

COLLECTIVE BARGAINING AGREEMENT

By and Between

**Village of Ridgewood
Bergen County, New Jersey**

and the

UPSEU

**United Public Service Employees Union
3555 Veterans Highway
Ronkonkoma, New York 11779**

WHITE COLLAR EMPLOYEES

January 1, 2008 through December 31, 2011

TABLE OF CONTENTS

| | |
|--|--------|
| PREAMBLE | Page 1 |
| ARTICLE I RECOGNITION | Page 1 |
| ARTICLE II MANAGEMENT RIGHTS | Page 1 |
| ARTICLE III GRIEVANCE PROCEDURE | Page 1 |
| A. Purpose | Page 1 |
| B. Definition..... | Page 1 |
| C. Steps of the Grievance Procedure..... | Page 2 |
| Step One..... | Page 2 |
| Step Two | Page 2 |
| Step Three | Page 2 |
| Step Four – Arbitration..... | Page 2 |
| D. Village Grievances | Page 3 |
| E. Union Representative | Page 3 |
| F. Department of Personnel Jurisdiction | Page 4 |
| ARTICLE IV SENIORITY | Page 4 |
| ARTICLE V UNION REPRESENTATIVES | Page 4 |
| A. Accredited representatives of the Union may | Page 4 |
| B. The Union shall notify the | Page 4 |
| C. Members of the Union negotiating | Page 4 |
| D. Members of the Union who are elected | Page 5 |
| ARTICLE VI HOURS AND OVERTIME | Page 5 |
| A. The normal working week shall | Page 5 |
| B. All work performed in excess | Page 5 |
| ARTICLE VII HOLIDAYS | Page 5 |
| A. The following holidays shall be recognized..... | Page 5 |
| B. A recognized holiday falling on a | Page 5 |
| C. Each employee governed by | Page 5 |
| D. On an annual basis over the life | Page 5 |

ARTICLE VIII

VACATIONS Page 6

- A. Annual vacation leave with pay Page 6
- B. For the purpose of this Page 6
- C. Vacation allowance must be Page 6
- D. Payment of weekly wages Page 6
- E. Vacation leave time earned Page 6

ARTICLE IX

BENEFITS Page 6

- A. The Village agrees to provide Page 6
- B. All increases in premium Page 6
- C. The employer shall continue Page 7
- D. All persons covered by this Page 7
- E. If an employee retires with Page 7
- F. The Village will provide Page 7
- G. The Village will pay up to a Page 7
- H. Employees covered by this Page 8
- I. Temporary Disability Plan - Effective January 1, 1997..... Page 8

ARTICLE X

SICK LEAVE Page 8

- A. Service credit for sick leave Page 8
- B. Amount of sick leave..... Page 8
- C. Reporting of absence on sick leave Page 9
- D. Verification of sick leave Page 9
- E. Posting of sick leavePage 10
- F. Sick leave incentive Page 10
- G. The Village will providePage 10
- H. In the event an employee resignsPage 10

ARTICLE XI

INJURY ON DUTYPage 10

- A. Where an employee coveredPage 10
- B. The employee shall be requiredPage 11
- C. In the event the employeePage 11
- D. For the purpose of this ArticlePage 11
- E. In the event a dispute arisesPage 11
- F. An injury on duty requiring time offPage 11

ARTICLE XII

SALARIES AND COMPENSATIONPage 11

- A. Effective on and retroactive to January 1, 2008Page 11
- B. Step SystemPage 11

| | |
|--|---------|
| ARTICLE XIII | |
| LONGEVITY/NEW EMPLOYEES | Page 12 |
| ARTICLE XIV | |
| BULLETIN BOARD | Page 13 |
| A. One (1) bulletin board shall be | Page 13 |
| B. These bulletin boards may be | Page 13 |
| C. All permanent part-time and full-time | Page 13 |
| ARTICLE XV | |
| NO STRIKE PLEDGE | Page 13 |
| A. The Union covenants and | Page 13 |
| B. In the event of a strike | Page 13 |
| C. The Union will actively | Page 13 |
| D. Nothing contained in this | Page 13 |
| ARTICLE XVI | |
| NON-DISCRIMINATION | Page 14 |
| A. There shall be no discrimination | Page 14 |
| B. There shall be no discrimination | Page 14 |
| ARTICLE XVII | |
| DEDUCTIONS FROM SALARY | Page 14 |
| A. Upon presentation to the | Page 14 |
| B. If, during the life of this | Page 14 |
| C. The Union will provide the | Page 14 |
| D. As to those employees covered | Page 14 |
| E. Upon request by an employee | Page 15 |
| ARTICLE XVIII | |
| PERSONNEL FILE | Page 15 |
| ARTICLE XIX | |
| LEAVES OF ABSENCE | Page 15 |
| ARTICLE XX | |
| JURY DUTY | Page 15 |
| ARTICLE XXI | |
| PERSONAL LEAVE | Page 15 |
| ARTICLE XXII | |
| BEREAVEMENT LEAVE | Page 16 |

| | |
|--|---------|
| ARTICLE XXIII | |
| COFFEE BREAKS | Page 16 |
| ARTICLE XXIV | |
| UNION AS A PARTY IN INTEREST | Page 16 |
| ARTICLE XXV | |
| MISCELLANEOUS | Page 16 |
| A. The Union and the Village | Page 16 |
| B. The Village shall arrange to | Page 17 |
| C. During the period of this | Page 17 |
| D. An employee covered by | Page 17 |
| E. Any monies other than | Page 17 |
| F. Building cleaning maintenance | Page 17 |
| G. Effective January 1, 2009, a uniform allowance stipend | Page 17 |
| H. Family Medical Leave Act – The parties agree that all provisions... | Page 17 |
| ARTICLE XXVI | |
| TERM AND RENEWAL | Page 18 |
| SCHEDULE A | |
| TITLES COVERED BY THIS AGREEMENT | Page 19 |
| SALARY RANGES | |
| January 1, 2008 through December 31, 2008 | Page 22 |
| January 1, 2009 through December 31, 2009 | Page 25 |
| January 1, 2010 through December 31, 2010 | Page 28 |
| January 1, 2011 through December 31, 2011 | Page 31 |

PREAMBLE

This Agreement entered into this 17TH day of DECEMBER 2008, by and between the Village of Ridgewood, in the County of Bergen, State of New Jersey, a Municipal Corporation of the State of New Jersey, hereinafter called the "Village", and United Public Service Employees Union (UPSEU), hereinafter called the "Union", represents the complete and final understanding on all bargainable issues between the Village and the Union.

ARTICLE I RECOGNITION

The Village recognizes the Union as the exclusive collective negotiations agent for all White Collar employees of the Village of Ridgewood who hold positions described in Schedule A attached hereto, or who may in the future hold the same or similar positions, excluding managerial employees and supervisors within the meaning of the public employees relations act.

ARTICLE II MANAGEMENT RIGHTS

The Village hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and constitution of the State of New Jersey and of the United States.

ARTICLE III GRIEVANCE PROCEDURE

A. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing herein contained shall be construed as limiting the rights of any employee having a grievance to discuss the matter informally with any appropriate member of his department supervisory staff.

B. DEFINITION

The term "grievance" as used herein means any controversy arising over the interpretation, application or violation of this Agreement or any policies, Agreements and administrative decisions affecting any employee covered by this Agreement and may be raised by an individual, the Union or the Village.

C. STEPS OF THE GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

STEP ONE

- a. An aggrieved employee or the Union on behalf of an aggrieved employee or employees shall institute action under the provisions hereof within ten (10) calendar days of (1) the occurrence of the grievance or (2) the time by which the grievant should have had knowledge of the occurrence with the exercise of reasonable diligence. Failure to act within said ten (10) calendar days shall be deemed to constitute an abandonment of the grievance on behalf of that individual or individuals.
- b. The supervisor shall render a decision within five (5) working days after receipt of the grievance.

STEP TWO

- a. In the event a satisfactory settlement has not been reached, the employee or the Union shall, in writing and signed, file his grievance with the department head (or his representative) within five (5) working days following the determination by the Supervisor.
- b. The department head, or his representative, shall render a decision in writing within five (5) working days from the receipt of the grievance.

STEP THREE

- a. In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the department head, the matter may be submitted to the Village Manager.
- b. The Village Manager, or his representative, shall review the matter and make a determination within ten (10) working days from the receipt of the grievance.

STEP FOUR - ARBITRATION

- a. In the event the grievance has not been resolved at Step Three, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with the rules of the New Jersey Public Employment Relations Commission.
- b. However, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Village Manager if the aggrieved elects

to pursue civil service procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration and the Union shall pay whatever costs may have been incurred in processing the case to arbitration.

- c. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The Arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.
- d. The cost of the services of the arbitrator shall be borne equally between the Village and the Union. An aggrieved employee shall suffer no loss in pay as a result of time spent appearing on his own behalf in an arbitration proceeding. Any expense incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.
- e. The arbitrator shall set forth his findings of facts and reasons for making the award within thirty (30) calendar days after conclusion of the arbitration hearing unless agreed to otherwise by the parties. The award of the arbitrator shall be final and binding on the employer, the Union, and the employee or employees who are involved or affected thereby. In the event there is an award of back pay, any earnings of the employee and any unemployment shall be offset and deducted from the award. Employees who have been discharged or suspended shall have the duty to seek work to mitigate claims for back wages.

