

# FAIRFIELD PUBLIC HEALTH NURSES

COLLECTIVE BARGAINING AGREEMENT BETWEEN

THE TOWN OF FAIRFIELD

and

FAIRFIELD PUBLIC HEALTH NURSES  
UNIT 34 OF AFT NURSES AND HEALTH PROFESSIONALS,  
AFT CONNECTICUT, AFL-CIO

EFFECTIVE 7/1/2014 TO 6/30/2020

# INDEX

		<u>PAGE</u>
ARTICLE I	RECOGNITION	3
ARTICLE II	MANAGEMENT	3
ARTICLE III	PROBATIONARY, PART-TIME AND TEMPORARY EMPLOYEES	3
ARTICLE IV	SENIORITY	4
ARTICLE V	HOURS OF WORK	6
ARTICLE VI	HOLIDAYS	7
ARTICLE VII	VACATIONS	8
ARTICLE VIII	SICK OR INJURY LEAVE	8
ARTICLE IX	OCCUPATIONAL DISABILITY	9
ARTICLE X	PROFESSIONAL LIABILITY INSURANCE	10
ARTICLE XI	MATERNITY LEAVE	11
ARTICLE XII	FUNERAL LEAVE	11
ARTICLE XIII	OTHER LEAVES OF ABSENCE	12
ARTICLE XIV	HEALTH AND SAFETY	13
ARTICLE XV	RETIREMENT PLAN	13
ARTICLE XVI	HEALTH AND WELFARE	14
ARTICLE XVII	STAFF EDUCATION	18
ARTICLE XVIII	MISCELLANEOUS	19
ARTICLE XIX	GRIEVANCE PROCEDURE	20
ARTICLE XX	UNION ACTIVITY	21
ARTICLE XXI	NO DISCRIMINATION	22
ARTICLE XXII	CLASSIFICATION AND SALARIES	22
ARTICLE XXIII	TERMINATION	23
ARTICLE XXIV	PERFORMANCE EVALUATION	23
ARTICLE XXV	PAST PRACTICE	23
ARTICLE XXVI	MILITARY LEAVE	24
ARTICLE XXVII	UNION ACTIVITIES - BUSINESS LEAVE	24
ARTICLE XXVIII	DURATION	24
APPENDIX A	CLASSIFICATION AND SALARY SCHEDULE	25

The following Contract, effective as of the first day of July, 2014 by and between, respectively, the Town of Fairfield, Fairfield County, Connecticut, hereinafter referred to as the "Town" and the Fairfield Public Health Nurses, Unit 34 of AFT Nurses and Health Professionals – AFT Connecticut, A.F.L. - C.I.O.; hereinafter referred to as the "Union " is designed to maintain and promote a harmonious relationship between the Town of Fairfield and such of its employees who are within the provisions of the Contract in order that more efficient and progressive public services may be rendered.

## **ARTICLE I - RECOGNITION**

### **Section 1.01**

The Town hereby recognizes the Union as the exclusive collective bargaining agent for the bargaining unit consisting of all Public Health Nurses, including Licensed Practical Nurses, employed by the Town of Fairfield on a regular assigned schedule, excluding all supervisors or temporary employees as defined in Article III of this Agreement; on all matters of wages, hours, and conditions of employment as expressed in the terms of the Agreement. This Agreement excludes all nurses, who are not required to work any specific hours, that have registered on a Registry maintained by the Town for the purpose of referring said nurses on an hourly basis for substituting for absent members of the bargaining unit.

## **ARTICLE II - MANAGEMENT**

### **Section 2.01**

The Town of Fairfield reserves and retains, solely and exclusively, all rights and authority as existed prior to the execution of this Agreement. Management's exercise of the foregoing shall not conflict with any provisions of this Agreement. The right of the Town in all respects to manage its business, operations, and affairs; to establish wages, hours of work, and other conditions of employment subject to the applicable collective bargaining statutes of the State of Connecticut, and to change, combine, establish, or discontinue jobs or operations shall be unimpaired. The Town's not exercising any of its rights hereunder, or its exercising of any right in a particular way, shall not be deemed a waiver of any such right or preclude the Town from exercising the same in some other way not in conflict with the expressed terms of this Agreement.

## **ARTICLE III - PROBATIONARY, PART-TIME, AND TEMPORARY EMPLOYEES**

### **Section 3.01**

The first six (6) months of employment for full-time employees and for part-time employees the first 468 hours of employment, shall be considered a probationary period. During such time, the Town reserves the right to discipline, suspend or discharge any employee, and such actions, if necessary, shall not be subject to the grievance procedure. After completing probation, notice in writing from the Director of Health will be submitted to the employee indicating that the probationary period has been successfully completed.

### Section 3.02

Full-time employees are expected to work a thirty-seven and a half hour (37.5) workweek. Current part-time employees are expected to work a nineteen and one-half hour (19.5) workweek. Where part-time employees are eligible for fringe benefits, as set forth in this Agreement, their benefit shall be determined based on a pro-rata share of the benefits earned by full-time employees provided that such proration shall not apply with regard to the professional liability insurance benefit set forth in Article X. To calculate this share, full-time benefits will be multiplied by fifty-two percent (52%) in order to determine the benefits eligibility for part-time employees. If the Town schedules part-time employees to work greater than 19.5 hours per week, then the benefit proration shall be increased accordingly to the appropriate percentage amount in relation to a full-time schedule.

### Section 3.03

A temporary employee is one employed for a period not to exceed six (6) months, to meet the immediate requirements of the nursing service provided by the Town, generally to replace a full-time employee who is on a leave of absence or out due to illness or accident. This provision shall not apply to positions which are specifically funded by grants limited in time.

### Section 3.04

Probationary employees will be eligible for Holiday Pay and Workers' Compensation benefits as provided in this Agreement.

## **ARTICLE IV - SENIORITY**

### Section 4.01

Upon satisfactory completion of the probationary period, an employee shall be granted seniority retroactive to the date employment began. All non-probationary employees shall be placed on the appropriate seniority list. The changes agreed upon in this Article shall not result in any adjustments to the current seniority listing for existing employees.

### Section 4.02

In the event of a lay-off, unless mutually agreed otherwise, seniority shall prevail with the least senior nurse being laid off first and so on. There shall be separate seniority rosters for RN's and LPN's. Based on scheduling and adequate coverage, the order of lay-off shall be as follows:

- a) Temporary
- b) Probationary
- c) Part-time employees not covered by C.G.S. 7-467
- d) Part-time (under 20 hours)
- e) Part-time (under 37 ½ hours with minimum of 20/hrs./wk.)
- f) Full-time employees (minimum of 32.5 scheduled hours per week with 5 hours of flex time)
- g) Full-time employees (minimum of 35 hours per week with 5 hours of flex time)

### Section 4.03

Nurses being laid off shall receive four (4) weeks' notice of intended lay-off, or pay in lieu thereof.

#### Section 4.04

Nurses laid off shall be rehired before new employees are hired for up to two (2) years following the date of layoff. Recall shall be done by seniority in the reverse order of layoff.

- a) If a nurse declines to accept a position which is a different shift from the one she was laid off from, she shall continue to retain her recall rights for two (2) years following the date of her layoff.

#### Section 4.05

Employees shall lose their seniority if they:

- a) Voluntarily resign.
- b) Are dismissed for just cause.
- c) Are absent for five (5) consecutive days without proper notification to their supervisor or without satisfactory excuse.
- d) Exceed a leave of absence without satisfactory explanation.
- e) Accept employment elsewhere while on leave of absence, except during maternity or education leave.

