

AGREEMENT
between
TOWN OF GREECE
and
CWA LOCAL 1170

January 1, 2025 - December 31, 2028

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE #</u>
Agreement	3
1 Purpose	3
2 Recognition	3
3 Compensation	4
4 Job Security	5
5 Longevity	6
6 Retirement Plan	7
7 Overtime	7
8 Vacation	9
9 Health Insurance	10
10 Sick Leave	14
11 Family And Medical Leave Act	17
12 Bereavement Leave	17
13 Holidays	18
14 Educational Benefits	19
15 Life Insurance	19
16 Reciprocal Rights	19
17 Separability	20
18 Disciplinary Action	21
19 Grievance Procedure	21
20 Arbitration	22
21 Mileage Reimbursement	23
22 Seniority	23
23 Jury Duty	24
24 Military Leave	24
25 Tax Deferred Compensation	24
26 Credit for Part-Time Employment	24
27 Preservation of Unit Work	25
28 Flex Time	25
29 Separation	25
30 Inclement Weather	25
31 Term of Agreement and Future Negotiations	26

APPENDICES

APPENDIX A: Memorandum of Agreement	27
APPENDIX B: Salary Schedules: 2025 through 2028	28 to end

AGREEMENT

This Agreement made and entered into this December 18, 2024, 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 a 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, disability, or any other category protected by law.

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.

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 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 January 1, 2025, the 2024 salary schedule shall be increased by 3%.
Effective January 1, 2026, the 2025 salary schedule shall be increased by 3.5%.
Effective January 1, 2027, the 2026 salary schedule shall be increased by 3.5%.
Effective January 1, 2028, the 2027 salary schedule shall be increased by 3.5%.
Salary Schedules for 2025, 2026, 2027, and 2028 are set forth herein in Appendix B:
- 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 layoff 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 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 workforce shall be consistent with Civil Service Law, Sections 80 and 81.
- 4.2 In the case of a reduction in the workforce, 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 of service year

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 workforce 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 conditions 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 twenty (20) 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>
1st	\$0
2nd	\$50.00

3rd	\$100.00
4th	\$150.00
5th	\$200.00
6th	\$250.00
7th	\$300.00
8th	\$350.00
9th	\$400.00
10th	\$450.00
11th	\$500.00
12th	\$550.00
13th	\$600.00
14th	\$650.00
15th	\$700.00
16th	\$750.00
17th	\$800.00
18th	\$850.00
19th	\$900.00
20th	\$950.00

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 workday 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.

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 designated as an eight (8) hour employee or a seven and one-half (7.5) hour employee, shall receive sick time, vacation time and holidays based upon their seven and one-half (7.5) 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 fixing 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. This will be paid at the rate the employee was earning when the employee died.

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 ")

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

During the term of the January 1, 2020 - December 31, 2024 contract, 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:

Effective 1/1/25- Employees Hired Before 9/1/2014:

Coverage Beginning	Employee Contribution
January 1, 2025	14% of the Core Plan

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

Effective 1/1/25 - Employees Hired On or After 9/1/2014 :

Coverage Beginning	Employee Contribution
January 1, 2025	15% of the Core Plan

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

Effective 1/1/26 all employees, regardless of date of hire, shall pay 15% for the Core (Base) plan.

Effective 1/1/27 all employees, regardless of date of hire, shall pay 15.5% for the Core (Base) plan.

Effective 1/1/28 all employees, regardless of date of hire, shall pay 16% for the Core (Base) plan.

If the employee chooses to subscribe to the Town of Greece High Deductible Plan (HDHP 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. Employees may make additional annual contributions to their HSA accounts, up to the maximum annual amounts allowed by law. For 2026 and 2027 only, effective 1/1/2026, for the purpose of incentivizing employees to switch into the HDHP Plan, for employees entering the HDHP Plan in 2026 or 2027, the Town will contribute \$1800 for single and \$3600 for 2-person, Parent No Spouse, Family into the employee's HSA.. Effective 1/1/28, the Town's HSA contribution will revert back to \$900 single and \$1800 for 2-Person, Parent No Spouse, Family.

All HSA deposits 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, the employee 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 paycheck 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 enrolled in a health insurance plan provided by the Town at the time of their retirement 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 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 the event payment is not received by the twentieth (20th) of the month the Town will take the necessary steps to cancel the policy at the end of the current month.

9.5 Retiree Health Insurance (Medicare Eligibility)

The Town will pay one hundred percent (100%) of the monthly health insurance premium for retirees who reach the age of Medicare Eligibility and wish to continue their health insurance provided by the Town.

9.6 Dental Insurance

For those employees wishing to participate in the Dental Insurance Plan, the Town will contribute to the premium payments on the following basis:

Single - \$52.00/Month

Family - \$72.00/Month

The Union will notify the Town when dependents reach age 19.

9.7 Eye Care

The Town shall contribute the following amount per employee per month to Local 1170, C.W.A. Health, Welfare and Pension Fund: \$9.00

The Union agrees to consult with the Town regarding the specific use of the Town contribution, and the Union agrees that the fund shall be utilized for the sole benefit of the employees of the Town of Greece. The Union further agrees to furnish to the Town on/about January 30 of each year, a verified statement of utilization, receipts and expenditures and shall reflect the last twelve (12) calendar months experience.

The Union shall indemnify and save the employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or for reason of action taken by the employer in reliance upon its remittance of such funds.

9.8 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.

9.9 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.

Initiation into a health plan must occur while an employee is employed by the Town (prior to retirement). However, retirement is not a qualifying event and any employee not enrolled in a health plan during employment, who qualifies for and desires retiree health coverage, must initiate enrollment in an open enrollment period prior to retiring.

9.10 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. In the case of a serious illness in the employee's immediate family requiring care and attendance by the employee, in the discretion of the department head, the employee may need to provide proof or a physician's certification stating that the employee's immediate family member had a serious illness requiring care from the employee such that the employee needed to miss work.

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. 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 as set forth in A and B below:
 - A. 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).

- B. 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).

- 2. Certification from an attending physician must be provided by the employee to the Director of Personnel every 30 days while an employee is out on ESL/Half Pay Sick Leave.

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 Pregnancy-Related Disability and Maternity Leave

10.5.1 Pregnancy Related Disability

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.

10.5.2 Maternity Leave

The Town will follow FMLA regarding maternity leave.

The employee may request an unpaid leave of absence, the length of which shall not exceed six months. During the course of unpaid leave, the Town will continue to pay its 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. Any disability period pursuant to 10.5.1 and/or any FMLA leave is included in this up to six (6) month period.

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

Employees with less than three (3) weeks of paid sick leave accruals available at the time of maternity leave, will receive three (3) weeks of paid leave for natural birth and four (4) weeks of paid sick leave for cesarean section birth provided the Department Head and Town Supervisor, in their sole discretion, determine that the employee did not overuse or abuse sick leave prior to applying for this benefit.

