,153.52	63,396.58
	70 HOUR	27,4658	28,0151	28,5754	29,1469	29,7299	30,3244	30,9309	31,5495	32,1806	32,8242	33,4807	34,1503	34,8333
	75 HOUR	25,6347	26,1474	26,6703	27,2037	27,7478	28,3028	28,8688	29,4462	30,0351	30,6357	31,2485	31,8734	32,5109
	80 HOUR	24,0326	24,5132	25,0034	25,5035	26,0135	26,5338	27,0645	27,6058	28,1579	28,7210	29,2954	29,8814	30,4790
	BI-WEEKLY	1,922.61	1,961.06	2,000.28	2,040.28	2,081.09	2,122.71	2,165.16	2,208.47	2,252.64	2,297.69	2,343.65	2,390.52	2,438.33
59	ANNUALIZED	54,119.13	55,201.24	56,305.53	57,431.75	58,580.15	59,751.77	60,946.89	62,165.76	63,409.17	64,677.37	65,970.88	67,290.50	68,636.21
	PAYROLL YEAR	53,911.78	54,989.74	56,089.80	57,211.70	58,355.70	59,522.84	60,713.38	61,927.58	63,166.22	64,429.56	65,718.12	67,032.68	68,373.24
	70 HOUR	29,6218	30,2142	30,8185	31,4350	32,0636	32,7049	33,3590	34,0261	34,7067	35,4009	36,1089	36,8311	37,5677
	75 HOUR	27,6470	28,1999	28,7640	29,3393	29,9261	30,5246	31,1351	31,7578	32,3930	33,0409	33,7018	34,3758	35,0634
	80 HOUR	25,9190	26,4374	26,9661	27,5055	28,0556	28,6167	29,1891	29,7729	30,3684	30,9758	31,5953	32,2273	32,8718
	BI-WEEKLY	2,073.53	2,114.99	2,157.30	2,200.45	2,244.45	2,289.34	2,335.13	2,381.83	2,429.47	2,478.06	2,527.62	2,578.18	2,629.74

**FEDERATION OF SOCIAL WORKERS
2019 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
46	ANNUALIZED	23,084.15	23,545.59	24,016.70	24,496.94	24,987.10	25,486.65	25,996.64	26,516.56	27,046.65	27,587.70	28,139.72	28,702.43	29,276.11
	PAYROLL YEAR	22,995.70	23,455.38	23,924.68	24,403.08	24,891.36	25,389.00	25,897.04	26,414.96	26,943.02	27,482.00	28,031.90	28,592.46	29,163.94
	70 HOUR	12.6350	12.8876	13.1454	13.4083	13.6766	13.9500	14.2292	14.5137	14.8039	15.1000	15.4021	15.7101	16.0242
	75 HOUR	11.7926	12.0285	12.2690	12.5144	12.7647	13.0201	13.2805	13.5461	13.8170	14.0933	14.3752	14.6626	14.9559
	80 HOUR	11.0555	11.2766	11.5021	11.7323	11.9668	12.2061	12.4502	12.6991	12.9531	13.2121	13.4764	13.7460	14.0210
BI-WEEKLY	884.45	902.13	920.18	938.58	957.36	976.50	996.04	1,015.96	1,036.27	1,057.00	1,078.15	1,099.71	1,121.69	
49	ANNUALIZED	28,087.25	28,648.93	29,221.56	29,805.94	30,402.32	31,010.19	31,630.59	32,262.99	32,908.19	33,566.69	34,237.98	34,922.84	35,621.28
	PAYROLL YEAR	27,979.64	28,539.16	29,109.60	29,691.74	30,285.84	30,891.38	31,509.40	32,139.38	32,782.10	33,438.08	34,106.80	34,789.04	35,484.80
	70 HOUR	15.3734	15.6808	15.9943	16.3142	16.6405	16.9733	17.3128	17.6590	18.0122	18.3725	18.7400	19.1148	19.4971
	75 HOUR	14.3485	14.6354	14.9280	15.2266	15.5311	15.8418	16.1586	16.4817	16.8113	17.1475	17.4905	17.8402	18.1971
	80 HOUR	13.4516	13.7207	13.9951	14.2750	14.5604	14.8516	15.1487	15.4517	15.7606	16.0759	16.3973	16.7252	17.0598
BI-WEEKLY	1,076.14	1,097.66	1,119.60	1,141.99	1,164.84	1,188.13	1,211.90	1,236.13	1,260.85	1,286.08	1,311.80	1,338.04	1,364.80	
50	ANNUALIZED	29,842.48	30,439.39	31,048.04	31,668.96	32,302.40	32,948.38	33,607.40	34,279.48	34,965.13	35,664.35	36,377.66	37,105.59	37,847.61
	PAYROLL YEAR	29,728.14	30,322.76	30,929.08	31,547.62	32,178.64	32,822.14	33,478.64	34,148.14	34,831.16	35,527.70	36,238.28	36,963.42	37,702.60
	70 HOUR	16.3341	16.6608	16.9940	17.3339	17.6805	18.0342	18.3949	18.7627	19.1380	19.5207	19.9112	20.3095	20.7157
	75 HOUR	15.2452	15.5502	15.8612	16.1784	16.5019	16.8319	17.1685	17.5119	17.8621	18.2194	18.5837	18.9554	19.3346
	80 HOUR	14.2924	14.5783	14.8699	15.1673	15.4707	15.7801	16.0958	16.4176	16.7459	17.0809	17.4225	17.7709	18.1263
BI-WEEKLY	1,143.39	1,166.26	1,189.58	1,213.37	1,237.64	1,262.39	1,287.64	1,313.39	1,339.66	1,366.45	1,393.78	1,421.67	1,450.10	
51	ANNUALIZED	31,861.31	32,498.68	33,148.57	33,811.51	34,488.02	35,177.58	35,881.24	36,598.73	37,330.83	38,077.29	38,838.89	39,615.89	40,408.02
	PAYROLL YEAR	31,739.24	32,374.16	33,021.56	33,681.96	34,355.88	35,042.80	35,743.76	36,458.50	37,187.80	37,931.40	38,690.08	39,464.10	40,253.20
	70 HOUR	17.4391	17.7880	18.1437	18.5066	18.8768	19.2543	19.6394	20.0321	20.4328	20.8414	21.2583	21.6835	22.1171
	75 HOUR	16.2766	16.6021	16.9342	17.2728	17.6183	17.9707	18.3302	18.6968	19.0707	19.4521	19.8411	20.2379	20.6427
	80 HOUR	15.2593	15.5644	15.8757	16.1933	16.5171	16.8474	17.1844	17.5281	17.8788	18.2363	18.6011	18.9732	19.3525
BI-WEEKLY	1,220.74	1,245.16	1,270.06	1,295.46	1,321.38	1,347.80	1,374.76	1,402.25	1,430.30	1,458.90	1,488.08	1,517.85	1,548.20	
52	ANNUALIZED	33,880.15	34,557.44	35,248.83	35,953.79	36,672.85	37,406.26	38,154.55	38,917.45	39,696.01	40,489.71	41,299.60	42,125.66	42,968.43
	PAYROLL YEAR	33,750.34	34,425.04	35,113.78	35,816.04	36,532.34	37,262.94	38,008.36	38,768.34	39,543.92	40,334.58	41,141.36	41,964.26	42,803.80
