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Contract Database Metadata Elements

Title: **Garden City, Village of and Village of Garden City Supervisory Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Local 882 (2001)**

Employer Name: **Garden City, Village of**

Union: **Village of Garden City Supervisory Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, 882**

Effective Date: **06/01/01**

Expiration Date: **05/31/06**

PERB ID Number: **7990**

Unit Size: **17**

Number of Pages: **40**

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AGREEMENT BETWEEN

INCORPORATED VILLAGE OF GARDEN CITY

-AND-

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000,
AFSCME AFL-CIO, LOCAL 882 GARDEN CITY SUPERVISORS UNIT**

JUNE 1, 2001 - MAY 31, 2006

RECEIVED

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

Cullen and Dykman, LLP
Garden City Center
100 Quentin Roosevelt Boulevard
Garden City, New York 11530-4580

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AGREEMENT made this ____ day of October, 2002, between the INCORPORATED VILLAGE OF GARDEN CITY, a municipal corporation having its principal office at 351 Stewart Avenue, Garden City, New York 11530 ("Village") and the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000 AFSCME, AFL-CIO, Local 882 Garden City Supervisors Unit, having its office at 3 Garet Place, Commack, New York 11725 ("CSEA").

ARTICLE I - RECOGNITION

The Village recognizes CSEA as the exclusive bargaining agent for all employees in the following titles: Village Engineer Deputy Superintendent of Public Works, Deputy Superintendent of Water and Sewer Operations, Deputy Village Clerk Treasurer, Assistant Civil Engineer, Assistant Superintendent of Public Works, Assistant Superintendent of Recreation, Recreation Supervisor, Assistant Superintendent of Building Department, Assistant Village Engineer, Chief Accountant, Senior Building Inspector, Construction Inspector, Building and Plumbing Inspector, Highway General Supervisor, Junior Civil Engineer, Motor Repair Supervisor, Parks Maintenance Supervisor, Party Chief, Purchasing Agent, Assistant to Purchasing Agent, Sanitation General Supervisor, Senior Accountant, Senior Civil Engineer, Senior Engineering Aide, Senior Groundskeeper, Supervisor Water and Sewer Services, Senior Water Meter Servicer and Principal Clerk and excluding all other Village employees except those recognized in the non-supervisor's bargaining unit.

ARTICLE II - DEFINITIONS

Section 1. "Employee" shall include a permanent full-time employee, a provisional employee, a probationary employee and a permanent part-time employee who works a minimum of 1000 hours per year. Permanent part-time employees shall only be granted pro rata benefits under

Articles VI, VII Section 8, IX, X, XI and XIII in proportion to the number of hours worked. Temporary and seasonal employees are not covered by this agreement unless otherwise expressly provided. The terms "provisional employee", "probationary employee", "temporary employee" and "seasonal employee", shall have the meaning provided in the Civil Service Law and the rules issued thereunder.

ARTICLE III - AUTHORIZED DEDUCTIONS

Section 1. The Village agrees to make payroll deductions for CSEA membership dues and for group life, accident or health insurance premiums from employees who have signed authorization cards in accordance with Sections 93 and 93-b of the General Municipal Law and Article 14 of the Civil Service Law.

Section 2. The Village also agrees to make payroll deductions from employees who have signed authorization cards in accordance with Sections 93 and 93-b of the General Municipal Law for the following insurance plans and credit union provided at least twenty-five (25) employees have agreed to participate:

1. Nassau County Employees Federal Credit Union.
2. Homeowner s insurance premiums through a CSEA sponsored insurance plan.
3. Automobile insurance premiums through a CSEA sponsored insurance plan.

Section 3. The Village will provide for an agency shop fee deduction provided that (a) the CSEA certifies to the Village that it has established a refund plan pursuant to subdivision three of section 208 of the Civil Service Law, (b) the CSEA furnishes a list to the Village of those employees subject to such deduction, and (c) the CSEA indemnifies and holds the Village harmless for any

lawsuits or causes of action of any kind, including attorneys fees in connection with the making of agency shop fee deductions by the Village.

Section 4. Village will provide CSEA with a list of new employees including social security numbers bimonthly.

ARTICLE IV - HOURS OF WORK

Section 1. The hours of work shall be from 7:30 a.m. to 4:00 p.m. Monday through Friday except as follows:

(a) Water Department Employees

Water and sewer employees may be assigned to work from 4:00 p.m. to midnight Monday through Friday. They may also be assigned to work from 7:30 a.m. to 4:00 p.m. or from 4:00 p.m. to midnight, Saturday and Sunday, which shifts shall be considered overtime.

(b) Public Works Department Employees

Sanitation Division employees shall work such hours during any five days Monday through Saturday as may be scheduled at the regular rate.

(c) Village Hall Office Employees

Office employees shall work from 8:30 a.m. to 4:30 p.m. Monday through Friday subject to change of schedule during the summer months after consultation with the CSEA. It is understood that the same number of daily hours will be worked during the summer schedule.

(d) Recreation Department Employees

- (i) Recreation Department Maintenance employees in service on June 1, 1971 shall work 7:30 a.m. to 4:00 p.m. Monday through Friday.
- (ii) Recreation Department Office clerical staff shall work the same hours as specified for Village Hall Office Employees.
- (iii) All other Recreation employees shall work such hours not in excess of eight hours per day and forty hours per week as may be scheduled by the Recreation Department.

Section 2. Village Hall office employees shall receive a one hour unpaid lunch period except as may be reduced by the summer schedule with a reduction in daily work hours. All other employees, except employees on a job site and library employees, shall receive a 30 minute unpaid lunch period and a 5 minute wash-up period prior to lunch. Employees on a job site will be entitled to a one hour lunch period, 30 minutes of which will be part of the work day, from December 1 to June 1 and a 30 minute unpaid period, from June 1 to December 1 except during inclement weather when they will receive a one hour lunch period, 30 minutes of which will be part of the work day.

Section 3. The Village shall provide one 15 minute mid-morning rest period for all employees to be scheduled by the department head.

ARTICLE V - OVERTIME

Section 1. Employees when required to work overtime by their department head as a result of a snowstorm, windstorm, hurricane, flood or other emergency as determined by their department head shall be compensated at the rate of one and one-half (1-1/2) times their regular rate.

Section 2. The past practice with regard to not earning overtime for extra non-emergency work will continue.

*Past practice
=> that they get
comp. time.*

ARTICLE VI - HOLIDAYS

Section 1. Employees shall receive the following holidays:

- | | |
|--------------------|------------------|
| New Year's Day | Columbus Day |
| Presidents' Day | Veterans Day |
| Lincoln's Birthday | Election Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Christmas Day |
| Labor Day | |

When a holiday falls on a Sunday, the following Monday shall be the holiday; when a holiday falls on a Saturday, the preceding Friday shall be the holiday.

Section 2. Employees shall receive half holidays on:

- Christmas Eve (December 24)
- New Year's Eve (December 31)
- Good Friday afternoon

No half holiday will be recognized except when falling on a regularly scheduled work day.

Section 3. Employees required to work on any of these holidays or half holidays, shall receive in addition to a regular day's pay, one and one-half (1 1/2) times the regular rate for all hours worked as overtime compensation with a minimum of two hours work guaranteed, provided the required holiday work is deemed by the Village to be caused by an emergency.

ARTICLE VII - SALARIES

Section 1. Salaries for employees in the bargaining unit prior to June 1, 2001 shall be as follows:

(a) Effective June 3, 2001, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.95% increase over the June 2, 2001 rates.

(b) Effective June 2, 2002, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.95% increase over the June 1, 2002 rates.

(c) Effective June 1, 2003, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.95% increase over the May 31, 2003 rates.

(d) Effective May 30, 2004, employees shall receive the salaries for their position classification in accordance with the salary schedules annexed, which represents a 3.95% increase over the May 29, 2004 rates.

(e) Effective May 29, 2005, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.95% increase over the May 28, 2005 rates.

Section 2. Annexed hereto are new ten (10) step salary schedules for all new employees hired on or after June 1, 2001 and for all employees who transferred from the rank and file bargaining unit on or after June 1, 2002.

Section 3. Effective June 1, 2001, employees shall receive the following bonus on the first pay day in December which will not be part of their salaries.

