

# AGREEMENT

BY AND BETWEEN THE

## County of Cortland

AND THE



## CSEA, Local 1000 AFSCME, AFL-CIO

Department of Emergency Response and  
Communication "DOERC" Unit 6550-02 Cortland  
County Local 812

**JANUARY 1, 2019 - DECEMBER 31, 2023**

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## PREAMBLE

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Entered into by and between the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, the recognized union by the Cortland County Department of Emergency Response and Communication "DOERC" Unit #655002, hereinafter referred to as the "CSEA Unit 655002", and the County of Cortland, hereinafter referred to as the "County."

In consideration of the mutual covenants contained herein, the parties hereto do agree as follows:

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## ARTICLE 1 - RECOGNITION

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SECTION 1. The County recognizes the CSEA as the sole and exclusive bargaining representative for the purposes of establishing salaries, wages, hours, and other terms and conditions of employment, as defined in Section 201(4) of the Civil Service Law, for members of the defined bargaining unit for the duration of this Agreement.

The CSEA represents employees of the County holding a full-time position or a regularly scheduled part-time position scheduled to work at least fifteen (15) hours per week in one title in a title reflected in the Appendix A of this Agreement. All seasonal, casual/per diem, or other irregularly scheduled employees, including student employees on school breaks, and temporary positions, as defined in Section 64 of the Civil Service Law, shall be excluded from the bargaining unit. All employees who fill positions within the jurisdictional classifications of exempt or unclassified, as defined by the Civil Service Rules, shall be excluded from the bargaining unit.

SECTION 2. The Civil Service Employees Association, Local 1000 AFSCME, AFL-CIO affirms that it does not assert the right to strike against the County, as defined under Section 210 of Article 14 of the Civil Service Law.

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## ARTICLE 2 - MANAGEMENT RIGHTS

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Except as limited by other provisions of this Agreement, all of the authority, rights, and responsibilities possessed by the County are retained by it including, but not limited to, the right to determine the mission, purposes, objectives, hours, scheduling, days off, and policies of the County; to determine the facilities, methods, means, and number of personnel required to conduct County programs; to administer the merit system, including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment, or transfer of employees pursuant to law; to direct, deploy, and utilize the work force; to establish specifications for each class of positions and to classify and reclassify and to allocate or reallocate new or existing positions in accordance with law; and to discipline or discharge employees in accordance with law and the provisions of this Agreement.

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## ARTICLE 3 - CSEA RIGHTS

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### SECTION 1. Bulletin Boards

The Union may maintain one (1) bulletin board in each facility where CSEA Unit 655002 represented members are located to post notices and other communications. Each bulletin board shall be labeled solely for Union use.

The Union may post meeting notices, internal election notices, information on benefits of the Union to its members, bargaining updates, and other information that is within the realm of business of the Union. The Union agrees not to post any material that relates to public elections or is derogatory toward Cortland County, its management, employees, or elected officials. Any item that is outside the realm of business of the Union shall be approved by the Personnel Officer prior to posting.

SECTION 2. The Unit President and Stewards shall have access to accrual records of employees within their jurisdiction with the written approval of the employee.

SECTION 3. The Executive Board of the CSEA Unit 655002 shall be permitted to allocate forty-eight hours with pay, per calendar year, among the employee members to attend official meetings of the Civil Service Employees Association. When possible, the Department Head/designee shall be notified, in writing, with a copy to the Personnel Officer, two (2) weeks in advance of such leave.

Alternate delegates will be assigned in case of emergency. The Unit President will notify the Personnel Officer by January 15<sup>th</sup>, of each year, of all Officers and Union Stewards/Grievance Representatives and what areas they represent. Any changes to said list, after January 15<sup>th</sup>, will be sent to the Personnel Officer within five (5) working days of the change.

SECTION 4. The officers and agents of CSEA Unit 655002 shall have the right to visit the Employer's facilities for purposes of adjusting grievances and administering the terms and conditions of this Agreement. Employees who are designated or elected for the purpose of adjusting grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations, which have as their purpose the maintenance of harmonious and cooperative relations between the Employer and the employee and the uninterrupted operation of government.

SECTION 5. The County agrees to submit to the Union each month, a list of any new employees hired, the activity in which they are working or will work, their home address, and the status of their employment as to whether they are temporary, seasonal, federally funded, or permanent. Upon written request, the Personnel Officer will provide the CSEA Unit 655002 President with a list of current employee data including, but not limited to, employee name, department, date of hire, part-time or full-time, job title, jurisdictional classification (competitive, non-competitive, labor), and grade level.

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## ARTICLE 4 - DUES, DEDUCTIONS, AND COLLECTIONS

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### SECTION 1. Check-off of Union Dues

All employees covered by this Agreement shall authorize their membership dues to the Union by signing the authorization for payroll deduction of Union dues form provided by the Union. The County agrees to deduct authorized membership dues from the wages of all employees covered by this Agreement and forward said dues bi-weekly to CSEA, Local 1000 AFSCME, AFLCIO, 143 Washington Avenue, Albany, New York 12210.

## SECTION 2. Other CSEA Authorized Deductions

The County shall deduct from the wages of employees who authorize said deductions, premiums for all current CSEA-sponsored programs. The County further agrees to forward said deductions to CSEA at 143 Washington Avenue, Albany New York 12210.

## SECTION 3. Deduction Exclusivity

In addition to the above referenced deductions, the County agrees to deduct from the wages of employees who authorize said deductions, regular subscription to the Dental, Vision, and Health Insurance, a Deferred Compensation Provider Plan, a Flex Spending plan, the New York College Savings program, United Way, and direct deposits.

## SECTION 4. Changes in Deductions

Any changes in the amount of union dues and CSEA sponsored program fees to be deducted must be certified by the Union in writing and forwarded to the County thirty (30) days prior to implementation. Where an employee has no earnings from a paycheck from which deductions have to be made, the County shall not be responsible for collecting the dues or program fees.

## SECTION 5. Indemnification

It is understood and agreed that the provisions of this Article shall be subject to the requirements of applicable law. The Union agrees to indemnify and save the Employer harmless from any and all claims, suits, judgments, attachments, and from any other form of liability, including legal fees and other reasonable and necessary expenses arising out of, or resulting from, any deduction from wages made in accordance with this Article or in reliance upon any authorization card or list relating thereto which is furnished to the County by CSEA.

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## **ARTICLE 5 - WORKDAY/WORKWEEK**

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SECTION 1. Employees shall work forty (40) hours per week, consisting of eight (8) hour days unless changed by mutual agreement. The workweek for all employees shall start at 12:01 a.m. Monday and end at 12:00 midnight Sunday. All full-time employees shall have a normal work schedule of 5-2.

Changes from an employee's normal work schedule can be made for reasonable cause but shall not be made arbitrarily or capriciously.

Except in cases of emergency or unusual circumstances, should it be necessary to change the work schedule, shift or pass days for employee(s) within the Communication Department, the Department Head/designee shall give at least 14 calendar days' notice to the employee(s) and CSEA. This notice requirement does not include the need for scheduling overtime. Changes may be made in less time if mutually agreeable between the employee(s) and the Department Head/designee.

A. All changes require the approval of the Department Head/designee.

B. Pass days may be redistributed in accordance with seniority, as defined in Article 27, upon employee request at the discretion of the Department Head/designee.

## SECTION 2.

A. Communications Center Dispatchers and Senior Dispatchers will have shifts starting at 8 a.m., 4 p.m., and 12 midnight. With written notification to the Unit President, the Department Head/designee may create additional shifts outside the standard start times for special circumstances and projects.

### B. Dispatch Coordinator

- i. The Dispatch Coordinator shall have a standard shift from 8:00 a.m. to 4:00 p.m. With notification to the unit president, the Department Head may alter the Dispatch Coordinator schedule for meetings, trainings and other specific job duties; however, the Dispatch Coordinator shall not be scheduled to work as a Dispatcher solely to avoid overtime cost.
- ii. In the event of emergency, the Dispatch Coordinator at his/her discretion may work as Dispatcher until relief can be called in by utilizing the call roster.
- iii. The Dispatch Coordinator at his/her discretion may work as a dispatcher as part of an already scheduled modified shift to relieve an involuntarily forced overtime situation of a Dispatcher.

By November 15<sup>th</sup> of each year, employees may submit, annually, a shift preference list to the Department Head or his or her designee. Shift assignments will be made by December 1<sup>st</sup> to allow for contractual 14-day notice of change and schedule assignments by December 10<sup>th</sup>. Shift preferences will be considered by the Department Head/designee, at his/her discretion, upon request for shift change by the employee. When the Department Head/designee directs shift changes, seniority, as defined in Article 27, will be a factor when implementing the shift preference list. The shift preference request shall not be subject to the grievance procedure as outlined in Article 6.

## SECTION 3. Meal Periods

Those employees assigned to divisions which are scheduled to work twenty-four (24) hours per day shall be granted a paid meal period of thirty (30) minutes, which shall be established with the work schedule. When possible, the meal period shall be scheduled at the middle of each work shift.

Meal periods shall not be used to adjust the regularly scheduled work shift start and stop times. Unused meal periods shall be forfeited.

## SECTION 4. Rest Periods

All employees shall receive a fifteen (15) minute rest period during each four (4) hour shift. The rest period shall be granted near the middle of each four (4) hour shift whenever this is feasible.

Rest periods shall not be used to extend meal periods or to adjust the regularly scheduled work

shift start and stop times.

Unused rest periods shall be forfeited.

SECTION 5. Return Pay

An employee who is required to return to work to provide services after having left work shall receive a minimum of three (3) hours pay, unless the time extends his/her regular workday.

SECTION 6. Light Duty Assignments

Sheriff Correction Division employees who are receiving 207C benefits may be assigned to a light duty assignment within the Civilian Division of the Sheriff's Department, with the exception of Communications Center. Light duty assignments will not be found to effect exclusivity. Light Duty assignments shall not replace permanent positions of the Civilian Division.

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**ARTICLE 6 - GRIEVANCE PROCEDURE**

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SECTION 1. The purpose of this Article is to provide an employee with a just, prompt, and equitable method for resolving any grievance arising under this Agreement with the County.

SECTION 2. Definitions - For the purpose of this Article, the following definitions shall apply:

- a. Grievant - CSEA or a member of this CSEA 655002 bargaining unit.
- b. Grievance - any alleged violation of the terms and conditions of employment, as defined in this Agreement, including any misinterpretation or misapplication of this Agreement or past practice, as defined in Article 6, Section 7.
- c. Supervisor - the employee's immediate supervisor.
- d. Department Head - the person ultimately responsible for the management of the individual department.
- e. Designee - the person appointed by the Department Head or County to act on his/her behalf in matters pertaining to this Agreement.
- f. CSEA - Cortland County Department of Emergency Response and Communication "DOERC" Unit # 655002.
- g. Representative - any person authorized by the CSEA to represent the grievant in procedures hereunder.
- h. Day - one (1) full working day in which the employee worked, or was scheduled to have worked, after the day the grievance was filed.
- i. Class Action - CSEA may file a class action if the grievance involves more than one (1) CSEA Unit 655002 employee.

SECTION 3. Copies of the grievance and all replies for grievances at Level I and/or Level II shall be sent by the Personnel Officer to the grievant, the Department Head/designee, and CSEA Unit President.

#### SECTION 4. Procedure for Level I

- A. Within five (5) working days of the occurrence of the alleged grievance, or within five (5) working days within which the grievant knew of the alleged grievance, the grievant, with or without CSEA representation, shall file the grievance with his/her immediate supervisor with copies to the Department Head/designee, and Personnel Officer. In an attempt to resolve the grievance, the supervisor will meet with the Department Head/designee, and the grievant, with or without CSEA Unit 655002 representation. The resulting resolution from the meeting shall be reflected on the grievance form and returned to the grievant to no later than ten (10) working days.
- B. If the discussion with the parties does not result in a satisfactory resolution, the grievant may, at his/her option, proceed to Level II.
- C. At the option of either the CSEA Unit President or the grievant, Level I may be bypassed and the grievance submitted directly to Level II; for a class action grievance only.

#### SECTION 5. Procedure for Level II

- A. Within five (5) working days of receipt of the decision at Level I, the grievant may submit to the County Chairman the grievance, in writing, accompanied by copies of all prior documentation and correspondence. The Chairman, County Administrator, Personnel Officer, and Department Head/designee shall meet within ten (10) working days of receipt of the written grievance for the purpose of resolving the grievance.
- B. The Chairman, or his/her designee, may schedule a meeting within ten (10) working days of receipt of the written grievance with the grievant, the grievant's CSEA Unit 655002 representative, the County Administrator, the Department Head/designee, and the Personnel Officer, and any other person deemed appropriate by the Chairman. The purpose of the meeting is to resolve the grievance.
- C. If the grievance is resolved at this meeting, the Personnel Officer will provide a copy of the resolution, in writing, to the grievant with a copy to the CSEA Unit President, County Administrator, the Department Head/designee, and the County Chairman.
- D. If the grievance is not resolved as a result of the meeting, the County Chairman shall, within ten (10) working days after the meeting, deliver to the grievant, in writing, his/her decision in the matter with a copy to the CSEA Unit President, the Department Head/designee, the County Administrator, and the Personnel Officer.
- E. If the decision is not satisfactory to the grievant and/or CSEA, they may proceed to Arbitration.

