

# 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, 2016 through December 31, 2019

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## **PREAMBLE**

This Agreement entered into this 20<sup>TH</sup> day of Dec. 2017, 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/her 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.

- G. All grievances should be submitted in writing on a form and format agreed to by the Union and the Village. The form can be submitted electronically, as an attachment to email.

**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 Department

Supervisor, Superintendent, Director or Department Head, 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 forty (40) hours in any work week shall be considered overtime and shall be paid for on the basis of time and one-half the employee's base rate. There shall be no compensatory time. Employees who have already earned and accrued compensatory time as of June 30, 2017, shall be allowed to use or be paid for such time in accordance with, and subject to, applicable regulations established by the "Fair Labor Standards Act." All work performed at forty (40) hours or less in any work shall be paid at the straight time rate.



- C. Emergency Conditions – the Union hereby agrees that it is the decision of the Village to make use of total manpower during emergency conditions. This would include Blue Collar, White Collar and Supervisors. Blue Collar and White Collar employees must be asked to work the overtime hours before the Supervisors are asked.
- D. Time Keeping Requirement – all employees are responsible for recording time using Village procedures. The Village will provide the Union with a copy of the system and procedure that will be utilized for time keeping.
- E. Overtime shall be distributed by the department head or qualified supervisor as equitability as possible, provided that the employee has the ability to do the work and all employees shall be expected to work only a reasonable amount of overtime when requested by the Village.
- F. Employees called into work on their off-days or called back to work after they have left the premises on a regularly scheduled work day shall receive a minimum of two (2) hours of pay in accordance with Section B above, for all work performed under such circumstances.

## **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. For purposes of Holiday overtime pay, the double time pay occurs only on the actual date of the Holiday, according to the Holidays specified in the contract.
- C. 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.
- D. Each employee governed by this Agreement shall receive one-half (½) day off on Christmas Eve and New Year's Eve each year. The half days can be combined with approval of the union.

- E. 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. Any past practices of the Parties regarding limitations on the amount of vacation time are hereby superseded and replaced by this agreement. Employees hired on or after July 1, 2017, shall be limited to earning a maximum number of twenty five (25) vacation days. Employees hired before July 1, 2017, shall be limited to earning a maximum number of thirty (30) days' vacation, except that currently employed bargaining unit members who have earned more than thirty (30) days per year as of July 1, 2017, shall be allowed to maintain his/her current number of vacation days entitlement, but shall not earn any further vacation days.
- 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. Vacation requests should be made on a form provided by the Village and signed off by the Supervisor.
- 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. 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 proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program for all employees covered by this Agreement, with the exception of employees that would work less than thirty (30) hours per week, and their families. Should Chapter 78 expire, the employee share shall be no less than the amount of the employee's share of the annual premium under the current law. Part Time employees who currently receive benefits will continue those benefits. 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. The Employer shall continue to provide insurance to the employees qualified above, 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.
  - C. Health Benefits
    - (1.) All retired employees 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. This reimbursement shall commence once said retiree 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.
    - (2.) Health coverage for new hires (all employees hired after 11-1-2013): Retirees on the Village Health plan must begin using Medicare at age 65\*, including spouse at age 65\* (per Federal requirements).
- \*When Medicare eligible

- D. 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.
- E. The Village will provide, a Prescription Drug Plan and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program for all employees covered by this Agreement, with the exception of nine (9) month Seasonal Employees and employees that would work less than thirty-two (32) hours per week, and their families. Should Chapter 78 expire, the employee share shall be no less than the amount of the employee's share of the annual premium under the current law. The Village shall also retain the right to provide similar coverage from another plan or insurance carrier.
- F. The Village will pay up to a maximum of twenty five dollars (\$25.00) per month per employee toward the total dental plan, similar to the current plan administered by Delta Dental of New Jersey. The Village shall retain the right to provide equivalent 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.
- G. Effective September 1, 2017, employees covered by this Agreement are eligible to participate in the Village Vision Care Plans. The Base Plan #1 has a co-pay of \$10/\$25 for eye examination and materials, respectively. The Buy Up Plan #2 has a co-pay of \$0. Both plans offer Employee, Employee + One, Employee + Children and Employee + Family coverage. The Village will be responsible for the employee's premiums (\$9.31 per month.) for the Employee Only Plan. The employee will be responsible for premiums associated with coverage for any other Plan selected. Expenses incurred for eye exam and eyeglass or contract purchase prior to September 1, 2017, are reimbursable under the previous plan (Collective Bargaining Agreement expired December 31, 2015, Article IX, Section G)

- H. 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 NewYork 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.
4. Employees hired on or after July 1, 2017 shall receive one-half ( $\frac{1}{2}$ ) accumulated sick leave at retirement with a maximum of \$15,000.00.

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 a minimum of thirty (30) minutes prior to the employee's usual reporting time, verbally by phone.
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 Village of Ridgewood 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. 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.
- G. Effective July 1, 2017, the Village will implement a sick leave buy-back program where employees at their option can buy back half of their unused allowance for that year, up to a maximum of 7 days. Payment will be made within 45 calendar days after years end and compensated at the rate of pay when the time was earned.

#### 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 which 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. **The following changes to salary have been agreed to and are represented in the attached schedules.**

- All employees hired Prior to November 1, 2013 (1.5 & 1.75 employees)
  - Move all 1.5 scale employees into the 1.75 scale and eliminate the 1.5 scale.
  - 2016 – 1.5% lump sum payment on base and overtime plus longevity. The 1.5% will also be applied to base; adjusting all salary scales for that year.
  - 2017 – 1.5%, 2018 – 1.75%, 2019 – 2%.
- All employees hired after 11/1/13
  - Eliminate Steps 1A & 1B and create 9 step scale starting with 1C.
  - 2016 – 1.0% lump sum payment on base and overtime plus longevity. The 1.0% will also be paid to base; adjusting all salary scales for that year.
  - 2017 – 1.0%, 2018 – 1.5%, 2019 – 2%

#### **C. STEP SYSTEM**

Each employee who has not reached maximum in the attached salary schedule shall advance annually one (1) step on either January 1<sup>st</sup> or July 1<sup>st</sup>, depending upon the employee's anniversary date.

1. Employees with anniversary dates from January 1<sup>st</sup> through June 30<sup>th</sup> shall receive their step increase on January 1<sup>st</sup> of each year. Employees with anniversary dates from July 1<sup>st</sup> through December 31<sup>st</sup> shall receive their step increase on July 1<sup>st</sup> of each year. Effective date January 1, 2018.



2. 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.

Employees hired on or after July 1, 2017 shall not receive 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 that apply, shall be 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 age, race, color, creed, sex, national origin, marital status, ancestry, sexual orientation or identification, handicap or disability, service in the armed forces or any other category or classification of individual protected by applicable state or federal laws.
- 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 (15<sup>th</sup>) 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 five (5) business

days leave of absence with pay for each death of a member of the employee's immediate family. Weekends are not counted as bereavement time. The five (5) 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 five (5) 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 six (6) 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. Breaks cannot be combined or run consecutively with lunch time. Requests to combine the breaks with lunch will be considered on an individual basis by the employees Supervisor, Superintendent, Department Head or Director.

#### **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. During the period of this Agreement, the Village shall publish and distribute a Human Resources 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.
  - C. 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.
  - D. Any monies other than normal wages, i.e. retroactive monies, vacation pay and the like will be issued in a separate check.
  - E. 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.) Registered Environmental Health Specialist
- \* Any employees hired before July 1, 2017 who are employed in categories not listed above but who receive this benefit/stipend will continue receiving such.
- F. The parties agree that all provisions of Chapter 78, the Federal Family and Medical Leave Act (FMLA); New Jersey Family Leave Act and the New Jersey Paid Family Leave Law are hereby deemed incorporated herein.

- G. All employees who utilize Village vehicles shall submit a photocopy of their driver's license to the Village on the first work day proceeding July 1<sup>st</sup> of every year or after any change in name or address.
- H. Employee parking shall be in accordance with Ordinance No. 3613 adopted on October 11, 2017, by the Village Council.

## **ARTICLE XXVI TERM AND RENEWAL**

This term of this Agreement shall commence January 1, 2016 and remain effective until December 31, 2019, or the date on which a *Successor Agreement* is fully executed whichever is later.

## **ARTICLE XXVII I.D. BADGE**

The Village shall provide each employee covered by this agreement an identification badge or identification card so that he or she can identify themselves as a Village employee. Each employee shall have the identification card or badge available on their person at the request of any supervisor, resident, or member of the public. Employees shall immediately notify their supervisor if they lose or misplace the Village identification card or badge. Any employee losing a Village identification card or badge more than twice in a calendar year shall incur disciplinary action.