ARTICLE 11 - FAMILY AND MEDICAL LEAVE ACT

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 contractually designated holiday listed in 13.1 above will receive time and a half.
- 13.3 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.
- 13.4 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.
- 13.5 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.
- 13.6 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.
- 13.7 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 paycheck 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.

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 textbooks. 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

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 Whether employees are covered or not covered by Civil Service Law, Section 75, they will be subject to discipline in accordance with the provisions of the Grievance and Arbitration articles of this contract (Article 19). Thus, Section 75 is hereby waived for the purposes of discipline and Article 19 shall apply, except that an employee in their probationary period will not have rights pursuant to Article 19 beyond the right to file a grievance (a probationary employee has no right to arbitration).
- 18.2 Any disciplinary grievance will commence at Step 1 and will be filed within the time frames set forth in Article 19. The pendency of a grievance under Article 19 shall not restrict the Town's right to take the action being contested by the employee.
- 18.3 Whether employees are covered or not covered by Civil Service Law, Section 75, they will be subject to discipline and discharge in accordance with the provisions of the Grievance and Arbitration articles of this contract. Section 75 is hereby waived for the purposes of discipline and Article 19 shall apply, except, however, in accordance with 19.2 below, employee in their probationary period will not have rights to the arbitration procedure if terminated during their probationary period.

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).
- 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 20.3 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 the arbitrator in the interpretation or meaning the arbitrator 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 their respective 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 - 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 24 - 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 25 - TAX DEFERRED COMPENSATION

The Town will provide a Tax Deferred Compensation Plan for employees in this Unit.

ARTICLE 26 - 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:

26.1 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.

26.2 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

26.3 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:

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.

26.4 Severance pay

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

ARTICLE 27 – 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 28 – FLEX TIME

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

ARTICLE 29 - 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 30 - 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 31 - TERM OF AGREEMENT AND FUTURE NEGOTIATIONS

31.1 Term of Agreement

This Agreement shall become effective January 1, 2025, and shall terminate at the close of business on December 31, 2028.

31.2 Future Negotiations

The parties mutually agree that negotiations for the contract year 2029 will commence June 1, 2028. In the event that the parties do not agree to a new contract by December 31, 2028, 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 30th day of December, 2025.

TOWN:

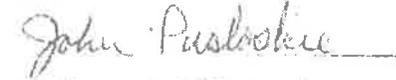


William Reilich, Town Supervisor



Keith Suhr, Director of Personnel

CWA:



John Pusloskie, CWA President

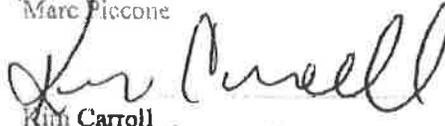


Elizabeth Barut, President, Lighthouse Assoc.

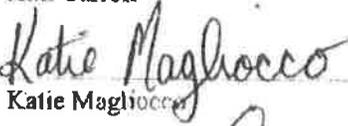
Negotiating Committee Members:



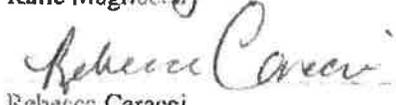
Marc Piccone



Kim Carroll



Katie Magliocco



Rebecca Caracci



Gina Edwards

APPENDIX A

As of 1-1-25, the following titles are a Standard 8 Hour Workday

Dispatcher

Animal Control Officer

Dog Control Officer

APPENDIX B

2025 through 2028 Salary Schedules

The following pages set forth:

The 2025 Salary Schedule;

the 2026 Salary Schedule;

the 2027 Salary Schedule; and the

2028 Salary Schedule.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Clerk III Typing	\$1,493.7053	\$1,591.2268	\$1,688.7334	\$1,786.2549	\$1,856.9050	\$1,909.1894	\$2,041.1174	\$2,081.9397	\$2,123.5785	\$2,166.0501
Data Entry Operator	\$21.3386	\$22.7318	\$24.1247	\$25.5178	\$26.5271	\$27.2741	\$29.1589	\$29.7420	\$30.3368	\$30.9436
Dispatcher	\$32.0080	\$34.0977	\$36.1870	\$38.2768	\$39.7907	\$40.9112	\$43.7383	\$44.6130	\$45.5053	\$46.4154
Maintenance Mechanic										
Office Clerk III										
Principal Library Clerk										
Public Safety Dispatcher										
Secretary III										
Sr Punch Operator										
Stenographer										

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Budget Technician	\$41,371.8974	\$43,907.0709	\$46,588.9009	\$49,822.3478	\$53,018.8348	\$54,286.2296	\$57,809.3223	\$58,965.5068	\$60,144.7927	\$61,347.7128
Building Inspection Aide	\$1,591.2268	\$1,688.7334	\$1,791.8808	\$1,916.2440	\$2,039.1859	\$2,087.9318	\$2,223.4354	\$2,267.9041	\$2,313.2622	\$2,359.5274
Code Compliance Inspector	\$22.7318	\$24.1247	\$25.5984	\$27.3750	\$29.1312	\$29.8276	\$31.7635	\$32.3986	\$33.0466	\$33.7075
Drafting Technician	\$34.0977	\$36.1870	\$38.3976	\$41.0625	\$43.6968	\$44.7414	\$47.6452	\$48.5979	\$49.5699	\$50.5613
Elder Care Coordinator										
Engineering Aide										
Meter Reader										
Parking M<-monitor										
Personnel Clerk										
Planning Aide										
Recreation Leader										
Secretary to Commissioner of Public Works										
Secretary to Environmental Board										
Sec to Zoning Board										
Sr. Stenographer										
Youth Outreach Worker										

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Asst. Assessment Clerk	\$44,237.7276	\$46,588.9009	\$48,794.1852	\$51,144.9747	\$53,680.1482	\$55,461.8802	\$59,568.5927	\$60,759.9675	\$61,975.1685	\$63,214.6649
Clerk II	\$1,701.4510	\$1,791.8808	\$1,876.6995	\$1,967.1144	\$2,064.6211	\$2,133.1614	\$2,291.0998	\$2,336.9218	\$2,383.6602	\$2,431.3334
Clerk II typing	\$24.3063	\$25.5984	\$26.8099	\$28.1016	\$29.4947	\$30.4738	\$32.7299	\$33.3846	\$34.0523	\$34.7333
Computer Operator Trainee	\$36.4596	\$38.3976	\$40.2149	\$42.1525	\$44.2420	\$45.7107	\$49.0949	\$50.0769	\$51.0784	\$52.1000
Librarian Asst										
Librarian Trainee										
Library Asst										
Maintenance Mech I										
Office Clerk II										
Property Clerk										
Res Plan Review Inspector Trainee										
Secretary II										
Sr. Account Clerk										

