

MEMORANDUM OF AGREEMENT

The County of Greene (the “County”) and the Civil Service Employees Association, Local 1000 AFSCME AFL-CIO for the Greene County General Unit #7000, Local #820 (the “Union”) are parties to a Collective Bargaining Agreement for the term January 1, 2024 - December 31, 2027 (the “Agreement”). The County and the Union entered into a Memorandum of Agreement (“MOA”) on June 4, 2024 for a term of one year, which was extended through June 4, 2026 by a successor MOA signed June 19, 2025, in which the County and Greene County Mental Health (“GCMH”) sought a structural change to and for the titles within GCMH in order to establish a career path for long term retention of its dedicated and experienced workforce; The County, together with GCMH and the Union, wish to extend the modification to the Agreement as follows:

WHEREAS, together with the long term retention goals, the County and GCMH seek to recruit qualified individuals who, like the current workforce, will remain committed to the constituency of GCMH; and

WHEREAS, to achieve these goals, the County and GCMH, together with the Union acknowledge the need for prospective expansion of the duties and qualifications necessary for the GCMH job titles of Clinical Coordinator (Community Mental Health), Mental Health Specialist–Clinical Supervisor, and Senior Mental Health Specialist as well as the adoption of the new GCMH job title of Mental Health Specialist II; and

WHEREAS, the parties further acknowledge that base pay rates for GCMH titles will be reflective of the duties and qualifications.

NOW THEREFORE, in consideration of and for achievement of the goals stated above, the parties agree as follows:

1. The GCMH will have the following titles:
 - Clinical Coordinator (Community Mental Health)
 - Mental Health Specialist–Clinical Supervisor
 - Senior Mental Health Specialist
 - Mental Health Specialist II
 - Mental Health Specialist
2. The base rates for these titles (beginning June 17, 2024) will be in accordance with the attached schedule.
3. All Mental Health Specialists credentialed as LMSW who have not met the supervision requirements at the time of this agreement, will receive Clinical Supervision hours per the requirements of the New York State Education Department/Office of the Professions, to help with and ensure advancement to the next level of credentialing.
4. Effective July 1, 2024, should the employee, absent those with circumstances beyond their control, i.e. illness, separate from County Service prior to the end of the minimum three (3) year commitment, the employee must repay the County an amount to cover the time and expertise expended by GCMH in providing the Clinical Supervision. The amount to be repaid is equal to the appropriate tuition rate (or equivalent) for 9 credit hours per year currently in effect at SUNY Albany for timeframe of the employee's Clinical Supervision hours for up to the 3-year requirement. Should the employee separate from County service prior to the end of the minimum three (3) year commitment, the employee must repay the County as follows:
 - (a) separate from service between 0-1 year: 100% of amount as noted above
 - (b) separate after one year but before two years of service: 75% of amount as noted above
 - (c) separate after two years but before three years of service: 50% of amount as noted above
 - (d) separate after three years of service: commitment satisfied
5. Said reimbursement will be taken from any final payout to the employee, from direct payment from the employee, or any other agreed upon reimbursement. This agreed upon

method of reimbursement will be codified in a letter from the Human Resources Director to the employee.

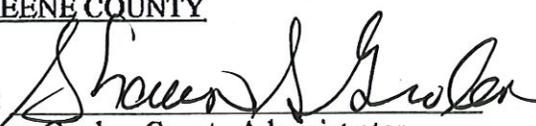
6. The service commitment and reimbursement will not apply to those who have already met the required number of Clinical Supervision hours as of the date of execution of this agreement or prior to hire. For clinicians who have not yet met the full required hours of Clinical Supervision, their service commitment and repayment commitment will be prorated based on the hours needed from the date of hire, or July 1, 2024, whichever is most recent.

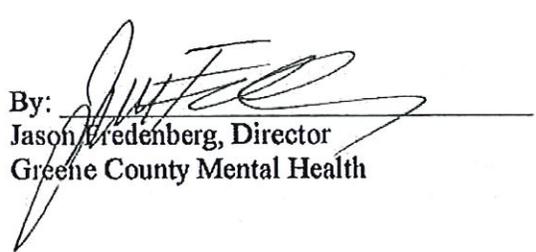
7. The Memorandum of Agreement dated June 1, 2015, attached hereto, shall become null and void.

8. This Memorandum of Agreement shall be in effect for the term of the CBA (through the year 2027 and any time while negotiations for a successor CBA are proceeding), at which time the terms will be reviewed and considered for addition to any subsequent CBA.

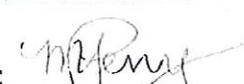
AGREED TO THE 2nd DAY OF MARCH ~~FEBRUARY~~ 2026.

