



# ONEIDA COUNTY BOARD OF LEGISLATORS

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## EXPEDITED COMMUNICATIONS FOR DISTRIBUTION FOR THE JUNE 12, 2024 MEETING

VOL#2

(Correspondence relating to upcoming legislation, appointments, petitions, etc.)

<u>FILE NO.</u>	<u>COMMITTEE</u>	<u>PAGES</u>
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ONEIDA COUNTY  
OFFICE OF THE COUNTY EXECUTIVE

ANTHONY J. PICENTE, JR.  
County Executive  
ce@ocgov.net

June 11, 2024

FN 20

24-276

Board of County Legislators  
800 Park Avenue  
Utica, New York 13501

WAYS & MEANS

**Re: Collective Bargaining Agreement Between the County of Oneida, Oneida County Sheriff and the Oneida County Police Benevolent Association, Inc.**

Dear Honorable Members:

I am pleased to report that the County of Oneida, Oneida County Sheriff and the Oneida County Police Benevolent Association, Inc. (PBA) have reached a Memorandum of Agreement for a successor bargaining agreement that covers the period of January 1, 2021, through December 31, 2028. Negotiations for this agreement began in 2021, initially proceeded to Interest Arbitration, and have now concluded by voluntary agreement and the withdrawal of the Interest Arbitration-associated proceedings. The PBA membership approved this agreement by a vote on June 10, 2024.

The highlights of this agreement are as follows:

- Salary – S Scale
  - For the calendar year 2021, all employees encumbering S Scale titles will receive a \$3,000.00 one-time lump-sum off-base-salary payment. For those employees encumbering S Scale titles not employed for the entire calendar year in 2021, those employees will be paid \$250 per full or partial month of service.
  - Effective January 1, 2022, replace the S Scale with the revised, 5-step S Scale and place those employees on the new 2022 salary scale that provides for a \$6,000.00 increase over the employee's 2021 base salary.
  - Increase the S Scale by 3% in years 2023 – 2028, in addition to step movement for those eligible.
  - Employees will no longer move off-step. Upon reaching the maximum step, each employee will remain at the final step, receiving the annual increase applied to the step Scale.
- Salary – D Scale
  - Effective January 1, 2021, employees on the D Scale shall receive a one-time \$6,000.00 lump sum payment to cover the period January 1, 2021 to June 13, 2023. Eligible employees who were not employed for the full period of January 1, 2021, to June 13, 2023, will receive \$200.00 per month for each full or partial month employed during that period.
  - Salaries for D scale unit members were adjusted by the County effective June 14, 2023. Effective January 1, 2024, replace the D Scale with a revised, 5step Scale and place employees on the new Scale to a Step that reflects at least a 3.00% increase from their 2023 annual base salary. Attached to this memo as Attachment D is the D scale placement information. If adding the 3% to the employee's 2023 base salary causes the employee's salary to be less than the top step in 2024, the employee will be placed

back “in step” on the step that gives the employee at least a 3% increase over the employee’s 2023 base salary.

- Increase the D Scale by 3% in years 2024 – 2028, in addition to step movement for those eligible.
- Employees will no longer move off-step. Upon reaching the maximum step, each employee will remain at the final step, receiving the annual increase applied to the step Scale.

- Retiree Health Insurance Coverage

- Effective January 1, 2024, a Retiree (as defined in the Memorandum of Agreement is eligible to retain coverage under the County health insurance plan in effect for active County employees, and as may be amended from time to time through collective negotiations with active County employees, and to have the County share in the premium cost for individual and/or dependent coverage as follows:
  - For a Retiree on the S Scale with at least twenty (20) years of cumulative service with Oneida County, the gross premium share shall be eighty percent (80%) paid by the County and twenty percent (20%) paid by the Retiree for the gross premium cost of individual coverage, and seventy-five percent (75%) paid by the County and twenty-five percent (25%) paid by the Retiree for the gross premium cost of any form of dependent coverage.
  - For a Retiree on the D Scale with at least (25) years of cumulative service with Oneida County, the gross premium share shall be eighty percent (80%) paid by the County and twenty percent (20%) paid by the Retiree for the gross premium cost of individual coverage, and seventy-five percent (75%) paid by the County and twenty-five percent (25%) paid by the Retiree for the gross premium cost of any form of dependent coverage.
  - Any Retiree who does not meet these requirements shall have health insurance in retirement only in accordance with the Oneida County Personnel Rules as the same may be amended from time to time by the County of Oneida in its discretion.
- The aforementioned Retiree health insurance benefits contained in paragraphs B(1) – B(3) shall continue only until the Retiree reaches the age of Medicare eligibility, at which time all Retiree health insurance benefits for the Retiree and his/her dependent(s) shall cease in their entirety, and neither the Retiree, nor his/her dependent(s) shall be eligible for any ongoing health insurance plan maintained by the County.
- If a Retiree drops individual and/or dependent(s) coverage in retirement, the coverage that was dropped may not be added again at a later date.
- A Retiree may utilize accumulated sick leave credit in excess of 180 days to pay his/her share of coverage premium costs. Such credits will be valued at 50% of the base salary hourly rate applicable at the Retiree’s time of retirement.