#### Section 4.06

- a) All job openings, whether the same position or assignments, other than temporary reassignments, based on emergencies, vacation schedules, or sick leave, shall be posted on the Union's bulletin board. Newly created jobs shall be posted for fourteen (14) days and existing jobs for seven (7) days. Although management may simultaneously place advertisements for said positions and assignments during the posting period, said placements of advertisements shall not be a means by management to circumvent the posting process and no appointment to such job shall be made until the expiration of the posting period. The posting notice shall set forth the job title, hours of work, salary range, location and minimum requirements of the job. Employees shall apply for said jobs by submitting their names in writing to the Director of Health or his/her designee before the end of the posting period.
- b) Employees who apply for jobs in accordance with Section 4.06a, above, shall be selected for such jobs based on the following criteria:
  1. Education, skills and abilities
  2. Evaluation in bargaining unit position (if applicable)
  3. Posted job requirements
  4. Seniority - In the event that multiple candidates are determined to be most qualified for the position, based on the criteria above, then the applicant shall be chosen based on seniority.

#### Section 4.07

When a school day ten-month position becomes vacant, it shall be posted as a school day ten-month position. If, in accordance with 4.06 above, a member of the bargaining unit does not successfully bid on the open position, the Town shall make a good faith effort to fill the position from outside the bargaining unit on a full-time basis. The Town will fill the position on a part-time basis only as a last resort. Notwithstanding the above, the decision as to whether to fill any vacant position shall be determined by the Town.

#### Section 4.08

Members of the bargaining unit who are available for work substituting for absent members of the bargaining unit will inform the supervisor of their interest and days available in writing. Whenever hours of work are available substituting for a temporarily absent member of the bargaining unit, the hours of work shall first be offered to employees who work less than twenty (20) hours per week based on seniority and days available. The additional hours of work substituting for absent members of the bargaining unit shall not be considered regular duties as defined in the Town of Fairfield ordinances. The additional hours of work shall not change the status of the part-time employee and shall not increase their eligibility for any benefit under this contract. It is understood that part-time employees shall have preference in their "home" school(s). It is further understood that assignments need not be staggered on a day-to-day basis when one individual is available and willing to perform the substitute work. Also, where special needs and/or qualifications are required, the Town will select individuals having the requisite skills and abilities. In filling the substitute vacancies, the individual must answer and be available at the time of the supervisor's call in order to be assigned to the temporary vacancy.

### **ARTICLE V - HOURS OF WORK**

#### Section 5.01

- a) The normal workday and workweek for school day ten-month employees shall continue as established by precedent.
- b) All ten month employees assigned to public or private schools shall work the student calendar of the school where assigned and shall commence work six (6) days immediately prior to the first student day (except as otherwise approved by the Nursing Supervisor), two (2) days which shall be scheduled by the Nurse and Nursing Supervisor; they shall be compensated at their per diem rate for any additional days.

If a nurse is assigned to both public and private schools, or to more than one private school, her calendar shall be designated by the Nursing Supervisor.

#### Section 5.02

The normal scheduled workweek for a full time school nurse shall be thirty-five (35) regularly scheduled hours per week which includes a half hour lunch. In addition, two and one-half (2 ½) hours per week of flex time are available to be worked as needed. Overtime will be paid at the rate of time and one half when the employee exceeds working thirty-seven and one-half (37 ½) hours per week. The scheduled daily hours for a full time or part time school nurse shall be as assigned by the Nursing Supervisor.

A brief respite of not more than ten (10) minutes may be taken in both morning and afternoon.

The normal scheduled workweek for the Public Health Nurse Coordinator shall be thirty-five (35) hours consisting of five days per week, Monday thru Friday, and a daily schedule of eight regularly scheduled consecutive hours as assigned by the Nursing Supervisor which includes one hour for lunch. In addition, two and one half (2 ½) hours per week of flex time are available to be worked as needed. Overtime will be paid at the rate of time and one half when the employee exceeds working thirty-seven and one half (37 ½) hours per week. No employee shall work in excess of thirty-seven and one half (37 ½) per week without the prior approval of the Nursing Supervisor.

Section 5.03

Part-time employees shall be paid for the regularly scheduled workdays on days that school openings are delayed or there is an early dismissal. Part-time employees shall be paid for all hours actually worked beyond their regular hours for assessments, SAT's and inclusion meetings, etc. with prior approval from the Nursing Supervisor.

Section 5.04

Nurses shall work on emergency or disaster preparedness activities when a state of emergency is declared by the Federal Government, the State of Connecticut or the First Selectman of the Town Of Fairfield. The hours of work shall be determined by the Director of Health in accordance with provisions necessary to protect and preserve the public health. Nurses shall be compensated at time and one half their rate of pay for any hours worked under this section.

Nurses are expected to make reasonable efforts to report for such emergencies, but they may be excused by the Director of Health or his designee for personal reasons, including, but not limited to, illness, child care responsibilities, caretaker responsibilities or personal involvement in the emergency.

The Town shall use reasonable efforts to provide training that accommodates nursing schedules.

**ARTICLE VI - HOLIDAYS**

Section 6.01

- a) Ten-month full-time employees will receive the same holidays as the teachers according to the public school calendar. Ten-month part-time employees shall also receive the same holidays as ten-month full-time employees and shall be paid four (4) hours for each holiday.
- b) For twelve-month full-time employees the Town will recognize twelve (12) paid holidays per year as follows:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
President's Day	Thanksgiving Day
Good Friday	Friday After Thanksgiving
Memorial Day	Christmas Day
Fourth of July	Floating Holiday

Twelve month employees who are required to work on one of the recognized holidays will be paid at the rate of time and one half for all hours worked on that day.

Section 6.02

If a holiday falls on a Saturday or Sunday, another day in lieu will be granted.

Section 6.03

To be eligible for holiday pay, an employee must work at least one day during the week in which the holiday falls or be on vacation. Employees absent for the entire week on which the holiday falls will have that holiday charged to their Workers' Compensation provision or sabbatical, whichever is applicable. An employee on paid sick leave for that week shall have the holiday(s)

charged to the holiday or vacation account whichever is appropriate and the balance of the week to the sick leave account.

## **ARTICLE VII - VACATIONS**

### **Section 7.01**

Vacation entitlement for ten-month employees shall be the vacations according to the school calendar.

### **Section 7.02**

The vacation period for all other employees shall be from July 1<sup>st</sup>. through June 30<sup>th</sup> of each year. Vacation time will be earned according to the following schedule:

<u>Years of Service</u>	<u>Amount of Vacation</u>
Under 1 year	1 working day per month to a max of 10 days
1 year to less than 5 years	10 working days
5 years to less than 10 years	15 working days
10 years or more	20 working days
20 years or more	25 working days

### **Section 7.03**

Vacation time earned in one fiscal year must be taken by the end of the next fiscal year (fiscal year - July 1 to June 30). Pay in lieu of vacation will not be permitted.

### **Section 7.04**

Paid vacation time is not granted during an employee's probationary period. Vacation without pay during the probationary period may be granted dependent upon staffing needs and the probationary employee's progress with orientation.

## **ARTICLE VIII - SICK OR INJURY LEAVE**

### **Section 8.01**

Effective upon ratification of this agreement, full time employees absent due to non-occupational sickness or injury will receive sick leave benefits according to the following schedule:

<u>LENGTH OF SERVICE</u>	<u>DISABILITY BENEFITS</u>
6 months to 1 year	1 working day at full pay for each month of service not to exceed 6 days
1 year to 5 years	10 working days at full pay
5 years to 10 years	15 working days at full pay
Over 10 years	20 working days at full pay

Part-time employees shall be eligible to receive prorated sick leave benefits pursuant to Section 3.02.

### **Section 8.02**

Sick leave with pay may be utilized for appointments with physicians or dentists provided that such appointments cannot be scheduled during off duty hours.



Section 8.03

An employee's employment date shall determine the length of service and eligibility for benefits described in this Article.