December 2001	\$400.00
December 2002	\$400.00
December 2003	\$400.00
December 2004	\$400.00
December 2005	\$400.00

Employees who retire after June 1 and before December 1, shall be entitled to receive upon retirement one half of the amount of the bonus he/she would have received had he/she remained on the payroll until December 1, next succeeding his/her retirement.

Section 4. New employees shall start at the minimum salary then in effect for the position classifications, except as follows:

(a) A higher rate may be authorized if it is impossible to recruit at the minimum rate, in which case all employees in the position classification shall be increased to the rate of the hired employee, or

(b) A higher rate may be paid to a new employee of unusual experience and qualifications

Section 5. An employee may be granted a pay increase annually to the next higher step in the salary range of the position classification on the basis of merit and fitness, upon recommendation of the department head and approval of the Village Board of Trustees. Pay increases may be withheld, after discussion with the employee and his representative, without regard to an employee's length of service, because of inferior work, lack of application or indifferent attitude.

Section 6. Exceptional and outstanding employee performance may be recognized by advancement in salary steps in shorter periods of time than above provided, after discussion with the employee and his representative, upon the recommendation of the department head and approval of the Village Board of Trustees.

Section 7. An employee promoted to a position in a position classification with a higher salary range shall be paid at the step which is next above his/her current rate of pay and an employee reassigned to a position in the same classification or to a different classification with the same salary rate shall continue to receive the same salary.

Section 8. (a) Employees hired before June 1, 2001 shall receive longevity payments on December 1 of each year as follows:

- | | | | |
|-------|-------------------------------------|---|------------|
| (i) | After ten (10) years of service | - | \$1,300.00 |
| (ii) | After fifteen (15) years of service | - | \$1,800.00 |
| (iii) | After twenty (20) years of service | - | \$1,900.00 |

(b) Effective June 1, 2001, employees hired on or after June 1, 2001 shall not receive the ten (10) year longevity step.

Section 9. Employees who retire after June 1 and before December 1, shall be entitled to receive upon retirement one-half of the amount of longevity payment he would have received had he remained on the payroll until December 1, next succeeding his retirement.

Section 10. Employees' paychecks will be distributed by 4:00 p.m. on the Wednesday pay day. If Wednesday is a holiday, Thursday will be the pay day. No paychecks will be cashed during work hours.

Section 11. The Village shall continue the present tax sheltered annuity ("State and Local Employees Deferred Compensation Plan") through a payroll deduction by the Village.

ARTICLE VIII - STANDBY POLICY

Section 1. In the event that the Village determines an emergency situation may occur, employees required in such emergency shall be notified to be available promptly for call-back during off duty hours.

ARTICLE IX - VACATIONS

Section 1. Vacation with pay shall be granted as follows for employees hired prior to June 1, 2001:

- (a) One (1) year of service - ten (10) work days vacation.
- (b) Five (5) years of service - fifteen (15) work days vacation.
- (c) Ten (10) years of service- twenty (20) work days vacation.

Section 2. Vacation with pay shall be granted as follows for employees hired on or after June 1, 2001:

- (a) One (1) year service - ten (10) work days vacation.
- (b) Six (6) years of service - fifteen (15) work days vacation.
- (c) Eleven (11) years of service - twenty (20) work days vacation

Section 3. Salaries for vacation periods shall be paid prior to the scheduled vacations, provided the employee makes a written request to his department head at least two weeks prior to the scheduled vacation.

Section 4. Employees hired before January 1, 1981, shall receive their vacation allowance on January 1 based on the length of service to be completed that year. Unused vacation with pay will be granted in accordance with the above provisions to employees leaving the employ of the Village at any time during the calendar year. Employees hired after January 1, 1981, will accrue vacation on a monthly basis based on years of service. Vacations may be taken only after six months service.

Section 5. For employees hired before January 1, 1981, vacations should be taken in the year in which granted. For employees hired on or after January 1, 1981, vacations should be taken the following year in which earned. Employees shall not have more than two years vacation allowance at any one time outstanding.

Section 6. The vacation period will be the entire year and shall be scheduled subject to seniority and the operating requirements of the Village.

Section 7. Holidays falling in a vacation period will not count as part of the vacation allowance.

ARTICLE X - SICK LEAVE

Section 1. Employees shall be granted annually ten days sick leave with pay for intermittent illness or disability, to meet dental or other medical appointments, or because of illness in the immediate family. "Immediate family" is defined as members of the supervisor's present household related by blood or marriage. Sick leave for illness in the immediate family shall be limited to the first day of such illness. Employees' annual ten day sick leave grant shall be charged in accordance with the following schedule:

<u>Number of Consecutive Work Days Absence</u>	<u>Sick Leave Charge</u>
1	1 day
2	2 days
3	3 days
4	4 days
5	4½ days
6	5 days
7	5½ days
8 or more	6 days

Sick leave shall not be cumulative except that at the end of the contract year an employee shall be credited with the number of unused days of the annual ten day sick leave grant for use as personal leave during the succeeding contract year. Such personal leave may be used for such purposes as the employee deems fit upon consent of the department head which consent shall not be unreasonably withheld. Personal leave not used may, at the employee's option, be carried forward for a lump sum cash payment following separation from service or be paid in full or partially upon written notice to the Village Administrator in January of that year.

Section 2. Employees shall be granted up to thirty calendar days sick leave with pay for sickness or disability continuing eight or more work days upon recommendation of the department head and approval of the Village Administrator provided the employee files a physician's certificate, when required, indicating the necessity for absence from work, the nature of and probable duration of sickness or disability. Employees will incur charges against their ten day sick leave grant for such continuing absences in accordance with Section 1 of this Article. Employee absenteeism because of such continuing sickness or disability in excess of thirty calendar days shall be reported monthly to the Village Board of Trustees which shall extend such sick leave to a maximum of one calendar

year for any one sickness or disability upon sufficient medical evidence and upon the recommendation of the department head and the Village Administrator. The Village may visit the employee's place of illness, telephone the employee and require a medical examination by its physician or physicians for any sick leave under this section.

Section 3. On-the-job injuries shall be reported promptly for Worker's Compensation payment, and where the employee shall receive such payments, he shall receive sick leave pay in an amount which, together with Worker's Compensation, will equal the regular salary for the period of the injury. Such payment shall continue for the duration of Worker's Compensation payments but not more than one calendar year. On-the-job injuries shall not be chargeable to sick leave.

Section 4. All employees shall report an absence for sickness or disability as required by the department head. Sick leave may not be granted unless such a report has been made. In the event an employee is absent from work due to sickness or disability, the Village may visit the employee's place of illness, telephone the employee and after one day's absence require a physician's certificate indicating the necessity for such absence from work, the nature of and probable duration of sickness or disability.

Section 5. Employees hired prior to June 1, 2001 shall not earn vacation or sick leave after 180 work days of either sick leave or Worker's Compensation leave. Employees hired on or after June 1, 2001 shall not earn vacation or sick leave after 120 work days of either sick leave or Worker's Compensation leave.

Section 6. An Employee who has been granted 30 or more sick days for any sickness or disability is required to furnish a doctor's certificate that he/she is able to return to work full time before return to duty.

ARTICLE XI - HEALTH INSURANCE

Section 1. For employees hired on and after January 3, 1990 the Village shall pay 90% of the cost of individual coverage and 90% of the additional cost of family coverage under the Empire Plan. The Village shall pay the same percentage amount which it would pay for coverage in the Empire Plan toward any optional benefit plan but not in excess of the premium or subscription charge for such optional benefit plan. The remaining 10% of the cost of the individual coverage and 10% of the cost of the family coverage shall be paid by the employee and shall be deducted from the employee's salary.

Section 2. For employees hired before January 3, 1990, the Village shall pay the full cost of individual or family coverage in the Empire Plan until May 31, 2001. Increases in premiums after that date will be subject to negotiations between the parties. The Village shall pay the same dollar amount which it would pay for the Empire Plan toward any optional benefit plan but not in excess of the premium or subscription charge for such optional benefit plan.

Section 3. Village and Library will pay 90% of the cost of individual coverage and 90% of the cost of family coverage for the Empire Plan for employees who retire after June 1, 2001 with at least 15 years of service. The Village and Library will pay 90% of the cost of individual coverage and 75% of the cost of family coverage for the Empire Plan for employees hired prior to June 1, 2001 who retire after June 1, 2001 with at least 10 years, but less than 15 years of services. Retired

employees who receive or have the opportunity to receive comparable health insurance from another employer will lose this benefit or be required to reimburse the Village or Library for the cost of the health insurance. The Village or Library may take such steps as may be necessary to investigate or have the employee certify that the employee neither receives nor has the opportunity to receive such health insurance.