D. VILLAGE GRIEVANCES

Grievances initiated by the Village shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. Failure to act within said ten (10) calendar days shall be deemed to constitute abandonment of the grievance on the part of the Village. A meeting shall be held within ten (10) calendar days after filing a grievance between the representatives of the Village and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made within twenty (20) calendar days after such meeting, either party may within ten (10) calendar days thereafter file for arbitration in accordance with step four above. In no event shall the exercise of this provision or the fact of its availability to the Village be deemed a waiver of any rights under appropriate circumstances to injunctive relief.

E. UNION REPRESENTATIVE

A Union representative shall be party to all steps of the grievance procedure and both the employee and the Union shall receive promptly, full particulars of all charges, reprimands and warnings when made.

F. DEPARTMENT OF PERSONNEL JURISDICTION

Notwithstanding any foregoing provisions to the contrary, it is the intent of the parties that no matter in dispute that is subject to the review and/or the decision of the department of personnel of the State of New Jersey may be submitted to arbitration. The parties hereby direct the arbitrator not to accept or to decide any matter in dispute that is subject to State Department of Personnel review and decision.

**ARTICLE IV
SENIORITY**

Seniority, which is defined as continuous employment with the Village from date of last hire, will be given due consideration by the Village under the following circumstances:

The most senior employee shall be given preference in the selection of vacations provided that there is no interruption of the normal operations of the Village. Preference for flex-time assignments and hours shall be based upon seniority among employees who perform the same function. In the event of a flex work schedule, employees shall continue to receive a one (1) hour lunch.

**ARTICLE V
UNION REPRESENTATIVES**

- A. Accredited representatives of the Union may enter the Village facilities or premises at reasonable hours for the purpose of observing conditions and assisting in the adjustments of grievances. When the Union decides to have its representatives enter the Village facilities or premises, it shall give prior notice thereof to the appropriate Village representative and the Union representative shall not be denied access to the premises. There shall be no interference with the normal operations of the business of Village government or the normal duties of employees. There shall be no Union business transaction nor meetings held on Village time unless the Village, in its sole discretions, consents thereto. The Union may conduct meetings on Village property outside of working hours provided permission is secured from the appropriate Village representative.
- B. The Union shall notify the Village of the officers and stewards representing the Union in connection with the terms and provisions of this Agreement. A steward, upon prior notice to his/her immediate superior may investigate a grievance during working hours without loss of pay. The Village shall not interfere or restrain the Union from the elections of officers and stewards or in any other matter interfere with the internal affairs of the Union.
- C. Members of the Union negotiating committee shall not exceed four (4) in number. Such committee members who are on duty at the time negotiating sessions are being held shall suffer no loss of regular straight time pay for time spent on such negotiations.

- D. Members of the Union who are elected by the Union to attend any meetings, educational conferences or conventions of the Union, or other bodies which the Union is affiliated, shall be granted necessary time off without loss of pay provided that one (1) week written notification is provided to the Village. Such requests shall not exceed an aggregate of fifteen (15) working days annually. No one employee shall be granted more than three (3) days annually.

**ARTICLE VI
HOURS AND OVERTIME**

- A. The normal working week shall consist of thirty-five (35) hours per week, seven (7) hours per day, five (5) days per week. The regular hours of work shall consist of 8:30 a.m. to 4:30 p.m. Monday through Friday, with a one (1) hour lunch.
- B. All work performed in excess of the specified hours in any work day or any work week shall be considered overtime and shall be paid at the rate of one and one-half times the regular rate of pay. An employee, at his/her option, may receive compensatory time subject to the approval of the department head. Compensatory time shall be earned and granted at the straight time rate (hour for hour) for hours worked between 35 and 40 hours per week and at the overtime rate of time and one-half (1½) for hours worked in excess of 40 hours per week.

**ARTICLE VII
HOLIDAYS**

- A. The following holidays shall be recognized:

| | |
|--------------------|----------------------------|
| New Years' Day | Labor Day |
| Lincoln's Birthday | Columbus Day |
| President's Day | Martin Luther King Day |
| Good Friday | Veterans' Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Day after Thanksgiving Day |
| Christmas Day | |
- B. A recognized holiday falling on a Saturday shall be observed on the preceding Friday and a recognized holiday falling on a Sunday shall be observed on the following Monday.
- C. Each employee governed by this Agreement shall receive one-half (½) day off on Christmas Eve and New Year's Eve each year.
- D. On an annual basis over the life of the Agreement, the parties shall review the eve holidays to assure that should they fall on non-scheduled work-day other paid time off shall be negotiated to protect this benefit.

ARTICLE VIII VACATIONS

- A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the vacation year following the date of appointment; twelve (12) working days vacation thereafter for every year through five (5) years of service; thirteen (13) working days vacation after the completion of five (5) years through ten (10) years of service; sixteen (16) working days vacation after the completion of ten (10) years and through fifteen (15) years of service; commencing with sixteen (16) years of service, an additional working day of vacation shall be added for each year of service. Annual vacation leave shall be credited each January 1 and shall be based upon the anticipated employment of the employee throughout that entire calendar year. Severance from employment shall result in pro-ration of vacation leave for that year.
- B. For the purpose of this Article the vacation year shall be defined as January 1 through December 31 inclusive. An employee must request a vacation in advance and such vacation shall not be unreasonably denied.
- C. Vacation allowance must be taken during the current vacation year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. An unused vacation may be carried forward into the next succeeding year only.
- D. Payment of weekly wages in advance of vacation time taken shall be made where the employee request such payment at least one (1) pay period prior to his/her vacation leave.
- E. Vacation leave time earned shall be posted for all employees in each department by the department at least every six (6) months.

ARTICLE IX BENEFITS

- A. The Village agrees to provide and pay for the State of New Jersey Health Benefits Program for all employees covered by this Agreement and their families, at no cost to the employee. The employee shall have free choice of coverage from among the various plans offered by the State. The employer shall have the right to obtain equivalent coverage from another plan or insurance carrier.
- B. All increases in premium during the term of this Agreement shall be borne entirely by the employer.
 - (1) The Village of Ridgewood shall have the option of deducting up to twenty dollars (\$20.00) towards a medical co-payment for insurance in each

of up to twenty-four (24) pays (maximum total four hundred eighty dollars (\$480.00) per year). This provision shall take effect upon at the earlier of January 1, 2010 or all of the other Village's collective negotiations units agreeing to the health insurance contribution, or having it imposed through an interest arbitration proceeding whichever occurs first. The co-payment provision provided in this paragraph shall not be effective retroactively to any retiree from the bargaining unit. If a future retiree separates from service while there is an effective co-pay provision in place, it shall continue into said future retirees' retirement term at that same rate of contribution.

- C. The employer shall continue to provide insurance to the employee, as well as all qualified dependents when that employee retires with twenty-three (23) years with the Village, as well as twenty-five (25) years in the pension system. The Village will also provide the same benefits to any employee who retires with a disability retirement.
- D. All persons covered by this Agreement and enrolling for health benefits coverage must acquire Medicare Parts A and B when eligible for same. Should a retiree with twenty-three (23) years of service with the Village and twenty-five (25) years of pension system not have sufficient quarters of Social Security credit to obtain Medicare Parts A and B, the Village will reimburse that employee the costs thereof. The reimbursement shall commence once said employee has provided the Village with proof of enrollment. Proof of enrollment shall be a copy of either a Medicare Enrollment Card, or a confirmation letter of enrollment from the Social Security Administration. Reimbursement payments for Part A and B will be made semi-annually.
- E. If an employee retires with less than twenty-three (23) years of service with the Village and less than twenty-five (25) years in the pension system, then the employee shall be entitled to continue the plan described above at his own cost and expense.
- F. The Village will provide, at no cost to the employee, a prescription drug plan which will be equivalent to that administered by the State Health Benefits Program, providing a \$3.00 co-payment for generic drugs and a \$10.00 co-payment for name-brand drugs. The Village shall also retain the right to provide similar coverage from another plan or insurance carrier.
- G. The Village will pay up to a maximum of twenty dollars (\$20.00) per month per employee toward the total of dental plan similar to the current plan administered by Delta Dental of New Jersey. The Village shall retain the right to provide equal or better coverage from another plan or insurance carrier. The Union and the Village shall explore alternative dental plans to provide comparison to the current plans in order to allow freedom of choice as long as existing premiums are not affected by any drop in enrollment.

- H. Employees covered by this Agreement are eligible for up to one hundred dollars (\$100.00) per year payment from the Village of Ridgewood as a self-administered eyeglass insurance plan. To be eligible for reimbursement, the employee must first present proof of an eye examination. In any two-year period, in which the Village would reimburse up to \$100.00 per year, the employee must have at least one eye examination. The remaining amount of eligible \$200.00 (\$100.00 per year for two years) can be spent on eyeglass or contact purchase. Vouchers for either examination or eyeglass/contact expense shall be presented to the Finance Department for reimbursement.
- I. Temporary disability plan - Effective January 1, 1997, the Village will provide a temporary disability plan benefit that will continue for up to six (6) months inclusive of paid sick leave. The benefit will be sixty percent (60%) of the employee's salary to a maximum benefit level of \$1,000 per week. Accrued sick leave must be used by the employee prior to the commencement of the temporary disability benefit, which will continue for the balance of the six month period. The disability benefit will be payable after an eight (8) day waiting period and entitlement will be based upon appropriate medical documentation of disability, such as would qualify the employee for disability under the state disability plan. The Village has the right to have the employee examined by its own physicians. The Village retains the right to self fund or purchase insurance. In the event that the Village purchases insurance, the Village will bear the cost of the plan up to \$11,929 per year, which is consistent with the plan offered by Mutual of New York through Guardian Insurance. In the event that the cost of the insurance premium exceeds said amount, the excess cost will be deducted from the pay of unit employees. If the Village elects to self fund and the cost exceeds said amount, the Village will assume responsibility of said excess.