VILLAGE OF RIDGEWOOD

UNITED PUBLIC SERVICE EMPLOYEES  
UNION (UPSEU)

By: Heather A. Mailander  
Heather A. Mailander  
Village Manager

By: Kevin E. Boyle, Jr.  
Kevin E. Boyle, Jr.  
President

By: Richard Calbi  
Richard Calbi  
Director of Operations

By: James Gangale  
James Gangale  
Union Representative

By: Robert G. Rooney  
Robert G. Rooney  
Chief Financial Officer

By: Susan Maurer  
Susan Maurer  
Chief Shop Steward

**Negotiating Team:**

Sharon Bernasco  
Patricia Bernasco

## SCHEDULE A

Account Clerk  
Accounting Assistant  
Administrative Clerk  
Administrative Clerk Typist  
Assistant Engineer  
Assistant to the Tax Collector (Annual Stipend)  
Assistant Violations Clerk  
Assistant Zoning Officer  
Building Inspector  
Cashier (Annual Stipend)  
Chemist 1  
Clerk 2  
Clerk Typist – Part time  
Code Enforcement Officer  
Customer Service Representative  
Deputy Registrar of Vital Statistics  
Drafting Technician  
Environmental Health Specialist  
Environmental Health Specialist – Part time  
GIS Specialist Trainee  
GIS Specialist 2  
Keyboarding Clerk 1  
Keyboarding Clerk 1 – Part time  
Keyboarding Clerk 2  
Principal Accountant  
Principal Engineering Aide  
Public Works Inspector  
Records Clerk – Part time  
Records Support Technician 2  
Records Support Technician 3  
Recreation Aide  
Recreation Program Specialist  
Recycling Program Aide  
Registered Environmental Health Specialist  
Secretarial Assistant

Secretary Board/Commissions  
Senior Account Clerk  
Senior Customer Service Representative  
Senior Engineering Aide  
Tax Search Officer  
Technical Assistant 3  
Technical Assistant to the Construction Official



White Collar Salary Ranges -2016 (HIRED PRIOR TO 11/1/13)  
SCHEDULE A

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$38,480	\$39,480	\$40,480	\$41,480	\$43,983	\$46,486	\$48,989	\$51,492	\$53,996	\$56,499	\$59,002
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
ClerkTypist-Part Time	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
<b>Board of Adjusment</b>												
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$55,637	\$56,637	\$57,637	\$58,637	\$61,244	\$63,852	\$66,459	\$69,066	\$71,673	\$74,280	\$76,887
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
ClerkTypist-Part Time	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
<b>Finance</b>												
Senior Account Clerk	1/1	\$40,654	\$41,654	\$42,654	\$43,654	\$47,293	\$50,933	\$54,572	\$58,212	\$61,852	\$65,491	\$69,131
Account Clerk	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Principal Accountant	1/1	\$58,014	\$59,014	\$60,014	\$61,014	\$63,388	\$65,761	\$68,135	\$70,508	\$72,881	\$75,255	\$77,628
Cashier(annual stipend)	1/1				\$1,575	\$2,101	\$2,626	\$3,151	\$3,677	\$4,202	\$4,727	\$5,253
Assist.To Tax Coll(annual stipend)	1/1				\$398							\$398
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 1 p/t	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
Secretarial Assistant	1/1	\$54,104	\$55,104	\$56,104	\$57,104	\$58,997	\$60,890	\$62,784	\$64,677	\$66,570	\$68,463	\$70,357
Accounting Assistant	1/1	\$45,681	\$46,681	\$47,681	\$48,681	\$52,190	\$55,699	\$59,208	\$62,717	\$66,226	\$69,735	\$73,244
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$69,441	\$70,441	\$71,441	\$72,441	\$75,681	\$78,920	\$82,160	\$85,399	\$88,639	\$91,878	\$95,118
Public Works Inspector	1/1	\$70,816	\$71,816	\$72,816	\$73,816	\$76,226	\$78,637	\$81,047	\$83,458	\$85,868	\$88,279	\$90,689
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Assistant Engineer	1/1	\$69,441	\$70,441	\$71,441	\$72,441	\$75,681	\$78,920	\$82,160	\$85,399	\$88,639	\$91,878	\$95,118
Senior Engineering Aide	1/1	\$40,724	\$41,724	\$42,724	\$43,724	\$44,952	\$46,181	\$47,410	\$48,638	\$49,867	\$51,096	\$52,324
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
<b>Building Department</b>												
Clerk 2	1/1	\$45,041	\$46,041	\$47,041	\$48,041	\$49,966	\$51,892	\$53,817	\$55,743	\$57,668	\$59,594	\$61,519
Building Inspector	1/1	\$62,539	\$63,539	\$64,539	\$65,539	\$67,646	\$69,752	\$71,859	\$73,966	\$76,072	\$78,179	\$80,285
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 1 p/t	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
Asst Zoning Officer/ TACO	1/1	\$56,684	\$57,684	\$58,684	\$59,684	\$62,981	\$66,279	\$69,576	\$72,874	\$76,171	\$79,469	\$82,766

White Collar Salary Ranges -2016 (HIRED PRIOR TO 11/1/13)  
SCHEDULE A

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
Administrative Clerk	1/1	\$55,852	\$56,852	\$57,852	\$58,852	\$61,489	\$64,125	\$66,762	\$69,398	\$72,035	\$74,671	\$77,307
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Administrative Clerk	1/1	\$55,852	\$56,852	\$57,852	\$58,852	\$61,489	\$64,125	\$66,762	\$69,398	\$72,035	\$74,671	\$77,307
Recreation Program Specialist	1/1	\$25,972	\$26,972	\$27,972	\$28,972	\$30,651	\$32,330	\$34,009	\$35,688	\$37,368	\$39,047	\$40,726
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$50,149	\$51,149	\$52,149	\$53,149	\$55,304	\$57,458	\$59,613	\$61,768	\$63,922	\$66,077	\$68,231
Environmental Health Specialist-P/T	1/1	\$11.89	\$14.86	\$17.83	\$20.80	\$23.77	\$26.74	\$29.71	\$32.68	\$35.65	\$38.62	\$41.59
Environmental Health Specialist	1/1	\$39,204	\$40,204	\$41,204	\$42,204	\$44,486	\$46,768	\$49,051	\$51,333	\$53,615	\$55,897	\$58,179
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 1 p/t	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
Administrative Clerk	1/1	\$55,852	\$56,852	\$57,852	\$58,852	\$61,489	\$64,125	\$66,762	\$69,398	\$72,035	\$74,671	\$77,307
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
<b>Police Department</b>												
Records Support Technician 2	1/1	\$37,944	\$38,944	\$39,944	\$40,944	\$43,382	\$45,820	\$48,259	\$50,697	\$53,136	\$55,574	\$58,012
Records Support Technician 3	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$44,563	\$47,792	\$51,021	\$54,250	\$57,479	\$60,709	\$63,938
Keyboarding Clerk 1 p/t	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
<b>Water Utility</b>												
Drafting Technician	1/1	\$38,968	\$39,968	\$40,968	\$41,968	\$44,311	\$46,654	\$48,997	\$51,340	\$53,683	\$56,026	\$58,369
Management Assistant	1/1	\$58,835	\$59,835	\$60,835	\$61,835	\$63,436	\$65,037	\$66,637	\$68,238	\$69,838	\$71,439	\$73,039
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$54,981	\$55,981	\$56,981	\$57,981	\$60,135	\$62,290	\$64,445	\$66,600	\$68,755	\$70,910	\$73,065
GIS Specialist Trainee(REVISED 10/05)	1/1	\$44,259	\$45,259	\$46,259	\$47,259	\$49,296	\$51,333	\$53,369	\$55,406	\$57,443	\$59,479	\$61,516
Management Assistant		\$57,865	\$58,865	\$59,865	\$60,865	\$62,605	\$64,344	\$66,083	\$67,822	\$69,561	\$71,300	\$73,039
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
Administrative Clerk	1/1	\$55,807	\$56,807	\$57,807	\$58,807	\$61,450	\$64,093	\$66,736	\$69,379	\$72,022	\$74,665	\$77,307
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Customer Service Representative	1/1	\$38,238	\$39,238	\$40,238	\$41,238	\$43,634	\$46,031	\$48,427	\$50,823	\$53,220	\$55,616	\$58,012
Sr. Customer Service Representative	1/1	\$41,408	\$42,408	\$43,408	\$44,408	\$46,698	\$48,989	\$51,279	\$53,569	\$55,860	\$58,150	\$60,440
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$6.66	\$8.88	\$11.10	\$13.32	\$15.54	\$17.76	\$19.98	\$22.20	\$24.42	\$26.64	\$28.86
Keyboarding Clerk 1	1/1	\$38,334	\$39,334	\$40,334	\$41,334	\$43,716	\$46,099	\$48,482	\$50,864	\$53,247	\$55,630	\$58,012
Keyboarding Clerk 2	1/1	\$44,357	\$45,357	\$46,357	\$47,357	\$49,380	\$51,403	\$53,426	\$55,449	\$57,473	\$59,496	\$61,519
Recycling Program Aide(REVISED 10/4/05)	1/1	\$26.48	\$24.59	\$25.25	\$25.91	\$26.57	\$27.23	\$27.89	\$28.55	\$29.22	\$29.88	\$33.09



