

LABOR COUNTER F FOR 9) COMPENSATION

10/2/25

9) COMPENSATION (EXHIBIT A)

A. The salary schedule will increase as follows for the life of the contract:

	<u>2025</u>	<u>2026</u>	<u>2027</u>
Librarian III	4.25%	4%	3.75%
Librarian II	4.25%	4%	3.75%
Librarian I	4.25%	4%	3.75%

In addition, a one-time stipend of \$2,500 will be given to each member employed at the expiration of the previous contract, December 31, 2024.

Professional staff are compensated at the hourly rate shown on the compensation schedules.

In addition, each PSA member will receive a yearly professional development stipend of \$600 payable on the first payroll of the calendar year.

Compensation increases, professional stipend increases, longevity increases, and any increases in benefit time shall be retroactive to **January 1, 2025** for all bargaining unit employees who are not permanently separated as of the date of ratification, including employees on an approved leave of absence, part-time employees, and employees who work intermittent or seasonal shifts. Any bargaining unit employee who retires, **voluntarily separates**, or is laid off during the length of this contract, but leaves employment before the signing of this agreement, will be paid the retroactive pay for the period they were employed.

A longevity stipend will be paid to eligible employees on the anniversary date of completed years of service as follows:

5-9 years	\$ 900
10-14 years	\$1,000
15-19years	\$1,100
20-24 years	\$ 1,200
25-29 years	\$ 1,300
30 years or over	\$ 1,400

The stipend will be paid in the first pay period following the anniversary date. The employee must be active on the payroll system as of anniversary date in order to be eligible for payment.

The stipend will be paid to anyone who retires or resigns due to medical disability (licensed health care provider's statement required) in the calendar year of anniversary but prior to the anniversary date.

B. A librarian hired to fill a full-time or part-time vacancy shall receive the hiring rate of pay for the first six months of employment, after which time the librarian shall receive the working rate as outlined in Exhibit A.

- C. Library employees, when duly authorized by the Library Director to use their personal vehicles, shall be paid the approved Internal Revenue Service rate of the use of such vehicle.
- D. Any person rehired within one year from the date of resignation or lay-off in the same classification in the Library shall be hired at the rate of pay they would have earned had they not resigned or been laid off.
- E. Any employee on an unpaid leave of absence who is reinstated within one year from the date the unpaid leave of absence began shall be reinstated at the same rate of pay as they would have earned had they not been on leave of absence.

F. Compensatory Compensation

- 1. Compensatory time shall be earned as follows except where federal laws, state laws, or this contract provide differently.
 - a. Compensatory time is defined as the computation of all hours worked by an employee beyond the total hours of the normal pay week of the Library.
 - b. Compensatory time shall be earned and taken in 15 minute units only.
 - c. Compensatory time may be taken only at a time which shall not interfere with the effective operation of the Library.
- 2.
 - a. Compensatory time may be accrued without approval to a maximum of 100 hours, which time must be reduced within one year from the time the maximum is gained. Compensatory time may be used after notice of termination has been filed with prior approval of the supervisor or will be paid at the time of resignation, lay-off or retirement.
 - b. If a full-time employee volunteers to work between 35 and 40 hours in a work week, they may choose to receive straight time earnings or may accrue compensatory time for all hours worked over 35 and up to 40. If the hours paid in the work week exceed 40, the employee will receive straight time earnings for all hours between 35 and 40 and time and a half for all hours over 40.
 - c. Employees who have approval to work more than 40 hours in any week will be paid for all hours over 40 at time and a half, unless the employee has on file with the Principal Clerk/Typist prior to the date the employee works overtime, a written statement that the employee wants compensatory time at one and a half hours.
- 3. Employees (working less than 35 hours per week) do not earn compensatory time, but will be paid for all time worked, with the exception of compensatory time earned for working on any of the following holidays: Martin Luther King Day, Presidents Day, Juneteenth, Indigenous Peoples' Day, and Veterans Day. Compensatory time may be accrued to a maximum of 43.75 hours, which time must be reduced within one year from the time the maximum is gained. Other provisions of this section shall apply

G. Employee - Definitions

- 1. A full-time employee is appointed to work 35 hours per week.
- 2. A part-time employee is appointed to work fewer than 35.0 hours per week.

Benefits for part-time employees are prorated based on the number of hours worked and include: vacation, holidays, sick leave (including family leave) and bereavement. Health insurance is available to those who work 18 hours or more per week. Retirement is required of those working 30 hours or more per week and optional for those working fewer hours. For details of benefits, see the particular benefit section.

3. A temporary employee is a person hired for a period not exceeding one year. Temporary appointments are made following the rules and regulations of Civil Service. The use of temporary employees shall be limited to the following:
 - employees filling in for a temporarily absent employee; or
 - employees performing short-term assignments due to specialized needs or temporary increases in workload.

Situations requiring temporary employees which do not meet the above criteria are subject to approval by agreement between the PSA/UAW and the employer.

Temporary employees are eligible immediately to receive holiday pay and may begin to accrue and use sick time. After 120 days of employment, temporary employees are eligible to receive all of the same benefits that permanent employees receive as defined by their standard assigned work week and in accordance with all other provisions of this bargaining agreement. Under the applicable rules and regulations of the New York State Retirement System, membership for temporary employees remains optional.

H. The Library shall pay \$1.00 per hour as inconvenience pay for hours worked after 6:00 p.m. Monday through Thursday, to all employees in all labor grades whose approved work schedules include scheduled hours after 6:00 p.m.

