

AGREEMENT

between

TOWN OF GREECE

and

CWA LOCAL 1170

January 1, 2017 - December 31, 2019

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Memorandum of Agreement

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AGREEMENT

This Agreement made and entered into this 5th day of December, 2016, by and between the Town Board of the Town of Greece, County of Monroe, and State of New York, hereinafter referred to as the "Town", and the Communications Workers of America, Local 1170, hereafter referred to as the "Union".

WHEREAS, the Town and the Union as parties to this Agreement are desirous of entering into written Contract with respect to salaries, wages, hours and other conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement;

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1 - PURPOSE

It is the purpose of this Agreement to effectuate the provisions of Chapter 391 of the Laws of 1967 (The Public Employees' Fair Employment Act), to provide orderly collective negotiating relations between the Town and the Union, to secure prompt and equitable disposition of grievances, and to establish fair wages, hours and working conditions for the employees covered by this Agreement.

The provisions of this Agreement shall be applied equally and to all employees in the bargaining unit, without discrimination as to age, sex, race, color, creed, national origin, religion, sexual orientation, marital status or disability.

ARTICLE 2 - RECOGNITION

2.1 The Town recognizes the Union as the sole and exclusive representative for all employees described in Section 4 of this Article, for the purpose of collective bargaining and processing of grievances for the maximum period defined in the Taylor Act.

2.2 The Town shall deduct from wages of employees and remit to the Union regular membership dues on behalf of those employees who have signed authorization permitting such payroll deductions, in accordance with Section 208(1)B of the Act.

All new employees shall, as a condition of employment, pay or tender to the Union an amount equal to the periodic Union dues, until termination or employee's separation from the Bargaining Unit. Separation shall include transfer out of this Bargaining Unit, removal from the Town's payroll, or leave of absence of more than one month.

Upon returning to the Bargaining Unit each employee shall, as a condition of employment, pay or tender an amount equal to the periodic Union dues.

The Town shall inform employees and applicants for employment of their rights and obligations under the provision of this Article.

2.3 The Union affirms that it does not assert the right to strike against the Town, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike.

2.4 The Bargaining Unit shall consist of all full-time employees of the Town of Greece not covered by other negotiating units and, more particularly, all secretarial, clerical, technical and administrative full-time employees of said Town, with the

exception of Department Heads and elected officials of the Town, and Assistant to the Supervisor, the Secretary to the Supervisor, and Secretary to the Deputy Supervisor, the Personnel Clerk, the Secretary to the Town Attorney, and the Supervisor of Data Processing, and the Building Inspector. The Secretary to the Town Clerk shall be included in the Bargaining Unit.

- 2.5 The Town shall provide a multi-purpose check off box for the purposes which the Union may determine, i.e., charitable contributions, political contributions, building funds contributions, health and welfare and pension payments.
- 2.6 Effective upon ratification of the contract, the Town will provide the Union with 30 calendar days advance notice of the implementation of a new title and/or pay grade or abolishment of a job title and/or pay grade. All job titles and pay grades are to be placed in the salary schedule appendix.

The Union shall indemnify and hold the Employer harmless against any and all claims, suits, orders and judgments brought or issued against the Town as a result of the action taken or not taken by the Employer under the provisions of this Article.

ARTICLE 3 - COMPENSATION

- 3.1 Compensation for employees covered by this Agreement shall increase accordingly:

Effective Pay Period 25 of 2014, all unit members shall receive a bonus equal to 1% of his/her base salary;

Effective January 1, 2015, Step 6 of the 2014 salary schedule shall be increased by 1.00%, and effective July 1, 2015, Step 6 of the salary schedule shall be increased by 1.00%; see attached salary schedule;

Effective January 1, 2016, Step 6 of the 2015 salary schedule shall be increased by 1.00%, and effective July 1, 2016, Step 6 of the salary schedule shall be increased by 1.00%; see attached salary schedule;

Effective January 1, 2017, new Steps 7, 8, and 9 shall be added to the existing (2016) salary schedule, with new Step 7 being 2% higher than existing Step 6, Step 8 being 2% higher than Step 7, and Step 9 being 2% higher than Step 8.

Employees who have been on Step 6 for one year or more as of December 5, 2016, will move to Step 7 effective January 1, 2017; Step 8 effective January 1, 2018; and Step 9 effective January 1, 2019. All other unit members shall move through

the salary schedule on his or her anniversary date and in accordance with the provisions of this Article.

- 3.2 When the Town hires a new employee or rehires a former employee, it is solely within the discretion of the Town Board as to which group and step within the group that employee is to be placed.
- 3.3 Each new employee or rehired former employee shall be on probation for six (6) months from the first working day of said employment. At any time during this probationary period the Town, in its sole discretion, may elect to discharge, discipline or lay off said employee. The action of the Town shall be subject to the grievance procedure but shall not be subject to any arbitration clause contained in this Contract.
- 3.4 Any employee in Step X of any group shown in Appendix A, B, C, D, or E will, after six (6) months of continuous satisfactory performance, automatically progress to Step 1 in the same group. Any employee in Step 1 of any group shown in one of the appropriate salary schedules will, after an additional year of continuous satisfactory performance, automatically progress to Step 2 in the same group. Any employee in Step 2 of any group shown in one of the appropriate salary schedules will, after an additional year of continuous satisfactory performance, automatically progress to Step 3 in the same group. Progression beyond Step 3 of the salary schedule will be within the merit system of the Town of Greece. Merit raises will be granted at the discretion of the Town. Denials of merit increases shall be subject to grievance and arbitration pursuant to the provisions of this collective bargaining agreement.
- 3.5 If a member of the Bargaining Unit is promoted between groups, the employee will be placed in a step in the new group at a rate of pay which is higher than the amount which he previously received but no less than \$300 annual increase. The promoted employee shall be on probation for six (6) months and may, at any time during the probationary period, be reinstated in the step and group from which the employee was promoted. This decision is not subject to any arbitration procedure of this Contract, although it may be grieved. The Rules of the Civil Service Law, Section 63, will apply.

ARTICLE 4 - JOB SECURITY

- 4.1 Any reduction in the work force shall be consistent with Civil Service Law, Sections 80 and 81.
- 4.2 In the case of a reduction in the work force, the employees

being laid off shall receive thirty (30) days advance notice.

- 4.3 Time off a job with pay will be granted to allow the employee to look for another job. The time off to look for other employment shall be mutually agreed to between the Union and the Town. The Union shall appoint a spokesman for this purpose.
- 4.4 In the event of layoff due to abolishment of function or reduction of force, affected employees will be entitled to severance payment as follows: Any employee who has completed one (1) year of service with the Town and is laid off shall be entitled to the following severance pay:

Years of Service	Weeks of Pay
1 - 2	4
2 - 5	8
5 - 10	12
10 - 16	16
16+	16 + 1 week for every full year of service

An employee who is laid off shall be granted a three (3) month extension of health insurance coverage beyond the current billing period in which an employee is laid off, under the following conditions:

1. It is the laid off employee's obligation to notify the Town immediately of the discontinuance of the health insurance benefit once they have taken employment elsewhere and have reached the health insurance eligibility date with the new employer.
2. If the laid off employee has a working spouse who is eligible for health insurance benefits at his/her place of employment, the health insurance extension will only apply for no more than one (1) month during which the spouse must apply for coverage under his/her terms of employment benefits.
3. It is the laid off employee's responsibility to submit to the Town their portion of the monthly premium payment by check or money order. This payment must be received by the Town Personnel Department by 5 PM of the 20th of each month to secure coverage for the following month. In the event payment is not received by the 20th of the month the Town will take the necessary steps to cancel the policy at the end of the current month.

- 4.5 Any full-time employee whose job is abolished and is made into

a part-time job, shall have the first option of assuming the part-time position which replaced the abolished full-time position.

Employees in the Noncompetitive or Labor class positions whose full-time positions are abolished and displaced by part-time employees, shall have recall rights with the Town for one (1) year, to a position for which the laid-off employee qualifies.

- 4.6 If the Town reduces their present work force by layoff due to the abolishment of function or reduction of force, the Union and the Town shall negotiate the impact of such decision on the terms and condition of employment of the employee affected.

ARTICLE 5 - LONGEVITY

- 5.1 The Town shall pay fifty dollars (\$50.00) per year longevity to unit members for each year of service, beginning with the second year. Payment will be made at the time of the employment anniversary date. The Town shall recognize up to sixteen (16) years of service to the Town by a unit member.
- 5.2 Upon resignation, retirement or layoff, longevity for the final year of employment will be calculated by crediting the employee with one-twelfth (1/12) of the annual amount they would have received should they have completed another anniversary year, for each month of service since their previous anniversary date.

Payment for longevity shall be as follows:

<u>Number of Years of Employment</u>	<u>Payment</u>
1 st	\$0
2 nd	\$50.00
3 rd	\$100.00
4 th	\$150.00
5 th	\$200.00
6 th	\$250.00
7 th	\$300.00
8 th	\$350.00
9 th	\$400.00
10 th	\$450.00
11 th	\$500.00
12 th	\$550.00
13 th	\$600.00
14 th	\$650.00
15 th	\$700.00

ARTICLE 6 - RETIREMENT PLAN

Employees shall be covered by the New York State Employees Retirement System, and will be bound by its laws and regulations.

Employees shall be covered under plan 75(I) of the New York State Employees Retirement System for members of Tier I and II.

ARTICLE 7 - OVERTIME

7.1 Hours worked between thirty-five (35) and forty (40) hours per week shall be payable at straight time or compensatory time off, to be determined by mutual agreement between the employee and the department head.

7.2 Time and one-half shall be paid for hours worked in excess of forty (40) hours per week. With the exception of holidays, pre-scheduled vacation and pre-scheduled compensatory time, hours which are paid for but not worked shall not be counted as time worked in the calculation of overtime.

7.3 Employees will be allowed to accrue a maximum of 125 hours of compensatory time in the time bank.

All employees shall be allowed to receive cash payment for earned compensatory time for up to but not to exceed 125 hours. Such payment shall be made at the employee's base rate of pay. Payment will be issued on the second pay date in September provided that the member has requested such in writing by September 1st.

7.4 For the purpose of this section, the work day shall be considered seven (7) hours and the work week thirty-five (35) hours, based upon a five-day work week. The Town will pay straight time overtime to all employees in the Bargaining Unit for overtime under one hour on any given day when declared by a department head, and automatically for overtime over one hour on any given day. Employees may elect to take compensatory time instead of overtime pay, consistent with Section 1 of this Article.

