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#### **Contract Database Metadata Elements**

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Mamaroneck, Town Of And Csea  
Local 860 (Town Employees Unit)

1399 TO  
30320 - JEN  
(replace 2-BC)

# AGREEMENT

by and between the

TOWN OF MAMARONECK

and the

CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.  
Local 1000, AFSCME, AFL-CIO

***CSEA***

Town of Mamaroneck Unit

Westchester County Local 860

January 1, 2000 - December 31, 2002

54

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## **PREAMBLE**

This Agreement entered into by the Town of Mamaroneck, New York, hereinafter designated as the "TOWN" and the Civil Service Employees Association, Inc., Local 1000 AFSCME - AFL-CIO Westchester Local 860, by the Town of Mamaroneck Unit herein after designated as the "CSEA" and acting herein on behalf of said CSEA and on behalf of the employees identified in Article 1 below, now employed and herein after employed by the TOWN and collectively designated as the "Employees."

Since the parties desire to enter into an Agreement relating to wages, hours and other conditions of employment which will provide methods of harmonious cooperation between the TOWN and the Employees, and to that end, accomplish fair and peaceful adjustment of any disputes which may arise, without interruption of operations, the parties agree as follows:

### **ARTICLE 1 - RECOGNITION**

Section 1. The Town recognizes the Civil Service Employees Association, Inc., Local 1000 AFSCME - AFL - CIO Westchester Local 860, by the Town of Mamaroneck Unit as the sole and exclusive bargaining agent for employees working in excess of twenty (20) hours per week holding titles listed in schedule "A." All other employees and titles are hereby excluded.

Section 2. The TOWN recognizes the CSEA for the purpose of negotiating on behalf of the Employees in the bargaining unit, the terms and conditions of their employment, as well as the adjustment of any of their grievances which may arise under this Agreement. The recognition hereby granted shall be for the maximum period allowed under Section 208 of Article 14 of the Civil Service Law.

Section 3. The words "Employee or Employees" whenever used in this Agreement shall apply only to persons covered hereunder as set forth in sub-paragraph 1 above.

Section 4. In the event new titles are created by the Town during the term of this agreement, the Union shall be informed, in writing, fifteen (15) work days prior to the establishment of such new titles. In the event the Union and the Town do not agree as to whether the title should be a part of the bargaining unit, the matter will be submitted to PERB pursuant to Section 201.10 of PERB rules and regulations.

### **ARTICLE 2 - DUES CHECKOFF**

Section 1. Upon receipt of a signed authorization, the Town will deduct from the pay of each Employee who so authorizes an amount as specified in the authorization. Such deduction shall be made on each payday of each month. The sum to be deducted shall be paid as soon as possible thereafter to the appropriate designated agency as shown on the authorization form. The CSEA shall have exclusive rights to payroll deductions of union dues and union sponsored insurance and benefit program premiums for Employees covered by this agreement. Such dues and premiums shall be submitted to CSEA, 143 Washington Avenue, Albany, NY 12210.

The authorization shall be in full force and effect until it is canceled by the Employee by written notice to the Town, or the collective bargaining agreement containing this benefit shall have expired without renewal of this Article.

Section 2. All employees represented by the bargaining unit who are not members of the Union within thirty (30) days after their employment, shall be required to pay the Union an Agency Shop Fee Deduction which is an amount equivalent to the amount of dues payable by a member. The employer will make deductions from the wages of said employees in the same manner as members of the bargaining unit and shall transmit such amount to CSEA, Inc. 143 Washington Avenue, Albany, NY 12210, as an Agency Shop Fee Deduction. Said employees have the right to recover any part of Agency Shop Fee Deduction which represents the employee's prorated share of expenditures by the Union in aid of activities or causes only incidentally related to terms and conditions of employment.

The Union shall be solely responsible to account to such employees for the receipt and disbursement of all funds collected pursuant to this paragraph, and shall indemnify and hold the Town harmless from all loss and liability in connection with the collection of said Agency Shop Deduction.

Section 3. Information The employer shall supply to the Union a list of all employees in the bargaining unit showing employees' full name, social security number, job title, department and first date of employment. Such information shall be provided to the Union upon request.

Section 4. The Town shall notify the Union sixty (60) days in advance of any organization that seeks payroll deduction privileges.

### **ARTICLE 3 - UNION ACTIVITY PROTECTED**

Within the term of this contract, except for the right to strike, to picket the Town property, to withhold services or to engage in any other concerted stoppage of work, all of which are hereby prohibited, all other CSEA activities protected.

### **ARTICLE 4 - NO DISCRIMINATION**

The provisions of this Agreement shall be applied equally to all Employees in the bargaining unit without discrimination because of age, sex, race, color, creed, political affiliation or union membership.

### **ARTICLE 5 - EMPLOYEES TO RECEIVE COPIES OF THE CONTRACT**

The Union shall give each present Employee, and to each Employee when he or she is hired, a copy of the Agreement.

## ARTICLE 6 - SENIORITY AND SEVERANCE PAY

Section 1. The seniority rights of competitive, non-competitive and labor class Employees shall be governed as follows: In the event of a layoff, the Town will follow procedures as set forth in Westchester County Civil Service Rules and New York State Civil Service Law.

### Section 2.

a) Such laid off Employee shall be placed on a recall list for a period of one (1) year. A laid off employee with more than one(1) year's service shall be allowed his or her full vacation allowance as provided in Article 12 - Vacations.

b) Severance pay, in the amount of one (1) month's salary for each year, or fraction of a year service, shall be paid to the laid off Employee in a lump sum payment to a maximum of six (6) months salary for six (6) years or more of service.

## ARTICLE 7 - GRIEVANCE PROCEDURE

Section 1. This procedure is established to seek an equitable resolution of problems that arise as a result of an Employer-Employee relationship within the bargaining unit. The intent of the Grievance procedure shall be to settle Employee grievances on as low an administrative level as possible to insure efficiency and maintain Employee morale.

Section 2. Definition: A grievance for purposes of this procedure shall be considered to be an Employee or CSEA complaint concerned with: Application and interpretation of the articles and sections in this Agreement.

Section 3. Time Extensions: Time extensions not stipulated in the Agreements following in this procedure may be arrived at by mutual agreements of the parties concerned.