ARTICLE X SICK LEAVE

- A. SERVICE CREDIT FOR SICK LEAVE
1. All permanent employees, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.
 2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease; for the attendance by the employee upon a member of the immediate family who is seriously ill or as otherwise provided in this contract.
 3. Such sick leave shall not include any extended period where the employee serves as nurse or housekeeper during this period of illness.
- B. AMOUNT OF SICK LEAVE
1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of fifteen (15) working days in every calendar year.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year, to be used if and when needed for such purpose.
3. Each employee shall be entitled to terminal leave upon retirement equivalent to either one-half of his or her accumulated sick leave or six (6) months, whichever is the lesser. In the event termination of employment occurs by reason of death of an active employee, his or her estate or personal representative shall be entitled to a lump sum cash payment in an amount equal to the dollar value of either one-half ($\frac{1}{2}$) of his/her accumulated sick leave or six (6) months, whichever is lesser. Effective January 1, 2005, new employees thereafter hired shall receive one-half ($\frac{1}{2}$) accumulated sick leave at retirement with a maximum of three (3) months pay.

C. REPORTING OF ABSENCE ON SICK LEAVE

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.
2. Failure to so notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.
3. Absence without notice for five (5) consecutive work days shall constitute a resignation.

D. VERIFICATION OF SICK LEAVE

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.
2. An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year consisting of periods of less than five (5) days shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring reported absences of one (1) day or less, in which case only one (1) certificate shall be necessary for a period of six (6) months.
3. In case of leave of absence due to exposure to contagious disease, a certificate from the department of health shall be required.
4. In case of death in the immediate family, reasonable proof shall be required.
5. The Village may require an employee who has been absent because of

personal illness, as a condition of his return to duty, to be examined, at the expense of the Village, by a physician designated by the Village. Such examination shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of other employees.

E. POSTING OF SICK LEAVE

Sick Leave time earned shall be posted for all employees in each department by the department at least every six (6) months.

F. SICK LEAVE INCENTIVE

Each employee who works one (1) calendar quarter without the use of sick-leave shall receive one-half (½) pay personal leave off with pay for each quarter. Calendar quarters shall be defined as the periods from January 1 through March 31, April 1 through June 30, July 1 through September 30 and October 1 through December 31.

Time earned under the sick leave incentive plan shall be scheduled in the same manner as personal days or at the option of the employee, one-half (½) day's pay at straight time to be requested in the same manner as overtime. Incentive earned in the final quarter (¼) of the year, must be taken before the end of the second (2nd) quarter of the following year.

An employee's use of other leave available under the contract such as vacation leave, bereavement, jury duty or personal leave, shall not disqualify the employee from the benefit provided under the sick leave incentive plan.

G. The Village will provide a Village wide *Sick Leave Donation Program*, whereby Union members may donate accumulated sick leave to other members that do not have sufficient accumulated time to sustain a lengthy illness.

H. In the event an employee resigns with proper notice, or retires, they shall be entitled to pay for earned and unused Sick Leave Incentive Days as of the quarterly period preceding separation.

In the event an employee dies while employed, a sum equal to earned and unused Sick Leave Incentive Days shall be paid to his/her estate.

ARTICLE XI INJURY ON DUTY

A. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Village shall continue such employee at full pay during the continuance of such employee's inability to work for a period not to exceed one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid over the Village.

- B. The employee shall be required to present evidence by a certificate of a responsible physician that he is unable to work and the Village may reasonably require the said employee to present such certificates from time to time.
- C. In the event the employee contends that he/she is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Village or by its insurance carrier, then, and in that event, the burden shall be on the employee to establish such additional period of disability by obtaining a judgment in the division of worker's compensation, or by the final decision of the last reviewing court shall be binding upon the parties.
- D. For the purpose of this Article, injury or illness incurred while the employee is acting in any job-related activity shall be considered in the line of duty.
- E. In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or an injury on duty, or as to the extent of temporary disability, the parties agree to be bound by the decision of an appropriate worker's compensation judgment, or, if there is an appeal therefrom, the final decision of the last reviewing court.
- F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be constructed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

**ARTICLE XII
SALARIES AND COMPENSATION**

- A. Effective on and retroactive to January 1, 2008, a general across the board wage increase added to the annual base salaries in the amount of 3.8%.
 - 1. Effective January 1, 2009, a general across the board wage increase added to the annual base salaries in the amount of 3.8%.
 - 2. Effective January 1, 2010, a general across the board wage increase added to the annual base salaries in the amount of 3.8%.
 - 3. Effective January 1, 2011, a general across the board wage increase added to the annual base salaries in the amount of 3.8%.

B. STEP SYSTEM

Each employee who has not reached Step 8 in the attached Salary Schedule shall advance annually one step on an anniversary date to be determined on the following basis:

- 1. Advancement to each next higher step shall take place annually on the anniversary of the date of hire.

2. The new starting salaries and step guide is attached hereto and made a part hereof as Attachment B.
3. The said salary step advances shall not be automatic, but shall be subject to review each year and may be withheld for just cause. Each employee shall be evaluated a minimum of two times each year and will be advised of such evaluation. Based upon these evaluations and other established criteria, a salary step increase may be withheld from an employee. Such employees shall have the right to grieve the withholding of the salary step increase through the grievance procedure. Salary step increases withheld in one year may, at the discretion of the Village, be restored in subsequent years, together with any other salary step increase due.

ARTICLE XIII LONGEVITY/NEW EMPLOYEES

For all employees hired prior to January 1, 2005, the longevity plan, which is based upon an employee's length of continuous service with the Village and more specifically noted below, shall be:

1. After four (4) years of service -
Two percent (2%) longevity pay based upon employee's base salary.
2. After eight (8) years of service -
Four percent (4%) longevity pay based upon employee's base salary.
3. After twelve (12) years of service -
Six percent (6%) longevity pay based upon employee's base salary.
4. After sixteen (16) years of service -
Eight percent (8%) longevity pay based upon employee's base salary.
5. After twenty (20) years of service -
Ten percent (10%) longevity pay based upon employee's base salary.

For employees hired January 1, 2005 and thereafter:

1. After five (5) years of service -
Five hundred dollars (\$500.00) longevity.
2. After ten (10) years of service -
One thousand dollars (\$1,000.00) longevity.
3. After fifteen (15) years of service -
One thousand five hundred dollars (\$1,500.00) longevity.

4. After twenty (20) years of service -
Two thousand dollars (\$2,000.00) longevity.

**ARTICLE XIV
BULLETIN BOARD**

- A. One (1) bulletin board shall be made available by the Village at each department location and one (1) additional location for a total of six (6) bulletin boards.
- B. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The Department Head or his representative may have removed from the bulletin board any material which does not conform with the intent and provisions of this Article.
- C. All permanent part-time and full-time bargaining unit promotional opportunities and vacancies will be posted on the aforementioned bulletin boards for a minimum of three (3) work days. However, no liability will attach to the Village for any neglect in this regard, nor will this matter be subject to the grievance procedure.

Unit members shall be entitled to and interviewed for said positions provided they meet the minimum qualifications for same.

**ARTICLE XV
NO STRIKE PLEDGE**

- A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in it's behalf will cause, authorize, or support, nor will any of it's members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Village. The Union agrees that such action would constitute a breach of this Agreement.
- B. In the event of a strike, work stoppage, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by an employee covered under the terms of this Agreement shall entitle the Village to take appropriate disciplinary action, including but not limited to discharge in accordance with applicable law.
- C. The Union will actively discourage and Village will take affirmative steps to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Village.
- D. Nothing contained in this Agreement shall be construed to limit or restrict the Village in its right to seek and obtain such judicial relief as it may be entitled to have in law or in

equity for injunction or damages or both in the event of such breach by the Union or its members.

ARTICLE XVI NON-DISCRIMINATION

- A. There shall be no discrimination by the Village or the Union against an employee on account of race, color, creed, sex, national origin, marital status, ancestry, sexual orientation, handicap or disability or service in the armed forces.
- B. There shall be no discrimination, interference, restraint, or coercion by the Village or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employee covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payment of dues during working time.

ARTICLE XVII DEDUCTIONS FROM SALARY

- A. Upon presentation to the Village of dues checkoff cards signed by individual employees, the Village shall deduct from the salaries of all employees who are Union members and subject to this Agreement dues for the Union. Said monies together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.
- B. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the Village written notice prior to the effective date of such change and shall furnish to the Village new authorization from its members showing the authorized deduction for each employee.
- C. The Union will provide the necessary "check-off authorization" form and deliver the signed forms to the Village Director of Finance. The Union shall indemnify, defend and save the Village harmless against any and all claims, demands, suits or other forms of liability that shall arise out of action taken by the Village in reliance upon salary deduction authorization cards submitted by the Union to the Village.
- D. As to those employees covered under this Agreement who are not members of the Union and/or from whom payroll deductions for dues are not made under paragraph a of this Article, the Village shall deduct from the salaries of such employees a representation fee in lieu of dues in the amount of eighty-five (85%) percent of the amount deducted from those employees who are members of the Union, subject to the provisions of R.S.