Section 4. The Village shall pay \$2,000 annually to any employee who has family coverage in the Empire Plan and withdraws from the Plan, a \$1,000 annually to any employee who has individual coverage in the Empire plan and withdraws from the Plan and \$500 annually to any employee who has family coverage in the Empire Plan and elects individual coverage. Payment will be made after 12 months from the withdrawal date and annually thereafter. Employees who have withdrawn from the Plan may elect to return to the Plan in accordance with the regulations of the State Health Insurance Plan and shall be paid a pro rata amount for the part of the twelve months when there was no coverage.

Section 5. The Village and CSEA shall form a joint committee to study health costs and investigate alternate health plans and other methods to reduce costs.

Section 6. The Village will continue the present pre-tax plan for health insurance contributions by employees.

ARTICLE XII - DENTAL INSURANCE

Section 1. Village will provide dental benefits in accordance with the schedule annexed. Employees will pay \$7.37 per month for individual coverage and \$53.61 per month for family coverage. Village will pay \$3.63 per month for individual coverage and \$48.39 per month for family

coverage. Any increase in the cost of the family plan will be shared equally between the Village and the employee. Any increase in the cost of the individual plan will be shared 75% by the Village and 25% by the employee. Contributions required to be paid by employees shall be deducted from salary. Any surplus in the plan will be used to stabilize or reduce the cost of the plan.

ARTICLE XIII - PENSIONS

The Village shall continue to provide the noncontributory retirement plan for employees in Tiers I and II, pursuant to Section 75-I of the Retirement and Social Security Law. The Village shall continue to provide the contributory retirement plan for employees in Tiers III and IV pursuant to Section 75-I of the Retirement and Social Security Law.

ARTICLE XIV - OTHER BENEFITS

Section 1. Employees hired before June 1, 1978, shall be granted termination pay after their effective date of retirement, resignation or death, as follows:

- (a) After twenty (20) years or service - one (1) months pay.
- (b) After twenty-five (25) years of service - two (2) months pay.
- (c) After thirty (30) years of service - three (3) months pay.
- (d) After thirty-five (35) years of service - four (4) months pay.

In the event of death, termination pay shall be paid to the employee's estate or beneficiary. Termination pay shall not be considered compensation for computation of retirement benefits.

Section 2. Employees shall be granted up to three work days leave of absence with pay upon the death of a wife, husband, child, father, mother, grandparent, brother, sister, parent-in-law, step-parent, grandchild, step-child or adopted child. Leave shall be granted upon notification to the

immediate supervisor of the death, except, at the option of the employee the date of notification of death may be taken as part of bereavement leave or charged to the employee's time on the books. In extenuating circumstances, the start of bereavement leave may be delayed for up to ten (10) work days.

Section 3. Employees shall be granted a leave of absence for required jury duty or other required appearances before a court or public body upon presentation of satisfactory evidence except when the employee is a party to the civil or criminal action. Employees shall receive pay in an amount which, together with the jury pay or fees, will equal the regular salary for the period. Employees may receive their regular salary if they agree to reimburse the Village in an amount equal to the jury pay or fees they subsequently receive. The amount of such reimbursement due shall be deducted from future salary in the event reimbursement is not made shortly after the employee receives such jury pay or fees.

Section 4. The Village shall not require employees to use personal vehicles for business purposes except with the consent of the employee who shall be compensated at the rate of 25 cents per mile.

Section 5. Employees required to work after their regularly scheduled work day, who remain on duty continuously after 6:00 p.m. shall receive reasonable reimbursement for meals as approved by the department head.

Section 6. Village will provide a \$125.00 annual allowance for the purchase of approved work shoes for employees of the Public Works, Recreation and Building Departments who are required to wear work shoes on the job.

Section 7. Village will provide employees of the Public Works, Recreation and Building Departments with one winter jacket and one light jacket as needed.

ARTICLE XV - EMPLOYMENT OPPORTUNITIES

Announcements of vacancies in existing positions, creation of new positions and promotional opportunities shall be furnished to the Village Hall CSEA representative who will be responsible for the proper distribution and posting of such announcements. The classification specifications shall be made available for examination by the President of CSEA.

ARTICLE XVI - LAY-OFF

Section 1. Lay-offs within position classifications shall be made in the following order, except as otherwise required by the Civil Service Law and the rules issued thereunder:

(a) Temporary and seasonal employees shall be laid off first in any order as may be determined by the Village or Library.

(b) Probationary and provisional employees shall be laid off next in inverse order of Village or Library seniority insofar as practicable and department seniority where feasible shall be given consideration.

(c) Permanent employees shall be laid off next in inverse order of Village seniority insofar as practicable and department seniority where feasible shall be given consideration.

Section 2. Before hiring new employees, any available positions for which an employee laid-off for less than one year may be qualified, shall be made available to such employee by written notice of the availability of such position to the last known address and providing not less than two weeks to accept the position and commence work.

The last employee laid off shall be the first considered for such position.

Section 3. A permanent employee who is permanently laid off shall receive severance pay at the rate of one week's pay for every year of completed service.

ARTICLE XVII - EMPLOYEE FILES

There shall be only one "official" employee file. Every employee, by appointment, shall be permitted to examine his official employee file. No derogatory statement or material shall be placed in the official file unless the employee has been furnished a copy of such statement or material or given an opportunity to acknowledge receipt of such statement or material by affixing his signature to the copy to be filed. Such signature shall signify only that the employee has read the material to be filed and shall not be construed to indicate that he agrees with its contents. The employee shall have the right to answer any such statement or material filed and his answer shall be attached to the file copy.

ARTICLE XVIII - CSEA

Section 1. Officers of the CSEA, after written request of the President of the Local 882, shall be granted time off with pay to attend conferences, conventions and other special meetings to an aggregate maximum of 12 days¹ in any contract year for all such officers, provided that any such work days for any contract year shall be increased by the work days not used during the preceding contract year. Such days may be shared among CSEA officers in any manner.

¹ CSEA Garden City unit receives a total of 12 days for both Supervisors and non-Supervisors bargaining units.

Section 2. CSEA officers or representatives shall be given reasonable time off from work for the purpose of adjusting grievances and administration of this agreement, provided such time off shall not interfere with the administration or operation of the Village or their service to the public.

Section 3. Village shall permit use of their facilities for official CSEA business meetings on application to the Village Administrator provided the facilities are available.

Section 4. CSEA may post notices and other communications on CSEA bulletin boards, two at the Village Hall and one each at the Water Works, Central Yard, Traffic Department, Recreation Department and Library. Such boards and locations to be mutually agreed upon by CSEA and the Village Administrator who shall also approve the notices and other communications to be posted, which approval shall not be unreasonably withheld. The officers and representatives of the CSEA shall have access to Village facilities for the purpose of adjusting grievances and administration of this agreement. Such access shall not interfere with the administration or operation of the Village or their service to the public.

Section 5. Except as otherwise provided no employee shall engage in CSEA activities during working hours and there shall be no distribution of literature on Village premises.

Section 6. Officers of the CSEA and representatives of the Village shall meet quarterly for the purpose of consultation to insure better cooperation and understanding between the parties. Such meetings may be called by either party upon appropriate notice to the other.

ARTICLE XIX - SAFETY

Section 1. All employees shall maintain Village facilities in a safe and sanitary condition. Any hazardous condition shall be reported to the immediate supervisor who shall promptly report

such condition to the proper authority. An employee or supervisor shall be designated in each department as a safety inspector as an additional responsibility and shall perform such duties as may be assigned by the department head.

Section 2. The Village shall make every reasonable effort to maintain its equipment in a safe and proper condition. Vehicles or other equipment which may become defective during operation or usage shall be promptly reported to the proper authority by the employee using such equipment. All vehicle operators shall complete a safety form at the end of each work day indicating any equipment which may be defective and the Village or Library shall repair such defective equipment at the earliest practicable opportunity. The decision of the Motor Repair Supervisor shall be put in writing and shall be final on whether a vehicle or other equipment is defective.