### Section 4. Procedure:

a) Step 1: Any employee and/or representative from the CSEA may submit his grievance in writing to his department head or the department head's designated representative. Such grievance shall be instituted within ten (10) working days of the events giving rise to this grievance. The department head or his representative shall use his best effort to settle the dispute. The department head or representative shall submit a decision in writing to the aggrieved employee and the CSEA within seven (7) working days of the receipt of the grievance.

b) Step 2: If the aggrieved employee and the CSEA are not satisfied with the decision rendered by the department head, the employee and/or the CSEA shall submit the grievance in writing to the Town Administrator or his designated representative within seven (7) working days of the aggrieved employee's receipt of the department head's written decision. The Town Administrator or his designated representative shall render a written decision to the employee and the CSEA within seven (7) working days of receipt.

c) Step 3: If the grievance has not been disposed of to the satisfaction of the CSEA, the matter shall be referred to binding arbitration in accordance with the rules and regulations of the American Arbitration Association. Such grievance shall be submitted no later than thirty (30) days after receipt of the decision of the Town Administrator. Any cost arising out of such arbitration shall be divided equally between the Town and the CSEA.

## **ARTICLE 8 - HOURS OF WORK**

Section 1. The regular hours of work shall be as follows:

a) Office: Monday through Friday, 8:30 a.m. to 4:30 p.m. with one (1) hour lunch and two (2) fifteen (15) minute coffee breaks, except from Memorial Day until Labor Day, 8:30 a.m. to 4:00 p.m. with no coffee breaks.

b) Highway Department: March 1 through November 30, Monday through Friday, 7:00 a.m. to 3:30 p.m. with one half-hour (1/2) lunch. December 1 through February 28, Monday through Friday, 7:30 a.m. to 4:00 p.m. with one half-hour (1/2) lunch.

There shall be allowed two (2) fifteen (15) minute coffee breaks per day for the Highway Department. At the Town's discretion, it may designate the time of day the coffee break is to be taken.

## **ARTICLE 9 - OVERTIME AND PREMIUM**

Section 1. Compensation for authorized work performed in excess of the regular hours of work shall be as follows:

a) Office and Recreation Staff: All overtime must have the prior approval of the department manager and the Town Administrator. All overtime shall be paid at the rate of time and one and a half (1-1/2) the regular hourly rate except on holidays, in which case, employees will receive two times (2x) the regular hourly rate. Employees who work overtime, in excess of ten (10) hours during a payroll period shall receive payment for all such overtime in a separate check.

b) Board or Commission Secretaries: The Secretary taking the minutes of Board and/or Commission meetings held during non-working hours shall be paid a flat fee of sixty-five dollars (\$65) per meeting, regardless of the length of the meeting and irrespective of the presence of a quorum. It is understood that the transcript of the minutes shall be done during regular hours of work and no additional compensation shall be granted therefore.

c) Highway and Park Staff:

1. Authorized work performed in excess of the regular hours of work shall be compensated for at one and a half (1-1/2) times the applicable regular hourly rate of pay. Employees who work overtime, in excess of ten (10) hours during a payroll period shall receive payment for all such overtime in a separate check.

2. A system shall be established within the Highway Department to assure that the opportunity to perform overtime work shall be extended equally to all employees on a fair and



equitable rotating basis. It is, however, understood that such rotation shall be among persons within the same classification who are qualified to perform the available work. It is also understood that a rotating food-rest schedule shall be established for said overtime work with no loss of pay. It is further understood that the employee shall pay for his own food.

3. Highway, Park Department Employees, and Maintenance Repairman shall be entitled to a minimum of three (3) hours of pay at the applicable hourly rate of compensation whenever they are called into work on an emergency or overtime basis. It is understood that this paragraph does not apply to overtime work performed on a continuous basis with the regular hours of work.

4. On regularly scheduled overtime assignments for snow removal, for which employees are notified the day before, there shall be no minimum three (3) hour call in pay, if called into work after 6:00 a.m. to the start of the regular work day.

5) On Holidays, 12:01 a.m. to 12:00 p.m. (midnight), employees will be compensated at one and a half (1-1/2) times the employee's applicable regular hourly rate of pay for each hour worked exclusive of other compensation due to the employee.

On Saturday, 12:01 a.m. to Sunday 12:00 p.m. (midnight), double time for each hour worked, and if continuous on to Monday morning, double time to remain until start of regular work day. If not continuous, then 1-1/2 will apply for each hour worked on Monday morning 12:01 a.m., until start of regular work day, unless such work performed on Monday morning were the same related duties performed on Saturday or Sunday.

On Family Days, Thanksgiving, Christmas, New Year's Day and Good Friday, employees shall be compensated at two times (2x) the regular hourly rate of pay for each hour worked. Christmas Eve will be considered a family day for the purpose of overtime pay only for overtime work required after 6:00 p.m. of that day.

6. In Emergencies:

a) Hours above sixteen (16) continuous hours - double time for each hour worked over sixteen (16) hours.

b) After sixteen (16) continuous hours of work, an employee may request a rest period. An unpaid rest period of up to six (6) hours will be granted at the employee's request in the Highway Department after sixteen (16) continuous hours of work. Upon return of duty, if still on an overtime basis, then premium pay shall apply as before the rest period but not on the sixteen (16) continuous hour basis.

7) The Town will make every reasonable effort to make overtime payments in the pay period after which said overtime was earned.

8) If due to a job or non-job related injury or illness an employee is placed on light duty, that employee shall not be eligible for overtime assignments.

## ARTICLE 10 - WORK PERFORMED OUT OF GRADE OR CLASSIFICATION

Section 1. Any employee who is assigned duties of a higher grade position or classification shall be paid the differential between his grade or classification and the grade or classification to which he is assigned, retroactive to the first (1) day of such assignment, if said assignment should exceed three (3) days.

Section 2. Any employee assigned duties of a lower grade or classification shall be guaranteed his regular rate of pay.