White Collar Salary Ranges -2017 (HIRED PRIOR TO 11/1/13)  
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
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$39,057	\$40,057	\$41,057	\$42,057	\$44,604	\$47,151	\$49,699	\$52,246	\$54,793	\$57,340	\$59,887
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
ClerkTypist-Part Time	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
<b>Board of Adjusment</b>												
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$56,472	\$57,472	\$58,472	\$59,472	\$62,124	\$64,777	\$67,430	\$70,082	\$72,735	\$75,388	\$78,040
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
ClerkTypist-Part Time	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
<b>Finance</b>												
Senior Account Clerk	1/1	\$41,264	\$42,264	\$43,264	\$44,264	\$47,964	\$51,665	\$55,366	\$59,066	\$62,767	\$66,467	\$70,168
Account Clerk	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Principal Accountant	1/1	\$58,884	\$59,884	\$60,884	\$61,884	\$64,300	\$66,715	\$69,131	\$71,546	\$73,962	\$76,377	\$78,792
Cashier(annual stipend)	1/1				\$1,599	\$2,130	\$2,662	\$3,194	\$3,725	\$4,257	\$4,788	\$5,320
Assist.To Tax Coll(annual stipend)	1/1				\$404							\$404
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Keyboarding Clerk 1 p/t	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
Secretarial Assistant	1/1	\$54,916	\$55,916	\$56,916	\$57,916	\$59,844	\$61,772	\$63,700	\$65,628	\$67,556	\$69,484	\$71,412
Accounting Assistant	1/1	\$46,366	\$47,366	\$48,366	\$49,366	\$52,934	\$56,502	\$60,070	\$63,638	\$67,207	\$70,775	\$74,343
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$70,483	\$71,483	\$72,483	\$73,483	\$76,777	\$80,072	\$83,366	\$86,661	\$89,956	\$93,250	\$96,545
Public Works Inspector	1/1	\$71,878	\$72,878	\$73,878	\$74,878	\$77,331	\$79,784	\$82,237	\$84,690	\$87,143	\$89,596	\$92,049
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Assistant Engineer	1/1	\$70,483	\$71,483	\$72,483	\$73,483	\$76,777	\$80,072	\$83,366	\$86,661	\$89,956	\$93,250	\$96,545
Senior Engineering Aide	1/1	\$41,335	\$42,335	\$43,335	\$44,335	\$45,588	\$46,842	\$48,095	\$49,349	\$50,602	\$51,855	\$53,109
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
<b>Building Department</b>												
Clerk 2	1/1	\$46,082	\$47,082	\$48,082	\$49,082	\$50,991	\$52,899	\$54,808	\$56,716	\$58,625	\$60,533	\$62,442
Building Inspector	1/1	\$63,477	\$64,477	\$65,477	\$66,477	\$68,622	\$70,766	\$72,911	\$75,055	\$77,200	\$79,345	\$81,489
Code Enforcement Officer Trainee	1/1	\$63,391	\$64,391	\$65,391	\$66,391	\$68,613	\$70,835	\$73,058	\$75,280	\$77,502	\$79,725	\$81,947
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Keyboarding Clerk 1 p/t	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
Asst Zoning Officer/ TACO	1/1	\$57,579	\$58,579	\$59,579	\$60,579	\$63,926	\$67,273	\$70,620	\$73,967	\$77,314	\$80,661	\$84,007

White Collar Salary Ranges -2017 (HIRED PRIOR TO 11/1/13)  
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
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
Administrative Clerk	1/1	\$56,644	\$57,644	\$58,644	\$59,644	\$62,333	\$65,022	\$67,711	\$70,400	\$73,089	\$75,778	\$78,467
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Administrative Clerk	1/1	\$56,690	\$57,690	\$58,690	\$59,690	\$62,372	\$65,055	\$67,737	\$70,419	\$73,102	\$75,784	\$78,467
Recreation Program Specialist	1/1	\$26,407	\$27,407	\$28,407	\$29,407	\$31,111	\$32,815	\$34,520	\$36,224	\$37,928	\$39,633	\$41,337
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$50,901	\$51,901	\$52,901	\$53,901	\$56,095	\$58,288	\$60,481	\$62,675	\$64,868	\$67,061	\$69,254
Environmental Health Specialist-P/T	1/1	\$12.06	\$15.08	\$18.10	\$21.12	\$24.14	\$27.16	\$30.18	\$33.20	\$36.22	\$39.24	\$42.25
Environmental Health Specialist	1/1	\$39,837	\$40,837	\$41,837	\$42,837	\$45,153	\$47,470	\$49,786	\$52,103	\$54,419	\$56,735	\$59,052
Keyboarding Clerk 1	1/1	\$38,954	\$39,954	\$40,954	\$41,954	\$44,372	\$46,791	\$49,209	\$51,627	\$54,046	\$56,464	\$58,882
Keyboarding Clerk 1 p/t	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$45,717	\$46,717	\$47,717	\$48,717	\$50,677	\$52,638	\$54,599	\$56,560	\$58,520	\$60,481	\$62,442
Administrative Clerk	1/1	\$56,690	\$57,690	\$58,690	\$59,690	\$62,372	\$65,055	\$67,737	\$70,419	\$73,102	\$75,784	\$78,467
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
<b>Police Department</b>												
Records Support Technician 2	1/1	\$38,513	\$39,513	\$40,513	\$41,513	\$43,994	\$46,476	\$48,957	\$51,438	\$53,920	\$56,401	\$58,882
Records Support Technician 3	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$45,193	\$48,477	\$51,761	\$55,045	\$58,329	\$61,613	\$64,897
Keyboarding Clerk 1 p/t	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
<b>Water Utility</b>												
Drafting Technician	1/1	\$39,598	\$40,598	\$41,598	\$42,598	\$44,976	\$47,354	\$49,732	\$52,110	\$54,488	\$56,866	\$59,245
Management Assistant	1/1	\$59,763	\$60,763	\$61,763	\$62,763	\$64,387	\$66,012	\$67,636	\$69,261	\$70,885	\$72,510	\$74,135
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$55,851	\$56,851	\$57,851	\$58,851	\$61,038	\$63,225	\$65,412	\$67,599	\$69,787	\$71,974	\$74,161
GIS Specialist Trainee(REVISED 10/05)	1/1	\$44,968	\$45,968	\$46,968	\$47,968	\$50,035	\$52,102	\$54,170	\$56,237	\$58,304	\$60,371	\$62,439
Management Assistant	1/1	\$57,865	\$58,865	\$59,865	\$58,642	\$60,855	\$63,068	\$65,281	\$67,495	\$69,708	\$71,921	\$74,135
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
Administrative Clerk	1/1	\$56,690	\$57,690	\$58,690	\$59,690	\$62,372	\$65,055	\$67,737	\$70,419	\$73,102	\$75,784	\$78,467
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Customer Service Representative	1/1	\$38,859	\$39,859	\$40,859	\$41,859	\$44,291	\$46,722	\$49,154	\$51,586	\$54,018	\$56,450	\$58,882
Sr. Customer Service Representative	1/1	\$42,029	\$43,029	\$44,029	\$45,029	\$47,360	\$49,691	\$52,022	\$54,353	\$56,684	\$59,016	\$61,347
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$6.76	\$9.02	\$11.28	\$13.54	\$15.80	\$18.06	\$20.32	\$22.58	\$24.84	\$27.10	\$29.32
Keyboarding Clerk 1	1/1	\$38,909	\$39,909	\$40,909	\$41,909	\$44,334	\$46,758	\$49,183	\$51,608	\$54,033	\$56,457	\$58,882
Keyboarding Clerk 2	1/1	\$45,022	\$46,022	\$47,022	\$48,022	\$50,082	\$52,142	\$54,202	\$56,262	\$58,322	\$60,382	\$62,442
Recycling Program Aide(REVISED 10/4/05)	1/1	\$26.88	\$24.59	\$25.52	\$26.45	\$27.38	\$28.31	\$29.24	\$30.17	\$31.10	\$32.03	\$33.59