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	\$50,483.6613	\$53,202.8350	\$56,069.0490	\$58,750.8790	\$61,616.3255	\$63,563.8922	\$68,171.4989	\$69,534.9235	\$70,925.6284	\$72,344.1359
Engineering Technician	\$1,941.6792	\$2,046.2627	\$2,156.5018	\$2,259.6492	\$2,369.8586	\$2,444.7652	\$2,621.9806	\$2,674.4202	\$2,727.9087	\$2,782.4668
Sec Planning Board	\$27.7383	\$29.2323	\$30.8071	\$32.2807	\$33.8552	\$34.9253	\$37.4568	\$38.2060	\$38.9701	\$39.7495

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	\$50,483.6613	\$53,202.8350	\$56,069.0490	\$58,750.8790	\$61,616.3255	\$63,563.8922	\$68,171.4989	\$69,534.9235	\$70,925.6284	\$72,344.1359
Engineering Technician	\$1,941.6792	\$2,046.2627	\$2,156.5018	\$2,259.6492	\$2,369.8586	\$2,444.7652	\$2,621.9806	\$2,674.4202	\$2,727.9087	\$2,782.4668
Sec Planning Board	\$27.7383	\$29.2323	\$30.8071	\$32.2807	\$33.8552	\$34.9253	\$37.4568	\$38.2060	\$38.9701	\$39.7495

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	\$50,483.6613	\$53,202.8350	\$56,069.0490	\$58,750.8790	\$61,616.3255	\$63,563.8922	\$68,171.4989	\$69,534.9235	\$70,925.6284	\$72,344.1359
Engineering Technician	\$1,941.6792	\$2,046.2627	\$2,156.5018	\$2,259.6492	\$2,369.8586	\$2,444.7652	\$2,621.9806	\$2,674.4202	\$2,727.9087	\$2,782.4668
Sec Planning Board	\$27.7383	\$29.2323	\$30.8071	\$32.2807	\$33.8552	\$34.9253	\$37.4568	\$38.2060	\$38.9701	\$39.7495

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	\$50,483.6613	\$53,202.8350	\$56,069.0490	\$58,750.8790	\$61,616.3255	\$63,563.8922	\$68,171.4989	\$69,534.9235	\$70,925.6284	\$72,344.1359
Engineering Technician	\$1,941.6792	\$2,046.2627	\$2,156.5018	\$2,259.6492	\$2,369.8586	\$2,444.7652	\$2,621.9806	\$2,674.4202	\$2,727.9087	\$2,782.4668
Sec Planning Board	\$27.7383	\$29.2323	\$30.8071	\$32.2807	\$33.8552	\$34.9253	\$37.4568	\$38.2060	\$38.9701	\$39.7495

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	\$50,483.6613	\$53,202.8350	\$56,069.0490	\$58,750.8790	\$61,616.3255	\$63,563.8922	\$68,171.4989	\$69,534.9235	\$70,925.6284	\$72,344.1359
Engineering Technician	\$1,941.6792	\$2,046.2627	\$2,156.5018	\$2,259.6492	\$2,369.8586	\$2,444.7652	\$2,621.9806	\$2,674.4202	\$2,727.9087	\$2,782.4668
Sec Planning Board	\$27.7383	\$29.2323	\$30.8071	\$32.2807	\$33.8552	\$34.9253	\$37.4568	\$38.2060	\$38.9701	\$39.7495

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	\$50,483.6613	\$53,202.8350	\$56,069.0490	\$58,750.8790	\$61,616.3255	\$63,563.8922	\$68,171.4989	\$69,534.9235	\$70,925.6284	\$72,344.1359
Engineering Technician	\$1,941.6792	\$2,046.2627	\$2,156.5018	\$2,259.6492	\$2,369.8586	\$2,444.7652	\$2,621.9806	\$2,674.4202	\$2,727.9087	\$2,782.4668
Sec Planning Board	\$27.7383	\$29.2323	\$30.8071	\$32.2807	\$33.8552	\$34.9253	\$37.4568	\$38.2060	\$38.9701	\$39.7495

Sr. Rec Leader	overtime	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
2026		\$41.6075	\$43.8485	\$46.2107	\$48.4211	\$50.7828	\$52.3879	\$56.1853	\$57.3090	\$58.4552	\$59.6243
Group 12											
Animal Control Officer	annual	\$51,659.6317	\$54,194.4214	\$57,061.0192	\$59,779.8091	\$62,645.2556	\$64,666.1559	\$69,394.8126	\$70,782.7137	\$72,198.3642	\$73,642.3396
Assessment Clerk	bi-weekly	\$1,986.9089	\$2,084.4008	\$2,194.6546	\$2,299.2233	\$2,409.4328	\$2,487.1598	\$2,669.0314	\$2,722.4121	\$2,776.8603	\$2,832.3975
Building Foreman	hourly	\$28.3844	\$29.7771	\$31.3521	\$32.8459	\$34.4205	\$35.5309	\$38.1290	\$38.8916	\$39.6694	\$40.4628
Clerk I	overtime	\$42.5766	\$44.6658	\$47.0282	\$49.2690	\$51.6307	\$53.2963	\$57.1935	\$58.3374	\$59.5041	\$60.6942
Dog Control Officer											
Planning Assistant											
Real Property Appraiser Trainee											
Residential Plan Review Inspector											
Secretary to Director of Human Services											
Senior Library Assistant											
Sec Steno I - Admin Secretary											
Working Foreman											
2026											
Group 13											
Administrative Assistant	annual	\$52,357.9051	\$54,855.7349	\$57,758.9088	\$60,441.1226	\$63,306.9528	\$65,419.4695	\$70,274.0586	\$71,679.5390	\$73,113.1310	\$74,575.3892
Administrative Trainee	bi-weekly	\$2,013.7654	\$2,109.8360	\$2,221.4963	\$2,324.6586	\$2,434.8828	\$2,516.1334	\$2,702.8482	\$2,756.9052	\$2,812.0433	\$2,868.2842
Automotive Mechanic	hourly	\$28.7680	\$30.1406	\$31.7356	\$33.2094	\$34.7839	\$35.9447	\$38.6122	\$39.3844	\$40.1720	\$40.9755
Budget Analyst	overtime	\$43.1521	\$45.2109	\$47.6034	\$49.8141	\$52.1760	\$53.9171	\$57.9182	\$59.0765	\$60.2581	\$61.4632
Clerk to Town Justice											
Dept Receiver of Taxes and Assess											
Deputy Town Clerk											
Junior Accountant											
Librarian I											
Management Assistant											
Network Administrator											
Recreation Supervisor											
Victim Witness Coordinator											
Youth Program Worker											
2026											
Group 14											
Asst Bldg. Plumbing Inspe	annual	\$55,040.1189	\$57,574.9086	\$60,294.4661	\$62,682.5887	\$66,687.0562	\$68,800.1486	\$73,792.5993	\$75,268.4603	\$76,773.8295	\$78,309.3039
Sr. Engineering Aide	bi-weekly	\$2,116.9276	\$2,214.4195	\$2,319.0178	\$2,410.8689	\$2,564.8867	\$2,646.1596	\$2,838.1771	\$2,894.9406	\$2,952.8394	\$3,011.8962
Labor Foreman	hourly	\$30.2419	\$31.6346	\$33.1287	\$34.4410	\$36.6412	\$37.8023	\$40.5453	\$41.3563	\$42.1834	\$43.0271
	overtime	\$45.3628	\$47.4520	\$49.6932	\$51.6616	\$54.9619	\$56.7034	\$60.8180	\$62.0344	\$63.2751	\$64.5406
2026											
Group 15											
Principal Account Clerk		\$57,207.2919	\$60,220.5569	\$63,380.0945	\$66,392.9650	\$69,920.5032	\$71,077.9883	\$75,168.5394	\$76,671.9151	\$78,205.3534	\$79,769.4513
		\$2,200.2806	\$2,316.1752	\$2,437.6958	\$2,553.5756	\$2,689.2499	\$2,733.7699	\$2,891.0977	\$2,948.9196	\$3,007.8980	\$3,068.0560
		\$31.4326	\$33.0882	\$34.8242	\$36.4797	\$38.4179	\$39.0538	\$41.3013	\$42.1274	\$42.9700	\$43.8294
		\$47.1490	\$49.6323	\$52.2364	\$54.7196	\$57.6268	\$58.5808	\$61.9521	\$63.1911	\$64.4550	\$65.7441
2026											
Group 16											
Accountant	annual	\$57,758.9088	\$60,771.7793	\$63,968.6501	\$67,054.2785	\$70,581.4328	\$71,757.4033	\$75,894.7646	\$77,412.6599	\$78,960.9057	\$80,540.1308
Administrative Analyst	bi-weekly	\$2,221.4963	\$2,337.3762	\$2,460.3329	\$2,579.0709	\$2,714.6703	\$2,759.9000	\$2,919.0293	\$2,977.4098	\$3,036.9580	\$3,097.6972
Asst Fire Marshal	hourly	\$31.7356	\$33.3911	\$35.1475	\$36.8430	\$38.7810	\$39.4272	\$41.7005	\$42.5344	\$43.3651	\$44.2528
Asst Bldg. and Plumbing II	overtime	\$47.6034	\$50.0867	\$52.7214	\$55.2646	\$58.1716	\$59.1408	\$62.5508	\$63.8016	\$65.0777	\$66.3792