34:13A-5.5, 5.6,5.7 and 5.8 the Village shall forward said representation fees in lieu of dues to the Union.

- E. Upon request by an employee, the employer shall, by payroll deduction, permit the employee to participate in acquiring savings bonds.

ARTICLE XVIII PERSONNEL FILE

Employees covered by this Agreement shall be entitled to full access to inspect their personnel files or records kept by the Village reflecting their history of employment within the Village. Commencing from and after the date hereof, each employee covered by this Agreement shall be entitled to receive notice of any new information to be inserted in his or her personnel file, as well as the right to insert any responding and/or mitigating statement as he or she may desire.

ARTICLE XIX LEAVES OF ABSENCE

Employees subject to this Agreement may be granted a leave of absence by the Village for good cause for a period of up to six (6) months, which leave will not be unreasonably denied.

ARTICLE XX JURY DUTY

Employees who are required to participate in jury duty service shall be granted a leave for the purpose of such jury duty service. The Village shall continue to pay to the employee his regular straight time pay less payment received for jury duty service.

ARTICLE XXI PERSONAL LEAVE

Each employee covered by this Agreement shall be entitled to three (3) personal leave days per year, which shall be non-cumulative. Any employee desiring to take a personal leave day must make request for such leave through his/her supervisor at least two (2) working days in advance of the leave except in cases of emergency.

**ARTICLE XXII
BEREAVEMENT LEAVE**

All employees covered by this Agreement shall be granted up to a maximum of four (4) calendar days leave of absence with pay for each death of a member of the employee's immediate family. The four (4) days shall include the day of the funeral. The immediate family is defined for the purpose of this Article to be spouse, children, mother, father, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchild, step relatives, or other person living as a permanent member of the employee's household. No more than one (1) day of the four (4) days may be subsequent to the funeral.

In the event the death of an employee's immediate family member requires the employee to travel to a location that includes overnight travel (over 200 miles), the employee will be entitled to one (1) additional day. In this event the employees maximum five (5) days may include up to two (2) days beyond the funeral. Sick or vacation time may be used after the date of the funeral, with approval of the Department Director. Bereavement leave shall not be charged to accumulated sick leave. Bereavement leave shall be available as necessary and shall not be limited to a maximum number of days per year.

**ARTICLE XXIII
COFFEE BREAKS**

Employees will be granted two (2) fifteen (15) minute coffee breaks daily, one (1) such coffee break shall be in the morning and the other in the afternoon, at times designated by the foreman or supervisor.

**ARTICLE XXIV
UNION AS A PARTY IN INTEREST**

The Union shall require its members to comply with the terms of this Agreement. The parties agree that the maintenance of a peaceable and constructive relationship between them and between the employer and the employees requires the establishment and cooperative use of the machinery provided for in this Agreement, and that it would detract from this relationship of individual employees or groups of employees would seek to interpret or enforce the Agreement on their own initiative or responsibility. No individual employee may initiate any arbitration proceeding or move to confirm or vacate an award.

**ARTICLE XXV
MISCELLANEOUS**

- A. The Union and the Village have negotiated on the subject of "flex time" whereby in individual cases employees may with the prior approval of the Village alter their regular hours of work. The Village and the Union have agreed that flex-time may be adopted by

an individual department if an Agreement can be reached between the employees of that department and the department head which would allow for meeting the responsibilities of the office. It is expressly understood the Village is under no obligation to grant or approve a request for flextime.


- B. The Village shall arrange to reserve a block of parking spaces at the Village Hall parking lot for the employees covered by this Agreement who work at the Village Hall. Parking stickers or permits shall be issued to employees who work at the Village Hall in order to enable them to park in reserved area.
- C. During the period of this Agreement, the Village shall publish and distribute an employee manual for employees covered by this Agreement. The manual shall be in no way inconsistent with the terms and conditions of employment under this Agreement. The manual shall include information on the details of insurance benefits required hereunder and general Village procedures.
- D. An employee covered by this Agreement shall be entitled to participate in the Village safety and health committee which has jurisdiction to hear and settle matters affecting the safety, health and welfare of the employees.
- E. Any monies other than normal wages, i.e. retroactive monies, vacation pay and the like will be issued in a separate check.
- F. Building cleaning maintenance and trash collection. Routine office cleaning maintenance and trash will not be performed between the hours of 8:30 am and 4:30 pm in all office areas.
- G. Effective January 1, 2009, a uniform allowance stipend of one hundred seventy-five dollars (\$175.00) per year shall be paid to unit members in the White Collar Bargaining Unit as follows:
 - 1.) Assistant Engineer
 - 2.) Public Works Inspector
 - 3.) Principal Engineering Aide
 - 4.) Senior Engineering Aide
 - 5.) Building Inspectors (2)
 - 6.) Sr. Clerk Typist – Fleet
 - 7.) Sr. Clerk Typist - Recycling
- H. The parties agree that all provisions of New Jersey paid Family Medical Leave Act are hereby deemed incorporated herein.


ARTICLE XXVI
TERM AND RENEWAL

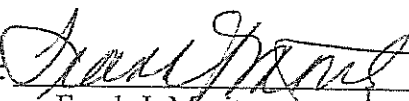
This term of this Agreement shall commence January 1, 2008 and remain effective until December 31, 2011 or the date on which a *Successor Agreement* is fully executed whichever is later.


VILLAGE OF RIDGEWOOD

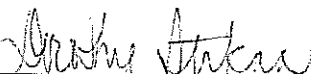
UNITED PUBLIC SERVICE EMPLOYEES
UNION (UPSEU)

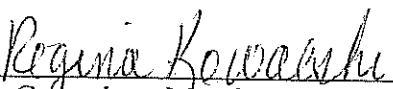
By: 
James M. Ten Hoeve
Village Manager

By:  12/17/08
Kevin E. Boyle, Jr.
President

By: 
Frank J. Moritz
Director of Operations

By: 
Sharon DeMarco
Chief Shop Steward

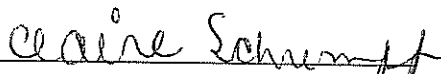
By: 
Dorothy Stikna
Chief Financial Officer

By: 
Regina Kowalski
Committee Member

By: 
Vicki Bombace
Committee Member

By: 
Susan Maurer
Committee Member

By: 
Phil DeMarco
Committee Member

Attest:  Attest: _____

Attest: _____

SCHEDULE A

TITLES COVERED BY THIS AGREEMENT:

BOARD OF ADJUSTMENT

Clerk Typist

CENTRAL GARAGE

Clerk Typist

Senior Clerk Typist

CLERK

Clerk Typist

Clerk Typist - P/T

COLLECTIONS

Clerk Typist

Principal Bookkeeping Machine Operator

Senior Clerk Typist

COURT

Assistant Violations Clerk

Clerk Typist

Clerk Typist - P/T

DEPARTMENT OF BUILDINGS & INSPECTIONS

Clerk Typist

Code Enforcement Officer Trainee

Building Inspector

Permit Clerk

DEPARTMENT OF PARKS & RECREATION

Clerk Typist

Senior Clerk Typist

DIVISION OF ENGINEERING

Assistant Engineer

Principal Engineering Aide

Public Works Inspector

Senior Clerk Typist

Senior Engineering Aide

Clerk Typist

FINANCE

Clerk Typist
Principal Accountant
Principal Bookkeeping Machine Operator
Secretarial Assistant
Senior Account Clerk
Senior Bookkeeper Machine Operator
Senior Clerk Typist
Account Clerk

FIRE DEPARTMENT

Administrative Clerk
Clerk Typist
Senior Clerk Typist

HEALTH DEPARTMENT

Clerk Typist
Environmental Health Specialist, Deputy Registrar of Vital Statistics