### Section 3.

a) If a Highway Department Employee is assigned the duties of a sanitation commission employee, during his regularly scheduled work week, he shall be guaranteed his regular rate of pay plus the sum of fifty dollars (\$50) per day for each day of such assignment.

b) Employees of the Highway Department shall not be required to pick up raw garbage or incinerated garbage at either apartment houses or private residences, and in accordance with procedures agreed to by both the Village of Larchmont and the Town, highway and public works crews will be assigned to pick up ALL items of rubbish during clean-up month that are found at or near curbside on the routes and on the days that are assigned to them for that purpose.

The above personnel will perform said rubbish pick-up on each route on the alternate or "non-garbage pick-up" day.

## ARTICLE 11 - HOLIDAYS

Section 1. Employees shall be entitled to the following holidays with full pay:

- |                            |  |
|----------------------------|--|
| 1. New Year's Day          | 9. Columbus Day  |
| 2. Martin Luther King, Jr. | 10. Thanksgiving Day   |
| 3. Lincoln's Birthday      | 11. Day after Thanksgiving   |
| 4. Washington's Birthday   | 12. Christmas Eve (1/2 day to 12:00 p.m. noon for office employees; 1/2 day to 11:30 a.m. for highway employees) |
| 5. Good Friday             | 13. Christmas Day  |
| 6. Memorial Day            | 14. One (1) Floating Holiday   |
| 7. Independence Day        |  |
| 8. Labor Day               |  |

Such Floating Holiday shall be taken with the mutual agreement of the immediate supervisor and the employee.

The amended Holiday Schedule shall be implemented as follows: Should Christmas Eve day fall on either a Saturday or a Sunday, the half-day (1/2) holiday shall be granted on the Friday immediately preceding the Saturday or Sunday.

Holidays falling on Saturday shall be observed on the preceding Friday and holidays falling on a Sunday shall be observed on the succeeding Monday. If work is performed on either Friday or Monday, as the case may be, premium compensation shall be at the normal overtime or

compensatory time rate. If work is performed on Saturday or Sunday, compensation shall be at the appropriate holiday rate of pay. Compensatory time, if chosen, may be accumulated to a maximum of sixteen (16) hours. At the end of each year, such compensatory time shall be paid at straight time rates if not used.

## ARTICLE 12 - VACATIONS

Section 1. Employees with over one (1) year of service but less than five (5) completed years of service as of their anniversary date of employment in any year will receive ten (10) working days of paid vacation leave in that year and thereafter until they complete five (5) years of employment.

Section 2. Employees with five (5) years of service but less than ten (10) completed years of service as of their anniversary date of employment in any year will receive fifteen (15) working days of paid vacation leave in that calendar year and thereafter until they complete ten (10) years of employment.

Section 3. Employees with ten (10) completed years of service or more as of their anniversary date of employment in any year will receive twenty (20) working days of paid vacation leave in that calendar year and thereafter.

Section 4. One (1) additional day of vacation will be given for each year of service after twelve (12) years to a maximum of thirty (30) working days. This section shall apply only to employees hired before April 21, 1983.

Section 5. Employees hired after April 21, 1983 shall receive twenty-five (25) working days of paid vacation after completion of fifteen (15) years of service.

Section 6. For purposes of vacation pay at termination, a day of pay shall mean eight (8) or seven (7) hours of pay at the employer's hourly base rate of pay at the time of termination, dependent on the department hours as listed in Article 8.

### Section 7.

a) Vacation schedules shall be worked out in conjunction with the Department Head with due consideration for maintaining adequate service in each Department at all times. Seniority shall govern in picking each vacation period if adequate service can be maintained.

b) The practice of granting vacations during the year in which the vacation is earned will be continued.

c) An employee, may upon written request to the Town Administrator's Office, carry over his/her unused vacation credits from one year to the next. Submission for carryover of vacation must be submitted no later than November 15th of each year. A maximum of fifteen (15) days may be carried over. An employee's total accumulated vacation may not exceed two (2) years of vacation.

d) If an Employee's pay day is during his vacation, every effort will be made to grant his vacation pay in advance provided two (2) week's notice is given to the payroll department.

Section 8. Notwithstanding any foregoing provision contained within this article, it is understood that any employee who retires or separates from Town service with ten (10) or more years of service shall receive credit for all unused vacation either in time or payment, at the option of the employee. This shall be limited to a maximum of one (1) year's vacation entitlement.

For those employees who retire or separate from Town service with less than ten (10) years of service he/she shall receive vacation pay on a prorated basis from January 1. This section shall not apply to employees that are separated for cause.

### ARTICLE 13 - SICK LEAVE

Section 1. Employees shall be entitled to twelve (12) days paid sick leave for each completed year of employment. Between January 1st and December 31st of each respective calendar year, each employee shall receive one (1) additional day of sick leave credit for each total of four (4) consecutive months of unused sick leave in that respective calendar year. This means that a maximum of three (3) additional days of sick leave credits may be earned by any employee who does not use paid sick leave during the respective calendar year.

An employee that has perfect attendance for a full calendar year will be eligible for a payment of three hundred dollars (\$300). The payment will be made no later than February of the year following the year of perfect attendance.

Employees shall be entitled to accumulate unused sick leave without limitation. Any New York State disability insurance payments to which an employee on paid sick leave shall be entitled shall be paid to the Town during such paid sick leave.

Section 2. Any Employee who is ill for a longer period than covered by accumulated sick leave time may use his current year's vacation time as additional paid sick leave time.

Section 3. Effective January 1, 2000, the Town shall pay to each employee upon retirement sixty-five dollars (\$65) per day for each day of accumulated sick leave in excess of one hundred and sixty-five (165) to a maximum of two hundred and thirty (230) days. Maximum number of days to be paid will be sixty-five (65) days. Effective January 1, 2002, the per diem rate will increase to seventy-five dollars (\$75).

Upon retirement, if an employee has reached the maximum years of service pursuant to the regulations of the New York State Retirement System and is not permitted by the retirement system to apply up to the first one hundred and sixty-five (165) days of sick leave towards the calculation of their service time; the Town will pay the employee at the rate of sixty-five dollars (\$65) per day in 2000 and seventy-five dollars (\$75) per day in 2002 to a maximum of sixty-five (65) days.

Section 4. The Town will provide to each employee a report of their vacation and sick leave balances. The report shall be provided in January of each year.