#### SECTION 6. Procedure for Arbitration

- A. Within ten (10) working days after the reply and decision of the Department Head/designee, County Administrator, County Chairman, and the Personnel Officer, issued by the County

Administrator either party may submit to the other party a letter of intent to file binding arbitration.

- B. The arbitrator shall be selected from a list furnished by PERB or AAA and shall be mutually agreed upon pursuant to their procedural rules.
- C. The County and CSEA shall share the cost of arbitration equally.
- D. The arbitrator shall place his/her decision in writing, within thirty (30) calendar days, setting forth in the findings his/her reasoning, conclusion, and award. The arbitrator shall be limited to the issue submitted to him/her and shall be without power to make a decision which is violative of the Agreement, Federal, State, or Local laws, nor shall she/he have the power to alter, add to, or detract from this Agreement.

SECTION 7. To establish a past practice, CSEA shall demonstrate the existence of "an established past practice": the practice must be unequivocal; and the practice must have been in existence for a significant period of time; and the employees could reasonably expect the practice to continue without change.

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## **ARTICLE 7 - DISCIPLINE AND DISCHARGE**

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SECTION 1. A competitive-class employee covered by this Agreement who has successfully completed his/her probationary period shall utilize the following procedure for discipline and discharge matters in lieu and in place of the procedures specified in Section 75, 76, and 77 of the New York State Civil Service Law.

SECTION 2. Employees within the non-competitive class of the DOERC shall receive, after one (1) year of full-time consecutive service or the part-time bargaining unit equivalent, access to this provision.

SECTION 3.

- a) Disciplinary action shall include, but is not limited to written reprimands, suspension, demotion, discharge, fines, or any combination thereof or other such penalties as may be imposed by the County.
- b) A notice of such discipline shall be made in writing and served upon the employee with a copy to the CSEA Unit President and Personnel Officer. The specific act(s) for which discipline is being imposed and the penalty(ies) shall be specified in the notice.
- c) The employee against whom suspension without pay penalties have been imposed may be suspended without pay for a period not to exceed ninety (90) days.

SECTION 4. If the employee disagrees with the disciplinary action imposed, the employee and/or CSEA may submit a grievance at Level II of the Grievance Procedure, as specified in Article 6 of this Agreement. Failure to submit a grievance within ten (10) working days of receipt of the notice of discipline will constitute acceptance of the imposed penalty by the employee and CSEA and the matter will be settled in its entirety. Subject to a mutual written agreement

between CSEA and the Personnel Officer, the time limit herein above specified may be extended.

SECTION 5. An employee shall have the right to be represented in disciplinary matters by a CSEA Unit 655002 representative if the employee elects to do so. Nothing contained herein shall be construed as limiting the right of an employee to informally resolve the disciplinary matter by settlement with the Department Head/designee, and the employee may waive his/her rights to the procedure as outlined herein. Any settlement agreed upon between the parties shall be reduced to writing and shall be final and binding upon all parties. Copies of all settlements shall be sent to the Personnel Officer and the CSEA Unit President.

SECTION 6. No disciplinary action shall be commenced by the County more than eighteen (18) months after the occurrence of the alleged act(s) for which discipline is being considered provided, however, that such time limitation shall not apply where the act(s) would, if proven in a court of appropriate jurisdiction, constitute a crime.

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**ARTICLE 8 - HOLIDAYS [COMMUNICATIONS CENTER]**

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SECTION 1. All Communications Center employees shall be paid for the following holidays in accordance with this Article as observed by the County for the following years:

<b>Holiday</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
New Year's Day	Tues, Jan 1	Wed, Jan 1	Fri, Jan 1	Sat, Jan 1	Sun, Jan 1
President's Day	Mon, Feb 18	Mon, Feb 17	Mon, Feb 15	Mon, Feb 21	Mon, Feb 20
Memorial Day	Mon, May 27	Mon, May 25	Mon, May 31	Mon, May 30	Mon, May 29
Independence Day	Thurs, July 4	Sat, July 4	Sun, July 4	Mon, July 4	Tues, July 4
Labor Day	Mon, Sept 2	Mon, Sept 7	Mon, Sept 6	Mon, Sept 5	Mon, Sept 4
Thanksgiving Day	Thurs, Nov 28	Thurs, Nov 26	Thurs, Nov 25	Thurs, Nov 24	Thurs, Nov 23
Christmas Day	Wed, Dec 25	Fri, Dec 25	Sat, Dec 25	Sun, Dec 25	Mon, Dec 25

Six (6) Floating Holidays. New employees will receive a pro-rated share of the floating holidays. Floating holidays will be taken as follows:

- ◆ During the first six (6) months of the calendar year, three (3) days will be available for use;
- ◆ During the second six (6) months of the calendar year, three (3) days will be available for use.

In order to assure orderly performance and continuity of services provided by the Communications Center, each employee wishing to schedule a floating holiday should request such floating holiday in writing as far in advance as reasonably possible, but preferably at least one (1) week in advance of the requested floating holiday.

Upon permanent separation from County employment, unused floating holidays will not be paid.

□ Upon permanent separation from the County, the time allowed for use **prior to separation** shall be pro-rated as follows:

- 1/1 - 12/31 - 4 hours per month, provided the employee works at least half the workdays per month.
- Usage in excess of the time allowed will be adjusted in the final paycheck.

□ Upon retirement from the County, the unused floating holidays will be paid as follows:

- 1/1 - 12/31 - 4 hours per month provided employee works at least half the workdays per month.
- Usage in excess of the time allowed will be adjusted in the final paycheck.

Floating holidays to be used in the month of December shall be requested no later than December 1<sup>st</sup>. A floating holiday scheduled to be taken in December, which is cancelled by the Department Head or designee, shall be paid at the employee's regular straight-time hourly rate.

Any floating holidays not taken between January 1 and December 1 or scheduled to be taken in the month of December shall be paid at the employee's regular straight time hourly rate in the first pay period in December.

Employees shall work the holiday in accordance with the natural rotation of the Communications Center work schedule.

1. The 24-hour holiday period shall run from 12 midnight to 12 midnight on the day of the observed holiday. If the shift schedule changes in the future, the 24-hour holiday period will be re-defined.
2. Bargaining unit members will be paid for all hours worked described in section 1 at their straight time hourly rate. Members who are regularly scheduled to work will receive their straight time hourly rate in addition to holiday pay. Members working overtime will receive their time and half rate in addition to holiday pay. Members who are not scheduled to work will receive their straight time hourly rate for 8 hours.

Examples:

- |   |   |   |
|---|---|---|
| Employee A - doesn't work on the holiday  | - | 8 hours of holiday pay  |
| Employee B - works on the holiday<br>normal work shift                              | - | 8 hours of straight pay and<br>8 hours of holiday pay                               |
| Employee C - works on the holiday<br>regular work shift<br>longer than normal shift | - | Time and a half for all hours not<br>worked and holiday pay for all<br>hours worked |

SECTION 2. Any employee required to work on his/her floating holiday(s) shall be allowed to reschedule the floating holiday(s).

SECTION 3. For an employee to be paid for a holiday, the employee must work his/her regularly scheduled work shift prior to and following the holiday.

Use of paid benefit time, other than sick time, for which prior approval has been given, shall be exempt from Article 8, Section 3.

If an employee is leaving for or returning from an approved unpaid leave of absence the work shift prior to or following the holiday, the employee will be paid for the holiday.

SECTION 4. All employees shall forfeit being paid for a holiday if absence from work due to illness occurs the work shift immediately preceding or following the holiday, unless said illness is verified by a medical provider's certification.

If an employee is absent from work due to illness on both the last scheduled work shift prior to the holiday and the first scheduled work shift following the holiday, s/he shall forfeit being paid for the holiday, unless the absence is verified by a medical provider's statement.

Use of sick time for which prior notification has been given shall be exempt from Article 8, Section 4.

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## ARTICLE 9 - INSURANCE

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### SECTION 1. Health Insurance

The County may change the present group medical insurance plan and/or carrier, provided that any new plan or carrier put into effect must be equal to or better than those prevailing at the time this Agreement was executed.

\*Effective 1-1-20 all new employees hired on or after 1-1-2020 will be enrolled in the Personal Choice PPO Plan if they wish to enroll in the County's insurance.

SECTION 2. Said plan will be provided to employees who work 20 hours or more as follows:

For employees hired after January 1, 2007 who are regularly scheduled to work between 50-60% Full-time Equivalent (FTE), the County shall contribute 70% of the monthly premium.

For employees who are regularly scheduled to work 60% FTE or more, the County shall contribute 80% to the monthly premium.

SECTION 3. The County Health Insurance Plan includes a three tier formulary plan for prescription drugs. Employees may obtain prescription medications through the following providers and will pay the following co-pays:

## Maintenance Medications

A. Employees may obtain available brand name prescription maintenance medications through the voluntary international mail order program from Cortland Meds (CanaRx Services Inc.) at \$0 co pay. Please check available medications list at the Personnel Office or sbtmeds.com.

B. Employees who fill prescriptions for maintenance medications through the domestic mail order program will pay one co-pay per 90-day supply, effective 1-1-2020:

\$10 for generic

\$ 40 for brand name formulary

\$ 70 for non-formulary

C. Employees who fill prescriptions for maintenance medications at a retail pharmacy will pay one co-pay per 30-day supply. Only 30 day fills will be available at the retail pharmacy.

\$10 for generic

\$20 for brand name

\$35 for non-formulary

Upon the fourth refill at retail, employees shall pay a penalty co pay at 50% of the drug cost.

Maintenance medications that are not able to be filled through the mail order program are excluded from the fourth refill penalty and may be processed as non-maintenance medications as described below.

## Non-Maintenance Medications

\$10 for generic

\$20 for brand name formulary

\$35 for non-formulary

Upon the fourth refill at retail, employees shall pay a penalty co pay at 50% of the drug cost.

Maintenance medications that are not able to be filled through the mail order program are excluded from the fourth refill penalty and may be processed as non-maintenance medications as described below:

## Non-Maintenance Medications

\$10 for generic

\$20 for brand name formulary

\$35 for non-formulary

Effective 1-1-2020, the co-pay for specialty drugs will be up to \$50.00 for a 30 day supply.

Employees shall be required to fill all prescriptions with the generic brand when available. Should the employee voluntarily elect not to fill with the generic brand, the employee will be responsible

for the cost between the generic and the drug selected (name brand or non-formulary), plus the co-pay for the name brand or non-formulary. In the event that the employee cannot take a generic drug due to a medical reason determined by the prescribing medical provider, the employee will not be required to pay the difference between the generic drug and the drug selected. The co-pay will be required for either the name brand or formulary.

SECTION 4. Employee contributions for the health insurance premium shall be deducted in equal amounts from each bi-weekly paycheck. Coverage for new employees hired prior to the 16<sup>th</sup> of the month shall become effective on the first of the following month. Coverage for new employees hired on or after the 16<sup>th</sup> of the month shall become effective on the first day of the second month following employment (e.g. date of hire of May 17 would result in coverage effective July 1).

SECTION 5. Enrollment in the health insurance plan shall take effect as described in Section 4 of Article 9 or during the open enrollment period which shall take place once per calendar year.

Mid-Year Election Changes - please refer to Cortland County Health Care Plan Eligibles and Participation section.

#### SECTION 6. Dental and/or Vision Insurance

Employees shall be eligible to join the Dental and/or Vision Insurance Plan agreed upon. The coverage shall be for the employee and/or family and will be provided as follows:

- The cost of single coverage shall be shared equally by the County and the employee.
- The additional cost for family coverage shall be borne by the employee.

SECTION 7. Enrollment in the Dental and/or Vision Insurance Plan shall take effect as described in Section 4 of Article 9 or during the open enrollment period held once per calendar year.

SECTION 8. All state mandated and federal requirements regarding health insurance will become part of the County Health Insurance Plan.

SECTION 9. Spouses and/or dependents of an employee who becomes deceased as a result of a work-related injury or illness shall be permitted to continue to receive health insurance from the County. Provided that the death meets the criteria outlined in the Cortland County Health Insurance Program policies and the qualifying criteria for spouse and/or dependents is met, the survivors shall be responsible for the portion of the premium paid by the employee prior to his/her death and shall incur the same increase(s) in premiums as active employees.