PLANNING BOARD

Secretary Board / Commissions

POLICE DEPARTMENT

Police Records Clerk
Senior Records Clerk

PURCHASING DEPARTMENT

Purchasing Assistant
Senior Purchasing Assistant

RECYCLING

Clerk Typist
Clerk Typist - P/T
Recycling Program Aide
Senior Clerk Typist

STREET SERVICES

Administrative Clerk
Clerk Typist
Senior Clerk Typist

White Collar Salary Ord. 2008

Schedule A

| | Title | DATES | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|--|-------------------------------------|-------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Municipal Court | | | | | | | | | |
| | Assistant Violations Clerk | 1/1 | \$34,620 | \$36,654 | \$38,687 | \$40,720 | \$42,753 | \$44,786 | \$46,819 | \$48,852 |
| | Clerk Typist | 1/1 | \$34,499 | \$36,122 | \$37,745 | \$39,368 | \$40,990 | \$42,613 | \$44,236 | \$45,859 |
| | Clerk Typist-Part Time | 1/1 | \$7.00 | \$9.43 | \$11.85 | \$14.28 | \$16.71 | \$19.14 | \$21.57 | \$24.00 |
| | Board of Adjustment | | | | | | | | | |
| | Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| | Planning Board | | | | | | | | | |
| | Secretary Board/Commissions | 1/1 | \$48,861 | \$50,975 | \$53,089 | \$55,203 | \$57,317 | \$59,431 | \$61,545 | \$63,660 |
| | Village Clerk | | | | | | | | | |
| | Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| | Clerk Typist-Part Time | 1/1 | \$7.00 | \$9.43 | \$11.85 | \$14.28 | \$16.71 | \$19.14 | \$21.57 | \$24.00 |
| | Finance | | | | | | | | | |
| | Senior Account Clerk | 1/1 | \$36,425 | \$39,399 | \$42,372 | \$45,345 | \$48,318 | \$51,291 | \$54,264 | \$57,237 |
| | Account Clerk | 1/3 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| | Sr. Bookkeeping Mach. Operator | 1/1 | \$36,895 | \$38,773 | \$40,651 | \$42,529 | \$44,407 | \$46,286 | \$48,164 | \$50,042 |
| | P. Bookkeeping Mach. Operator | 1/1 | \$39,241 | \$41,071 | \$42,901 | \$44,731 | \$46,562 | \$48,392 | \$50,222 | \$52,053 |
| | Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| | Principal Accountant | 1/1 | \$50,833 | \$52,753 | \$54,673 | \$56,593 | \$58,513 | \$60,433 | \$62,353 | \$64,273 |
| | Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| | Purchasing Assistant | 1/1 | \$38,513 | \$40,593 | \$42,673 | \$44,753 | \$46,833 | \$48,913 | \$50,993 | \$53,073 |
| | Senior Purchasing Assistant | 1/1 | \$47,589 | \$49,113 | \$50,636 | \$52,159 | \$53,683 | \$55,206 | \$56,729 | \$58,253 |
| | Cashier(annual stipend) | 1/1 | \$1,306 | \$1,741 | \$2,176 | \$2,611 | \$3,045 | \$3,480 | \$3,915 | \$4,350 |
| | Assist. To Tax Coll(annual stipend) | 1/1 | \$329 | | | | | | | \$329 |
| | Pr. Bookkeeping Mach. Operator | 1/1 | \$39,241 | \$41,071 | \$42,901 | \$44,731 | \$46,562 | \$48,392 | \$50,222 | \$52,053 |
| | Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| | Clerk Typist Part Time | 1/1 | \$20.95 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0 |
| | Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| | Secretarial Assistant | 1/1 | \$47,589 | \$49,113 | \$50,636 | \$52,159 | \$53,683 | \$55,206 | \$56,729 | \$58,253 |

Schedule A

| Title | DATES | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|----------------------------------|-------|----------|----------|----------|----------|----------|----------|----------|----------|
| Engineering | | | | | | | | | |
| Principal Engineering Aid | 1/1 | \$60,319 | \$62,953 | \$65,587 | \$68,220 | \$70,854 | \$73,488 | \$76,121 | \$78,755 |
| Public Works Inspector | 1/1 | \$61,460 | \$63,407 | \$65,353 | \$67,300 | \$69,247 | \$71,193 | \$73,140 | \$75,087 |
| Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Assistant Engineer | 1/1 | \$60,319 | \$62,953 | \$65,587 | \$68,220 | \$70,854 | \$73,488 | \$76,121 | \$78,755 |
| Senior Engineering Aide | 1/1 | \$36,483 | \$37,460 | \$38,437 | \$39,414 | \$40,391 | \$41,368 | \$42,345 | \$43,322 |
| Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Central Garage | | | | | | | | | |
| Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Building Department | | | | | | | | | |
| Permit Clerk | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Building Inspector | 1/1 | \$54,590 | \$56,288 | \$57,985 | \$59,683 | \$61,380 | \$63,078 | \$64,775 | \$66,472 |
| Code Enforcement Officer Trainee | 1/1 | \$54,523 | \$56,283 | \$58,044 | \$59,804 | \$61,565 | \$63,325 | \$65,086 | \$66,846 |
| Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Clerk Typist Part Time | 1/1 | \$7.00 | \$9.43 | \$11.85 | \$14.28 | \$16.71 | \$19.14 | \$21.57 | \$24.00 |
| Street Department | | | | | | | | | |
| Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Administrative Clerk | 1/1 | \$49,116 | \$51,243 | \$53,370 | \$55,498 | \$57,625 | \$59,752 | \$61,879 | \$64,006 |
| Parks Department | | | | | | | | | |
| Clerk Typist | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Recreation | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Senior Clerk Typist | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |

White Collar Salary Ord. 2008

Schedule A

| Health Department | Title | DATES | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|--|-------|-------|----------|----------|----------|----------|----------|----------|----------|----------|
| Deputy Registrar of Vital Statistics | | 1/1 | \$44,383 | \$46,113 | \$47,843 | \$49,573 | \$51,303 | \$53,033 | \$54,763 | \$56,493 |
| Environmental Health Specialist--Part-time | | 1/1 | \$11,49 | \$14,85 | \$18,22 | \$21,58 | \$24,94 | \$28,31 | \$31,67 | \$35,03 |
| Clerk Typist | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| ClerkTypist-Part Time | | 1/1 | \$7.00 | \$9.43 | \$11.85 | \$14.28 | \$16.71 | \$19.14 | \$21.57 | \$24.00 |
| Fire Department | | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Senior Clerk Typist | | 1/1 | \$49,116 | \$51,243 | \$53,370 | \$55,498 | \$57,625 | \$59,752 | \$61,879 | \$64,006 |
| Administrative Clerk | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Police Department | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Police Records Clerk(REVISED 10/4/05) | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Sr.Police Records Clerk(REVISED) | | 1/1 | \$34,254 | \$36,923 | \$39,592 | \$42,261 | \$44,931 | \$47,600 | \$50,269 | \$52,938 |
| ClerkTypist-Part Time | | 1/1 | \$7.00 | \$9.43 | \$11.85 | \$14.28 | \$16.71 | \$19.14 | \$21.57 | \$24.00 |
| Water Utility | | 1/1 | \$34,870 | \$36,792 | \$38,715 | \$40,637 | \$42,560 | \$44,482 | \$46,405 | \$48,327 |
| Drafting Technician | | 1/1 | \$48,395 | \$50,123 | \$51,852 | \$53,580 | \$55,308 | \$57,037 | \$58,765 | \$60,494 |
| GIS Specialist 2 (REVISED 10/4/05) | | 1/1 | \$39,498 | \$41,132 | \$42,765 | \$44,399 | \$46,033 | \$47,666 | \$49,300 | \$50,934 |
| GIS Specialist Trainee(REVISED 10/05) | | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Senior Clerk Typist | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Clerk Typist | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Customer Service Representative | | 1/1 | \$36,896 | \$38,774 | \$40,652 | \$42,530 | \$44,408 | \$46,286 | \$48,164 | \$50,042 |
| Sr. Customer Service Representative | | 1/1 | \$47,588 | \$49,112 | \$50,635 | \$52,159 | \$53,682 | \$55,206 | \$56,729 | \$58,253 |
| Administrative Clerk Typing | | 1/1 | \$49,116 | \$51,243 | \$53,370 | \$55,498 | \$57,625 | \$59,752 | \$61,879 | \$64,006 |
| Administrative Clerk | | 1/1 | \$7.00 | \$9.43 | \$11.85 | \$14.28 | \$16.71 | \$19.14 | \$21.57 | \$24.00 |
| Recycling | | 1/1 | \$34,499 | \$36,432 | \$38,365 | \$40,299 | \$42,232 | \$44,165 | \$46,098 | \$48,031 |
| Clerk Typist-Part Time | | 1/1 | \$39,498 | \$41,132 | \$42,766 | \$44,400 | \$46,034 | \$47,668 | \$49,302 | \$50,936 |
| Clerk Typist | | 1/1 | \$21,40 | \$22,32 | \$23,23 | \$24,14 | \$25,06 | \$25,97 | \$26,88 | \$27,80 |
| Senior Clerk Typist | | 1/1 | \$21,40 | \$22,32 | \$23,23 | \$24,14 | \$25,06 | \$25,97 | \$26,88 | \$27,80 |
| Recycling Program Aide(REVISED 10/4/05) | | 1/1 | \$21,40 | \$22,32 | \$23,23 | \$24,14 | \$25,06 | \$25,97 | \$26,88 | \$27,80 |