- Shift Differential

- Non-Highway: Effective January 1, 2024, the “C” line shift differential shall be further increased to \$0.85 per hour and, the “A” line shift differential shall be further increased to \$0.90 per hour.
  - Highway: Effective January 1, 2024, the “C” line shift differential shall be further increased to \$0.85 per hour and, the “A” line shift differential shall be further increased to \$0.90 per hour.
  - Section 8.7(F) will also be revised to reflect the above level of shift differential increases for the 911 employees. \$0.90 per hour effective January 1, 2024.
- Field Training Officer Pay
    - Effective January 1, 2024, FTO pay shall be further increased to two dollars (\$2.00) per hour.
  - Cell Phone Pay
    - Effective January 1, 2024, any employee assigned to carry a department cell phone on his/her off-duty time shall be paid \$500.00 per annum.
  - SWAT Team Compensation
    - Effective January 1, 2024, the SWAT Team compensation shall be increased to \$200.00 per year.
  - Uniform and Meal Allowance
    - Effective January 1, 2024, the meal reimbursement amount shall be increased as follows:
 

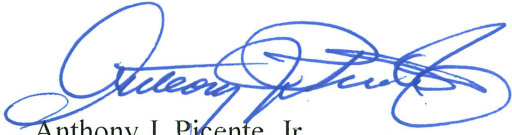
Breakfast:	In-County: \$8.00.
	Out-of-County: \$12.00
Lunch:	In-County: \$8.00
	Out of County: \$12.00
Dinner:	In-County: \$22.00
	Out of County: \$27.00
    - Effective January 1, 2024, add the following after the first sentence in 14.2 (C) – overtime meal allowance:
      - The employee shall not become eligible for said meal allowance until working at least three consecutive hours of overtime on the particular shift or tour of duty, and the meal must be purchased sometime after the three-hour mark.

There are some additional changes detailed in the Memorandum of Agreement, a copy of which is attached herewith.

I believe that this contract is fair to the employees and the taxpayers, while also advancing the County to position us competitively to recruit and retain employees. As such, I recommend approval of this agreement and ask that you forward this request to the Board of Legislators for consideration at their June 12, 2024 meeting.

Last, I would like to thank both negotiating teams for their efforts in bringing this matter to conclusion. I am available to answer any questions or concerns that the Board may have regarding this agreement.

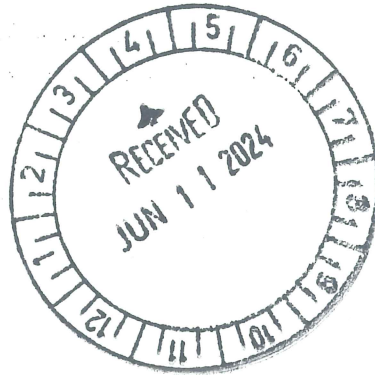
Sincerely,



Anthony J. Picente, Jr.  
Oneida County Executive

Enclosure

cc: Comptroller  
County Attorney  
Budget Director



5/30/2024

05/31/24  
JPM

**MEMORANDUM OF AGREEMENT**  
**by and between**  
**THE COUNTY OF ONEIDA & ONEIDA COUNTY SHERIFF**  
**and**  
**ONEIDA COUNTY POLICE BENEVOLENT ASSOCIATION, INC.**

**WHEREAS**, the Collective Bargaining Agreement between the County of Oneida & Oneida County Sheriff (collectively the "County") and the Oneida County Police Benevolent Association, Inc., (the "PBA") expired on December 31, 2020; and

**WHEREAS**, the parties have reached a settlement for a successor collective bargaining agreement for the period of January 1, 2021 to December 31, 2028, and wish to commit such to writing;

**NOW, THEREFORE**, the parties hereto agree that the current Collective Bargaining Agreement and all terms and conditions of employment set forth therein shall remain in full force and effect except as herein modified:

**1. Housekeeping**

Amend dates, grammar, and delete inoperative or obsolete contract language as agreed to by the parties.

**2. Union Security**

Delete 5.1(b) – Agency Fee and re-letter 5.1(c).

**3. Wage Adjustments for S & D Scale Employees:**

**Wage Adjustment for S Scale Employees**

**7.1.1 Amend as follows:**

For the calendar year 2021, all employees encumbering S Scale titles will receive a \$3,000.00 one-time lump-sum off-base-salary payment. For those employees encumbering S Scale titles not employed for the entire calendar year in 2021, those employees will be paid \$250 per full or partial month of service.

Effective January 1, 2022, replace the 2020 S schedule with the revised S schedule (attached to this memorandum as Attachment A) and place those employees at the step on the new 2022 salary scale that provides for a \$6,000.00 increase over the employee's 2021 base salary. Attached to this memorandum as Attachment B is a copy of the S scale placement.