Accordingly, a department head shall not arbitrarily refuse to make a declaration of overtime work by a union member if less than one hour, as aforesaid, unless good cause be shown by said department head for refusing to declare same.

- 7.5 It is the underlying intent of the parties hereto to recognize and to compensate such unit employees who are required to work additional hours beyond the regular work week as described above.

All employees who are currently on a designated work schedule and have been on it for at least six (6) months or more, shall be deemed to be eight (8) hour per day employees. An addendum shall be added to the collective bargaining agreement, indicating the position titles by department. A memorandum of agreement shall be drawn and executed, which will list the names of the employees involved.

In the future, the Town shall have the right to determine if and when an eight (8) hour day schedule is needed, based upon department operations and to assign individuals to that schedule.

Any employee who has been on a designated eight (8) hour work schedule for one (1) year or more, shall become a regularly scheduled eight (8) hour per day employee and shall be added to the provisions set forth in paragraph 1 above.

It is the intent of this Section that any employee designate as an eight (8) hour employee or a seven and one-half (7 ½) hour employee, shall receive sick time, vacation time and holidays based upon their seven and one-half (7 ½) hour or eight (8) hour work day.

- 7.6 Employees assigned to the Information Services Department that are required to be on-call shall receive three quarters of an hour pay or compensatory time off calculated at straight time for every day on call. In addition, time spent to fix network problems from home will be compensated in the following manner:

- A.) Time expended up to one hour shall receive either one hour comp time or straight pay
- B.) Time expended more than one hour will be paid according to section 7.1 and/or 7.2 of this article.

- 7.7 An employee called in to work for emergency situations outside his regularly scheduled hours by the Employer shall be guaranteed a minimum of four (4) hours pay at straight time. Such guarantee shall not apply to hours which adjoin his regular starting time.

- 7.8 Any employee required to attend meetings outside of their regular scheduled tour shall be guaranteed one (1) hour's pay at straight time.

- 7.9 Animal Control officers shall receive compensation and his/her hourly rate for .75 hours per-day, for each day he/she is on call, and shall be paid for all actual hours worked while on call at time and one-half, consistent with Section 7.2 of this Article.

ARTICLE 8 - VACATION

- 8.1 Each employee shall receive each month a vacation with pay based upon the following schedule, to be determined by the anniversary date of employment of the individual employee:

<u>Length of Service</u>	<u>Length of Vacation</u>
6 months	5 working days
After 1 year	1.25 days per month
After 4 years	1.50 days per month
After 9 years	1.75 days per month
After 14 years	2.00 days per month
After 19 years	2.25 days per month

In the event an employee incurs documented illness, accident, or death of a relative while on vacation, any charge against vacation credits will cease upon the first day of such illness or accident.

- 8.2 The vacation selection process shall be completed by March 1 of each year and posted in the workplace. Seniority will govern the choice of vacation and any conflict between two or more employees selecting the same vacation week.

Vacation requests for less than one week shall be distributed on a fair and equitable basis among employees in the department, and shall require mutual agreement between the employer and the employee consistent with past practice.

- 8.3 Employees will be allowed to accrue a maximum of 40 days of vacation in their vacation bank. Any time accrued beyond the 40 days will be forfeited.
- 8.4 Earned vacation shall be paid to an employee's estate upon his or her death.
- 8.5 Monthly vacation accruals will cease when an employee's unpaid leave exceeds 60 consecutive calendar days. Additional monthly accruals will be forfeited for every full 30 day increment thereafter.

ARTICLE 9 - HEALTH INSURANCE

- 9.1 All full time employees of the unit may, by application, become subscribers of the Town's health insurance program, which shall include the following plans or the substantial equivalent:

Town of Greece Mid Option Plan
Town of Greece Core Option Plan
Town of Greece High Deductible Option Plan ("HDHP")
(effective January 1, 2015)

The base health plan will be the Town of Greece Core Option Plan.

During the term of this contract (January 1, 2017 - December 31, 2019), no change to the existing plans, other than those by governmental mandate, shall occur without Town-wide labor consensus.

- 9.2 Employees who select the base plan will contribute towards the monthly premium according to the following table:

Employees Hired Before 9/1/2014:

Coverage Beginning	Employee Contribution
January 1, 2015	5% of the Core Plan
January 1, 2016	7.5% of the Core Plan
January 1, 2017	8.5% of the Core Plan
January 1, 2018	9.5% of the Core Plan
January 1, 2019	10% of the Core Plan

Employees Hired After 9/1/2014:

Coverage Beginning	Employee Contribution
January 1, 2015	10% of the Core Plan
January 1, 2016	10% of the Core Plan
January 1, 2017	11% of the Core Plan
January 1, 2018	12% of the Core Plan
January 1, 2019	12.5% of the Core Plan

* Regardless of Type (Single, Sponsor, Family, etc.)

If the employee chooses to subscribe to the Town of Greece High Deductible Plan, he/she will be responsible to contribute 2.5% of the total premium cost. For employees enrolled in the High Deductible Plan, the Town will make available a Health Savings Account (HSA), and will deposit 50% of the total deductible amount on or around January 1 each year, provided the employee account cannot exceed \$3,000 (single)/ \$6,000 (family). Employees may make additional annual contributions to their HSA accounts, up to the maximum annual amounts allowed by law. All HSA deposit will continue in retirement,

if allowable by law, and if such arrangement would not require the Town to incur any tax consequences, and only so long as the employee remains in an applicable High Deductible Health Plan and provided no HSA contributions will be made for Medicare eligible employees.

- 9.3 If the employee chooses to subscribe to the Town of Greece Mid Option Plan, he/she will be responsible to pay the difference between the Town's contribution to Town of Greece Core Option Plan and the cost of the Mid Option Plan. Payment will be made through payroll deduction.

Employees who decline health insurance coverage with the Town shall receive a payment from the Town the equivalent of twenty-five percent (25%) of the base plan that would have been paid for the months in which they were not covered by the Town. Payments will be made in the last pay check in November of each year. The employee shall have the right to return to the Town's group coverage upon a change in status or during any "open enrollment" period. Employees covered by Town health insurance through a spouse (active or retired) are not eligible for this payment.

9.4 - Retiree Health Insurance (up to Medicare Eligibility)

Retirees of the Town will be able to continue membership in the plan that was in effect at the time of their retirement; with continuation of the respective premium payment formula under the following provisions:

- a. Ten (10) years of continuous ~~full-time~~ (deleted March 2007) service with the Town of Greece immediately preceding the date of retirement; and
- b. drawing a pension from the New York State Retirement System; or
- c. drawing a pension or disability benefit under Social Security.

If a retiree relocates to an area that does not have reciprocity or affiliation with one of the plans listed in Section 9.1, he/she may join a health insurance plan of their choice. If a retiree chooses to subscribe to a higher cost plan, the Town will contribute an amount equal to the amount it pays monthly for the Base Plan (whichever is higher), and the retiree will be obligated to pay the premium difference, if any. Total monthly payment will be made by the Town directly to the health insurance plan provider. The retiree must submit to the Town their portion (if applicable) of the monthly health insurance premium payment by check or money order. This payment must be received by the Town Personnel Department by five o'clock (5:00) p.m. on the twentieth (20th) of each month to secure coverage for the following month. In

9.5 Retiree Health Insurance (Medicare Eligibility)

9.6 Dental Insurance

Effective January 1, 2013:

Single	- \$49.00/Month
Family	- \$69.00/Month

9.7 Eye Care

Effective January 1, 2017: \$9.00

9.8 Health Reimbursement Account (HRA)

For employees who are members of the Town's health insurance program the Town will fund a Health Reimbursement Account(HRA) in the amount of \$1000 per year. This account will be funded in increments of \$500 twice each year, January 1st and July 1st. The balance in the HRA will "rollover" from year to year. Town funding will "sunset" with the July 2013 payment. However, for 2015 only, employees will receive a payment of \$250 into their HRA accounts. In the event of an employee's resignation or retirement he/she may continue to be reimbursed from the HRA until the account is exhausted. Town funding will cease as of the date of the resignation/retirement.

In the event an employee is terminated by the Town for misconduct, the HRA will also terminate as of the date of the employment termination.

9.9 Flexible Spending Account (FSA)

Each employee will be eligible to contribute through payroll deduction to an FSA for eligible medical and childcare expenses per IRS regulations.

If an employee elects to establish an FSA for medical expenses, the FSA will be exhausted before funds from the HRA are disbursed.

9.10 Employee/Retiree Responsibility

It shall be the employee's/retiree's responsibility to initiate membership in a health insurance plan offered by the Town and to notify the Town of any change in family status or other qualifying event as described:

- Change in family status (marriage or divorce/annulment)
- Change from single, two-person or family coverage
- Addition/removal of a spouse and/or dependent
- Loss of coverage (under another plan or under spouse's plan)
- Change in work hours
- Medicare eligibility of self or spouse or dependent
- Change due to death

Changes in family status or qualifying events must be reported within 30 days of such change/event.

9.11 ACA Re-Opener

In the event that either of the parties determines in good faith that health benefits provided under this Agreement

will trigger a penalty or tax pursuant to the Affordable Care Act Excise Tax (26 U.S.C. § 4980I), or will otherwise be out of compliance with any federal or state law, rule, and/or regulation related to the Affordable Care Act, the parties will immediately meet upon written notice by the party that seeks the re-opening for the purpose of addressing the Excise Tax or other legal compliance issue.

As part of those negotiations, the Town must provide the Union information that the Union reasonably requests, including but not limited to, actuarial reports, necessary for the Union's consideration of the issue.

If a resolution is not reached after sixty (60) days, the parties will engage in an expedited arbitration proceeding in which the arbitrator will be empowered to modify the Agreement, to the least extent necessary, to resolve the legal compliance issue.

The parties agree that any arbitration hearing(s) under this paragraph will take place within thirty (30) calendar days after a failed attempt to reach a resolution as set forth above. If an arbitrator is selected but cannot hear the matter on a mutually agreeable date within thirty (30) calendar days after he or she is notified of his or her appointment, or if the selected arbitrator is otherwise unavailable, either party may demand that a new arbitrator be selected.