ARTICLE XX - GRIEVANCE PROCEDURE

Section 1. A grievance shall be defined as a dispute arising out of the interpretation, application, performance or construction of the terms of this agreement or any alleged breach thereof including matters of discipline. An employee shall have the right to present a grievance with or without a representative of the CSEA, free from interference, coercion, restraint, discrimination or reprisal in the following manner:

Step 1. Within ten work days after a grievance occurs, an employee shall present it in writing to the department head or it will be barred. The department head shall discuss the grievance with the employee and CSEA representative, if any, and make such investigation as appropriate. Within ten work days after presentation of the grievance, the department head shall give an answer in writing to the employee.

Step 2. If the grievance is not settled in Step 1, the grievance may, within ten work days after the answer in Step 1, be presented in a written statement signed by the employee to the Village Administrator. The statement shall set forth the nature of the grievance and the facts relating to it. The Village Administrator shall discuss the grievance with the employee and the CSEA representative, if any, and shall make such investigation as he deems appropriate. Within ten work days after receiving the grievance the Village Administrator shall give a written answer to the employee.

Section 2. Any disposition of a grievance from which no appeal is taken within the time limits specified shall be deemed barred. Failure to answer a grievance at any step shall not be deemed acquiescence thereto and the employee may proceed to the next step.

Section 3. The Village may present a grievance by notice in writing sent to the CSEA at the address stated herein or delivered personally to the President of the CSEA. The CSEA shall respond to the Village grievance within ten work days after receiving it.

ARTICLE XXI - ARBITRATION

Section 1. A grievance which has not been resolved within ten work days after completion of Step 2 or Section 3 of the grievance procedure, may be referred to arbitration by the employee, the CSEA, the Village. The arbitration shall be conducted by the American Arbitration Association under its voluntary labor arbitration rules.

Section 2. The expenses of the American Arbitration Association and the arbitrator shall be borne equally by the parties.

Section 3. The award of the arbitrator shall be final and binding upon the Village, the CSEA and the employees.

Section 4. The arbitrator shall have jurisdiction only over disputes arising out of grievances and shall have no power to add to, subtract from or modify in any way any terms of this agreement.

Section 5. Any disposition of a grievance which is not referred to arbitration within the time limit specified shall be deemed barred.

Section 6. This grievance and arbitration procedure shall take the place of the grievance procedure provided under Article XVI of the General Municipal Law and the disciplinary procedures provided in Section 75 of the Civil Service Law.

ARTICLE XXII - MANAGEMENT RIGHTS

The Village has the exclusive right to manage its affairs, to direct and control their operations, and independently to make, carry out and execute all plans and decisions deemed necessary in its judgment for their welfare, advancement or best interests. Such management prerogatives shall include but not be limited to the following rights:

1. To select, hire, promote, transfer, assign or lay off employees or discontinue their positions.
2. To discipline employees for just cause by reprimand, fines, loss of vacation or personal days, suspension without pay, demotion or discharge except that employees who have not completed the probationary period may be disciplined or discharged by the Village in its sole discretion without recourse to the grievance and arbitration provisions of this agreement.
3. To maintain discipline and efficiency of employees.

4. To determine schedules of work including overtime.
5. To contract for performance of any of their services and increase or decrease the scope thereof.
6. To install or remove equipment.
7. To establish and maintain reasonable operating rules and regulations. It is agreed that no conduct or action of the Village shall be inconsistent with any provision of this agreement or the Civil Service Law and rules issued thereunder except as otherwise provided in Article XXI Section 6.

ARTICLE XXIII - LEGISLATIVE ACTION

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

ARTICLE XXIV - PEACEFUL RESOLUTION OF DISPUTES

The CSEA and Village recognize that strikes and other forms of work stoppages by employees are contrary to law and public policy. The CSEA and Village subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of normal duties necessary to the operation of the Village. The CSEA therefore agrees that there will be no strikes, work stoppages, or other concerted refusal to perform work or any instigation thereof by employees.

ARTICLE XXV - SCOPE OF AGREEMENT

This agreement disposes of all matters which are the proper subject of collective bargaining between the parties and no modification hereof shall be effective except by mutual consent of the parties evidenced in writing. CSEA and employees will not picket, demonstrate or engage in any public activity which deals with any terms or conditions of employment that is covered by this Agreement or was raised in negotiations.

ARTICLE XXVI - SEVERABILITY

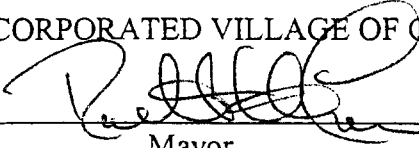
In the event any provision of this agreement be adjudged in conflict with any law, ordinance or regulation of the State or the Federal government or any department thereof said provision shall be null and void but all other provisions of this agreement shall remain in full force and effect.

ARTICLE XXVII - DURATION

This agreement shall remain in full force and effect for the period from June 1, 2001 through May 31, 2006. This agreement shall be continued for annual periods after May 31, 2006, unless either party shall give written notice to terminate the agreement or modify any term thereof, by certified mail, return receipt requested, to the other party at the address set forth herein prior to December 31 of the year preceding the termination date hereof.

IN WITNESS WHEREOF, the parties have hereunto set forth their hands and seals as of the date first above written.

INCORPORATED VILLAGE OF GARDEN CITY

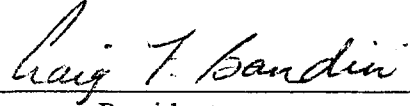
By  _____
Mayor

ATTEST:



Village Administrator

CSEA

By  _____
President

Supervisory Salary Schedule
Effective June 3, 2001

			A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	\$41,786 22.8714	\$43,510 23.8150	\$45,297 24.7931	\$47,184 25.8259	\$49,162 26.9086
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	\$47,184 25.8259	\$49,162 26.9086	\$51,230 28.0405	\$53,419 29.2386	\$55,720 30.4981
24S	OMM	RECREATION SUPERVISOR	\$49,162 26.9086	\$51,230 28.0405	\$53,419 29.2386	\$55,720 30.4981	\$58,139 31.8221
25S	ACM	PRINCIPAL CLERK	\$51,230 28.0405	\$53,419 29.2386	\$55,720 30.4981	\$58,139 31.8221	\$60,677 33.2113
27S	DPF XCP CEK XHF	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR	\$55,720 30.4981	\$58,139 31.8221	\$60,677 33.2113	\$63,327 34.6617	\$66,084 36.1708
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA	JR. CIVIL ENGINEER PARTY CHIEF 35 hr SR. ENGINEERING AIDE 40 hr HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR	\$58,139 31.8221 27.8443	\$60,677 33.2113 29.0599	\$63,327 34.6617 30.3290	\$66,084 36.1708 31.6494	\$69,028 37.7822 33.0594
29S	IQF	ASST. VILLAGE ENGINEER	\$60,677 33.2113	\$63,327 34.6617	\$66,084 36.1708	\$69,028 37.7822	\$72,085 39.4554
30S	IMK XSP ORI	ASST. CIVIL ENGINEER ASST. SUPT. OF BUILDING ASST. SUPT. OF RECREATION	\$63,327 34.6617	\$66,084 36.1708	\$69,028 37.7822	\$72,085 39.4554	\$75,300 41.2151
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORDINATOR OF COMPUTEF 35 hr DEP. SUPT OF PUBLIC WORKS 40 hr	\$66,084 36.1708 31.6494	\$69,028 37.7822 33.0594	\$72,085 39.4554 34.5235	\$75,300 41.2151 36.0632	\$78,702 43.0772 37.6925
32S	IQK 7UE	VILLAGE ENGINEER DEPUTY SUPT. OF W&S OPERATIONS	\$69,028 37.7822	\$72,085 39.4554	\$75,300 41.2151	\$78,702 43.0772	\$82,273 45.0317

Supervisory Salary Schedule
 Effective June 2, 2002

(Revised 1/9/03)