Section 5. The following practices regarding sick leave shall be followed:

- a) Employees who are sick must call in to report their illness to their Department Head no later than the start of their work day (see Article 8).
- b) Upon returning to work, employees must complete an absentee form as provided by the Town, have it signed by their Department Head and submit it to the Town Administrator's Office. Highway employees will submit absentee slips to their Department Heads.
- c) The Town may request an employee to furnish a doctor's statement if an employee is absent for more than three (3) consecutive days.

Section 6. All employees must produce a doctor's note, upon request by the Town, stating that the employee is physically capable of continuing work if there is reasonable grounds to question the employee's ability to perform the functions of his/her job. Employees returning from leave related to disability in excess of seven (7) days shall produce a doctor's note upon request by the Town, and prior to resuming work, stating the employee is capable of resuming their normal work duties.

Section 7. An employee may use sick leave to attend to the illness or injury of a family member. Family member is defined as a spouse, parent, or child. The employee may be required to submit doctor's statement in connection with the family member's illness or injury.

#### ARTICLE 14- LONGEVITY PAY

Employees shall be entitled to annual payments based on length of service with the Town upon the following basis:

Section 1. Effective 1/1/00 Employees with seven (7) years of service but less than eleven (11) completed years of service as of their anniversary date of employment in any year will receive a payment of five hundred and seventy-five dollars (\$575) in that calendar year and thereafter until they complete eleven (11) years of employment.

Section 2. Effective January 1, 2000, Employees with eleven (11) years of service but less than fifteen (15) completed years of service as of their anniversary date of employment in any year will receive a payment of seven hundred dollars (\$700) in that calendar year and thereafter until they complete fifteen (15) years of employment.

Section 3. Effective January 1, 2000, Employees with fifteen (15) years of service but less than nineteen (19) completed years of service as of their anniversary date of employment in any year will receive a payment of eight hundred and twenty-five (\$825) in that calendar year and thereafter until they complete nineteen (19) years of employment.

Section 4. Effective January 1, 2000, Employees with nineteen (19) years of service or more as of their anniversary date of employment in any year will receive a payment of nine hundred and fifty dollars (\$950) in that calendar year and thereafter in each calendar year.

Section 5. Effective January 1, 2000, Employees with twenty-five (25) years of service or more as of their anniversary of employment in any year will receive a payment of one thousand seventy-five dollars (\$1,075) in that calendar year and thereafter in each calendar year.

Section 6. All longevity payments earned in any calendar year shall be paid in the first payroll in November in that calendar year in one lump sum payment. Employees retiring prior to November 1st of any year shall receive their lump sum longevity payments at the time of their retirement.

#### **ARTICLE 15 - FUNERAL LEAVE**

Section 1. In order to permit participation in and attendance at funeral services for a member of the immediate family of an Employee, a leave of absence without loss of pay shall be granted to the Employee not to exceed four (4) consecutive days starting with the day of death.

Section 2. For purposes of this policy, the term "immediate family" shall be defined as one of the following relations: Spouse, child, father, mother, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents of the Employee or his/her spouse and any other family member living in the immediate residence of the Employee.

#### **ARTICLE 16 - UNION BUSINESS LEAVE**

Section 1. The Town will recognize one Employee for the purpose of handling grievances and time so spent shall be without loss of pay.

Section 2. The Town will permit time off with pay for the President of the CSEA or their designee to attend the State Organizational Delegates meetings or the conferences of the CSEA twice per year, with a limit of four (4) days which can be divided between the two (2) conferences if desired, under the following conditions:

- a) Reasonable advance notice of such meetings must be given to the department head stating the name of the member who will be attending and the duration of their absence.
- b) A qualified replacement for the absent Employee shall be available in the department during the absence of an Employee for such purpose. A qualified Employee shall be deemed to mean another Employee in the same classification as the absent Employee.

## ARTICLE 17 - INSURANCE AND PENSIONS

Section 1. All employees shall be members of the New York State Retirement System. The terms of an employees membership shall be governed by the laws of the State of New York and the regulations of the Retirement System.

The Town shall provide Section 75I of the New York State Employees Retirement System (20 year plan).

Section 2. The Town shall, at its cost, continue in effect the following sections of the New York State Employees Retirement Plan:

- a) The application of unused sick leave as additional service credit upon retirement, Section 41J.
- b) The guaranteed minimum death benefit, Section 60B
- c) The purchase of military service credit for World War II veterans, Section 41K.
- d) The purchase of credit for failure to transfer, Section 43.

Section 3.

- a) The Town shall, at its cost, continue in effect the present medical and hospitalization plan known as the Empire Plan or a plan providing comparable benefits. However, all employees hired after June 1, 1994 but before July 1, 1997 shall be required to pay, on a payroll deduction basis, nine hundred dollars (\$900) towards annual cost of the family health insurance premiums or four hundred and fifty dollars (\$450) towards the annual cost of individual health insurance premiums, for the first ten (10) years of employment. Commencing with the employee's eleventh (11th) year, the Town will pay the full cost.
- b) The Town shall continue, at its cost, the current Life Insurance Programs. The Town shall provide a five thousand dollar (\$5,000) life insurance policy into retirement.
- c) Members of the bargaining unit who voluntarily withdraw from the Town's health insurance plan shall receive three thousand and five hundred dollars (\$3,500) if they were covered by the family plan and two thousand and five hundred dollars (\$2,500) if they were covered by the individual plan, provided they remain uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made annually thereafter at the end of each twelve (12) month period. Nothing contained herein shall preclude a member from re-entering the plan within the twelve (12) month period, however, that in such case no payments shall be made.
- d) Effective 7/1/00, all employees hired after this date shall be required to pay, on a payroll deduction basis, eleven hundred dollars (\$1,100) towards the annual cost of family health insurance premiums or six hundred dollars (\$600) towards the annual cost of individual health insurance premiums. The employee shall contribute to health insurance premiums for the first fifteen (15) years of employment. Commencing with the employee's sixteenth (16th) year of employment, the Town will pay the full cost of health insurance.

Section 4. The Town has, at its cost provided for the New York State Disability Insurance Program which shall provide that on days which the Employee receives a benefit from this Insurance he shall continue to receive his full salary and he will only be charged one-half (1/2) day of sick leave. Any benefit received by the Employee during this period shall be returned to the Employer.