	70 HOUR	18.5441	18.9149	19.2933	19.6791	20.0727	20.4742	20.8837	21.3013	21.7274	22.1619	22.6051	23.0573	23.5185
	75 HOUR	17.3077	17.6539	18.0070	18.3672	18.7345	19.1093	19.4915	19.8813	20.2790	20.6845	21.0982	21.5202	21.9506
	80 HOUR	16.2261	16.5506	16.8816	17.2193	17.5636	17.9148	18.2732	18.6386	19.0114	19.3917	19.7795	20.1751	20.5785
BI-WEEKLY	1,298.09	1,324.04	1,350.53	1,377.54	1,405.09	1,433.19	1,461.86	1,491.09	1,520.92	1,551.33	1,582.36	1,614.01	1,646.30	
53	ANNUALIZED	36,162.07	36,885.30	37,623.15	38,375.35	39,143.21	39,925.95	40,724.61	41,538.93	42,369.70	43,217.16	44,081.60	44,962.99	45,862.40
	PAYROLL YEAR	36,023.52	36,743.98	37,479.00	38,228.32	38,993.24	39,772.98	40,568.58	41,379.78	42,207.36	43,051.58	43,912.70	44,790.72	45,686.68
	70 HOUR	19.7932	20.1890	20.5928	21.0046	21.4248	21.8533	22.2904	22.7361	23.1909	23.6547	24.1278	24.6103	25.1025
	75 HOUR	18.4737	18.8431	19.2199	19.6044	19.9964	20.3964	20.8043	21.2204	21.6447	22.0776	22.5191	22.9695	23.4289
	80 HOUR	17.3190	17.6654	18.0187	18.3791	18.7466	19.1216	19.5040	19.8940	20.2919	20.6977	21.1117	21.5339	21.9646
BI-WEEKLY	1,385.52	1,413.23	1,441.50	1,470.32	1,499.74	1,529.73	1,560.33	1,591.53	1,623.36	1,655.83	1,688.95	1,722.72	1,757.18	

**FEDERATION OF SOCIAL WORKERS
2019 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
54	ANNUALIZED	38,531.95	39,302.69	40,088.56	41,708.06	42,542.22	43,393.08	44,261.16	45,146.21	46,049.27	46,970.08	47,909.42	48,867.55	
	PAYROLL YEAR	38,384.32	39,152.10	39,934.96	41,548.26	42,379.22	43,226.82	44,091.58	44,973.24	45,872.84	46,790.12	47,725.86	48,680.32	
	70 HOUR	21.0903	21.5121	21.9423	22.3811	22.8287	23.2853	23.7510	24.2261	24.7106	25.2048	25.7088	26.2230	26.7474
	75 HOUR	19.6842	20.0779	20.4795	20.8891	21.3069	21.7330	22.1677	22.6110	23.0632	23.5246	23.9950	24.4750	24.9644
	80 HOUR	18.4540	18.8231	19.1996	19.5837	19.9753	20.3748	20.7823	21.1979	21.6219	22.0544	22.4955	22.9454	23.4043
BI-WEEKLY	1,476.32	1,505.85	1,535.96	1,566.68	1,598.01	1,629.97	1,662.57	1,695.83	1,729.74	1,764.34	1,799.62	1,835.61	1,872.32	
55	ANNUALIZED	41,252.88	42,077.90	42,919.62	44,653.45	45,546.33	46,457.22	47,386.38	48,334.07	49,300.81	50,286.61	51,292.24	52,318.23	
	PAYROLL YEAR	41,094.82	41,916.68	42,755.18	44,482.36	45,371.82	46,279.22	47,204.82	48,148.88	49,111.92	50,093.94	51,095.72	52,117.78	
	70 HOUR	22.5795	23.0312	23.4918	23.9616	24.4408	24.9295	25.4281	25.9367	26.4554	26.9846	27.5241	28.0746	28.6361
	75 HOUR	21.0742	21.4957	21.9256	22.3641	22.8114	23.2676	23.7330	24.2075	24.6917	25.1856	25.6894	26.2031	26.7271
	80 HOUR	19.7572	20.1523	20.5554	20.9665	21.3858	21.8135	22.2498	22.6947	23.1487	23.6116	24.0838	24.5656	25.0568
BI-WEEKLY	1,580.57	1,612.18	1,644.43	1,677.31	1,710.86	1,745.07	1,779.97	1,815.57	1,851.88	1,888.92	1,926.69	1,965.22	2,004.53	
56	ANNUALIZED	44,237.15	45,121.94	46,024.22	46,945.03	47,883.84	48,841.45	49,818.38	50,814.61	51,830.95	52,867.64	53,925.21	55,003.66	
	PAYROLL YEAR	44,067.66	44,949.06	45,847.88	46,765.16	47,700.38	48,654.32	49,627.50	50,619.92	51,632.36	52,665.08	53,718.60	54,792.92	
	70 HOUR	24.2130	24.6973	25.1912	25.6951	26.2090	26.7331	27.2678	27.8132	28.3694	28.9369	29.5157	30.1060	
	75 HOUR	22.5988	23.0507	23.5118	23.9820	24.4616	24.9508	25.4498	25.9588	26.4780	27.0075	27.5477	28.0986	
	80 HOUR	21.1864	21.6102	22.0423	22.4832	22.9327	23.3915	23.8593	24.3366	24.8232	25.3198	25.8261	26.3426	
BI-WEEKLY	1,694.91	1,728.81	1,763.38	1,798.66	1,834.63	1,871.32	1,908.75	1,946.92	1,985.86	2,025.58	2,066.10	2,107.42	2,149.57	
57	ANNUALIZED	47,835.82	48,792.38	49,768.26	50,763.72	51,778.75	52,814.66	53,870.66	54,948.07	56,047.14	57,167.87	58,311.58	59,477.72	
	PAYROLL YEAR	47,652.54	48,605.44	49,577.58	50,569.22	51,580.36	52,612.30	53,664.26	54,737.54	55,832.40	56,948.84	58,088.16	59,249.84	
	70 HOUR	26.1827	26.7063	27.2404	27.7853	28.3409	28.9078	29.4859	30.0756	30.6771	31.2906	31.9165	32.5548	
	75 HOUR	24.4371	24.9260	25.4245	25.9330	26.4517	26.9807	27.5203	28.0707	28.6320	29.2047	29.7888	30.3846	
	80 HOUR	22.9099	23.3681	23.8355	24.3121	24.7983	25.2943	25.8003	26.3163	26.8426	27.3795	27.9269	28.4856	
BI-WEEKLY	1,832.79	1,869.44	1,906.83	1,944.97	1,983.86	2,023.55	2,064.01	2,105.29	2,147.40	2,190.34	2,234.16	2,278.84	2,324.41	
58	ANNUALIZED	51,434.49	52,463.35	53,512.57	54,582.67	55,674.43	56,787.86	57,923.47	59,081.79	60,263.86	61,469.15	62,698.46	63,952.57	
	PAYROLL YEAR	51,237.42	52,262.34	53,307.54	54,373.54	55,461.12	56,570.28	57,701.54	58,855.42	60,032.96	61,233.64	62,458.24	63,707.54	
	70 HOUR	28.1524	28.7155	29.2898	29.8756	30.4731	31.0825	31.7042	32.3382	32.9851	33.6448	34.3177	35.0041	