The process to select an arbitrator shall be as follows: the Town and the Union will meet within three (3) calendar days after the failed attempt to reach a resolution and each party will present a list of three (3) proposed eligible arbitrator names at this meeting. If an arbitrator name appears on both lists, that person will be selected as the arbitrator. If more than one name appears on both lists, then the arbitrator name that appears on both lists that has a last name that begins with the letter earliest in the alphabet shall be selected to hear the matter. If no arbitrator appears on both lists, the Town and the Union will alternate striking one name from the list until only one name remains. A coin flip for each arbitration proceeding under this Article will determine who strikes first.

ARTICLE 10 - SICK LEAVE

10.1 General Provisions

1. Under the terms of this Agreement, sick leave shall be

granted for the following causes:

- A. Sickness or injury of the employee,
 - B. Serious illness in the employee's immediate family requiring care and attendance by the employee,
 - C. Quarantine regulations, and
 - D. Medical and dental visits
2. For the purpose of this Article, immediate family shall include: mother, father, spouse, child, brother, sister, grandparents, or a person occupying the position of a parent of the employee or spouse, or any other relative who is an actual member of the employee's household.
 3. *Notice to supervisor:* When absence is required under the provisions of this Article, the employee shall report illness to his supervisor by the start of the work day or as soon as possible thereafter. In the case of failure to report within the time limits stated, unless for reasons satisfactory to the department head, the absence shall not be credited to sick leave but shall be considered as time off without pay.
 4. A certificate or affidavit issued by an attending physician showing incapacity and/or inability of the employee to perform his duties shall be filed with the department head in cases where the absence is of a duration of more than three (3) consecutive working days. If an employee fails to submit proof of illness or a reason for his absence when he is required to do so, or if the proof submitted does not justify the employee's absence, in the judgment of the department head, such absence shall not be considered sick leave.

10.2 Individual Sick Days

1. All full-time employees who regularly work thirty-five (35) or more hours per week shall be entitled to sick leave. Employees shall be entitled to full pay for such sick period as shall not exceed the number of accumulated sick days as provided below
2. Sick leave shall be credited at the rate of thirteen (13) days per calendar year. Sick leave shall be credited at the rate of 1.08 days per month once an employee has completed one month of employment. Time will be credited to an employee's bank effective the 1st of each month. Employees will be allowed to accumulate sick days not to exceed one hundred and eighty (180) days.
3. *Payment for accumulated sick leave upon termination:* All current employees whose date of employment precedes July 14, 1975, shall be entitled to payment for accumulated

sick leave according to the following:

- A. For those employees with more than 100 days in their sick bank as of October 1, 1985:
 - 1. employees' sick banks will be adjusted to 100 days;
 - 2. the employees will continue to accumulate sick days in accordance with Article 10, Section 2.2, with a maximum of one hundred (100) days of accumulated sick leave being paid upon termination; payment will be made at the rate of pay being earned at the time of separation.
 - B. For those employees with less than 100 days in their sick bank as of October 1, 1985:
 - 1. employees will be paid for a maximum of one hundred (100) days of accumulated sick leave upon termination; payment will be made at the rate of pay being earned at the time of termination.
 - C. Employees will continue to accumulate sick days in accordance with Article 10, Section 2.2
4. Monthly sick accruals will cease when an employee's unpaid leave exceeds 60 consecutive calendar days. Additional monthly accruals will be forfeited for every full 30 day increment thereafter.

10.3 Extended Sick Leave - Half-Pay Sick Leave

- 1. Employees employed by the Town up to one year and who suffer a non-occupational disability, sickness, or accident, shall, after exhausting any available sick leave, vacation leave and compensatory time off (the employee has the option of withholding a total of five (5) vacation or compensatory time days or a combination of both not to exceed five (5) days in his/her bank for future use), be entitled to disability benefits comparable to the provisions of the New York State Disability Law.
- 2. Employees employed by the Town in excess of one year but less than five years shall be entitled to three months sick leave at half-pay after having used any available sick leave, vacation leave and compensatory time off (the employee has the option of withholding a total of ten (10) vacation or compensatory time days or a combination of both not to exceed ten (10) days in his/her bank for future use).
- 3. Employees employed by the Town in excess of five years shall be entitled to six months sick leave at half-pay after having used any available sick days, vacation days and compensatory time days (the employee has the

option of withholding a total of fifteen (15) vacation or compensatory time days or a combination of both not to exceed fifteen (15) days in his/her bank for future use).

10.4 Sick Leave Payment for Workers Compensation Injury

In the event of a compensable, on-the-job injury, the Town shall pay to such injured employee his full salary, and the compensation which the employee may receive as a result of such injury shall be returned to the Town. Said absence shall not be charged against accumulated sick leave.

10.5 Maternity Leave

An employee who is pregnant may continue to work as long as she and her physician feel she can adequately perform her work. In maternity cases, the employee will be allowed to use her accrued vacation and compensatory time credits, if any, during the non-disability period of maternity leave.

A pregnancy related disability shall be certified by an attending physician prior to the payment of sick leave benefit to which the employee shall be entitled.

If the employee does not have any sick leave credits at the time of disability, or exhausts accrued sick leave credits during the disability period as certified by the attending physician, such employee shall be entitled to appropriate half-pay sick leave in accordance with the employee's length of service for the period of disability, as certified by the attending physician, to a maximum of six months.

The employee has a right to be reinstated in a position of equivalent pay within six months of the first day of disability which results from pregnancy, subject to the written approval of her attending physician. If the employee's job function is to be changed upon return from maternity leave, such employee shall receive at least two weeks of advance notice of the change of job function.

During the period of maternity leave, the employee will be entitled to all Town benefits as set forth in this Agreement.

After the period of disability, the employee may request an unpaid leave of absence, the length of which, when combined with the disability period, shall not exceed six months. During the course of unpaid leave, the Town will continue to pay it's share of the health insurance premium for the term of the maternity leave, not to exceed six (6) months. The Town is not required to pay for holidays, jury duty leave, bereavement leave, or sick leave during the period of unpaid leave time.

ARTICLE 11 - FAMILY AND MEDICAL LEAVE ACT OF 1993

Employees will be provided benefits in accordance with current provisions of the Federal Family and Medical Leave Act.

ARTICLE 12 - BEREAVEMENT LEAVE

12.1 Permanent full-time employees will be granted four (4) working days leave with pay due to death in the employee's immediate family, which shall include: spouse, parent, father or mother-in-law, child (natural or adopted), brother, sister, grandparents, grandchild, or any person occupying the position of a parent of the employee, or any other relative who resides with the employee.

The employee may reserve one (1) of these days to attend to legal business directly resulting from the death of this family member. Scheduling of this day will be with the approval of the Department Head, and will be subject to verification, if requested.

12.2 Employees will be granted three (3) working days leave with pay due to death of employee's brother-in-law or sister-in-law. Said absence must be reported to the department head on the first day of such absence.

12.3 Upon request, the employee shall submit to the department head or his designee a Notice of Death or other evidence attesting to the validity of such absence.

12.4 Employees will be granted up to two (2) hours of paid leave to attend the funeral of a co-worker (death of an active employee, however, all such leave must have prior approval from the Town and will be subject to the Town having appropriate coverage.

ARTICLE 13 - HOLIDAYS

13.1 Employees covered by this Agreement shall be entitled to holidays with pay as follows:

New Year's Day
Martin Luther King Day
President's Day
Good Friday
Fourth of July
Labor Day
Memorial Day
Veterans' Day

Thanksgiving Day
Friday after Thanksgiving
Christmas Day
Floating Holiday - mutually
agreed to between the Union and
the Town
Floating Holiday - mutually
agreed to between the employee
and his supervisor

- 13.2 Employees required to work on a holiday will receive holiday allowance plus pay for all hours worked on such holiday.

If a holiday falls on a Saturday, it will be observed on the preceding Friday. If a holiday falls on a Sunday, it will be observed on the following Monday.

When a holiday falls within the employee's vacation period, a day shall be granted in lieu of that holiday at a time to be determined by mutual agreement between the employee and the department head.

- 13.3 *Departments which normally operate on holidays:* The holiday schedule as set forth above shall be modified to ensure the proper operation of the department. However, the Town agrees that such employees shall be entitled to the number of holidays agreed to in this Article.

- 13.4 All floating holidays must be used before the end of the Payroll Year (by the end of Pay Period 26 or Pay Period 27), not the calendar year. Floating Holidays may not be carried over into the next payroll year.

- 13.5 Members assigned to the "dispatch office in the department of public works" shall receive eight (8) holiday credit hours for each of the twelve (12) scheduled holidays (listed below) as they occur. These Holiday Bank hours may be used at any time during the year with the approval of their supervisor. Payment (using respective hourly rate) for the balance of these Holiday Bank hours will be made in the pay check for Pay Period Twenty-Six (26) or Twenty-Seven (27) of each year. Holiday Bank Hours cannot be carried over into the following year.

The Floating Holiday mutually agreed to between the employee and his supervisor will not be affected by this Agreement. The language in Article 13 - Holidays of the Agreement between the Town and the Union will prevail.

The twelve scheduled holidays are:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
President's Day	Thanksgiving Day
Good Friday	Friday after Thanksgiving Day
Memorial Day	Christmas Day
4 th of July	Floating Holiday mutually agreed to between the Town and the Union

ARTICLE 14 - EDUCATIONAL BENEFITS

- 14.1 Employees covered under this agreement and who have been continuously employed by the Town for a period of one year may be reimbursed up to seventy-five percent (75%) of the cost of tuition for courses directly relating to the position held by such employee. The maximum reimbursement payable in any consecutive 12 month period will be \$6,000.00. Courses not directly relating to the position held but necessary to complete a degree program in a related field will be eligible. Approval for each course must be obtained prior to registration per the Town's tuition reimbursement procedure. In addition, the Town will reimburse up to \$100 per semester for course related text books. Reimbursement will be made only upon satisfactory completion of each course. Satisfactory completion will be considered a "pass" for a pass/fail course or a letter grade of "C" or above.
- 14.2 If other financial assistance is received, the employee shall use such additional funds for the purchase of books, payment of fees, and the remaining 25% of the cost of the tuition. However, if the total amount of the Town's contribution and the additional financial assistance exceeds the cost of tuition, books and fees for the course, the excess amount shall be returned to the Town to offset its 75% contribution.

ARTICLE 15 - LIFE INSURANCE

Effective upon ratification, the Town will provide up to twenty thousand dollars (\$20,000) for group life insurance.

ARTICLE 16 - RECIPROCAL RIGHTS

- 16.1 The Union shall have the right to post notices and communications relative to Union business on bulletin boards maintained on the premises and facilities of the Town.
- 16.2 The Town recognizes the right of the employee to designate representatives of the Union to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of this Agreement, and to appear at public hearings before appropriate municipal organizations.