Section 8.04

Full-time employees shall be entitled to accumulated ten (10) unused sick days per year up to a maximum of one hundred twenty (120) days. Effective July 1, 2003, the maximum accumulation of unused sick days shall be increased to one hundred twenty five (125) days. Part-time employees shall be eligible for prorated benefits under this section pursuant to Section 3.02.

Section 8.05

If an employee is absent because of non-occupational disability and during such absence, while still drawing disability benefits passes an employment date which would entitle the employee to increased duration of benefits, such increase will apply to that current absence.

Section 8.06

Payment of disability benefits is dependent upon the employee producing evidence of disability satisfactory to the supervisor. It is the employee's responsibility to keep her supervisor informed as to her status in accordance with past practice. After five (5) consecutive working days of absence, the employee must have a doctor's written release to return to work and she may be required to receive approval from the Town Physician. Said approval, when required, by the Town Physician, will not result in unnecessary delays in returning to work.

Section 8.07

For all FMLA leaves of absence, medical benefits will be maintained for the employee and dependents if employee contributions are paid by the employee prior to the start of the leave.

For any additional unpaid leaves within the continuous twelve (12) month period, medical benefits will be maintained for the employee and dependents if paid for by the employee. Unless management deems otherwise, the maximum amount will be based on the COBRA rate and billed on a monthly basis.

**ARTICLE IX - OCCUPATIONAL DISABILITY**

Section 9.01

All employees will be protected under the Worker's Compensation Laws of the State of Connecticut subject to provisions and provided as follows:

- a) Employees must report all occupational injuries immediately to their supervisor so that appropriate reports may be submitted.
- b) Full-time employees will receive occupational benefits based on the following: (Ten month and part-time employees shall receive pro-rated benefit under this section)

**LENGTH OF SERVICE**

3 months to 1 year

**OCCUPATIONAL DISABILITY BENEFITS**

1 ¼ working days at full pay for each month of service

1 year to 5 years  
5 years or more

30 working days at full pay  
60 working days at full pay

Section 9.02

All Workers' Compensation Benefits representing loss of wages will be assigned to the Town for all periods that the employees may be eligible to receive the above benefits from the Town. When eligibility for full pay is exhausted, payment will continue in according with State Law.

Section 9.03

The employee's employment date shall determine the length of service and eligibility for such benefits.

Section 9.04

Time absent due to occupational injury shall not be deducted from the non-occupational disability benefits.

Section 9.05

Return to full time work for one full week with a doctor's certificate certifying as to recovery from the disability will re-establish eligibility for occupational disability benefits at full pay as described above.

Section 9.06

Effective July 1, 2012 the Town will provide Workers' Compensation benefits under the terms of the Connecticut State Workers' Compensation Act provided that any employee who wishes to be paid her/his regular base wages for any day she/he is eligible to receive Workers' Compensation benefits shall be required to utilize one-quarter of one (1) sick day, to the extent such days are available to such employee, in which case the Town shall pay the employee her/his regular base pay for such day subject to the maximum limits presently set forth in Section 9.01 based on length of service.

**ARTICLE X - PROFESSIONAL LIABILITY INSURANCE**

Section 10.01

All employees will be covered under the general liability insurance policy carried by the Employer. This coverage will be limited to the established working hours and the assigned duties during such hours of the employee.

Section 10.02

The Employer shall pay an amount not to exceed \$120.00 per year coverage for professional liability (malpractice) insurance for each nurse covered by this Agreement provided the nurse shall produce evidence of spending same.

## **ARTICLE XI - MATERNITY LEAVE**

### **Section 11.01**

Nurses shall be entitled to take unpaid maternity leave for a period not to exceed six (6) months except in the case of the disability of the nurse. It is understood that maternity leave, whether paid or unpaid, shall be included for purposes of complying with the Family and Medical Leave Act of 1993 or any state or federal law superseding said Act.

### **Section 11.02**

During the period of disability resulting from pregnancy, such disability to be documented by the nurse's physician, nurses shall be eligible to receive all sick leave benefits to which they are entitled under this Agreement. Benefits shall commence at the time of and continue up to the maximum of nurse's entitlement for the duration of the nurse's disability.

### **Section 11.03**

Nurses who are available to work immediately after their period of disability ends shall be reinstated to their former positions. Those nurses who are on authorized maternity leave and who continue such leave after their disability ends shall be reinstated on expiration of the leave.

### **Section 11.04**

A nurse who wishes to take a maternity leave other than disability shall notify the Director of Health sixty (60) days prior to said leave, except in such unusual cases where the leave is to be taken prior to the delivery and such notification is not feasible, in which case thirty (30) days' notice shall be sufficient. Such notice shall state the commencement date of said leave.

### **Section 11.05**

A nurse on maternity leave shall, as soon as possible, notify the Director of Health when, after delivery, she is no longer physically disabled from returning to her employment. Such notice shall state whether the nurse wishes to exercise her right to a guaranteed return of employment at that time.

## **ARTICLE XII - FUNERAL LEAVE**

### **Section 12.01**

An employee may at his/her request receive paid time off from the date of death through the next five (5) working days if a death occurs in the immediate family. Immediate family is defined as: wife, husband, mother, father, son, daughter, brother sister, brother-in-law, sister-in-law, mother-in-law, father-in-law, grandmother, grandfather, grandchild, grandparent-in-law, and relatives customarily living in the employee's household. One (1) or more funeral leave days may be deferred to be taken at a later date if needed for the purpose of the employee's participation in a funeral or memorial service that takes place more than five (5) days after the death.

### **Section 12.02**

Permission for time off-with pay due to the death of a relative outside of the immediate family or a close friend shall be limited to one (1) day at the discretion of the Supervisor of Nurses. It is understood that the employee, as a condition of receiving funeral pay, shall attend the funeral or other memorial service. The employee's immediate Supervisor may waive this requirement upon good cause shown.

## **ARTICLE XIII - OTHER LEAVES OF ABSENCE**

### **Section 13.01 – Continuing Education Programs**

- a) Three (3) days (or six (6) half days) with pay will be granted eligible employees for attendance at continuing education programs, provided there is adequate coverage for Service needs. Scheduling of attendance at such programs is subject to the approval of the Nursing Supervisor or, in her absence, the Director of Health.
- b) Leaves of absence to attend conventions or meetings of a longer duration will be considered on an individual basis, subject to the discretion of the Director of Health.

### **Section 13.02 - Exceptional Leave**

- a) Non-probationary employees may apply in writing for personal leave of absence without pay for a period not to exceed one (1) year. The granting or refusal and/or extension of such leave shall be at the discretion of the Nursing Supervisor or in her absence, the Director of Health.
- b) Four (4) extraordinary leave days with pay (non-cumulative) shall be granted per eligible employee for a stated generic reason. Part-time employees shall be eligible for such days on a pro-rated basis. The scheduling of such days is subject to the approval of the Nursing Supervisor.

### **Section 13.03**

An employee requesting a leave of absence without pay may be granted same at the discretion of the Director of Health upon reasonable cause being given. Such leave shall not exceed ninety (90) days but may be extended in cases of emergency for up to an additional ninety (90) days. During such leave of absence, an employee shall have the right to continue medical coverage under COBRA. In addition, employees shall not accrue seniority while on a leave of absence without pay. An employee on leave will forfeit 1/12<sup>th</sup> of the vacation pay earned as of the following July 1<sup>st</sup> for each (30) days of absence. Employees will forfeit any vacations for which they would normally be eligible but for the leave of absence.

### **Section 13.04 - Jury Leave**

Those nurses serving on Jury Duty shall receive from the Town, payment in the amount of the difference between the amount paid for Jury Duty and the nurses' regular salary. Part-time employees shall be eligible for this benefit on a pro-rated basis.