White Collar Salary Ranges -2018 (HIRED PRIOR TO 11/1/13)  
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
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$39,793	\$40,793	\$41,793	\$42,793	\$45,385	\$47,976	\$50,568	\$53,160	\$55,752	\$58,343	\$60,935
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
ClerkTypist-Part Time	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
<b>Board of Adjusment</b>												
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$57,468	\$58,468	\$59,468	\$60,468	\$63,173	\$65,879	\$68,584	\$71,289	\$73,995	\$76,700	\$79,406
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
ClerkTypist-Part Time	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
<b>Finance</b>												
Senior Account Clerk	1/1	\$41,986	\$42,986	\$43,986	\$44,986	\$48,759	\$52,531	\$56,304	\$60,077	\$63,850	\$67,623	\$71,396
Account Clerk	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Principal Accountant	1/1	\$59,922	\$60,922	\$61,922	\$62,922	\$65,386	\$67,850	\$70,314	\$72,778	\$75,243	\$77,707	\$80,171
Cashier(annual stipend)	1/1				\$1,627	\$2,170	\$2,712	\$3,255	\$3,797	\$4,340	\$4,883	\$5,425
Assist.To Tax Coll(annual stipend)	1/1				\$411							\$411
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 1 p/t	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
Keyboarding Clerk 2	1/1	\$45,817	\$46,817	\$47,817	\$48,817	\$50,920	\$53,022	\$55,125	\$57,227	\$59,330	\$61,432	\$63,535
Secretarial Assistant	1/1	\$55,885	\$56,885	\$57,885	\$58,885	\$60,853	\$62,821	\$64,789	\$66,757	\$68,725	\$70,694	\$72,662
Accounting Assistant	1/1	\$47,185	\$48,185	\$49,185	\$50,185	\$53,822	\$57,459	\$61,096	\$64,733	\$68,370	\$72,007	\$75,644
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$71,716	\$72,716	\$73,716	\$74,716	\$78,076	\$81,436	\$84,795	\$88,155	\$91,515	\$94,875	\$98,235
Public Works Inspector	1/1	\$73,136	\$74,136	\$75,136	\$76,136	\$78,640	\$81,143	\$83,646	\$86,150	\$88,653	\$91,157	\$93,660
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Assistant Engineer	1/1	\$71,716	\$72,716	\$73,716	\$74,716	\$78,076	\$81,436	\$84,795	\$88,155	\$91,515	\$94,875	\$98,235
Senior Engineering Aide	1/1	\$42,058	\$43,058	\$44,058	\$45,058	\$46,341	\$47,624	\$48,907	\$50,190	\$51,473	\$52,755	\$54,038
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
Building Inspector	1/1	\$64,587	\$65,587	\$66,587	\$67,587	\$69,777	\$71,967	\$74,156	\$76,346	\$78,536	\$80,725	\$82,915
Code Enforcement Officer Trainee	1/1	\$64,508	\$65,508	\$66,508	\$67,508	\$69,775	\$72,043	\$74,311	\$76,578	\$78,846	\$81,113	\$83,381
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 1 p/t	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
Asst Zoning Officer/ TACO	1/1	\$58,639	\$59,639	\$60,639	\$61,639	\$65,045	\$68,450	\$71,855	\$75,261	\$78,666	\$82,072	\$85,477



**White Collar Salary Ranges -2018 (HIRED PRIOR TO 11/1/13)**  
**SCHEDULE C**

<b>Title</b>	<b>DATES</b>	<b>Step 1A</b>	<b>Step 1B</b>	<b>Step 1C</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
Administrative Clerk	1/1	\$57,682	\$58,682	\$59,682	\$60,682	\$63,419	\$66,156	\$68,893	\$71,630	\$74,366	\$77,103	\$79,840
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Administrative Clerk	1/1	\$57,682	\$58,682	\$59,682	\$60,682	\$63,419	\$66,156	\$68,893	\$71,630	\$74,366	\$77,103	\$79,840
Recreation Program Specialist	1/1	\$26,967	\$27,967	\$28,967	\$29,967	\$31,695	\$33,423	\$35,150	\$36,878	\$38,605	\$40,333	\$42,060
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$51,792	\$52,792	\$53,792	\$54,792	\$57,031	\$59,270	\$61,510	\$63,749	\$65,988	\$68,227	\$70,466
Environmental Health Specialist-P/T	1/1	\$12.27	\$15.34	\$18.41	\$21.49	\$24.56	\$27.63	\$30.70	\$33.77	\$36.85	\$39.92	\$42.99
Environmental Health Specialist	1/1	\$40,633	\$41,633	\$42,633	\$43,633	\$45,984	\$48,334	\$50,684	\$53,035	\$55,385	\$57,735	\$60,085
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 1 p/t	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
Administrative Clerk	1/1	\$57,682	\$58,682	\$59,682	\$60,682	\$63,419	\$66,156	\$68,893	\$71,630	\$74,366	\$77,103	\$79,840
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
<b>Police Department</b>												
Records Support Technician 2	1/1	\$38,580	\$39,580	\$40,580	\$41,580	\$44,199	\$46,818	\$49,437	\$52,056	\$54,675	\$57,294	\$59,912
Records Support Technician 3	1/1	\$39,239	\$40,239	\$41,239	\$42,239	\$45,639	\$49,038	\$52,437	\$55,836	\$59,235	\$62,634	\$66,033
Keyboarding Clerk 1 p/t	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
<b>Water Utility</b>												
Drafting Technician	1/1	\$40,389	\$41,389	\$42,389	\$43,389	\$45,802	\$48,216	\$50,629	\$53,042	\$55,455	\$57,869	\$60,282
Management Assistant	1/1	\$56,668	\$57,668	\$58,668	\$59,668	\$61,920	\$64,172	\$66,424	\$68,676	\$70,928	\$73,180	\$75,432
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$56,783	\$57,783	\$58,783	\$59,783	\$62,022	\$64,262	\$66,501	\$68,741	\$70,980	\$73,219	\$75,459
GIS Specialist Trainee(REVISED 10/05)	1/1	\$45,709	\$46,709	\$47,709	\$48,709	\$50,826	\$52,944	\$55,061	\$57,179	\$59,297	\$61,414	\$63,532
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
Administrative Clerk	1/1	\$57,682	\$58,682	\$59,682	\$60,682	\$63,419	\$66,156	\$68,893	\$71,630	\$74,366	\$77,103	\$79,840
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Customer Service Representative	1/1	\$39,491	\$40,491	\$41,491	\$42,491	\$44,980	\$47,468	\$49,957	\$52,446	\$54,935	\$57,424	\$59,912
Sr. Customer Service Representative	1/1	\$42,765	\$43,765	\$44,765	\$45,765	\$48,144	\$50,524	\$52,903	\$55,282	\$57,662	\$60,041	\$62,421
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$6.88	\$9.17	\$11.47	\$13.76	\$16.06	\$18.36	\$20.65	\$22.95	\$25.24	\$27.54	\$29.83
Keyboarding Clerk 1	1/1	\$39,597	\$40,597	\$41,597	\$42,597	\$45,071	\$47,545	\$50,018	\$52,492	\$54,965	\$57,439	\$59,912
Keyboarding Clerk 2	1/1	\$45,810	\$46,810	\$47,810	\$48,810	\$50,914	\$53,017	\$55,121	\$57,224	\$59,328	\$61,431	\$63,535
Recycling Program Aide(REVISED 10/4/05)	1/1	\$27.42	\$28.10	\$28.79	\$29.47	\$30.16	\$30.84	\$31.52	\$32.21	\$32.89	\$33.58	\$34.26



White Collar Salary Ranges -2019 (HIRED PRIOR TO 11/1/13)  
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
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$40,604	\$41,604	\$42,604	\$43,604	\$46,254	\$48,904	\$51,554	\$54,204	\$56,854	\$59,504	\$62,154
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
ClerkTypist-Part Time	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
<b>Board of Adjusment</b>												
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$58,609	\$59,609	\$60,609	\$61,609	\$64,379	\$67,148	\$69,917	\$72,686	\$75,456	\$78,225	\$80,994
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
ClerkTypist-Part Time	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
<b>Finance</b>												
Senior Account Clerk	1/1	\$42,825	\$43,825	\$44,825	\$45,825	\$49,682	\$53,539	\$57,396	\$61,253	\$65,110	\$68,967	\$72,824
Account Clerk	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Principal Accountant	1/1	\$61,113	\$62,113	\$63,113	\$64,113	\$66,636	\$69,159	\$71,682	\$74,205	\$76,728	\$79,251	\$81,774
Cashier(annual stipend)	1/1				\$1,660	\$2,213	\$2,766	\$3,320	\$3,873	\$4,427	\$4,980	\$5,534
Assist. To Tax Coll(annual stipend)	1/1				\$419							\$419
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Keyboarding Clerk 1 p/t	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
Keyboarding Clerk 2	1/1	\$46,733	\$47,733	\$48,733	\$49,733	\$51,887	\$54,040	\$56,193	\$58,346	\$60,499	\$62,653	\$64,806
Secretarial Assistant	1/1	\$56,993	\$57,993	\$58,993	\$59,993	\$62,010	\$64,028	\$66,045	\$68,063	\$70,080	\$72,098	\$74,115
Accounting Assistant	1/1	\$48,122	\$49,122	\$50,122	\$51,122	\$54,841	\$58,560	\$62,280	\$65,999	\$69,718	\$73,438	\$77,157
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$73,165	\$74,165	\$75,165	\$76,165	\$79,599	\$83,032	\$86,466	\$89,899	\$93,333	\$96,766	\$100,200
Public Works Inspector	1/1	\$74,614	\$75,614	\$76,614	\$77,614	\$80,174	\$82,734	\$85,293	\$87,853	\$90,413	\$92,973	\$95,533
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Assistant Engineer	1/1	\$73,150	\$74,150	\$75,150	\$76,150	\$79,586	\$83,022	\$86,457	\$89,893	\$93,328	\$96,764	\$100,200
Senior Engineering Aide	1/1	\$42,899	\$43,899	\$44,899	\$45,899	\$47,216	\$48,533	\$49,850	\$51,168	\$52,485	\$53,802	\$55,119
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Building Inspector	1/1	\$65,879	\$66,879	\$67,879	\$68,879	\$71,121	\$73,363	\$75,605	\$77,847	\$80,089	\$82,331	\$84,573
Code Enforcement Officer Trainee	1/1	\$65,798	\$66,798	\$67,798	\$68,798	\$71,120	\$73,441	\$75,763	\$78,084	\$80,406	\$82,727	\$85,049
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Keyboarding Clerk 1 p/t	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
Asst Zoning Officer/ TACO	1/1	\$59,872	\$60,872	\$61,872	\$62,872	\$66,345	\$69,819	\$73,292	\$76,766	\$80,239	\$83,713	\$87,187
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110