Senior Administrator Analyst
Supervising Accountant

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9	
2026											
Group 21											
Associate Engineer	annual	\$82,559.7945	\$86,968.4336	\$91,671.9422	\$95,897.3593	\$100,453.8169	\$103,999.0514	\$111,911.0293	\$114,149.2440	\$116,432.2540	\$118,760.8697
	bi-weekly	\$3,175.3767	\$3,344.9399	\$3,525.8439	\$3,688.3599	\$3,863.6084	\$3,999.9637	\$4,304.2702	\$4,390.3556	\$4,478.1627	\$4,567.7259
	hourly	\$45.3625	\$47.7849	\$50.3692	\$52.6908	\$55.1943	\$57.1423	\$61.4896	\$62.7194	\$63.9738	\$65.2532
	overtime	\$68.0438	\$71.6775	\$75.5537	\$79.0362	\$82.7915	\$85.7135	\$92.2344	\$94.0790	\$95.9606	\$97.8798

	2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Dispatcher											
Maintenance Mechanic											
Office Clerk III											
Principal Library Clerk											
Public Safety Dispatcher											
Secretary III											
Sr Punch Operator											
Stenographer											

	2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 9											
Budget Technician	annual	\$42,819.9138	\$45,443.8184	\$48,219.5124	\$51,566.1300	\$54,874.4940	\$56,186.2477	\$59,832.6486	\$61,029.2996	\$62,249.8604	\$63,494.8828
Building Inspection Aide	bi-weekly	\$1,646.9197	\$1,747.8391	\$1,854.5966	\$1,983.3125	\$2,110.5574	\$2,161.0094	\$2,301.2556	\$2,347.2807	\$2,394.2264	\$2,442.1109
Code Compliance Inspector	hourly	\$23.5274	\$24.9690	\$26.4943	\$28.3331	\$30.1508	\$30.8715	\$32.8752	\$33.5326	\$34.2032	\$34.8873
Drafting Technician	overtime	\$35.2911	\$37.4536	\$39.7415	\$42.4997	\$45.2262	\$46.3073	\$49.3128	\$50.2989	\$51.3049	\$52.3309
Elder Care Coordinator											
Engineering Aide											
Meter Reader											
Parking M<monitor											
Personnel Clerk											
Planning Aide											
Recreation Leader											
Secretary to Commissioner of Public Works											
Secretary to Environmental Board											
Sec to Zoning Board											
Sr. Stenographer											
Youth Outreach Worker											

	2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 10											
Asst Assessment Clerk	annual	\$45,786.0481	\$48,219.5124	\$50,501.9817	\$52,935.0488	\$55,558.9534	\$57,403.0460	\$61,653.4934	\$62,886.5664	\$64,144.2994	\$65,427.1782
Clerk II	bi-weekly	\$1,761.0018	\$1,854.5966	\$1,942.3839	\$2,035.9634	\$2,136.8828	\$2,207.8220	\$2,371.2883	\$2,418.7141	\$2,467.0883	\$2,516.4301
Clerk II typing	hourly	\$25.1571	\$26.4943	\$27.7482	\$29.0852	\$30.5270	\$31.5403	\$33.8754	\$34.5531	\$35.2441	\$35.9490
Computer Operator Trainee	overtime	\$37.7357	\$39.7415	\$41.6224	\$43.6278	\$45.7905	\$47.3106	\$50.8132	\$51.8296	\$52.8662	\$53.9235
Librarian Asst											
Librarian Trainee											
Library Asst											
Maintenance Mech I											
Office Clerk II											
Property Clerk											
Res Plan Review Inspector Trainee											
Secretary II											
Sr. Account Clerk											

	2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 11											
Computer Operator	annual	\$52,250.5894	\$55,064.9342	\$58,031.4657	\$60,807.1598	\$63,772.8968	\$65,788.6284	\$70,557.5013	\$71,968.6459	\$73,408.0254	\$74,876.1806
Engineering Technician	bi-weekly	\$2,009.6380	\$2,117.8819	\$2,231.9793	\$2,338.7369	\$2,452.8037	\$2,530.3319	\$2,713.7500	\$2,768.0250	\$2,823.3855	\$2,879.8532
Sec Planning Board	hourly	\$28.7092	\$30.2554	\$31.8854	\$33.4105	\$35.0401	\$36.1476	\$38.7678	\$39.5432	\$40.3341	\$41.1408
Sr. Rec Leader	overtime	\$43.0637	\$45.3832	\$47.8281	\$50.1158	\$52.5602	\$54.2215	\$58.1518	\$59.3148	\$60.5011	\$61.7111
Group 12											
Animal Control Officer	annual	\$53,467.7188	\$56,091.2261	\$59,058.1549	\$61,872.1025	\$64,837.8395	\$66,929.4714	\$71,823.6310	\$73,260.1087	\$74,725.3069	\$76,219.8214
Assessment Clerk	bi-weekly	\$2,056.4507	\$2,157.3548	\$2,271.4675	\$2,379.6961	\$2,493.7629	\$2,574.2104	\$2,762.4475	\$2,817.6965	\$2,874.0504	\$2,931.5314
Building Foreman	hourly	\$29.3779	\$30.8193	\$32.4494	\$33.9955	\$35.6252	\$36.7744	\$39.4635	\$40.2528	\$41.0579	\$41.8790