### **Section 13.05 - Reinstatement from Leave of Absence**

- a) An employee shall be entitled to a guaranteed position upon termination of any leave under this Article to a comparable position held prior to her leave of absence.
- b) The employee, when not less than seventy-five percent (75%) nor more than eighty-five percent (85%) of the leave has expired, shall signify her intent concerning reinstatement to full status. The employee shall meet with the Director of Health concerning reinstatement unless she shall be residing outside the State of Connecticut in which case said intention shall be provided by Registered or Certified Letter.

## **ARTICLE XIV - HEALTH AND SAFETY**

### **Section 14.01**

The Town shall provide for the reasonable safety and protection of the nurses.

## **ARTICLE XV - RETIREMENT PLAN**

### **Section 15.01**

All eligible employees will be enrolled in the Town of Fairfield Employees' Retirement System. Eligibility, benefits, rules, and regulations of the Retirement Plan are outlined in a separate booklet and shall be applicable except as modified in this Article.

### **Section 15.02**

Employees retiring following ratification of this agreement in accordance with normal or disability provisions of the Town of Fairfield Employees' Retirement System and their eligible, enrolled dependents at the time of retirement shall continue to be covered by the Health Benefit provisions as listed in Article XVI as those benefits may change from time to time for active employees. Employees hired on or before June 30, 2010 shall contribute to the cost of post employment medical benefits at the same percentage rate as they contributed to medical benefits at the time of their retirement. Employees hired on or after July 1, 2010 shall contribute to the cost of post employment medical benefits at the same percentage rate as active employee's contribute to the cost of medical benefits, as those amounts may change from time to time. Such coverage shall be changed to a Medicare Carve-Out for retirees upon reaching the age of 65. The cost of Medicare Part B shall be paid by the retiree.

Dependent retiree insurance coverage is only available to those who are dependents of the retiree at the time of his/her retirement and not anyone who may become a dependent of the retiree subsequent to the date of retirement.

The Town shall provide and pay for fifteen thousand dollars (\$15,000.00) of life insurance for each retiree.

### **Section 15.03**

For those employees enrolled in the Town of Fairfield Employees Retirement System, normal Retirement age shall be age 62. Such employees shall have vested deferred rights to a retirement benefit after ten (10) years of service. Employees shall give the Nursing Supervisor at least one month's notice prior to retirement.

### **Section 15.04**

Effective July 1, 2000, eligible dependents of deceased employees who retire under the Town of Fairfield Employees' Retirement System shall continue to be covered by the Health Benefit provisions as listed in Article XVI, Section 16.08. Such eligible dependent shall be required to pay the same premium share as the deceased retiree would have been required to pay. Such coverage shall be changed to a Medicare Carve-Out upon reaching age 65. The cost of Medicare Part B shall be paid by the dependent. Coverage shall cease if the eligible dependent remarries or when the dependent dies.

Section 15.05

In addition to the retiree health provisions of 15.04, all active full-time members shall be required to contribute a percentage of their base salary plus longevity into the Town's Other Post Employment Benefits (OPEB) Trust.

Effective July 1, 2017, full time bargaining unit members will pay 1.5% of their base salary plus longevity for OPEB benefits. Effective July 1, 2018, full time bargaining unit members will pay 2.0% of their base salary plus longevity for OPEB benefits. Effective July 1, 2019, full time bargaining unit members will pay 2.5% of their base salary plus longevity for OPEB benefits.

Section 15.06

The Town shall continue to maintain the 414(h) plan to benefit the employee by allowing retirement contributions to be made on a pre-tax basis.

Section 15.07- Full-time and Part-time Continuous Service

When an employee has continuous service with the Town and/or the Board of Education and includes full-time service and part-time service where contributions are not made to the retirement plan, the full-time service shall be used for eligibility, vesting, and benefit calculations; and the part-time service shall be used for eligibility and vesting purposes only. Part-time service shall be credited for eligibility and vesting on the basis of fifty percent (50%) of the total part-time service. Full-time service shall be credited for eligibility, vesting, and benefit calculations on the basis of one hundred percent (100%) of the total full-time service. Combining the full-time and part-time service will only be applicable where there is continuous service.

Section 15.08

Notwithstanding the language set forth above, all employees hired after March 11, 2013 shall participate in a 401(a) type pension plan with no eligibility or vesting rights in the Town's existing Retirement Plan. The employee shall be required to contribute at least four (4%) percent to the Plan but may contribute up to the maximum allowed by law. The Town shall match the employee's contribution up to a maximum of five (5%) percent. The Town's contributions shall fully vest after the employee has been continuously employed for five (5) years.

The Town shall provide long term disability benefits (LTD) for the permanent and total disability of employees hired on or after March 11, 2013 at the rate of fifty (50%) of salary. This benefit will be provided through insurance. For employees participating in the 401(a) plan in lieu of the pension plan, to be eligible for retiree medical coverage the employee must retire at age 62 or older after having achieved a minimum of 10 continuous years of service with the Town as defined in Section 15.07.

**ARTICLE XVI - HEALTH AND WELFARE**

Section 16.01

"Eligible employees", as used hereinafter, refers to those employees with three or more months service with the employer.

Section 16.02 - Life Insurance

The Town will provide \$25,000 term life, death, and dismemberment policy for each eligible employee, the premiums will be paid by the Town

### Section 16.03

At the discretion of the Director of Health, a physical exam may be required of an employee on the basis of health history or emotional problems. The employee may choose her physician from a list of at least three (3) area physicians; or if possible, three (3) group practices. If the employee desires, an examination shall be required only after approval from the Board of Health.

### Section 16.04

#### Section 1

The Town shall provide and pay for the following insurances for each employee and his or her enrolled dependents.

- A. Medical: The parties agree to implement the co-pay and other changes set forth in the Town's Insurance Plan (See Table, pp. 16-17) effective July 1, 2017, except that new out-of-network deductibles will be effective January 1, 2018. Anthem Blue Cross and Blue Shield Century Preferred (Preferred Provider Organization) or Blue Care (Health Maintenance Organization) or substantially equivalent plans. Specific provisions of the plans are provided online at [anthem.com](http://anthem.com). As required by the Affordable Care Act, the plan will extend coverage to dependent children up to the age of 26.
- B. Prescription drug: The parties agree to implement the co-pay and other changes set forth in the Town's Insurance Plan effective July 1, 2017 through Express Scripts or substantially equivalent plan.
- C. Dental: Delta Dental of New Jersey or substantially equivalent plan. Specific provisions of the plan are provided in the Summary Document. The plan will extend coverage to dependent children up to the last day of the month in which they reach the age of 25.
- D. Vision: Anthem Blue View Vision or substantially equivalent plan. Specific provisions of the plan are provided online at [anthem.com](http://anthem.com).

The Town shall have the option of determining the carrier to provide the benefits and these benefits shall be substantially equivalent as a result of any change in carriers.