White Collar Salary Ranges -2019 (HIRED PRIOR TO 11/1/13)  
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
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Administrative Clerk <b>Parks Department</b>	1/1	\$58,836	\$59,836	\$60,836	\$61,836	\$64,636	\$67,436	\$70,236	\$73,036	\$75,836	\$78,637	\$81,437
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Keyboarding Clerk 2 <b>Recreation</b>	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Administrative Clerk	1/1	\$58,836	\$59,836	\$60,836	\$61,836	\$64,636	\$67,436	\$70,236	\$73,036	\$75,836	\$78,637	\$81,437
Recreation Program Specialist	1/1	\$27,566	\$28,566	\$29,566	\$30,566	\$32,328	\$34,091	\$35,853	\$37,615	\$39,377	\$41,139	\$42,901
Keyboarding Clerk 2 <b>Health Department</b>	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Deputy Registrar of Vital Statics	1/1	\$52,828	\$53,828	\$54,828	\$55,828	\$58,120	\$60,413	\$62,705	\$64,998	\$67,290	\$69,583	\$71,875
Environmental Health Specialist-P/T	1/1	\$12.52	\$15.65	\$18.78	\$21.92	\$25.05	\$28.18	\$31.32	\$34.45	\$37.58	\$40.72	\$43.85
Environmental Health Specialist	1/1	\$41,506	\$42,506	\$43,506	\$44,506	\$46,903	\$49,300	\$51,698	\$54,095	\$56,492	\$58,889	\$61,287
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Keyboarding Clerk 1 p/t <b>Fire Department</b>	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Administrative Clerk	1/1	\$58,836	\$59,836	\$60,836	\$61,836	\$64,636	\$67,436	\$70,236	\$73,036	\$75,836	\$78,637	\$81,437
Keyboarding Clerk 1 <b>Police Department</b>	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Records Support Technician 2	1/1	\$40,272	\$41,272	\$42,272	\$43,272	\$45,820	\$48,369	\$50,917	\$53,465	\$56,014	\$58,562	\$61,110
Records Support Technician 3	1/1	\$43,635	\$44,635	\$45,635	\$46,635	\$49,595	\$52,555	\$55,515	\$58,474	\$61,434	\$64,394	\$67,354
Keyboarding Clerk 1 p/t <b>Water Utility</b>	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
Drafting Technician	1/1	\$41,257	\$42,257	\$43,257	\$44,257	\$46,718	\$49,180	\$51,641	\$54,103	\$56,565	\$59,026	\$61,488
Management Assistant	1/1	\$57,861	\$58,861	\$59,861	\$60,861	\$63,158	\$65,455	\$67,752	\$70,050	\$72,347	\$74,644	\$76,941
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$57,917	\$58,917	\$59,917	\$60,917	\$63,210	\$65,503	\$67,796	\$70,089	\$72,382	\$74,675	\$76,968
GIS Specialist Trainee(REVISED 10/05)	1/1	\$46,623	\$47,623	\$48,623	\$49,623	\$51,792	\$53,960	\$56,129	\$58,297	\$60,466	\$62,634	\$64,803
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Administrative Clerk	1/1	\$58,836	\$59,836	\$60,836	\$61,836	\$64,636	\$67,436	\$70,236	\$73,036	\$75,836	\$78,637	\$81,437
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Customer Service Representative	1/1	\$40,341	\$41,341	\$42,341	\$43,341	\$45,879	\$48,418	\$50,956	\$53,495	\$56,033	\$58,572	\$61,110
Sr. Customer Service Representative <b>Recycling</b>	1/1	\$43,620	\$44,620	\$45,620	\$46,620	\$49,056	\$51,492	\$53,927	\$56,363	\$58,798	\$61,234	\$63,669
Keyboarding Clerk 1 p/t	1/1	\$7.02	\$9.36	\$11.70	\$14.04	\$16.38	\$18.72	\$21.06	\$23.40	\$25.74	\$28.09	\$30.43
Keyboarding Clerk 1	1/1	\$40,380	\$41,380	\$42,380	\$43,380	\$45,913	\$48,446	\$50,979	\$53,512	\$56,044	\$58,577	\$61,110
Keyboarding Clerk 2	1/1	\$46,726	\$47,726	\$48,726	\$49,726	\$51,880	\$54,035	\$56,189	\$58,343	\$60,497	\$62,651	\$64,806
Recycling Program Aide(REVISED 10/4/05)	1/1	\$24.97	\$25.97	\$26.96	\$27.96	\$28.96	\$29.96	\$30.95	\$31.95	\$32.95	\$33.95	\$34.95



White Collar Salary Ranges -2016 (Hired AFTER 11/1/13)  
SCHEDULE E

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$38,405	\$39,405	\$41,744	\$44,083	\$46,421	\$48,760	\$51,099	\$53,438	\$55,776
Keyboarding Clerk 1	1/1	\$38,405	\$39,405	\$41,610	\$43,815	\$46,020	\$48,225	\$50,430	\$52,635	\$54,840
ClerkTypist-Part Time	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.24
<b>Board of Adjusment</b>										
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$54,626	\$55,626	\$58,063	\$60,499	\$62,936	\$65,373	\$67,810	\$70,247	\$72,684
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
ClerkTypist-Part Time	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.24
<b>Finance</b>										
Senior Account Clerk	1/1	\$40,461	\$41,461	\$44,873	\$48,286	\$51,699	\$55,112	\$58,524	\$61,937	\$65,350
Account Clerk	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Principal Accountant	1/1	\$56,872	\$57,872	\$60,088	\$62,304	\$64,520	\$66,736	\$68,952	\$71,168	\$73,384
Cashier(annual stipend)	1/1		\$1,489	\$1,986	\$2,483	\$2,980	\$3,476	\$3,973	\$4,470	\$4,967
Assist.To Tax Coll(annual stipend)	1/1		\$355							\$375
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
ClerkTypist-Part Time	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.24
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Secretarial Assistant	1/1	\$53,174	\$54,174	\$55,913	\$57,653	\$59,392	\$61,131	\$62,870	\$64,609	\$66,348
Accounting Assistant	1/1	\$45,218	\$46,218	\$49,482	\$52,747	\$56,011	\$59,276	\$62,541	\$65,805	\$69,070
Tax Search officer	1/1	\$40,410	\$41,410	\$44,873	\$48,336	\$51,799	\$55,261	\$58,724	\$62,187	\$65,650
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$67,675	\$68,675	\$71,710	\$74,744	\$77,779	\$80,813	\$83,848	\$86,883	\$89,917
Public Works Inspector	1/1	\$68,974	\$69,974	\$72,225	\$74,476	\$76,726	\$78,977	\$81,228	\$83,479	\$85,730
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Assistant Engineer	1/1	\$67,675	\$68,675	\$71,710	\$74,744	\$77,779	\$80,813	\$83,848	\$86,883	\$89,917
Senior Engineering Aide	1/1	\$40,526	\$41,526	\$42,660	\$43,794	\$44,928	\$46,061	\$47,195	\$48,329	\$49,463
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
<b>Building Department</b>										
Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Building Inspector	1/1	\$61,150	\$62,150	\$64,114	\$66,077	\$68,041	\$70,004	\$71,968	\$73,931	\$75,894
Code Enforcement Officer Trainee	1/1	\$42,430	\$43,430	\$46,460	\$49,490	\$52,520	\$55,550	\$58,580	\$61,610	\$64,640
Code Enf Officer Trainee -P/T	1/1	\$23.31	\$23.86	\$25.53	\$27.19	\$28.86	\$30.52	\$32.19	\$33.85	\$35.52
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Keyboarding Clerk 1 p/t	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.24
Code Enforcement Officer	1/1	\$57,380	\$58,380	\$61,517	\$64,654	\$67,791	\$70,928	\$74,065	\$77,202	\$80,338
Code Enforcement Officer P/T	1/1	\$31.53	\$32.08	\$33.80	\$35.52	\$37.25	\$38.97	\$40.69	\$42.42	\$44.14
Technical Assistant to the										
Construction official	1/1	\$50,510	\$51,510	\$53,714	\$56,428	\$59,143	\$61,857	\$64,571	\$67,285	\$70,000