	75 HOUR	26.2756	26.8011	27.3371	27.8838	28.4415	29.0104	29.5905	30.1824	30.7860	31.4016	32.0297	32.6702	
	80 HOUR	24.6334	25.1260	25.6285	26.1411	26.6638	27.1971	27.7411	28.2959	28.8618	29.4390	30.0278	30.6284	
BI-WEEKLY	1,970.67	2,010.09	2,050.29	2,091.29	2,133.12	2,175.78	2,219.29	2,263.67	2,308.96	2,355.14	2,402.24	2,450.29	2,499.29	
59	ANNUALIZED	55,471.90	56,581.41	57,713.10	58,867.51	60,044.62	61,245.74	62,470.61	63,720.02	64,994.48	66,294.26	67,620.14	68,972.64	
	PAYROLL YEAR	55,259.36	56,364.62	57,491.98	58,641.96	59,814.56	61,011.08	62,231.26	63,475.88	64,745.46	66,040.26	67,361.06	68,708.38	
	70 HOUR	30.3623	30.9696	31.5890	32.2209	32.8652	33.5225	34.1930	34.8768	35.5744	36.2859	37.0116	37.7519	
	75 HOUR	28.3382	28.9049	29.4831	30.0728	30.6743	31.2877	31.9135	32.5517	33.2028	33.8669	34.5443	35.2352	
	80 HOUR	26.5670	27.0983	27.6403	28.1931	28.7570	29.3321	29.9188	30.5172	31.1276	31.7502	32.3852	33.0330	
BI-WEEKLY	2,125.36	2,167.87	2,211.23	2,255.46	2,300.56	2,346.58	2,393.51	2,441.38	2,490.21	2,540.01	2,590.81	2,642.63	2,695.48	

**FEDERATION OF SOCIAL WORKERS
2020 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
46	ANNUALIZED	23,430.49	23,898.73	24,376.88	24,864.43	25,361.89	26,386.58	26,914.32	27,452.50	28,001.65	28,561.75	29,133.08	29,715.37
	PAYROLL YEAR	23,340.72	23,807.16	24,283.48	24,769.16	25,264.72	26,285.48	26,811.20	27,347.32	27,894.36	28,452.32	29,021.46	29,601.52
	70 HOUR	12.8245	13.0809	13.3426	13.6094	13.8817	14.1593	14.4426	14.7314	15.0260	15.3265	15.6331	15.9458
	75 HOUR	11.9695	12.2089	12.4530	12.7021	12.9562	13.2154	13.4797	13.7493	14.0243	14.3047	14.5908	14.8825
	80 HOUR	11.2213	11.4457	11.6746	11.9083	12.1463	12.3892	12.6370	12.8896	13.1474	13.4103	13.6785	13.9522
	BI-WEEKLY	897.72	915.66	933.98	952.66	971.72	1,010.98	1,031.20	1,051.82	1,072.86	1,094.32	1,116.21	1,138.52
49	ANNUALIZED	28,508.51	29,078.53	29,659.78	30,253.03	30,858.29	31,475.30	32,105.09	32,746.89	33,402.00	34,070.16	34,751.63	35,446.67
	PAYROLL YEAR	28,399.28	28,967.12	29,546.14	30,137.12	30,740.06	31,354.70	31,982.08	32,621.42	33,274.02	33,939.62	34,618.48	35,310.86
	70 HOUR	15.6040	15.9160	16.2342	16.5589	16.8901	17.2279	17.5725	17.9239	18.2824	18.6481	19.0211	19.4015
	75 HOUR	14.5637	14.8549	15.1519	15.4550	15.7641	16.0794	16.4010	16.7289	17.0635	17.4047	17.7529	18.1078
	80 HOUR	13.6534	13.9265	14.2050	14.4891	14.7788	15.0744	15.3759	15.6835	15.9970	16.3170	16.6433	16.9761
	BI-WEEKLY	1,092.28	1,114.12	1,136.39	1,159.12	1,182.31	1,205.95	1,230.08	1,254.67	1,279.77	1,305.37	1,331.48	1,358.11
50	ANNUALIZED	30,290.09	30,895.88	31,513.66	32,143.98	32,786.82	33,442.71	34,111.66	34,793.65	35,489.74	36,199.40	36,923.41	37,662.04
	PAYROLL YEAR	30,174.04	30,777.50	31,392.92	32,020.82	32,661.20	33,314.58	33,980.96	34,660.34	35,353.76	36,060.70	36,781.94	37,517.74
	70 HOUR	16.5791	16.9107	17.2489	17.5939	17.9457	18.3047	18.6708	19.0441	19.4251	19.8135	20.2099	20.6141
	75 HOUR	15.4739	15.7835	16.0991	16.4211	16.7494	17.0844	17.4260	17.7746	18.1300	18.4927	18.8625	19.2397
	80 HOUR	14.5068	14.7970	15.0929	15.3948	15.7028	16.0168	16.3372	16.6639	16.9971	17.3371	17.6838	18.0375
	BI-WEEKLY	1,160.54	1,183.75	1,207.42	1,231.57	1,256.20	1,281.33	1,306.96	1,333.09	1,359.76	1,386.95	1,414.69	1,442.99
51	ANNUALIZED	32,339.21	32,986.22	33,645.77	34,318.63	35,005.32	35,705.32	36,419.42	37,147.61	37,890.68	38,648.36	39,421.44	40,210.18
	PAYROLL YEAR	32,215.30	32,859.84	33,516.86	34,187.14	34,871.20	35,568.52	36,279.88	37,005.28	37,745.50	38,500.28	39,270.40	40,056.12
	70 HOUR	17.7007	18.0548	18.4159	18.7842	19.1600	19.5431	19.9340	20.3326	20.7393	21.1540	21.5772	22.0088
	75 HOUR	16.5207	16.8511	17.1882	17.5319	17.8826	18.2403	18.6052	18.9773	19.3568	19.7439	20.1387	20.5415
	80 HOUR	15.4882	15.7979	16.1138	16.4362	16.7649	17.1001	17.4422	17.7910	18.1470	18.5098	18.8801	19.2578
	BI-WEEKLY	1,239.05	1,263.84	1,289.11	1,314.89	1,341.20	1,368.02	1,395.38	1,423.28	1,451.75	1,480.78	1,510.40	1,540.62
52	ANNUALIZED	34,388.32	35,075.79	35,777.62	36,493.02	37,223.04	37,967.41	38,726.92	39,501.31	40,291.35	41,097.06	41,918.95	42,757.54
	PAYROLL YEAR	34,256.56	34,941.40	35,640.54	36,353.20	37,080.42	37,821.94	38,578.54	39,349.96	40,136.98	40,939.60	41,758.34	42,593.72
	70 HOUR	18.8223	19.1986	19.5827	19.9743	20.3738	20.7813	21.1970	21.6208	22.0533	22.4943	22.9442	23.4032
	75 HOUR	17.5673	17.9187	18.2771	18.6427	19.0155	19.3959	19.7839	20.1795	20.5832	20.9948	21.4147	21.8430
	80 HOUR	16.4695	16.7989	17.1348	17.4776	17.8271	18.1835	18.5473	18.9182	19.2966	19.6826	20.0762	20.4777
	BI-WEEKLY	1,317.56	1,343.90	1,370.79	1,398.20	1,426.17	1,454.69	1,483.79	1,513.46	1,543.73	1,574.60	1,606.09	1,638.22