Effective July 1, 2017, Medical Insurance as set forth below shall be in effect:

<b>Town of Fairfield</b>		
<b>Century Preferred Plan (In-Network Benefits Only)</b>		
<b>Plan Changes Nurses</b>		
<b>Benefit Description</b>	<b>Current Plan</b>	<b>Effective <u>July 1, 2017</u></b>
<b>Medical Benefits - Anthem</b>	<b>Century Preferred</b>	<b>Century Preferred</b>
Deductible (ind/fam)	\$0	\$0
Coinsurance	0%	0%
Out-of-Pocket Maximum <sup>(1)</sup>	\$0	<b><u>\$3K/\$6K/\$9K</u></b>
Lifetime Maximum	Unlimited	Unlimited
Office Visit Copays	\$20	<b><u>\$25</u></b>
Specialist Visit Copay	\$20	<b><u>\$30</u></b>
Hospital Copay	\$150	<b><u>\$300</u></b>
Urgent Care Copay	\$50	<b><u>\$75</u></b>
Emergency Room Copay	\$100	<b><u>\$200</u></b>
Outpatient Surgery Copay	\$0	<b><u>\$100</u></b>
Well Child Care	\$0	\$0
Periodic, Routine Health Exam	\$0	\$0
Routine Eye Exams	\$0	\$0
Routine OB/Gyn Exam	\$0	\$0
Mammography	\$0	\$0
Hearing Screening	\$0	\$0
Outpatient MH/SA	\$20	<b><u>\$30</u></b>
Diagnostic Lab and X-Ray	\$0	\$0
Allergy Services (except PCP Visit)	\$0	\$0
Semi-Private Room	\$150	<b><u>\$300</u></b>
Inpatient MH/SA	\$150	<b><u>\$300</u></b>



Skilled Nursing Facility	\$150	<b><u>\$300</u></b>
Inpatient Rehabilitative Services	\$0	\$0
Outpatient Surgery	\$0	<b><u>\$100</u></b>
Ambulance	\$0	\$0
Outpatient Rehabilitative Services	\$20	<b><u>\$30</u></b>
Durable Medical Equipment	\$0	\$0
<b>Prescription Drugs – Express Scripts &amp; Anthem Plans <sup>(2)</sup></b>	<b>Century Preferred</b>	<b>Century Preferred</b>
Retail Generic	\$10	\$10
Retail Brand Formulary	\$20	\$20
Retail Brand Non-Formulary	\$35	\$35
Mail Order Generic	\$20	\$20
Mail Order Brand Formulary	\$40	\$40
Mail Order Brand Non-Formulary	\$70	\$70
Rx Annual Maximum	Unlimited	Unlimited
<sup>(1)</sup> Out-of-Pocket maximum equals deductible plus coinsurance maximum <sup>(2)</sup> assumes mandatory generic substitution and 30 day supply at retail		

#### Out of Network Plan Changes

<b>Benefit Description</b>	<b>Current Plan</b>	<b>Effective <u>January 1, 2018</u></b>
<b>Medical Benefits - Anthem</b>	<b>Century Preferred</b>	<b>Century Preferred</b>
Deductible (ind/fam)	\$200/\$400/\$500	<b><u>\$400/\$800/\$1000</u></b>
Out-of-Pocket Maximum <sup>(1)</sup>	\$600/\$1000/\$1500	<b><u>\$800/\$1600/\$2000</u></b>
Emergency Room Copay	\$100	<b><u>\$200</u></b>

Prescription drug option requires mandatory mail at two times retail for maintenance drugs.

Section 16.05

Employees shall contribute the following amounts per week through automatic withdrawal from the employee's weekly wages towards the insurance benefits selected by them as set forth below. For employees who select the twenty-one (21) week payout, deductions will be prorated.

During the term of this Agreement employees shall contribute the following percentage of premium costs for the level of insurance selected (i.e., single, two person or family):

July 1, 2017-June 30, 2018	14%
July 1, 2018-June 30, 2019	15%
July 1, 2019-June 30, 2020	16%

Section 16.06

In lieu of accepting medical insurance for themselves and if applicable their family, employees will be eligible as noted below for prorated weekly payments:

- Currently enrolled employee who individually opts out of coverage for one full year will be paid \$2,000.
- Currently enrolled employee and their enrolled spouse or child who opts out of coverage for one full year will be paid \$2,250.
- Currently enrolled employee and their enrolled family who opt out of coverage for one full year will be paid \$2,500.

The employee must notify Human Resources of their interest in participating in this program during the annual open enrollment period with the change effective July 1. To be considered, the employee must waive continued insurance coverage under the provisions of the COBRA. The benefit does not apply to members of a family where both are currently employed by the Town or where one member is a retiree.

Section 16.07

Effective on or before January 1, 2008 the employer shall maintain a Section 125 pre-tax deduction plan in accordance with applicable provisions of Section 125 of the Internal Revenue Code for the purpose of medical premium payments.

Section 16.08

In the event that the Town negotiates acceptance of State Health Care Plan Partnership 2.0 with the members of the Fairfield Police Union and the Fairfield Fire Union, the Association agrees to immediately reopen negotiations for the limited purpose of negotiating changes to, or replacement of, the health care provisions of this Agreement.

**ARTICLE XVII - STAFF EDUCATION**

Section 17.01

Employees will be encouraged to participate in in-service continuing education programs which will enhance their nursing practice, competency, and professional knowledge. Approval for agency reimbursement is based on the identified needs of the individual and the agency within the resources of the agency subject to the approval of the employees' supervisor and at the

discretion of the Director of Health. The current policy and practice for in-service programs and continuing education shall remain in effect through the life of this Agreement, except that effective July 1, 2003, Election Day shall be used for a clinical nursing in-service program for all nurses that are not required to be on duty on Election Day.

#### Section 17.02

Effective July 1, 2004, the amount of reimbursement shall be increased to five hundred dollars (\$500). Reimbursement is subject to the prior approval of the Nursing Supervisor or the Director of Health, and any request for reimbursement may be used for:

1. Tuition for courses leading to baccalaureate or higher degree in Nursing or a related field.
2. Courses in specialty areas of clinical practice related to the employee's position or workshops related to the identified needs of the individual and the Town.
3. Membership in professional organizations related to the employee's position.
4. Subscriptions and publications including textbooks, magazines, directories, newsletters, and audiovisual materials for professional development.
5. Professional licenses required for Town employment.
6. Payment of costs relating to the nurse's certification as a school nurse.
7. Tuition, books and fees for courses related to the employee's position.

### **ARTICLE XVIII - MISCELLANEOUS**

#### Section 18.01 - Transportation

Employees are required to use their own cars in the performance of their duties. Employees shall be reimbursed mileage at the IRS rate in effect at the time the mileage occurred. A monthly Mileage Report must be submitted for this reimbursement no later than the 5<sup>th</sup> day of the month. Any employee involved in an automobile accident during the course of their employment must report such accident to their supervisor.

#### Section 18.02 - Uniforms

Employees will comply with the dress code as negotiated during all working hours. Dress code requires that staff dress professionally.

#### Section 18.03 - Telephone

Expenses for business telephone calls necessary outside the office in connection with the performance of the employee's duties will be reimbursed by the Town and reported on an expense account form at the end of each month.

#### Section 18.04 - Equipment

All employees are responsible and accountable for all equipment, materials, books, etc., issued to them for proper use in the daily performance of their duties. Any lost or damaged equipment, material, or books, etc. must be reported immediately to their supervisor.

#### Section 18.05

It is agreed that two (2) staff meetings per year shall be used to discuss professional and occupational issues. Attendance at monthly nursing staff meetings, during the school year (10), held after normal working hours is required for all staff scheduled to be at work on the day of the meeting.

## **ARTICLE XIX - GRIEVANCE PROCEDURE**

### **Section 19.01**

The purpose of this procedure is to provide an orderly method of handling grievances. A grievance shall be defined as any controversy, or claim arising out of or pertaining to the interpretation, application or breach of a specific provision of this Agreement.

### **Section 19.02**

All such grievances will be resolved in the following manner:

No matter shall be subject to grievance unless taken up within thirty (30) calendar days after its most recent occurrence; and/or from the date on which the employee becomes aware of the occurrence.

### **Step I**

The employee must present the grievance to their direct supervisor orally within the prescribed thirty (30) days. If the problem is not resolved within a period of time agreed upon by both employee and supervisor or in the absence of such an agreement within five (5) working days, the employee may initiate Step Two of the Grievance procedure.

### **Step II**

If no satisfactory settlement is reached in Step I and further consideration is desired, the matter shall be presented in writing to the Director of Health within five (5) working days after the decision rendered in Step I. If no written notice is filed as prescribed, the decision made in Step I will stand without being subject to further appeal; within five (5) working days after receipt of the written grievance, the Director of Health shall meet with the aggrieved employee in an attempt to resolve the matter. Within five (5) working days after such meeting, the Director of Health will render a decision in writing.