#### SECTION 10. Health Insurance Coverage Upon Retirement

Employees shall be eligible to continue health insurance in to retirement provided they have met the requirements in Section 10: A, B, C, D, and E below:

- A. completion of a minimum of ten (10) years\* service (Employees hired on or after January 1, 2006 will require ten (10) consecutive years) with Cortland County;

- B. are employed by Cortland County at the time of retirement;
- C. are enrolled in the health plan at the time of retirement; effective 1-1-2020 employees must have been enrolled in the health insurance plan at least one (1) year prior to the date of retirement;
- D. provide the Employer with proof of retirement and otherwise meet the definition of retirement as specified by the NYS Retirement System; and;
- E. be at least 55 years old or eligible for any County offered voluntary program.

The payment of the monthly premium shall be as follows:

For employees who were hired between April 1, 1989 and December 8, 2006, the employee shall pay the percentage contribution they were paying at the time of retirement.

For employees hired on or after December 9, 2006\*\*:

\*\*Effective 1-1-2020 the employees hired on or after 4-1-89:

	<u>Employee Share</u>	<u>County Share</u>
10 years service but less than 15 years	50%	50%
*15 years service but less than 20 years	35%	65%
20 years service or more	20%	80%

\*All new employees hired on or after January 1, 2011 will be required to serve fifteen (15) years with the County before becoming eligible for retiree health insurance and will contribute thirty-five percent (35%) of the premium with the County contributing sixty-five percent (65%).

For All Retirees: Upon qualification for Medicare Part B, all retirees must enroll and provide the Medicare Part B required information to the Personnel Department.

SECTION 11. The parties agree that a final appeal process for a determination by a Third Party Administrator (TPA) not recognized by the NYS Insurance Department that requested medical services are not medically necessary, experimental or investigational is as follows:

Upon exhausting all the TPA appeals and internal reviews, employees may request a final appeal to a review committee made up of the County Legislature Chairman, County Administrator, County Personnel Director, County Attorney and County Physician. This committee will make its determination based on medical evidence and the medical recommendation of the County Physician, a position appointed by the County Health Board.

If the self-insured product provided by the County comes under the auspices of the New York State Insurance Department, employees shall appeal under the rules of the NYS Insurance Department instead of the procedure outlined in paragraph two of this section after exhausting all internal TPA appeals.

SECTION 12. Health and Wellness Committee

It is agreed that the CSEA Unit 655002 shall appoint one representative to participate on the joint Health and Wellness Committee.

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**ARTICLE 10 - RETIREMENT**

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SECTION 1. The County shall participate in the New York State Employees Retirement System with all the rights and benefits presently provided by the Career Retirement Plan under Section 75(i) of the Retirement and Social Security Law.

SECTION 2. In addition to the adoption of 75(i) Plan, the County Legislature shall provide the following options:

Section 41(j) (application of unused sick leave as additional service credit upon retirement)

Section 41(k) (military service credit buyback)

Section 60(d) (Death Benefit of up to three times the employee's annual rate of pay. The determination is made by the NYS Retirement System in accordance with established criteria)

SECTION 3. If the New York State Legislature enacts a special retirement plan for County Dispatchers, Cortland County and CSEA may meet to discuss such plan for its Dispatchers.

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**ARTICLE 11 - VACATION**

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SECTION 1. Except for those employees who are discharged, terminated in accordance with Civil Service Rule XIX following an absence without leave, or otherwise terminated for cause, the Department Head shall grant vacations to the employees. Employees covered by this Agreement shall be entitled to accumulate vacation time in accordance with the following schedule. Vacation accruals may be used in one-quarter (1/4) hour increments.

Years of Full-Time Credit	Days of Vacation Accrued Monthly	Maximum Days Earned Annually
At Least		
1 month*	.8333	10
2 years	.9167	11
3 years	1.0	12
4 years	1.0833	13
5 years	1.1667	14
6 years	1.250	15
7 years	1.3333	16
8 years	1.4167	17
9 years	1.5	18
10 years	1.5833	19
11 years	1.6667	20
15 years	1.75	21
20 or more years	2.0833	25

A new employee must start on or before the 15<sup>th</sup> of the month to receive vacation credit for the initial month of employment.

For calculating vacation credit for employees hired prior to January 1, 2002, the date the employee became or becomes full-time, which is half time or more up to and including full-time, shall be used.

For employees hired prior to January 1, 2002, any previous full-time County service, which is half-time or more up to and including full-time, will be counted towards vacation time calculation.

For calculating vacation credit for employees hired on or after January 1, 2002, the date that the employee becomes part of the bargaining unit shall be used.

For employees hired on or after January 1, 2002, only continuous full-time County service immediately preceding employment in the Sheriff's Department will be counted towards vacation time calculation.

For the first January 1 of employment after the initial date of employment, the employee shall be credited with two years of service credit for vacation. Each January 1 thereafter, the employee shall be credited with an additional year of service.

Employees shall not accrue vacation leave for any period during which they are off the payroll.

#### SECTION 2. Maximum Vacation Accumulation

The maximum vacation time that can be accumulated by each employee at one point in time is 400 hours. Once the maximum accumulated vacation balance is on the books, no further vacation accruals shall be credited to the employee until the accumulated balance goes below the maximum.

#### SECTION 3. Vacation Eligibility Requirements

Employees shall start to accrue vacation beginning the day of hire; however, they shall not be eligible to use vacation accruals until after six (6) consecutive months of employment with the DOERC.

#### SECTION 4. Vacation Pay

- A. The rate of vacation pay shall be the employee's regular straight time hourly rate of pay in effect for the employee's regular job at the time the vacation is being taken.
- B. After six (6) months of continuous service, once per calendar year, upon written request to the Department Head/designee, an employee may choose to be compensated at their regular straight time rate of pay for up to 50% of their vacation balance. In order for an employee to be eligible for a payout, the vacation balance may not be less than 80 hours at the time of the request.

Excluding ten (10) work days (80 hours) at the time of the request. The County will pay the employee within thirty (30) days of the request.

Example:

Employee "A" requests 50% of vacation accruals (200 hrs. maximum)  
On date request is submitted, Employee "A" has 400 hours of vacation  
400 / 50% (or 1/2) = 200

#### SECTION 5. Request for Vacation

In order to assure orderly performance and continuity of those municipal services provided by the employees of the DOERC, each employee wishing to schedule vacation should request in writing such vacation leave as far in advance as reasonably possible, but preferably at least one (1) week in advance of the requested vacation period. In order to better assure that their vacations may be scheduled when they want them, employees should, as set forth in Section 6 of Article 11, actually request their vacations by January 30<sup>th</sup> of each year.

Requests for vacation shall be granted upon approval of the Department Head/designee; unless it is determined that such absence would adversely affect and interfere with the orderly performance and continuity of the Department's service. Vacation requests shall not be arbitrarily or unreasonably denied.

#### SECTION 6. Scheduling Vacations

Vacations will be scheduled, insofar as possible and practical, at those times requested by each employee. However, because of the nature of the work and the requirement that the orderly performance and continuity of the Department's services be maintained, it may be necessary to limit the number or prohibit any employee from taking vacation during a particular period or at the same time.

For the purposes of scheduling vacations, the Department Head/designee will use the following procedure:

- a. Vacation requests shall be submitted to the Department Head/designee in writing and will be processed as follows:
  - for those requests submitted prior to January 30<sup>th</sup>, seniority, as defined in Article 27, will prevail; and
  - for those requests submitted after January 30<sup>th</sup>, they shall be granted on a first-received, first-granted basis.
- b. In the event the Department Head/designee receives requests at the same time after January 30<sup>th</sup> for the same vacation period, seniority, as defined in Article 27, will be the determining factor of who is granted vacation.

Approval and/or denial of vacation requests shall be received by February 28<sup>th</sup> for vacations requested prior to January 30<sup>th</sup>. Approval and/or denial of vacations scheduled in January or February will be received within seven (7) days after submission. Approval and/or denial of vacation submitted after January 30<sup>th</sup> shall be received within seven (7) days after submission.

## SECTION 7. Vacation Cancellation

Except in the case of emergency, as determined by the Department Head/designee, the County Administrator, and the Chairman of the Legislature, no approved vacation shall be cancelled by the Department Head/designee.

An employee who is not at the maximum vacation accumulation of 400 hours at the time vacation is scheduled to be taken and who is not able to take vacation because his/her vacation is denied or cancelled by the Department Head or his designee shall have the option of taking vacation at another time or to be compensated with straight-time pay for the vacation period denied or cancelled.

An employee who has reached the maximum vacation accumulation of 400 hours at the time vacation is scheduled to be taken whose vacation is denied or cancelled by the Department Head/designee shall be compensated with equal straight-time pay for the vacation period denied or cancelled.

## SECTION 8. Vacation Call Back

Except in the case of an emergency, as determined by the Department Head/designee, the County Administrator, and/or the Chairman of the Legislature, or unless mandated by law, no employee shall be required to return to and appear for work during his/her scheduled vacation period once it has begun (including any holidays or other days off which constitute a part of the vacation period).

## SECTION 9. Separation From Service

Any employee who resigns, retires, or is otherwise permanently separated from the service of the DOERC, unless accepting an immediate transfer to another Cortland County Department, except those who are discharged for cause, shall receive vacation pay for all of his/her accrued vacation upon separation from employment with the County provided that:

- a. the employee has completed six (6) months of continuous service with the DOERC;
- b. in the case of resignation or retirement, the employee gives ten (10) working days written notice to the Department Head/designee and the Personnel Officer; and
- c. the employee works ten (10) working days (days do not need to be consecutive but must include the last day of employment) following the day written notification is given, unless the employee has a death in his/her immediate family (as defined in Article 18 Section 1); is required to report for jury duty, as defined in Article 26; or is required to be absent from work for any other unforeseen reason that, at the discretion of the Department Head/designee and Personnel Officer, constitutes a valid reason for absence. (For this clause only, if a paid holiday falls within the ten (10) day notice period, it shall be considered a day worked if all other required days are worked by the employee.)

At the sole discretion of the Department Head/designee, in consultation with the Personnel Officer, the ten (10) day requirement may be waived and the employee paid for the accrued, but unused, vacation time.

The amount of payment for all unused vacation shall be calculated based upon the employee's regular straight time hourly rate of pay in effect for the employee's regular job on the last workday of the employee's employment. Vacation pay upon separation is not applicable to any specific period of time and cannot be used to extend the separation date.

For employees who permanently separate from County service prior to the end of the accrual year and are eligible for payment of accrued vacation, the County shall round up to the nearest quarter hour of accrued benefit, but never more than the maximum allowed for vacation earned at the time of separation.

Accrued vacation pay for an employee who became deceased while in service will be paid in the pay period immediately following the notification of death.

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## ARTICLE 12 - FAMILY AND MEDICAL LEAVE

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The County and CSEA agree to abide by provisions and regulations of the Federal Family and Medical Leave Act (FMLA).

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## ARTICLE 13 - SICK LEAVE

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SECTION 1. Each full-time employee shall be permitted to accumulate up to 200 days (1,600 hours) of paid sick leave. This earned sick leave may be applied toward time off due to personal illness, FMLA qualified family sick leave as defined in Article 15, Family Sick Leave, personal injury, other personal medical disability, and personal medical appointments. Such leave shall be reduced by the appropriate number of hours absent. Sick leave shall accumulate at the rate of eight (8) hours per month. Sick leave may be used in one-quarter (1/4) hour increments.

Except as may otherwise be allowed in this Agreement, no credit for sick leave under this rule shall be allowed unless the employee has been on full pay status for more than half the working days of the calendar month.

SECTION 2. Employees hired under this Agreement shall receive eight (8) hours of sick leave for the month of hire if the employee starts on or before the 15<sup>th</sup> day of the month. Employees who start after the 15<sup>th</sup> day of a month shall not receive sick leave accrual for that month.

SECTION 3. An employee who is employed for a full calendar year and who does not use any sick leave during that calendar year (January 1<sup>st</sup> through December 31<sup>st</sup>) shall earn an extra eight (8) hours of vacation leave. An employee who is employed for a full calendar year and who does not use any sick leave for additional consecutive calendar years shall earn the following in addition to the extra eight (8) hours of vacation leave:

2 years - four (4) hours at their straight time hourly rate 3 years - eight (8) hours at their straight time hourly rate

4 years - twelve (12) hours at their straight time hourly rate 5 years - sixteen (16) hours at their straight time hourly rate

These additional amounts shall be paid in the last payroll period in December.

SECTION 4. At the time of retirement, employees shall use the first 165 unused sick leave days as extra pension credit in accordance with the rules established by the New York State Employees Retirement System. Employees may convert up to 35 unused sick leave days in excess of the 165 on a one-for-one basis not to exceed \$2,500.00 to pay for the employee's portion of retiree health insurance.

\*Tier 6 employees are limited to 100 days, or as provided in the Retirement Legislation for Tier 6.

SECTION 5. Employees who are requesting paid sick leave in accordance with Article 13 above shall notify or cause notification to be made to the appropriate supervisor in their division at least one (1) hour before the time specified for the beginning of their workday, or as soon as it reasonably possible. Where someone other than the employee has been requested to make the required notification, the employee will be solely responsible for that notification being made.