Clerk I overtime \$44.0668 \$46.2291 \$48.6742 \$50.9934 \$53.4378 \$55.1617 \$59.1953 \$60.3792 \$61.5868 \$62.8185

Dog Control Officer
 Planning Assistant
 Real Property Appraiser Trainee
 Residential Plan Review Inspector
 Secretary to Director of Human Services
 Senior Library Assistant
 Sec Steno I - Admin Secretary
 Working Foreman

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Administrative Assistant	\$54,190.4318	\$56,775.6856	\$59,780.4706	\$62,556.5619	\$65,522.6962	\$67,709.1509	\$72,733.6507	\$74,188.3228	\$75,672.0906	\$77,185.5278
Administrative Trainee	\$2,084.2472	\$2,183.6802	\$2,299.2487	\$2,406.0216	\$2,520.1037	\$2,604.1981	\$2,797.4479	\$2,853.3969	\$2,910.4648	\$2,968.6741
Automotive Mechanic	\$29,7749	\$31,1955	\$32,8463	\$34,3717	\$36,0014	\$37,2028	\$39,9636	\$40,7628	\$41,5781	\$42,4096
Budget Analyst	\$44,6624	\$46,7933	\$49,2695	\$51,5576	\$54,0021	\$55,8042	\$59,9454	\$61,1442	\$62,3671	\$63,6144

Clerk to Town Justice
 Dept Receiver of Taxes and Assess
 Deputy Town Clerk
 Junior Accountant
 Librarian I
 Management Assistant
 Network Administrator
 Recreation Supervisor
 Victim Witness Coordinator
 Youth Program Worker

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Asst Bldg. Plumbing Inspec	\$56,966.5230	\$59,590.0304	\$62,404.7724	\$64,876.4793	\$69,021.1032	\$71,208.1538	\$76,375.3403	\$77,902.8564	\$79,460.9135	\$81,050.1295
Sr. Engineering Aide	\$2,191.0201	\$2,291.9242	\$2,400.1834	\$2,495.2493	\$2,654.6578	\$2,738.7751	\$2,937.5133	\$2,996.2635	\$3,056.1888	\$3,117.3126
Labor Foreman	\$31,3003	\$32,7418	\$34,2882	\$35,6465	\$37,9237	\$39,1254	\$41,9644	\$42,8038	\$43,6598	\$44,5330
overtime	\$46,9505	\$49,1128	\$51,4324	\$53,4698	\$56,8855	\$58,6880	\$62,9466	\$64,2056	\$65,4898	\$66,7996

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Principal Account Clerk	\$59,209.5471	\$62,328.2763	\$65,598.3978	\$68,716.7188	\$72,367.7208	\$73,565.7179	\$77,799.4383	\$79,355.4321	\$80,942.5407	\$82,561.3821
overtime	\$2,277.2904	\$2,397.2413	\$2,523.0151	\$2,642.9508	\$2,783.3737	\$2,829.4508	\$2,992.2861	\$3,052.1318	\$3,113.1744	\$3,175.4379
overtime	\$32,5328	\$34,2462	\$36,0431	\$37,7565	\$39,7625	\$40,4207	\$42,7469	\$43,6019	\$44,4739	\$45,3634
overtime	\$48,7993	\$51,3694	\$54,0647	\$56,6348	\$59,6437	\$60,6311	\$64,1204	\$65,4028	\$66,7109	\$68,0451

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Accountant	\$59,780.4706	\$62,898.7916	\$66,207.5528	\$69,401.1782	\$73,051.7830	\$74,268.9124	\$78,551.0814	\$80,122.1030	\$81,724.5374	\$83,359.0354
Administrative Analyst	\$2,299.2487	\$2,419.1843	\$2,546.4445	\$2,669.2762	\$2,809.6838	\$2,856.4965	\$3,021.1953	\$3,081.6192	\$3,143.2516	\$3,206.1166
Asst Fire Marshal	\$32,8463	\$34,5598	\$36,3777	\$38,1325	\$40,1384	\$40,8071	\$43,1600	\$44,0231	\$44,9036	\$45,8017
Asst Bldg. and Plumbing I	\$49,2695	\$51,8397	\$54,5666	\$57,1989	\$60,2076	\$61,2107	\$64,7400	\$66,0347	\$67,3554	\$68,7025

Asst to Bldg. Inspector
 Family and Youth Counselor Specialist
 Junior Engineer
 Junior Planner
 Librarian II
 Purchasing Assistant
 Real Property Appraiser
 Sr. Recreation Supervisor
 Youth Referral Counselor

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 17										
Code Compliance Coordin annual	\$62,746.6049	\$66,054.9689	\$69,743.8162	\$73,051.7830	\$76,550.5872	\$78,984.4488	\$84,724.2249	\$86,418.7016	\$88,147.0847	\$89,910.0251
Coordinator of and tech s bi-weekly	\$2,413.3308	\$2,540.5757	\$2,682.4543	\$2,809.6838	\$2,944.2532	\$3,037.8634	\$3,258.6239	\$3,323.7964	\$3,390.2723	\$3,458.0777
Technical Services Coordi hourly	\$34.4761	\$36.2939	\$38.3209	\$40.1384	\$42.0608	\$43.3981	\$46.5518	\$47.4828	\$48.4325	\$49.4011
overtime	\$51.7142	\$54.4408	\$57.4813	\$60.2076	\$63.0913	\$65.0972	\$69.8278	\$71.2242	\$72.6487	\$74.1017

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 18										
Assistant Assessor annual	\$71,303.5725	\$74,953.3718	\$78,984.4488	\$82,674.0905	\$86,514.3300	\$89,575.4748	\$96,398.0570	\$98,326.0161	\$100,292.5378	\$102,298.3833
Assistant Director of Build bi-weekly	\$2,742.4451	\$2,882.8220	\$3,037.8634	\$3,179.7726	\$3,327.4741	\$3,445.2108	\$3,707.6175	\$3,781.7698	\$3,857.4052	\$3,934.5533
Assistant Planner hourly	\$39.1777	\$41.1831	\$43.3979	\$45.4252	\$47.5354	\$49.2173	\$52.9660	\$54.0253	\$55.1058	\$56.2079
Assistant Recreation Direc overtime	\$58.7666	\$61.7747	\$65.0970	\$68.1379	\$71.3031	\$73.8260	\$79.4491	\$81.0379	\$82.6587	\$84.3119
Assistant to Commissioner of Public Works										
Case Manager										
Community Senior Center Coordinator										
Deputy Building Inspector										
Deputy Court Administrator										
Deputy Director of Youth Bureau										
Deputy Fire Marshal										
GIS Analyst										
Grant Administrator										
Librarian III										
Planner										
Senior Accountant										
Senior Budget Analyst										
Staff Engineer										
Youth Services Coordinator										