Employees who are designated or elected for the purpose of adjusting grievances or assisting in the administration of this Agreement shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations which have as their purpose the maintenance of harmonious and cooperative relations between the Town and the employees, and the uninterrupted operation of government.

Upon demand, the Union or the Town will give the names of their representatives and attorney to the opposite party.

- 16.3 Any member of the Union shall have the right to present a grievance to representatives of the Town for filing such grievance with his designated Union representative, without loss of pay.

Representatives of the Union will be allowed release time with pay for the purpose of meeting with the Town representatives to evaluate and discuss Contract compliance.

Representatives of the Union shall be allowed release time with pay for the purpose of representing employees in a grievance in any stage of the grievance procedure.

Union representatives shall be allowed release time with pay to meet with Town representatives for the purpose of discussing on behalf of employees: salaries, working conditions, grievances and disputes relating to the terms and conditions of this Agreement.

The officially elected officers of the union, or their designees shall be granted five (5) days with pay per year, to attend to reasonable Union matters off the job site. Such paid time off is intended for participation in PERB or other similar agency seminars, or for attendance at training or educational programs or for matters of Local Union business meetings or programs. The five (5) days per year are non-cumulative.

- 16.4 The parties to this Agreement agree to the following procedure for release time for Union business:
- A. Union representative shall notify immediate supervisor of the requirement for release time, and shall document the place of intended visitation, the general purpose of release time and the estimated duration of absence.
 - B. Upon arrival at destination, the Union representative shall notify the supervisor of that department of his presence, the fact that the person is on Union business, and the estimated duration of his stay.
 - C. The Union representative shall, upon return to his department, document the time of his return.

ARTICLE 17 - SEPARABILITY

Should any part hereof, or any provision herein contained, be rendered or declared illegal or improper practice by reason of any existing or subsequently enacted legislation, or by any decree of a

court of competent jurisdiction, or by the decision of any authorized government agency, such invalidation of such part or portion of the Agreement shall not invalidate the remaining portions thereof, provided, however, upon such invalidation, the parties agree immediately to meet and negotiate substitute provisions for such parts or provisions rendered or declared illegal or an improper practice. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 18 - DISCIPLINARY ACTION

- 18.1 A permanent Competitive employee for whom discipline or discharge is being contemplated shall have the option to waive his rights under Civil Service Law, Section 75 and elect to utilize the Grievance and Arbitration provisions of this agreement if the disciplinary action is contested.
- 18.2 When discipline or discharge is contemplated, the employee will be so advised and will be given three (3) working days to select the method under which discipline will proceed (i.e. Civil Service, Section 75, or contractual Grievance and Arbitration). The employee's election shall be in writing.
- 18.3 For employees electing the contractual process, any grievance will commence at Step 1 and will be filed within the time frames set forth in the contract. The pendency of a grievance under this article shall not restrict the Town's right to take the action being contested by the employee.
- 18.4 Employees not covered by Civil Service Law, Section 75, will be subject to discipline and discharge in accordance with the provisions of the Grievance and Arbitration articles of this contract.

ARTICLE 19 - GRIEVANCE PROCEDURE

- 19.1 A grievance shall be a complaint by an employee or group of employees, or by the Union on behalf of an employee or group of employees, that said employee or group of employees have, in any manner, been treated unfairly as to wages, hours or working conditions, or by an authorized Union representative with respect to the interpretation or application of any provision of any collective bargaining agreement between the parties.
- 19.2 The Union shall be considered the representative for grievance representation purposes of any employee laid off, discharged or otherwise separated from the payroll until the time limits of the grievance and arbitration procedure have been exhausted (except termination of a probationary employee shall not be

subject to the arbitration procedure).

Permanent Competitive employees facing contemplated discipline shall have the option to elect Civil Service Law, Section 75 or the contractual Grievance and Arbitration process (See Article 17).

- 19.3 Grievances presented at any step of the grievance procedure shall be presented in writing on the Grievance Form adopted by the parties. The Town's answer shall also be in writing.

GRIEVANCE PROCEDURE

Step 1: Department Head

Step 2: Town Supervisor or his representative

- 19.4 No grievance shall be considered unless presented within forty-five (45) working days from the date the alleged grievance first arose, except in cases of discharge, improper layoffs or separation from the Town's payroll, when grievance shall be initiated by the Union within fifteen (15) working days of such action.
- 19.5 Grievance presented at the First Step shall be answered within ten (10) working days. The Union shall then have five (5) working days to answer the Town's Step 1 answer, or move the alleged grievance to Step 2 by written request, setting forth the reason for the non-acceptance of the department head's response.
- 19.6 The Town then shall have ten (10) working days to answer the grievance.
- 19.7 Settlement of grievance shall not be final and binding unless endorsed by the local officer and the Town Board or their appropriate designee.
- 19.8 The Union shall notify the Town of authorized Union representatives authorized to present and process grievances.
- 19.9 Local Union representative shall do so on Town premises and receive cooperation from the Town and the Town representative. When investigating grievances, authorized Union representatives will be paid for attending all grievance meetings which take place during normal working hours.
- 19.10 The Union shall notify the Town of authorized Union representatives to be no more than three persons including the aggrieved person to present or process grievance. An attorney may be present to represent any of the parties.

ARTICLE 20 - ARBITRATION

- 20.1 If the Union is not satisfied with the Town's Step 2 response in only those grievances concerning discharge, demotion, or disciplinary action by the Town, and those grievances concerning intent, meaning, or application of the terms of this agreement, the Union shall have the right to submit the dispute, after Step 2, to arbitration. The decision to reduce the work force is not arbitrable. The Union must notify the Town of the intent to arbitrate the grievance within sixty (60) working days after receiving the Town's Step 2 grievance procedure answer.
- 20.2 The Town shall also have the right to submit the above-described matters and grievances to arbitration.
- 20.3 Within 15 working days of notifying the Town of its intent to submit an issue to arbitration, the Union shall request from the New York State Public Employment Relations Board a panel of seven (7) names to be submitted to both parties. The parties shall select an arbitrator from the panel by alternately striking the names from the panel until one name remains. The remaining person shall be designated the arbitrator for this dispute. Either party to this agreement may request one additional list of arbitrators from PERB.
- 20.4 Nothing in 19.3 shall prevent the parties from selecting a mutually agreeable arbitrator not included in the PERB list.
- 20.5 The arbitrator shall have no authority to add to or subtract from or modify the provisions of any contract between the parties; but this in no way shall limit him in the interpretation or meaning he may place upon any of the provisions of any contract between the parties in rendering a decision and/or award.
- 20.6 The decision and/or award of the arbitrator shall be final and binding on both parties and enforceable in a court of law.
- 20.7 Compensation and expenses of the arbitrator and the general expenses of arbitration shall be shared equally by the parties.
- 20.8 Each of the parties shall bear the expenses of representatives and witnesses.

ARTICLE 21 - MILEAGE REIMBURSEMENT

- 21.1 Employees who utilize their vehicles on Town business shall be

reimbursed at the rate as established by the IRS.

- 21.2 The Town will enroll employees whose job duties require use of their own vehicle on a consistent basis to carry out their normal duties, in an approved Defensive Driving Course at no cost or loss of pay to the employees.

ARTICLE 22 - SENIORITY

- 22.1 Seniority shall be defined as the length of continuous service with the Town within classifications covered by this Agreement.
- 22.2 Seniority for the purposes of this agreement shall apply only to choice of vacation; reduction of force among permanent Non-competitive, or Labor class employees; and promotion among permanent Non-competitive, or Labor class employees.
- 22.3 Vacation shall be taken at a time desired by employees subject to the approval of the department head. If a conflict develops in respect to choice of vacation among two or more employees in the same classification, seniority by virtue of continuous length of service with the Town shall be the determining factor.
- 22.4 In the event of a reduction of force among Non-competitive or labor class employees, employees on probationary status in the affected classification shall be the first laid off. Thereafter, employees by inverse length of service within the classification affected shall be laid off.
- 22.5 Any permanent Non-competitive employee may submit his request for an available promotional opportunity in the Non-competitive area. Where the qualifications of two or more applicants are relatively equal, as determined by the Town, continuous length of service with the Town will be controlling.

ARTICLE 23 - TOOL ALLOWANCE

An annual maximum of three hundred dollars will be provided to each Automotive Mechanic for: (a) replacement of broken hand tools; or (b) the purchase of new tools approved by the Department Head or his designee. Reimbursement will be made in a lump sum prior to February 1 of each year upon submission of an original sales receipt. This payment will be taxed according to current IRS regulations.

ARTICLE 24 - JURY DUTY

Any employee required to serve as a juror will continue to receive

his regular base pay for his standard scheduled hours. Any compensation received by an employee for service as a juror (excluding mileage and parking fees) will be reimbursed by the employee to the Town. It is expected that employees who receive notice to serve as jurors will advise their supervisors promptly and will cooperate in the rescheduling of jury service should the initial period be a hardship on the department.

ARTICLE 25 - MILITARY LEAVE

Employees will be granted paid leave for annual military leave consistent with Sections 242 and 243 of New York State Military Law. Such leave will not be charged to vacation or sick time.

ARTICLE 26 - TAX DEFERRED COMPENSATION

Effective January 1, 1988 the Town will provide a Tax Deferred Compensation Plan for employees in this Unit.

ARTICLE 27 - CREDIT FOR PART-TIME EMPLOYMENT

Employees who move from part-time to full-time employment with the Town shall have their prior service credited according to the following criteria:

27.1 Sick Leave

Sick leave hours accrued during part-time employment will remain in the employee's sick bank. The employee will immediately accrue sick leave as provided for in Article 10 of this agreement.

27.2 Vacation

Employees may elect either:

- a. to receive a cash payoff of their part-time vacation bank at their final part-time rate; or
- b. to retain vacation leave hours accrued during part-time employment.

All employees moving from part-time to full-time employment will be credited with five (5) vacation days after six (6) months of full-time status.

On the employee's one (1) year anniversary as a full-time employee, vacation will be credited from the full-time schedule based on the following:

yrs/months (PT)

2

with time credited based on the number of whole years completed (months to be dropped after dividing by 2); **plus** one (1) year for full-time service

27.3 **Longevity**

Employees moving from part-time to full-time will receive part-time Longevity payment, if appropriate, at the time of change in status.