53	ANNUALIZED	36,704.69	37,438.62	38,187.43	38,951.12	39,730.20	40,524.95	41,335.61	42,161.94	43,005.49	43,865.49	44,742.71	45,637.68
	PAYROLL YEAR	36,564.06	37,295.18	38,041.12	38,801.88	39,577.98	40,369.68	41,177.24	42,000.40	42,840.72	43,697.42	44,571.28	45,462.82
	70 HOUR	20.0901	20.4918	20.9017	21.3197	21.7462	22.1811	22.6248	23.0771	23.5388	24.0095	24.4897	24.9795
	75 HOUR	18.7508	19.1257	19.5082	19.8985	20.2963	20.7023	21.1164	21.5387	21.9694	22.4088	22.8569	23.3140
	80 HOUR	17.5788	17.9304	18.2890	18.6548	19.0278	19.4084	19.7966	20.1924	20.5963	21.0082	21.4284	21.8569
	BI-WEEKLY	1,406.31	1,434.43	1,463.12	1,492.38	1,522.23	1,552.68	1,583.74	1,615.40	1,647.72	1,680.67	1,714.28	1,748.57

**FEDERATION OF SOCIAL WORKERS
2020 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
54	ANNUALIZED	39,110.07	39,892.28	40,689.90	41,503.70	42,333.68	43,180.36	44,044.01	44,925.15	45,823.51	46,739.88	47,674.52	48,627.95	49,600.44
	PAYROLL YEAR	38,960.22	39,739.44	40,534.00	41,344.68	42,171.48	43,014.92	43,875.26	44,753.02	45,647.94	46,560.80	47,491.86	48,441.64	49,410.40
	70 HOUR	21.4067	21.8348	22.2714	22.7168	23.1711	23.6346	24.1073	24.5895	25.0813	25.5829	26.0944	26.6163	27.1486
	75 HOUR	19.9795	20.3791	20.7867	21.2024	21.6265	22.0590	22.5002	22.9502	23.4091	23.8775	24.3549	24.8421	25.3389
	80 HOUR	18.7308	19.1054	19.4876	19.8775	20.2749	20.6804	21.0940	21.5159	21.9462	22.3852	22.8329	23.2896	23.7554
	BI-WEEKLY	1,498.47	1,528.44	1,559.00	1,590.18	1,621.98	1,654.42	1,687.51	1,721.27	1,755.69	1,790.80	1,826.61	1,863.14	1,900.40
55	ANNUALIZED	41,871.45	42,709.26	43,563.25	44,434.47	45,323.17	46,229.36	47,154.09	48,097.34	49,058.87	50,040.49	51,040.90	52,061.67	53,102.80
	PAYROLL YEAR	41,711.02	42,545.62	43,396.34	44,264.22	45,149.52	46,052.24	46,973.42	47,913.06	48,870.90	49,848.76	50,845.34	51,862.20	52,899.34
	70 HOUR	22.9182	23.3767	23.8442	24.3210	24.8074	25.3034	25.8095	26.3258	26.8522	27.3894	27.9370	28.4957	29.0656
	75 HOUR	21.3903	21.8181	22.2545	22.6996	23.1536	23.6166	24.0890	24.5706	25.0621	25.5634	26.0747	26.5961	27.1280
	80 HOUR	20.0536	20.4546	20.8637	21.2810	21.7066	22.1407	22.5835	23.0351	23.4959	23.9658	24.4451	24.9341	25.4327
	BI-WEEKLY	1,604.27	1,636.37	1,669.09	1,702.47	1,736.52	1,771.24	1,806.67	1,842.81	1,879.65	1,917.26	1,955.59	1,994.70	2,034.59
56	ANNUALIZED	44,900.61	45,798.98	46,714.82	47,649.20	48,602.12	49,574.08	50,565.62	51,576.99	52,608.20	53,660.82	54,734.05	55,828.68	56,945.24
	PAYROLL YEAR	44,728.58	45,623.50	46,535.84	47,466.64	48,415.90	49,384.14	50,371.88	51,379.38	52,406.64	53,455.22	54,524.34	55,614.78	56,727.06
	70 HOUR	24.5762	25.0678	25.5691	26.0805	26.6021	27.1341	27.6768	28.2304	28.7949	29.3710	29.9584	30.5576	31.1687
	75 HOUR	22.9378	23.3965	23.8645	24.3417	24.8285	25.3251	25.8315	26.3482	26.8752	27.4126	27.9609	28.5201	29.0905
	80 HOUR	21.5042	21.9344	22.3729	22.8204	23.2767	23.7424	24.2172	24.7016	25.1955	25.6996	26.2135	26.7377	27.2725
	BI-WEEKLY	1,720.33	1,754.75	1,789.84	1,825.64	1,862.15	1,899.39	1,937.38	1,976.13	2,015.64	2,055.97	2,097.09	2,139.03	2,181.81
57	ANNUALIZED	48,553.31	49,524.23	50,514.72	51,525.32	52,555.48	53,606.79	54,678.72	55,772.31	56,887.82	58,025.52	59,185.93	60,369.82	61,577.21
	PAYROLL YEAR	48,367.28	49,334.48	50,321.18	51,327.90	52,354.12	53,401.40	54,469.22	55,558.62	56,669.86	57,803.20	58,959.16	60,138.52	61,341.28
	70 HOUR	26.5754	27.1069	27.6490	28.2021	28.7660	29.3414	29.9282	30.5267	31.1373	31.7600	32.3952	33.0431	33.7040
	75 HOUR	24.8037	25.2999	25.8059	26.3220	26.8485	27.3854	27.9331	28.4918	29.0615	29.6428	30.2356	30.8404	31.4571
	80 HOUR	23.2535	23.7186	24.1930	24.6768	25.1703	25.6737	26.1873	26.7110	27.2452	27.7902	28.3458	28.9129	29.4911
	BI-WEEKLY	1,860.28	1,897.48	1,935.43	1,974.15	2,013.62	2,053.90	2,094.97	2,136.87	2,179.61	2,223.20	2,267.66	2,313.02	2,359.28
58	ANNUALIZED	52,206.00	53,250.00	54,315.14	55,401.43	56,509.37	57,639.50	58,792.60	59,968.14	61,167.70	62,391.27	63,639.11	64,911.74	66,209.96
	PAYROLL YEAR	52,005.98	53,045.98	54,107.04	55,189.16	56,292.86	57,418.66	58,567.34	59,738.38	60,933.34	62,152.22	63,395.28	64,663.04	65,956.28
	70 HOUR	28.5747	29.1462	29.7291	30.3237	30.9302	31.5487	32.1798	32.8233	33.4799	34.1495	34.8325	35.5292	36.2397
	75 HOUR	26.6697	27.2031	27.7472	28.3021	28.8681	29.4456	30.0344	30.6351	31.2478	31.8726	32.5101	33.1603	33.8236
	80 HOUR	25.0029	25.5029	26.0129	26.5332	27.0638	27.6051	28.1572	28.7203	29.2947	29.8806	30.4782	31.0878	31.7096
	BI-WEEKLY	2,000.23	2,040.23	2,081.04	2,122.66	2,165.11	2,208.41	2,252.59	2,297.63	2,343.59	2,390.47	2,438.28	2,487.04	2,536.78