			A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	\$43,437 23.7750	\$45,229 24.7559	\$47,086 25.7723	\$49,048 26.8462	\$51,104 27.9715
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	\$49,048 26.8462	\$51,104 27.9715	\$53,254 29.1483	\$55,529 30.3935	\$57,921 31.7028
24S	OMM	RECREATION SUPERVISOR	\$51,104 27.9715	\$53,254 29.1483	\$55,529 30.3935	\$57,921 31.7028	\$60,435 33.0788
25S	ACM	PRINCIPAL CLERK	\$53,254 29.1483	\$55,529 30.3935	\$57,921 31.7028	\$60,435 33.0788	\$63,074 34.5233
27S	DPF XCP CEK XHF	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR	\$57,921 31.7028	\$60,435 33.0788	\$63,074 34.5233	\$65,828 36.0307	\$68,694 37.5993
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA	JR. CIVIL ENGINEER PARTY CHIEF 35 hr SR. ENGINEERING AIDE 40 hr HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR	\$60,435 33.0788 28.9440	\$63,074 34.5233 30.2079	\$65,828 36.0307 31.5268	\$68,694 37.5993 32.8994	\$71,755 39.2748 34.3654
29S	IQF	ASST. VILLAGE ENGINEER	\$63,074 34.5233	\$65,828 36.0307	\$68,694 37.5993	\$71,755 39.2748	\$74,932 41.0137
30S	IMK XSP ORI	ASST. CIVIL ENGINEER ASST. SUPT. OF BUILDING ASST. SUPT. OF RECREATION	\$65,828 36.0307	\$68,694 37.5993	\$71,755 39.2748	\$74,932 41.0137	\$78,274 42.8429
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORDINATOR OF COMPUTEF 35 hr DEP. SUPT OF PUBLIC WORKS 40 hr	\$68,694 37.5993 32.8994	\$71,755 39.2748 34.3654	\$74,932 41.0137 35.8870	\$78,274 42.8429 37.4875	\$81,811 44.7789 39.1815
32S	IQK 7UE	VILLAGE ENGINEER DEPUTY SUPT. OF W&S OPERATIONS	\$71,755 39.2748	\$74,932 41.0137	\$78,274 42.8429	\$81,811 44.7789	\$85,523 46.8106
34S	7UE	SUPT. OF W&S SERVICES	\$78,274 42.8429	\$81,811 44.7789	\$85,523 46.8106	\$89,372 48.9174	\$93,394 51.1188

Supervisory Salary Schedule
 Effective June 1, 2003

(Revised 1/9/03)

			A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	\$45,153 24.7143	\$47,016 25.7340	\$48,946 26.7904	\$50,985 27.9064	\$53,123 29.0766
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	\$50,985 27.9064	\$53,123 29.0766	\$55,358 30.2999	\$57,722 31.5939	\$60,209 32.9551
24S	OMM	RECREATION SUPERVISOR	\$53,123 29.0766	\$55,358 30.2999	\$57,722 31.5939	\$60,209 32.9551	\$62,822 34.3853
25S	ACM	PRINCIPAL CLERK	\$55,358 30.2999	\$57,722 31.5939	\$60,209 32.9551	\$62,822 34.3853	\$65,565 35.8867
27S	DPF XCP CEK XHF	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR	\$60,209 32.9551	\$62,822 34.3853	\$65,565 35.8867	\$68,428 37.4537	\$71,407 39.0843
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA	JR. CIVIL ENGINEER PARTY CHIEF 35 hr SR. ENGINEERING AIDE 40 hr HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR	\$62,822 34.3853 30.0872	\$65,565 35.8867 31.4009	\$68,428 37.4537 32.7720	\$71,407 39.0843 34.1988	\$74,589 40.8259 35.7227
29S	IQF	ASST. VILLAGE ENGINEER	\$65,565 35.8867	\$68,428 37.4537	\$71,407 39.0843	\$74,589 40.8259	\$77,892 42.6338
30S	IMK XSP ORI	ASST. CIVIL ENGINEER ASST. SUPT. OF BUILDING ASST. SUPT. OF RECREATION	\$68,428 37.4537	\$71,407 39.0843	\$74,589 40.8259	\$77,892 42.6338	\$81,366 44.5353
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORDINATOR OF COMPUTEF 35 hr DEP. SUPT OF PUBLIC WORKS 40 hr	\$71,407 39.0843 34.1988	\$74,589 40.8259 35.7227	\$77,892 42.6338 37.3046	\$81,366 44.5353 38.9684	\$85,043 46.5479 40.7294
32S	IQK	VILLAGE ENGINEER	\$74,589 40.8259	\$77,892 42.6338	\$81,366 44.5353	\$85,043 46.5479	\$88,901 48.6596
34S	7UE	SUPT. OF W&S SERVICES	\$81,366 44.5353	\$85,043 46.5479	\$88,901 48.6596	\$92,902 50.8496	\$97,083 53.1380

Supervisory Salary Schedule
Effective May 30, 2004

(Revised 1/9/03)

			A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	\$46,937 25.6907	\$48,873 26.7504	\$50,879 27.8484	\$52,999 29.0088	\$55,221 30.2250
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	\$52,999 29.0088	\$55,221 30.2250	\$57,545 31.4970	\$60,002 32.8418	\$62,587 34.2567
24S	OMM	RECREATION SUPERVISOR	\$55,221 30.2250	\$57,545 31.4970	\$60,002 32.8418	\$62,587 34.2567	\$65,303 35.7433
25S	ACM	PRINCIPAL CLERK	\$57,545 31.4970	\$60,002 32.8418	\$62,587 34.2567	\$65,303 35.7433	\$68,155 37.3043
27S	DPF XCP CEK XHF	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR	\$62,587 34.2567	\$65,303 35.7433	\$68,155 37.3043	\$71,131 38.9332	\$74,228 40.6284
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA	JR. CIVIL ENGINEER PARTY CHIEF 35 hr SR. ENGINEERING AIDE 40 hr HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR	\$65,303 35.7433 31.2754	\$68,155 37.3043 32.6413	\$71,131 38.9332 34.0666	\$74,228 40.6284 35.5498	\$77,535 42.4384 37.1336
29S	IQF	ASST. VILLAGE ENGINEER	\$68,155 37.3043	\$71,131 38.9332	\$74,228 40.6284	\$77,535 42.4384	\$80,969 44.3180
30S	IMK XSP ORI	ASST. CIVIL ENGINEER ASST. SUPT. OF BUILDING ASST. SUPT. OF RECREATION	\$71,131 38.9332	\$74,228 40.6284	\$77,535 42.4384	\$80,969 44.3180	\$84,580 46.2945
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORDINATOR OF COMPUTEF 35 hr DEP. SUPT OF PUBLIC WORKS 40 hr	\$74,228 40.6284 35.5498	\$77,535 42.4384 37.1336	\$80,969 44.3180 38.7783	\$84,580 46.2945 40.5077	\$88,402 48.3864 42.3381
32S	IQK	VILLAGE ENGINEER	\$77,535 42.4384	\$80,969 44.3180	\$84,580 46.2945	\$88,402 48.3864	\$92,413 50.5818
34S	7UE	SUPT. OF W&S SERVICES	\$84,580 46.2945	\$88,402 48.3864	\$92,413 50.5818	\$96,572 52.8582	\$100,918 55.2370

Supervisory Salary Schedule
 Effective May 29, 2005

(Revised 1/9/03)

			A	B	C	D	E
			Start	1 year	2 years	3 years	4 years
20S	DLA	SENIOR STORES CLERK	\$48,791 26.7055	\$50,803 27.8068	\$52,889 28.9485	\$55,092 30.1544	\$57,402 31.4187
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	\$55,092 30.1544	\$57,402 31.4187	\$59,818 32.7411	\$62,372 34.1396	\$65,060 35.6103
24S	OMM	RECREATION SUPERVISOR	\$57,402 31.4187	\$59,818 32.7411	\$62,372 34.1396	\$65,060 35.6103	\$67,882 37.1549
25S	ACM	PRINCIPAL CLERK	\$59,818 32.7411	\$62,372 34.1396	\$65,060 35.6103	\$67,882 37.1549	\$70,847 38.7778
27S	DPF XCP CEK XHF	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR	\$65,060 35.6103	\$67,882 37.1549	\$70,847 38.7778	\$73,941 40.4713	\$77,160 42.2332
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA	JR. CIVIL ENGINEER PARTY CHIEF 35 hr SR. ENGINEERING AIDE 40 hr HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR	\$67,882 37.1549 32.5105	\$70,847 38.7778 33.9306	\$73,941 40.4713 35.4124	\$77,160 42.2332 36.9540	\$80,598 44.1149 38.6006
29S	IQF	ASST. VILLAGE ENGINEER	\$70,847 38.7778	\$73,941 40.4713	\$77,160 42.2332	\$80,598 44.1149	\$84,167 46.0684
30S	IMK XSP ORI	ASST. CIVIL ENGINEER ASST. SUPT. OF BUILDING ASST. SUPT. OF RECREATION	\$73,941 40.4713	\$77,160 42.2332	\$80,598 44.1149	\$84,167 46.0684	\$87,921 48.1232
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORDINATOR OF COMPUTEF 35 hr DEP. SUPT OF PUBLIC WORKS 40 hr	\$77,160 42.2332 36.9540	\$80,598 44.1149 38.6006	\$84,167 46.0684 40.3099	\$87,921 48.1232 42.1078	\$91,894 50.2978 44.0105
32S	IQK	VILLAGE ENGINEER	\$80,598 44.1149	\$84,167 46.0684	\$87,921 48.1232	\$91,894 50.2978	\$96,063 52.5796
34S	7UE	SUPT. OF W&S SERVICES	\$87,921 48.1232	\$91,894 50.2978	\$96,063 52.5797	\$100,386 54.9460	\$104,904 57.4188