Upon completion of one (1) year of full-time service, the employee will be placed in the full-time Longevity schedule based on the following:

$$\frac{\# \text{ yrs/months (PT)}}{2}$$

with time credited based on the number of whole years completed (months to be dropped after dividing by 2), **plus** one (1) year for full-time service.

Longevity will continue to be paid in December

27.4 **Severance pay**

Employees will be eligible for severance pay upon layoff using the number of years service used to calculate Longevity payment.

ARTICLE 28 - PRESERVATION OF UNIT WORK

The Town recognizes its obligations under the Taylor Law in regard to contracting out work performed by bargaining unit members, and agrees to abide by the same.

ARTICLE 29 - FLEX TIME

Employees shall have the option to request flexible hours within their scheduled work hours.

ARTICLE 30 - SEPARATION

In the event of resignation, termination, or retirement, employee vacation, compensatory time and floating holiday banks will be paid in a separate check at the same time as the final payroll check is issued. Longevity will be paid according to Article 15.2. In the event of employee death, payments will be made to the employee's estate.

ARTICLE 31 - INCLEMENT WEATHER

In the event that an employee or employees are excused from work due to inclement weather or other emergency, which must be approved in advance by the Town Supervisor, he or she will be paid for the hours that he/she was scheduled to work on that date.

ARTICLE 32 - TERM OF AGREEMENT AND FUTURE NEGOTIATIONS

32.1 Term of Agreement

This Agreement shall become effective January 1, 2017, and shall terminate at the close of business on December 31, 2019.

32.2 Future Negotiations

The parties mutually agree that negotiations for the contract year 2020 will commence June 1, 2019. In the event that the parties do not agree to a new contract by December 31, 2019, then all of the conditions and terms of this contract shall remain in full force and effect until a new contract is agreed upon by the parties hereto.

IN WITNESS WHEREOF the parties hereto have hereunto affixed their hands and seals this 14th day of JUNE, 2017.

Town of Greece, New York

Communication Workers of America

Will D'Amico
Supervisor

John Dusloskie
President

Town Negotiating Team:

Union Negotiating Team:

Michael W.
BST
Ann B.
Charles J. Blair
Will Al-

Bob Z.
Scott Sabre
Jay L.
Kim Carroll
Jenna Owens

Employees on a Standard 8 Hour Work Day

Peter Braggins

Animal Control

Brian Hondorf
Pete Hofmann
Henry Lord
Michael Capierso

Animal Control
DPW
DPW
DPW

APPENDIX A - 2017 SALARY SCHEDULE ON NEXT PAGE

Lighthouse Salaries - 2017 - 2018
Step 7, 8, 9

GROUP 9 Cleaner	STEP x	annual	\$ 18,694.67	\$ 719.03	\$ 10.27	\$ 15.41	STEP 1	annual	\$ 19,174.23	\$ 737.47	\$ 10.53	\$ 15.80	STEP 2	annual	\$ 20,092.89	\$ 772.80	\$ 11.04	\$ 16.16	STEP 3	annual	\$ 21,236.05	\$ 816.77	\$ 11.69	\$ 16.80	STEP 4	annual	\$ 22,155.58	\$ 862.14	\$ 12.17	\$ 17.12	STEP 5	annual	\$ 23,296.73	\$ 907.51	\$ 12.82	\$ 17.44	STEP 5A	annual	\$ 24,016.34	\$ 952.85	\$ 13.18	\$ 17.68	STEP 6	annual	\$ 25,736.24	\$ 989.93	\$ 14.14	\$ 18.11	STEP 7	annual	\$ 26,253.00	\$ 1,008.73	\$ 14.71	\$ 18.68	STEP 8	annual	\$ 27,318.00	\$ 1,053.23	\$ 15.28	\$ 19.25	STEP 9	annual	\$ 28,778.06	\$ 1,107.73	\$ 15.85	\$ 19.82
		bi-weekly	\$ 719.03	\$ 10.27	\$ 15.41	bi-weekly		\$ 737.47	\$ 10.53	\$ 15.80	bi-weekly	\$ 772.80		\$ 11.04	\$ 16.16	bi-weekly	\$ 816.77	\$ 11.69		\$ 16.80	bi-weekly	\$ 862.14	\$ 12.17	\$ 17.12		bi-weekly	\$ 907.51	\$ 12.82	\$ 17.44	bi-weekly		\$ 952.85	\$ 13.18	\$ 17.68	bi-weekly	\$ 989.93		\$ 14.14	\$ 18.11	bi-weekly	\$ 1,008.73	\$ 14.71		\$ 18.68	bi-weekly	\$ 1,053.23	\$ 15.28	\$ 19.25		bi-weekly	\$ 1,107.73	\$ 15.85	\$ 19.82													
		hourly	\$ 10.27	\$ 15.41	\$ 15.80	hourly		\$ 10.53	\$ 15.80	\$ 16.16	hourly	\$ 11.04		\$ 16.16	\$ 16.80	hourly	\$ 11.69	\$ 16.80		\$ 17.12	hourly	\$ 12.17	\$ 17.12	\$ 17.68		hourly	\$ 12.82	\$ 17.44	\$ 17.99	hourly		\$ 13.18	\$ 17.68	\$ 18.11	hourly	\$ 14.14		\$ 18.11	\$ 18.68	hourly	\$ 14.71	\$ 18.68		\$ 19.25	hourly	\$ 15.28	\$ 19.25	\$ 19.82																		
		overtime	\$ 15.41	\$ 15.80	\$ 16.16	overtime		\$ 15.80	\$ 16.16	\$ 16.80	overtime	\$ 16.16		\$ 16.80	\$ 17.12	overtime	\$ 16.80	\$ 17.12		\$ 17.68	overtime	\$ 17.12	\$ 17.68	\$ 17.99		overtime	\$ 17.68	\$ 17.99	\$ 18.11	overtime		\$ 18.11	\$ 18.68	\$ 18.99	overtime	\$ 18.68		\$ 19.25	\$ 19.56	overtime	\$ 19.25	\$ 19.82		\$ 20.13	overtime	\$ 19.82	\$ 20.13	\$ 20.44																		
		total	\$ 18,694.67	\$ 719.03	\$ 10.27	\$ 15.41		total	\$ 19,174.23	\$ 737.47	\$ 10.53	\$ 15.80		total	\$ 20,092.89	\$ 772.80	\$ 11.04	\$ 16.16		total	\$ 21,236.05	\$ 816.77	\$ 11.69	\$ 16.80		total	\$ 22,155.58	\$ 862.14	\$ 12.17	\$ 17.12		total	\$ 23,296.73	\$ 907.51	\$ 12.82	\$ 17.44		total	\$ 24,016.34	\$ 952.85	\$ 13.18	\$ 17.68		total	\$ 25,736.24	\$ 989.93	\$ 14.14	\$ 18.11		total	\$ 26,253.00	\$ 1,008.73	\$ 14.71	\$ 18.68		total	\$ 27,318.00	\$ 1,053.23	\$ 15.28	\$ 19.25		total	\$ 28,778.06	\$ 1,107.73	\$ 15.85	\$ 19.82
GROUP 1 Clerk IV	STEP x	annual	\$ 26,539.62	\$ 1,020.75	\$ 14.58	\$ 21.87	STEP 1	annual	\$ 27,220.12	\$ 1,046.93	\$ 14.95	\$ 22.43	STEP 2	annual	\$ 28,525.57	\$ 1,097.14	\$ 15.63	\$ 23.10	STEP 3	annual	\$ 30,148.55	\$ 1,159.56	\$ 16.55	\$ 24.84	STEP 4	annual	\$ 31,454.34	\$ 1,209.78	\$ 17.28	\$ 25.92	STEP 5	annual	\$ 33,077.65	\$ 1,274.22	\$ 18.17	\$ 27.26	STEP 5A	annual	\$ 34,096.44	\$ 1,311.41	\$ 18.73	\$ 28.10	STEP 6	annual	\$ 35,541.04	\$ 1,405.42	\$ 20.07	\$ 30.11	STEP 7	annual	\$ 37,271.86	\$ 1,462.20	\$ 20.89	\$ 31.33	STEP 8	annual	\$ 38,017.20	\$ 1,491.45	\$ 21.06	\$ 31.59	STEP 9	annual	\$ 39,777.65	\$ 1,545.20	\$ 21.51	\$ 32.06
		bi-weekly	\$ 1,020.75	\$ 14.58	\$ 21.87	bi-weekly		\$ 1,046.93	\$ 14.95	\$ 22.43	bi-weekly	\$ 1,097.14		\$ 15.63	\$ 23.10	bi-weekly	\$ 1,159.56	\$ 16.55		\$ 24.84	bi-weekly	\$ 1,209.78	\$ 17.28	\$ 25.92		bi-weekly	\$ 1,274.22	\$ 18.17	\$ 27.26	bi-weekly		\$ 1,311.41	\$ 18.73	\$ 28.10	bi-weekly	\$ 1,405.42		\$ 20.07	\$ 30.11	bi-weekly	\$ 1,462.20	\$ 20.89		\$ 31.33	bi-weekly	\$ 1,491.45	\$ 21.06	\$ 31.59		bi-weekly	\$ 1,545.20	\$ 21.51	\$ 32.06													
		hourly	\$ 14.58	\$ 21.87	\$ 22.43	hourly		\$ 14.95	\$ 22.43	\$ 23.10	hourly	\$ 15.63		\$ 23.10	\$ 24.84	hourly	\$ 16.55	\$ 24.84		\$ 25.92	hourly	\$ 17.28	\$ 25.92	\$ 28.10		hourly	\$ 18.17	\$ 27.26	\$ 28.10	hourly		\$ 18.73	\$ 28.10	\$ 30.11	hourly	\$ 20.07		\$ 30.11	\$ 31.33	hourly	\$ 20.89	\$ 31.33		\$ 32.06	hourly	\$ 21.51	\$ 32.06	\$ 32.79																		
		overtime	\$ 21.87	\$ 22.43	\$ 23.10	overtime		\$ 22.43	\$ 23.10	\$ 24.84	overtime	\$ 23.10		\$ 24.84	\$ 25.92	overtime	\$ 24.84	\$ 25.92		\$ 28.10	overtime	\$ 25.92	\$ 28.10	\$ 30.11		overtime	\$ 28.10	\$ 30.11	\$ 31.33	overtime		\$ 30.11	\$ 31.33	\$ 32.06	overtime	\$ 31.33		\$ 32.06	\$ 32.79	overtime	\$ 32.06	\$ 32.79		\$ 33.52	overtime	\$ 32.79	\$ 33.52	\$ 34.25																		
		total	\$ 26,539.62	\$ 1,020.75	\$ 14.58	\$ 21.87		total	\$ 27,220.12	\$ 1,046.93	\$ 14.95	\$ 22.43		total	\$ 28,525.57	\$ 1,097.14	\$ 15.63	\$ 23.10		total	\$ 30,148.55	\$ 1,159.56	\$ 16.55	\$ 24.84		total	\$ 31,454.34	\$ 1,209.78	\$ 17.28	\$ 25.92		total	\$ 33,077.65	\$ 1,274.22	\$ 18.17	\$ 27.26		total	\$ 34,096.44	\$ 1,311.41	\$ 18.73	\$ 28.10		total	\$ 35,541.04	\$ 1,405.42	\$ 20.07	\$ 30.11		total	\$ 37,271.86	\$ 1,462.20	\$ 20.89	\$ 31.33		total	\$ 38,017.20	\$ 1,491.45	\$ 21.06	\$ 31.59		total	\$ 39,777.65	\$ 1,545.20	\$ 21.51	\$ 32.06
GROUP 2 Laborer	STEP x	annual	\$ 28,526.24	\$ 1,097.16	\$ 15.67	\$ 23.51	STEP 1	annual	\$ 29,237.68	\$ 1,125.30	\$ 16.07	\$ 24.11	STEP 2	annual	\$ 31,008.41	\$ 1,192.63	\$ 16.79	\$ 25.55	STEP 3	annual	\$ 32,980.65	\$ 1,267.33	\$ 17.10	\$ 27.17	STEP 4	annual	\$ 34,255.70	\$ 1,317.53	\$ 18.22	\$ 28.28	STEP 5	annual	\$ 35,974.74	\$ 1,405.84	\$ 19.63	\$ 29.64	STEP 5A	annual	\$ 37,073.24	\$ 1,527.76	\$ 20.39	\$ 30.54	STEP 6	annual	\$ 39,721.66	\$ 1,589.48	\$ 21.82	\$ 32.77	STEP 7	annual	\$ 40,516.10	\$ 1,598.91	\$ 22.26	\$ 33.32	STEP 8	annual	\$ 41,326.42	\$ 1,589.48	\$ 22.70	\$ 34.06	STEP 9	annual	\$ 42,152.95	\$ 1,614.67	\$ 23.28	\$ 34.74
		bi-weekly	\$ 1,097.16	\$ 15.67	\$ 23.51	bi-weekly		\$ 1,125.30	\$ 16.07	\$ 24.11	bi-weekly	\$ 1,192.63		\$ 16.79	\$ 25.55	bi-weekly	\$ 1,267.33	\$ 17.10		\$ 27.17	bi-weekly	\$ 1,317.53	\$ 18.22	\$ 28.28		bi-weekly	\$ 1,405.84	\$ 19.63	\$ 29.64	bi-weekly		\$ 1,527.76	\$ 20.39	\$ 30.54	bi-weekly	\$ 1,589.48		\$ 21.82	\$ 32.77	bi-weekly	\$ 1,598.91	\$ 22.26		\$ 33.32	bi-weekly	\$ 1,614.67	\$ 23.28	\$ 34.74																		
		hourly	\$ 15.67	\$ 23.51	\$ 24.11	hourly		\$ 16.07	\$ 24.11	\$ 25.55	hourly	\$ 16.79		\$ 25.55	\$ 27.17	hourly	\$ 17.10	\$ 27.17		\$ 28.28	hourly	\$ 18.22	\$ 28.28	\$ 30.54		hourly	\$ 19.63	\$ 29.64	\$ 32.77	hourly		\$ 20.39	\$ 30.54	\$ 33.32	hourly	\$ 21.82		\$ 32.77	\$ 34.06	hourly	\$ 22.26	\$ 33.32		\$ 34.74																						
		overtime	\$ 23.51	\$ 24.11	\$ 25.55	overtime		\$ 24.11	\$ 25.55	\$ 27.17	overtime	\$ 25.55		\$ 27.17	\$ 28.28	overtime	\$ 27.17	\$ 28.28		\$ 30.54	overtime	\$ 28.28	\$ 30.54	\$ 32.77		overtime	\$ 30.54	\$ 32.77	\$ 34.06	overtime		\$ 32.77	\$ 34.06	\$ 35.35	overtime	\$ 34.06		\$ 35.35	\$ 36.64	overtime	\$ 35.35	\$ 36.64		\$ 37.93																						
		total	\$ 28,526.24	\$ 1,097.16	\$ 15.67	\$ 23.51		total	\$ 29,237.68	\$ 1,125.30	\$ 16.07	\$ 24.11		total	\$ 31,008.41	\$ 1,192.63	\$ 16.79	\$ 25.55		total	\$ 32,980.65	\$ 1,267.33	\$ 17.10	\$ 27.17		total	\$ 34,255.70	\$ 1,317.53	\$ 18.22	\$ 28.28		total	\$ 35,974.74	\$ 1,405.84	\$ 19.63	\$ 29.64		total	\$ 37,073.24	\$ 1,527.76	\$ 20.39	\$ 30.54		total	\$ 39,721.66	\$ 1,589.48	\$ 21.82	\$ 32.77		total	\$ 40,516.10	\$ 1,598.91	\$ 22.26	\$ 33.32		total	\$ 41,326.42	\$ 1,589.48	\$ 22.70	\$ 34.06		total	\$ 42,152.95	\$ 1,614.67	\$ 23.28	\$ 34.74
GROUP 3 Court Security	STEP x	annual	\$ 29,115.50	\$ 1,118.54	\$ 16.00	\$ 24.00	STEP 1	annual	\$ 29,662.05	\$ 1,148.54	\$ 16.40	\$ 24.61	STEP 2	annual	\$ 31,454.24	\$ 1,272.32	\$ 17.28	\$ 25.92	STEP 3	annual	\$ 33,077.66	\$ 1,327.32	\$ 18.17	\$ 27.26	STEP 4	annual	\$ 34,510.19	\$ 1,395.89	\$ 18.96	\$ 28.44	STEP 5	annual	\$ 36,293.27	\$ 1,443.65	\$ 19.94	\$ 29.91	STEP 5A	annual	\$ 37,435.02	\$ 1,483.65	\$ 20.62	\$ 30.93	STEP 6	annual	\$ 39,581.97	\$ 1,561.97	\$ 22.17	\$ 32.56	STEP 7	annual	\$ 41,158.29	\$ 1,583.01	\$ 23.06	\$ 34.00	STEP 8	annual	\$ 41,991.45	\$ 1,614.67	\$ 23.52	\$ 34.80	STEP 9	annual	\$ 42,821.08	\$ 1,646.36	\$ 23.92	\$ 35.67
		bi-weekly	\$ 1,118.54	\$ 16.00	\$ 24.00	bi-weekly		\$ 1,148.54	\$ 16.40	\$ 24.61	bi-weekly	\$ 1,272.32		\$ 17.28	\$ 25.92	bi-weekly	\$ 1,327.32	\$ 18.17		\$ 27.26	bi-weekly	\$ 1,395.89	\$ 18.96	\$ 28.44		bi-weekly	\$ 1,443.65	\$ 19.94	\$ 29.91	bi-weekly		\$ 1,483.65	\$ 20.62	\$ 30.93	bi-weekly	\$ 1,561.97		\$ 22.17	\$ 32.56	bi-weekly	\$ 1,583.01	\$ 23.06		\$ 34.00	bi-weekly	\$ 1,614.67	\$ 23.52	\$ 34.80		bi-weekly	\$ 1,646.36	\$ 23.92	\$ 35.67													
		hourly	\$ 16.00	\$ 24.00	\$ 24.61	hourly		\$ 16.40	\$ 24.61	\$ 25.92	hourly	\$ 17.28		\$ 25.92	\$ 27.26	hourly	\$ 18.17	\$ 27.26		\$ 28.44	hourly	\$ 18.96	\$ 28.44	\$ 29.91		hourly	\$ 19.94	\$ 29.91	\$ 30.93	hourly		\$ 20.62	\$ 30.93	\$ 32.56	hourly	\$ 23.06		\$ 34.00	\$ 35.67	hourly	\$ 23.52	\$ 34.80		\$ 36.64																						
		overtime	\$ 24.00	\$ 24.61	\$ 25.92	overtime		\$ 24.61	\$ 25.92	\$ 27.26	overtime	\$ 25.92		\$ 27.26	\$ 28.44	overtime	\$ 27.26	\$ 28.44		\$ 30.93	overtime	\$ 28.44	\$ 30.93	\$ 32.56		overtime	\$ 30.93	\$ 32.56	\$ 34.00	overtime		\$ 32.56	\$ 34.00	\$ 35.67	overtime	\$ 34.00		\$ 35.67	\$ 37.93	overtime	\$ 35.67	\$ 37.93		\$ 39.30																						
		total	\$ 29,115.50	\$ 1,118.54	\$ 16.00	\$ 24.00		total	\$ 29,662.05	\$ 1,148.54	\$ 16.40	\$ 24.61		total	\$ 31,454.24	\$ 1,272.32	\$ 17.28	\$ 25.92		total	\$ 33,077.66	\$ 1,327.32	\$ 18.17	\$ 27.26		total	\$ 34,510.19	\$ 1,395.89	\$ 18.96	\$ 28.44		total	\$ 36,293.27	\$ 1,443.65	\$ 19.94	\$ 29.91		total	\$ 37,435.02	\$ 1,483.65	\$ 20.62	\$ 30.93		total	\$ 39,581.97	\$ 1,561.97	\$ 22.17	\$ 32.56		total	\$ 41,158.29	\$ 1,583.01	\$ 23.06	\$ 34.00		total	\$ 41,991.45	\$ 1,614.67	\$ 23.52	\$ 34.80		total	\$ 42,821.08	\$ 1,646.36	\$ 23.92	\$ 35.67
GROUP 4 Asst. Animal Control Officer	STEP x	annual	\$ 29,953.85	\$ 1,181.61	\$ 16.46	\$ 24.69	STEP 1	annual	\$ 30,721.90	\$ 1,237.94	\$ 17.88	\$ 25.32	STEP 2	annual	\$ 32,186.45	\$ 1,305.29	\$ 18.64	\$ 26.37	STEP 3	annual	\$ 33,937.51	\$ 1,370.17	\$ 19.57	\$ 27.96	STEP 4	annual	\$ 35,624.53	\$ 1,428.84	\$ 20.43	\$ 29.36	STEP 5	annual	\$ 37,152.45	\$ 1,476.70	\$ 21.05	\$ 31.63	STEP 5A	annual	\$ 38,394.21	\$ 1,518.09	\$ 21.85	\$ 33.73	STEP 6	annual	\$ 42,911.65	\$ 1,650.45	\$ 23.67	\$ 36.07	STEP 7	annual	\$ 43,769.88	\$ 1,683.46	\$ 24.14	\$ 36.07	STEP 8	annual	\$ 44,121.63	\$ 1,696.99	\$ 24.54	\$ 36.40	STEP 9	annual	\$ 44,563.24	\$ 1,752.43	\$ 25.03	