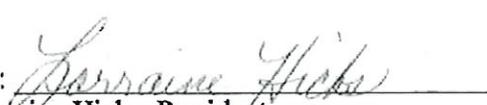
GREENE COUNTY

By: 
Shaun Groden, County Administrator

By: 
Jason Credenber, Director
Greene County Mental Health

CSEA UNIT 7000

By: 
Michelle Perry, Labor Relations Specialist

By: 
Lorraine Hicks, President
CSEA Unit 7000

Attachments

MEMORANDUM OF AGREEMENT

The County of Greene (the "County") and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO for the Greene County General Unit 7000 of the Greene County Local #820 (the "Union") are parties to a Collective Bargaining Agreement for the term January 1, 2010 -- December 31, 2013 (the "Agreement").

Through a series of Labor-Management meetings, the County and the Union have reached an understanding concerning the following items for staff of the Greene County Mental Health Department: Reimbursement of exam fees for LMSW staff pursuing LCSW credentialing, payment of the LCSW-R application fee for LCSW credentialed staff, and the establishment of differentials for employees that attain and maintain LCSW and LCSW-R licensure.

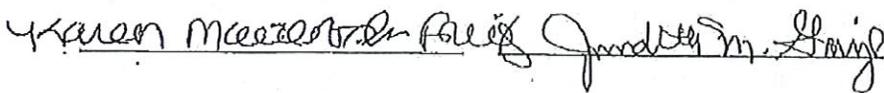
1. The County and Union agree that the County will reimburse said LMSWs the cost of the LCSW exam upon submitting proof of successful completion of the exam to the Community Services Director, along with a receipt verifying payment was made. Reimbursement will be processed by the Mental Health Department via the County's accounting system.
2. LCSW exam fee reimbursement is prospective and is not available to employees that already have the LCSW credential as of the effective date of this Memorandum of Agreement.
3. The County and Union agree that the County will cover the cost of the application fee for LCSW-R licensure for LCSW credentialed staff at the Mental Health Department, by either paying the credentialing agency directly or reimbursing an employee that produces a receipt for payment. Payment will be processed by the Mental Health Department via the County's accounting system.
4. LCSW-R application fee reimbursement is prospective and is not available to employees that already have the LCSW-R credential as of the effective date of this Memorandum of Agreement.
- * 5. The County will not reimburse Mental Health Department staff for license renewal fees or related expenses.
6. The County and Union agree that Mental Health Department employees who are currently LCSW credentialed or become LCSW credentialed will receive a \$1,000 annual differential, in addition to their base compensation rate, payable in bi-weekly installments.
7. The County and Union agree that Mental Health Department employees who are currently LCSW-R credentialed or become LCSW-R credentialed will receive a \$1,250 annual differential (i.e., an additional \$250 over and above the LCSW differential), in addition to their base compensation rate, payable in bi-weekly installments.

8. All differentials will become effective within one pay period of the execution of this Memorandum of Agreement, dependent upon the Community Services Director being provided with proof of an employee's credentials. Payment will be processed by the Mental Health Department via the County's accounting system.
9. All other terms and conditions of the Collective Bargaining Agreement remain in effect.

Agreed to this 15th day of June, 2015

County of Greene

Civil Service Employees Association, Inc.
Local 1000 AFSCME, AFL-CIO for the
Greene County General Unit 7000 of the
Greene County Local #820