SECTION 6. All employees shall forfeit being paid for a holiday if absence from work due to illness occurs the work shift immediately preceding or following the holiday, unless an illness is verified by a medical provider's certification, if required by the Department Head/Designee.

SECTION 7. Any false representation made by the employee in connection with a claim for sick leave benefits shall be determined just cause for discipline.

SECTION 8. Any employee absent from work utilizing sick leave for three (3) consecutive scheduled workdays shall furnish a statement of need for absence from a medical provider.

SECTION 9. When continuous sick leave is more than three (3) days, the Department Head/designee may require a statement from the employee's medical provider certifying that the employee is under the physician's care and the period of disability.

When an employee has used in excess of twelve (12) equivalent full days of paid sick and/or family sick leave in the prior twelve (12) months which are not verified by a medical provider's statement, the Department Head/designee may require a statement from the medical provider's office or a statement from the family member's medical provider's office during the subsequent twelve (12) month period.

SECTION 10. Sick and/or family sick leave may be used the last regularly scheduled workday preceding or following a holiday if a statement of need from a medical provider is furnished when requested by the Department Head/Designee.

SECTION 11. Unless an employee is returning to work without work restrictions - approval to return to work must be granted by the County Administrator, Department Head/Designee, and Personnel Officer.

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#### **ARTICLE 14 - EMERGENCY POOL**

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SECTION 1. The purpose of this Article is to enable County employees to donate paid benefit time to other employees who are confronted with a personal or family emergency.

SECTION 2. An employee may donate accrued vacation, compensatory, floating holiday, personal, or sick leave hours to an Employee Emergency Pool by completing and signing a "Donation to the Emergency Pool" form available in the Personnel/Civil Service Office.

SECTION 3. The Personnel/Civil Service Officer shall keep track of the total hours available in the pool.

SECTION 4. The Committee to administer the pool shall be composed of:

- One person appointed by CSEA
- Personnel/Civil Service Officer
- One person appointed by the New York State Association of Nurses
- One person appointed by the Sheriff
- Paralegal to the County Attorney
- One Department Head
- One Legislator appointed by the Chairman of the Legislature
- One person appointed by CPAC

SECTION 5. The Committee shall develop rules for administration of the pool.

SECTION 6. In conformance with the rules, the Personnel Officer is authorized to permit the use of hours in the pool by any current County employee who qualifies and makes a request for such hours based on a personal or family emergency. All decisions of the Committee shall be final and binding and will not be grievable or arbitrable.

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## ARTICLE 15 - FAMILY SICK LEAVE

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SECTION 1. An employee shall be allowed to use up to a maximum of forty (40) hours of accumulated sick leave per calendar year for absence from work necessitated by illness of the employee's parent (including step parents and foster parents), spouse, child (including step child and foster child), sibling (including step sibling), grandparent, grandchild, parent-in-law, son/daughter-in-law, or other person who is a member of the household. The Department Head/designee may request written documentation from the employee to verify residency of other household members.

SECTION 2. Family sick leave may be used the last regularly scheduled work shift preceding or following a holiday if a statement of need from a medical provider is furnished if required by the Department Head/designee.

SECTION 3. Any false representation made by the employee in connection with a claim for family sick leave benefits shall be determined just cause for discipline.

SECTION 4. Employees may use up to an additional thirty (30) days of sick leave for a family event which is Family Medical Leave Act qualified. The additional leave is not applicable for an intermittent FMLA request.

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**ARTICLE 16 - PERSONAL LEAVE**

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SECTION 1. Each employee shall be entitled to thirty-two (32) hours of paid personal leave per calendar year. Employees who work at least half time, but less than full-time, will receive prorated personal time in accordance with their regularly scheduled hours per week. Personal leave may be used in one-quarter (1/4) hour increments. Notification of the use of personal leave must be submitted in writing to the Department Head/designee at least twenty-four (24) hours in advance, except in cases of emergency.

SECTION 2. During the first year of hire, personal time shall be prorated as follows:

<b>Date of Hire</b>	<b>Time Earned</b>
1/01 - 2/14	32 hours
2/15 - 3/31	28 hours
4/01 - 5/14	24 hours
5/15 - 6/30	20 hours
7/01 - 8/14	16 hours
8/15 - 9/30	12 hours
10/01 - 11/14	8 hours
11/15 - 12/31	4 hours

Personnel will calculate the amount of personal time that can be used by any employee who starts and leaves within the first calendar year of employment.

SECTION 3. Upon permanent separation from County service, the time allowed for use prior to separation shall be pro-rated as follows:

<b>Date of Resignation</b>	<b>Total Time Allowed to be Used</b>
1/01 - 2/14	4 hours
2/15 - 3/31	8 hours
4/01 - 5/14	12 hours
5/15 - 6/30	16 hours
7/01 - 8/14	20 hours
8/15 - 9/30	24 hours
10/01 - 11/14	28 hours
11/15 - 12/31	32 hours

SECTION 4. Personal leave shall not accumulate from year to year. Any unused personal leave remaining on December 31<sup>st</sup> of each year shall be applied to an employee's accrued sick leave.

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**ARTICLE 17 - EXCESSIVE ABSENTEEISM, TARDINESS, EARLY DEPARTURE, OR  
ABUSE OF SICK LEAVE**

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SECTION 1. It is understood that excessive absenteeism, excessive tardiness, excessive early departure, or the abuse of sick leave constitutes just cause for discipline and it is the intent of the Department Head/designee to take corrective action.

SECTION 2. When an employee is absent, without prior approval, for a period of five (5) consecutive scheduled work shifts, such absence shall be deemed to constitute a resignation effective on the date of the commencement of such absence.

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## ARTICLE 18 - BEREAVEMENT LEAVE

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SECTION 1. In the event of the death of an employee's parent (including step parents and foster parents), spouse, child (including step child and foster child), sibling (including step sibling), grandparent, grandchild, parent-in-law, or other person who is a member of the household (the Department Head may request written documentation from the employee to verify residency of other household members), the employee shall be excused from work if the employee was scheduled to work with pay, at his/her request, for up to four (4) days. One (1) day of the four (4) may be retained for funeral, for later interment, and/or celebration.

SECTION 2.

- A. In the event of the death of any relative not outlined in Section 1 of this Article, the employee shall be excused from work at his/her request on the day of the funeral utilizing accrued personal leave, vacation leave, or floating holiday.
- B. In the event of the death of a brother/sister-in-law, the employee may request to be excused from work at his/her request for up to two additional days, in conjunction with the funeral day, provided the employee was scheduled to work. One (1) of the three (3) days may be retained for the funeral, for later interment, and/or celebration, provided the employee was scheduled to work. The employee will utilize accrued personal leave, vacation leave, or floating holiday. For bereavement purposes under this paragraph, bargaining unit members shall not be required to meet prior notice requirements of the utilized accrued leave provided the Department Head approves the request for time off. The request will not be unreasonably denied and the determination for time off will be on a case-by-case basis in order to ensure continuation of services.

SECTION 3. Employees covered by this Agreement who are less than full-time shall receive a pro-rated value of the full-time equivalent of the scheduled full-time hours.

SECTION 4. The parties agree to allow the use of up to four (4) days referenced in Section 1 within thirty (30) days of the employee's receipt of notification of a qualifying death. The requested bereavement days must be used consecutively and cannot be spread out over the 30-day period. Employees may still retain one day for interment. Where special circumstances exist which prohibits use within the 30-day period, a request may be made to the County Personnel Officer for other accommodations. The Personnel Officer shall have sole authority to grant an exception and the decision shall not be subject to the grievance and arbitration procedure.

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## ARTICLE 19 - LEAVE OF ABSENCE

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SECTION 1. The first thirty (30) calendar days of an unpaid leave of absence may be granted at the discretion of the Department Head/designee.

SECTION 2. A leave of absence without pay in excess of thirty (30) calendar days may be granted

under Cortland County Civil Service Rule XIX when approved by the Department Head/designee, the Personnel Officer, and the County Administrator.

SECTION 3. A permanent employee who requests an unpaid leave of absence at the time of their child's birth or adoption shall be granted such leave for the time period requested up to a maximum of three (3) months. An extension may be granted in accordance with Section 2 of this Article provided there is a medical necessity of the child or birth mother.

SECTION 4. An employee who is granted an unpaid leave of absence shall be required to convert leave without pay into leave with pay by utilizing all applicable leave time (sick, vacation, personal, and floating holiday) to the extent that the employee's leave accrual balances allow. An employee granted a leave of absence without pay may elect to retain up to five (5) vacation days for use upon his/her return from leave.

SECTION 5. An employee on an unpaid leave of absence shall not accumulate benefit time or credits toward retirement nor shall she/he be entitled to be paid bereavement leave, jury leave, military leave, or paid holidays.

SECTION 6. An employee on an unpaid leave of absence will continue to receive health insurance benefits as prescribed in Article 9 for a period not to exceed three (3) months.

SECTION 7. An employee who is receiving Workers' Compensation will continue to pay the health insurance premium as prescribed in Article 9.

SECTION 8. An employee on an unpaid leave of absence who has filed for retirement with the New York State Retirement System may continue to receive health insurance benefits prescribed by Article 9 for a period not to exceed six (6) months.

SECTION 9. An unpaid leave of absence may be terminated prior to the original expiration date upon agreement of the employee and the Department Head/designee.

SECTION 10. Use of an unpaid leave of absence for purposes other than those for which it was granted shall be deemed a resignation upon the date such leave commenced.

SECTION 11. An employee may not take an unpaid leave of absence to accept other employment. Acceptance of other employment while on leave without pay shall be deemed a resignation upon the date of such leave commenced

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## ARTICLE 20 - OVERTIME

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SECTION 1. No time shall be worked in excess of the regular work schedule unless specifically directed or authorized by the Department Head or his/her designated representative. Any such time worked in excess of the regular workweek schedule shall be compensated for in the following manner:

- ◆ For all time worked over the basic work schedule, employees shall receive paid overtime at one-and-one-half (1 ½) times his/her regular hourly rate or Comp time at one-and-one-half (1 ½) times the number of hours worked

- There shall be a 40 hour maximum cap of accumulated overtime
- Requests for comp time usage shall be in accordance with the rules for use of any other type of leave
- Comp time does not take precedent over other types of leave
- Use of comp time cannot cause overtime except when authorized by the Department Head/Designee.

Compensation shall not be paid more than once for the same hours under any provision of this Contract.

SECTION 2. Part-time employees will be paid overtime in accordance with the Fair Labor Standards Act.

SECTION 3. Call-In / Less Than 24 Hours of Advance Notice

In case of unscheduled shift shortage, of less than 24 hours the Department Head/designee shall fill the shortage either by mandating shift holdovers or by calling in dispatchers and senior dispatchers for overtime as follows:

Unscheduled vacancies of an hour or less to be covered by mandatory holdover subject to exhausting volunteers on the current shift.

The personnel shortage on the affected shift shall be filled by calling in a full-time dispatcher or senior dispatcher utilizing the seniority call-in roster on a rotating basis. The seniority call-in roster shall include all full-time dispatchers or senior dispatchers by date of hire. If the most senior employee dispatcher or senior dispatcher is not available or does not accept the overtime, he/she shall be placed at the bottom of the list.

If the County cannot fill the shortage, the County shall mandate a shift hold over on a reverse seniority basis not to exceed two consecutive mandated hold overs. Mandated hold overs of less than four hours shall not count towards the two consecutive mandated hold over cap. If the hold overs require an employee to have less than eight hours off between scheduled shift, that employee shall be exempt from the hold over rotation for that vacancy. No member shall be allowed to work more than 16 hours in a 24 hour period.

Employees with approved leave greater than 4 hours in the following 24 hours period shall be exempt from the mandated hold over unless as a last resort.

SECTION 4. Shift Coverage Procedure **in excess of 24 hours of advance notice**

This section shall be used to fill vacancies in the schedule that are known by the Department Head/Designee. Such vacancies shall be filled as follows:

- a. Bargaining unit dispatchers or senior dispatchers shall be allowed to volunteer to work the posted/vacant shifts.
- b. Assignment to the vacant shifts shall be made by the 20<sup>th</sup> of the preceding month

utilizing dispatchers or senior dispatchers by seniority on a rotating basis.

- c. Any vacancies occurring on or after 20<sup>th</sup> of the month shall be posted for a minimum of 72 hours and then may be filled by full time dispatchers or senior dispatchers by rotational seniority.
- d. Vacancies occurring 24-96 hours in advance shall be posted for a minimum of 8 hours and then may be filled by full time dispatchers or senior dispatchers by rotational seniority.
- e. If the County cannot fill the shortage, the County shall mandate a shift hold over on a reverse seniority basis not to exceed two consecutive mandated hold overs. Mandated hold overs of less than four hours shall not count towards the two consecutive mandated hold over cap. No member shall be allowed to work more than 16 hours in a 24 hour period.
- f. Employees with approved leave greater than 4 hours in the following 24 hours period shall be exempt from the mandated hold over unless as a last resort.