Effective January 1, 2022, for those employees off-step in 2020, add \$6,000.00, for calculation purposes only, to the off-step employee's 2020 base salary. If adding the

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\$6,000.00 to the employee's 2020 base salary causes the employee's salary to be less than the top step in 2022, the employee will be placed back "in step" on the step that gives the employee at least a \$6,000 increase over the employee's 2020 base salary.

Effective January 1, 2022, any employees on the S scale as of 2022 will not move off the S scale once reaching top step.

Effective January 1, 2022, for those S scale employees remaining off-step, those employees will receive a 3.0% raise.

Effective January 1, 2023, increase the 2022 S scale by 3.0%. Off-step employees also receive a 3.0% increase in 2023.

Effective January 1, 2024, increase the 2023 S scale by 3.0%. Off-step employees also receive a 3.0% increase in 2024.

Effective January 1, 2025, increase the 2024 S scale by 3.0%. Off-step employees also receive a 3.0% increase in 2025.

Effective January 1, 2026, increase the 2025 S scale by 3.0%. Off-step employees also receive a 3.0% increase in 2026.

Effective January 1, 2027, increase the 2026 S scale by 3.0%. Off-step employees also receive a 3.0% increase in 2027.

Effective January 1, 2028, increase the 2027 S scale by 3.0%. Off-step employees also receive a 3.0% increase in 2028.

Each employee who is still on the County's active payroll as of the beginning of the first full payroll period following final ratification of a successor agreement, or who has retired directly from active County service into the New York State and Local Retirement System on or after January 1, 2021, or who died in active service to the County on or after January 1, 2021, shall receive a retroactive payment.

**Placement of the Deputy Sheriff Civil Title Series**

To determine placement on the new 5-step 2022 S-Scale, impute the employees' 2020 placement on the old S-scale (i.e., two steps lower than the step the employee was placed at in 2022 when he/she was moved into the unit). For calculation purposes only, add \$6,000 to the imputed 2020 salary and then place the deputy at the next step of the new 2022 S-Scale such that the deputy receives an increase of at least \$6,000.

Step movement beginning in year 2023 and beyond occurs in the same manner as other bargaining unit members and will not move off step upon reaching top step.

Back pay for 2022 will be calculated from July 5, 2022 only (the date such employees were placed into the bargaining unit) forward.

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Such employees will not receive any retroactive pay for the period of January 1, 2021 through July 4, 2022.

Each employee who is still on the County's active payroll as of the beginning of the first full payroll period following final ratification of a successor agreement, or who has retired directly from active County service into the New York State and Local Retirement System on or after July 5, 2022, or who died in active service to the County on or after July 5, 2022, shall receive a retroactive payment.

### **Wage Adjustment and New Salary Schedule for D Scale Unit Members**

Salaries for D scale unit members were adjusted by the County effective June 14, 2023. Attached to this memorandum of agreement as Attachment C is the D scale schedule that became effective on June 14, 2023. Grade 18D is for the title of Senior Clerk, Grade 24D is for the title of Principal Clerk, Grade 27D is for the title of Public Safety Telecommunicator, Grade 30D is for the title of Senior Public Safety Telecommunicator, Grade 33D is for the title Supervising Public Safety Telecommunicator, and Grade 36D is for the title CAD Administrator and Communications Manager. The new wage schedule beginning in 2024 condenses the schedule to reflect the 6 titles that are on the D schedule is attached as Attachment C.

Effective January 1, 2021, employees on the D Scale shall receive a one time \$6,000.00 lump sum payment to cover the period January 1, 2021 to June 13, 2023. Eligible employees who were not employed for the full period of January 1, 2021 to June 13, 2023, will receive \$200.00 per month for each full or partial month employed during that period.

Effective January 1, 2024, employees will be placed on the new schedule to a Step that reflects at least a 3.00% increase from their 2023 annual base salary on the 2024 D schedule. Attached to this memo as Attachment D is the D scale placement information. If adding the 3% to the employee's 2023 base salary causes the employee's salary to be less than the top step in 2024, the employee will be placed back "in step" on the step that gives the employee at least a 3% increase over the employee's 2023 base salary.

Effective January 1, 2024, any employees on the D scale as of 2024 will not move off the D scale once reaching top step.

Effective January 1, 2024, for those D scale employees remaining off-step, those employees will receive a 3.0% raise.

Effective January 1, 2025, increase the 2024 D scale by 3.0%. Off-step employees also receive a 3.0% increase in 2025.



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Effective January 1, 2026, increase the 2025 D scale by 3.0%. Off-step employees also receive a 3.0% increase in 2026.

Effective January 1, 2027, increase the 2026 D scale by 3.0%. Off-step employees also receive a 3.0% increase in 2027.

Effective January 1, 2028, increase the 2027 D scale by 3.0%. Off-step employees also receive a 3.0% increase in 2028.

Each employee who is still on the County's active payroll as of the beginning of the first full payroll period following final ratification of a successor agreement, or who has retired directly from active County service into the New York State and Local Retirement System on or after January 1, 2021, or who died in active service to the County on or after January 1, 2021, shall receive a retroactive payment.