Such benefits will continue until all sick leave credits are exhausted, at which time the Employer shall receive the disability benefit only.

Section 5. The Town will continue to provide dental insurance coverage and optical insurance coverage for the employee and eligible dependents as follows. The Town shall provide the benefits of the plans known as the CSEA Equinox Dental Plan and the Platinum - 12 Vision Care Plan with the VDT/Occupational rider. Effective July 1, 2000, the Town shall contribute a maximum of sixty-three dollars (\$63) per month per employee for the described coverage.

Should the monthly cost exceed the contribution rate, the employee shall be required to contribute on a payroll deduction basis, any and all additional amounts in excess of the contribution rate.

Section 6. With regard to health insurance for retirees, the rules and regulations of the New York State Department of Civil Service and New York State Civil Service Law shall apply, except as amended below:

a) All employees, shall upon retirement, receive fully paid health insurance in retirement for the employee and their eligible dependents pursuant to the following requirements:

1) In order for the employee to be eligible for fully paid health insurance in retirement, the employee shall be a vested member of the New York State Retirement System and shall have worked for the Town for ten (10) years.

2) Pursuant to the New York State Civil Service Regulations, if an employee leaves the service of the Town, and has worked for the Town for ten (10) years, that employee shall be eligible for fully paid health insurance in retirement, for the employee and their eligible dependents, so long as the employee, at his/her expense, makes an annual payment to the Town equal to the full premium cost of insurance. Such payment shall be made until the employee reaches the age of retirement.

b) Subject to the aforementioned 10-year rule, an employee and his/her eligible dependents shall receive fully paid health insurance if the employee meets the New York State Retirement System's retirement age requirement.

c) When an employee continues health insurance coverage as a vested retirement pursuant to Section 4A2, the Town agrees that an employee is not to be within five (5) years of retirement at the time the employee becomes vested.

d) Disability Retirement:



1) If an employee is awarded a non-work related disability retirement by the New York State Retirement System an employee shall receive fully paid health insurance for the employee and his/her dependents if the employee has worked for the Town for a period of ten (10) years preceding the employee's disability retirement.

2) If an employee is awarded a work related disability retirement, by the New York State Retirement System, the employee and his/her eligible dependent shall receive fully paid health insurance regardless of the years of service preceding the disability retirement.

### **ARTICLE 18 - CLOTHING ALLOWANCES**

Section 1. The following allowances shall apply for Employees of the Highway Department and for the maintenance man (repair) in the Recreation Department: Twenty-seven dollars and fifty cents (\$27.50) for safety glasses for those employees who wear glasses.

Section 2.

a) The Town shall provide to each employee of the Highway Department, Maintenance Man - Recreation and Pool Maintenance Man, a shoe and clothing allowance of five hundred dollars (\$500). Such payment shall be made by January 31st each year upon submission by the Employee of an executed Town of Mamaroneck claim form.

b) The Town will provide to employees holding the title of Auto Mechanic or Assistant Auto Mechanic two (2) pair of overalls on a rental basis. This shall be in addition to the benefits of Section 2a.

Section 3. Employees holding the title of mechanic or assistant auto mechanic are responsible for providing and maintaining hand tools used in connection with their responsibilities as mechanics. The Town will provide to each employee holding the title of mechanic or assistant auto mechanic an annual tool allowance in the amount of three hundred dollars (\$300).

### **ARTICLE 19 - WORKERS' COMPENSATION INSURANCE**

All Employees are covered by Workers' Compensation Insurance which provides weekly cash benefits for work-connected disability or death.

Any Employee who is necessarily absent from work because of occupational injury or disease as defined in the Workers' Compensation Law, may, pending adjudication of the case, and while said injury or illness renders the Employee unable to perform the duties of the position, be granted leave with full pay for a period not to exceed nine (9) months (exclusive of accumulated sick leave and other time credits). Holiday and sick leave credits shall not be earned for periods when an Employee is on such leave with pay. Vacation will accrue at the rate of 1/12 of the employee's vacation entitlement for each month the employee is out on worker's compensation leave to a maximum of five (5) days. No additional vacation time will accrue until the employee returns to work.

When the Workers' Compensation Board has made an award to such Employee for the period of leave with pay, such compensation award for loss of time for such period shall be credited to the Town. The Employer may require a doctor's report each twenty-one (21) days the employee is absent.

#### **ARTICLE 20 - SAVING CLAUSE**

Section 1. If any Article or Section of this contract is declared invalid for any reason, such declaration of invalidity shall not affect the other Articles and Sections or portions thereof which shall be valid.

Section 2. All other employee benefits enjoyed by employees which are not specifically provided for or abridged in this Agreement are hereby protected by this Agreement.

Section 3. The Employer shall not coerce, restrain, or discriminate against any employee or CSEA representative because of membership in, or lawful activity on behalf of the CSEA. The CSEA, its members and representative shall not coerce employees into membership in the CSEA in an unlawful manner.

#### **ARTICLE 21 - MANAGEMENT RIGHTS**

Section 1. The Town retains all rights it had prior to the signing of this Agreement, except as such rights are specifically relinquished or abridged by this Agreement.

Section 2. The Union recognizes that the management of the Town, the control of its properties and maintenance of order and efficiency is solely the responsibility of the Town. The Union further recognizes that these rights include, but are not limited to, the right of the Town to direct its work force, to make all decisions as to the operation of the Town system and its work force, including, but not limited to, the increase and/or decrease in the work force, discipline and all other rights normally inherent in the right of management, except as otherwise may be limited by the express terms of this Agreement, and the failure to assert any of these rights shall not be deemed to be a waiver thereof.

#### **ARTICLE 22 - SALARY AND WAGE ADMINISTRATION**

Section 1. Job upgradings are to be presented to the Town with recommendations by the CSEA and to be determined by the Town as to whether or not they shall be approved.

Section 2. Job upgradings which are proposed by the Town will be presented to the CSEA for their review and will be determined by the Town as to whether or not they shall be approved.

Section 3. Effective September 1, 1997, the salary schedules shall be revised to incorporate an eight step salary schedule appended hereto.

Section 4.