### **Step III**

If no satisfactory Settlement is reached in Step II and further consideration is desired, the matter shall be presented in writing to the Director of Human Resources within ten (10) working days after the decision rendered in Step II. If no written notice is filed as prescribed, the decision made in Step II will stand without being subject to further appeal; within ten (10) working days after the receipt of a written grievance, the Director of Human Resources shall meet with the aggrieved employee at a mutually agreed upon time in an attempt to resolve the matter. Within five (5) working days after such meeting, the Director of Human Resources shall render a decision in writing.

### **Step IV**

If no satisfactory settlement is reached in Step III and further consideration is desired, the aggrieved party shall request that the Union submit the matter to arbitration by the Connecticut State Board of Mediation and Arbitration or the American Arbitration Association. If such notice is not filed within thirty (30) calendar days of the decision rendered in Step III, such decision will stand without being subject to further appeal. The findings of the Arbitrator shall be final and binding on both parties. If the services of the American Arbitration Association are used, that organization's voluntary arbitration rules will prevail, and arbitration costs will be shared equally by the parties. A copy of the notice will be provided to the Town's Human Resources Office.

Section 19.03

When it becomes necessary to process a grievance under the provisions outlined in this Article during the normal work week hours, the Town will pay one representative designated by the Unit for reasonable time spent necessary to present the grievance in Step I and Step II. When a grievance is carried to Step III, the Town will not pay more than two (2) designated representatives for reasonable time spent to present the grievance in that Step.

Section 19.04

The time limits specified in this Article may be extended by mutual agreement of the parties involved.

Section 19.05

Representatives of the Union may be called in at Steps I, II, III, and IV of the grievance procedure at the discretion of the aggrieved employee. Representatives of AFT Connecticut may be called in at Steps III and IV at the discretion of the Union.

With the approval of the Union, employees may choose to have private representation after signing a Union waiver. At no time shall such private representation be allowed to settle a case without specific Union approval. Private representation shall not be allowed if such representation is affiliated in any manner with any other bargaining organization.

Section 19.06

Grievances involving more than one nurse may be filed at Step II.

Section 19.07

The Arbitrators shall not have the power to add or detract from the provisions of this Agreement.

**ARTICLE XX - UNION ACTIVITY**

Section 20.01 - Union Security

All current employees who are members of the Union and all future employees within the bargaining unit shall be required as a condition of continued employment to become and/or remain members of the Union or pay an agency fee equivalent to that part of dues used for collective bargaining purposes the fee to be determined by the Union. The Union and AFT-Connecticut agree to hold harmless the Town of Fairfield from any costs, fees, liability or expenses incurred as a result of its compliance with this article.

Section 20.02 - Dues Deduction

The Town agrees to accept a written authorization form from a Nurse covered under the terms of this Agreement for the purpose of paying annual membership dues in the amount certified by the AFT-Connecticut. Such authorization is revocable at will and at any time by providing to the Director of Health a written indication. Deductions shall be deducted and forwarded to the Treasurer of the Union on a monthly basis by the 20<sup>th</sup> of each month following the month in which the deductions were made along with a list of the names of the Nurses for whom deductions were made.

Section 20.03 - Bulletin Boards

The Town will provide bulletin boards at the main office for the exclusive use of the Union. All notices posted on such board must be submitted to the Director of Health.

## **ARTICLE XXI - NO DISCRIMINATION**

### **Section 21.01 - Union Security**

The Town agrees not to discriminate in hiring, promoting, advancing or assigning responsibilities or in any other terms or conditions of employment against employees covered by the Agreement because of race, age, color, national origin, religious affiliation, sex, disability or activity in the Union.

### **Section 21.02**

Both parties to this Agreement agree that sexual harassment of any employee by another employee is absolutely prohibited. Any employee who feels he or she is being subjected to sexual harassment may contact any of the persons below with whom the employee feels most comfortable. Complaints may be made orally or in writing to:

1. The employee's immediate supervisor
2. The Director of Health
3. The Director of Human Resources
4. The First Selectman

The employee shall have the right to have Union representation if so desired.

### **Section 21.03**

Both parties to this agreement acknowledge that behavior of any person which constitutes a verbal or physical threat to the employee will not be tolerated. An employee who perceives that he/she is being personally threatened may report the situation to law enforcement officials. The employee shall immediately report such a situation to the Nursing Supervisor or her designee. The Town shall make available reasonable interventions to remedy situations that are threatening to an employee, such as use of mediation procedures.

## **ARTICLE XXII - CLASSIFICATIONS AND SALARIES**

### **Section 22.01**

The classification and salary schedule for all positions covered by this Agreement are shown in Appendix "A" attached to this Agreement and reflect the following general wage increases during the term of this Agreement:

July 1, 2014-June 30, 2015	2.00%
July 1, 2015-June 30, 2016	2.00%
July 1, 2016-June 30, 2017	2.00%
July 1, 2017-June 30, 2018	2.00%
July 1, 2018-June 30, 2019	2.00%
July 1, 2019-June 30, 2020	2.00%

### **Section 22.02**

Those employees who attain ten (10) years, fifteen (15) years, and twenty (20) years of continuous service with the Town shall receive amounts as listed in Appendix A effective on the anniversary date of that length of service.

Section 22.03

Employees covered by this Agreement will be paid every two (2) weeks.

**ARTICLE XXIII - TERMINATION**

Section 23.01

No nurse shall be disciplined or discharged except for just cause. In the event a nurse is disciplined or discharged, the Director of Health shall notify the Union promptly in writing.

**ARTICLE XXIV - PERFORMANCE EVALUATIONS**

Section 24.01

New employees will have at least one written evaluation of their working performance from the Supervisor within the first six (6) months of employment, and annually to the fifth anniversary date of their employment thereafter. In any year after the fifth anniversary date, the Supervisor and the nurse may agree to one evaluation during the year. No such discretionary evaluation shall result in an increase in salary.

Section 24.02

Performance evaluation will be reviewed with the employee and the employee will have the opportunity to review their own evaluation at any time. Evaluation reports will be kept in the custody of the file of the supervisor of Nurses and upon request a nurse shall be entitled to a copy.

Section 24.03

Promotion to the next step in any classification is contingent upon a satisfactory performance evaluation. Promotion, upon satisfactory performance evaluation shall be made upon completion of one (1) year in the grade and step classification of the employee since the time and date of employment or time and date of employee's last promotion whichever is the latest. However, such promotion of any employee in grade or step of the classification at any time during such period shall be based on the recommendation of the Supervisor of Nurses. The denial of an annual increment because of an unsatisfactory performance evaluation shall be subject to the grievance and arbitration procedure.

Section 24.04 - Personnel File

At least one complete file shall be available to the employee upon request. Such file may contain notes, records and other documentation of employee performance. No adverse material which has not been discussed with the employee and which is not contained in the complete file may be used in any disciplinary action. The employee may request and receive copies of any part or all of the information contained in his/her file.

**ARTICLE XXV - PAST PRACTICE**

Section 25.01

If any provision of this Agreement is contrary to a practice existing prior to the date of execution of this Agreement, the provision of this Agreement shall prevail. In all other respects, this Agreement shall not be construed as abridging any rights, benefits, or privileges not specifically covered or mentioned in this Agreement.

**ARTICLE XXVI - MILITARY LEAVE**

**Section 26.01**

Military leave without pay shall be granted in accordance with the provisions of the Federal Law governing same.

**ARTICLE XXVII - UNION ACTIVITIES - BUSINESS LEAVE**

**Section 27.01**

The union shall be allotted three (3) working days with pay every year commencing July 1, 1981, for seminars, conventions, and other Union business meetings.