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 19										
Senior Surveyor annual	\$80,163.3356	\$84,460.5435	\$88,795.9938	\$92,789.2255	\$97,275.6820	\$100,394.4112	\$107,716.1763	\$109,870.4880	\$112,067.9123	\$114,309.2703
bi-weekly	\$3,083.2051	\$3,248.4824	\$3,415.2307	\$3,568.8164	\$3,741.3723	\$3,861.3233	\$4,142.9298	\$4,225.7884	\$4,310.3042	\$4,396.5103
hourly	\$44.0458	\$46.4068	\$48.7890	\$50.9831	\$53.4482	\$55.1618	\$59.1846	\$60.3684	\$61.5758	\$62.8073
overtime	\$66.0688	\$69.6103	\$73.1836	\$76.4747	\$80.1724	\$82.7427	\$88.7769	\$90.5526	\$92.3637	\$94.2109

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 20										
Assistant Engineer annual	\$80,924.2911	\$85,259.3443	\$89,632.2538	\$93,663.3308	\$98,078.0908	\$101,344.8029	\$108,744.3440	\$110,919.2244	\$113,137.6105	\$115,400.3627
Chief Court Clerk bi-weekly	\$3,112.4726	\$3,279.2056	\$3,447.3944	\$3,602.4357	\$3,776.4780	\$3,897.8769	\$4,182.4747	\$4,266.1242	\$4,351.4467	\$4,438.4756
Department Director of Hu hourly	\$44.4640	\$46.8458	\$49.2485	\$51.4634	\$53.9497	\$55.6840	\$59.7497	\$60.9446	\$62.1635	\$63.4068
Director of Staff Services overtime	\$66.6960	\$70.2688	\$73.8728	\$77.1951	\$80.9246	\$83.5260	\$89.6246	\$91.4169	\$93.2453	\$95.1102
Senior Planner										
Senior Administrator Analyst										
Supervising Accountant										

2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 21										
Associate Engineer annual	\$85,449.3873	\$90,012.3288	\$94,880.4601	\$99,253.7668	#####	\$107,639.0182	\$115,827.9154	\$118,144.4675	\$120,507.3829	\$122,917.5001
bi-weekly	\$3,286.5149	\$3,462.0128	\$3,649.2485	\$3,817.4525	\$3,998.8347	\$4,139.9624	\$4,454.9196	\$4,544.0180	\$4,634.8984	\$4,727.5964
hourly	\$46.9502	\$49.4574	\$52.1321	\$54.5349	\$57.1261	\$59.1423	\$63.6417	\$64.9145	\$66.2128	\$67.5371
overtime	\$70.4254	\$74.1862	\$78.1981	\$81.8025	\$85.6892	\$88.7134	\$95.4626	\$97.3718	\$99.3193	\$101.3056