#### 4. Health Insurance Coverage

Revise XI by moving Section 11.2 to Section 12.1 after the first paragraph. Then revise Section 12.1 to read as follows:

##### 12.1 Sick Leave

Except as stated elsewhere in this Agreement, each employee in the defined bargaining unit shall earn one (1) day sick leave per month except employees in the "S" Schedule who shall earn ten (10) days per year. Each employee may accumulate up to a maximum of one-hundred-eighty (180) working days, subject to limitation by Article XI-Retirement to be used during the employee's employment with the County consistent with and as limited by this Article.

Upon retirement, up to 165 days of accumulated but unused sick leave will be applied toward an employee's retirement service credit for the sole purpose of and to the extent permissible under Section 41(j) of the New York State Retirement and Social Security Law.

Accumulated unused sick leave days between 166 and 180, inclusive, will be cashed out to each retiree, in lump sum, at \$100 per sick leave day.

Effective January 1, 2024, an employee may accumulate more than 180 days of sick leave to be used for the sole purpose of payment toward the cost of employee's health insurance in retirement as set forth in Section 15.7 (D). Only sick days in excess of 180 may be used toward the cost of the employee's health insurance in retirement.

Add the following section to read as follows:

##### 15.7 Retiree Health Insurance

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A. For purposes of this section, "Retiree" shall be defined as: (i) an employee who meets all eligibility requirements for retirement as provided by the applicable New York State Retirement System plan; (ii) who retires directly from County service under a New York State Retirement System plan on or after January 1, 2024; and (iii) who at the time of retirement was a member of the County health insurance plan for at least one year immediately prior to the employee's effective retirement date.

B. Effective January 1, 2024, a Retiree is eligible to retain coverage under the County health insurance plan in effect for active County employees, and as may be amended from time to time through collective negotiations with active County employees, and to have the County share in the premium cost for individual and/or dependent coverage as follows:

1. For a Retiree on the S Scale with at least twenty (20) years of cumulative service with Oneida County, the gross premium share shall be eighty percent (80%) paid by the County and twenty percent (20%) paid by the Retiree for the gross premium cost of individual coverage, and seventy-five percent (75%) paid by the County and twenty-five percent (25%) paid by the Retiree for the gross premium cost of any form of dependent coverage.

2. For a Retiree on the D Scale with at least (25) years of cumulative service with Oneida County, the gross premium share shall be eighty percent (80%) paid by the County and twenty percent (20%) paid by the Retiree for the gross premium cost of individual coverage, and seventy-five percent (75%) paid by the County and twenty-five percent (25%) paid by the Retiree for the gross premium cost of any form of dependent coverage.

3. Any Retiree who does not meet the requirements of one of paragraphs B(1) – B(2) shall have health insurance in retirement only in accordance with the Oneida County Personnel Rules as the same may be amended from time to time by the County of Oneida in its discretion.

C. The above provisions shall also be subject to the following requirements:

1. The aforementioned Retiree health insurance benefits contained in paragraphs B(1) – B(3) shall continue only until the Retiree reaches the age of Medicare eligibility, at which time all Retiree health insurance benefits for the Retiree and his/her dependent(s) shall cease in their entirety, and neither the Retiree, nor his/her dependent(s) shall be eligible for any ongoing health insurance plan maintained by the County.

2. If a Retiree drops individual and/or dependent(s) coverage in retirement, the coverage that was dropped may not be added again at a later date.

D. A Retiree may utilize accumulated sick leave credit in excess of 180 days to pay his/her share of coverage premium costs. Such credits will be valued at 50% of the base salary hourly rate applicable at the Retiree's time of retirement.

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**5. Shift Differential**

Non-Highway: Effective January 1, 2024, the "C" line shift differential shall be further increased to \$0.85 per hour and, the "A" line shift differential shall be further increased to \$0.90 per hour.

Highway: Effective January 1, 2024, the "C" line shift differential shall be further increased to \$0.85 per hour and, the "A" line shift differential shall be further increased to \$0.90 per hour.

Section 8.7(F) will also be revised to reflect the above level of shift differential increases for the 911 employees. \$0.90 per hour effective January 1, 2024.

**6. FTO Pay**

Effective January 1, 2024, FTO pay shall be further increased to two dollars (\$2.00) per hour.

**7. Cell Phones**

Effective January 1, 2024, any employee assigned to carry a department cell phone on his/her off-duty time shall be paid \$500.00 per annum.

**8. SWAT Team Compensation**

Effective January 1, 2024, the SWAT Team compensation shall be increased to \$200.00 per year.

**9. Hours of Work and Work Week/Overtime Pay**

Revise the last paragraph of 8.3 to read in its entirety as follows:

Effective January 1, 2024, notwithstanding any prior arrangement or understanding, in September, and May, and then each May and September thereafter, each employee shall be afforded additional opportunities to cash, in some, or all, of his/her accrued compensatory time off under any provision of this Article to a monetary payment for such time, such payment to be included in the employees regular paycheck for the first full pay period in June and October of each year. To take advantage of this opportunity, the employee must deliver by May 31, and by September 30 of each year a written election to the county on a standard form promulgated by the County.

