

**CHAUTAUQUA COUNTY DEPARTMENT OF HUMAN RESOURCES  
GERACE OFFICE BUILDING  
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**CSEA 6322 WAGE AND RELATED BENEFITS INFORMATIONAL SHEET**

The following information is intended to summarize the core wage and related benefits that are available to CSEA 6322-covered employees. Full details of these items and other terms of employment and benefits can be found within the CSEA 6322 Agreement (Union Contract).

**Wages:**

- Paid on a bi-weekly basis and only by direct deposit.
- Wages are fixed by a salary schedule.
- **Steps** - there are salary steps that will be attained as follows:
  - **Step 1**- \$21.92/hr.
  - **Step 2**- \$22.99/hr. The first day of January or July, whichever comes first after the employee has completed at least six months of employment.
  - **Step 3**- \$23.57/hr. Set one year after an employee obtained the Step 2 increment.
- **Shift Differential**- All employees who work a shift where 2 or more hours of basic work hours are between 6 P.M. and 6 A.M. shall earn a shift premium. This shift differential is 6% of the base pay for hours worked between 6 P.M and 6 A.M.
- **Holidays**
  - Employees shall receive time and one-half their normal hourly rate for all hours worked on one of the holidays listed below:

▪ New Year's Day	▪ Labor Day
▪ Martin Luther King Jr Day	▪ Columbus Day
▪ Presidents Day	▪ Election Day
▪ Good Friday	▪ Veterans Day
▪ Memorial Day	▪ Thanksgiving Day
▪ Independence Day	▪ Christmas Day
- **Jury Duty**

State law provides that an employer must pay the employee \$40 for each day of work missed due to jury duty for the first 3 days of their jury assignment. Meaning, the \$40 dollars is payable as a daily wage ONLY for scheduled days missed due to being excused to attend jury duty AND ONLY for the first 3 days of the jury duty assignment
- **Longevity**
  - Employees are eligible for longevity after 3 years of continuous employment with the County. The employee shall receive \$75 for each year of service.
  - All employees who are eligible for longevity will receive payment in a lump sum on the first pay date in December.