White Collar Salary Ranges -2016 (Hired AFTER 11/1/13)  
SCHEDULE E

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Administrative Clerk	1/1	\$54,915	\$55,915	\$58,367	\$60,819	\$63,271	\$65,723	\$68,175	\$70,627	\$73,079
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Administrative Clerk	1/1	\$54,915	\$55,915	\$58,367	\$60,819	\$63,271	\$65,723	\$68,175	\$70,627	\$73,079
Recreation Program Specialist	1/1	\$26,588	\$27,588	\$29,133	\$30,678	\$32,224	\$33,769	\$35,314	\$36,859	\$38,404
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Recreation Aide	1/1	\$37,380	\$38,380	\$39,000	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000	\$45,450
<b>Health Department</b>										
Deputy Registrar of Vital Statics	1/1	\$49,525	\$50,525	\$52,522	\$54,518	\$56,515	\$58,511	\$60,508	\$62,504	\$64,501
Environmental Health Specialist-P/T	1/1	\$24.72	\$26.63	\$28.54	\$30.45	\$32.36	\$34.27	\$36.18	\$38.09	\$40.00
Environmental Health Specialist	1/1	\$39,004	\$40,004	\$42,127	\$44,249	\$46,372	\$48,494	\$50,617	\$52,740	\$54,862
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Keyboarding Clerk 1 p/t	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.24
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Administrative Clerk	1/1	\$54,915	\$55,915	\$58,367	\$60,819	\$63,271	\$65,723	\$68,175	\$70,627	\$73,079
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
<b>Police Department</b>										
Records Support Technician 2	1/1	\$34,957	\$35,957	\$38,655	\$41,352	\$44,050	\$46,747	\$49,445	\$52,142	\$54,840
Records Support Technician 3	1/1	\$35,237	\$36,237	\$39,694	\$43,152	\$46,610	\$50,067	\$53,525	\$56,983	\$60,440
Keyboarding Clerk 1 p/t	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.41
<b>Water Utility</b>										
Drafting Technician	1/1	\$38,735	\$39,735	\$41,921	\$44,108	\$46,295	\$48,481	\$50,668	\$52,854	\$55,041
Chemist	1/1	\$67,675	\$68,675	\$71,710	\$74,744	\$77,779	\$80,813	\$83,848	\$86,882	\$89,917
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$54,094	\$55,094	\$57,091	\$59,087	\$61,084	\$63,080	\$65,077	\$67,073	\$69,070
GIS Specialist Trainee(REVISED 10/05)	1/1	\$43,961	\$44,961	\$46,860	\$48,758	\$50,656	\$52,555	\$54,453	\$56,351	\$58,250
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Administrative Clerk	1/1	\$54,915	\$55,915	\$58,367	\$60,819	\$63,271	\$65,723	\$68,175	\$70,627	\$73,079
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Customer Service Representative	1/1	\$34,535	\$35,535	\$38,293	\$41,051	\$43,808	\$46,566	\$49,324	\$52,082	\$54,840
Sr. Customer Service Representative	1/1	\$38,267	\$39,267	\$41,820	\$44,372	\$46,925	\$49,478	\$52,031	\$54,584	\$57,137
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$10.52	\$12.61	\$14.70	\$16.79	\$18.88	\$20.97	\$23.06	\$25.15	\$27.24
Keyboarding Clerk 1	1/1	\$38,267	\$39,267	\$41,492	\$43,716	\$45,941	\$48,166	\$50,390	\$52,615	\$54,840
Keyboarding Clerk 2	1/1	\$43,961	\$44,961	\$46,846	\$48,731	\$50,616	\$52,501	\$54,386	\$56,271	\$58,156
Recycling Program Aide(REVISED 10/4/05)	1/1	\$23.53	\$24.56	\$25.59	\$54.64	\$29.05	\$30.08	\$31.11	\$32.14	\$31.77

White Collar Salary Ranges -2017 (Hired AFTER 11/1/13)  
SCHEDULE F

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$38,799	\$39,799	\$42,161	\$44,523	\$46,885	\$49,247	\$51,610	\$53,972	\$56,334
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
ClerkTypist-Part Time	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.69
<b>Board of Adjustment</b>										
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$55,182	\$56,182	\$58,643	\$61,105	\$63,566	\$66,027	\$68,488	\$70,950	\$73,411
Village Clerk	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
ClerkTypist-Part Time	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.69
<b>Finance</b>										
Senior Account Clerk	1/1	\$40,876	\$41,876	\$45,322	\$48,769	\$52,216	\$55,663	\$59,110	\$62,557	\$66,004
Account Clerk	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Principal Accountant	1/1	\$57,451	\$58,451	\$60,689	\$62,927	\$65,165	\$67,403	\$69,642	\$71,880	\$74,118
Cashier(annual stipend)	1/1		\$1,504	\$2,006	\$2,508	\$3,009	\$3,511	\$4,013	\$4,515	\$5,017
Assist.To Tax Coll(annual stipend)	1/1		\$359							\$379
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 1 p/t	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.69
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Secretarial Assistant	1/1	\$53,716	\$54,716	\$56,472	\$58,229	\$59,985	\$61,742	\$63,498	\$65,255	\$67,011
Accounting Assistant	1/1	\$45,680	\$46,680	\$49,977	\$53,275	\$56,572	\$59,869	\$63,166	\$66,463	\$69,761
Tax Search officer		\$40,824	\$41,824	\$45,287	\$48,750	\$52,213	\$55,676	\$59,138	\$62,601	\$66,307
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$68,362	\$69,362	\$72,427	\$75,492	\$78,557	\$81,621	\$84,686	\$87,751	\$90,816
Public Works Inspector	1/1	\$69,674	\$70,674	\$72,947	\$75,220	\$77,494	\$79,767	\$82,041	\$84,314	\$86,587
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Assistant Engineer	1/1	\$68,362	\$69,362	\$72,427	\$75,492	\$78,557	\$81,621	\$84,686	\$87,751	\$90,816
Senior Engineering Aide	1/1	\$40,941	\$41,941	\$43,086	\$44,232	\$45,377	\$46,522	\$47,667	\$48,812	\$49,958
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
<b>Building Department</b>										
Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Building Inspector	1/1	\$61,772	\$62,772	\$64,755	\$66,738	\$68,721	\$70,704	\$72,687	\$74,670	\$76,653
Code Enforcement Officer Trainee	1/1	\$42,864	\$43,864	\$46,832	\$49,800	\$52,768	\$55,736	\$58,704	\$61,672	\$64,640
Code Enf Officer Trainee -P/T	1/1	\$23.55	\$24.10	\$25.73	\$27.36	\$28.99	\$30.62	\$32.25	\$33.89	\$35.52
Code Enforcement Officer	1/1	\$57,964	\$58,964	\$62,132	\$65,300	\$68,468	\$71,637	\$74,805	\$77,973	\$81,141
Code Enforcement Officer P/T	1/1	\$31.85	\$32.40	\$34.14	\$35.88	\$37.62	\$39.36	\$41.10	\$42.84	\$44.58
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 1 p/t	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.69
<b>Technical Assistant to the Construction official</b>										
	1/1	\$51,025	\$52,025	\$54,794	\$57,563	\$60,332	\$63,100	\$65,869	\$68,638	\$71,407