SECTION 5. Electronic Scheduling

The County shall maintain electronic scheduling software capable of tracking and approving employee leave, hours worked, accruals and shift bidding.

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**ARTICLE 21 - SAFETY**

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In order to have a safe place to work, the County agrees to comply with all laws applicable to its operations concerning the safety of employees covered by this Agreement. All such employees shall comply with all safety rules and regulations established by the County, State, and Federal laws.

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**ARTICLE 22 - UNIFORMS**

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SECTION 1. The County shall provide all newly hired full-time Communication Center Personnel, with the uniforms as set forth below. The number of items to be issued to employees who are less than full-time shall be determined by the Department Head/designee.

Should the Department Head/designee change the style or color of the listed uniform items, the Department Head shall provide these new uniform items to the current employees.

Selection of the uniform style, color, place of purchase, and method of payment shall be at the discretion of the Department Head and shall not be grievable or arbitrable. The Department Head/designee and the Union shall agree on the place of purchase.

Should a uniform be damaged or destroyed in the line of duty, an employee may request the Department Head/designee replace the item or items. For an item to be replaced by the Department Head/designee, the employee must notify the supervisor in writing by the end of the shift, at which

the damage occurred, of how and when the damage occurred and complete the Cortland County

Personal Property Report form requesting a replacement or replacements of the damaged or destroyed item or items.

### Communications Center Personnel

- 3 - Pair of pants\*
- 5 - Short sleeve polo shirts (with insignia, name and appropriate patches)
- 1 - Black belt\*\*
- 1 - Pair of shoes\*
- 1 - Choice of a sweater\*\* or long sleeve shirt \*\*

Newly hired Communication Center staff shall be provided three polo shirts until completion of probation. Upon completion of probation, the County shall provide the remainder of their initial issue.

### SECTION 2. Equipment/Uniform Allowances

- A. Communications Center Personnel - These employees who are full-time bargaining unit members shall receive an annual uniform/equipment reimbursement allowance of up to \$480 (effective January 1, 2015). Employees shall provide receipts to the Department Head/Designee. Reimbursements will be made according to the established audit department schedule.
- B. All employees hired on or after January 1, 2015 would be eligible for their first clothing reimbursement in January following completion of their probationary period.

SECTION 3. New bargaining unit members will not be entitled to or receive a uniform/equipment allowance until they have completed twelve months of continuous service. A new bargaining unit member will receive a uniform/equipment allowance the first January or July following the completion of the twelve continuous months. Employees who have been on unpaid leave will have their uniform replacement allotment prorated.

SECTION 4. All employees who are provided with uniforms are required to wear these uniforms and report to work with them being clean and neat in appearance, unless this requirement is expressly waived in writing by the Department Head/designee.

SECTION 5. Uniforms and equipment provided by the County shall be used by employees only in performing their official duties in the service of the Department. Any other use not specifically authorized by the Department Head/designee in writing shall be subject to disciplinary action.

SECTION 6. All original issue items, as provided above, remain the property of the Department Head and are only to be used in accordance with the departmental work rules. Upon separation, all items, other than those worn out through normal use, must be returned (or paid for) by the employee before his/her final paycheck will be issued.

SECTION 7. Any employee who is permanently separated from employment with the Department

within one year of appointment shall forfeit payment for accrued vacation to compensate the County for the cost of his/her uniforms.

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## ARTICLE 23 - TRAVEL ALLOWANCE

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In order to be reimbursed for travel and travel-related expenses, an employee must have prior approval in accordance with County policy for said travel.

### SECTION 1. Transportation Expense Allowance

- A. Travel shall be conducted in the most economical mode of transportation. When public transportation, including air, train, or bus, will be used, it should be demonstrated that this form of transportation would be more economical in terms of money and/or time than travel by automobile. Taxes on public transportation tickets will not be reimbursed. Employees will be reimbursed the cost of public transportation incurred when supported by the proper receipt.
- B. The mileage reimbursement rate in accordance with Article 29 will be allowed for the driver of the vehicle only, regardless of the number of employees traveling in the same vehicle on the same trip. To maximize savings to the County, employees traveling to the same destination shall carpool whenever possible.
- C. Automobile repair or towing expenses for personal automobiles when used for travel on County business are not reimbursable.
- D. Tolls and parking expenses will be reimbursed at actual cost incurred by the employee when supported by proper receipt. Traffic or parking violation tickets are the responsibility of the individual charged with the violation(s) with the exception of violation(s) arising out of deficiency in automobiles owned by the County.

### SECTION 2. Meal Allowance

- A. The County will pay up to a total of \$37.00 per day for meals during travel outside of Cortland County. To be eligible for full meal reimbursement, travel must have commenced prior to 7:00 a.m. and must have extended past 7:00 p.m. If the duration of the travel is less than a full day, the reimbursement maximum will be on a per meal basis as follows:

Breakfast	\$ 7.00
Lunch	\$10.00
Dinner	\$20.00

To be eligible for breakfast, travel must have commenced prior to 7:00 a.m.; to be eligible for dinner, travel must have extended beyond 7:00 p.m.

- B. Meal expenses will be reimbursed at the actual cost incurred by the employee (within the limits set forth in Article 23, Section 2.A) when supported by the proper receipt. When approved, the County will pay the lesser of the actual expenses incurred to the established maximum allowance. No charges for alcohol beverages will be reimbursed.

- C. Gratuity, not to exceed 15%, will be allowed in addition to the meal allowance set forth in Article 23, Section 2.A., when supported by the proper receipt.
- D. Costs for meals held in conjunction with conferences that are not covered by conference fees that exceed the guidelines set forth in Article 23, Section 2.A. will be reimbursed at the actual cost when supported by the proper receipt.
- E. Employees traveling to major metropolitan areas (cities of over 200,000 as defined by the New York State Economic Development web site) shall be reimbursed up to 1.5 times the meal allowance according to Article 23 Section 2.A. when supported by the proper receipt.

SECTION 3. Lodging Allowance

- A. Lodging accommodations shall be arranged in the most reasonable and economical manner. An itemized bill must accompany request for reimbursement.
- B. Taxes (excluding local taxes, e.g. bed, occupancy, etc.) on lodging in New York State are not reimbursable. Employees shall obtain and present the tax exemption letter.

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**ARTICLE 24 - EDUCATION AND TRAINING BENEFITS**

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SECTION 1. The County is committed to the principles of continuing education.

- A. After an employee has completed two (2) years of continuous permanent employment with the County, the employee will be eligible for educational benefits. The County will reimburse 100% of the Four-Year State University of New York rate for tuition, unless the actual tuition is less, incurred by the employee. A course must be completed with a "C" grade or better for the employee to receive reimbursement. Said course(s), which shall not exceed one (1) per semester, must be approved in advance of registration by the Department Head and the appropriate Legislative Committee Chairman.
- B. Courses conducted by certified educational institutions shall be considered job-related, for the purpose of this Article, if they are expected to improve an employee's capability to perform his/her present regular work assignment. Basic skills such as "English" to improve writing skills, or "General Math" to improve business math or arithmetic will be accepted when work related.

Courses conducted by certified educational institutions should be considered as job advancement courses if they are directly related to reasonable preparation for advancement to an attainable job title currently within County employment.

- C. Employees taking job-advancement course(s) must file the application for such course(s), approved by the Department Head/designee, with the Personnel Department. The Personnel Department will obtain the approval of the Legislative Committee Chairman and will place the employee's name on a job-advancement course list according to the date the application is received in the Personnel Department.

The Legislature reserves the right to limit the yearly number of employees allowed to take courses under this Section. If more employees apply for job-advancement courses than the limit set by the Legislature, lot will decide the recipients of the benefit.

Employees who are not chosen in the lottery may not appeal according to Article 24, Section 1E.

- D. An employee denied the opportunity to attend a certified educational institution for the purpose of taking courses, as defined in Article 24, Section 1.A. and/or 1.B., at the expense of the County shall be provided a denial in writing from the Department Head.
- E. Upon notification of denial, as set forth in Section 1.D. of Article 24, the employee shall have the opportunity to appeal the decision to the Tuition Review Committee by writing to the chairman of the Tuition Review Committee. The Tuition Review Committee shall consist of two individuals appointed by the Chairman of the Legislature, two individuals appointed by CSEA, and one (1) mutually agreed upon neutral third party member who will serve as committee chairman. The Tuition Review Committee shall schedule a meeting within seven (7) working days of receipt of the appeal from the employee. The Committee's review shall include an opportunity for the employee and the Department Head and/or the Legislative Committee Chairman to address the Committee and explain the rationale. The Committee shall vote to maintain the denial or overturn the decision and approve the course(s). The Committee's decision shall be rendered in writing to the employee and the Department Head. The Committee's decision shall be final and binding and will not be grievable or arbitrable.
- F. An employee who resigns from County employment, excluding for reasons of disability, death, or an event beyond the control of the employee, and has received tuition reimbursement shall be required to refund the County according to the following schedule:

<u># of Months Since Course Completion</u>	<u>% Refund Due the County</u>
0 - 12	100
13 - 24	50
25 - 36	25

In the event an employee fails to make such refund by the resignation date, the employee shall forfeit payment of accrued vacation and compensatory time not to exceed monies owed. Any remaining balance shall be deducted from the employee's final paycheck.

SECTION 2. The County is committed to providing training as deemed necessary and shall schedule required training, advanced certification training, and In-Service training.

If an employee resigns within the first three (3) years of service or within three (3) years of transfer, excluding for reasons of disability, death, or an event beyond the control of the employee, after having completed required on the job training, including academy training, accrued vacation shall be deducted in accordance with the following schedule:

Service time after completing 460 hours of on the job training (including academy training)

Days of refund due County

- 6 mos. - 1 year .....7 days
- 1 yr. 1 mo. - 2 years .....6 days
- 2 yrs. 1. mo. - 3 years.....5 days

In the event the employee does not have sufficient accrued vacation to refund the County, compensatory time earned, floating holiday time, and pay for days worked will be utilized to fulfill the refund obligation. The remaining balance exceeding accrued vacation amount shall be deducted from the employee’s final paycheck.

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**ARTICLE 25 - ATTENDANCE IN COURT AND JURY DUTY**

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SECTION 1. Any employee called for jury duty or who is subpoenaed by any legislative, judicial, or administrative tribunal in connection with his/her County employment shall be allowed time away from work with pay for such purposes. Upon receiving the sum paid for jury service or witness fee, the employee shall submit the warrant, or its equivalent, to the Department Head/designee for transfer to the County Treasurer. An employee may, however, elect to fulfill such call or subpoena on accrued time, other than sick, and retain the full amount received for such service.

SECTION 2. An employee who has been summoned to serve as a trial or grand juror in a non-work related capacity shall provide a copy of such summons to the Department Head/designee for notification of absence. It shall be the responsibility of the Department Head/designee to forward the summons to the Personnel Office.

An employee shall receive his/her regular hourly rate of pay for times of jury duty service when the employee was scheduled to work. The employee will notify the court of the fact that he/she is receiving his/her wages for the time of service. Employees are entitled to retain mileage and meal allowances paid by the court.

An employee who is dismissed for the day or from service within two (2) hours or more remaining in his/her regular scheduled workday is required to report to work.

SECTION 3. A shift employee who is granted leave for jury duty shall have his/her shift changed to the normal day shift for the duration of the jury duty. A shift employee shall not be required to report to work in the eight hours immediately preceding reporting for jury duty.

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**ARTICLE 26 - SENIORITY**

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Applications of seniority under this agreement for employees hired on or before 12/31/2014 shall be the date he/she last began employment in a position represented by this bargaining unit within each department except where otherwise provided by this agreement or civil service law (reinstatement, veteran status, etc.).

Applications of seniority under this agreement for employees hired on or after 01/01/2015 shall be

the date he/she last began full time employment with in their department except where otherwise provided by this, agreement or civil service law (reinstatement, veteran status, etc.).

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## ARTICLE 27 - VACANCIES

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### SECTION 1. Competitive Class

Vacancies in the competitive class shall be filled pursuant to Civil Service Law and Rules. Transfers or reassignments will be in accordance with Rule I of the Cortland County Civil Service Rules. Notice of each competitive job vacancy for which no mandated eligible list exists and/or when the last filing date for the next examination has passed will be posted on a designated bulletin board in the DOERC for a period of not less than five (5) days. Said posting(s) shall specify the position title, salary, and required minimum qualifications.