APPENDIX B
 CSEA UNIT 7000 HOURLY RATES - 35 HOURS PER WEEK
 JANUARY 1, 2024 - DECEMBER 31, 2027

2024 HOURLY RATES - 35 HOUR WEEK

\$2,500 on base then 4.0%; adding new Step 17

Eff. 06/17/2024 adding new Grade 19

| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 14.51 | 15.88 | 17.26 | 17.48 | 17.71 | 17.94 | 17.94 | 18.30 | 18.66 | 19.03 | 19.40 |
| 2 | 15.13 | 16.51 | 17.88 | 18.13 | 18.38 | 18.62 | 18.87 | 19.25 | 19.63 | 20.02 | 20.41 |
| 3 | 15.76 | 17.14 | 18.50 | 18.77 | 19.04 | 19.30 | 19.57 | 19.96 | 20.36 | 20.77 | 21.18 |
| 4 | 16.38 | 17.75 | 19.13 | 19.41 | 19.70 | 19.99 | 20.28 | 20.69 | 21.10 | 21.53 | 21.95 |
| 5 | 17.16 | 18.53 | 19.90 | 20.22 | 20.53 | 20.84 | 21.18 | 21.61 | 22.05 | 22.49 | 22.94 |
| 6 | 17.94 | 19.31 | 20.68 | 21.04 | 21.43 | 21.83 | 22.22 | 22.68 | 23.14 | 23.61 | 24.08 |
| 7 | 18.81 | 20.19 | 21.67 | 22.10 | 22.52 | 22.95 | 23.38 | 23.87 | 24.35 | 24.85 | 25.35 |
| 8 | 19.84 | 21.25 | 22.87 | 23.33 | 23.80 | 24.26 | 24.73 | 25.24 | 25.76 | 26.29 | 26.81 |
| 9 | 21.04 | 22.54 | 24.27 | 24.77 | 25.28 | 25.78 | 26.28 | 26.83 | 27.38 | 27.95 | 28.52 |
| 10 | 22.39 | 24.00 | 25.86 | 26.42 | 26.98 | 27.54 | 28.11 | 28.70 | 29.29 | 29.90 | 30.51 |
| 11 | 23.91 | 25.65 | 27.64 | 28.27 | 28.89 | 29.51 | 30.13 | 30.77 | 31.40 | 32.06 | 32.72 |
| 12 | 25.63 | 27.51 | 29.65 | 30.33 | 31.01 | 31.69 | 32.37 | 33.06 | 33.75 | 34.46 | 35.17 |
| 13 | 27.62 | 29.65 | 31.99 | 32.72 | 33.46 | 34.19 | 34.93 | 35.67 | 36.42 | 37.19 | 37.96 |
| 13A | 28.76 | 30.89 | 33.33 | 34.09 | 34.86 | 35.62 | 36.39 | 37.17 | 37.95 | 38.75 | 39.56 |
| 14 | 29.90 | 32.12 | 34.66 | 35.46 | 36.26 | 37.05 | 37.85 | 38.66 | 39.48 | 40.32 | 41.15 |
| 14A | 31.04 | 33.35 | 36.00 | 36.83 | 37.66 | 38.48 | 39.31 | 40.16 | 41.01 | 41.88 | 42.75 |
| 15 | 32.41 | 34.83 | 37.61 | 38.48 | 39.35 | 40.23 | 41.10 | 41.98 | 42.87 | 43.79 | 44.70 |
| 16 | 34.92 | 37.34 | 40.12 | 40.99 | 41.86 | 42.74 | 43.61 | 44.50 | 45.39 | 46.30 | 47.22 |
| 17 | 37.45 | 39.86 | 42.63 | 43.50 | 44.37 | 45.25 | 46.12 | 47.02 | 47.91 | 48.83 | 49.74 |
| 18 | 39.97 | 42.38 | 45.14 | 46.01 | 46.89 | 47.76 | 48.63 | 49.53 | 50.44 | 51.35 | 52.26 |
| 19 | 42.49 | 44.90 | 47.65 | 48.52 | 49.41 | 50.27 | 51.14 | 52.04 | 52.97 | 53.87 | 54.78 |

2025 HOURLY RATES - 35 HOUR WEEK

3.0%

| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 14.94 | 16.36 | 17.77 | 18.01 | 18.24 | 18.48 | 18.48 | 18.85 | 19.22 | 19.60 | 19.98 |
| 2 | 15.59 | 17.00 | 18.42 | 18.67 | 18.93 | 19.18 | 19.43 | 19.83 | 20.22 | 20.62 | 21.03 |
| 3 | 16.23 | 17.65 | 19.06 | 19.34 | 19.61 | 19.88 | 20.15 | 20.56 | 20.97 | 21.39 | 21.81 |
| 4 | 16.87 | 18.29 | 19.70 | 20.00 | 20.29 | 20.59 | 20.89 | 21.31 | 21.74 | 22.17 | 22.61 |
| 5 | 17.67 | 19.08 | 20.50 | 20.82 | 21.14 | 21.47 | 21.82 | 22.26 | 22.71 | 23.17 | 23.63 |
| 6 | 18.47 | 19.89 | 21.30 | 21.67 | 22.07 | 22.48 | 22.89 | 23.36 | 23.83 | 24.31 | 24.80 |
| 7 | 19.38 | 20.79 | 22.32 | 22.76 | 23.20 | 23.64 | 24.08 | 24.58 | 25.08 | 25.59 | 26.11 |
| 8 | 20.43 | 21.88 | 23.55 | 24.03 | 24.51 | 24.99 | 25.47 | 26.00 | 26.53 | 27.07 | 27.62 |
| 9 | 21.67 | 23.22 | 25.00 | 25.52 | 26.04 | 26.55 | 27.07 | 27.64 | 28.20 | 28.79 | 29.37 |
| 10 | 23.07 | 24.72 | 26.63 | 27.21 | 27.79 | 28.37 | 28.95 | 29.56 | 30.17 | 30.80 | 31.42 |
| 11 | 24.63 | 26.42 | 28.47 | 29.11 | 29.76 | 30.39 | 31.03 | 31.69 | 32.35 | 33.02 | 33.70 |
| 12 | 26.40 | 28.33 | 30.54 | 31.24 | 31.94 | 32.64 | 33.34 | 34.05 | 34.76 | 35.50 | 36.23 |
| 13 | 28.45 | 30.54 | 32.95 | 33.70 | 34.46 | 35.22 | 35.97 | 36.74 | 37.51 | 38.30 | 39.10 |
| 13A | 29.62 | 31.81 | 34.32 | 35.11 | 35.90 | 36.69 | 37.48 | 38.28 | 39.09 | 39.92 | 40.74 |
| 14 | 30.80 | 33.08 | 35.70 | 36.52 | 37.34 | 38.16 | 38.98 | 39.82 | 40.66 | 41.53 | 42.39 |
| 14A | 31.98 | 34.35 | 37.08 | 37.93 | 38.79 | 39.64 | 40.49 | 41.36 | 42.24 | 43.14 | 44.04 |
| 15 | 33.39 | 35.88 | 38.74 | 39.63 | 40.53 | 41.43 | 42.33 | 43.24 | 44.16 | 45.10 | 46.04 |
| 16 | 35.97 | 38.46 | 41.32 | 42.22 | 43.12 | 44.02 | 44.92 | 45.83 | 46.75 | 47.69 | 48.63 |
| 17 | 38.57 | 41.06 | 43.91 | 44.81 | 45.71 | 46.60 | 47.50 | 48.43 | 49.35 | 50.29 | 51.23 |
| 18 | 41.17 | 43.65 | 46.49 | 47.39 | 48.29 | 49.19 | 50.09 | 51.02 | 51.95 | 52.89 | 53.83 |
| 19 | 43.77 | 46.24 | 49.07 | 49.97 | 50.87 | 51.78 | 52.68 | 53.61 | 54.55 | 55.49 | 56.43 |