Revise 8.5 (C) – Effective January 1, 2024, shift bidding to delete the phrase "for just cause".

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Revise 8.5 (D) – Effective January 1, 2024, shift bidding to read as follows:

During the first two years of employment, the Director of Emergency Services or their designee will have the sole discretion to set the tour of duty for the employee and the employee will be in eligible to bid for available tours.

Revise 8.7 (B), effective January 1, 2024, to read in its entirety as follows:

911 employees will be regularly assigned to work a total of four, ten-hour shifts in a fixed seven-day period which period shall commence on Sunday. As such, the 911 employee shall have three consecutive pass days during the particular, seven-day period. The pass days shall be either every Thursday, Friday, and Saturday, or every Sunday, Monday, and Tuesday, as the case may be.

Effective January 1, 2024, Correct “2:00 AM to 12:00 AM” to “2:00 AM to 12:00 PM” in the second line of 8.7 (C).

**10. Uniform and Meal Allowance**

Effective January 1, 2024, update, 14.1 (a) (III) and 14.2.

Effective January 1, 2024, the meal reimbursement amount shall be increased as follows:

Breakfast:	In-County: \$8.00. Out-of-County: \$12.00
Lunch:	In-County: \$8.00 Out of County: \$12.00
Dinner:	In-County: \$22.00 Out of County: \$27.00

Effective January 1, 2024, add the following after the first sentence in 14.2 (C) – overtime meal allowance:

The employee shall not become eligible for said meal allowance until working at least three consecutive hours of overtime on the particular shift or tour of duty, and the meal must be purchased sometime after the three-hour mark.

**11. Health Insurance**

The County and the PBA agreed to revise the current language to reflect the current health and dental plans available to active employees with no changes to the existing premium cost sharing arrangements.

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**12. Ratification**

This Memorandum of Agreement is subject to the approval of the Oneida County Board of Legislators and ratification of the PBA membership. Each respective negotiating committee agrees to recommend this Memorandum of Agreement for approval and ratification.

**13. Payment of Retroactive Wages**

The County will make retroactive payments of any lump sums due under this Memorandum of Agreement by regular paychecks that are issued for the next full pay period following ratification of this Memorandum of Agreement.

The County will make retroactive payments of the remaining wage adjustments by regular paycheck within ninety (90) days of full ratification of this Memorandum of Agreement.

**14. Effective in 2024, Juneteenth will be added as a recognized holiday.**


**15. Interest Arbitration and Improper Practice Cases**


Upon ratification of this memorandum of agreement, the PBA shall withdraw the demand for interest arbitration in PERB Case No. IA2022-06. The County shall upon ratification withdraw the improper practice charge in PERB Case No. U-38624.


Dated: May 31, 2024

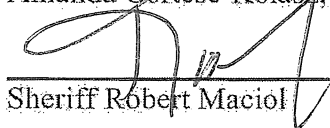
FOR THE COUNTY:

FOR THE UNION:

  
\_\_\_\_\_  
Anthony Picente, Jr., County Executive

  
\_\_\_\_\_  
John Ford, PBA President

  
\_\_\_\_\_  
Amanda Cortese-Kolasz, County Attorney  
5/31/24

  
\_\_\_\_\_  
Sheriff Robert Maciol

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**A**

2022

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	57239	61245	65533	70120	75028
1.5 - S	60101	64308	68809	73626	78780
2.0 - S	62963	67370	72086	77132	82531
3.0 - S	69259	74107	79294	84845	90784
4.0 - S	76185	81518	87224	93330	99863

*M. M. Kostalov*

2023

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	58956	63083	67499	72224	77279
1.5 - S	61904	66237	70874	75835	81143
2.0 - S	64851	69391	74248	79446	85007
3.0 - S	71337	76330	81673	87390	93508
4.0 - S	78470	83963	89841	96129	102859

2024

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	60725	64975	69524	74390	79598
1.5 - S	63761	68224	73000	78110	83577
2.0 - S	66797	71473	76476	81829	87557
3.0 - S	73477	78620	84124	90012	96313
4.0 - S	80824	86482	92536	99013	105944

2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	62546	66925	71609	76622	81985
1.5 - S	65674	70271	75190	80453	86085
2.0 - S	68801	73617	78770	84284	90184
3.0 - S	75681	80979	86647	92713	99202
4.0 - S	83249	89077	95312	101984	109123

09/13/24

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2026

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	64423	68932	73758	78921	84445
1.5 - S	67644	72379	77445	82867	88667
2.0 - S	70865	75826	81133	86813	92890
3.0 - S	77951	83408	89247	95494	102178
4.0 - S	85747	91749	98171	105043	112396

2027

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	66355	71000	75970	81288	86978
1.5 - S	69673	74550	79769	85353	91327
2.0 - S	72991	78100	83567	89417	95676
3.0 - S	80290	85910	91924	98359	105244
4.0 - S	88319	94501	101116	108195	115768