Title: 2028 CWA Salary Schedule 3.5										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 1										
annual	\$33,652.3403	\$35,266.2770	\$37,272.7805	\$38,887.1283	\$40,894.0429	\$42,153.5663	\$45,175.8376	\$46,079.3499	\$47,000.9377	\$47,940.9580
bi-weekly	\$1,294.3207	\$1,356.3953	\$1,433.5683	\$1,495.6588	\$1,572.8476	\$1,621.2908	\$1,737.5320	\$1,772.2827	\$1,807.7283	\$1,843.8829
hourly	\$18.4903	\$19.3770	\$20.4795	\$21.3666	\$22.4693	\$23.1613	\$24.8219	\$25.3183	\$26.8247	\$28.3412
overtime	\$27.7355	\$29.0655	\$30.7193	\$32.0499	\$33.7039	\$34.7419	\$37.2329	\$37.9775	\$38.7370	\$39.5118
Nutrition Aide	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000
Receptionist										
Telephone Operator										
Recreation Attendant										
Input Clerk										
2028										
Group 2										
annual	\$36,171.3870	\$38,335.8149	\$40,736.9294	\$42,350.4549	\$44,475.7129	\$45,833.7890	\$49,108.0496	\$50,090.2090	\$51,092.0104	\$52,113.8536
bi-weekly	\$1,391.2072	\$1,474.4544	\$1,566.8051	\$1,628.8638	\$1,710.6044	\$1,762.8382	\$1,888.7710	\$1,926.5464	\$1,965.0774	\$2,004.3789
hourly	\$19.8743	\$21.0637	\$22.3830	\$23.2696	\$24.4372	\$25.1834	\$26.9824	\$27.5221	\$28.0725	\$28.6340
overtime	\$29.8115	\$31.5956	\$33.5745	\$34.9044	\$36.6557	\$37.7751	\$40.4736	\$41.2831	\$42.1088	\$42.9510
2028										
Group 3										
annual	\$36,918.5613	\$38,887.1283	\$40,071.8177	\$42,664.9675	\$44,869.5130	\$46,425.2430	\$49,886.4227	\$50,884.1473	\$51,901.8337	\$52,939.8701
bi-weekly	\$1,419.9449	\$1,495.6588	\$1,572.8476	\$1,640.9648	\$1,725.7504	\$1,784.7958	\$1,918.7086	\$1,957.0827	\$1,996.2244	\$2,036.1489
hourly	\$20.2849	\$21.3666	\$22.4424	\$23.4424	\$24.6536	\$25.4971	\$27.4102	\$27.9583	\$28.5175	\$29.0878
overtime	\$30.4275	\$32.0499	\$33.7039	\$35.1637	\$36.9805	\$38.2456	\$41.1153	\$41.9375	\$42.7762	\$43.6318
2028										
Group 4										
Assistant Animal Control Officer	\$37,981.6071	\$39,792.2383	\$41,957.0659	\$44,042.7428	\$45,931.7252	\$47,466.9110	\$50,991.7674	\$52,011.6007	\$53,051.8298	\$54,090.0375
Assistant Dog Control Officer	\$1,460.8310	\$1,530.4707	\$1,613.7338	\$1,693.9518	\$1,786.6048	\$1,825.6503	\$1,961.2218	\$2,000.4463	\$2,040.4552	\$2,081.2843
hourly	\$20.8689	\$21.8639	\$23.0534	\$24.1993	\$25.2373	\$26.0808	\$28.0175	\$28.5778	\$29.1494	\$29.7323
overtime	\$31.3034	\$32.7960	\$34.5802	\$36.2989	\$37.8560	\$39.1212	\$42.0263	\$42.8667	\$43.7240	\$44.5985
2028										
Group 5										
annual	\$38,335.8149	\$40,343.1406	\$42,507.9796	\$44,315.1848	\$46,483.8608	\$47,939.8732	\$51,401.5553	\$52,429.5880	\$53,478.1764	\$54,547.7429
bi-weekly	\$1,474.4544	\$1,551.6591	\$1,634.9222	\$1,704.5619	\$1,787.8408	\$1,843.8412	\$1,976.9828	\$2,016.5224	\$2,056.8529	\$2,097.9899
hourly	\$21.0637	\$22.1665	\$23.3560	\$24.3509	\$25.5405	\$26.3406	\$28.2426	\$28.8075	\$29.3836	\$29.9713
overtime	\$31.5956	\$33.2499	\$35.0341	\$36.5263	\$38.3109	\$39.5109	\$42.3639	\$43.2112	\$44.0754	\$44.9569
2028										
Group 6										
annual	\$38,887.1283	\$41,051.5561	\$43,068.8819	\$45,223.7208	\$47,390.8437	\$49,022.0814	\$52,712.4335	\$53,766.6861	\$54,842.0196	\$55,938.8565
bi-weekly	\$1,495.6588	\$1,578.9060	\$1,666.1107	\$1,739.3738	\$1,822.6369	\$1,885.4648	\$2,027.4013	\$2,067.9493	\$2,109.3083	\$2,151.4944
hourly	\$21.3666	\$22.5559	\$23.6588	\$24.8482	\$26.0376	\$26.9352	\$28.9628	\$29.5421	\$30.1330	\$30.7356
overtime	\$32.0499	\$33.8338	\$35.4882	\$37.2724	\$39.0564	\$40.4028	\$43.4442	\$44.3132	\$45.1995	\$46.1035
2028										
Group 7										
Assistant Budget Technician	\$39,437.6195	\$41,602.4584	\$43,767.2974	\$45,775.0342	\$47,939.8732	\$49,474.8534	\$53,081.0188	\$54,142.6485	\$55,225.4962	\$56,330.0073
Assistant Recording Clerk T	\$1,516.8314	\$1,600.0945	\$1,683.3576	\$1,760.5781	\$1,843.8412	\$1,902.8788	\$2,041.5779	\$2,082.4094	\$2,124.0576	\$2,166.5388
hourly	\$21.6690	\$22.8585	\$24.0480	\$25.1510	\$26.3406	\$27.1840	\$29.1655	\$29.7487	\$30.3437	\$30.9506
overtime	\$32.5035	\$34.2877	\$36.0719	\$37.7266	\$39.5110	\$40.7760	\$43.7482	\$44.6231	\$45.5155	\$46.4258
Recreation Assistant										
Sr. Library Clerk										
2028										
Group 8										
annual	\$41,602.4584	\$44,318.6108	\$47,034.3520	\$49,750.5043	\$51,718.2377	\$53,174.4555	\$56,848.8999	\$57,985.8775	\$59,145.5918	\$59,704.9790
bi-weekly	\$1,600.0945	\$1,704.5619	\$1,809.0134	\$1,913.4809	\$1,989.1630	\$2,045.1714	\$2,186.4960	\$2,230.2259	\$2,274.8304	\$2,320.3270
hourly	\$22.8585	\$24.3509	\$25.8430	\$27.3354	\$28.4165	\$29.2167	\$31.2357	\$31.8604	\$32.4976	\$33.1475
overtime	\$34.2877	\$36.5263	\$38.7644	\$41.0030	\$42.6248	\$43.8251	\$46.8536	\$47.7906	\$48.7464	\$49.7213

Dispatcher
 Maintenance Mechanic
 Office Clerk III
 Principal Library Clerk
 Public Safety Dispatcher
 Secretary III
 Sr Punch Operator
 Stenographer

	2028	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 9											
Budget Technician	annual	\$44,318.6108	\$47,034.3520	\$49,907.1953	\$53,370.9445	\$56,795.1013	\$58,152.7663	\$61,926.7913	\$63,165.3251	\$64,428.6055	\$65,717.2037
Building Inspection Aide	bi-weekly	\$1,704.5619	\$1,809.0134	\$1,919.5075	\$2,052.7285	\$2,184.4269	\$2,236.6447	\$2,381.7996	\$2,429.4356	\$2,478.0243	\$2,527.5848
Code Compliance Inspector	hourly	\$24.3509	\$25.8430	\$27.4216	\$29.3248	\$31.2061	\$31.9520	\$34.0258	\$34.7062	\$35.4003	\$36.1084
Drafting Technician	overtime	\$36.5263	\$38.7644	\$41.1324	\$43.9872	\$46.8091	\$47.9281	\$51.0387	\$52.0593	\$53.1005	\$54.1625
Elder Care Coordinator											
Engineering Aide											
Meter Reader											
Parking M<-monitor											
Personnel Clerk											
Planning Aide											
Recreation Leader											
Secretary to Commissioner of Public Works											
Secretary to Environmental Board											
Sec to Zoning Board											
Sr. Stenographer											
Youth Outreach Worker											

Group 10
 Asst Assessment Clerk
 Clerk II
 Clerk II typing
 Computer Operator Trainee
 Librarian Asst
 Librarian Trainee
 Library Asst
 Maintenance Mech I
 Office Clerk II
 Property Clerk
 Res Plan Review Inspector Trainee
 Secretary II
 Sr. Account Clerk

	2028	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Asst Assessment Clerk	annual	\$47,388.5598	\$49,907.1953	\$52,269.5511	\$54,787.7755	\$57,503.5168	\$59,412.1526	\$63,811.3657	\$65,087.5962	\$66,389.3499	\$67,717.1294
Clerk II	bi-weekly	\$1,822.6369	\$1,919.5075	\$2,010.3674	\$2,107.2222	\$2,211.6737	\$2,285.0958	\$2,454.2834	\$2,503.3691	\$2,553.4364	\$2,604.5052
Clerk II typing	hourly	\$26.0376	\$27.4216	\$28.7194	\$30.1032	\$31.5954	\$32.6443	\$35.0611	\$35.7624	\$36.4777	\$37.2072
Computer Operator Trainee	overtime	\$39.0564	\$41.1324	\$43.0792	\$45.1548	\$47.3932	\$48.9664	\$52.5917	\$53.6436	\$54.7165	\$55.8108
Librarian Asst											
Librarian Trainee											
Library Asst											
Maintenance Mech I											
Office Clerk II											
Property Clerk											
Res Plan Review Inspector Trainee											
Secretary II											
Sr. Account Clerk											

Group 11
 Computer Operator
 Engineering Technician
 Sec Planning Board
 Sr. Rec Leader

