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**Contract Database Metadata Elements**

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**Union: Long Island Public Service Employees, United Marine Division, International Longshoremen's Association, AFL-CIO**

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BC | 7712

Collective Bargaining Agreement

Between

The

Incorporated Village of Patchogue, a public employer having its principal place of business at Village Hall, 14 Baker Street, Patchogue, New York, as employer (hereinafter referred to as the EMPLOYER)

And

Local 342, Long Island Public Service Employees, United Marine Division, International Longshoremen's Association, AFL-CIO, having its principal place of business at 501 William Floyd Parkway, Shirley, New York 11967 (hereinafter referred to as the UNION)

June 1, 2007 through May 31, 2012

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JUL 31 2008

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

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OCT 22 2007  
INC. VILLAGE OF PATCHOGUE  
VILLAGE CLERK'S  
OFFICE

#45

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AGREEMENT, made this 12th day of September, 2007 between the INC. VILLAGE OF PATCHOGUE, a Municipal Corporation of the State of New York, having its principal place of business at Village Hall, 14 Baker Street, Patchogue, New York, as EMPLOYER (hereinafter referred to as the EMPLOYER) and LOCAL 342, LONG ISLAND PUBLIC SERVICE EMPLOYEES, UNITED MARINE DIVISION, INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, AFL-CIO, (hereinafter referred to as the UNION), having its principal place of business at 501 William Floyd Parkway, Shirley, New York.

WHEREAS, the Public Employment Relations Board has certified the UNION as the collective bargaining agent for all Village employees as their representative for the purpose of collective negotiations and the settlement of grievances on the 3rd day of January 1973, and

WHEREAS, it is the intention of the parties to this agreement to insure peaceful adjustment and settlement of grievances and continue the efficient operations of the Village, and

WHEREAS, the parties have negotiated collectively over the wages, hours and terms and conditions of employees in the unit hereinafter set forth and have reached certain understandings, which they desire to confirm in this agreement,

NOW, THEREFORE, in consideration of the mutual promises herein contained, the EMPLOYER and the UNION agree as follows:

WITNESSETH:

ARTICLE 1  
COVERED EMPLOYEES

This Agreement shall cover the employees in the job classifications hereinafter set forth: All full-time blue and white collar employees, including Account Clerk, Account Assessment Clerk, Assistant Highway Supervisor, Automotive Equipment Operator, Automotive Mechanic, Automotive Serviceman, Bus Driver, Clerk Typist, Court Clerk, Custodial Worker, Dispatcher, Firehouse Attendant, Senior Fire House Attendant, Heavy Equipment Operator, Highway Supervisor, Laborer II, Maintenance Man, Maintenance Mechanic II, Mason, Ordinance Enforcement Officer, Parking Meter Officer, Parks Maintenance Crew Leader I, Planning/Zoning, Coordinator, Sanitation Man (Laborer I) Senior Account Clerk, Senior Citizen Coordinator, Senior Court Clerk, Sewer Plant Operator, Stenographer, Recreation Leader and Recreation Aide.

Excluded: Highway Maintenance Crew Leader IV; all part-time and seasonal employees and all other employees of the EMPLOYER.

ARTICLE 2  
WORK SCHEDULE

SECTION A

1. The working day of blue-collar employees shall not be more than eight (8) hours, and the working week shall not exceed forty (40) hours except as may otherwise be provided herein. Except as indicated herein the daily hours shall be continuous, except for lunch periods of one-half (1/2) hour. Such lunch periods shall not be included in the working day or workweek.
2. The workday of white-collar employees shall not be more than 6 1/2 hours per day and the workweek shall not exceed 32 1/2 hours. The work day shall have a one hour lunch period which shall not be included in the work day or work week.
3. The work schedule presently in effect for recreation leaders and recreation aides shall remain in effect.

SECTION B - Work Week for all Employees

1. The workweek for all employees shall be Monday through Friday unless said position requires normal workweek on Saturday and Sunday; that is, Parks and Recreation and Parking Meter Officer.
2. Firehouse men: The normal workweek shall consist of five (5) days of work of eight (8) hours each, totaling forty (40) hours per week. Employees will be guaranteed two consecutive days off each week.
3. Sanitation men to be guaranteed two (2) consecutive days off each week.
4. Parking Meter officers shall work either Monday through Friday or Tuesday through Saturday, at the discretion of the EMPLOYER. The EMPLOYER however, will be required to give the affected employee's seven (7) days notice of a change in schedule. The Employer will have the right to change the forgoing schedule in order to accommodate the EMPLOYER'S needs on particular days when special events occur.
5. The EMPLOYER and the UNION agree to arrange a schedule for one employee in the Parks Department who will be hired in the future to work a flexible work week when special events occur.

SECTION C - Work Day

The regular hours of work presently in effect in the various departments shall remain in effect except where specifically and mutually agreed upon by the EMPLOYER and the UNION in writing.

1. White collar employees - 9:00 a.m. to 4:30 p.m.
2. Department of Public Works (including sanitation) and Parks Department the regular shift hours shall be from 7:00 a.m. to 3:30 p.m.