- a) Effective 1/1/00, the salary schedule shall be increased by 3.5%. Employees shall also receive an off schedule payment of six hundred dollars (\$600) which shall not be included in the base salary.
- b) Effective 1/1/01, the salary schedule shall be increased by 3.65%.
- c) Effective 1/1/02, the salary schedule shall be increased by 3.65%.

Section 5. Employees shall receive the negotiated increase in addition to any increment which they would otherwise be entitled to provided that they have been earned through satisfactory service.

Section 6.

- a) The Sewer Foreman shall receive an annual stipend of \$750.00.
- b) The Town may, at its discretion, designate an employee to serve as a certified chemical sprayer in accordance with the requirements of the New York State Department of Environmental Conservation. An employee that successfully meets the requirement for certification will receive an annual stipend of four hundred dollars (\$400) to be paid as a lump sum payment. In addition the Town will pay any associated license fees.

Section 7. Employees hired on or after January 1, 1972, shall be entitled to their increment if earned upon their anniversary date of their employment. Employees hired prior to January 1, 1972 shall be entitled to their increment, if any, on January 1.

Section 8. Computations of payrolls shall conform with the New York State payroll system and, consequently, shall be done on a ten (10) day basis.

Section 9. If an Employee is denied an increment, he shall have an opportunity to meet informally with the Town Administrator to discuss the reason for denial.

Section 10. New Employees shall be hired at starting salary rate of the proper classification of the salary schedule. In the event a new Employee is hired at Step 2, or higher, all incumbents in the same classifications receiving less salary shall have their salaries adjusted to the step at which the new employee was hired.

**ARTICLE 23 - GENERAL PROVISIONS**

Section 1. Probations:

- a) Non-competitive and labor class Employees shall be subject to a six month probationary period.
- b) Any dismissal, suspensions or other disciplinary action involving employees after the expiration of their probationary period shall be subject to this agreement's grievance procedure.

Employees of the bargaining unit expressly waive their rights to the use of Section 75 of the New York State Civil Service Law.

Section 2. Labor-Management Committee:

- a) A Labor Management Committee shall be formed, comprised of two members of the CSEA plus the Unit President, Highway Superintendent and Town Administrator. The committee will discuss matters related to working conditions and the health and safety of employees.
- b) Recommendations shall reflect compliance with the New York State OSHAA.

Section 3. Personal Days:

- a) Personal leave is leave with pay for personal business which cannot be taken care of by the employee at times other than during the work day.
- b) Personal leave shall be requested in writing at least forty-eight (48) hours in advance except in cases of emergency and each request shall be accompanied by the reason thereof.
- c) Personal leave shall be granted at the discretion of the department head. An employee may not request more than two (2) consecutive personal leave days. Personal leave is not intended to be used in conjunction with vacation or holiday leave. A request for personal leave immediately before or after a vacation period or holiday must be accompanied with written verification of the need for personal leave. Requests shall not be unreasonably denied.
- d) Severe Weather: Notwithstanding the foregoing sections contained in this article, any employee absent from work due to severe weather conditions may use up to three (3) personal days per calendar year for severe weather absences. Employees who are absent for more than three (3) days per calendar year due to inclement weather will be charged a vacation day for each day beyond three days.

If severe weather conditions occur during the workday, employees may request permission from their department head to leave early or arrive late to work. An employee is charged personal or vacation time, whichever applies, on an hour-for-hour basis, when the leave time requested is for three (3) or more hours. No charge to personal time or vacation time will be made if the leave time requested is three (3) hours or less.

The foregoing shall not apply to those situations where the Town has made the decision to close or delay the opening of the Town offices. In that event employees will be paid without loss of leave time.

It is understood that the three (3) day limit on personal days contained herein only applies to absences or lateness due to severe weather conditions. Employees of the Highway Department are not eligible for leave under this section.

#### Section 4.

a) The CSEA President shall be notified in writing of any permanent job openings which become available within the Town, and within the bargaining unit. Said job openings shall be properly posted, and all present employees will be given preference, if qualified before outside help is hired.

b) Permanent Job Openings and Promotional Opportunities Where current bargaining unit employees are being considered for permanent job openings and or promotional opportunities, seniority shall be the determining factor for selection in those instances where the qualifications and work backgrounds as determined by the Town are equal.

Section 5. Any proposed changes in personnel rules and working conditions shall be submitted to the CSEA for full discussion before adoption. An opportunity will be given to CSEA and to the employees to submit recommendations which shall be considered by the Town Board in its deliberations. It is understood that this paragraph shall in no way infringe upon the managerial prerogative of the Town Board.

Section 6. The Employer recognizes the right of the Employees to designate representatives of the CSEA to appear on their behalf to discuss salaries, working conditions, grievances and disputes, as to the terms and conditions of the Agreement, and to visit the employees during working hours, provided, however, that advance notice of such visits is given to the Town Administrator or his designated representative and that such visits shall not unreasonably disrupt or otherwise interfere with work being carried on. Upon request of the Employees, such Employee representatives shall also be permitted to appear at Town Board public meetings.

Section 7. Upon request to the Town Administrator, an Employee may, if deemed to be in the best interest of the Town and/or the Employees, be granted by the Town Administrator an unpaid leave of absence for a period not to exceed one year for such reason not limited to child rearing leave, child adoption leave or educational leave.

All leaves of absence without pay shall be requested in writing as far in advance as possible stating the reason for the leave and the time requested. A decision on the request shall be furnished in writing by the Town Administrator within twenty (20) days of receipt of each request except in case of an emergency.

Upon return from such leave, the employee shall be reinstated to the same or comparable position for the salary of the position then in effect.

Such leave of absence shall be without pay or other employee benefits. Seniority shall be retained but will not accrue during such leave. The time while on unpaid leave of absence will not be counted in computing service time for vacation, sick leave, longevity or similar purposes. If an employee wishes to be continue to be covered by any group benefit plan, he may do so at his own cost.

As allowable under the Family and Medical Leave Act 1993 (Federal Regulations Part 8-25), any employee must be granted twelve (12) weeks (concurrent or non-concurrent) unpaid leave during any calendar year for the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition;
- For a serious health condition that makes the employee unable to perform the employee's job.

During the leave period(s), the employee's group health coverage will be maintained at no cost to the employee.