White Collar Salary Ranges -2009

Schedule B

| Title | DATES | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Engineering Principal Engineering Aid | 1/1 | \$59,611 | \$60,611 | \$61,611 | \$62,611 | \$65,345 | \$68,079 | \$70,813 | \$73,546 | \$76,280 | \$79,014 | \$81,748 |
| | 1/1 | \$60,795 | \$61,795 | \$62,795 | \$63,795 | \$65,816 | \$67,837 | \$69,858 | \$71,878 | \$73,899 | \$75,920 | \$77,940 |
| | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| | 1/1 | \$59,611 | \$60,611 | \$61,611 | \$62,611 | \$65,345 | \$68,079 | \$70,813 | \$73,546 | \$76,280 | \$79,014 | \$81,748 |
| Senior Engineering Aide | 1/1 | \$34,869 | \$35,869 | \$36,869 | \$37,869 | \$38,883 | \$39,898 | \$40,912 | \$41,926 | \$42,940 | \$43,954 | \$44,968 |
| | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Central Garage Clerk Typist | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Senior Clerk Typist Building Department | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| | 1/1 | \$53,664 | \$54,664 | \$55,664 | \$56,664 | \$58,426 | \$60,188 | \$61,950 | \$63,712 | \$65,474 | \$67,236 | \$68,998 |
| Building Inspector | 1/1 | \$53,595 | \$54,595 | \$55,595 | \$56,595 | \$58,422 | \$60,250 | \$62,077 | \$63,904 | \$65,731 | \$67,559 | \$69,386 |
| | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Clerk Typist | 1/1 | \$5,62 | \$6,17 | \$6,72 | \$7,27 | \$9,79 | \$12,31 | \$14,83 | \$17,35 | \$19,87 | \$22,39 | \$24,91 |
| | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Senior Clerk Typist | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| | 1/1 | \$47,982 | \$48,982 | \$49,982 | \$50,982 | \$53,190 | \$55,398 | \$57,606 | \$59,814 | \$62,022 | \$64,230 | \$66,438 |
| Administrative Clerk Parks Department | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Senior Clerk Typist Recreation | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Senior Clerk Typist | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |

White Collar Salary Ranges -2009
Schedule B

| Title | DATES | | | | | | | Step 8 | | | | |
|--|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | | Step 5 | Step 6 | Step 7 | |
| Health Department | | | | | | | | | | | | |
| Deputy Registrar of Vital Statistics | 1/1 | \$43,070 | \$44,070 | \$45,070 | \$46,070 | \$47,865 | \$49,661 | \$51,457 | \$53,253 | \$55,048 | \$56,844 | \$58,640 |
| Environmental Health Specialist--Part-time | 1/1 | \$18.35 | \$18.90 | \$19.45 | \$20.00 | \$22.34 | \$24.67 | \$27.01 | \$29.35 | \$31.69 | \$34.02 | \$36.36 |
| Environmental Health Specialist | 1/1 | \$33,400 | \$34,400 | \$35,400 | \$36,400 | \$38,343 | \$40,286 | \$42,229 | \$44,171 | \$46,114 | \$48,057 | \$50,000 |
| Clerk Typist | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$36,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Clerk Typist-Part Time | 1/1 | \$5.62 | \$6.17 | \$6.72 | \$7.27 | \$9.79 | \$12.31 | \$14.83 | \$17.35 | \$19.87 | \$22.39 | \$24.91 |
| Fire Department | | | | | | | | | | | | |
| Senior Clerk Typist | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Administrative Clerk | 1/1 | \$47,982 | \$48,982 | \$49,982 | \$50,982 | \$53,190 | \$55,398 | \$57,606 | \$59,814 | \$62,022 | \$64,230 | \$66,438 |
| Clerk Typist | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Police Department | | | | | | | | | | | | |
| Police Records Clerk(revised 10/4/05) | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Sr. Police Records Clerk(revised) | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Clerk Typist-Part Time | 1/1 | \$32,556 | \$33,556 | \$34,556 | \$35,556 | \$38,326 | \$41,097 | \$43,867 | \$46,638 | \$49,409 | \$52,179 | \$54,950 |
| Water Utility | 1/1 | \$5.62 | \$6.17 | \$6.72 | \$7.27 | \$9.79 | \$12.31 | \$14.83 | \$17.35 | \$19.87 | \$22.39 | \$24.91 |
| Drafting Technician | 1/1 | \$33,195 | \$34,195 | \$35,195 | \$36,195 | \$38,191 | \$40,186 | \$42,182 | \$44,177 | \$46,172 | \$48,168 | \$50,163 |
| GIS Specialist 2 (REVISED 10/4/05) | 1/1 | \$47,234 | \$48,234 | \$49,234 | \$50,234 | \$52,028 | \$53,822 | \$55,616 | \$57,410 | \$59,205 | \$60,999 | \$62,793 |
| GIS Specialist Trainee(revised 10/05) | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,086 | \$47,782 | \$49,478 | \$51,174 | \$52,869 |
| Senior Clerk Typist | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Administrative Clerk | 1/1 | \$47,982 | \$48,982 | \$49,982 | \$50,982 | \$53,190 | \$55,398 | \$57,606 | \$59,814 | \$62,022 | \$64,230 | \$66,438 |
| Clerk Typist | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Customer Service Representative | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Sr. Customer Service Representative | 1/1 | \$35,298 | \$36,298 | \$37,298 | \$38,298 | \$40,247 | \$42,197 | \$44,146 | \$46,096 | \$48,045 | \$49,994 | \$51,944 |
| Administrative Clerk Typing | 1/1 | \$46,396 | \$47,396 | \$48,396 | \$49,396 | \$50,978 | \$52,559 | \$54,141 | \$55,722 | \$57,304 | \$58,885 | \$60,467 |
| Administrative Clerk | 1/1 | \$47,982 | \$48,982 | \$49,982 | \$50,982 | \$53,190 | \$55,398 | \$57,606 | \$59,814 | \$62,022 | \$64,230 | \$66,438 |
| Recycling | | | | | | | | | | | | |
| Clerk Typist-Part Time | 1/1 | \$5.62 | \$6.17 | \$6.72 | \$7.27 | \$9.79 | \$12.31 | \$14.83 | \$17.35 | \$19.87 | \$22.39 | \$24.91 |
| Clerk Typist | 1/1 | \$32,810 | \$33,810 | \$34,810 | \$35,810 | \$37,817 | \$39,823 | \$41,830 | \$43,836 | \$45,843 | \$47,850 | \$49,856 |
| Senior Clerk Typist | 1/1 | \$37,999 | \$38,999 | \$39,999 | \$40,999 | \$42,695 | \$44,391 | \$46,087 | \$47,783 | \$49,479 | \$51,175 | \$52,872 |
| Recycling Program Aide(revised 10/4/05) | 1/1 | \$20.56 | \$21.11 | \$21.66 | \$22.21 | 23.16 | 24.11 | 25.06 | 26.01 | 26.96 | 27.91 | 28.86 |

White Collar Salary Ranges -2010

Schedule C

| Title | DATES | | | | | | | | | | | |
|-------------------------------------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | |
| Municipal Court | | | | | | | | | | | | |
| Assistant Violations Clerk | 1/1 | \$34,302 | \$35,302 | \$36,302 | \$37,302 | \$39,492 | \$41,683 | \$43,873 | \$46,063 | \$48,254 | \$50,444 | \$52,635 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,337 | \$43,420 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Clerk Typist-Part Time | 1/1 | \$5,90 | \$6,45 | \$7,00 | \$7,55 | \$10,16 | \$12,78 | \$15,39 | \$18,01 | \$20,63 | \$23,24 | \$25,86 |
| Board of Adjustment | | | | | | | | | | | | |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Planning Board | | | | | | | | | | | | |
| Secretary Board/Commissions | 1/1 | \$49,645 | \$50,645 | \$51,645 | \$52,645 | \$54,923 | \$57,201 | \$59,479 | \$61,757 | \$64,034 | \$66,312 | \$68,590 |
| Village Clerk | | | | | | | | | | | | |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Clerk Typist-Part Time | 1/1 | \$5,90 | \$6,45 | \$7,00 | \$7,55 | \$10,16 | \$12,78 | \$15,39 | \$18,01 | \$20,63 | \$23,24 | \$25,86 |
| Finance | | | | | | | | | | | | |
| Senior Account Clerk | 1/1 | \$36,246 | \$37,246 | \$38,246 | \$39,246 | \$42,449 | \$45,653 | \$48,856 | \$52,059 | \$55,263 | \$58,466 | \$61,670 |
| Account Clerk | 1/3 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Sr.Bookkeeping Mach. Operator | 1/1 | \$36,752 | \$37,752 | \$38,752 | \$39,752 | \$41,776 | \$43,800 | \$45,823 | \$47,847 | \$49,871 | \$51,894 | \$53,918 |
| Pr.Bookkeeping Mach. Operator | 1/1 | \$39,280 | \$40,280 | \$41,280 | \$42,280 | \$44,252 | \$46,224 | \$48,196 | \$50,168 | \$52,140 | \$54,112 | \$56,084 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Principal Accountant | 1/1 | \$51,771 | \$52,771 | \$53,771 | \$54,771 | \$56,840 | \$58,908 | \$60,976 | \$63,045 | \$65,113 | \$67,182 | \$69,250 |
| Senior Clerk Typist | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Purchasing Assistant | 1/1 | \$38,495 | \$39,495 | \$40,495 | \$41,495 | \$43,736 | \$45,977 | \$48,219 | \$50,460 | \$52,701 | \$54,942 | \$57,183 |
| Sr.Purchasing Assistant | 1/1 | \$48,274 | \$49,274 | \$50,274 | \$51,274 | \$52,916 | \$54,557 | \$56,199 | \$57,840 | \$59,482 | \$61,123 | \$62,765 |
| Cashier(annual stipend) | 1/1 | | | | \$1,408 | \$1,876 | \$2,344 | \$2,813 | \$3,281 | \$3,750 | \$4,218 | \$4,687 |
| Assist. To Tax Coll(annual stipend) | 1/1 | | | | \$355 | | | | | | | \$355 |
| Pr.Bookkeeping Mach. Operator | 1/1 | \$39,280 | \$40,280 | \$41,280 | \$42,280 | \$44,252 | \$46,224 | \$48,196 | \$50,168 | \$52,140 | \$54,112 | \$56,084 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Clerk Typist Part Time | 1/1 | \$20,93 | \$21,48 | \$22,03 | \$22,58 | \$0,00 | \$0,00 | \$0,00 | \$0,00 | \$0,00 | \$0,00 | \$22,58 |
| Senior Clerk Typist | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Secretarial Assistant | 1/1 | \$48,274 | \$49,274 | \$50,274 | \$51,274 | \$52,916 | \$54,557 | \$56,199 | \$57,840 | \$59,482 | \$61,123 | \$62,765 |