One Heavy Equipment Operator may be scheduled to work Tuesday through Saturday as a regularly scheduled workweek without premium pay or overtime pay for Saturday as such. Duties may include but not be limited to operation of street sweeping vehicle and emptying of Village trash receptacles.

3. All employees of the Department of Sanitation who upon completion of their regular daily routes, are assigned additional non-sanitation duties or are called in for snow removal, shall be paid at the rate of one and one-half times the regular rate of pay.

4. Firehouse men:

- a) Day Shift: 7:30 a.m. - 3:30 p.m.
- b) Evening Shift: 3:30 p.m. - 11:30 p.m.
- c) Night Shift: 11:30 p.m. - 7:30 a.m.
- d) The hours of work for firehouse men shall be eight (8) hours continuous with meal periods included.

5. Parking Meter Officer: The hours of work now in effect for Parking Meter Officer shall remain in effect with shifts on a rotation basis, upon seven (7) days notice by the EMPLOYER; 8:00 a.m. to 4:30 p.m. or 9:00 a.m. to 5:30 p.m. or 11:30 p.m. to 8:00 a.m.

#### SECTION D - Rest or Coffee Period

All employees shall be granted a rest period which shall be of a fifteen (15) minute duration. The rest period shall be taken during the morning or during the first half of the shift whichever is applicable.

### ARTICLE 3 SALARY AND WAGES

#### SECTION A - Regular Wages

(a) Effective June 1, 2007, the starting and regular salaries shall be increased by three and three quarters (3.75%) percent.

(b) Effective June 1, 2008, the starting and regular salaries shall be increased by three and three quarters (3.75%) percent.

(c) Effective June 1, 2009, the starting and regular salaries shall be increased by three and three quarters (3.75%) percent.

(d) Effective June 1, 2010, the starting and regular salaries shall be increased by three and three quarters (3.75%) percent.

(e) Effective June 1, 2011, the starting and regular salaries shall be increased by three and three quarters (3.75%)

1. The annual pay for a lead man will be \$1,400

This will be incorporated into the hourly rate for the lead man's Classification and paid only for time worked as lead man.

2. New employees will advance to the top rate in effect for the classification by receiving one-third (1/3) of the difference between the top rate in effect and the starting rate in effect each six (6) months.

#### SECTION B - Overtime Pay

1. Overtime pay shall be divided as equally as operations permit among the employees in the same job classification.

2. Overtime shall be paid to all employees at the rate of one and one-half times their straight time hourly rate for any time worked prior to or beyond their regularly scheduled workday.

3. Employees who work on a holiday, as hereinafter set forth shall receive time and one-half, plus the normal day's pay.

4. Overtime is to be paid on a daily basis, to be paid at the normal pay period.

5. Employees who are not regularly scheduled to work on Saturday, and who work on Saturday, shall receive overtime pay at the rate of time and one-half.

6. Employees who are not regularly scheduled to work on a Sunday shall receive overtime pay at the rate of double time.

7. Sewer Plant - Holiday and Sunday Duty: The holiday and Sunday duty shall begin from 7:00 P.M. the previous day and end the following day at 7:00 A.M.

In addition to making physical inspections of the Sewer Plant and making required tests: one during the morning and one during the afternoon, the employee on duty shall be available for all call-outs or emergencies at the Sewer Plant for the entire duty period.

The employee assigned to the holiday or Sunday duty shall receive a minimum of four (4) hours pay at the overtime rate

SECTION C - Call-in-Pay

When an employee is called to work before or after the workday, the employee's pay shall commence at the time the employee reports to work. If the employee is not furnished work, the employee shall be paid for two hours at the normal rate of pay. If furnished with work, the employee shall be guaranteed a minimum of four hours work at the overtime rate of pay only if it is more than two (2) hours before the regular work shift begins and is one hour after the regular work shift ends or after the employee has completed the daily schedule and has already left for home. However, in the event the employee fails to report within one hour from the time called, the EMPLOYER shall have the right to refuse the overtime benefit as provided for in this provision. This provision does not apply to previously scheduled overtime.

SECTION D - Tool Allowance

Mechanics, Mechanic Supervisors and Automotive Serviceman will receive an annual tool allowance of \$550.00, in 2009 \$650, and in 2011 \$750 per year

SECTION E - Longevity Pay

Longevity pay for white-collar employees only is as follows:

\$250 dollars after five years

\$100 dollars for each year thereafter (e.g. 10 year \$750, 15 yr. \$1250)

ARTICLE 4  
HOLIDAYS

SECTION A

The following days shall be deemed to be holidays and shall be allowed as days off with pay:

Martin Luther King Jr. Day  
New Year's Day  
President's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day

Columbus Day  
Veteran's Day (designated by NYS)  
Thanksgiving Day  
Day after Thanksgiving  
Last working day before Christmas  
Christmas Day

SECTION B

In the event any of the above holidays fall on a Sunday, the day off, allowed with pay, will be the following Monday. If any of the above holidays fall on a Saturday, the day off allowed, with pay, will be the preceding Friday.