2028

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1.0 - S	68346	73130	78249	83727	89588
1.5 - S	71763	76787	82162	87913	94067
2.0 - S	75181	80443	86074	92100	98547
3.0 - S	82699	88488	94682	101309	108401
4.0 - S	90969	97336	104150	111440	119241

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**B**



12/15/24  
1/10/24

C

Effective June 14, 2023

**PBA - "D" SCALE**

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
13D		25781	26362	26946	27528	28111	28693	29274	29851	30436	31035	31645
14D		26637	27239	27843	28445	29049	29651	30254	30849	31457	32074	32705
15D		27608	28223	28837	29453	30067	30682	31296	31914	32540	33182	33833
16D		28603	29234	29866	30498	31129	31761	32391	33030	33680	34343	35019
17D		29677	30327	30977	31628	32279	32928	33579	34241	34915	35602	36305
18D		30784	31449	32116	32782	33448	34115	34780	35465	36165	36878	37605
19D		31656	32333	33009	33685	34360	35039	35715	36420	37137	37870	38618
20D		32807	33508	34209	34912	35613	36314	37017	37748	38492	39252	40027
21D		34002	34730	35457	36185	36913	37642	38369	39126	39898	40687	41490
22D		35240	35994	36750	37505	38260	39014	39769	40553	41354	42170	43003
23D		36524	37307	38091	38873	39655	40437	41220	42035	42864	43711	44575
24D		37857	38668	39479	40292	41103	41914	42725	43570	44431	45309	46205
25D		39239	40082	40923	41763	42605	43446	44288	45164	46056	46968	47896
26D		40661	41536	42410	43281	44154	45026	45899	46807	47732	48677	49640
27D		42147	43054	43960	44864	45769	46674	47578	48520	49480	50459	51458
28D		43687	44628	45567	46505	47443	48381	49320	50296	51292	52307	53343
29D		45284	46260	47234	48206	49179	50152	51126	52138	53170	54223	55297
30D		46941	47952	48963	49971	50980	51989	52998	54048	55118	56211	57324
31D		48659	49708	50755	51801	52847	53894	54940	56029	57139	58271	59426
32D		50440	51528	52614	53698	54783	55869	56954	58083	59234	60408	61606
33D		52287	53414	54540	55664	56789	57914	59039	60209	61402	62620	63861
34D		54201	55370	56537	57702	58868	60034	61200	62413	63650	64912	66199
35D		56185	57397	58607	59814	61023	62232	63440	64698	65980	67288	68622
36D		58242	59498	60752	62004	63257	64510	65763	67067	68396	69752	71134

- 18D - Senior Clerk
- 24D - Principal Clerk
- 27D - Public Safety Telecommunicator
- 20D - Senior Public Safety Telecommunicator
- 30D - Supervising Public Safety Telecommunicator
- 36D - CAD Admin. & Commun. Manager

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GRADE	TITLE
1D	Senior Clerk
2D	Principal Clerk
3D	Public Safety Telecommunicator
4D	Senior Public Safety Telecommunicator
5D	Supervising Public Safety Telecommunicator
6D	Computer Aided Dispatch (CAD) Administrator, Communications Manager

2024

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
D1	\$ 31,708	\$ 33,373	\$ 35,125	\$ 36,969	\$ 38,910
D2	\$ 38,993	\$ 41,040	\$ 43,195	\$ 45,462	\$ 47,849
D3	\$ 43,411	\$ 45,690	\$ 48,089	\$ 50,613	\$ 53,271
D4	\$ 48,349	\$ 50,887	\$ 53,559	\$ 56,371	\$ 59,330
D5	\$ 53,856	\$ 56,683	\$ 59,659	\$ 62,791	\$ 66,088
D6	\$ 59,989	\$ 63,138	\$ 66,453	\$ 69,942	\$ 73,614

2025

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
D1	\$ 32,659	\$ 34,374	\$ 36,178	\$ 38,078	\$ 40,077
D2	\$ 40,163	\$ 42,271	\$ 44,491	\$ 46,826	\$ 49,285
D3	\$ 44,713	\$ 47,061	\$ 49,531	\$ 52,132	\$ 54,869
D4	\$ 49,799	\$ 52,414	\$ 55,166	\$ 58,062	\$ 61,110
D5	\$ 55,472	\$ 58,384	\$ 61,449	\$ 64,675	\$ 68,071
D6	\$ 61,789	\$ 65,033	\$ 68,447	\$ 72,040	\$ 75,822

2/29/24  
H/1/31/24

2026/01/24

2026

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
D1	\$ 33,639	\$ 35,405	\$ 37,264	\$ 39,220	\$ 41,279
D2	\$ 41,368	\$ 43,539	\$ 45,825	\$ 48,231	\$ 50,763
D3	\$ 46,055	\$ 48,473	\$ 51,017	\$ 53,696	\$ 56,515
D4	\$ 51,293	\$ 53,986	\$ 56,821	\$ 59,804	\$ 62,943
D5	\$ 57,136	\$ 60,135	\$ 63,293	\$ 66,615	\$ 70,113
D6	\$ 63,642	\$ 66,984	\$ 70,500	\$ 74,201	\$ 78,097