59	ANNUALIZED	56,303.96	57,430.18	58,578.84	59,750.47	60,945.33	62,164.20	63,407.60	64,675.80	65,969.32	67,288.67	68,634.65	70,007.25	71,407.51
	PAYROLL YEAR	56,088.24	57,210.14	58,354.40	59,521.54	60,711.82	61,926.02	63,164.66	64,428.00	65,716.56	67,030.86	68,371.68	69,739.02	71,133.92
	70 HOUR	30.8177	31.4341	32.0628	32.7042	33.3582	34.0253	34.7059	35.4000	36.1080	36.8302	37.5668	38.3182	39.0845
	75 HOUR	28.7633	29.3385	29.9253	30.5239	31.1344	31.7570	32.3922	33.0400	33.7008	34.3749	35.0625	35.7637	36.4791
	80 HOUR	26.9655	27.5048	28.0549	28.6160	29.1884	29.7721	30.3676	30.9750	31.5945	32.2265	32.8710	33.5285	34.1990
	BI-WEEKLY	2,157.24	2,200.39	2,244.40	2,289.29	2,335.07	2,381.77	2,429.41	2,478.00	2,527.56	2,578.11	2,629.68	2,682.27	2,735.92

**FEDERATION OF SOCIAL WORKERS
2021 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
46	ANNUALIZED	23,898.99	24,376.88	24,864.69	25,361.63	25,869.02	26,386.58	26,914.58	27,452.50	28,001.65	28,561.49	29,133.08	29,715.63
	PAYROLL YEAR	23,807.42	24,283.48	24,769.42	25,264.46	25,769.90	26,285.48	26,811.46	27,347.32	27,894.36	28,452.06	29,021.46	29,601.78
	70 HOUR	13,0810	13,3425	13,6095	13,8816	14,1593	14,4425	14,7315	15,0260	15,3265	15,6330	15,9458	16,2647
	75 HOUR	12,2089	12,4531	12,7021	12,9561	13,2153	13,4797	13,7493	14,0243	14,3048	14,5908	14,8826	15,1802
	80 HOUR	11,4457	11,6746	11,9081	12,1465	12,3892	12,6370	12,8897	13,1474	13,4103	13,6785	13,9521	14,2312
BI-WEEKLY	915.67	933.98	952.67	971.71	991.15	1,010.98	1,031.21	1,051.82	1,072.86	1,094.31	1,116.21	1,138.53	1,161.29
49	ANNUALIZED	29,078.79	29,660.04	30,253.03	30,858.29	31,475.30	32,105.09	32,747.15	33,402.00	34,069.90	34,751.63	35,446.67	36,155.55
	PAYROLL YEAR	28,967.38	29,546.40	30,137.12	30,740.06	31,354.70	31,982.08	32,621.68	33,274.02	33,939.36	34,618.48	35,310.86	36,017.02
	70 HOUR	15,9161	16,2343	16,5589	16,8901	17,2279	17,5725	17,9240	18,2824	18,6480	19,0211	19,4015	19,7895
	75 HOUR	14,8550	15,1520	15,4549	15,7641	16,0794	16,4010	16,7290	17,0635	17,4048	17,7528	18,1080	18,4700
	80 HOUR	13,9265	14,2050	14,4891	14,7789	15,0744	15,3759	15,6834	15,9972	16,3169	16,6433	16,9762	17,3156
BI-WEEKLY	1,114.13	1,136.40	1,159.12	1,182.31	1,205.95	1,230.08	1,254.68	1,279.77	1,305.36	1,331.48	1,358.11	1,385.27	1,412.98
50	ANNUALIZED	30,895.88	31,513.66	32,143.98	32,787.08	33,442.45	34,111.66	34,793.65	35,489.48	36,199.40	36,923.41	37,662.04	38,415.29
	PAYROLL YEAR	30,777.50	31,392.92	32,020.82	32,661.46	33,314.32	33,980.96	34,660.34	35,353.50	36,060.70	36,781.94	37,517.74	38,268.10
	70 HOUR	16,9107	17,2489	17,5939	17,9458	18,3046	18,6708	19,0442	19,4250	19,8136	20,2098	20,6141	21,0264
	75 HOUR	15,7834	16,0992	16,4211	16,7495	17,0844	17,4261	17,7745	18,1301	18,4926	18,8626	19,2398	19,6245
	80 HOUR	14,7969	15,0929	15,3948	15,7027	16,0169	16,3371	16,6639	16,9972	17,3370	17,6838	18,0375	18,3983
BI-WEEKLY	1,183.75	1,207.42	1,231.57	1,256.21	1,281.32	1,306.96	1,333.09	1,359.75	1,386.95	1,414.69	1,442.99	1,471.85	1,501.28
51	ANNUALIZED	32,985.96	33,645.77	34,318.63	35,005.06	35,705.32	36,419.42	37,147.87	37,890.68	38,648.62	39,421.44	40,209.92	41,014.32
	PAYROLL YEAR	32,859.58	33,516.86	34,187.14	34,870.94	35,568.52	36,279.88	37,005.54	37,745.50	38,500.54	39,270.40	40,055.86	40,857.18
	70 HOUR	18,0547	18,4159	18,7842	19,1599	19,5432	19,9340	20,3327	20,7393	21,1541	21,5771	22,0087	22,4490
	75 HOUR	16,8511	17,1881	17,5320	17,8825	18,2403	18,6051	18,9773	19,3568	19,7439	20,1388	20,5415	20,9523
	80 HOUR	15,7980	16,1139	16,4361	16,7649	17,1002	17,4421	17,7910	18,1468	18,5099	18,8800	19,2577	19,6430
BI-WEEKLY	1,263.83	1,289.11	1,314.89	1,341.19	1,368.02	1,395.38	1,423.29	1,451.75	1,480.79	1,510.40	1,540.61	1,571.43	1,602.85
52	ANNUALIZED	35,076.05	35,777.36	36,493.28	37,223.04	37,967.41	38,726.66	39,501.31	40,291.09	41,097.32	41,918.95	42,757.54	43,612.84
	PAYROLL YEAR	34,941.66	35,640.28	36,353.46	37,080.42	37,821.94	38,578.28	39,349.96	40,136.72	40,939.86	41,758.34	42,593.72	43,445.74
	70 HOUR	19,1987	19,5826	19,9744	20,3738	20,7813	21,1969	21,6209	22,0532	22,4944	22,9442	23,4031	23,8713
	75 HOUR	17,9186	18,2771	18,6426	19,0156	19,3958	19,7838	20,1796	20,5831	20,9949	21,4147	21,8430	22,2799
	80 HOUR	16,7989	17,1349	17,4775	17,8272	18,1836	18,5472	18,9182	19,2966	19,6825	20,0763	20,4777	20,8873
BI-WEEKLY	1,343.91	1,370.78	1,398.21	1,426.17	1,454.69	1,483.78	1,513.46	1,543.72	1,574.61	1,606.09	1,638.22	1,670.99	1,704.41
53	ANNUALIZED	37,438.62	38,187.17	38,951.12	39,730.20	40,524.95	41,335.35	42,162.20	43,004.97	43,865.49	44,742.71	45,637.68	46,550.39
	PAYROLL YEAR	37,295.18	38,040.86	38,801.88	39,577.98	40,369.68	41,176.98	42,000.66	42,840.20	43,697.42	44,571.28	45,462.82	46,372.04