### SECTION C

If an employee is required to work on a holiday, the hours worked shall be considered hours in excess of the regular holiday pay and the employee shall be paid for such pay at the rate of one and one-half his normal rate of pay.

### SECTION D

If an employee is absent from work the day before or the day after a holiday he shall be required to present a doctor's certificate or the employee will not be paid for the holiday.

## ARTICLE 5 VACATIONS

### SECTION A

Each employee shall be entitled to vacations based upon the following schedule:

10 days after one year  
15 days after five years  
20 days after ten years

Vacation may be accumulated up to a total of four (4) weeks. Those employees who have, as of October 23, 1980 already accumulated more than four weeks vacation shall not forfeit any excess accumulation.

### SECTION B

Years of service shall be defined, for the computation of vacation and other benefits provided in this Agreement as the total service time elapsed from an employee's original date of employment.

### SECTION C

Preference for vacations shall be decided by seniority, within a department. Vacation paycheck will be paid in advance of vacation, provided that a least three weeks notice is given.

### SECTION D

The EMPLOYER will grant vacations on a consecutive basis and at the time desired by an employee, where reasonably possible to do so, but reserves the final right to allot an employee's vacation period, or any part thereof, to such extent as the

EMPLOYER may deem the same to be necessary to insure orderly operation, as well as adequate and continuous service to the public.

#### SECTION E

Each employee shall be entitled to the aforesaid vacations on the anniversary of his/her employment.

#### SECTION F

Upon the death of an employee, his legal beneficiary or representative shall receive payment for any earned vacation time.

#### SECTION G

In the event of termination, an employee who has been in the employ of the EMPLOYER one year or more shall be entitled to prorated vacation. If said employee leaves voluntarily, he shall receive prorated vacation only upon two weeks notice to the employer.

#### SECTION H

Employees, who have a minimum of fifty (50) vacation and or sick days, may sell back two (2) weeks of either to be paid in the first payroll of December. The sell back rate will be at the rate of one hundred (\$100) dollars per day for all employees.

### ARTICLE 6 SICK LEAVE

#### SECTION A

Sick leave allowance shall be accumulated at the rate of twelve (12) days per fiscal year (June 1, - May 31), one day per month, to a total maximum accumulation of Three hundred (300) days however, the payout remain at two hundred (200) days.

#### SECTION B

Employees who become ill while on vacation may use their sick time for the remainder of the illness and shall retain their entitlement to the balance of said vacation, provided proper notice is given and a doctor's certificate is presented. Rescheduling of unused vacation must be made with the department head.

#### SECTION C

1. Employees absent for more than three (3) consecutive working days, because of personal illness, may be required to submit a doctor's certificate.

2. An employee who abuses sick leave may be required to submit a doctor's certificate for the purpose of verifying a personal illness if an absence of one day or more occurs as a consequence of that illness. Such employee will be notified, either at the time he or she call in sick or earlier, that a doctor's certificate will be required for that, or the next, illness.

3. An employee who reports to work and leaves early because of illness may be required by the Employer to submit to an examination by a licensed physician, appointed and paid by the Employer. The employee will not be paid for unused sick time unless the physician verifies the illness.

4. Employees who leave work due to an illness before the workday is completed shall charge the time to unused sick leave in increments of one-half sick days.

#### SECTION D

Employees upon retirement or separation (except for discharge for cause) shall be paid for unused sick leave, provided they have accrued a minimum if thirty (30) days, as follows:

If the total accumulation falls between 30-50 days pay out all days at sixty (60%) percent  
If the total accumulation falls between 51-75 days pay out all days at seventy (70%) percent  
If the total accumulation falls between 76-100 days pay out all days at eighty (80%) percent  
If the total accumulation falls between 101-125 days pay out all days at ninety (90%) percent  
If the total accumulation falls between 126-200 days pay out all days at one hundred (100%)

In the event of the death of an employee the payment shall be made to his or her estate.

### ARTICLE 7 PERSONAL LEAVE

#### SECTION A

Personal leave time, with pay, shall be granted, provided it is scheduled twenty-four (24) hours in advance, effective June 1, 2007 employees with five (5) years of employment shall receive five (5) personal days per fiscal year (June 1 - May 31). Employees with ten (10) years of employment shall receive (6) personal days per fiscal year. All employees under five years shall receive four (4). Such days are not to be accumulative but will be prorated during the first year of employment.

#### SECTION B

Unused personal leave days will be added to the employee's accumulated sick days at the end of each fiscal year (June 1 - May 31).

## SECTION C

Personal leave shall be requested at least twenty-four (24) hours in advance except in cases of emergencies where less advance notice may be given and shall not be taken without prior approval of the department head.