2027

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
D1	\$ 34,648	\$ 36,467	\$ 38,382	\$ 40,397	\$ 42,518
D2	\$ 42,609	\$ 44,846	\$ 47,200	\$ 49,678	\$ 52,286
D3	\$ 47,436	\$ 49,927	\$ 52,548	\$ 55,307	\$ 58,210
D4	\$ 52,832	\$ 55,606	\$ 58,525	\$ 61,598	\$ 64,832
D5	\$ 58,850	\$ 61,940	\$ 65,191	\$ 68,614	\$ 72,216
D6	\$ 65,552	\$ 68,993	\$ 72,615	\$ 76,427	\$ 80,440

2028

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
D1	\$ 35,688	\$ 37,561	\$ 39,533	\$ 41,609	\$ 43,793
D2	\$ 43,887	\$ 46,191	\$ 48,616	\$ 51,168	\$ 53,855
D3	\$ 48,859	\$ 51,425	\$ 54,124	\$ 56,966	\$ 59,957
D4	\$ 54,417	\$ 57,274	\$ 60,281	\$ 63,446	\$ 66,777
D5	\$ 60,615	\$ 63,798	\$ 67,147	\$ 70,672	\$ 74,383
D6	\$ 67,518	\$ 71,063	\$ 74,794	\$ 78,720	\$ 82,853