APPENDIX B
 CSEA UNIT 7000 HOURLY RATES - 35 HOURS PER WEEK
 JANUARY 1, 2024 - DECEMBER 31, 2027

2026 HOURLY RATES - 35 HOUR WEEK

3.0%

| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 15.39 | 16.85 | 18.31 | 18.55 | 18.79 | 19.03 | 19.03 | 19.41 | 19.79 | 20.19 | 20.58 |
| 2 | 16.06 | 17.51 | 18.97 | 19.23 | 19.49 | 19.75 | 20.02 | 20.42 | 20.82 | 21.24 | 21.66 |
| 3 | 16.72 | 18.18 | 19.63 | 19.92 | 20.20 | 20.48 | 20.76 | 21.18 | 21.60 | 22.03 | 22.47 |
| 4 | 17.38 | 18.83 | 20.29 | 20.60 | 20.90 | 21.21 | 21.51 | 21.95 | 22.39 | 22.84 | 23.29 |
| 5 | 18.20 | 19.66 | 21.12 | 21.45 | 21.78 | 22.11 | 22.47 | 22.93 | 23.39 | 23.86 | 24.34 |
| 6 | 19.03 | 20.48 | 21.94 | 22.32 | 22.74 | 23.16 | 23.57 | 24.06 | 24.54 | 25.04 | 25.54 |
| 7 | 19.96 | 21.42 | 22.99 | 23.44 | 23.90 | 24.35 | 24.81 | 25.32 | 25.83 | 26.36 | 26.89 |
| 8 | 21.04 | 22.54 | 24.26 | 24.75 | 25.25 | 25.74 | 26.23 | 26.78 | 27.32 | 27.89 | 28.45 |
| 9 | 22.32 | 23.92 | 25.75 | 26.28 | 26.82 | 27.35 | 27.88 | 28.47 | 29.05 | 29.65 | 30.25 |
| 10 | 23.76 | 25.47 | 27.43 | 28.03 | 28.63 | 29.22 | 29.82 | 30.45 | 31.07 | 31.72 | 32.37 |
| 11 | 25.37 | 27.21 | 29.33 | 29.99 | 30.65 | 31.30 | 31.96 | 32.64 | 33.32 | 34.01 | 34.71 |
| 12 | 27.19 | 29.18 | 31.46 | 32.18 | 32.90 | 33.62 | 34.35 | 35.08 | 35.81 | 36.56 | 37.31 |
| 13 | 29.30 | 31.46 | 33.94 | 34.71 | 35.50 | 36.27 | 37.05 | 37.84 | 38.64 | 39.45 | 40.27 |
| 13A | 30.51 | 32.77 | 35.35 | 36.17 | 36.98 | 37.79 | 38.60 | 39.43 | 40.26 | 41.11 | 41.97 |
| 14 | 31.72 | 34.07 | 36.77 | 37.62 | 38.46 | 39.31 | 40.15 | 41.02 | 41.88 | 42.77 | 43.66 |
| 14A | 32.94 | 35.38 | 38.19 | 39.07 | 39.95 | 40.82 | 41.71 | 42.61 | 43.51 | 44.43 | 45.36 |
| 15 | 34.39 | 36.95 | 39.90 | 40.82 | 41.75 | 42.68 | 43.60 | 44.54 | 45.48 | 46.45 | 47.42 |
| 16 | 37.05 | 39.62 | 42.56 | 43.49 | 44.41 | 45.34 | 46.26 | 47.21 | 48.15 | 49.12 | 50.09 |
| 17 | 39.73 | 42.29 | 45.22 | 46.15 | 47.08 | 48.00 | 48.93 | 49.88 | 50.83 | 51.80 | 52.77 |
| 18 | 42.40 | 44.96 | 47.89 | 48.82 | 49.74 | 50.67 | 51.59 | 52.55 | 53.51 | 54.47 | 55.44 |
| 19 | 45.07 | 47.63 | 50.56 | 51.49 | 52.40 | 53.34 | 54.25 | 55.22 | 56.19 | 57.14 | 58.11 |