### ARTICLE 8 FUNERAL LEAVE

## SECTION A

An employee will be paid up to three (3) days at his or her regular straight-time rate for loss of scheduled work days due to the death of the employee's spouse, child, parent, brother, sister, son-in-law, Daughter-in-law, Mother-in-law, Father-in-law, grandchild, or grandparent. Funeral leave starts with the day of the relative's death except that, if the death occurs after the start of the workday, the funeral leave will start the following day.

### ARTICLE 9 JURY DUTY

Any employee who serves on Jury Duty pursuant to subpoena, shall, upon proof filed with the Payroll department receive his or her pay while serving on the Jury. Immediately upon request of the check from the New York State or the Federal Government covering compensations for performing Jury Duty the employee shall present the check for copying by the Village Clerk. That portion of each check representing compensation as distinct from reimbursement for transportation shall be deducted from the next salary check due the employee. Should the employee fail to present the check upon receipt, that employee shall have his or her pay reduced by the number of days claimed to be on Jury Duty four (4) months or later after serving Jury Duty.

### ARTICLE 10 LEAVES OF ABSENCE

## SECTION A

Upon written request, for purposes described herein, an employee will be granted a leave of absence without pay, not to exceed six months and shall be reinstated in the same or comparable position upon their return. This period may be extended at the discretion of the EMPLOYER at six month's increments not to exceed a period of one (1) year. Probationary employees may be granted such leave at the discretion of the EMPLOYER. A doctor's certificate or a physical examination may be required before returning to work. Employees will not accumulate sick or vacation days during a leave of absence. Personal days will be prorated during the leave and the employee will be responsible for their health insurance during such leave.

When filling a leave of absence the Village may hire an employee for the length of the leave up to one (1) year. The employee shall be entitled to all benefits of a full time employee and will assume the job if the leave employee does not return from his/her leave of absence. Prior to taking the job the employee will be made aware of the possibility of being let go after the leave of absence.

#### SECTION B - Military Leave

An employee inducted for training and service in the Armed Forces of the United States, after satisfactorily completing his service, shall on his separation from Service, be entitled to re-employment in accordance with and subject to the provisions of any applicable Federal Law and State Law providing reemployment rights following military service.

Any employee on leave to attend National Guard duty or Army Reserve shall receive his normal pay for a period not to exceed ten (10) days per fiscal year (June 1, - May 31). The Employer, however, will not be required to make any contributions to the New York State Employees Retirement System for such leave pay.

#### SECTION C - Maternity Leave

Female employees having one or more years of service shall be entitled to a maternity leave of six (6) months without pay. Employees obtaining such leave shall be reinstated in the same or comparable positions upon their return. Upon application the EMPLOYER six (6) months may grant an additional. Employees on maternity leave shall have their health insurance paid by the Village during such leave, as long as said employee is using sick days and vacation days. When said employee has exhausted her sick and vacation days, said employee will have the option of paying for health insurance until she returns to work.

#### SECTION D - Court Appearances

Absence by reason of appearance as a plaintiff, defendant or witness in any action involving the EMPLOYER will be approved for the number of days necessary. Employees shall not lose pay or personal leave days for such absence, except if the employee for any reason brings such action against the EMPLOYER.

### ARTICLE 11 UNIFORMS

The EMPLOYER shall issue uniform stipend included in the employees pay checks on or about June 1 of each year. The stipend will be taxable. The uniform will be decided by the superintendent of public works and be within reason of the stipend. The stipend amounts are as follows: 2007 (\$275), 2008 (\$300), 2009 (\$325), 2010 (\$350), 2011 (\$375). The code enforcement officer will be included in this allotment

ARTICLE 12  
HEALTH INSURANCE

SECTION A

The EMPLOYER shall pay the full cost of the Empire Plan (core plus enhancements), of the New York State Government Employees Health Insurance Program, for all employees and their dependents.

Any employee, however, shall have the option of enrolling in any other option offered under the New York State Health Insurance Program, with the EMPLOYER paying the equivalent sum of the cost of the Empire Plan.

SECTION B - Health Insurance Buy Back Plan (Optional)

The EMPLOYER shall pay: \$2,500 annually to any employee who has family coverage in the Empire Plan and withdraws from the Plan; \$1,250 annually to any employee who has individual coverage in the Empire Plan and withdraws from the Plan. Payment will be prorated 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. The Village will increase the dollar amount by one thousand (\$1,000) if five additional employees from the current number of thirteen (13) on May 31, 2006 elect to take the plan.

SECTION C - Disability

The EMPLOYER will provide New York State Disability Insurance Coverage for all employees in the bargaining unit. There will be a seven (7) day waiting period before an employee is eligible for benefits.

The employee will have the option of using sick leave days or collecting disability benefits after seven (7) days.

Each employee will contribute sixty (.60) cents per week, which shall be deducted from the employee's salary.

ARTICLE 13  
DENTAL AND OPTICAL PLAN

Effective June 1, 2007 the EMPLOYER agrees to pay the sum of \$38.66 monthly for each employee represented by the UNION. The said sum is to be paid for the purpose of furnishing dental and vision care benefits under the UNION'S group insurance plan. The payments are to be made by the EMPLOYER directly to the Local 342's Insurance Trust.