Automotive Mechanic
Budget Analyst
Clerk to the Town Justices (FT)
Dep. Rec. of Taxes & Assess
Deputy Town Clerk
Jr. Accountant
Librarian I
Management Assistant (formerly Admin Asst)
Network Administrator
Recreation Supervisor
Victim/Witness Coordinator
Youth Program Worker

GROUP 14

Asst Bkng & Pkng Insp Trainee
Sr. Engineering Aide

annual	\$ 46,499.55	\$ 47,690.82	\$ 49,887.15	\$ 52,243.58	\$ 54,312.83	\$ 57,862.59	\$ 59,613.53	\$ 63,939.36	\$ 65,218.15	\$ 66,522.51	\$ 67,652.96
bi-weekly	\$ 1,788.41	\$ 1,834.26	\$ 1,918.74	\$ 2,088.95	\$ 2,222.41	\$ 2,292.83	\$ 2,392.83	\$ 2,459.21	\$ 2,508.39	\$ 2,558.56	\$ 2,609.73
hourly	\$ 25.55	\$ 26,208	\$ 27,4105	\$ 28,7052	\$ 29,8423	\$ 31,7487	\$ 32,7547	\$ 35,1315	\$ 35,8341	\$ 36,5508	\$ 37,2818
overtime	\$ 38.32	\$ 39,3057	\$ 41,1159	\$ 43,0578	\$ 44,7635	\$ 47,6230	\$ 49,1320	\$ 52,6972	\$ 53,7512	\$ 54,8262	\$ 55,9228

GROUP 15

Principal Account Clerk

annual	\$ 48,329.41	\$ 49,668.63	\$ 52,179.54	\$ 54,917.19	\$ 57,527.77	\$ 60,584.28	\$ 61,587.22	\$ 65,131.57	\$ 66,434.21	\$ 67,762.89	\$ 69,118.15
bi-weekly	\$ 1,858.82	\$ 1,906.49	\$ 2,006.91	\$ 2,112.20	\$ 2,212.61	\$ 2,330.16	\$ 2,368.74	\$ 2,505.06	\$ 2,555.16	\$ 2,606.26	\$ 2,658.39
hourly	\$ 26.55	\$ 27,2356	\$ 28,6700	\$ 30,1743	\$ 31,8087	\$ 33,2881	\$ 33,8391	\$ 35,7865	\$ 36,5023	\$ 37,2324	\$ 37,9770
overtime	\$ 38.83	\$ 40,8534	\$ 43,0051	\$ 45,2615	\$ 47,4131	\$ 49,9321	\$ 50,7587	\$ 53,6798	\$ 54,7535	\$ 55,8485	\$ 56,9655

GROUP 16

Accountant
Administrative Analyst
Assistant Fire Marshal
Asst. Bldg. & Plumbing Inspector
Asst. to Building Inspector
Family & Youth Couns. Specialist
Jr. Engineer
Jr. Planner
Librarian II
Purchasing Assistant
Real Property Appraiser
Sr. Recreation Supervisor
Youth Referral Counselor

annual	\$ 48,739.42	\$ 50,046.58	\$ 52,657.16	\$ 55,427.17	\$ 58,100.78	\$ 61,156.96	\$ 62,175.91	\$ 65,760.83	\$ 67,076.04	\$ 68,417.56	\$ 69,785.91
bi-weekly	\$ 1,876.75	\$ 1,924.87	\$ 2,025.28	\$ 2,131.81	\$ 2,234.65	\$ 2,352.19	\$ 2,391.38	\$ 2,529.26	\$ 2,579.85	\$ 2,631.44	\$ 2,684.07
hourly	\$ 26.81	\$ 27,4980	\$ 28,9325	\$ 30,4544	\$ 31,9235	\$ 33,6027	\$ 34,1625	\$ 36,1324	\$ 36,8550	\$ 37,5921	\$ 38,3439
overtime	\$ 40.22	\$ 41,2471	\$ 43,3988	\$ 45,5817	\$ 47,8854	\$ 50,4042	\$ 51,2439	\$ 54,1986	\$ 55,2825	\$ 56,3881	\$ 57,5159

GROUP 17

Code Compliance Coord
Coord. Of Insp. & Tech Services
Technical Services Coord

annual	\$ 51,216.50	\$ 52,529.75	\$ 55,299.42	\$ 58,387.62	\$ 61,156.96	\$ 64,086.07	\$ 66,123.63	\$ 70,928.81	\$ 72,347.39	\$ 73,794.34	\$ 75,270.22
bi-weekly	\$ 1,969.87	\$ 2,020.37	\$ 2,126.90	\$ 2,245.88	\$ 2,352.19	\$ 2,464.85	\$ 2,543.22	\$ 2,728.03	\$ 2,782.59	\$ 2,836.24	\$ 2,895.01
hourly	\$ 28.14	\$ 28,8624	\$ 30,3943	\$ 32,0812	\$ 33,6027	\$ 35,2122	\$ 36,3317	\$ 38,9719	\$ 39,7513	\$ 40,5463	\$ 41,3573
overtime	\$ 42.21	\$ 43,2937	\$ 45,5764	\$ 48,1218	\$ 50,4042	\$ 52,8183	\$ 54,4976	\$ 58,4579	\$ 59,6270	\$ 60,8195	\$ 62,0359

Litchhouse Salaries - 2017 - 2019
Step 7, 8, 9

GROUP 18
Assistant Assessor
Asst. Dr. Of Bldgs and Grounds
Asst. Planner
Asst. Recreation Director
Asst. to Comm of PW

annual	\$ 58,201.08	\$ 59,693.41	\$ 62,748.92	\$ 66,123.63	\$ 69,212.50	\$ 72,427.44	\$ 74,990.16	\$ 80,701.83	\$ 82,315.87	\$ 83,962.10	\$ 85,641.43
bi-weekly	\$ 2,238.50	\$ 2,295.90	\$ 2,413.42	\$ 2,543.22	\$ 2,662.02	\$ 2,785.67	\$ 2,884.24	\$ 3,103.92	\$ 3,165.99	\$ 3,228.31	\$ 3,293.90
hourly	\$ 31.98	\$ 32,7985	\$ 34,4774	\$ 36,3316	\$ 38,0288	\$ 39,7953	\$ 41,2034	\$ 44,3417	\$ 45,2285	\$ 46,1331	\$ 47,0557
overtime	\$ 47.97	\$ 49,1978	\$ 51,7161	\$ 54,4974	\$ 57,0432	\$ 59,6930	\$ 61,8051	\$ 65,5126	\$ 67,8427	\$ 69,1996	\$ 70,5836

Care Manager
Cemri/Sen Ctr Coordinator
Deputy Building Inspector
Deputy Court Administrator
Deputy Director of Youth Bureau
Deputy Fire Marshal
Grant Administrator
Liberian III
Plawor
Sr. Accountant
Sr. Budget Analyst
Staff Engineer
Youth Services Coordinator

GROUP 19

Senior Surveyor

annual	\$	65,432.80	\$	67,110.56	\$	70,708.07	\$	74,337.60	\$	77,880.62	\$	81,436.55	\$	84,047.47	\$	90,177.05	\$	91,980.59	\$	93,820.21	\$	95,696.61
bi-weekly	\$	2,516.55	\$	2,591.18	\$	2,719.54	\$	2,859.14	\$	2,987.72	\$	3,132.18	\$	3,232.59	\$	3,466.35	\$	3,537.72	\$	3,608.47	\$	3,680.64
hourly	\$	35.95	\$	36.8740	\$	38.8505	\$	40.8448	\$	42.6817	\$	44.7454	\$	46.1799	\$	49.5478	\$	50.5398	\$	51.5496	\$	52.5806
overtime	\$	53.93	\$	55.3110	\$	58.2759	\$	61.2673	\$	64.0225	\$	67.1181	\$	69.2699	\$	74.3216	\$	75.6082	\$	77.3243	\$	78.8708

GROUP 20

Assistant Engineer
Chief Court Clerk
Dep. Dir. of Human Services
Director of Staff Services
Senior Planner
Sr. Administrative Analyst
Supervising Accountant

annual	\$	66,053.92	\$	67,747.61	\$	71,376.81	\$	75,037.69	\$	78,412.39	\$	82,200.68	\$	84,843.11	\$	91,037.61	\$	92,858.56	\$	94,715.73	\$	96,610.05
bi-weekly	\$	2,540.54	\$	2,605.68	\$	2,745.28	\$	2,886.06	\$	3,015.86	\$	3,161.56	\$	3,263.20	\$	3,501.45	\$	3,571.48	\$	3,642.91	\$	3,715.77
hourly	\$	36.29	\$	37.2240	\$	39.2181	\$	41.2295	\$	43.0837	\$	45.1652	\$	46.6171	\$	50.0208	\$	51.0212	\$	52.0416	\$	53.0824
overtime	\$	54.44	\$	55.8361	\$	58.8271	\$	61.8443	\$	64.6256	\$	67.7479	\$	69.9257	\$	75.0313	\$	76.5318	\$	78.0624	\$	79.6237

GROUP 21

Associate Engineer

annual	\$	69,747.50	\$	71,535.90	\$	75,355.88	\$	79,431.34	\$	83,092.55	\$	87,040.61	\$	90,112.46	\$	96,967.98	\$	98,507.34	\$	100,885.48	\$	102,903.19
bi-weekly	\$	2,682.60	\$	2,751.58	\$	2,898.30	\$	3,055.05	\$	3,195.87	\$	3,347.72	\$	3,465.86	\$	3,729.54	\$	3,804.13	\$	3,880.21	\$	3,957.82
hourly	\$	38.32	\$	39.3054	\$	41.4044	\$	43.6436	\$	45.6552	\$	47.8244	\$	49.5123	\$	53.2791	\$	54.3447	\$	55.4316	\$	56.5402
overtime	\$	57.48	\$	58.9562	\$	62.1066	\$	65.4653	\$	68.4828	\$	71.7367	\$	74.2685	\$	79.9187	\$	81.5170	\$	83.1474	\$	84.8103