	70 HOUR	20,4919	20,9016	21,3197	21,7461	22,1811	22,6247	23,0773	23,5386	24,0096	24,4897	24,9795	25,4791
	75 HOUR	19,1258	19,5082	19,8984	20,2965	20,7022	21,1163	21,5387	21,9695	22,4088	22,8570	23,3140	23,7803
	80 HOUR	17,9304	18,2890	18,6548	19,0279	19,4084	19,7966	20,1925	20,5962	21,0082	21,4284	21,8570	22,2940
BI-WEEKLY	1,434.43	1,463.11	1,492.38	1,522.23	1,552.68	1,583.73	1,615.41	1,647.70	1,680.67	1,714.28	1,748.57	1,783.54	1,819.20

**FEDERATION OF SOCIAL WORKERS
2021 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
54	ANNUALIZED	39,892.28	40,690.16	41,503.70	42,333.68	43,180.36	44,044.01	44,924.89	45,823.51	46,739.88	47,674.78	48,627.95	49,600.44	50,592.50
	PAYROLL YEAR	39,739.44	40,534.26	41,344.68	42,171.48	43,014.92	43,875.26	44,752.76	45,647.94	46,560.80	47,492.12	48,441.64	49,410.40	50,398.66
	70 HOUR	21.8348	22.2715	22.7168	23.1711	23.6345	24.1073	24.5894	25.0813	25.5829	26.0946	26.6163	27.1486	27.6916
	75 HOUR	20.3791	20.7867	21.2024	21.6264	22.0590	22.5002	22.9502	23.4092	23.8773	24.3551	24.8420	25.3389	25.8457
	80 HOUR	19.1054	19.4875	19.8774	20.2751	20.6804	21.0940	21.5159	21.9462	22.3851	22.8329	23.2896	23.7554	24.2305
	BI-WEEKLY	1,528.44	1,559.01	1,590.18	1,621.98	1,654.42	1,687.51	1,721.26	1,755.69	1,790.80	1,826.62	1,863.14	1,900.40	1,938.41
55	ANNUALIZED	42,709.00	43,563.25	44,434.73	45,323.17	46,229.63	47,154.09	48,097.08	49,059.13	50,039.96	51,041.16	52,061.67	53,102.80	54,164.81
	PAYROLL YEAR	42,545.36	43,396.34	44,264.48	45,149.52	46,052.50	46,973.42	47,912.80	48,871.16	49,848.24	50,845.60	51,862.20	52,899.34	53,957.28
	70 HOUR	23.3766	23.8442	24.3211	24.8074	25.3035	25.8095	26.3257	26.8523	27.3892	27.9372	28.4957	29.0656	29.6469
	75 HOUR	21.8181	22.2545	22.6996	23.1536	23.6167	24.0889	24.5708	25.0620	25.5633	26.0747	26.5962	27.1280	27.6706
	80 HOUR	20.4547	20.8637	21.2810	21.7066	22.1407	22.5835	23.0352	23.4958	23.9658	24.4451	24.9340	25.4328	25.9414
	BI-WEEKLY	1,636.36	1,669.09	1,702.48	1,736.52	1,771.25	1,806.67	1,842.80	1,879.66	1,917.24	1,955.60	1,994.70	2,034.59	2,075.28
56	ANNUALIZED	45,798.71	46,714.82	47,649.20	48,602.12	49,574.08	50,565.62	51,576.73	52,608.47	53,660.56	54,734.05	55,828.68	56,945.50	58,084.25
	PAYROLL YEAR	45,623.24	46,535.84	47,466.64	48,415.90	49,384.14	50,371.88	51,379.12	52,406.90	53,454.96	54,524.34	55,614.78	56,727.32	57,861.70
	70 HOUR	25.0677	25.5692	26.0805	26.6021	27.1341	27.6768	28.2303	28.7950	29.3708	29.9584	30.5576	31.1688	31.7921
	75 HOUR	23.3966	23.8644	24.3418	24.8285	25.3251	25.8316	26.3481	26.8752	27.4127	27.9609	28.5201	29.0905	29.6723
	80 HOUR	21.9343	22.3731	22.8204	23.2768	23.7422	24.2172	24.7015	25.1956	25.6994	26.2136	26.7378	27.2725	27.8180
	BI-WEEKLY	1,754.74	1,789.84	1,825.64	1,862.15	1,899.39	1,937.38	1,976.12	2,015.65	2,055.96	2,097.09	2,139.03	2,181.82	2,225.45
57	ANNUALIZED	49,524.23	50,514.72	51,525.05	52,555.74	53,606.53	54,678.72	55,772.57	56,887.56	58,025.52	59,185.93	60,369.82	61,577.21	62,808.87
	PAYROLL YEAR	49,334.48	50,321.18	51,327.64	52,354.38	53,401.14	54,469.22	55,558.88	56,669.60	57,803.20	58,959.16	60,138.52	61,341.28	62,568.22
	70 HOUR	27.1069	27.6490	28.2020	28.7661	29.3413	29.9282	30.5268	31.1372	31.7600	32.3952	33.0431	33.7040	34.3781
	75 HOUR	25.2998	25.8059	26.3220	26.8484	27.3855	27.9331	28.4918	29.0616	29.6427	30.2357	30.8403	31.4572	32.0862
	80 HOUR	23.7186	24.1930	24.6769	25.1703	25.6737	26.1872	26.7110	27.2452	27.7901	28.3460	28.9127	29.4912	30.0809
	BI-WEEKLY	1,897.48	1,935.43	1,974.14	2,013.63	2,053.89	2,094.97	2,136.88	2,179.60	2,223.20	2,267.66	2,313.02	2,359.28	2,406.47
58	ANNUALIZED	53,250.00	54,315.14	55,401.43	56,509.37	57,639.76	58,792.34	59,968.40	61,167.70	62,391.27	63,639.11	64,911.74	66,210.22	67,534.27
	PAYROLL YEAR	53,045.98	54,107.04	55,189.16	56,292.86	57,418.92	58,567.08	59,738.64	60,933.34	62,152.22	63,395.28	64,663.04	65,956.54	67,275.52
	70 HOUR	29.1462	29.7291	30.3237	30.9302	31.5488	32.1797	32.8234	33.4798	34.1495	34.8325	35.5292	36.2398	36.9645
	75 HOUR	27.2031	27.7472	28.3021	28.8681	29.4455	30.0345	30.6351	31.2478	31.8728	32.5101	33.1603	33.8235	34.5001
	80 HOUR	25.5030	26.0130	26.5332	27.0639	27.6051	28.1572	28.7203	29.2947	29.8806	30.4782	31.0878	31.7096	32.3438
	BI-WEEKLY	2,040.23	2,081.04	2,122.66	2,165.11	2,208.42	2,252.58	2,297.64	2,343.59	2,390.47	2,438.28	2,487.04	2,536.79	2,587.52
59	ANNUALIZED	57,430.18	58,578.84	59,750.47	60,945.59	62,164.46	63,407.60	64,675.80	65,969.32	67,288.67	68,634.65	70,007.25	71,407.51	72,835.44
	PAYROLL YEAR	57,210.14	58,354.40	59,521.54	60,712.08	61,926.28	63,164.66	64,428.00	65,716.56	67,030.86	68,371.68	69,739.02	71,133.92	72,556.38