2027 HOURLY RATES - 35 HOUR WEEK

2.5%

| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 15.78 | 17.27 | 18.77 | 19.01 | 19.26 | 19.51 | 19.51 | 19.90 | 20.29 | 20.69 | 21.09 |
| 2 | 16.46 | 17.95 | 19.44 | 19.71 | 19.98 | 20.25 | 20.52 | 20.93 | 21.34 | 21.77 | 22.20 |
| 3 | 17.14 | 18.63 | 20.12 | 20.41 | 20.70 | 20.99 | 21.28 | 21.71 | 22.14 | 22.58 | 23.03 |
| 4 | 17.81 | 19.30 | 20.80 | 21.11 | 21.42 | 21.74 | 22.05 | 22.50 | 22.95 | 23.41 | 23.87 |
| 5 | 18.66 | 20.15 | 21.64 | 21.98 | 22.32 | 22.66 | 23.03 | 23.50 | 23.98 | 24.46 | 24.95 |
| 6 | 19.50 | 21.00 | 22.49 | 22.88 | 23.30 | 23.73 | 24.16 | 24.66 | 25.16 | 25.67 | 26.18 |
| 7 | 20.46 | 21.95 | 23.56 | 24.03 | 24.49 | 24.96 | 25.43 | 25.95 | 26.48 | 27.02 | 27.56 |
| 8 | 21.57 | 23.10 | 24.87 | 25.37 | 25.88 | 26.38 | 26.89 | 27.45 | 28.01 | 28.58 | 29.16 |
| 9 | 22.88 | 24.51 | 26.39 | 26.94 | 27.49 | 28.04 | 28.58 | 29.18 | 29.78 | 30.39 | 31.01 |
| 10 | 24.35 | 26.10 | 28.12 | 28.73 | 29.34 | 29.95 | 30.56 | 31.21 | 31.85 | 32.51 | 33.18 |
| 11 | 26.00 | 27.89 | 30.06 | 30.74 | 31.41 | 32.08 | 32.76 | 33.46 | 34.15 | 34.86 | 35.58 |
| 12 | 27.87 | 29.91 | 32.25 | 32.99 | 33.73 | 34.46 | 35.20 | 35.95 | 36.70 | 37.47 | 38.25 |
| 13 | 30.04 | 32.25 | 34.79 | 35.58 | 36.38 | 37.18 | 37.98 | 38.79 | 39.60 | 40.44 | 41.28 |
| 13A | 31.28 | 33.59 | 36.24 | 37.07 | 37.91 | 38.73 | 39.57 | 40.42 | 41.27 | 42.14 | 43.02 |
| 14 | 32.52 | 34.93 | 37.69 | 38.56 | 39.43 | 40.29 | 41.16 | 42.04 | 42.93 | 43.84 | 44.75 |
| 14A | 33.76 | 36.27 | 39.15 | 40.05 | 40.95 | 41.85 | 42.75 | 43.67 | 44.59 | 45.54 | 46.49 |
| 15 | 35.25 | 37.88 | 40.89 | 41.84 | 42.79 | 43.74 | 44.69 | 45.65 | 46.62 | 47.61 | 48.61 |
| 16 | 37.98 | 40.61 | 43.62 | 44.57 | 45.52 | 46.47 | 47.42 | 48.39 | 49.36 | 50.35 | 51.35 |
| 17 | 40.72 | 43.35 | 46.35 | 47.30 | 48.25 | 49.20 | 50.15 | 51.13 | 52.10 | 53.09 | 54.09 |
| 18 | 43.46 | 46.08 | 49.09 | 50.04 | 50.99 | 51.94 | 52.88 | 53.86 | 54.84 | 55.84 | 56.83 |
| 19 | 46.20 | 48.81 | 51.83 | 52.78 | 53.73 | 54.68 | 55.62 | 56.59 | 57.58 | 58.59 | 59.57 |