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**D**



Employee Number	Employer Name	Position	Hire Date	Department	Current Grade/Step	Current Base	2023 Grade/Step	2023 Base	Minimum Salary	Placement on Scale
30011	MARSHALL, CALLAHAN J	12/17/2018 3120-003 - Senior Clerk (part-time)	12/17/2018	SHERIFF-3120 - Office of the Sheriff/Law Enforcement	D18 PT - 04	\$ 30,784	D19 FT - 04	\$ 30,784	\$ 30,784	1
13196	COMBS, TRINA L	01/30/1997 3120-058 - Principal Clerk	01/30/1997	SHERIFF-3120 - Office of the Sheriff/Law Enforcement	D24 OFF UNIQUE	\$ 48,771	D24 OFF UNIQUE	\$ 48,771	\$ 48,771	2
18229	BELFIELD, PAULINE A	08/16/2003 3120-072 - Principal Clerk	08/16/2003	SHERIFF-3120 - Office of the Sheriff/Law Enforcement	D24 OFF UNIQUE	\$ 48,771	D24 OFF UNIQUE	\$ 48,771	\$ 48,771	2
21294	HEALT, KATIE J	11/02/2006 3120-072 - Principal Clerk	11/02/2006	SHERIFF-3120 - Office of the Sheriff/Law Enforcement	D24 OFF UNIQUE	\$ 48,771	D24 OFF UNIQUE	\$ 48,771	\$ 48,771	2
32701	FASONE, TERESA	01/16/2023 3020-032 - Public Safety Telecommunicator	01/16/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
32704	SZOTOK, BRIAN	01/16/2023 3020-044 - Public Safety Telecommunicator	01/16/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
32718	WILLIAMS, DANIEL	02/08/2023 3020-013 - Public Safety Telecommunicator	02/08/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
32719	WILLIAMS, SAMUEL	02/08/2023 3020-030 - Public Safety Telecommunicator	02/08/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
32893	GOTCH, PAIGE M	06/09/2023 3020-053 - Public Safety Telecommunicator	06/09/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
32933	MARSH, EMILY	07/24/2023 3020-053 - Public Safety Telecommunicator	07/24/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33019	WRIGHT, ANDRSON M	08/27/2023 3020-031 - Public Safety Telecommunicator	08/27/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33253	WRIGHT, ANDRSON M	08/27/2023 3020-031 - Public Safety Telecommunicator	08/27/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33259	WRIGHT, ANDRSON M	08/27/2023 3020-031 - Public Safety Telecommunicator	08/27/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33280	OWEN, CANNOR J	08/28/2023 3020-050 - Public Safety Telecommunicator	08/28/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33289	OWEN, CANNOR J	08/28/2023 3020-050 - Public Safety Telecommunicator	08/28/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33293	OWEN, CANNOR J	08/28/2023 3020-050 - Public Safety Telecommunicator	08/28/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33364	DUCK, SCOTT E W	11/16/2023 3020-059 - Public Safety Telecommunicator	11/16/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
33385	HANDFORD, MALIA N	11/16/2023 3020-059 - Public Safety Telecommunicator	11/16/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 05	\$ 43,054	D27 - 04	\$ 42,147	\$ 42,147	4
31878	BESIG, HUNTER	11/01/2021 3020-024 - Public Safety Telecommunicator	11/01/2021	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 04	\$ 42,147	D27 - 04	\$ 42,147	\$ 42,147	4
32446	BRANCO, CONOR J	08/08/2019 3020-058 - Public Safety Telecommunicator	08/08/2019	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 06	\$ 43,960	D27 - 05	\$ 43,054	\$ 43,054	4
31218	TIBBITS, KARISSA M	12/04/2020 3020-304 - Public Safety Telecommunicator	12/04/2020	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 06	\$ 43,960	D27 - 05	\$ 43,054	\$ 43,054	4
29669	ANDERSON, JESSE R	08/10/2018 3020-010 - Public Safety Telecommunicator	08/10/2018	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 06	\$ 43,960	D27 - 05	\$ 43,054	\$ 43,054	4
30203	HOUGH, BRANDON T	06/03/2019 3020-027 - Senior Public Safety Telecommunicator	06/03/2019	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 07	\$ 44,864	D27 - 06	\$ 43,960	\$ 43,960	4
29916	HOGAN, JEAN M	09/19/2018 3020-031 - Senior Public Safety Telecommunicator	09/19/2018	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D27 - 10	\$ 47,578	D27 - 09	\$ 46,674	\$ 46,674	4
26907	ABBE, STEPHANIE A	01/05/2015 3020-045 - Senior Public Safety Telecommunicator	01/05/2015	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 09	\$ 51,989	D30 - 08	\$ 50,980	\$ 50,980	4
24301	SINISGALLI, NICHOLAS W	09/27/2023 3020-074 - Senior Public Safety Telecommunicator	09/27/2023	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 10	\$ 52,998	D30 - 09	\$ 51,989	\$ 51,989	4
21962	RICCI, MEREDITH H	11/09/2012 3020-071 - Senior Public Safety Telecommunicator	11/09/2012	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 12	\$ 55,118	D30 - 11	\$ 54,048	\$ 54,048	4
25290	SWEATMAN, MICHAEL W	05/08/2013 3020-074 - Senior Public Safety Telecommunicator	05/08/2013	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 12	\$ 55,118	D30 - 11	\$ 54,048	\$ 54,048	4
25292	PETERS, JUSTIN R	05/08/2013 3020-017 - Senior Public Safety Telecommunicator	05/08/2013	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 13	\$ 56,211	D30 - 12	\$ 55,118	\$ 55,118	4
26170	DEFURIA, ANTHONY J	05/01/2014 3020-054 - Senior Public Safety Telecommunicator	05/01/2014	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 13	\$ 56,211	D30 - 12	\$ 55,118	\$ 55,118	4
26135	MOORE, EVAN K	11/01/2018 3020-003 - Senior Public Safety Telecommunicator	11/01/2018	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 13	\$ 56,211	D30 - 12	\$ 55,118	\$ 55,118	4
24227	NICHOLS, BRIAN A	10/05/2011 3020-046 - Senior Public Safety Telecommunicator	10/05/2011	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
13769	WHEELER, AMY L	07/20/1995 3020-002 - Senior Public Safety Telecommunicator	07/20/1995	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
15362	BARKLEY, MICHAEL L	02/07/1998 3020-033 - Senior Public Safety Telecommunicator	02/07/1998	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
18144	GRIFFITHS, JAMES A	06/17/2001 3020-022 - Senior Public Safety Telecommunicator	06/17/2001	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
19303	ECKER, KRISTL	04/02/2007 3020-019 - Supervising Public Safety Teleco	04/02/2007	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
24757	TRAYNOR, CATHLIN E	09/10/2012 3020-040 - Supervising Public Safety Teleco	09/10/2012	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
25960	GOONROD, KRISTINA J	10/14/2013 3020-048 - Supervising Public Safety Teleco	10/14/2013	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
24180	MOSEKAL, JOSEPH J	07/01/2011 3020-018 - Supervising Public Safety Teleco	07/01/2011	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
24183	GENTILE, MATTHEW T	09/12/2005 3020-028 - Supervising Public Safety Teleco	09/12/2005	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
23273	HAYNES, GAIL J	04/02/2007 3020-028 - Supervising Public Safety Teleco	04/02/2007	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
23171	WROBEL, TIMOTHY F	07/22/2024 3020-036 - Public Safety Telecommunicator	07/22/2024	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
16947	WATCOT, EDWARD J	07/22/2024 3020-041 - Public Safety Telecommunicator	07/22/2024	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
33446	OSKA, MARIE	2/22/2024 3020-036 - Public Safety Telecommunicator	2/22/2024	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
34491	WILEY, KIMBERLE	2/22/2024 3020-036 - Public Safety Telecommunicator	2/22/2024	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
33448	COLE, RIGBER	2/22/2024 3020-036 - Public Safety Telecommunicator	2/22/2024	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4
34535	ROSE, PHOEBE	2/15/2024 3020-023 - Public Safety Telecommunicator	2/15/2024	EMERGENCY SVCS-3020 - Office of Emergency Services/Emergency Communications	D30 - 14	\$ 57,324	D30 - 13	\$ 56,211	\$ 56,211	4

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