	2028	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Computer Operator	annual	\$54,079.3600	\$56,992.2069	\$60,062.5670	\$62,935.4104	\$66,004.9482	\$68,091.2304	\$73,027.0139	\$74,487.5485	\$75,977.3063	\$77,496.8469
Engineering Technician	bi-weekly	\$2,079.9753	\$2,192.0078	\$2,310.0986	\$2,420.5927	\$2,538.6518	\$2,618.8936	\$2,808.7312	\$2,864.9058	\$2,922.2039	\$2,980.6480
Sec Planning Board	hourly	\$29.7140	\$31.3144	\$33.0014	\$34.5799	\$36.2665	\$37.4128	\$40.1247	\$40.9272	\$41.7458	\$42.5807
Sr. Rec Leader	overtime	\$44.5710	\$46.9716	\$49.5020	\$51.8699	\$54.3998	\$56.1192	\$60.1871	\$61.3908	\$62.6187	\$63.8710

Group 12
 Animal Control Officer
 Assessment Clerk
 Building Foreman
 Clerk I

	2028	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Animal Control Officer	annual	\$55,339.0889	\$58,054.4191	\$61,125.1903	\$64,037.6260	\$67,107.1639	\$69,272.0029	\$74,337.4581	\$75,824.2125	\$77,340.6927	\$78,887.5152
Assessment Clerk	bi-weekly	\$2,128.4265	\$2,232.8622	\$2,350.9689	\$2,462.9855	\$2,581.0446	\$2,664.3077	\$2,859.1332	\$2,916.3159	\$2,974.6422	\$3,034.1350
Building Foreman	hourly	\$30.4061	\$31.8980	\$33.5852	\$35.1854	\$36.8721	\$38.0615	\$40.8448	\$41.6617	\$42.4949	\$43.3448
Clerk I	overtime	\$45.6091	\$47.8471	\$50.3778	\$52.7782	\$55.3081	\$57.0923	\$61.2671	\$62.4925	\$63.7423	\$65.0172

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Code Compliance Coordinator annual	\$64,942.7361	\$68,366.8928	\$72,184.8498	\$75,608.5954	\$79,229.8578	\$81,748.9045	\$87,689.5727	\$89,443.3562	\$91,232.2327	\$93,056.8760
Coordinator of and tech ser bi-weekly	\$2,497.7974	\$2,629.4958	\$2,776.3402	\$2,908.0227	\$3,047.3021	\$3,144.1887	\$3,372.6757	\$3,440.1292	\$3,508.9318	\$3,579.1105
Technical Services Coordinator hourly	\$35.6828	\$37.5642	\$39.6621	\$41.5432	\$43.5330	\$44.9170	\$48.1811	\$49.1447	\$50.1276	\$51.1301
overtime	\$53.5242	\$56.3463	\$59.4931	\$62.3149	\$65.2995	\$67.3756	\$72.2717	\$73.7171	\$75.1914	\$76.6952

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 18										
Assistant Assessor annual	\$73,799.1975	\$77,576.7398	\$81,748.9045	\$85,567.6836	\$89,542.3316	\$92,710.6164	\$99,771.9890	\$101,767.4267	\$103,802.7766	\$105,878.8267
Assistant Director of Building bi-weekly	\$2,838.4307	\$2,983.7208	\$3,144.1886	\$3,281.0647	\$3,443.9357	\$3,565.9331	\$3,837.3841	\$3,914.1318	\$3,992.4144	\$4,072.2627
Assistant Planner hourly	\$40.5490	\$42.6245	\$44.9169	\$47.0151	\$49.1991	\$50.9399	\$54.8198	\$55.9162	\$57.0345	\$58.1752
Assistant Recreation Director overtime	\$60.8234	\$63.9369	\$67.3754	\$70.5227	\$73.7987	\$76.4099	\$82.2298	\$83.8743	\$85.5517	\$87.2628

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Assistant to Commissioner of Public Works										
Case Manager										
Community Senior Center Coordinator										
Deputy Building Inspector										
Deputy Court Administrator										
Deputy Director of Youth Bureau										
Deputy Fire Marshal										
GIS Analyst										
Librarian III										
Planner										
Senior Accountant										
Senior Budget Analyst										
Staff Engineer										
Youth Services Coordinator										

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 19										
Senior Surveyor annual	\$82,969.0524	\$87,416.6625	\$91,903.8536	\$96,036.8484	\$100,680.3308	\$103,908.2156	\$111,486.2425	\$113,716.5120	\$115,990.2892	\$118,310.0948
bi-weekly	\$3,191.1172	\$3,362.1793	\$3,534.7638	\$3,693.7249	\$3,872.3203	\$3,996.4696	\$4,287.9324	\$4,373.6910	\$4,461.1648	\$4,550.3881
hourly	\$45.5874	\$48.0311	\$50.4966	\$52.7675	\$55.3189	\$57.0924	\$61.2561	\$62.4813	\$63.7309	\$65.0055
overtime	\$68.3812	\$72.0467	\$75.7450	\$79.1513	\$82.9784	\$85.6387	\$91.8841	\$93.7220	\$95.5964	\$97.5083

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 20										
Assistant Engineer annual	\$83,756.6413	\$88,243.4213	\$92,769.3827	\$96,941.5473	\$101,510.8239	\$104,891.8710	\$112,550.3960	\$114,801.3973	\$117,097.4269	\$119,439.3754
Chief Court Clerk bi-weekly	\$3,221.4091	\$3,393.9778	\$3,568.0532	\$3,728.5210	\$3,908.6547	\$4,034.3026	\$4,328.8613	\$4,415.4385	\$4,503.7473	\$4,593.8223
Department Director of Hum hourly	\$46.0202	\$48.4854	\$50.9722	\$53.2646	\$55.8380	\$57.6329	\$61.8410	\$63.0777	\$64.3392	\$65.6260
Director of Staff Services overtime	\$69.0303	\$72.7282	\$76.4584	\$79.8969	\$83.7570	\$86.4494	\$92.7615	\$94.6165	\$96.5089	\$98.4390
Senior Planner										
Senior Administrator Analyst										
Supervising Accountant										

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5a	Step 6	Step 7	Step 8	Step 9
Group 21										
Associate Engineer annual	\$88,440.1159	\$93,162.7603	\$98,201.2762	\$102,727.6487	\$107,608.6400	\$111,406.3839	\$119,881.8924	\$122,279.5239	\$124,725.1413	\$127,219.6126
bi-weekly	\$3,401.5429	\$3,583.1833	\$3,776.9722	\$3,951.0634	\$4,138.7939	\$4,284.8611	\$4,610.8418	\$4,703.0587	\$4,797.1198	\$4,893.0622
hourly	\$48.5934	\$51.1884	\$53.9567	\$56.4436	\$59.1255	\$61.2122	\$65.8692	\$67.1866	\$68.5303	\$69.9009
overtime	\$72.8902	\$76.7827	\$80.9350	\$84.6656	\$88.6883	\$91.8184	\$98.8038	\$100.7798	\$102.7954	\$104.8513