APPENDIX B
 CSEA UNIT 7000 HOURLY RATES - 40 HOURS PER WEEK
 JANUARY 1, 2024 - DECEMBER 31, 2027

2024 HOURLY RATES - 40 HOUR WEEK

\$2,500 on base then 4.0%; adding new Step 17

Eff. 06/17/2024 adding new Grade 19

| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 12.69 | 13.90 | 15.10 | 15.30 | 15.50 | 15.70 | 15.70 | 16.01 | 16.32 | 16.65 | 16.97 |
| 2 | 13.24 | 14.44 | 15.65 | 15.86 | 16.08 | 16.29 | 16.51 | 16.84 | 17.17 | 17.52 | 17.86 |
| 3 | 13.79 | 14.99 | 16.19 | 16.43 | 16.66 | 16.89 | 17.12 | 17.47 | 17.81 | 18.17 | 18.53 |
| 4 | 14.33 | 15.53 | 16.74 | 16.99 | 17.24 | 17.49 | 17.74 | 18.10 | 18.46 | 18.84 | 19.21 |
| 5 | 15.01 | 16.21 | 17.42 | 17.69 | 17.96 | 18.24 | 18.53 | 18.91 | 19.29 | 19.68 | 20.07 |
| 6 | 15.69 | 16.89 | 18.10 | 18.41 | 18.75 | 19.10 | 19.44 | 19.84 | 20.24 | 20.66 | 21.07 |
| 7 | 16.46 | 17.66 | 18.96 | 19.33 | 19.71 | 20.08 | 20.46 | 20.88 | 21.31 | 21.74 | 22.18 |
| 8 | 17.36 | 18.59 | 20.01 | 20.41 | 20.82 | 21.23 | 21.64 | 22.09 | 22.54 | 23.00 | 23.46 |
| 9 | 18.41 | 19.72 | 21.24 | 21.68 | 22.12 | 22.56 | 23.00 | 23.48 | 23.96 | 24.46 | 24.95 |
| 10 | 19.60 | 21.00 | 22.63 | 23.12 | 23.61 | 24.10 | 24.59 | 25.11 | 25.63 | 26.16 | 26.70 |
| 11 | 20.92 | 22.44 | 24.19 | 24.73 | 25.28 | 25.82 | 26.36 | 26.92 | 27.48 | 28.05 | 28.63 |
| 12 | 22.43 | 24.07 | 25.95 | 26.54 | 27.14 | 27.73 | 28.33 | 28.93 | 29.53 | 30.15 | 30.77 |
| 13 | 24.17 | 25.95 | 27.99 | 28.63 | 29.28 | 29.92 | 30.56 | 31.21 | 31.87 | 32.54 | 33.21 |
| 13A | 25.17 | 27.03 | 29.16 | 29.83 | 30.50 | 31.17 | 31.84 | 32.52 | 33.21 | 33.91 | 34.61 |
| 14 | 26.17 | 28.10 | 30.33 | 31.03 | 31.72 | 32.42 | 33.12 | 33.83 | 34.54 | 35.28 | 36.01 |
| 14A | 27.16 | 29.18 | 31.50 | 32.22 | 32.95 | 33.67 | 34.40 | 35.14 | 35.88 | 36.65 | 37.41 |
| 15 | 28.36 | 30.48 | 32.91 | 33.67 | 34.43 | 35.20 | 35.96 | 36.74 | 37.51 | 38.31 | 39.11 |
| 16 | 30.56 | 32.85 | 35.48 | 36.31 | 37.14 | 37.97 | 38.80 | 39.64 | 40.48 | 41.35 | 42.22 |
| 17 | 32.76 | 35.23 | 38.06 | 38.96 | 39.85 | 40.75 | 41.64 | 42.55 | 43.45 | 44.39 | 45.32 |
| 18 | 34.95 | 37.60 | 40.64 | 41.60 | 42.55 | 43.53 | 44.48 | 45.45 | 46.42 | 47.42 | 48.43 |
| 19 | 37.14 | 39.97 | 43.22 | 44.24 | 45.25 | 46.31 | 47.32 | 48.35 | 49.39 | 50.45 | 51.54 |

2025 HOURLY RATES - 40 HOUR WEEK

3.0%

| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 13.08 | 14.32 | 15.55 | 15.76 | 15.96 | 16.17 | 16.17 | 16.49 | 16.81 | 17.15 | 17.48 |
| 2 | 13.64 | 14.88 | 16.12 | 16.34 | 16.56 | 16.78 | 17.00 | 17.35 | 17.69 | 18.04 | 18.40 |
| 3 | 14.20 | 15.44 | 16.68 | 16.92 | 17.16 | 17.39 | 17.63 | 17.99 | 18.35 | 18.72 | 19.09 |
| 4 | 14.76 | 16.00 | 17.24 | 17.50 | 17.76 | 18.01 | 18.28 | 18.65 | 19.02 | 19.40 | 19.78 |
| 5 | 15.46 | 16.70 | 17.94 | 18.22 | 18.50 | 18.78 | 19.09 | 19.48 | 19.87 | 20.27 | 20.67 |
| 6 | 16.16 | 17.40 | 18.64 | 18.97 | 19.32 | 19.67 | 20.03 | 20.44 | 20.85 | 21.28 | 21.70 |
| 7 | 16.95 | 18.19 | 19.53 | 19.91 | 20.30 | 20.68 | 21.07 | 21.51 | 21.94 | 22.39 | 22.84 |
| 8 | 17.88 | 19.15 | 20.61 | 21.03 | 21.45 | 21.86 | 22.28 | 22.75 | 23.21 | 23.69 | 24.17 |
| 9 | 18.96 | 20.32 | 21.87 | 22.33 | 22.78 | 23.24 | 23.69 | 24.18 | 24.68 | 25.19 | 25.70 |
| 10 | 20.18 | 21.63 | 23.30 | 23.81 | 24.32 | 24.82 | 25.33 | 25.86 | 26.40 | 26.95 | 27.50 |
| 11 | 21.55 | 23.12 | 24.91 | 25.47 | 26.04 | 26.59 | 27.15 | 27.73 | 28.30 | 28.90 | 29.49 |
| 12 | 23.10 | 24.79 | 26.73 | 27.34 | 27.95 | 28.56 | 29.18 | 29.80 | 30.42 | 31.06 | 31.70 |
| 13 | 24.89 | 26.73 | 28.83 | 29.49 | 30.15 | 30.81 | 31.48 | 32.15 | 32.82 | 33.52 | 34.21 |
| 13A | 25.92 | 27.84 | 30.03 | 30.72 | 31.42 | 32.10 | 32.79 | 33.50 | 34.20 | 34.93 | 35.65 |
| 14 | 26.95 | 28.95 | 31.24 | 31.96 | 32.68 | 33.39 | 34.11 | 34.85 | 35.58 | 36.34 | 37.09 |
| 14A | 27.98 | 30.06 | 32.44 | 33.19 | 33.94 | 34.68 | 35.43 | 36.19 | 36.96 | 37.75 | 38.53 |
| 15 | 29.21 | 31.39 | 33.89 | 34.68 | 35.47 | 36.25 | 37.04 | 37.84 | 38.64 | 39.46 | 40.29 |
| 16 | 31.48 | 33.84 | 36.55 | 37.40 | 38.25 | 39.11 | 39.96 | 40.83 | 41.70 | 42.59 | 43.49 |
| 17 | 33.74 | 36.29 | 39.20 | 40.12 | 41.04 | 41.97 | 42.89 | 43.82 | 44.76 | 45.72 | 46.68 |
| 18 | 36.00 | 38.73 | 41.86 | 42.85 | 43.83 | 44.84 | 45.82 | 46.81 | 47.81 | 48.85 | 49.88 |
| 19 | 38.26 | 41.17 | 44.52 | 45.58 | 46.62 | 47.71 | 48.75 | 49.80 | 50.86 | 51.98 | 53.08 |