White Collar Salary Ranges -2010

Schedule C

| Title | DATES | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Engineering | | | | | | | | | | | | |
| Principal Engineering Aid | 1/1 | \$61,990 | \$62,990 | \$63,990 | \$64,990 | \$67,828 | \$70,666 | \$73,503 | \$76,341 | \$79,179 | \$82,017 | \$84,854 |
| Public Works Inspector | 1/1 | \$63,219 | \$64,219 | \$65,219 | \$66,219 | \$68,317 | \$70,414 | \$72,512 | \$74,609 | \$76,707 | \$78,804 | \$80,902 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Assistant Engineer | 1/1 | \$61,990 | \$62,990 | \$63,990 | \$64,990 | \$67,828 | \$70,666 | \$73,503 | \$76,341 | \$79,179 | \$82,017 | \$84,854 |
| Senior Engineering Aide | 1/1 | \$36,308 | \$37,308 | \$38,308 | \$39,308 | \$40,361 | \$41,413 | \$42,466 | \$43,519 | \$44,571 | \$45,624 | \$46,677 |
| Senior Clerk Typist Central Garage | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Senior Clerk Typist Building Department | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Permit Clerk | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Building Inspector | 1/1 | \$55,817 | \$56,817 | \$57,817 | \$58,817 | \$60,646 | \$62,475 | \$64,304 | \$66,133 | \$67,962 | \$69,791 | \$71,620 |
| Code Enforcement Officer Trainee | 1/1 | \$55,746 | \$56,746 | \$57,746 | \$58,746 | \$60,642 | \$62,539 | \$64,436 | \$66,333 | \$68,229 | \$70,126 | \$72,023 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Clerk Typist Part Time Street Department | 1/1 | \$5,90 | \$6,45 | \$7,00 | \$7,55 | \$10,16 | \$12,78 | \$15,39 | \$18,01 | \$20,63 | \$23,24 | \$25,86 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Senior Clerk Typist | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Administrative Clerk Parks Department | 1/1 | \$49,919 | \$50,919 | \$51,919 | \$52,919 | \$55,211 | \$57,503 | \$59,795 | \$62,087 | \$64,379 | \$66,671 | \$68,963 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 |
| Senior Clerk Typist Recreation | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |
| Clerk Typist | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,666 | \$51,751 |
| Senior Clerk Typist | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 |

White Collar Salary Ranges -2010

Schedule C

Title

DATES Step 1A Step 1B Step 1C Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8

| | | | | | | | | | | | | | | |
|---|--|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Health Department | Deputy Registrar of Vital Statics | 1/1 | \$44,821 | \$45,821 | \$46,821 | \$47,821 | \$49,685 | \$51,549 | \$53,413 | \$55,276 | \$57,140 | \$59,004 | \$60,868 | |
| | | 1/1 | \$19,111 | \$19,666 | \$20,221 | \$20,776 | \$23,199 | \$25,621 | \$28,044 | \$30,466 | \$32,889 | \$35,312 | \$37,735 | \$37,740 |
| Environmental Health Specialist-Part-time | Environmental Health Specialist | 1/1 | \$34,783 | \$35,783 | \$36,783 | \$37,783 | \$39,800 | \$41,817 | \$43,833 | \$45,850 | \$47,867 | \$49,883 | \$51,900 | \$51,900 |
| | | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 | \$51,751 |
| Fire Department | Senior Clerk Typist | 1/1 | \$5,900 | \$6,455 | \$7,010 | \$7,565 | \$10,166 | \$12,767 | \$15,368 | \$17,969 | \$20,570 | \$23,171 | \$25,772 | \$25,772 |
| | | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 | \$54,881 |
| Police Department | Police Records Clerk(REVISED 10/4/05) | 1/1 | \$49,919 | \$50,919 | \$51,919 | \$52,919 | \$55,211 | \$57,503 | \$59,795 | \$62,087 | \$64,379 | \$66,671 | \$68,963 | \$68,963 |
| | | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 | \$51,751 |
| Sr. Police Records Clerk(REVISED) | Clerk Typist-Part Time | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 | \$51,751 |
| | | 1/1 | \$33,907 | \$34,907 | \$35,907 | \$36,907 | \$39,783 | \$42,659 | \$45,535 | \$48,411 | \$51,286 | \$54,162 | \$57,038 | \$57,038 |
| Water Utility | Drafting Technician | 1/1 | \$5,900 | \$6,455 | \$7,010 | \$7,565 | \$10,166 | \$12,767 | \$15,368 | \$17,969 | \$20,570 | \$23,171 | \$25,772 | \$25,772 |
| | | 1/1 | \$34,570 | \$35,570 | \$36,570 | \$37,570 | \$39,642 | \$41,713 | \$43,784 | \$45,855 | \$47,927 | \$49,998 | \$52,069 | \$52,069 |
| GIS Specialist 2 (REVISED 10/4/05) | Senior Clerk Typist | 1/1 | \$49,143 | \$50,143 | \$51,143 | \$52,143 | \$54,005 | \$55,868 | \$57,730 | \$59,592 | \$61,454 | \$63,317 | \$65,179 | \$65,179 |
| | | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,317 | \$46,077 | \$47,837 | \$49,598 | \$51,358 | \$53,118 | \$54,878 | \$54,878 |
| Administrative Clerk | Clerk Typist | 1/1 | \$49,919 | \$50,919 | \$51,919 | \$52,919 | \$55,211 | \$57,503 | \$59,795 | \$62,087 | \$64,379 | \$66,671 | \$68,963 | \$68,963 |
| | | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 | \$51,751 |
| Sr. Customer Service Representative | Administrative Clerk Typing | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 | \$51,751 |
| | | 1/1 | \$36,753 | \$37,753 | \$38,753 | \$39,753 | \$41,777 | \$43,800 | \$45,824 | \$47,847 | \$49,871 | \$51,894 | \$53,918 | \$53,918 |
| Administrative Clerk Recycling | Clerk Typist-Part Time | 1/1 | \$48,273 | \$49,273 | \$50,273 | \$51,273 | \$52,915 | \$54,556 | \$56,198 | \$57,840 | \$59,481 | \$61,123 | \$62,765 | \$62,765 |
| | | 1/1 | \$49,919 | \$50,919 | \$51,919 | \$52,919 | \$55,211 | \$57,503 | \$59,795 | \$62,087 | \$64,379 | \$66,671 | \$68,963 | \$68,963 |
| Senior Clerk Typist | Recycling Program Aide (REVISED 10/4/05) | 1/1 | \$5,900 | \$6,455 | \$7,010 | \$7,565 | \$10,165 | \$12,766 | \$15,367 | \$17,968 | \$20,569 | \$23,170 | \$25,771 | \$25,771 |
| | | 1/1 | \$34,171 | \$35,171 | \$36,171 | \$37,171 | \$39,254 | \$41,336 | \$43,419 | \$45,502 | \$47,585 | \$49,668 | \$51,751 | \$51,751 |
| Clerk Typist | Clerk Typist | 1/1 | \$39,557 | \$40,557 | \$41,557 | \$42,557 | \$44,318 | \$46,078 | \$47,839 | \$49,599 | \$51,360 | \$53,121 | \$54,881 | \$54,881 |
| | | 1/1 | \$21,411 | \$21,966 | \$22,521 | \$23,076 | \$24,044 | \$25,012 | \$26,030 | \$27,048 | \$28,066 | \$29,084 | \$29,966 | \$29,966 |