White Collar Salary Ranges -2017 (Hired AFTER 11/1/13)  
SCHEDULE F

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Administrative Clerk	1/1	\$55,474	\$56,474	\$58,951	\$61,427	\$63,904	\$66,380	\$68,857	\$71,333	\$73,810
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Administrative Clerk	1/1	\$55,474	\$56,474	\$58,951	\$61,427	\$63,904	\$66,380	\$68,857	\$71,333	\$73,810
Recreation Program Specialist	1/1	\$26,864	\$27,864	\$29,424	\$30,985	\$32,546	\$34,106	\$35,667	\$37,227	\$38,788
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Recreation Aide	1/1	\$37,764	\$38,764	\$39,000	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000	\$45,905
<b>Health Department</b>										
Deputy Registrar of Vital Statics	1/1	\$50,030	\$51,030	\$53,047	\$55,063	\$57,080	\$59,096	\$61,113	\$63,129	\$65,146
Environmental Health Specialist-P/T	1/1	\$24.97	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$40.40
Environmental Health Specialist	1/1	\$39,404	\$40,404	\$42,548	\$44,692	\$46,835	\$48,979	\$51,123	\$53,267	\$55,411
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 1 p/t	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.51
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Administrative Clerk	1/1	\$55,474	\$56,474	\$58,951	\$61,427	\$63,904	\$66,380	\$68,857	\$71,333	\$73,810
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
<b>Police Department</b>										
Records Support Technician 2	1/1	\$35,317	\$36,317	\$39,041	\$41,766	\$44,490	\$47,215	\$49,939	\$52,664	\$55,388
Records Support Technician 3	1/1	\$35,599	\$36,599	\$40,092	\$43,584	\$47,076	\$50,568	\$54,060	\$57,552	\$61,044
Keyboarding Clerk 1 p/t	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.51
<b>Water Utility</b>										
Drafting Technician	1/1	\$39,178	\$40,178	\$42,380	\$44,582	\$46,784	\$48,986	\$51,188	\$53,389	\$55,591
Chemist	1/1	\$68,362	\$69,362	\$72,427	\$75,492	\$78,557	\$81,621	\$84,686	\$87,751	\$90,816
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$54,645	\$55,645	\$57,661	\$59,678	\$61,695	\$63,711	\$65,728	\$67,744	\$69,761
GIS Specialist Trainee(REVISED 10/05)	1/1	\$44,411	\$45,411	\$47,328	\$49,245	\$51,163	\$53,080	\$54,998	\$56,915	\$58,833
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Administrative Clerk	1/1	\$55,474	\$56,474	\$58,951	\$61,427	\$63,904	\$66,380	\$68,857	\$71,333	\$73,810
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Customer Service Representative	1/1	\$34,890	\$35,890	\$38,676	\$41,461	\$44,247	\$47,032	\$49,818	\$52,603	\$55,388
Sr. Customer Service Representative	1/1	\$38,660	\$39,660	\$42,238	\$44,816	\$47,395	\$49,973	\$52,552	\$55,130	\$57,708
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$10.63	\$12.74	\$14.85	\$16.96	\$19.07	\$21.18	\$23.29	\$25.40	\$27.51
Keyboarding Clerk 1	1/1	\$38,660	\$39,660	\$41,907	\$44,154	\$46,401	\$48,648	\$50,894	\$53,141	\$55,388
Keyboarding Clerk 2	1/1	\$44,411	\$45,411	\$47,314	\$49,218	\$51,122	\$53,026	\$54,930	\$56,834	\$58,738
Recycling Program Aide(REVISED 10/4/05)	1/1	\$23.77	\$24.81	\$25.85	\$26.89	\$27.93	\$28.97	\$30.01	\$31.05	\$32.09

White Collar Salary Ranges -2018 (Hired AFTER 11/1/13)  
SCHEDULE G

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$39,396	\$40,396	\$42,794	\$45,191	\$47,589	\$49,986	\$52,384	\$54,781	\$57,179
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
ClerkTypist-Part Time	1/1	\$10.79	\$12.95	\$15.12	\$17.28	\$19.45	\$21.61	\$23.78	\$25.94	\$28.11
<b>Board of Adjusment</b>										
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$56,025	\$57,025	\$59,523	\$62,021	\$64,519	\$67,018	\$69,516	\$72,014	\$74,512
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
ClerkTypist-Part Time	1/1	\$10.79	\$12.95	\$15.12	\$17.28	\$19.45	\$21.61	\$23.78	\$25.94	\$28.11
<b>Finance</b>										
Senior Account Clerk	1/1	\$41,504	\$42,504	\$46,003	\$49,501	\$53,000	\$56,498	\$59,997	\$63,496	\$66,994
Account Clerk	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Principal Accountant	1/1	\$58,328	\$59,328	\$61,599	\$63,871	\$66,143	\$68,415	\$70,686	\$72,958	\$75,230
Cashier(annual stipend)	1/1		\$1,527	\$2,036	\$2,545	\$3,055	\$3,564	\$4,073	\$4,583	\$5,092
Assist.To Tax Coll(annual stipend)	1/1		\$364							\$385
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 1 p/t	1/1	\$10.79	\$12.93	\$15.07	\$17.21	\$19.36	\$21.50	\$23.64	\$25.78	\$27.92
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Secretarial Assistant	1/1	\$54,537	\$55,537	\$57,320	\$59,102	\$60,885	\$62,668	\$64,451	\$66,233	\$68,016
Accounting Assistant	1/1	\$46,380	\$47,380	\$50,727	\$54,074	\$57,420	\$60,767	\$64,114	\$67,461	\$70,807
Tax Search officer	1/1	\$41,451	\$42,451	\$45,949	\$49,447	\$52,944	\$56,442	\$59,939	\$63,437	\$67,302
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$69,402	\$70,402	\$73,513	\$76,624	\$79,735	\$82,846	\$85,957	\$89,067	\$92,178
Public Works Inspector	1/1	\$70,734	\$71,734	\$74,041	\$76,349	\$78,656	\$80,964	\$83,271	\$85,578	\$87,886
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Assistant Engineer	1/1	\$69,402	\$70,402	\$73,513	\$76,624	\$79,735	\$82,846	\$85,957	\$89,067	\$92,178
Senior Engineering Aide	1/1	\$41,570	\$42,570	\$43,733	\$44,895	\$46,058	\$47,220	\$48,382	\$49,545	\$50,707
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Building Inspector	1/1	\$62,714	\$63,714	\$65,726	\$67,739	\$69,752	\$71,765	\$73,777	\$75,790	\$77,803
Code Enforcement Officer Trainee	1/1	\$43,522	\$44,522	\$47,534	\$50,547	\$53,560	\$56,572	\$59,585	\$62,597	\$65,610
Code Enf Officer Trainee -P/T	1/1	\$23.91	\$24.46	\$26.12	\$27.77	\$29.43	\$31.08	\$32.74	\$34.39	\$36.05
Code Enforcement Officer	1/1	\$58,848	\$59,848	\$63,064	\$66,280	\$69,495	\$72,711	\$75,927	\$79,142	\$82,358
Code Enforcement Officer P/T	1/1	\$32.33	\$32.88	\$34.65	\$36.42	\$38.18	\$39.95	\$41.72	\$43.48	\$45.25
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 1 p/t	1/1	\$10.79	\$12.95	\$15.12	\$17.28	\$19.45	\$21.61	\$23.78	\$25.94	\$28.11
Technical Assistant to the Construction official	1/1	\$51,805	\$52,805	\$55,616	\$58,426	\$61,237	\$64,047	\$66,857	\$69,668	\$72,478



White Collar Salary Ranges -2018 (Hired AFTER 11/1/13)  
SCHEDULE G

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Administrative Clerk	1/1	\$56,321	\$57,321	\$59,835	\$62,349	\$64,862	\$67,376	\$69,890	\$72,403	\$74,917
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Administrative Clerk	1/1	\$56,321	\$57,321	\$59,835	\$62,349	\$64,862	\$67,376	\$69,890	\$72,403	\$74,917
Recreation Program Specialist	1/1	\$27,282	\$28,282	\$29,922	\$31,562	\$33,201	\$34,841	\$36,481	\$38,121	\$39,761
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Recreation Aide	1/1	\$38,345	\$39,345	\$39,000	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000	\$46,594
<b>Health Department</b>										
Deputy Registrar of Vital Statics	1/1	\$50,795	\$51,795	\$53,842	\$55,889	\$57,936	\$59,983	\$62,030	\$64,076	\$66,123
Environmental Health Specialist-P/T	1/1	\$25.34	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$41.01
Environmental Health Specialist	1/1	\$40,010	\$41,010	\$43,186	\$45,362	\$47,538	\$49,714	\$51,890	\$54,066	\$56,242
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 1 p/t	1/1	\$10.79	\$12.95	\$15.12	\$17.28	\$19.45	\$21.61	\$23.78	\$25.94	\$28.11
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Administrative Clerk	1/1	\$56,321	\$57,321	\$59,835	\$62,349	\$64,862	\$67,376	\$69,890	\$72,403	\$74,917
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
<b>Police Department</b>										
Records Support Technician 2	1/1	\$35,862	\$36,862	\$39,627	\$42,392	\$45,158	\$47,923	\$50,688	\$53,454	\$56,219
Records Support Technician 3	1/1	\$36,148	\$37,148	\$40,693	\$44,237	\$47,782	\$51,326	\$54,871	\$58,415	\$61,960
Keyboarding Clerk 1 p/t	1/1	\$10.79	\$12.95	\$15.12	\$17.28	\$19.45	\$21.61	\$23.78	\$25.94	\$28.11
<b>Water Utility</b>										
Drafting Technician	1/1	\$39,781	\$40,781	\$43,016	\$45,250	\$47,485	\$49,720	\$51,955	\$54,190	\$56,425
Chemist	1/1	\$69,402	\$70,402	\$73,513	\$76,624	\$79,735	\$82,846	\$85,957	\$89,067	\$92,178
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$55,480	\$56,480	\$58,526	\$60,573	\$62,620	\$64,667	\$66,714	\$68,761	\$70,807
GIS Specialist Trainee(REVISED 10/05)	1/1	\$45,092	\$46,092	\$48,038	\$49,985	\$51,931	\$53,877	\$55,823	\$57,769	\$59,715
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Administrative Clerk	1/1	\$56,321	\$57,321	\$59,835	\$62,349	\$64,862	\$67,376	\$69,890	\$72,403	\$74,917
Keyboarding Clerk 1	1/1	\$39,859	\$40,859	\$43,174	\$45,488	\$47,803	\$50,118	\$52,433	\$54,748	\$57,062
Customer Service Representative	1/1	\$35,428	\$36,428	\$39,256	\$42,083	\$44,910	\$47,737	\$50,564	\$53,392	\$56,219
Sr. Customer Service Representative	1/1	\$38,047	\$39,047	\$41,795	\$44,543	\$47,292	\$50,040	\$52,788	\$55,537	\$58,285
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$10.79	\$12.95	\$15.12	\$17.28	\$19.45	\$21.61	\$23.78	\$25.94	\$28.11
Keyboarding Clerk 1	1/1	\$39,255	\$40,255	\$42,535	\$44,816	\$47,097	\$49,377	\$51,658	\$53,938	\$56,219
Keyboarding Clerk 2	1/1	\$45,092	\$46,092	\$48,025	\$49,957	\$51,889	\$53,822	\$55,754	\$57,687	\$59,619
Recycling Program Aide(REVISED 10/4/05)	1/1	\$25.18	\$26.11	\$27.03	\$27.95	\$28.88	\$29.80	\$30.72	\$31.65	\$32.57