The UNION agrees to seek from the EMPLOYER its approval of any changes of said benefits. The EMPLOYER agrees that it will not unreasonably withhold its consent. It is agreed by the UNION that there will be no increase in costs to the EMPLOYER during the life of this Agreement.

ARTICLE 14  
RETIREMENT BENEFITS

SECTION A - Improved Non-Contributory Plan

1) The EMPLOYER shall pay the full cost of the employee's contribution to the New York State Retirement System, on the basis of Section 75i of the New York State Retirement and Social Security Law.

2) As per New York State Retirement System, an employee hired under tier three and tier four of said retirement plan shall pay 3% of his/her salary to the retirement system.

SECTION B - Death Benefit

The EMPLOYER shall provide a death benefit in accordance with Sections 60b and 360b of the New York State Retirement and Social Security Law.

SECTION C - Paid up Medical Plan on Retirement

Upon retirement of the employee the EMPLOYER shall pay the full cost of the Empire Plan (core plus enhancements) during the lifetime of the employee.

In order for any retired employees, hired after June 1, 1982, to qualify for this benefit the employee would have had to be a full-time employee of the EMPLOYER for twenty (20) years or more and retired from the employment of the EMPLOYER.

For employees hired after June 1, 1982, who retire from the employment of the EMPLOYER with less than twenty (20) years service but more than ten (10) years service, the EMPLOYER will pay fifty (50%) percent of the employee's health insurance coverage and thirty-five (35%) percent of the employee's dependent coverage.

ARTICLE 15  
PROMOTIONS

SECTION A

A promotion shall mean appointment by the Board of Trustees to a higher graded job and pay. The employee's new salary shall be the minimum salary provided for a probationary employee in that classification provided said minimum is greater than his salary prior to said appointment. In the event that the employee's salary prior to said

appointment. In the event that the employee's salary is greater than the minimum provided for in his new classification, then the employee shall receive a five (5%) percent increase. Provided it does not exceed the Maximum for that classification. However, they will receive full pay after nine (9) months.

Employees who are promoted and whose new salary is less than the maximum salary for that classification shall receive the maximum rate after eighteen (18) months in the new classification.

#### SECTION B - Probationary Period Upon Promotion

Employees promoted in accordance with Section A above, shall be probationary in their new capacity for a period of six (6) months from the date that they assume the duties of this position, except where extended by mutual agreement. Within three (3) months of their assuming new duties, they, together with an official of the UNION, shall review with a representative of the EMPLOYER the competency, the fitness and the ability of the employee in the new position. The purpose of this review is to apprise the employee of the EMPLOYER'S opinion as to whether or not they are fulfilling their position in a competent and satisfactory manner. If at any time during the probationary period the employee returns to the prior position, they do so with no loss of seniority or other benefits derived from the former position. Judgment of fitness and ability during the probationary period shall be at the sole discretion of the EMPLOYER, not subject to any review as otherwise provided in this Agreement. The EMPLOYER, however, shall advise the employee as to the basis of its decision.

Copies of all notices of promotions shall be given to the shop steward and/or the UNION.

#### SECTION C

The EMPLOYER shall post all notices of Civil Service Examinations and new positions on the Employees bulleting board ten (10) working days prior to filing date of examinations.

#### SECTION D

Employees wishing to be considered for a listed vacancy or new positions shall make a written application to the Village Clerk with a copy of the same to his department head.

#### SECTION E

The employer shall post all new jobs and vacancies ten (10) working days prior to filling new jobs and vacancies. The EMPLOYER shall supply those employees desiring to apply for the posted job with an appropriate application. The Village shall give



preference to current employees in the filling of job vacancies or new positions to the extent that any such employees may be qualified for such position.

#### SECTION F

Employees taking Civil Service Examinations shall not lose pay when tests are given during working hours, provided said examinations are for positions in the Village of Patchogue.

#### SECTION G

Promotions shall be governed by ability and seniority. The senior employee shall be given first consideration when ability is equal.

### ARTICLE 16 TEMPORARY TRANSFERS

#### SECTION A

Any employee temporarily assigned to a higher graded job shall receive the salary of the higher job, after he has accumulated fifteen (15) days in the higher graded job, which need not be consecutive.

#### SECTION B

In the event of a temporary transfer to a higher grade within a department, the senior employee in said department will be given the first opportunity provided he has the ability to perform in the higher grade.

#### SECTION C

Employees may, at the option of the EMPLOYER be assigned or reassigned from highway to sanitation within classification provided, however, and that such assignment be based on the inverse order of seniority within the classification.

### ARTICLE 17 SENIORITY

#### SECTION A

Seniority shall be defined as continuous full-time employment from the employee's last date of hire.

## SECTION B

If lay-offs become necessary, seasonal, part-time and probationary employees within the department will be laid off first. If after all the foregoing and provisional employees in the department have been laid off and other reduction in the work force is necessary, the employees in each classification of the EMPLOYER shall be laid off by inverse seniority.