Except in the case of an emergency, the employee shall provide the Town thirty (30) days written notice to the Town Administrator stating the reason for the leave and the time requested.

The employee shall be restored to the employee's original or equivalent position with no loss of seniority, pay, benefits, or longevity.

Section 8. Tuition reimbursement: The Town will reimburse employees for college level courses which are job related to a maximum one hundred and seventy-five dollars (\$175.00) per credit hour for a maximum of nine (9) credits per employee per calendar year. The Town will pay for the cost of tuition only. The Town will reimburse employees for non-college courses to a maximum of fifty percent (50%) of the cost of the course. The Town at its discretion may reimburse the employee for more than fifty percent (50%) of the cost of the course.

All course work requires prior approval of the employee's department head and the Town Administrator. Reimbursement shall be made upon the successful completion of the course.

#### **ARTICLE 24 - APPLICABLE LAW**

Section 1. This Agreement, and all the rights and obligations defined herein and hereunder, is reached between the parties under and pursuant to Article 14 of the Civil Service Law of the State of New York (Public Employees Fair Employment Act), the Local Laws of the Town of Mamaroneck, which are not inconsistent with said Act, and the Civil Service Laws to the extent applicable.

#### **ARTICLE 25 - DURATION**

Section 1. This Agreement shall be in effect on January 1, 2000 and shall remain in effect through December 31, 2002. Either party wishing to terminate, amend or modify this Agreement must so notify the other party by registered or certified mail at least sixty (60) days prior to such expiration date or the Agreement shall automatically renew itself for one (1) year.

Section 2. 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 therefore, shall not become effective until the appropriate legislative body has given approval.

IN WITNESS WHEREOF, the parties have caused their names to be signed this \_\_\_\_\_ day of \_\_\_\_\_, 2000.

TOWN OF MAMARONECK

TOWN OF MAMARONECK UNIT, CSEA

\_\_\_\_\_  
Stephen V. Altieri  
Town Administrator

\_\_\_\_\_  
Charles Reilling  
CSEA Unit President

\_\_\_\_\_  
Paulette Gabriellini  
Assistant to Town Administrator

\_\_\_\_\_  
Douglas Morrison  
CSEA Region Organizer

JOB CLASSIFICATIONS

JOB GROUP NUMBERS

Job Group I

Job Group II

Caretaker

Job Group III

Office Assistant - C.D.  
Assistant Court Clerk

Job Group IV

Assistant Assessment Clerk  
Office Assistant - Recreation  
Maintenance Worker  
Real Property Data Collector

Job Group V

Office Assistant - Building Department  
Bookkeeping Machine Operator

Job Group VI

Assessment Clerk  
Deputy Town Clerk  
Intermediate Clerk  
Junior Clerk

Job Group VII

Intermediate Account Clerk  
Senior Typist  
Secretary to Planning Board/Secretary to Zoning Board

Job Group VIII

Court Clerk

Job Group IX

Senior Stenographer  
Senior Recreation Leader

Job Group X

Senior Account Clerk

Job Group XA

Recreation Supervisor

Job Group XI

Junior Civil Engineer  
Senior Engineering Aide  
Real Property Appraiser

Job Group XIA

Assistant Building Inspector

Job Group XII

Deputy Receiver of Taxes/Deputy Comptroller  
Deputy Comptroller



JOB CLASSIFICATION - HIGHWAY

CATEGORY A

Laborers

CATAGORY B

Skilled Laborers  
Motor Equipment Operators

CATAGORY C

Maintenance Man - Repair  
Maintenance Man - Traffic Signs  
Assistant Auto Mechanic  
Heavy Duty Motor Equipment Operators  
Tree Trimmer

CATAGORY D

Parks Foreman  
Sewer Maintenance Foreman  
Labor Foreman - Grade 1  
Auto Mechanic

## SCHEDULE A

### OFFICE

Assessment Clerk  
Assistant Assessment Clerk  
Assistant Building Inspector  
Assistant Court Clerk  
Bookkeeping Machine Operator  
Caretaker  
Court Clerk  
Deputy Comptroller/Receiver of Taxes  
Deputy Town Clerk  
Entry Level Financial Clerk Typist  
Intermediate Clerk  
Intermediate Clerk/Typist  
Junior Civil Engineer  
Maintenance Worker  
Office Assistant - Building  
Office Assistant C.D.  
Payroll Clerk  
Real Property Appraiser  
Real Property Data Collector  
Recreation Supervisor  
Secretary to Planning Board/Zoning Board  
Senior Account Clerk

Senior Engineering Aide  
Senior Recreation Leader  
Senior Stenographer  
Senior Typist

### HIGHWAY DEPARTMENT

Assistant Auto Mechanic  
Auto Mechanic  
HMEO  
Laborer  
Labor Foreman - Grade 1  
Maintenance Man - Repair  
Maintenance Man - Traffic Signs  
MEO  
Parks Foreman  
Sewer Maintenance Foreman  
Skilled Laborer  
Tree Trimmer

<b>OFFICE SALARY SCHEDULE 2000</b>									
<b>JOB</b>								<b>MAX</b>	
<b>GROUP</b>	<b>MINIMUM</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>DIFFERENCE</b>
								[3.5%]	
<b>I</b>	21,960	23,425	24,890	26,355	27,820	29,285	30,750	32,215	1,465
<b>II</b>	22,550	24,075	25,615	27,155	28,695	30,235	31,775	33,315	1,540
<b>III</b>	23,635	25,250	26,860	28,470	30,080	31,690	33,300	34,910	1,610
<b>IV</b>	24,890	26,585	28,280	29,975	31,670	33,365	35,060	36,755	1,695
<b>V</b>	25,665	27,445	29,215	30,985	32,755	34,525	36,295	38,065	1,770
<b>VI</b>	26,495	28,410	30,330	32,250	34,170	36,090	38,010	39,930	1,920
<b>VII</b>	27,395	29,405	31,400	33,395	35,390	37,385	39,380	41,375	1,995
<b>VIII</b>	28,295	30,375	32,470	34,565	36,660	38,755	40,850	42,945	2,095
<b>IX</b>	29,545	31,735	33,920	36,105	38,290	40,475	42,660	44,845	2,185
<b>X</b>	31,210	33,590	35,970	38,350	40,730	43,110	45,490	47,870	2,380
<b>XA</b>	32,435	34,850	37,270	39,690	42,110	44,530	46,950	49,370	2,420
<b>XI</b>	34,835	37,405	39,965	42,525	45,085	47,645	50,205	52,765	2,560
<b>XIA</b>	36,690	39,310	41,930	44,550	47,170	49,790	52,410	55,030	2,620
<b>XII</b>	38,840	41,495	44,145	46,795	49,445	52,095	54,745	57,395	2,650