### SECTION 2. Non-Competitive Class

Vacancies in the non-competitive classes shall be filled as follows:

- A. Notice of each permanent vacancy shall be posted on a designated bulletin board in the DOERC for a period of not less than five (5) days. \* Said posting(s) shall specify the position title, salary, and required minimum qualifications. Those applications of employees received before the close of business on the fifth (5<sup>th</sup>) day\* will be given first consideration. Applications will continue to be accepted until the position is filled.
- B. Eligibility for appointment shall be determined by an applicant's experience and other qualifications to perform the duties of the position, as demonstrated in his/her application, selection interview, and such practical tests of ability and fitness as the Department Head/designee may administer. As between applicants who are current Cortland County employees with substantially equal qualifications, department seniority shall prevail.
- C. When the minimum qualifications set forth in Article 27, Section 2 are substantially equal, seniority will prevail.

SECTION 4. Copies of all job postings, in accordance with Section 1 and Section 2 of Article 27, and competitive class exam announcements shall be provided to the CSEA Unit President at the time of announcement or posting.

SECTION 5. Non-competitive class employees may request a voluntary demotion to a current vacancy. All applicants shall meet the minimum qualifications for the position/vacancy. Demotion shall mean a job in a lower salary grade. Sections 1 and 2 of Article 27 will not apply to this section.

SECTION 6. Non-competitive class employees may request consideration for transfer or reassignment for a vacancy as defined below.

- A. Transfer - means the change of a permanent non-competitive class employee from a position under the jurisdiction of one appointing authority to a similar position under the jurisdiction of another appointing authority.

- B. Reassignment - means the change of a permanent non-competitive class employee from one position to another similar position under the jurisdiction of the same appointing authority.

\*Five (5) days for the Communications Center shall be five (5) calendar days.

SECTION 7. Civil Service Examination Fees:

DOERC employees taking civil service examinations for Cortland County positions shall pay only the fee assessed the County by the New York State Municipal Service Division.

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**ARTICLE 28 - LAYOFF/REDUCTION IN FORCE**

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SECTION 1. Layoff or Reduction in Force in the Competitive Class

- A. When layoffs or reductions in force are necessary, the layoff and recall of competitive class employees shall be governed by Civil Service Law Section 80 and Civil Service Rule XXV.
- B. After exhausting all options in Article 28 Section 1.A., competitive class employees within a division in the DOERC who were promoted from a non-competitive position and who had permanent status in the non-competitive class shall have the right to retreat in accordance with Article 28, Section 2. to the previous job title and/or direct line title in which she/he had permanent status provided she/he meets the minimum qualifications on the job description and has the ability to perform the work of that job immediately and provided the lower job title is vacant or the incumbent has less civilian division seniority.

SECTION 2. Layoff/Reduction in Force in the Non-Competitive Class

When layoffs or reductions in force are necessary, employees in a non-competitive class within the civilian division of the DOERC will be laid off and recalled in the manner outlined below.

- A. Layoffs within each title will be conducted in the following order:
- i. non bargaining unit employees; then
  - ii. part-time employees, who are probationary, then
  - iii. part-time employees who are permanent; then
  - iv. full-time employees who are probationary; then
- B. The recall of employees shall be in the inverse order of layoff per Article 28, Section 2.
- C. Veterans Status in the Non-Competitive and Labor Class for Purposes of Layoff: Non-Competitive and Labor Class employees who meet the criteria of being a non-disabled war veteran, as defined by Section 85 of the Civil Service Law, who are permanent and past probation shall have their seniority date back-dated by thirty (30) months. Non-Competitive and Labor Class employees who meet the criteria of being a disabled war veteran, as defined by Section 85 of the Civil Service Law, who are permanent and past probation shall have their seniority date back-dated by sixty (60) months.

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## ARTICLE 29 - MILEAGE

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Employees required to use personal motor vehicles for official County business shall be reimbursed at the rate prescribed by the Internal Revenue Service.

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## ARTICLE 30 - LABOR/MANAGEMENT COMMITTEE

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SECTION 1. Meetings between the Department Head/designee, the Personnel Officer, up to three (3) representatives of Management, up to three (3) representatives of CSEA Unit 655002, and the Labor Relations Specialist shall be held for the purpose of providing communication and discussion for attempted resolution of employment situations between employees and management.

SECTION 2. Upon agreement between Management and CSEA, additional representatives may be invited to Labor/Management meetings when their attendance would be beneficial to the situation or topic of discussion at a meeting.

SECTION 3. The first Labor/Management meeting will be held within thirty (30) days after the execution of the Agreement and at three month intervals thereafter.

SECTION 4. Positive results of the Labor/Management meetings will be made effective by an amendment of the applicable rules and regulations and/or personnel manuals or other administrative directive.

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## ARTICLE 31 - PERSONNEL FILES

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### SECTION 1. Personnel Files

The County shall keep a central personnel file in the Personnel/Civil Service Office. Supervisors may keep working files, but material not maintained in the personnel file may not provide the basis for discipline against an employee.

### SECTION 2. Inspection

Upon written request, an employee may inspect his/her personnel file subject to the following:

- A. Inspection shall occur during non-working hours, including meal and rest periods, at a time and in a manner mutually acceptable to the employee and the County. Upon request, an employee may have a representative present during such inspection.
- B. Copies of materials in an employee's personnel file shall be provided to the employee upon request. The employee shall bear the cost of duplication.
- C. Pre-employment information (e.g. reference checks and responses, medical information, or information provided the County with the specific request that it remain confidential) shall not be subject to inspection or copying.

### SECTION 3. Notification

Employees will be notified when any disciplinary written warning or counseling memo is placed in their personnel file.

### SECTION 4. Employee Response

If an employee wishes to respond in writing to an item placed in his/her personnel file in accordance with Section 3 of Article 31, she/he must do so within ten (10) working days of receipt of notification provided in Article 31, Section 3.

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## ARTICLE 32 - MEDICAL EXAMINATIONS

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SECTION 1. Should the County require an employee to have a medical examination the County will be responsible for the expense of that examination as well as any medical expenses directly related to said examination. Further diagnosis and treatment will be borne by the employee.

SECTION 2. The Department Head/designee shall designate the time and place of the examination.

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## ARTICLE 33 - WORKERS' COMPENSATION

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SECTION 1. The County shall provide Workers' Compensation Insurance in compliance with the New York State Workers' Compensation Law. Leave accruals shall be earned while the employee is utilizing leave credits during the mandatory waiting period and/or the period of Board determination in instances of controversial cases. Upon receipt of monetary Workers' Compensation award and no longer on the County payroll, the employee shall not accrue leave credits.

SECTION 2. An employee may elect to use sick leave, personal, or annual leave during the mandatory waiting period and/or the period of Board determination in instances of controversial cases. Individuals are required to indicate their intentions, in writing, at the time she/he is claiming to be paid leave, file all required paperwork, and assigns their workers' compensation entitled to the County. There will be no changes made once the employee has chosen an elective. The employee may not utilize sick, personal, or annual leave while receiving payment from a Workers' Compensation Claim.

Where an employee is awarded Workers' Compensation, the County shall credit the employee's utilized leave accruals:

- A. equal to the settlement amount divided by the employee's hourly rate at the time of the Workers' Compensation claim; and
- B. upon reimbursement to the County by the Workers' Compensation Board.

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### **ARTICLE 34 - EMERGENCY CLOSINGS**

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In the event the work location is closed due to an emergency declared by the Department Head/designee, employees who are scheduled to work shall suffer no loss in salary, wages, or other benefits.

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### **ARTICLE 35 - CORTLAND COUNTY DRUG AND ALCOHOL TESTING**

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The Mandatory Substance Abuse Testing Policy contained in Appendix B shall become effective only upon implementation of a drug/alcohol program for all other County employees.

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### **ARTICLE 36 - OUTSIDE EMPLOYMENT**

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SECTION 1. Any employee covered by this Agreement may work for any other employer outside the employee's regular hours of duty provided that the employee completes a notice of secondary employment to be filed with the Department Head/Designee at least seven (7) calendar days prior to starting the secondary employment. The work shall not interfere or conflict with the employee's regular duties as an employee of the County or availability for emergency duty and shall not impair or affect the ability of the employee to perform such duties effectively. No employee of the department may use any Department issued equipment, uniform, or other property thereof while employed in any capacity outside the Department without prior written approval of the Department Head/Designee.

SECTION 2. Prior to accepting or engaging in such outside employment, the employee shall notify the Department Head/designee of his/her intent in writing. The Department Head/Designee shall issue approval/disapproval in writing within a reasonable period of time, but no longer than seven work days from the employee's request for approval. The Department Head's/Designee's decision shall be subject to discussion at Labor Management but is not grievable or arbitrable.

SECTION 3. Any statutory prohibitions regarding secondary employment shall be applicable. Employment in a capacity as a law enforcement officer shall require prior written approval of the Department Head/Designee.

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### **ARTICLE 37 - MILITARY LEAVE**

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Military leave shall be granted in accordance with the applicable laws.

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### **ARTICLE 38 - EQUAL OPPORTUNITY DECLARATION**

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The County and CSEA affirm a full commitment to equality opportunity and will not discriminate on the basis of race, color, religion, national origin, sex, age, disability, sexual orientation, marital status, or any other basis prohibited by law.

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### **ARTICLE 39 - BENEFITS FOR PART-TIME EMPLOYEES**

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SECTION 1. Bargaining unit members who are hired to work 15 or more hours, but less than 20

hours per week, shall receive the following benefits unless otherwise specified in this Agreement.

- a. Holidays will be earned in one calendar year, credited on January 1 of the following year, and paid at the previous year's regular straight time hourly rate the first pay period in February of the year in which it is credited. This will be paid with vacation.
- b. Vacation will be earned in one calendar year based on the total number of hours worked in that year, credited on January 1 of the following calendar year, and paid at the previous year's regular straight time hourly rate the first pay period of February of the year in which it is credited. This will be paid with item 1 above.

Employees who, at the time of the signing of the Agreement dated December 16, 2010, had leave accruals other than those in this section shall retain those accruals for future use but will accrue no further leave accruals except in accordance with this section.

SECTION 2. Bargaining unit members who are hired to work 20 or more, but less than full-time hours, will receive a pro-rated portion of benefits for sick leave, holidays, vacation leave, personal leave, uniform allowance, and bereavement leave.

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#### **ARTICLE 40 - REALLOCATIONREALLOCATION**

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SECTION 1. Reallocations will be in accordance with Civil Service Law and Cortland County Civil Service Rules.

SECTION 2. The CSEA Unit President shall be notified in writing of any proposed reallocations. The County shall meet and discuss said reallocations with appropriate representatives of the Union.

SECTION 3. Decisions made by the County Legislature concerning the reallocation of positions shall be final and binding and shall not be grievable or arbitrable.

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#### **ARTICLE 41 - COMPLETE/DURATION OF AGREEMENT**

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SECTION 1. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written amendment to this Agreement.

SECTION 2. This Agreement shall become effective on January 1, 2019 and shall remain in full force and effect through the close of business on December 31, 2023. This Agreement shall be implemented in the normal course of County business.

SECTION 3. This Agreement shall be subject to all Federal, State, and Local laws and should any provision of the Agreement be declared unlawful by any court of competent jurisdiction, only said portion of the Agreement will be declared null and void and the remainder of the Agreement shall remain in full force and effect.

The parties agree that they shall meet for the purpose of renegotiating the portion(s) of the Agreement that is declared null and void.

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## ARTICLE 42 - OUT OF TITLE WORK

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The County and CSEA agree that any employee assigned by the Department Head/designee to assume the major duties of a higher grade position (excluding those duties that are performed by the higher grade position on an intermittent basis) shall receive the salary of the higher grade level position for the period in which the employee actually assumes the duties of the higher grade level position.

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## ARTICLE 43 - WAGES

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### SECTION 1. Wages

A. Salary increases for January 1, 2019 through December 31, 2023 shall be applied as listed below. Additional steps shall be two year steps with 4% between steps unless specified otherwise. Compensation shall be applied to hourly rates as follows:

January 1, 2019 - 1.75% increase  
January 1, 2020 - 2.00% increase  
January 1, 2021 - 2.00 % increase  
January 1, 2022 - 2.00 % increase  
January 1, 2023 - 2.00 % increase

B. Effective January 1, 2016, a new Step 9 shall be implemented that is 1% above Step 8 and will increase an additional 1% each year in 2020, 2021, and 2022.

C. Effective January 1, 2023 a new step 10 shall be implemented that is 2% above Step 9.

SECTION 2. All employees shall begin employment at Step 1 of the grade for their title unless the Annual Salary Schedule reflects a Hire Rate, in which case, the employee shall begin at the Hire Rate. If the Annual Salary Schedule reflects a Hire Rate, all new employees shall receive the Hire Rate for all hours worked until passing probation or being certified. Upon passing probation or being certified, employees shall move to Step 1, except for employees hired under Section 5 below.

SECTION 3. Effective January 1, 2019 - Dispatchers and Senior Dispatchers who are designated CTO (Communications Training Officers) and performing training duties will be compensated with a differential pay of \$.50\* per hour worked while involved in training.

Effective January 1, 2022 - Dispatchers and Senior Dispatchers who are designated CTO (Communications Training Officers) and performing training duties will be compensated with a differential pay of \$.75\* per hour worked while involved in training.