## SECTION C

An employee with seniority in the department shall, in lieu of the layoff, have a right to be transferred to another classification in the place of an employee with less seniority in the department, provided that, in the sole judgment of the EMPLOYER, the employee is qualified for classification to which he seeks transfer, which judgment shall not be unreasonably applied.

## SECTION D

1) Before hiring new employees, employees who have been laid off shall be given the opportunity to apply for available jobs. Notice to laid off employees shall be sent by Registered or Certified mail, Return Receipt Requested, to the last known address. If an employee, so notified, fails to apply for the available work within ten (10) working days from the date of receipt of return of notice, he shall be removed from the seniority list.

2) Those employees in each classification having the most seniority shall be recalled to work in order of their individual seniority status.

## SECTION E - Loss of Seniority

1. An employee shall lose seniority and employment will cease for any of the following reasons:

- a) if the employee resigns
- b) If the employee is discharged and is not reinstated, reemployment at a later date shall not mean reinstatement
- c) If an employee who has been laid off fails to report for work offered within ten (10) working days from the date of receipt or return of a certified or registered letter addressed to the employee's last address shown on the EMPLOYER'S records.
- d) if an employee fails to return to work at the end of an authorized leave of absence. This period may be extended by the EMPLOYER.

- e) if the employee is laid off for a period of one year.
  - f) if an employee is absent without an authorized leave for more than five (5) consecutive days.
- 2) The employee will accumulate no rights or fringe benefits during periods of lay-offs, except that he shall be entitled to all negotiated salary increases. Upon his/her return to work he/she shall be entitled to all negotiated salary increase for time worked.
  - 3) Seniority shall not accumulate during a period of lay-off.

ARTICLE 18  
PROTECTION OF EMPLOYEES

SECTION A

Employees who have completed their probationary period shall not be disciplined or discharged without just and proper cause.

SECTION B

Employees shall be on probation during the first six (6) months of employment and may be discharged without cause during this period. Such discharge shall not be subject to any review as otherwise provided in this agreement.

SECTION C

The EMPLOYER agrees to provide legal counsel to defend any assaulted employee in any action arising out of an unproved assault while on business of the EMPLOYER, provided said employee files a criminal complaint against that person who assaulted him.

SECTION D

If an unprovoked assault on an employee while in the business of the EMPLOYER results in loss of time, the employee shall be paid in full and such absence shall not be deducted from any sick leave or personal leave to which such employee is entitled.

ARTICLE 19  
LATENESS POLICY

- 1) A person late 1 to 15 minutes will be docked 15 minutes pay and receive written notice.

2) Any period over 16 minutes will be docked one-half (1/2) hour's pay and receive written notice.

3) Failure to notify proper supervisory personnel within one-half (1/2) hour after the regular starting time will give cause for the employee to be refused work for that day and docked one (1) day's pay and receive written notice.

4) The Village will strictly enforce the following late policy: First late will be docked the appropriate time. Second late will be docked the appropriate time. For the third late any employee who has accrued two (2) lateness charges in twelve (12) month period from the first lateness will not be permitted to work on their third occasion of lateness. Employees will be charged with excessive lateness and loss of a full day's pay. The fourth late will result in a three (3) day suspension (a combination of lateness and excessive absenteeism may result in termination before the fifth occurrence of lateness). A fifth late will result in termination.

5) All employees failing to notify their appropriate supervisor within thirty (30) minutes after their scheduled report time for work will constitute a no-show-no-call. For the first occurrence, the employee will receive a one (1) day suspension. For a second occurrence, the employee will receive a three (3) days suspension. A third occurrence will result in termination. No show-no-calls are also counted as lateness.

6) Employees who fail to report to work and have no accrued sick leave, no available vacation or personal time, or has failed to request or been denied such time in accordance with Local 342 Blue & White collar contracts, this absence shall be considered a no pay day and shall be treated as follows: For the first occasion within a twelve (12) month period, the employee shall not be paid for the day and receive a written warning. For the second occasion within a twelve (12) month period, the employee shall have the option to forfeit three (3) days accumulated vacation and receive a written warning. If the employee does not have the three (3) days of accumulated vacation time, he/she will receive a three (3) day suspension without pay. The third occasion within a twelve (12) month period may result in termination with cause. If there are no other occasions within 365 days of the first occurrence, then the first and second occurrences will be deleted from the employees file.

7) All Employees must save two (2) sick days per year for each year of employment for five (5) years, or until ten (10) days are banked, to avoid being placed on the abusive sick list. If an employee is placed on the abusive sick list, any sick time must be justified by a letter from their physician describing the illness, the date of treatment. Accumulation of no paydays caused by coming or calling in late, a habit of taking Mondays or Fridays off, or the day before or after holidays will not be tolerated.

ARTICLE 20  
SAFETY AND HEALTH

SECTION A

The parties to this Agreement shall cooperate in the enforcement of safety rules and regulations. Complaints with respect to unsafe or unhealthy conditions shall be brought immediately to the attention of the employee's department head.