Lighthouse Salaries - 2017 - 2019
Step 1, 2, 3

GROUP 1 Clerk Clerical	STEP 1 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 2 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 3 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 4 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 5 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 6 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 7 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 8 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$	STEP 9 Annual \$ Bi-weekly \$ Hourly \$ Overtime \$
GROUP 1 Clerk IV Laboratory Library Clerk Nutrition Aide Receptionist Telephone Operator Reception Assistant Input Clerk	26,539.62 \$ 1,070.76 \$ 14.56 \$ 21.87 \$	27,220.12 \$ 1,046.63 \$ 14.93 \$ 22.43 \$	28,525.57 \$ 1,097.14 \$ 15.67 \$ 23.50 \$	30,146.55 \$ 1,151.50 \$ 16.56 \$ 24.84 \$	31,454.34 \$ 1,206.70 \$ 17.28 \$ 25.82 \$	33,077.60 \$ 1,272.22 \$ 18.17 \$ 27.20 \$	34,096.44 \$ 1,311.40 \$ 18.73 \$ 28.10 \$	36,541.04 \$ 1,405.42 \$ 20.07 \$ 30.11 \$	37,271.66 \$ 1,453.53 \$ 20.76 \$ 30.77 \$
GROUP 2 Laborer Mechanics Helper Retail Property Aide	28,526.24 \$ 1,097.16 \$ 15.67 \$ 23.51 \$	29,237.69 \$ 1,125.20 \$ 16.07 \$ 24.13 \$	31,006.41 \$ 1,182.63 \$ 17.03 \$ 25.55 \$	32,590.58 \$ 1,240.33 \$ 18.00 \$ 27.15 \$	34,255.70 \$ 1,301.53 \$ 19.02 \$ 28.23 \$	35,974.74 \$ 1,365.64 \$ 19.78 \$ 29.64 \$	37,073.24 \$ 1,405.09 \$ 20.36 \$ 30.55 \$	39,721.66 \$ 1,507.70 \$ 21.62 \$ 32.73 \$	40,518.10 \$ 1,556.31 \$ 22.26 \$ 33.28 \$
GROUP 3 Court Security	28,115.50 \$ 1,119.83 \$ 16.00 \$ 24.00 \$	29,062.05 \$ 1,148.54 \$ 16.40 \$ 24.61 \$	31,454.34 \$ 1,206.70 \$ 17.28 \$ 25.82 \$	33,077.60 \$ 1,272.22 \$ 18.17 \$ 27.20 \$	34,510.10 \$ 1,327.32 \$ 18.66 \$ 28.44 \$	36,283.27 \$ 1,395.89 \$ 19.64 \$ 29.91 \$	37,535.02 \$ 1,443.65 \$ 20.62 \$ 30.93 \$	40,351.28 \$ 1,551.87 \$ 22.17 \$ 33.26 \$	41,190.29 \$ 1,583.01 \$ 22.61 \$ 33.92 \$
GROUP 4 Asst. Animal Control Officer Asst. Dog Control Officer	29,933.85 \$ 1,152.07 \$ 16.46 \$ 24.50 \$	30,721.00 \$ 1,181.01 \$ 16.86 \$ 25.30 \$	32,186.45 \$ 1,231.54 \$ 17.68 \$ 26.52 \$	33,037.51 \$ 1,255.29 \$ 18.04 \$ 27.07 \$	35,624.53 \$ 1,370.17 \$ 19.27 \$ 29.36 \$	37,152.45 \$ 1,428.84 \$ 20.13 \$ 30.62 \$	38,304.21 \$ 1,476.70 \$ 20.82 \$ 31.64 \$	41,245.33 \$ 1,598.36 \$ 22.62 \$ 33.93 \$	42,070.24 \$ 1,630.45 \$ 23.15 \$ 34.63 \$
GROUP 5 Account Clerk Clerk Typist Office Account Clerk Office Clerk IV	30,233.28 \$ 1,182.82 \$ 16.81 \$ 24.82 \$	31,008.41 \$ 1,192.63 \$ 17.03 \$ 25.55 \$	32,632.00 \$ 1,255.08 \$ 17.92 \$ 26.94 \$	34,203.11 \$ 1,322.43 \$ 18.89 \$ 28.33 \$	35,847.67 \$ 1,378.76 \$ 19.69 \$ 29.54 \$	37,599.00 \$ 1,446.12 \$ 20.65 \$ 30.98 \$	38,770.77 \$ 1,491.41 \$ 21.30 \$ 31.95 \$	41,546.19 \$ 1,599.11 \$ 22.84 \$ 34.26 \$	42,070.24 \$ 1,630.45 \$ 23.15 \$ 34.63 \$
GROUP 5 Empty Range	30,667.99 \$ 1,178.54 \$ 16.85 \$ 25.26 \$	31,454.34 \$ 1,206.70 \$ 17.28 \$ 25.82 \$	33,275.07 \$ 1,277.12 \$ 18.24 \$ 27.36 \$	34,826.72 \$ 1,339.57 \$ 18.76 \$ 28.70 \$	36,579.78 \$ 1,406.81 \$ 19.68 \$ 30.14 \$	38,330.63 \$ 1,474.26 \$ 20.60 \$ 31.59 \$	39,652.13 \$ 1,525.06 \$ 21.76 \$ 32.66 \$	42,037.12 \$ 1,639.89 \$ 23.47 \$ 35.14 \$	43,460.80 \$ 1,672.68 \$ 24.03 \$ 36.60 \$
GROUP 7 Asst. Budget Technician Asst. Recording Clerk - Towns Key Punch Operator Recitation Assistant St. Library Clerk	31,102.12 \$ 1,198.24 \$ 17.09 \$ 25.63 \$	31,899.61 \$ 1,226.81 \$ 17.57 \$ 26.20 \$	33,650.67 \$ 1,294.26 \$ 18.48 \$ 27.34 \$	35,401.73 \$ 1,361.60 \$ 19.45 \$ 29.17 \$	37,025.71 \$ 1,424.07 \$ 20.37 \$ 30.55 \$	38,776.77 \$ 1,491.41 \$ 21.30 \$ 31.95 \$	40,018.35 \$ 1,536.17 \$ 21.98 \$ 32.92 \$	42,935.20 \$ 1,651.36 \$ 23.59 \$ 35.36 \$	43,703.06 \$ 1,684.28 \$ 24.06 \$ 36.81 \$

STEP 9

53.158.19
2.044.4751.773 B6
2 106 69516628

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[illegible]

Lighthouse Salaries - 2017 - 2019
Step 7, 8, 9

GROUP 18	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Assistant Assessor	\$59,691.41	\$62,748.92	\$64,123.43	\$69,212.50	\$72,427.44	\$74,090.18	\$82,315.87	\$83,962.18	\$85,541.43
Asst Dir Of Bldgs and Grounds	\$2,295.00	\$2,413.42	\$2,540.22	\$2,662.02	\$2,785.07	\$2,894.24	\$3,165.99	\$3,229.21	\$3,293.90
Asst Planner	\$31.98	\$34,477.4	\$36,331.6	\$38,023.8	\$39,783.3	\$41,203.4	\$45,228.5	\$46,133.1	\$47,053.7
Asst Recreation Director	\$49,197.8	\$51,716.1	\$54,497.4	\$57,043.2	\$59,693.0	\$61,805.1	\$67,842.7	\$69,189.6	\$70,580.5
Asst. to Comm of PLY									
Crew Manager									
Construction Est Coordinator									
Deputy Building Inspector									
Deputy Court Administrator									
Deputy Director of Youth Bureau									
Deputy Fire Marshal									
Grant Administrator									
Livestock Ill									
Planner									
Sr. Accountant									
Sr. Budget Analyst									
Staff Engineer									
Youth Services Coordinator									

GROUP 19	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Senior Surveyor	\$65,432.80	\$67,170.26	\$70,708.07	\$71,680.62	\$81,436.55	\$84,947.47	\$91,980.29	\$93,820.21	\$95,696.61
bl-weekly	\$2,516.85	\$2,591.18	\$2,719.24	\$2,887.72	\$3,102.18	\$3,488.35	\$3,937.72	\$3,608.47	\$3,690.64
hourly	\$38.85	\$38,874.0	\$38,850.5	\$42,881.7	\$44,745.4	\$46,178.9	\$50,538.9	\$51,549.6	\$52,290.6
overtime	\$1.93	\$5,311.0	\$58,275.9	\$64,022.5	\$67,118.1	\$74,321.8	\$75,006.2	\$77,324.3	\$78,870.8

GROUP 20	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Assistant Engineer	\$65,953.92	\$67,747.61	\$71,378.81	\$75,837.60	\$82,200.68	\$84,843.11	\$92,858.46	\$94,715.73	\$96,810.05
bl-weekly	\$2,540.54	\$2,605.68	\$2,745.20	\$3,015.86	\$3,181.56	\$3,501.45	\$3,971.48	\$3,642.31	\$3,715.77
hourly	\$38.29	\$37,224.0	\$39,218.1	\$41,228.5	\$45,165.2	\$46,817.1	\$51,021.2	\$52,041.0	\$53,082.4
overtime	\$4.44	\$5,830.1	\$6,844.3	\$8,025.6	\$8,747.9	\$9,925.7	\$10,531.8	\$10,882.4	\$10,923.7

GROUP 21	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Associate Engineer	\$67,747.50	\$71,535.90	\$75,355.88	\$79,431.24	\$83,092.56	\$87,040.61	\$90,112.46	\$96,957.98	\$102,903.10
bl-weekly	\$2,682.60	\$2,751.28	\$2,898.20	\$3,054.05	\$3,193.87	\$3,241.72	\$3,465.86	\$3,729.54	\$3,957.82
hourly	\$38.32	\$39,205.4	\$41,404.4	\$43,643.8	\$45,653.2	\$47,824.4	\$49,517.3	\$53,278.1	\$56,431.0
overtime	\$7.48	\$8,958.2	\$10,106.6	\$11,453.3	\$12,482.0	\$13,736.7	\$14,768.5	\$16,187.8	\$17,417.4