Supervisory Salary Schedule
Effective June 3, 2001

HIRED AFTER 6/1/2001

(or promoted into union after 6/1/2001)

			A	B	C	D	E	F	G	H	I	J
			Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
20S	DLA	SENIOR STORES CLERK	\$41,786 22.8714	\$42,606 23.3202	\$43,426 23.7690	\$44,246 24.2178	\$45,066 24.6667	\$45,886 25.1155	\$46,706 25.5643	\$47,526 26.0131	\$48,346 26.4620	\$49,162 26.9086
23S	DPA	ASST. TO PURCHASING AGENT	\$47,184	\$48,132	\$49,080	\$50,028	\$50,976	\$51,924	\$52,872	\$53,820	\$54,768	\$55,720
	XJK	CONST. INSP. TRAINEE	25.8259	26.3448	26.8637	27.3826	27.9015	28.4204	28.9392	29.4581	29.9770	30.4981
24S	OMM	RECREATION SUPERVISOR	\$49,162 26.9086	\$50,159 27.4543	\$51,156 28.0000	\$52,153 28.5457	\$53,150 29.0914	\$54,147 29.6371	\$55,144 30.1828	\$56,141 30.7285	\$57,138 31.2742	\$58,139 31.8221
25S	ACM	PRINCIPAL CLERK	\$51,230 28.0405	\$52,280 28.6152	\$53,330 29.1899	\$54,380 29.7646	\$55,430 30.3394	\$56,480 30.9141	\$57,530 31.4888	\$58,580 32.0635	\$59,630 32.6382	\$60,677 33.2113
27S	DPF	PURCHASING AGENT	\$55,720	\$56,872	\$58,024	\$59,176	\$60,328	\$61,480	\$62,632	\$63,784	\$64,936	\$66,084
	XCP	BLDG & PLUMBING INSPECTOR	30.4981	31.1286	31.7592	32.3897	33.0203	33.6508	34.2813	34.9119	35.5424	36.1708
	CEK	SENIOR ACCOUNTANT										
	XHF	CONSTRUCTION INSPECTOR										
28S	IMP	JR. CIVIL ENGINEER	\$58,139	\$59,349	\$60,559	\$61,769	\$62,979	\$64,189	\$65,399	\$66,609	\$67,819	\$69,028
	IMA	PARTY CHIEF	35 hr 31.8221	32.4844	33.1467	33.8090	34.4713	35.1336	35.7958	36.4581	37.1204	37.7822
	IKP	SR. ENGINEERING AIDE	40 hr 27.8443	28.4239	29.0034	29.5829	30.1624	30.7419	31.3214	31.9009	32.4804	33.0594
	3NF	HIGHWAY GENERAL SUPERVISOR										
	4GF	PARKS MAINTENANCE SUPERVISOR										
	3BF	SANITATION GENERAL SUPERVISOR										
	5OF	MOTOR REPAIR SUPERVISOR										
	XBF	SENIOR BUILDING INSPECTOR										
	4BK	SENIOR GROUNDSKEEPER										
	7TA	SUPV. WATER & SEWER SVCR										
29S	IQF	ASST. VILLAGE ENGINEER	\$60,677 33.2113	\$61,945 33.9053	\$63,213 34.5993	\$64,481 35.2934	\$65,749 35.9874	\$67,017 36.6814	\$68,285 37.3755	\$69,553 38.0695	\$70,821 38.7635	\$72,085 39.4554
30S	IMK	ASST. CIVIL ENGINEER	\$63,327	\$64,657	\$65,987	\$67,317	\$68,647	\$69,977	\$71,307	\$72,637	\$73,967	\$75,300
	XSP	ASST. SUPT. OF BUILDING	34.6617	35.3897	36.1177	36.8456	37.5736	38.3016	39.0296	39.7575	40.4855	41.2151
	ORI	ASST. SUPT. OF RECREATION										
31S	FSK	ASST. SUPT. OF PUBLIC WORKS	\$66,084	\$67,486	\$68,888	\$70,290	\$71,692	\$73,094	\$74,496	\$75,898	\$77,300	\$78,702
	BSK	COORD. OF COMPUTER SVCS	35 hr 36.1708	36.9381	37.7055	38.4729	39.2403	40.0077	40.7750	41.5424	42.3098	43.0772
	FSP	DEP. SUPT OF PUBLIC WORKS	40 hr 31.6494	32.3209	32.9923	33.6638	34.3352	35.0067	35.6782	36.3496	37.0211	37.6925
32S	IQK	VILLAGE ENGINEER	\$69,028	\$70,500	\$71,972	\$73,444	\$74,916	\$76,388	\$77,860	\$79,332	\$80,804	\$82,273
	7UE	DEPUTY SUPT OF W&S OPERATION	37.7822	38.5878	39.3935	40.1992	41.0049	41.8106	42.6163	43.4220	44.2277	45.0317

Supervisory Salary Schedule
Effective June 2, 2002

HIRED AFTER 6/1/2001

(or promoted into union after 6/1/2001)

			A	B	C	D	E	F	G	H	I	J
			Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
20S	DLA SENIOR STORES CLERK		\$43,437 23.7750	\$44,289 24.2414	\$45,141 24.7078	\$45,994 25.1746	\$46,846 25.6409	\$47,698 26.1073	\$48,551 26.5742	\$49,403 27.0405	\$50,256 27.5074	\$51,104 27.9715
23S	DPA ASST. TO PURCHASING AGENT XJK CONST. INSP. TRAINEE		\$49,048 26.8462	\$50,033 27.3853	\$51,019 27.9250	\$52,004 28.4641	\$52,990 29.0038	\$53,975 29.5430	\$54,960 30.0821	\$55,946 30.6218	\$56,931 31.1609	\$57,921 31.7028
24S	OMM RECREATION SUPERVISOR		\$51,104 27.9715	\$52,140 28.5386	\$53,177 29.1062	\$54,213 29.6732	\$55,249 30.2403	\$56,286 30.8079	\$57,322 31.3749	\$58,359 31.9425	\$59,395 32.5096	\$60,435 33.0788
25S	ACM PRINCIPAL CLERK		\$53,254 29.1483	\$54,345 29.7455	\$55,437 30.3432	\$56,528 30.9403	\$57,619 31.5375	\$58,711 32.1352	\$59,802 32.7323	\$60,894 33.3300	\$61,985 33.9272	\$63,074 34.5233
27S	DPF PURCHASING AGENT XCP BLDG & PLUMBING INSPECTOR CEK SENIOR ACCOUNTANT XHF CONSTRUCTION INSPECTOR		\$57,921 31.7028	\$59,118 32.3580	\$60,316 33.0137	\$61,513 33.6689	\$62,711 34.3246	\$63,908 34.9797	\$65,106 35.6355	\$66,303 36.2906	\$67,501 36.9464	\$68,694 37.5993
28S	IMP JR. CIVIL ENGINEER IMA PARTY CHIEF IKP SR. ENGINEERING AIDE 3NF HIGHWAY GENERAL SUPERVISOR 4GF PARKS MAINTENANCE SUPERVISOR 3BF SANITATION GENERAL SUPERVISOR 5OF MOTOR REPAIR SUPERVISOR XBF SENIOR BUILDING INSPECTOR 4BK SENIOR GROUNDSKEEPER 7TA SUPV. WATER & SEWER SVCR	35 hr 40 hr	\$60,435 33.0788 28.9440	\$61,693 33.7674 29.5465	\$62,951 34.4559 30.1489	\$64,209 35.1445 30.7514	\$65,467 35.8331 31.3539	\$66,724 36.5211 31.9559	\$67,982 37.2096 32.5584	\$69,240 37.8982 33.1609	\$70,498 38.5868 33.7634	\$71,755 39.2748 34.3654
29S	IQF ASST. VILLAGE ENGINEER		\$63,074 34.5233	\$64,392 35.2447	\$65,710 35.9661	\$67,028 36.6875	\$68,346 37.4089	\$69,664 38.1303	\$70,982 38.8517	\$72,300 39.5731	\$73,618 40.2948	\$74,932 41.0137
30S	IMK ASST. CIVIL ENGINEER XSP ASST. SUPT. OF BUILDING ORI ASST. SUPT. OF RECREATION		\$65,828 36.0307	\$67,211 36.7876	\$68,593 37.5441	\$69,976 38.3010	\$71,359 39.0580	\$72,741 39.8144	\$74,124 40.5714	\$75,506 41.3279	\$76,889 42.0848	\$78,274 42.8429
31S	FSK ASST. SUPT. OF PUBLIC WORKS BSK COORD. OF COMPUTER SVCS FSP DEP. SUPT OF PUBLIC WORKS	35 hr 40 hr	\$68,694 37.5993 32.8994	\$70,152 38.3974 33.5977	\$71,609 39.1949 34.2955	\$73,066 39.9923 34.9933	\$74,524 40.7904 35.6916	\$75,981 41.5878 36.3894	\$77,439 42.3859 37.0876	\$78,896 43.1834 37.7854	\$80,353 43.9808 38.4832	\$81,811 44.7789 39.1815
32S	IQK VILLAGE ENGINEER 7UE DEPUTY SUPT OF W&S OPERATION		\$71,755 39.2748	\$73,285 40.1122	\$74,815 40.9496	\$76,345 41.7871	\$77,875 42.6245	\$79,405 43.4620	\$80,935 44.2994	\$82,466 45.1374	\$83,996 45.9748	\$85,523 46.8106