White Collar Salary Ranges -2019 (Hired AFTER 11/1/13)  
SCHEDULE H

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$40,204	\$41,204	\$43,649	\$46,095	\$48,540	\$50,986	\$53,432	\$55,877	\$58,323
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
ClerkTypist-Part Time	1/1	\$11.01	\$13.21	\$15.42	\$17.63	\$19.84	\$22.05	\$24.26	\$26.46	\$28.67
<b>Board of Adjusment</b>										
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$57,166	\$58,166	\$60,714	\$63,262	\$65,810	\$68,358	\$70,906	\$73,454	\$76,002
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
ClerkTypist-Part Time	1/1	\$11.01	\$13.21	\$15.42	\$17.63	\$19.84	\$22.05	\$24.26	\$26.46	\$28.67
<b>Finance</b>										
Senior Account Clerk	1/1	\$42,354	\$43,354	\$46,923	\$50,491	\$54,060	\$57,628	\$61,197	\$64,765	\$68,334
Account Clerk	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Principal Accountant	1/1	\$59,515	\$60,515	\$62,832	\$65,149	\$67,466	\$69,783	\$72,100	\$74,417	\$76,735
Cashier(annual stipend)	1/1		\$1,558	\$2,077	\$2,596	\$3,116	\$3,635	\$4,155	\$4,674	\$5,194
Assist.To Tax Coll(annual stipend)	1/1		\$371							\$393
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Keyboarding Clerk 1 p/t	1/1	\$11.01	\$13.21	\$15.42	\$17.63	\$19.84	\$22.05	\$24.26	\$26.46	\$28.67
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Secretarial Assistant	1/1	\$55,648	\$56,648	\$58,466	\$60,284	\$62,103	\$63,921	\$65,740	\$67,558	\$69,376
Accounting Assistant	1/1	\$47,328	\$48,328	\$51,741	\$55,155	\$58,569	\$61,982	\$65,396	\$68,809	\$72,223
Tax Search officer	1/1	\$42,300	\$43,300	\$46,850	\$50,400	\$53,950	\$57,501	\$61,051	\$64,601	\$68,648
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$70,810	\$71,810	\$74,983	\$78,156	\$81,329	\$84,502	\$87,675	\$90,848	\$94,022
Public Works Inspector	1/1	\$72,169	\$73,169	\$75,522	\$77,876	\$80,229	\$82,583	\$84,937	\$87,290	\$89,644
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Assistant Engineer	1/1	\$70,810	\$71,810	\$74,983	\$78,156	\$81,329	\$84,502	\$87,675	\$90,848	\$94,022
Senior Engineering Aide	1/1	\$42,421	\$43,421	\$44,607	\$45,793	\$46,978	\$48,164	\$49,350	\$50,535	\$51,721
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Building Inspector	1/1	\$63,988	\$64,988	\$66,881	\$68,774	\$70,667	\$72,560	\$74,453	\$76,346	\$78,239
Code Enforcement Officer Trainee	1/1	\$46,526	\$47,526	\$50,392	\$53,259	\$56,125	\$58,991	\$61,858	\$64,724	\$67,590
Code Enf Officer Trainee -P/T	1/1	\$25.56	\$26.11	\$27.69	\$29.26	\$30.84	\$32.41	\$33.99	\$35.56	\$37.14
Code Enforcement Officer	1/1	\$58,989	\$59,989	\$63,420	\$66,851	\$70,282	\$73,713	\$77,143	\$80,574	\$84,005
Code Enforcement Officer P/T	1/1	\$32.41	\$32.96	\$34.85	\$36.73	\$38.62	\$40.50	\$42.39	\$44.27	\$46.16
Keyboarding Clerk 1	1/1	\$39,453	\$40,453	\$42,745	\$45,037	\$47,329	\$49,620	\$51,912	\$54,204	\$56,496
Keyboarding Clerk 1 p/t	1/1	\$10.84	\$13.07	\$15.30	\$17.53	\$19.76	\$21.99	\$24.21	\$26.44	\$28.67
Technical Assistant to the Construction official	1/1	\$52,861	\$53,861	\$56,728	\$59,594	\$62,461	\$65,328	\$68,194	\$71,061	\$73,928

White Collar Salary Ranges -2019 (Hired AFTER 11/1/13)  
SCHEDULE H

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,346	\$45,632	\$47,918	\$50,204	\$52,490	\$54,776	\$57,062
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Administrative Clerk	1/1	\$57,467	\$58,467	\$61,031	\$63,595	\$66,159	\$68,723	\$71,287	\$73,851	\$76,415
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Administrative Clerk	1/1	\$57,467	\$58,467	\$61,031	\$63,595	\$66,159	\$68,723	\$71,287	\$73,851	\$76,415
Recreation Program Specialist	1/1	\$27,849	\$28,849	\$30,521	\$32,194	\$33,866	\$35,539	\$37,211	\$38,884	\$40,556
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Recreation Aide	1/1	\$39,132	\$40,132	\$39,000	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000	\$47,526
<b>Health Department</b>										
Deputy Registrar of Vital Statics	1/1	\$51,831	\$52,831	\$54,919	\$57,006	\$59,094	\$61,182	\$63,270	\$65,358	\$67,445
Environmental Health Specialist-P/T	1/1	\$25.72	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$41.83
Environmental Health Specialist	1/1	\$40,830	\$41,830	\$44,050	\$46,269	\$48,489	\$50,708	\$52,928	\$55,147	\$57,367
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Keyboarding Clerk 1 p/t	1/1	\$11.01	\$13.21	\$15.42	\$17.63	\$19.84	\$22.05	\$24.26	\$26.46	\$28.67
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Administrative Clerk	1/1	\$57,467	\$58,467	\$61,031	\$63,595	\$66,159	\$68,723	\$71,287	\$73,851	\$76,415
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
<b>Police Department</b>										
Records Support Technician 2	1/1	\$36,599	\$37,599	\$40,420	\$43,240	\$46,061	\$48,882	\$51,702	\$54,523	\$57,343
Records Support Technician 3	1/1	\$36,891	\$37,891	\$41,506	\$45,122	\$48,737	\$52,353	\$55,968	\$59,584	\$63,199
Keyboarding Clerk 1 p/t	1/1	\$11.01	\$13.21	\$15.42	\$17.63	\$19.84	\$22.05	\$24.26	\$26.46	\$28.67
<b>Water Utility</b>										
Drafting Technician	1/1	\$40,597	\$41,597	\$43,876	\$46,156	\$48,435	\$50,715	\$52,994	\$55,274	\$57,554
Chemist	1/1	\$70,810	\$71,810	\$74,983	\$78,156	\$81,329	\$84,502	\$87,675	\$90,848	\$94,022
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$56,610	\$57,610	\$59,697	\$61,785	\$63,873	\$65,960	\$68,048	\$70,135	\$72,223
GIS Specialist Trainee(REVISED 10/05)	1/1	\$46,014	\$47,014	\$48,999	\$50,984	\$52,969	\$54,954	\$56,939	\$58,924	\$60,909
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Administrative Clerk	1/1	\$57,467	\$58,467	\$61,031	\$63,595	\$66,159	\$68,723	\$71,287	\$73,851	\$76,415
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Customer Service Representative	1/1	\$35,137	\$36,137	\$39,166	\$42,196	\$45,225	\$48,255	\$51,284	\$54,314	\$57,343
Sr. Customer Service Representative	1/1	\$37,808	\$38,808	\$41,757	\$44,706	\$47,655	\$50,604	\$53,553	\$56,502	\$59,451
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$10.95	\$13.15	\$15.35	\$17.54	\$19.74	\$21.94	\$24.14	\$26.33	\$28.53
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Keyboarding Clerk 2	1/1	\$46,014	\$47,014	\$48,985	\$50,956	\$52,927	\$54,898	\$56,869	\$58,840	\$60,811
Recycling Program Aide(REVISED 10/4/05)	1/1	\$25.62	\$26.57	\$27.52	\$28.47	\$29.42	\$30.37	\$31.32	\$32.27	\$33.22



## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2016 thru 12/31/2019.

Employer: Village of Ridgewood

County: Bergen

Date: 8/14/2024

Name: Heather A. Mailander  
Print Name

Title: Village Clerk

Heather A. Mailander  
Signature