	70 HOUR	31.4341	32.0628	32.7041	33.3583	34.0254	34.7058	35.4000	36.1080	36.8302	37.5668	38.3181	39.0846	39.8662
	75 HOUR	29.3386	29.9253	30.5238	31.1344	31.7571	32.3921	33.0400	33.7008	34.3748	35.0624	35.7638	36.4790	37.2087
	80 HOUR	27.5048	28.0549	28.6160	29.1883	29.7722	30.3675	30.9750	31.5945	32.2264	32.8710	33.5284	34.1991	34.8830
	BI-WEEKLY	2,200.39	2,244.40	2,289.29	2,335.08	2,381.78	2,429.41	2,478.00	2,527.56	2,578.11	2,629.68	2,682.27	2,735.92	2,790.63

**FEDERATION OF SOCIAL WORKERS
2022 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
46	ANNUALIZED	24,376.88	24,864.43	25,361.89	26,386.58	26,914.32	27,452.76	28,001.65	28,561.49	29,132.82	29,715.63	30,309.93	30,915.97
	PAYROLL YEAR	24,283.48	24,769.16	25,264.72	26,285.48	26,811.20	27,347.58	27,894.36	28,452.06	29,021.20	29,601.78	30,193.80	30,797.52
	70 HOUR	13,3426	13,6094	13,8817	14,1592	14,4425	14,7314	15,0261	15,3265	15,6330	15,9457	16,2647	16,5900
	75 HOUR	12,4531	12,7022	12,9561	13,2152	13,4796	13,7493	14,0243	14,3048	14,5909	14,8826	15,1803	15,4838
	80 HOUR	11,6746	11,9081	12,1463	12,3894	12,6370	12,8897	13,1475	13,4103	13,6785	13,9521	14,2311	14,5158
BI-WEEKLY	933.98	952.66	971.72	991.14	1,010.98	1,031.20	1,051.83	1,072.86	1,094.31	1,116.20	1,138.53	1,161.30	1,184.52
49	ANNUALIZED	29,660.30	30,253.29	30,858.29	32,105.09	32,747.15	33,402.26	34,069.90	34,751.37	35,446.67	36,155.55	36,878.52	37,616.36
	PAYROLL YEAR	29,546.66	30,137.38	30,740.06	31,354.70	31,982.08	32,621.68	33,274.28	33,939.36	34,618.22	35,310.86	36,017.02	36,737.22
	70 HOUR	16,2344	16,5590	16,8901	17,2279	17,5725	17,9240	18,2825	18,6480	19,0210	19,4015	19,7895	20,1853
	75 HOUR	15,1521	15,4550	15,7640	16,0794	16,4010	16,7290	17,0636	17,4048	17,7529	18,1079	18,4702	18,8394
	80 HOUR	14,2050	14,4891	14,7789	15,0745	15,3759	15,6834	15,9971	16,3171	16,6432	16,9762	17,3157	17,6619
BI-WEEKLY	1,136.41	1,159.13	1,182.31	1,205.95	1,230.08	1,254.68	1,279.78	1,305.36	1,331.47	1,358.11	1,385.27	1,412.97	1,441.24
50	ANNUALIZED	31,513.66	32,143.98	32,787.08	34,111.40	34,793.65	35,489.74	36,199.40	36,923.41	37,661.78	38,415.29	39,183.41	39,967.19
	PAYROLL YEAR	31,392.92	32,020.82	32,661.46	33,314.58	33,980.70	34,660.34	35,353.76	36,060.70	36,781.94	37,517.48	38,268.10	39,033.28
	70 HOUR	17,2489	17,5939	17,9458	18,3047	18,6707	19,0442	19,4251	19,8135	20,2099	20,6140	21,0264	21,4469
	75 HOUR	16,0991	16,4212	16,7495	17,0845	17,4261	17,7746	18,1300	18,4927	18,8625	19,2399	19,6246	20,0170
	80 HOUR	15,0928	15,3948	15,7027	16,0168	16,3372	16,6638	16,9972	17,3371	17,6837	18,0375	18,3983	18,7663
BI-WEEKLY	1,207.42	1,231.57	1,256.21	1,281.33	1,306.95	1,333.09	1,359.76	1,386.95	1,414.69	1,442.98	1,471.85	1,501.28	1,531.31
51	ANNUALIZED	33,645.77	34,318.63	35,005.06	35,705.32	36,419.68	37,147.87	37,890.94	38,648.62	39,421.44	40,209.66	41,014.06	41,834.65
	PAYROLL YEAR	33,516.86	34,187.14	34,870.94	35,568.52	36,280.14	37,005.54	37,745.76	38,500.54	39,270.40	40,055.60	40,856.92	41,674.36
	70 HOUR	18,4158	18,7842	19,1599	19,5431	19,9341	20,3327	20,7394	21,1541	21,5772	22,0086	22,4489	22,8980
	75 HOUR	17,1881	17,5319	17,8826	18,2402	18,6051	18,9772	19,3568	19,7439	20,1388	20,5416	20,9523	21,3713
	80 HOUR	16,1140	16,4362	16,7648	17,1002	17,4422	17,7909	18,1468	18,5097	18,8801	19,2576	19,6429	20,0359
BI-WEEKLY	1,289.11	1,314.89	1,341.19	1,368.02	1,395.39	1,423.29	1,451.76	1,480.79	1,510.40	1,540.60	1,571.42	1,602.86	1,634.91
52	ANNUALIZED	35,777.62	36,493.02	37,223.04	37,967.41	38,726.66	39,501.31	40,291.35	41,097.06	41,919.21	42,757.54	43,612.58	44,485.10
	PAYROLL YEAR	35,640.54	36,353.20	37,080.42	37,821.94	38,578.28	39,349.96	40,136.98	40,939.60	41,758.60	42,593.72	43,445.48	44,314.66
	70 HOUR	19,5827	19,9743	20,3739	20,7813	21,1969	21,6208	22,0533	22,4943	22,9443	23,4031	23,8712	24,3487
	75 HOUR	18,2770	18,6426	19,0155	19,3959	19,7837	20,1795	20,5832	20,9948	21,4148	21,8430	22,2799	22,7255
	80 HOUR	17,1349	17,4776	17,8271	18,1837	18,5473	18,9181	19,2966	19,6825	20,0762	20,4778	20,8873	21,3050
BI-WEEKLY	1,370.79	1,398.20	1,426.17	1,454.69	1,483.78	1,513.46	1,543.73	1,574.60	1,606.10	1,638.22	1,670.98	1,704.41	1,738.50
53	ANNUALIZED	38,187.43	38,950.86	39,730.20	40,524.69	41,335.35	42,161.94	43,005.49	43,865.23	44,742.97	45,637.68	46,550.39	47,481.38
	PAYROLL YEAR	38,041.12	38,801.62	39,577.98	40,369.42	41,176.98	42,000.40	42,840.72	43,697.16	44,571.54	45,462.82	46,372.04	47,299.46
	70 HOUR	20,9017	21,3196	21,7461	22,1810	22,6247	23,0772	23,5388	24,0094	24,4898	24,9795	25,4791	25,9887
	75 HOUR	19,5083	19,8984	20,2964	20,7024	21,1162	21,5386	21,9695	22,4089	22,8570	23,3141	23,7803	24,2559