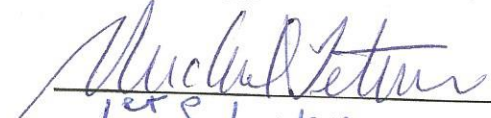

**ARTICLE XXVIII - DURATION**

**Section 28.01**

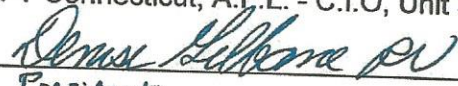

This Agreement shall remain in full force and effect from July 1, 2014, to June 30, 2020, and thereafter for successive periods of one year unless either party shall on or before the February 1<sup>st</sup> prior to the expiration, serve written notice on the other party of its desire to terminate, modify, change, or amend this Agreement. In the event such notice is given, the parties will meet during that period for the purpose of negotiating the terms and conditions of an amended or new Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives this 17<sup>th</sup> day of October, 2017.

Town of Fairfield

  
\_\_\_\_\_  
1<sup>st</sup> Selectman  
  
\_\_\_\_\_  
Director of Human Resources

AFT Nurses and Health Professionals –  
AFT Connecticut, A.F.L. - C.I.O., Unit 34

  
\_\_\_\_\_  
President  
  
\_\_\_\_\_  
AFT CT



## APPENDIX A

### Classification and Salary Schedule

This salary schedule reflects 191 work days: 182 student days 8 summer workdays and 1 Election Day. Any additional days above 191 workdays shall be compensated at the per diem rate and any reduction in work days below 191 shall result in a salary reduction at the per diem rate. The salary schedule reflects 1634.5 hours for 10 month employees (37.5 hours per week times 43.6 weeks paid) and 1950 hours for 12 month employees (37.5 hours per week times 52 weeks paid). Longevity amounts will increase each year by the general wage increase percentages.

#### **APPENDIX A**

#### **2.00%**

#### **SALARY SCHEDULE**

**JULY 1, 2014 - JUNE 30, 2015**

	<b>INITIAL</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
N5	\$42,400	\$43,502	\$45,584	\$47,992	\$50,873	\$53,922
<i>PT HOURLY</i>	\$25.94	\$26.63	\$27.95	\$29.28	\$31.13	\$32.98
N6	\$43,196	\$44,314	\$46,492	\$48,777	\$51,706	\$54,807
<i>PT HOURLY</i>	\$26.41	\$27.10	\$28.44	\$29.84	\$31.63	\$33.52
LPN	\$31,668	\$32,536	\$34,104	\$35,782	\$37,927	\$40,204
<i>PT HOURLY</i>	\$19.37	\$19.91	\$20.87	\$21.87	\$23.21	\$24.61
NURSING COORDINATOR	\$56,360	\$57,467	\$60,667	\$63,645	\$67,474	\$71,524
<i>PT HOURLY</i>	\$28.93	\$29.50	\$31.14	\$32.66	\$34.61	\$36.70

#### **2.00%**

#### **SALARY SCHEDULE**

**JULY 1, 2015 - JUNE 30, 2016**

	<b>INITIAL</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
N5	\$43,248	\$44,372	\$46,495	\$48,952	\$51,891	\$55,001
<i>PT HOURLY</i>	\$26.46	\$27.16	\$28.51	\$29.87	\$31.75	\$33.64
N6	\$44,060	\$45,200	\$47,422	\$49,753	\$52,740	\$55,903
<i>PT HOURLY</i>	\$26.94	\$27.64	\$29.01	\$30.44	\$32.26	\$34.19
LPN	\$32,301	\$33,187	\$34,786	\$36,498	\$38,685	\$41,009
<i>PT HOURLY</i>	\$19.76	\$20.31	\$21.29	\$22.31	\$23.67	\$25.10
NURSING COORDINATOR	\$57,487	\$58,616	\$61,880	\$64,918	\$68,823	\$72,954
<i>PT HOURLY</i>	\$29.51	\$30.09	\$31.76	\$33.31	\$35.30	\$37.43

2.00%

**SALARY SCHEDULE**

**JULY 1, 2016 - JUNE 30, 2017**

	<b>INITIAL</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
N5	\$44,113	\$45,259	\$47,425	\$49,931	\$52,929	\$56,101
<i>PT HOURLY</i>	\$26.99	\$27.71	\$29.08	\$30.46	\$32.39	\$34.31
N6	\$44,941	\$46,104	\$48,371	\$50,748	\$53,795	\$57,021
<i>PT HOURLY</i>	\$27.48	\$28.19	\$29.59	\$31.05	\$32.91	\$34.87
LPN	\$32,947	\$33,851	\$35,481	\$37,228	\$39,459	\$41,829
<i>PT HOURLY</i>	\$20.15	\$ 20.71	\$21.71	\$22.75	\$24.15	\$25.60
NURSING COORDINATOR	\$58,637	\$59,789	\$63,118	\$66,216	\$70,200	\$74,414
<i>PT HOURLY</i>	\$30.10	\$30.69	\$32.40	\$33.98	\$36.01	\$38.18

2.00%

**SALARY SCHEDULE**

**JULY 1, 2017 - JUNE 30, 2018**

	<b>INITIAL</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
N5	\$44,995	\$46,164	\$48,374	\$50,930	\$53,987	\$57,223
<i>PT HOURLY</i>	\$27.53	\$28.26	\$29.60	\$31.16	\$33.04	\$35.00
N6	\$45,840	\$47,026	\$49,338	\$51,763	\$54,871	\$58,162
<i>PT HOURLY</i>	\$28.03	\$28.76	\$30.18	\$31.67	\$33.57	\$35.57
LPN	\$33,606	\$34,528	\$36,191	\$37,973	\$40,248	\$42,665
<i>PT HOURLY</i>	\$20.56	\$21.13	\$22.15	\$23.21	\$24.63	\$26.12
NURSING COORDINATOR	\$59,810	\$60,984	\$64,380	\$67,541	\$71,604	\$75,902
<i>PT HOURLY</i>	\$30.70	\$31.31	\$33.05	\$34.66	\$36.73	\$38.95

2.00%

**SALARY SCHEDULE**

**JULY 1, 2018 - JUNE 30, 2019**

	<b>INITIAL</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
N5	\$45,895	\$47,088	\$49,341	\$51,948	\$55,067	\$58,367
<i>PT HOURLY</i>	\$28.08	\$28.83	\$30.19	\$31.79	\$33.70	\$35.70
N6	\$46,757	\$47,967	\$50,325	\$52,798	\$55,969	\$59,325
<i>PT HOURLY</i>	\$28.59	\$29.33	\$30.78	\$32.30	\$34.24	\$36.28
LPN	\$34,278	\$35,218	\$36,915	\$38,732	\$41,053	\$43,519
<i>PT HOURLY</i>	\$20.97	\$21.55	\$22.59	\$23.67	\$25.12	\$26.64
NURSING COORDINATOR	\$61,006	\$62,204	\$65,668	\$68,891	\$73,036	\$77,420
<i>PT HOURLY</i>	\$31.31	\$31.93	\$33.71	\$35.35	\$37.46	\$39.73

2.00%

**SALARY SCHEDULE**

**JULY 1, 2019 - JUNE 30, 2020**

	<b>INITIAL</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
N5	\$46,813	\$48,029	\$50,328	\$52,987	\$56,168	\$59,534
<i>PT HOURLY</i>	\$28.64	\$29.40	\$30.80	\$32.42	\$34.37	\$36.41
N6	\$47,692	\$48,926	\$51,331	\$53,854	\$57,088	\$60,511
<i>PT HOURLY</i>	\$29.16	\$29.92	\$31.40	\$32.95	\$34.92	\$37.01
LPN	\$34,964	\$35,923	\$37,653	\$39,507	\$41,874	\$44,389
<i>PT HOURLY</i>	\$21.39	\$21.98	\$23.04	\$24.15	\$25.63	\$27.17
NUSRING COORDINATOR	\$62,226	\$63,448	\$66,981	\$70,269	\$74,497	\$78,968
<i>PT HOURLY</i>	\$31.94	\$32.57	\$34.38	\$36.06	\$38.21	\$40.52