Supervisory Salary Schedule
Effective June 1, 2003

HIRED AFTER 6/1/2001

(or promoted into union after 6/1/2001)

A B C D E F G H I J

			Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
20S	DLA	SENIOR STORES CLERK	\$45,152 24.7137	\$46,038 25.1987	\$46,924 25.6836	\$47,810 26.1686	\$48,697 26.6541	\$49,583 27.1390	\$50,469 27.6240	\$51,355 28.1089	\$52,241 28.5939	\$53,123 29.0766
23S	DPA	ASST. TO PURCHASING AGENT	\$50,985	\$52,010	\$53,034	\$54,058	\$55,083	\$56,107	\$57,131	\$58,156	\$59,180	\$60,209
	XJK	CONST. INSP. TRAINEE	27.9064	28.4674	29.0279	29.5884	30.1494	30.7099	31.2704	31.8814	32.3919	32.9551
24S	OMM	RECREATION SUPERVISOR	\$53,123 29.0766	\$54,200 29.6661	\$55,277 30.2556	\$56,354 30.8451	\$57,432 31.4351	\$58,509 32.0246	\$59,586 32.6141	\$60,664 33.2042	\$61,741 33.7937	\$62,823 34.3859
25S	ACM	PRINCIPAL CLERK	\$55,357 30.2994	\$56,492 30.9206	\$57,626 31.5413	\$58,761 32.1626	\$59,895 32.7833	\$61,030 33.4045	\$62,165 34.0257	\$63,299 34.6464	\$64,434 35.2677	\$65,565 35.8867
27S	DPF	PURCHASING AGENT	\$60,209	\$61,454	\$62,698	\$63,943	\$65,188	\$66,433	\$67,678	\$68,922	\$70,167	\$71,408
	XCP	BLDG & PLUMBING INSPECTOR	32.9551	33.6366	34.3175	34.9989	35.6804	36.3618	37.0432	37.7241	38.4056	39.0848
	CEK	SENIOR ACCOUNTANT										
	XHF	CONSTRUCTION INSPECTOR										
28S	IMP	JR. CIVIL ENGINEER	\$62,823	\$64,130	\$65,438	\$66,745	\$68,053	\$69,360	\$70,668	\$71,975	\$73,283	\$74,589
	IMA	PARTY CHIEF	35 hr 34.3859	35.1013	35.8172	36.5326	37.2485	37.9639	38.6798	39.3952	40.1111	40.8259
	IKP	SR. ENGINEERING AIDE	40 hr 30.0876	30.7136	31.3400	31.9660	32.5924	33.2184	33.8448	34.4708	35.0972	35.7227
	3NF	HIGHWAY GENERAL SUPERVISOR										
	4GF	PARKS MAINTENANCE SUPERVISOR										
	3BF	SANITATION GENERAL SUPERVISOR										
	5OF	MOTOR REPAIR SUPERVISOR										
	XBF	SENIOR BUILDING INSPECTOR										
	4BK	SENIOR GROUNDSKEEPER										
	7TA	SUPV. WATER & SEWER SVCR										
29S	IQF	ASST. VILLAGE ENGINEER	\$65,565 35.8867	\$66,935 36.6366	\$68,305 37.3864	\$69,676 38.1368	\$71,046 38.8867	\$72,416 39.6366	\$73,786 40.3864	\$75,156 41.1363	\$76,526 41.8862	\$77,892 42.6338
30S	IMK	ASST. CIVIL ENGINEER	\$68,429	\$69,866	\$71,303	\$72,740	\$74,177	\$75,614	\$77,052	\$78,489	\$79,926	\$81,366
	XSP	ASST. SUPT. OF BUILDING	37.4543	38.2408	39.0274	39.8139	40.6004	41.3870	42.1741	42.9606	43.7471	44.5353
	ORI	ASST. SUPT. OF RECREATION										
31S	FSK	ASST. SUPT. OF PUBLIC WORKS	\$71,408	\$72,923	\$74,438	\$75,953	\$77,468	\$78,982	\$80,497	\$82,012	\$83,527	\$85,042
	BSK	COORD. OF COMPUTER SVCS	35 hr 39.0848	39.9141	40.7433	41.5725	42.4018	43.2304	44.0597	44.8889	45.7181	46.5473
	FSP	DEP. SUPT OF PUBLIC WORKS	40 hr 34.1992	34.9248	35.6504	36.3760	37.1015	37.8266	38.5522	39.2778	40.0034	40.7289
32S	IQK	VILLAGE ENGINEER	\$74,589	\$76,179	\$77,770	\$79,361	\$80,951	\$82,542	\$84,132	\$85,723	\$87,314	\$88,901
	7UE	DEPUTY SUPT OF W&S OPERATION	40.8259	41.6962	42.5670	43.4379	44.3082	45.1790	46.0493	46.9201	47.7909	48.6596

Supervisory Salary Schedule
Effective May 30, 2004

HIRED AFTER 6/1/2001 (or promoted into union after 6/1/2001)

			A	B	C	D	E	F	G	H	I	J
			Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
20S	DLA	SENIOR STORES CLERK	\$46,936	\$47,857	\$48,778	\$49,699	\$50,620	\$51,541	\$52,462	\$53,383	\$54,304	\$55,221