- "Performing training" shall mean directly observing or being observed, one on one, a trainee of any title employed by DOERC, instructing a class to a trainee employed by DOERC, or assisting with the instruction of a class for a trainee or trainees of DOERC employees.
- Management reserves the right to choose personnel to become CTOs. Denial of certification by management shall not be subject to the grievance procedure outlined in Article 6.

- Management reserves the right to schedule or not schedule CTO activities.

Dispatchers and senior dispatchers who are designated SAA (Spillman Application Administrator) and performing SAA duties will be compensated an annual stipend of \$500.00 payable the first payroll in December.

- An SAA is a computer software system administrator and SAA activities shall be defined as work related to maintaining the County's 911 computer aided dispatch and records management system for the 911 center, County employees outside of DOERC, and other agency users of the system.
- Management reserves the right to choose personnel to become SAAs. Denial of certification by management shall not be subject to the grievance procedure outlined in Article 6.
- Management reserves the right to schedule or not schedule SAA activities.

Dispatchers and senior dispatchers who are designated EMD-Q (Emergency Medical dispatcher quality control review) and performing EMD-Q duties will be compensated an annual stipend of \$250.00 payable the first payroll in December.

- EMD-Q activities shall be defined as any activity of one on one peer review of medical calls received by the Cortland County 911 center. Each call review shall be documented electronically with a copy provided to the dispatcher or senior dispatcher who had taken the medical call.
- Management reserves the right to choose personnel to become EMD-Qs. Denial of certification by management shall not be subject to the grievance procedure outlined in Article 6.
- Management reserves the right to schedule or not schedule EMD-Q activities.

SECTION 4. Employees who are not at Step 8 for the grade shall move to the next step on their anniversary date upon the completion of 2, 4, 6, 8, 10, 12 (January 1, 2012 and future years), 14 (January 1, 2014 and future years) 16 (January 1, 2023 and future years) of service. No employee may exceed the job rate of the grade.

SECTION 5. New employees with appropriate experience may be hired at Step 1 or Step 2 for the appropriate title at the discretion of the Personnel Officer. The Personnel Officer shall meet with the Unit President and the Department Head/ designee to discuss step placement. Employees

will be credited with the appropriate years of seniority, not to exceed three (3) years, for wage purposes only.

Transfers shall be paid based on their experience (years of full-time service) up until five (5) years of service, any transfers with more than five (5) years of experience may be paid at the appropriate step level of service beyond five (5) years rate at the discretion of the Department Head, Personnel Officer, and CSEA Union President but will be given no less than five (5) years of service credit.

SECTION 6. Promotions

- A. A promotion means movement to a higher salary grade position.
- B. An employee who is promoted shall move to the salary appropriate to their years of service. No one shall exceed the top of the range for the new grade.

SECTION 7. Demotions

- A. A demotion means movement to a lower salary grade position either voluntarily or as a result of disciplinary action.
- B. An employee who is demoted shall be moved to the salary appropriate to their years of service.

SECTION 8. Employees shall be paid on a bi-weekly basis on Fridays, unless prohibited by holiday or emergency.

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**ARTICLE 44 - AGREEMENT DISTRIBUTION**

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SECTION 1. This Agreement shall be printed by the County for distribution to all employees.

SECTION 2. New employees shall be given a copy of this Agreement during the employee's orientation conducted within five (5) working days from the original effective date of employment.

SECTION 3. The County and CSEA agree that the costs of printing and distributing this Agreement shall be shared equally.

IN ACCORDANCE WITH SECTION 204A OF THE CIVIL SERVICE LAW, IT IS AGREED BY AND BETWEEN THE PARTIES HERETO THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT THE IMPLEMENTATION BY AMENDMENT OF LAW, OR BY PROVIDING ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

For the County

For the CSEA

\_\_\_\_\_  
Kevin Whitney, Chairman

\_\_\_\_\_  
Richard McCormack Labor Relations Specialist

\_\_\_\_\_  
George Wagner, Legislator

\_\_\_\_\_  
Tim Hines, Unit President

\_\_\_\_\_  
Michael Barylski, Legislator

\_\_\_\_\_  
Scott Magee, Unit Vice President

\_\_\_\_\_  
Annette Barber, Personnel Officer

\_\_\_\_\_  
Adam McCracken, Team Member

\_\_\_\_\_  
Laurie Gosse, Deputy Personnel Director

\_\_\_\_\_  
Scott Roman, Director  
Emergency Response and Communications

Dated: \_\_\_\_\_

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**APPENDIX A  
GRADE AND TITLE**

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<b>Grade</b>	<b>Title(s)</b>
1	
2	
3	
4	
5	
6	Dispatcher
7	
8	Senior Dispatcher Technical Communications Officer
9	Dispatch Center Coordinator

Effective 1/1/19 Grades 1-5 remain in affect; however, no positions are assigned at this time.

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**APPENDIX B**  
**MANDATORY SUBSTANCE ABUSE TESTING POLICY**

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This policy is based upon the County's practice and policy prohibiting the use of or being under the influence of alcohol and/or drugs while working.

The Cortland County will assist employees who have a drug or alcohol dependency to recover from such addiction provided the employee seeks and accepts assistance. However, the County may take appropriate formal disciplinary action, in accordance with this policy. It is important to emphasize that employees with drug and /or alcohol problems, who wish to avail themselves of rehabilitative services under the health insurance or any other rehabilitation program, should pursue help before they are determined to be in violation of the County's Drug-Free Workplace Policy.

All employees within the unit will be subject to random drug and alcohol testing. In addition, the County shall have the authority to compel a drug or alcohol test under reasonable suspicion.

***SECTION 1. Prohibited Alcohol and Controlled Substance-Related Conduct***

The following alcohol and controlled substance-related activities are prohibited:

- Reporting for duty or remaining on duty to perform safety sensitive functions while having an alcohol concentration of 0.02 or greater.
- Being on duty while in the possession of alcohol or a controlled substance for which the employee does not have a prescription.
- Using alcohol or a controlled substance for which the employee does not have a prescription while on duty.
- Refusing to submit to an alcohol or controlled substance test required by random, reasonable suspicion or follow-up testing requirements.
- Reporting for duty or remaining on duty when the employee uses any controlled substance or labeled restricted prescription medication will notify the Department Head or Personnel Officer for approval to work. Upon approval the employee may keep this medication in his/her locker for use during their tour of duty. The approval to work shall not be unduly withheld and shall not be made arbitrarily or capriciously.

***SECTION 2. Types of Testing***

The following are types of tests required to be performed:

- Post Accident Testing (Reasonable Suspicion Only)\*
- Random Testing
- Reasonable Suspicion Testing
- Return-to-Duty Testing
- Follow-up testing

Controlled substances tests will follow split sample procedures. Under this provision, an employee whose urine has tested positive for a controlled substance has the option (within 72 hours of being notified by the MRO) of having the other portion of the split sample tested at another laboratory. If the second portion of the sample also tests positive, then the employee is subject to sanctions contained in the regulations. If the second portion produces a negative result, or for any reason the second portion is not available, the test is considered negative and no sanctions are imposed.

### ***SECTION 3. Reasonable Suspicion Alcohol and Controlled Substances Testing***

An employee must submit to an alcohol or controlled substance test when the employer has reasonable suspicion to believe the employee has violated the alcohol or controlled substances prohibitions.

\*Reasonable Suspicion - Belief that the employee has violated the alcohol and controlled substances prohibitions based on specific, contemporaneous, articulate observations concerning the appearance, behavior, speech, or body odors of the employee. This includes post accident reasonable suspicion testing within two (2) hours of the accident when actually operating a County vehicle.

Supervisor Training - The required observations for alcohol and/or controlled substances reasonable suspicion testing shall be made by a supervisor or County official who is trained in accordance with the following requirements:

- A. Employers must ensure persons designated to determine whether reasonable suspicion exists to require an employee to undergo alcohol or controlled substances testing receive: at least thirty (30) minutes of training on alcohol misuse and at least sixty (60) minutes of training on controlled substances use.
- B. The training shall cover the physical, behavioral, speech and performance indicators of probable alcohol misuse and the use of controlled substances.
- C. The training shall be a total of ninety (90) minutes.

Alcohol - Alcohol testing is authorized only if the observations are made during, just before, or just after the period of the workday the employee is required to be in compliance.

If a reasonable suspicion alcohol test is not administered within two (2) hours following the observation, the employer shall prepare and maintain on file a record stating the reasons the alcohol test was not administered promptly. In addition, if not administered within eight (8) hours, the employer shall cease attempts to administer the test and shall prepare and maintain the record listed above.

Only one supervisor is required to make the observations necessary to require the controlled substance or alcohol test. The supervisor who makes the determination that reasonable suspicion exists to conduct an alcohol test shall not conduct the alcohol test, in order to preserve protection for the employees.

Records - A written record shall be made of the observations leading to an alcohol and/or controlled substances test, and signed by the supervisor who made the observations.

NOTE: The mere possession of alcohol does not constitute a need for reasonable suspicion testing, which must be based on observations concerning the employee's appearance, behavior, speech, or body odor.

#### ***SECTION 4. Random Alcohol Testing***

Random alcohol testing shall be conducted in accordance with the following requirements:

- Random alcohol testing shall be administered at a minimum annual rate of 25 percent (25%) of the average number of employee positions.
- The employer shall ensure that random alcohol tests are unannounced and spread reasonably throughout the calendar year.
- The employer shall ensure that employees selected for random alcohol tests proceed immediately to the testing site upon notification of being selected.
- In the event an employee selected for a random alcohol test is on vacation or an extended medical absence, the employer may select another employee for testing as selected by the MRO.

#### ***SECTION 5. Random Controlled Substances Testing***

Random controlled substances testing shall be conducted in accordance with the following requirements:

- Employer must use a scientifically valid method, such as a random number table that is matched with the employee's social security number.
- Random controlled substances testing shall be administered at a minimum annual rate of 25 percent (25%) of the average number of employee positions.
- The employer shall ensure that random controlled substances tests are unannounced and spread reasonably throughout the calendar year.
- The employer shall ensure that employees selected for random controlled substances tests proceed immediately to the testing site upon notification of being selected.

#### ***SECTION 6. Refusal to be Tested***

Refusal to submit (to an alcohol or controlled substance test) - An employee:

1. fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing;
2. fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing; or
3. engages in conduct that clearly obstructs the testing process

*An employee who refuses to take either a controlled substance or alcohol test will be subject to disciplinary action up to and including termination.*

#### ***SECTION 7. Return-to-Duty Testing***

The County shall ensure that before an employee returns to duty after engaging in prohibited conduct regarding alcohol or substance abuse, the employee shall undergo a return-to-duty alcohol or substance

abuse test indicating a breath alcohol concentration of less than 0.02 and no presence of a controlled substance.

In the event a return-to-duty test is required, the employee must also be evaluated by a substance abuse professional (SAP) and participate in any assistance program prescribed.

### ***SECTION 8. Follow-up Testing***

Following a determination that an employee is in need of assistance in resolving problems associated with alcohol misuse and/or of controlled substances, the County shall ensure that the employee is subject to unannounced follow-up alcohol and/or controlled substances testing as directed by the substance abuse professional.

The employee shall be subject to a minimum of six follow-up controlled substance and/or alcohol tests in the first six months.

### ***SECTION 9. Alcohol Testing Procedure***

Employees will be subject to evidential breath test (EBT). PREPARATION FOR BREATH ALCOHOL TESTING

- A. A supervisor will instruct the employee to report to a specified location for a breathalyzer test. At this location, the employee will meet a breath alcohol technician (BAT), who will be doing the testing and who will show the employee to a room where the test will be conducted. This room will afford the employee visual and aural privacy. The BAT will explain how the test is conducted, ask the employee to provide some positive identification, and upon the employee's request, the BAT shall supply his/her positive identification.
- B. The BAT shall complete step 1 on the Breath Alcohol Testing Form. The employee shall then complete step 2 on the form, signing the certification. Refusal by the employee to sign this certification shall be regarded as a refusal to take the test.
- C. An individually sealed mouthpiece shall be opened in the presence of the employee and placed on EBT. The employee shall be instructed to blow into the mouthpiece until the EBT indicates an adequate amount of breath has been obtained.
- D. The employee shall be shown the results on the recorder of the EBT. The results along with blank air samples will be printed in triplicate, one copy for the employee. If the result of this test is 0.019 or less, no further testing is to be done and no record of testing retained in personnel file. However, if the result is 0.02 or greater, the BAT must conduct a confirmation test.

Procedure for Confirmation Test

- A. The BAT shall instruct the employee not to eat, drink, put any substance in his or her mouth, and to the extent possible, not eruct (belch) during the waiting period before the confirmation test. This time period begins with the completion of the screening test, and shall not be less than fifteen (15) minutes. This confirmation test shall be conducted within twenty (20) minutes of the completion of the screening test. The BAT shall explain to the employee the reason for this procedure (to prevent

any accumulation of mouth alcohol), and the fact it is for the employee's benefit.