**10 MONTH LONGEVITY**

<b><u>EFFECTIVE DATE</u></b>	<b><u>10 YEARS</u></b>	<b><u>15 YEARS</u></b>	<b><u>20 YEARS</u></b>
1-Jul-14	\$1,185	\$2,451	\$3,632
1-Jul-15	\$1,209	\$2,500	\$3,705
1-Jul-16	\$1,233	\$2,550	\$3,779
1-Jul-17	\$1,258	\$2,601	\$3,855
1-Jul-18	\$1,283	\$2,653	\$3,932
1-Jul-19	\$1,309	\$2,706	\$4,011

**HOURLY RATES FOR STEP 5 NURSES WITH LONGEVITY****10 MONTHS, FULL TIME**

	<b><u>10 YEARS</u></b>	<b><u>15 YEARS</u></b>	<b><u>20 YEARS</u></b>
1-Jul-14			
<b>N5</b>	\$33.70	\$34.48	\$35.20
<b>N6</b>	\$34.24	\$35.02	\$35.75
<b>LPN</b>	\$25.31	\$26.09	\$26.82
1-Jul-15			
<b>N5</b>	\$34.38	\$35.17	\$35.91
<b>N6</b>	\$34.93	\$35.72	\$36.46
<b>LPN</b>	\$25.82	\$26.61	\$27.35
1-Jul-16			
<b>N5</b>	\$35.06	\$35.87	\$36.63
<b>N6</b>	\$35.63	\$36.43	\$37.19
<b>LPN</b>	\$26.34	\$27.15	\$27.90
1-Jul-17			
<b>N5</b>	\$35.76	\$36.59	\$37.36
<b>N6</b>	\$36.34	\$37.16	\$37.93
<b>LPN</b>	\$26.86	\$27.69	\$28.46
1-Jul-18			
<b>N5</b>	\$36.48	\$37.32	\$38.11
<b>N6</b>	\$37.06	\$37.91	\$38.69
<b>LPN</b>	\$27.40	\$28.24	\$29.03
1-Jul-19			
<b>N5</b>	\$37.21	\$38.07	\$38.87
<b>N6</b>	\$37.81	\$38.66	\$39.47
<b>LPN</b>	\$27.95	\$28.81	\$29.61

**12 MONTH LONGEVITY**

	<b><u>10 YEARS</u></b>	<b><u>15 YEARS</u></b>	<b><u>20 YEARS</u></b>
1-Jul-14	\$1,466	\$3,034	\$4,499
1-Jul-15	\$1,495	\$3,095	\$4,589
1-Jul-16	\$1,525	\$3,157	\$4,681
1-Jul-17	\$1,556	\$3,220	\$4,775
1-Jul-18	\$1,587	\$3,284	\$4,871
1-Jul-19	\$1,619	\$3,350	\$4,969

**HOURLY RATES FOR NURSING COORDINATORS WITH LONGEVITY**

**12 MONTHS - FULL TIME**

	<b><u>10 YEARS</u></b>	<b><u>15 YEARS</u></b>	<b><u>20 YEARS</u></b>
1-Jul-14	\$37.43	\$38.24	\$38.99
1-Jul-15	\$38.18	\$39.00	\$39.77
1-Jul-16	\$38.95	\$39.78	\$40.61
1-Jul-17	\$39.73	\$40.58	\$41.38
1-Jul-18	\$40.52	\$41.39	\$42.20
1-Jul-19	\$41.33	\$42.22	\$43.05

**PART TIME**

	<b><u>10 YEARS</u></b>	<b><u>15 YEARS</u></b>	<b><u>20 YEARS</u></b>
1-Jul-14 \$	710 \$	1,346	\$ 1,994
1-Jul-15 \$	724 \$	1,373	\$ 2,034
1-Jul-16 \$	739 \$	1,400	\$ 2,075
1-Jul-17 \$	753 \$	1,428	\$ 2,117
1-Jul-18 \$	769 \$	1,457	\$ 2,159
1-Jul-19 \$	784 \$	1,486	\$ 2,202

**10 MONTH, PART TIME WITH LONGEVITY**

	<b><u>10 YEARS</u></b>		<b><u>15 YEARS</u></b>		<b><u>20 YEARS</u></b>
	<b><u>PT SALARY</u></b>	<b><u>HRLY RATE</u></b>	<b><u>PT SALARY</u></b>	<b><u>HRLY RATE</u></b>	<b><u>PT SALARY</u></b>
<b><u>HRLY RATE</u></b>					
1-Jul-14					
<b>N5</b>	\$ 28,621.00	\$ 33.82	\$ 29,257.00	\$	34.57
	\$ 29,905.00	\$			
<b>N6</b>	\$ 29,078.00	\$ 34.36	\$ 29,714.00	\$	35.11
	\$ 30,362.00	\$			
<b>LPN</b>	\$ 21,538.00	\$ 25.45	\$ 22,174.00	\$	26.20
	\$ 22,822.00	\$			

1-Jul-15

<b>N5</b>	\$ 29,194.00	\$	34.50	\$ 29,843.00	\$	35.27
	\$ 30,504.00	\$	36.05			
<b>N6</b>	\$ 29,659.00	\$	35.05	\$ 30,308.00	\$	35.82
	\$ 30,969.00	\$	36.60			
<b>LPN</b>	\$ 21,966.00	\$	25.96	\$ 22,615.00	\$	26.73
	\$ 23,276.00	\$	27.51			

1-Jul-16

<b>N5</b>	\$ 29,776.00	\$	35.19	\$ 30,437.00	\$	35.97
	\$ 31,112.00	\$	36.77			
<b>N6</b>	\$ 30,250.00	\$	35.75	\$ 30,911.00	\$	36.53
	\$ 31,586.00	\$	37.33			
<b>LPN</b>	\$ 22,404.00	\$	26.48	\$ 23,065.00	\$	27.26
	\$ 23,740.00	\$	28.06			

1-Jul-17

<b>N5</b>	\$ 30,374.00	\$	35.89	\$ 31,049.00	\$	36.69
	\$ 31,738.00	\$	37.51			
<b>N6</b>	\$ 30,857.00	\$	36.46	\$ 31,531.00	\$	37.26
	\$ 32,220.00	\$	38.08			
<b>LPN</b>	\$ 22,859.00	\$	27.01	\$ 23,533.00	\$	27.81
	\$ 24,222.00	\$	28.63			

1-Jul-18

<b>N5</b>	\$ 30,982.00	\$	36.61	\$ 31,670.00	\$	37.43
	\$ 32,372.00	\$	38.26			
<b>N6</b>	\$ 31,473.00	\$	37.19	\$ 32,161.00	\$	38.01
	\$ 32,863.00	\$	38.84			
<b>LPN</b>	\$ 23,314.00	\$	27.55	\$ 24,002.00	\$	28.37
	\$ 24,705.00	\$	29.20			

1-Jul-19

<b>N5</b>	\$ 31,598.00	\$	37.34	\$ 32,300.00	\$	38.17
	\$ 33,020.00	\$	39.02			
<b>N6</b>	\$ 32,106.00	\$	37.94	\$ 32,808.00	\$	38.77
	\$ 33,524.00	\$	39.62			
<b>LPN</b>	\$ 23,778.00	\$	28.10	\$ 24,480.00	\$	28.93
	\$ 25,196.00	\$	29.78			