				25.6902	26.1943	26.6984	27.2025	27.7066	28.2107	28.7148	29.2189	29.7230	30.2250
23S	DPA	ASST. TO PURCHASING AGENT		\$52,999	\$54,064	\$55,129	\$56,194	\$57,258	\$58,323	\$59,388	\$60,453	\$61,518	\$62,587
	XJK	CONST. INSP. TRAINEE		29.0088	29.5917	30.1746	30.7575	31.3399	31.9228	32.5057	33.0887	33.6716	34.2567
24S	OMM	RECREATION SUPERVISOR		\$55,221	\$56,341	\$57,461	\$58,580	\$59,700	\$60,820	\$61,940	\$63,060	\$64,180	\$65,304
				30.2250	30.8380	31.4510	32.0635	32.6765	33.2895	33.9026	34.5156	35.1286	35.7438
25S	ACM	PRINCIPAL CLERK		\$57,544	\$58,723	\$59,903	\$61,082	\$62,261	\$63,441	\$64,620	\$65,800	\$66,979	\$68,155
				31.4964	32.1418	32.7876	33.4330	34.0783	34.7241	35.3695	36.0153	36.6606	37.3043
27S	DPF	PURCHASING AGENT		\$62,587	\$63,881	\$65,175	\$66,469	\$67,763	\$69,057	\$70,351	\$71,645	\$72,939	\$74,228
	XCP	BLDG & PLUMBING INSPECTOR		34.2567	34.9650	35.6732	36.3815	37.0898	37.7980	38.5063	39.2146	39.9228	40.6284
	CEK	SENIOR ACCOUNTANT											
	XHF	CONSTRUCTION INSPECTOR											
28S	IMP	JR. CIVIL ENGINEER		\$65,304	\$66,663	\$68,022	\$69,382	\$70,741	\$72,100	\$73,459	\$74,818	\$76,177	\$77,535
	IMA	PARTY CHIEF	35 hr	35.7438	36.4877	37.2315	37.9759	38.7198	39.4636	40.2074	40.9513	41.6951	42.4384
	IKP	SR. ENGINEERING AIDE	40 hr	31.2759	31.9267	32.5776	33.2289	33.8798	34.5307	35.1815	35.8324	36.4832	37.1336
	3NF	HIGHWAY GENERAL SUPERVISOR											
	4GF	PARKS MAINTENANCE SUPERVISOR											
	3BF	SANITATION GENERAL SUPERVISOR											
	5OF	MOTOR REPAIR SUPERVISOR											
	XBF	SENIOR BUILDING INSPECTOR											
	4BK	SENIOR GROUNDSKEEPER											
	7TA	SUPV. WATER & SEWER SVCR											
29S	IQF	ASST. VILLAGE ENGINEER		\$68,155	\$69,579	\$71,004	\$72,428	\$73,852	\$75,276	\$76,701	\$78,125	\$79,549	\$80,969
				37.3043	38.0837	38.8637	39.6431	40.4226	41.2020	41.9819	42.7614	43.5408	44.3180
30S	IMK	ASST. CIVIL ENGINEER		\$71,132	\$72,625	\$74,119	\$75,613	\$77,107	\$78,601	\$80,095	\$81,589	\$83,083	\$84,580
	XSP	ASST. SUPT. OF BUILDING		38.9338	39.7510	40.5687	41.3864	42.2042	43.0219	43.8396	44.6574	45.4751	46.2945
	ORI	ASST. SUPT. OF RECREATION											
31S	FSK	ASST. SUPT. OF PUBLIC WORKS		\$74,228	\$75,803	\$77,378	\$78,953	\$80,527	\$82,102	\$83,677	\$85,252	\$86,827	\$88,401
	BSK	COORD. OF COMPUTER SVCS	35 hr	40.6284	41.4904	42.3525	43.2146	44.0761	44.9381	45.8002	46.6623	47.5244	48.3859
	FSP	DEP. SUPT OF PUBLIC WORKS	40 hr	35.5498	36.3041	37.0584	37.8127	38.5666	39.3209	40.0752	40.8295	41.5838	42.3376
32S	IQK	VILLAGE ENGINEER		\$77,535	\$79,189	\$80,842	\$82,495	\$84,149	\$85,802	\$87,456	\$89,109	\$90,762	\$92,413
	7UE	DEPUTY SUPT OF W&S OPERATION		42.4384	43.3437	44.2485	45.1533	46.0586	46.9633	47.8686	48.7734	49.6782	50.5818

Supervisory Salary Schedule
Effective May 29, 2005

HIRED AFTER 6/1/2001

(or promoted into union after 6/1/2001)

				A	B	C	D	E	F	G	H	I	J
				Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
20S	DLA	SENIOR STORES CLERK		\$48,790	\$49,747	\$50,705	\$51,662	\$52,620	\$53,577	\$54,534	\$55,492	\$56,449	\$57,402
				26.7050	27.2288	27.7531	28.2770	28.8013	29.3251	29.8489	30.3733	30.8971	31.4187
23S	DPA	ASST. TO PURCHASING AGENT		\$55,093	\$56,199	\$57,306	\$58,413	\$59,520	\$60,627	\$61,734	\$62,841	\$63,948	\$65,059

	XJK	CONST. INSP. TRAINEE		30.1549	30.7603	31.3662	31.9721	32.5780	33.1839	33.7898	34.3957	35.0016	35.6097
24S	OMM	RECREATION SUPERVISOR		\$57,402	\$58,566	\$59,730	\$60,894	\$62,058	\$63,223	\$64,387	\$65,551	\$66,715	\$67,884
				31.4187	32.0558	32.6929	33.3300	33.9672	34.6048	35.2419	35.8790	36.5161	37.1560
25S	ACM	PRINCIPAL CLERK		\$59,817	\$61,043	\$62,269	\$63,495	\$64,721	\$65,947	\$67,173	\$68,399	\$69,625	\$70,847
				32.7406	33.4116	34.0826	34.7537	35.4247	36.0958	36.7668	37.4379	38.1089	38.7778
27S	DPF	PURCHASING AGENT		\$65,059	\$66,404	\$67,749	\$69,095	\$70,440	\$71,785	\$73,130	\$74,475	\$75,820	\$77,160
	XCP	BLDG & PLUMBING INSPECTOR		35.6097	36.3459	37.0821	37.8188	38.5550	39.2912	40.0274	40.7635	41.4997	42.2332
	CEK	SENIOR ACCOUNTANT											
	XHF	CONSTRUCTION INSPECTOR											
28S	IMP	JR. CIVIL ENGINEER		\$67,884	\$69,297	\$70,709	\$72,122	\$73,535	\$74,948	\$76,361	\$77,773	\$79,186	\$80,598
	IMA	PARTY CHIEF	35 hr	37.1560	37.9294	38.7022	39.4756	40.2490	41.0224	41.7958	42.5687	43.3421	44.1149
	IKP	SR. ENGINEERING AIDE	40 hr	32.5115	33.1882	33.8645	34.5412	35.2179	35.8946	36.5714	37.2476	37.9243	38.6006
	3NF	HIGHWAY GENERAL SUPERVISOR											
	4GF	PARKS MAINTENANCE SUPERVISOR											
	3BF	SANITATION GENERAL SUPERVISOR											
	5OF	MOTOR REPAIR SUPERVISOR											
	XBF	SENIOR BUILDING INSPECTOR											
	4BK	SENIOR GROUNDSKEEPER											
	7TA	SUPV. WATER & SEWER SVCR											
29S	IQF	ASST. VILLAGE ENGINEER		\$70,847	\$72,328	\$73,808	\$75,289	\$76,769	\$78,250	\$79,730	\$81,211	\$82,691	\$84,167
				38.7778	39.5884	40.3985	41.2091	42.0192	42.8298	43.6398	44.4505	45.2605	46.0684
30S	IMK	ASST. CIVIL ENGINEER		\$73,941	\$75,494	\$77,047	\$78,600	\$80,153	\$81,706	\$83,259	\$84,812	\$86,365	\$87,921
	XSP	ASST. SUPT. OF BUILDING		40.4713	41.3213	42.1713	43.0213	43.8714	44.7214	45.5714	46.4215	47.2715	48.1232
	ORI	ASST. SUPT. OF RECREATION											
31S	FSK	ASST. SUPT. OF PUBLIC WORKS		\$77,160	\$78,797	\$80,434	\$82,071	\$83,708	\$85,345	\$86,982	\$88,619	\$90,256	\$91,893
	BSK	COORD. OF COMPUTER SVCS	35 hr	42.2332	43.1292	44.0252	44.9212	45.8172	46.7132	47.6092	48.5052	49.4012	50.2972
	FSP	DEP. SUPT OF PUBLIC WORKS	40 hr	36.9540	37.7380	38.5220	39.3060	40.0900	40.8740	41.6580	42.4420	43.2261	44.0101
32S	IQK	VILLAGE ENGINEER		\$80,598	\$82,317	\$84,035	\$85,754	\$87,473	\$89,191	\$90,910	\$92,629	\$94,348	\$96,063
	7UE	DEPUTY SUPT OF W&S OPERATION		44.1149	45.0558	45.9962	46.9371	47.8779	48.8183	49.7592	50.7001	51.6409	52.5796