	80 HOUR	18,2890	18,6548	19,0279	19,4085	19,7966	20,1925	20,5964	21,0081	21,4284	21,8570	22,2941	22,7399
BI-WEEKLY	1,463.12	1,492.37	1,522.23	1,552.67	1,583.73	1,615.40	1,647.72	1,680.66	1,714.29	1,748.57	1,783.54	1,819.21	1,855.59

**FEDERATION OF SOCIAL WORKERS
2022 SALARY SCHEDULE POST 1/1/16 HIRES**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
54	ANNUALIZED	40,690.16	41,503.70	42,333.68	43,180.36	44,043.75	44,924.89	45,823.25	46,739.88	47,674.78	48,628.48	49,600.44	50,592.50
	PAYROLL YEAR	40,534.26	41,344.68	42,171.48	43,014.92	43,875.00	44,752.76	45,647.68	46,560.80	47,492.12	48,442.16	49,410.40	50,398.66
	70 HOUR	22,2715	22,7169	23,1711	23,6345	24,1072	24,5894	25,0812	25,5829	26,0946	26,6165	27,1486	27,6916
	75 HOUR	20,7867	21,2024	21,6264	22,0589	22,5002	22,9502	23,4092	23,8774	24,3548	24,8422	25,3388	25,8457
	80 HOUR	19,4875	19,8773	20,2749	20,6806	21,0940	21,5159	21,9462	22,3851	22,8328	23,2896	23,7554	24,2305
BI-WEEKLY	1,559.01	1,590.18	1,621.98	1,654.42	1,687.50	1,721.26	1,755.68	1,790.80	1,826.62	1,863.16	1,900.40	1,938.41	1,977.18
55	ANNUALIZED	43,563.25	44,434.73	45,323.43	46,229.63	47,154.09	48,097.08	49,058.87	50,040.23	51,040.90	52,061.93	53,102.80	54,164.81
	PAYROLL YEAR	43,396.34	44,264.48	45,149.78	46,052.50	46,973.42	47,912.80	48,870.90	49,848.50	50,845.34	51,862.46	52,899.34	53,957.28
	70 HOUR	23,8441	24,3211	24,8075	25,3035	25,8096	26,3257	26,8522	27,3893	27,9370	28,4959	29,0656	29,6469
	75 HOUR	22,2545	22,6996	23,1536	23,6167	24,0890	24,5707	25,0622	25,5632	26,0746	26,5962	27,1281	27,6706
	80 HOUR	20,8638	21,2810	21,7066	22,1407	22,5835	23,0352	23,4959	23,9657	24,4451	24,9340	25,4327	25,9415
BI-WEEKLY	1,669.09	1,702.48	1,736.53	1,771.25	1,806.67	1,842.80	1,879.65	1,917.25	1,955.59	1,994.71	2,034.59	2,075.28	2,116.79
56	ANNUALIZED	46,714.82	47,649.20	48,602.12	49,574.08	50,565.62	51,576.73	52,608.20	53,660.56	54,733.53	55,828.68	56,945.50	58,084.25
	PAYROLL YEAR	46,535.84	47,466.64	48,415.90	49,384.14	50,371.88	51,379.12	52,406.64	53,454.96	54,523.82	55,614.78	56,727.32	57,861.70
	70 HOUR	25,5691	26,0806	26,6021	27,1341	27,6768	28,2303	28,7949	29,3709	29,9582	30,5576	31,1688	31,7922
	75 HOUR	23,8645	24,3417	24,8286	25,3251	25,8316	26,3482	26,8751	27,4127	27,9610	28,5201	29,0905	29,6723
	80 HOUR	22,3730	22,8206	23,2768	23,7423	24,2170	24,7015	25,1955	25,6995	26,2134	26,7379	27,2726	27,8180
BI-WEEKLY	1,789.84	1,825.64	1,862.15	1,899.39	1,937.38	1,976.12	2,015.64	2,055.96	2,097.07	2,139.03	2,181.82	2,225.45	2,269.95
57	ANNUALIZED	50,514.72	51,525.05	52,555.48	53,606.79	54,678.72	55,772.57	56,887.82	58,025.26	59,185.93	60,369.82	61,577.21	62,808.87
	PAYROLL YEAR	50,321.18	51,327.64	52,354.12	53,401.40	54,469.22	55,558.88	56,669.86	57,802.94	58,959.16	60,138.52	61,341.28	62,568.22
	70 HOUR	27,6490	28,2020	28,7660	29,3414	29,9281	30,5268	31,1373	31,7599	32,3952	33,0431	33,7040	34,3781
	75 HOUR	25,8058	26,3220	26,8484	27,3854	27,9332	28,4918	29,0616	29,6428	30,2356	30,8404	31,4571	32,0863
	80 HOUR	24,1930	24,6769	25,1704	25,6737	26,1872	26,7109	27,2452	27,7901	28,3459	28,9129	29,4910	30,0810
BI-WEEKLY	1,935.43	1,974.14	2,013.62	2,053.90	2,094.97	2,136.88	2,179.61	2,223.19	2,267.66	2,313.02	2,359.28	2,406.47	2,454.60
58	ANNUALIZED	54,315.14	55,401.43	56,509.37	57,639.76	58,792.60	59,968.14	61,167.70	62,391.01	63,639.11	64,911.74	66,210.22	67,534.27
	PAYROLL YEAR	54,107.04	55,189.16	56,292.86	57,418.92	58,567.34	59,738.38	60,933.34	62,151.96	63,395.28	64,663.04	65,956.54	67,275.52
	70 HOUR	29,7291	30,3237	30,9302	31,5488	32,1798	32,8233	33,4799	34,1494	34,8325	35,5292	36,2398	36,9646
	75 HOUR	27,7472	28,3021	28,8681	29,4455	30,0344	30,6352	31,2478	31,8728	32,5103	33,1603	33,8235	34,5000
	80 HOUR	26,0131	26,5333	27,0639	27,6052	28,1572	28,7203	29,2947	29,8806	30,4782	31,0878	31,7096	32,3438
BI-WEEKLY	2,081.04	2,122.66	2,165.11	2,208.42	2,252.59	2,297.63	2,343.59	2,390.46	2,438.28	2,487.04	2,536.79	2,587.52	2,639.27
59	ANNUALIZED	58,578.84	59,750.47	60,945.33	62,164.72	63,407.60	64,675.54	65,969.32	67,288.67	68,634.65	70,007.25	71,407.51	72,835.70
	PAYROLL YEAR	58,354.40	59,521.54	60,711.82	61,926.54	63,164.66	64,427.74	65,716.56	67,030.86	68,371.68	69,739.02	71,133.92	72,556.64
	70 HOUR	32,0628	32,7041	33,3582	34,0255	34,7059	35,3999	36,1080	36,8302	37,5668	38,3181	39,0845	39,8663
	75 HOUR	29,9254	30,5238	31,1343	31,7571	32,3922	33,0399	33,7008	34,3748	35,0623	35,7636	36,4791	37,2086
	80 HOUR	28,0549	28,6160	29,1883	29,7721	30,3676	30,9749	31,5945	32,2264	32,8709	33,5284	34,1990	34,8831
BI-WEEKLY	2,244.40	2,289.29	2,335.07	2,381.79	2,429.41	2,477.99	2,527.56	2,578.11	2,629.68	2,682.27	2,735.92	2,790.64	2,846.45