SECTION B

The EMPLOYER shall, within a reasonable amount of time, after notice, correct such unsafe and/or unhealthy working conditions.

SECTION C

In the Sanitation Department where the EMPLOYER designates the use of truck or other motor vehicle to have a complement of three (3) employees as the normal crew thereof, for safety reasons, the truck or other motor vehicle will not work unless three (3) employees are assigned to that particular unit. If one employee is unavailable for reasons beyond the control of the EMPLOYER, the truck may operate with two (2) men on one side of the street only. The EMPLOYER will assign additional men and/or trucks to assist as soon as other sanitation truck(s) have completed their route(s).

SECTION D: DRUG TESTING

Random Drug and or alcohol test will be performed on any employee who holds a Commercial Driver's License (CDL) or is in a safety sensitive position such as Sewer Plant Operators, dispatching, as per the U.S. Department of Transportation Federal Highway Administration's Alcohol and Drug testing regulations.

ARTICLE 21  
PERSONNEL FILES

SECTION A

Upon request by the employee the employee shall be permitted to examine his official employment personnel file after proper appointment is made with the Village Clerk. The employee may see only that material which was placed in his file after the date of his hire.

SECTION B

There shall be only one official employee personnel file that shall be located in the Village Clerk's or Treasurer's office decided at the discretion of the board.

SECTION C

No material derogatory to an employee shall be placed in his personnel file unless he has had an opportunity to read the material. The employee shall have the right to file an answer to the material filed.

ARTICLE 22  
NON-DISCRIMINATION

The EMPLOYER and the UNION agree not to discriminate in any way against employees covered by this Agreement, on account of race, religion, creed, color, national origin, political affiliation, sex or age.

ARTICLE 23  
DEPARTMENT OF PUBLIC WORKS  
AND PARKS DEPARTMENT

SECTION A

It shall be the responsibility of each individual employee of either the Department of Public Works or Parks Department to notify either his foreman or the Superintendent of this Department at least twenty-four (24) hours prior to the schedule upon which the truck to which he is assigned is to start work if he will not be at work that day. However, if an emergency arises or sickness occurs within the twenty-four (24) hour period prior to the start of his scheduled work day, he may still be absent from work if notification is given to the Department Foreman or the Superintendent of Public Works any time prior to the start of work on any particular day.

SECTION B

The Department of Public Works will supply additional sanitation truck(s) to the normal complement for each route not picked up by reason of a holiday, except if a truck is in defective operating condition, in which event a complement of three (3) additional employees will be assigned.

ARTICLE 24  
UNION ACTIVITIES

SECTION A

The UNION agrees that there shall be no UNION activity of any kind on the EMPLOYER'S time, or use of the EMPLOYER'S facilities for UNION purposes, except as provided in this Agreement.

## SECTION B

There shall be no UNION mass meetings on the EMPLOYER'S premises at any time.

## SECTION C - Bulletin Boards

The UNION may use the EMPLOYER'S bulletin boards for posting notices that are signed by UNION officials. However, the department head must approve such notices. The EMPLOYER agrees that such approval shall not unreasonably be withheld.

## SECTION D

The UNION will notify the EMPLOYER in writing of the employees who have been authorized by the UNION to act as shop stewards. The EMPLOYER will recognize such authorized steward as the UNION'S representative.

## SECTION E

Officers or business representatives of the UNION shall be admitted to the premises of the EMPLOYER for the purpose of ascertaining the EMPLOYER'S adherence to this Agreement and for providing assistance in the adjustment of grievances, provided, however, that said UNION representatives has first reported his presence to the EMPLOYER. The UNION agrees that in the exercise of its visitation rights, it will not interfere with the normal conduct of business by the employees.

## ARTICLE 25 PAYROLL DEDUCTIONS

### SECTION A

The EMPLOYER agrees to deduct from the wages of the employees covered by this Agreement, who are members of the UNION, in conformity and consistent with the laws of the State of New York, a deduction as may be authorized by the employee for UNION membership dues, provided each employee executes and files with the EMPLOYER a written authorization, authorizing the deduction by the EMPLOYER of his regular UNION dues, as certified by the UNION, out of the wages due and payable to the employee.

### SECTION B

Notification of discontinuance of deductions shall be in writing, in duplicate, signed by the employee and submitted to and filed with the EMPLOYER. Upon receipt of same, the EMPLOYER shall immediately forward one copy of the notification to the UNION.

## SECTION C

The UNION shall furnish the EMPLOYER with a certification of the amount of the UNION membership dues and a check-off list.

## SECTION D - Agency Shop

An agency shop will be implemented and all employees of the EMPLOYER for which the UNION is the certified collective negotiating agent, who are not members of the UNION, will be required to make payments equivalent to the regular dues as permitted by New York State Law.

The UNION agrees to certify to the EMPLOYER that it has established a refund plan pursuant to subdivision three of section 208 of the Civil Service Law. The UNION further agrees to furnish a list to the EMPLOYER of those employees subject to such deduction. The UNION indemnifies and holds the EMPLOYER harmless for any lawsuits or causes of action of any kind, including attorney's fees in connection with the making of agency shop fee deductions.