<b>SALARY SCHEDULE FOR HIGHWAY DEPARTMENT 2000</b>									
<b>JOB</b>								<b>MAX</b>	
<b>GROUP</b>	<b>MINIMUM</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>DIFFERENCE</b>
								[3.5%]	
<b>A</b>	22,125	24,780	27,430	30,080	32,730	35,380	38,030	40,680	2,650
<b>B</b>	24,335	26,915	29,485	32,055	34,625	37,195	39,765	42,335	2,570
<b>C</b>	25,440	28,100	30,745	33,390	36,035	38,680	41,325	43,970	2,645
<b>D</b>	26,545	29,335	32,125	34,915	37,705	40,495	43,285	46,075	2,790

<b>OFFICE SALARY SCHEDULE 2001</b>									
<b>JOB</b>								<b>MAX</b>	
<b>GROUP</b>	<b>MINIMUM</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>DIFFERENCE</b>
								[3.65%]	
<b>I</b>	22,765	24,270	25,790	27,310	28,830	30,350	31,870	33,390	1,520
<b>II</b>	23,375	24,960	26,555	28,150	29,745	31,340	32,935	34,530	1,595
<b>III</b>	24,500	26,165	27,835	29,505	31,175	32,845	34,515	36,185	1,670
<b>IV</b>	25,800	27,565	29,320	31,075	32,830	34,585	36,340	38,095	1,755
<b>V</b>	26,600	28,445	30,280	32,115	33,950	35,785	37,620	39,455	1,835
<b>VI</b>	27,460	29,450	31,440	33,430	35,420	37,410	39,400	41,390	1,990
<b>VII</b>	28,395	30,465	32,535	34,605	36,675	38,745	40,815	42,885	2,070
<b>VIII</b>	29,330	31,490	33,660	35,830	38,000	40,170	42,340	44,510	2,170
<b>IX</b>	30,625	32,890	35,155	37,420	39,685	41,950	44,215	46,480	2,265
<b>X</b>	32,350	34,825	37,290	39,755	42,220	44,685	47,150	49,615	2,465
<b>XA</b>	33,620	36,140	38,645	41,150	43,655	46,160	48,665	51,170	2,505
<b>XI</b>	36,105	38,760	41,415	44,070	46,725	49,380	52,035	54,690	2,655
<b>XIA</b>	38,030	40,750	43,465	46,180	48,895	51,610	54,325	57,040	2,715
<b>XII</b>	40,260	43,020	45,765	48,510	51,255	54,000	56,745	59,490	2,745

<b>SALARY SCHEDULE FOR HIGHWAY DEPARTMENT 2001</b>									
<b>JOB</b>								<b>MAX</b>	
<b>GROUP</b>	<b>MINIMUM</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>DIFFERENCE</b>
								[3.65%]	
<b>A</b>	22,935	25,665	28,415	31,165	33,915	36,665	39,415	42,165	2,750
<b>B</b>	25,225	27,890	30,555	33,220	35,885	38,550	41,215	43,880	2,665
<b>C</b>	26,370	29,105	31,850	34,595	37,340	40,085	42,830	45,575	2,745
<b>D</b>	27,515	30,420	33,310	36,200	39,090	41,980	44,870	47,760	2,890

<b>OFFICE SALARY SCHEDULE 2002</b>									
<b>JOB</b>								<b>MAX</b>	
<b>GROUP</b>	<b>MINIMUM</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>DIFFERENCE</b>
								[3.65%]	
<b>I</b>	23,595	25,160	26,735	28,310	29,885	31,460	33,035	34,610	1,575
<b>II</b>	24,230	25,890	27,540	29,190	30,840	32,490	34,140	35,790	1,650
<b>III</b>	25,395	27,125	28,855	30,585	32,315	34,045	35,775	37,505	1,730
<b>IV</b>	26,740	28,565	30,385	32,705	34,025	35,845	37,665	39,485	1,820
<b>V</b>	27,570	29,465	31,370	33,275	35,180	37,085	38,990	40,895	1,905
<b>VI</b>	28,460	30,510	32,575	34,640	36,705	38,770	40,835	42,900	2,065
<b>VII</b>	29,430	31,580	33,725	35,870	38,015	40,160	42,305	44,450	2,145
<b>VIII</b>	30,400	32,635	34,885	37,135	39,385	41,635	43,885	46,135	2,250
<b>IX</b>	31,745	34,105	36,450	38,795	41,140	43,485	45,830	48,175	2,345
<b>X</b>	33,530	36,095	38,650	41,705	43,760	46,315	48,870	51,425	2,555
<b>XA</b>	34,845	37,440	40,040	42,640	45,240	47,840	50,440	53,040	2,600
<b>XI</b>	37,425	40,185	42,935	45,685	48,435	51,185	53,935	56,685	2,750
<b>XIA</b>	39,420	42,230	45,045	47,860	50,675	53,490	56,305	59,120	2,815
<b>XII</b>	41,730	44,590	47,435	50,280	53,125	55,970	58,815	61,660	2,845

<b>SALARY SCHEDULE FOR HIGHWAY DEPARTMENT 2002</b>									
<b>JOB</b>								<b>MAX</b>	
<b>GROUP</b>	<b>MINIMUM</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>DIFFERENCE</b>
								[3.65%]	
<b>A</b>	23,770	26,605	29,455	32,305	35,155	38,005	40,855	43,705	2,850
<b>B</b>	26,150	28,920	31,680	34,440	37,200	39,960	42,720	45,480	2,760
<b>C</b>	27,335	30,170	33,015	35,860	38,705	41,550	44,395	47,240	2,845
<b>D</b>	28,520	31,505	34,505	37,505	40,505	43,505	46,505	49,505	3,000