White Collar Salary Ranges -2011
Schedule D

| Title | DATES | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|-------------------------------------|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Municipal Court | | | | | | | | | | | | |
| Assistant violations Clerk | | | | | | | | | | | | |
| Clerk Typist | 1/1 | \$35,719 | \$36,719 | \$37,719 | \$38,719 | \$40,993 | \$43,267 | \$45,540 | \$47,814 | \$50,088 | \$52,361 | \$54,635 |
| Clerk Typist-Part Time | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Board of Adjustment | | | | | | | | | | | | |
| Clerk Typist | 1/1 | \$6,19 | \$6,74 | \$7,29 | \$7,84 | \$10,55 | \$13,27 | \$15,98 | \$18,70 | \$21,41 | \$24,13 | \$26,84 |
| Planning Board | | | | | | | | | | | | |
| Secretary Board/Commissions | | | | | | | | | | | | |
| Village Clerk | 1/1 | \$51,646 | \$52,646 | \$53,646 | \$54,646 | \$57,010 | \$59,374 | \$61,739 | \$64,103 | \$66,468 | \$68,832 | \$71,196 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Clerk Typist-Part Time | 1/1 | \$6,19 | \$6,74 | \$7,29 | \$7,84 | \$10,55 | \$13,27 | \$15,98 | \$18,70 | \$21,41 | \$24,13 | \$26,84 |
| Finance | | | | | | | | | | | | |
| Senior Account Clerk | 1/1 | \$37,737 | \$38,737 | \$39,737 | \$40,737 | \$44,063 | \$47,388 | \$50,713 | \$54,038 | \$57,363 | \$60,688 | \$64,013 |
| Account Clerk | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Sr. Bookkeeping Mach. Operator | 1/1 | \$38,263 | \$39,263 | \$40,263 | \$41,263 | \$43,363 | \$45,464 | \$47,564 | \$49,665 | \$51,766 | \$53,866 | \$55,967 |
| Pr. Bookkeeping Mach. Operator | 1/1 | \$40,887 | \$41,887 | \$42,887 | \$43,887 | \$45,934 | \$47,981 | \$50,027 | \$52,074 | \$54,121 | \$56,168 | \$58,215 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Principal Accountant | 1/1 | \$53,852 | \$54,852 | \$55,852 | \$56,852 | \$58,999 | \$61,146 | \$63,293 | \$65,440 | \$67,587 | \$69,734 | \$71,882 |
| Senior Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Purchasing Assistant | 1/1 | \$40,072 | \$41,072 | \$42,072 | \$43,072 | \$45,398 | \$47,724 | \$50,051 | \$52,377 | \$54,703 | \$57,030 | \$59,356 |
| Sr. Purchasing Assistant | 1/1 | \$50,222 | \$51,222 | \$52,222 | \$53,222 | \$54,926 | \$56,630 | \$58,334 | \$60,038 | \$61,742 | \$63,446 | \$65,150 |
| Cashier(annual stipend) | 1/1 | | | | \$1,462 | \$1,948 | \$2,434 | \$2,920 | \$3,406 | \$3,893 | \$4,379 | \$4,865 |
| Assist. To Tax Coll(annual stipend) | 1/1 | | | | \$368 | | | | | | | \$368 |
| Pr. Bookkeeping Mach. Operator | 1/1 | \$40,887 | \$41,887 | \$42,887 | \$43,887 | \$45,934 | \$47,981 | \$50,027 | \$52,074 | \$54,121 | \$56,168 | \$58,215 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Clerk Typist Part Time | 1/1 | \$21,79 | \$22,34 | \$22,89 | \$23,44 | \$0,00 | \$0,00 | \$0,00 | \$0,00 | \$0,00 | \$0,00 | \$23,44 |
| Senior Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Secretarial Assistant | 1/1 | \$50,222 | \$51,222 | \$52,222 | \$53,222 | \$54,926 | \$56,630 | \$58,334 | \$60,038 | \$61,742 | \$63,446 | \$65,150 |

White Collar Salary Ranges -2011
Schedule D

| Title | DATES | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Engineering | | | | | | | | | | | | |
| Principal Engineering Aid | 1/1 | \$64,460 | \$65,460 | \$66,460 | \$67,460 | \$70,405 | \$73,351 | \$76,296 | \$79,242 | \$82,187 | \$86,133 | \$88,078 |
| Public Works Inspector | 1/1 | \$65,735 | \$66,735 | \$67,735 | \$68,735 | \$70,913 | \$73,090 | \$75,267 | \$77,444 | \$79,622 | \$81,799 | \$83,976 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Assistant Engineer | 1/1 | \$64,460 | \$65,460 | \$66,460 | \$67,460 | \$70,405 | \$73,351 | \$76,296 | \$79,242 | \$82,187 | \$85,133 | \$88,078 |
| Senior Engineering Aide | 1/1 | \$37,802 | \$38,802 | \$39,802 | \$40,802 | \$41,894 | \$42,987 | \$44,080 | \$45,173 | \$46,265 | \$47,358 | \$48,451 |
| Senior Clerk Typist Central Garage | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Senior Clerk Typist Building Department | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Permit Clerk | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Building Inspector | 1/1 | \$58,052 | \$59,052 | \$60,052 | \$61,052 | \$62,951 | \$64,849 | \$66,748 | \$68,646 | \$70,545 | \$72,443 | \$74,342 |
| Code Enforcement Officer Trainee | 1/1 | \$57,978 | \$58,978 | \$59,978 | \$60,978 | \$62,947 | \$64,916 | \$66,885 | \$68,854 | \$70,822 | \$72,791 | \$74,760 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Clerk Typist Part Time Street Department | 1/1 | \$6,19 | \$6,74 | \$7,29 | \$7,84 | \$10,55 | \$13,27 | \$15,98 | \$18,70 | \$21,41 | \$24,13 | \$26,84 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Senior Clerk Typist Administrative Clerk Parks Department | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Clerk Typist | 1/1 | \$51,930 | \$52,930 | \$53,930 | \$54,930 | \$57,309 | \$59,688 | \$62,067 | \$64,446 | \$66,825 | \$69,204 | \$71,584 |
| Senior Clerk Typist Recreation | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |
| Senior Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 | \$53,718 |
| Senior Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 | \$56,966 |

White Collar Salary Ranges -2011

Schedule D

Title

DATES Step 1A Step 1B Step 1C Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8

| Title | Step 1A | Step 1B | Step 1C | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Health Department | | | | | | | | | | | |
| Deputy Registrar of Vital Statistics | 1/1 | \$46,638 | \$47,638 | \$48,638 | \$49,638 | \$51,573 | \$53,508 | \$55,442 | \$57,377 | \$59,312 | \$61,246 |
| Environmental Health Specialist-Part-time | 1/1 | \$19,90 | \$20,45 | \$21,00 | \$21,55 | \$24,07 | \$26,58 | \$29,10 | \$31,62 | \$34,14 | \$36,66 |
| Environmental Health Specialist | 1/1 | \$36,219 | \$37,219 | \$38,219 | \$39,219 | \$41,312 | \$43,406 | \$45,499 | \$47,592 | \$49,686 | \$51,779 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Clerk Typist-Part Time | 1/1 | \$6,19 | \$6,74 | \$7,29 | \$7,84 | \$10,55 | \$13,27 | \$15,98 | \$18,70 | \$21,41 | \$24,13 |
| Fire Department | | | | | | | | | | | |
| Senior Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 |
| Administrative Clerk | 1/1 | \$51,930 | \$52,930 | \$53,930 | \$54,930 | \$57,309 | \$59,688 | \$62,067 | \$64,446 | \$66,825 | \$69,204 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Police Department | | | | | | | | | | | |
| Police Records Clerk(REVISED 10/4/05) | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Sr.Police Records Clerk(REVISED) | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Clerk Typist-Part Time | 1/1 | \$35,309 | \$36,309 | \$37,309 | \$38,309 | \$41,295 | \$44,280 | \$47,265 | \$50,250 | \$53,235 | \$56,220 |
| Water Utility | 1/1 | \$6,19 | \$6,74 | \$7,29 | \$7,84 | \$10,55 | \$13,27 | \$15,98 | \$18,70 | \$21,41 | \$24,13 |
| Drafting Technician | 1/1 | \$35,998 | \$36,998 | \$37,998 | \$38,998 | \$41,148 | \$43,298 | \$45,448 | \$47,598 | \$49,748 | \$51,898 |
| GIS Specialist 2 (REVISED 10/4/05) | 1/1 | \$51,124 | \$52,124 | \$53,124 | \$54,124 | \$56,057 | \$57,991 | \$59,924 | \$61,857 | \$63,790 | \$65,723 |
| GIS Specialist Trainee(REVISED 10/05) | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,001 | \$47,828 | \$49,655 | \$51,482 | \$53,309 | \$55,136 |
| Senior Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 |
| Administrative Clerk | 1/1 | \$51,930 | \$52,930 | \$53,930 | \$54,930 | \$57,309 | \$59,688 | \$62,067 | \$64,446 | \$66,825 | \$69,204 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Customer Service Representative | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Sr. Customer Service Representative | 1/1 | \$38,264 | \$39,264 | \$40,264 | \$41,264 | \$43,364 | \$45,465 | \$47,565 | \$49,665 | \$51,766 | \$53,866 |
| Administrative Clerk Typing | 1/1 | \$50,221 | \$51,221 | \$52,221 | \$53,221 | \$54,925 | \$56,630 | \$58,334 | \$60,038 | \$61,742 | \$63,446 |
| Administrative Clerk | 1/1 | \$51,930 | \$52,930 | \$53,930 | \$54,930 | \$57,309 | \$59,688 | \$62,067 | \$64,446 | \$66,825 | \$69,204 |
| Recycling | | | | | | | | | | | |
| Clerk Typist-Part Time | 1/1 | \$6,19 | \$6,74 | \$7,29 | \$7,84 | \$10,54 | \$13,24 | \$15,95 | \$18,65 | \$21,35 | \$24,06 |
| Clerk Typist | 1/1 | \$35,583 | \$36,583 | \$37,583 | \$38,583 | \$40,746 | \$42,908 | \$45,070 | \$47,232 | \$49,394 | \$51,556 |
| Senior Clerk Typist | 1/1 | \$41,174 | \$42,174 | \$43,174 | \$44,174 | \$46,002 | \$47,829 | \$49,657 | \$51,484 | \$53,312 | \$55,139 |
| Recycling Program Aide(REVISED 10/4/05) | 1/1 | \$22,28 | \$22,83 | \$23,38 | \$23,93 | 24,95 | 25,97 | 27,00 | 28,02 | 29,04 | 30,06 |