APPENDIX B
 CSEA UNIT 7000 HOURLY RATES - 40 HOURS PER WEEK
 JANUARY 1, 2024 - DECEMBER 31, 2027

| 2026 HOURLY RATES - 40 HOUR WEEK | | | | | | | | | | | | 3.0% |
|----------------------------------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|------|
| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 | |
| 1 | 13.47 | 14.75 | 16.02 | 16.23 | 16.44 | 16.65 | 16.65 | 16.99 | 17.32 | 17.66 | 18.01 | |
| 2 | 14.05 | 15.32 | 16.60 | 16.83 | 17.06 | 17.29 | 17.51 | 17.87 | 18.22 | 18.58 | 18.95 | |
| 3 | 14.63 | 15.91 | 17.18 | 17.43 | 17.67 | 17.92 | 18.16 | 18.53 | 18.90 | 19.28 | 19.66 | |
| 4 | 15.21 | 16.48 | 17.76 | 18.02 | 18.29 | 18.55 | 18.82 | 19.21 | 19.59 | 19.98 | 20.38 | |
| 5 | 15.93 | 17.20 | 18.48 | 18.77 | 19.05 | 19.35 | 19.66 | 20.06 | 20.47 | 20.88 | 21.30 | |
| 6 | 16.65 | 17.92 | 19.20 | 19.53 | 19.89 | 20.26 | 20.63 | 21.05 | 21.48 | 21.91 | 22.35 | |
| 7 | 17.46 | 18.74 | 20.11 | 20.51 | 20.91 | 21.30 | 21.71 | 22.15 | 22.60 | 23.07 | 23.53 | |
| 8 | 18.41 | 19.72 | 21.23 | 21.66 | 22.09 | 22.52 | 22.95 | 23.43 | 23.91 | 24.40 | 24.89 | |
| 9 | 19.53 | 20.93 | 22.53 | 23.00 | 23.47 | 23.93 | 24.40 | 24.91 | 25.42 | 25.94 | 26.47 | |
| 10 | 20.79 | 22.28 | 24.00 | 24.53 | 25.05 | 25.57 | 26.09 | 26.64 | 27.19 | 27.76 | 28.32 | |
| 11 | 22.20 | 23.81 | 25.66 | 26.24 | 26.82 | 27.39 | 27.97 | 28.56 | 29.15 | 29.76 | 30.37 | |
| 12 | 23.79 | 25.53 | 27.53 | 28.16 | 28.79 | 29.42 | 30.05 | 30.69 | 31.33 | 31.99 | 32.65 | |
| 13 | 25.64 | 27.53 | 29.69 | 30.37 | 31.06 | 31.74 | 32.42 | 33.11 | 33.81 | 34.52 | 35.24 | |
| 13A | 26.70 | 28.67 | 30.94 | 31.65 | 32.36 | 33.07 | 33.78 | 34.50 | 35.23 | 35.97 | 36.72 | |
| 14 | 27.76 | 29.82 | 32.18 | 32.92 | 33.66 | 34.39 | 35.14 | 35.89 | 36.65 | 37.43 | 38.20 | |
| 14A | 28.82 | 30.96 | 33.42 | 34.19 | 34.96 | 35.72 | 36.49 | 37.28 | 38.07 | 38.88 | 39.69 | |
| 15 | 30.09 | 32.34 | 34.91 | 35.72 | 36.53 | 37.34 | 38.15 | 38.97 | 39.80 | 40.65 | 41.50 | |
| 16 | 32.42 | 34.85 | 37.64 | 38.52 | 39.40 | 40.29 | 41.16 | 42.06 | 42.95 | 43.87 | 44.79 | |
| 17 | 34.75 | 37.37 | 40.38 | 41.33 | 42.27 | 43.23 | 44.18 | 45.14 | 46.10 | 47.09 | 48.08 | |
| 18 | 37.08 | 39.89 | 43.11 | 44.13 | 45.15 | 46.18 | 47.19 | 48.22 | 49.25 | 50.31 | 51.38 | |
| 19 | 39.41 | 42.41 | 45.84 | 46.93 | 48.03 | 49.13 | 50.20 | 51.30 | 52.40 | 53.53 | 54.68 | |