- B. The confirmation test is much the same as the screening test. This is the final test. If an employee shows a 0.02 or greater, the BAT will notify the supervisor in a confidential manner of the results. All test results will be kept confidential.

### ***SECTION 10. Drug Testing Procedure***

1. All employees will be subject to drug testing.
  - A. The employee will be notified by the supervisor and the employee will be instructed to go to a specified location for a drug test.
  - B. Once at the collection site, the employee will be given a sealed specimen bottle or a sealed collection container and provided a room that will afford the employee visual and aural privacy for him/her to provide a urine sample for a drug testing.
  - C. Once a sample is collected, the employee is to return the sample to the collector immediately. The sample will be checked for temperature and it will be recorded on the official form. The specimen will be split into bottle A and bottle B. The official form and the two specimen bottles will be sent to a laboratory for testing.
2. The laboratory shall report as negative to the Personnel Officer all specimens that are negative on the initial test and no record of testing retained in personnel file. Only specimens confirmed positive shall be reported positive for a specific drug.
  - A. The laboratory has five (5) working days after receipt of the specimen to report the results of the tests to the Medical Review Officer.
  - B. The Medical Review Officer shall review confirmed positive results, making sure all steps have been taken to assure an accurate test.
  - C. Prior to making a final decision to verify a positive test result for an employee, the Medical Review Officer shall contact the employee directly, on a confidential basis, to determine if he/she wishes to discuss the test results. A medically licensed or certified staff person under the Medical Review Officer's supervision may gather information from the employee. The Medical Review Officer shall talk directly with the employee before verifying a test as positive.
  - D. If, after making all reasonable efforts and documenting them, the Medical Review Officer is unable to reach the employee directly, he/she shall contact a designated management official who shall direct the employee to contact the Medical Review Officer as soon as possible. The management official shall employ procedures that ensure this notice is held in confidence.
3. The Medical Review Officer may verify a test as positive without having communicated directly with the employee about the test in two circumstances.
  - A. The employee expressly declines the opportunity to discuss the test.

- B. The designed employer representative has successfully made and documented a contact with the employee and instructed the employee to contact the Medical Review Officer and more than five (5) days have passed since the date the employee was successfully contacted.
4. If a test is verified positive under the circumstances specified in paragraph 3 (A) and (B) of this section, the employee may present, to the Medical Review Officer, information documenting that serious illness, injury, or other circumstances unavoidably prevented the employee from timely contacting the Medical Review Officer. The Medical Review Officer, on the basis of such information, may reopen the verification, allowing the employee to present information concerning a legitimate explanation for the confirmed positive test. If the Medical Review Officer concludes that there is a legitimate explanation, the Medical Review Officer declares the test to be negative.
- A. If a test is verified positive by the Medical Review Officer, the employee has seventy-two (72) hours after the Medical Review Officer successfully made and documented a contact with the employee, to ask specimen B or split specimen to be tested. The Medical Review Officer shall direct, in writing, the laboratory to provide the split specimen to another DHHS certified laboratory for analysis. If the analysis fails to reaffirm the presence of the drug(s) or drug metabolite(s) found in the primary specimen, or if the split specimen is unavailable, inadequate for testing, or untestable, the Medical Review Officer shall cancel the test and report cancellation, and the reasons for it to the employer, and the employee.
  - B. If a test is verified positive under the circumstances specified in paragraph 4 and 4 (A) of this document, the employee will be notified by the Medical Review Officer.

All drug and alcohol testing shall be done on County time. All County employees will be transported, by the County, to and from the test site. The County shall also transport employees who have 0.02 or greater level for alcohol, to their place of residence.

### ***SECTION 11. Evaluation and Discipline***

1. An employee testing positive for drugs or alcohol will be suspended for a minimum of thirty (30) days, and the case will be reviewed for discharge. However, after review, it may be decided that the employee be given the chance to come back to work after rehabilitation.
- A. The employee will need an evaluation by a substance abuse professional that shall determine what assistance, if any, the employee needs in resolving problems associated with alcohol misuse or controlled substance use.
  - B. An employee who has followed all rehabilitative programs prescribed by the substance abuse professional but after thirty (30) days is not released by the County's substance abuse professional to return to work without restrictions, may be considered by the County for employment to do other tasks until released by the substance abuse professional.
  - C. Before an employee returns to duty, doing a safety sensitive function, after verified positive test for drugs or an alcohol level of 0.02 or greater, the employee shall undergo a return to duty alcohol test with a result indicating an alcohol concentration of less than 0.02, if the conduct involved alcohol, or a controlled substance test with a verified negative result, if the conduct involved a controlled substance. In addition, each employee identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, shall be evaluated by a substance

abuse professional to determine that the employee has properly followed all rehabilitation programs prescribed by the evaluator.

- D. An employee shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer, following the employee's return to duty. The number and frequency of such follow-up testing shall be as directed by the substance abuse professional and consist of at least six (6) tests in the first six (6) months after the return to duty. If the substance abuse professional determines that return-to-duty and follow-up testing for both alcohol and controlled substance is necessary for that particular employee, the substance abuse professional may require testing for up to eighteen (18) months.
  - E. All evaluations shall be done for Cortland County by a substance abuse professional under contract with the employer. Rehabilitation and follow-up testing shall be paid for by the employee.
2. Any employee, who is found to have a positive drug test or an alcohol test greater than 0.02 within four (4) years of a previous suspension for alcohol or drug abuse, shall be terminated.

## Cortland County Personal Property Report

**Directions:**

*Employee:* Complete Section 1 and give to your supervisor by the end of the shift.

*Supervisor:* Complete Section 2 and then forward this report to the Department Head within two working days of receipt.

*Department Head:* Forward to the Personnel Office

### Section 1:

<b>Department:</b>	<b>Name of Employee(s) Completing this Report:</b>
<b>Employee Who is Property Owner:</b>	<b>Employee Hire Date:</b>
<b>Home Address of Property Owner:</b>	<b>Home Telephone Number of Property Owner:</b>
<b>Date of Incident:</b> /_        /_	<b>Time of Incident:</b> (a.m.)        (p.m.)
<b>Location of Incident:</b>	
<b>Description of Damaged Property:</b>	
<b>STATEMENT: Describe who, what, when, where, why, and how:</b>	
<b>Were there other witnesses?</b> ( ) Yes ( ) No	<b>Use reverse side if more room is needed for witnesses.</b>
<b>Witness Name:</b>	<b>Witness Telephone Number:</b>
<b>Witness Name:</b>	<b>Witness Telephone Number:</b>
<b>Signature of individual completing this section:</b>	<b>Date:</b>

### Section 2:

<b>Supervisor's Review and Comments:</b>	
<b>Property inspected or received</b> Yes ( ) No ( )	
<b>Supervisors' Signature:</b>	<b>Date:</b>
<b>Department Head's Signature:</b>	<b>Date:</b>
<b>Date Incident Reported:</b>	<b>Date Report Completed:</b>

**APPENDIX C**  
**Salary Step Schedule**

2019 Hourly Rate Schedule										
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1		15.2901	15.9017	16.5379	17.1994	17.8874	18.6029	19.3470	20.1208	20.3221
2		16.0672	16.7099	17.3783	18.0734	18.7963	19.5483	20.3302	21.1433	21.3264
3		16.2424	16.8921	17.5678	18.2706	19.0014	19.6714	20.5519	21.6740	21.5877
4	<b>Hire Rate</b>	18.0939	18.8176	19.5703	20.3531	21.1673	20.0139	22.8946	23.8103	24.0485
5	18.5974	20.8974	21.4213	22.2781	23.1693	24.0960	25.0598	26.0622	27.1048	27.3758
6	19.7198	21.7198	22.5886	23.4921	24.4319	25.4090	26.4255	27.4825	28.5818	28.8676
7		21.9445	22.8223	23.7351	24.6846	25.6720	26.6988	27.7668	28.8775	29.1662
8		23.1059	24.0301	24.9913	25.9910	27.0306	28.1118	29.2363	30.4057	30.7098
9		24.1334	25.0988	26.1027	27.1468	28.2327	29.3620	30.5365	31.7579	32.0755

2020 Hourly Rate Schedule										
GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1		15.5959	16.2197	16.8687	17.5434	18.2451	18.9750	19.7339	20.5232	20.9337
2		16.3885	17.0441	17.7259	18.4349	19.1722	19.9393	20.7368	21.5662	21.9975
3		16.5672	17.2299	17.9192	18.6360	19.3814	20.0648	20.9629	22.1075	22.2375
4	<b>Hire Rate</b>	18.4558	19.1940	19.9617	20.7602	21.5906	20.4142	23.3525	24.2865	24.7722
5	19.0093	21.3153	21.8497	22.7237	23.6327	24.5779	25.5610	26.5834	27.6469	28.1998
6	20.1542	22.1542	23.0404	23.9619	24.9205	25.9172	26.9540	28.0322	29.1534	29.7365
7		22.3834	23.2787	24.2098	25.1783	26.1854	27.2328	28.3221	29.4551	30.0442
8		23.5680	24.5107	25.4911	26.5108	27.5712	28.6740	29.8210	31.0138	31.6341
9		24.6161	25.6008	26.6248	27.6897	28.7974	29.9492	31.1472	32.3931	33.0409

2021 Hourly Rate Schedule										
GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1		15.9078	16.5441	17.2060	17.8943	18.6101	19.3545	20.1286	20.9337	21.5617
2		16.7163	17.3850	18.0804	18.8036	19.5557	20.3381	21.1515	21.9975	22.6574
3		16.8986	17.5745	18.2775	19.0087	19.7691	20.4661	21.3822	22.5496	22.9046
4	<b>Hire Rate</b>	18.8249	19.5778	20.3609	21.1754	22.0225	20.8225	23.8195	24.7722	25.5154
5	19.4275	21.7417	22.2867	23.1781	24.1053	25.0695	26.0722	27.1151	28.1998	29.0458
6	20.5973	22.5973	23.5012	24.4412	25.4189	26.4355	27.4931	28.5928	29.7365	30.6286
7		22.8311	23.7443	24.6940	25.6819	26.7091	27.7774	28.8886	30.0442	30.9455
8		24.0394	25.0009	26.0009	27.0410	28.1226	29.2475	30.4174	31.6341	32.5831
9		25.1084	26.1128	27.1572	28.2435	29.3733	30.5482	31.7702	33.0409	34.0321

2022 Hourly Rate Schedule										
GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1		16.2260	16.8750	17.5502	18.2521	18.9823	19.7415	20.5312	21.3524	22.2064
2		17.0506	17.7327	18.4420	19.1796	19.9468	20.7448	21.5746	22.4374	23.3349
3		17.2366	17.9260	18.6431	19.3889	20.1644	20.8754	21.8098	23.0006	23.5896
4	<b>Hire Rate</b>	19.2014	19.9694	20.7682	21.5989	22.4629	21.2389	24.2959	25.2677	26.2784
5	19.8581	22.1765	22.7325	23.6417	24.5874	25.5709	26.5937	27.6574	28.7638	29.9144
6	21.0492	23.0492	23.9712	24.9300	25.9273	26.9642	28.0430	29.1646	30.3312	31.5445
7		23.2877	24.2192	25.1879	26.1955	27.2433	28.3330	29.4664	30.6450	31.8708
8		24.5202	25.5009	26.5210	27.5819	28.6851	29.8325	31.0258	32.2668	33.5574
9		25.6106	26.6350	27.7004	28.8084	29.9608	31.1592	32.4056	33.7017	35.0498

2023 Hourly Rate Schedule											
GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1		16.5505	17.2125	17.9012	18.6172	19.3619	20.1364	20.9418	21.7794	22.6506	23.1036
2		17.3917	18.0873	18.8108	19.5632	20.3457	21.1597	22.0061	22.8862	23.8016	24.2777
3		17.5813	18.2846	19.0160	19.7767	20.5677	21.2930	22.2460	23.4606	24.0613	24.5426
4	<b>Hire Rate</b>	19.5854	20.3688	21.1835	22.0308	22.9122	21.6637	24.7819	25.7730	26.8040	27.3400
5	20.2953	22.6200	23.1871	24.1145	25.0792	26.0823	27.1255	28.2106	29.3391	30.5127	31.1229
6	21.5102	23.5102	24.4506	25.4286	26.4459	27.5035	28.6038	29.7479	30.9379	32.1754	32.8189
7		23.7534	24.7036	25.6916	26.7194	27.7882	28.8996	30.0557	31.2579	32.5083	33.1584
8		25.0106	26.0110	27.0514	28.1335	29.2588	30.4291	31.6463	32.9121	34.2286	34.1584
9		26.1228	27.1677	28.2544	29.3846	30.5600	31.7824	33.0537	34.3758	35.7508	36.4658