| 2027 HOURLY RATES - 40 HOUR WEEK | | | | | | | | | | | | 2.5% |
|----------------------------------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|------|
| Grade | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 8 | Step 11 | Step 14 | Step 17 | Step 20 | |
| 1 | 13.80 | 15.11 | 16.42 | 16.64 | 16.85 | 17.07 | 17.07 | 17.41 | 17.75 | 18.10 | 18.46 | |
| 2 | 14.40 | 15.71 | 17.01 | 17.25 | 17.48 | 17.72 | 17.95 | 18.31 | 18.68 | 19.05 | 19.42 | |
| 3 | 14.99 | 16.30 | 17.61 | 17.86 | 18.11 | 18.36 | 18.62 | 18.99 | 19.37 | 19.76 | 20.15 | |
| 4 | 15.59 | 16.89 | 18.20 | 18.47 | 18.75 | 19.02 | 19.29 | 19.69 | 20.08 | 20.48 | 20.89 | |
| 5 | 16.32 | 17.63 | 18.94 | 19.23 | 19.53 | 19.83 | 20.15 | 20.57 | 20.98 | 21.40 | 21.83 | |
| 6 | 17.07 | 18.37 | 19.68 | 20.02 | 20.39 | 20.77 | 21.14 | 21.58 | 22.01 | 22.46 | 22.91 | |
| 7 | 17.90 | 19.21 | 20.62 | 21.02 | 21.43 | 21.84 | 22.25 | 22.71 | 23.17 | 23.64 | 24.12 | |
| 8 | 18.87 | 20.22 | 21.76 | 22.20 | 22.64 | 23.08 | 23.53 | 24.02 | 24.51 | 25.01 | 25.51 | |
| 9 | 20.02 | 21.45 | 23.09 | 23.57 | 24.05 | 24.53 | 25.01 | 25.53 | 26.05 | 26.59 | 27.13 | |
| 10 | 21.31 | 22.84 | 24.60 | 25.14 | 25.67 | 26.21 | 26.74 | 27.31 | 27.87 | 28.45 | 29.03 | |
| 11 | 22.75 | 24.41 | 26.30 | 26.89 | 27.49 | 28.07 | 28.67 | 29.27 | 29.88 | 30.51 | 31.13 | |
| 12 | 24.39 | 26.17 | 28.22 | 28.86 | 29.51 | 30.16 | 30.80 | 31.46 | 32.11 | 32.79 | 33.47 | |
| 13 | 26.28 | 28.22 | 30.44 | 31.13 | 31.84 | 32.53 | 33.23 | 33.94 | 34.65 | 35.38 | 36.12 | |
| 13A | 27.37 | 29.39 | 31.71 | 32.44 | 33.17 | 33.89 | 34.62 | 35.37 | 36.11 | 36.87 | 37.64 | |
| 14 | 28.45 | 30.56 | 32.98 | 33.74 | 34.50 | 35.25 | 36.01 | 36.79 | 37.56 | 38.36 | 39.16 | |
| 14A | 29.54 | 31.73 | 34.25 | 35.04 | 35.83 | 36.61 | 37.41 | 38.21 | 39.02 | 39.85 | 40.68 | |
| 15 | 30.84 | 33.14 | 35.78 | 36.61 | 37.44 | 38.27 | 39.10 | 39.95 | 40.79 | 41.66 | 42.53 | |
| 16 | 33.23 | 35.73 | 38.58 | 39.49 | 40.39 | 41.29 | 42.19 | 43.11 | 44.02 | 44.97 | 45.91 | |
| 17 | 35.62 | 38.31 | 41.39 | 42.36 | 43.33 | 44.31 | 45.28 | 46.27 | 47.25 | 48.27 | 49.28 | |
| 18 | 38.01 | 40.89 | 44.19 | 45.23 | 46.27 | 47.33 | 48.37 | 49.42 | 50.48 | 51.57 | 52.66 | |
| 19 | 40.40 | 43.47 | 46.99 | 48.10 | 49.21 | 50.35 | 51.46 | 52.57 | 53.71 | 54.87 | 56.04 | |