## SECTION E: Credit Union

The EMPLOYER agrees to withhold payroll deductions for those employees who become members of the Suffolk County Employees Federal Credit Union.

## SECTION F: - C.O.P.E.

The EMPLOYER will provide for voluntary payroll deductions for Local 342 Credit Union and COPE 342 upon receipt of written authorization by the employee.

## ARTICLE 26 GREIVANCE PROCEDURE AND ARBITRATION

### SECTION A

A grievance is defined to be any difference, which may arise between the parties, or between the EMPLOYER and an employee covered by this Agreement as to any matter involving the interpretation, application, or violation of any provisions of this Agreement including discipline. The grievance and arbitration provisions provided herein shall be the exclusive remedy for all grievances. Any matter not involving the interpretation, application or violation of any provision of this Agreement shall not be subject to the arbitration clause contained herein.

### SECTION B - Grievances shall be processed as follows:

Step 1. The aggrieved employee, either directly or through the UNION, shall submit his/her grievance in writing to the Department Head or to his/her designee. The



grievance must be submitted within thirty (30) days from the date the employee knew or should have known of the alleged violation. The Department Head or his designee shall render his decision within five (5) days after the grievance has been submitted to him.

Step 2. If the grievance has not been settled at Step 1 the grievance shall, within thirty (30) days, be referred in writing, to the designated Employer representative for discussion, negotiation and binding agreement. The designated representative will hold an informal hearing, when requested, at which the employee may appear and present oral and written statements or arguments. The designated Employer representative shall answer in writing within two (2) weeks of receipt of the grievance or the date of the hearing.

Step 3. If the grievance is not settled at Step 2, it may be referred, within thirty (30) days, to arbitration by either the EMPLOYER or the UNION. Application for arbitration shall be made to the New York State Public Employment Relations Board to provide a Panel of arbitrators from which the EMPLOYER and the UNION shall mutually select a single arbitrator in accordance with the Rules of the New York State Public Employment Relations Board. In the event of no agreement, the New York State Public Employment Relations Board shall select an arbitrator.

#### SECTION C

The EMPLOYER and the UNION shall share arbitration expenses equally. The decision of the Arbitrator shall be final and binding upon both parties

#### SECTION D

Any employee of the unit shall have a right to present and process a grievance. The EMPLOYER agrees that the UNION has a right to be present at every grievance and that no adjustment will be inconsistent with this Agreement.

#### SECTION E

Any grievance not appealed from a decision in Steps 1 and 2 within thirty (30) days of such decision shall be considered settled on the basis of the last decision and shall not be subject to further appeal or reconsideration unless such appeal or reconsideration is mutually agreed upon.

#### SECTION F

Time limits prescribed in grievance procedure may be extended by mutual agreement of the UNION and the EMPLOYER.

ARTICLE 27  
TIME OFF FOR GRIEVANCES

SECTION A

For the purpose of this Agreement, officers, shop stewards and the grieved employee of the UNION who are employees of the EMPLOYER involved in a grievance which is being handled with the EMPLOYER will not suffer a deduction in pay for time sent during regular working hours attending meetings with the EMPLOYER'S officials or under the grievance procedure.

SECTION B

In the event any discussions between the shop steward and the EMPLOYER are conducted during the shop steward's normal working hours, then the shop steward shall be paid his regular pay.

ARTICLE 28  
NO STRIKE CLAUSE

The UNION agrees that during the term of this Agreement, neither it nor its officers or members will engage in, encourage, sanction, support or suggest any strikes, slow-downs, mass resignations, mass absenteeism, picketing or any other action which would involve suspension of or interference with the normal work of the EMPLOYER. In the event that UNION members participate in such activities in violation of this provision, the UNION shall, upon request, immediately notify those members engaged to cease and desist from such activities and shall instruct the members to return to their normal duties immediately. Any employee participating in these prohibited activities shall be subject to any law which controls such conduct as well as discipline action for violating this clause of the contract.

ARTICLE 29  
MANAGEMENT RIGHTS

The administration of the Village government and the direction of the employees in the unit here involved, including the hiring, promoting and retiring of employees, the suspending, discharging or otherwise disciplining of employees, the laying off and calling to work of employee in connection with any reduction or increase in the working forces, the scheduling of work shifts and the assignment of employees thereto, as well as the control and regulation of the use of all equipment and property of the EMPLOYER, and the right to subcontract, shall remain the exclusive function of the EMPLOYER, subject, however, to the terms and provisions of this Agreement, as well as to any and all applicable Federal, State and/or municipal statutes, ordinances and regulations.

ARTICLE 30  
PHYSICAL EXAMINATIONS

SECTION A

The EMPLOYER reserves the right when hiring new employees to have such prospective employees physically examined by an accredited neutral physician paid by the EMPLOYER to be certain that said prospective employee is physically prepared to perform the job for which he is being considered.

SECTION B

The EMPLOYER reserves the right when an employee is intending to return to work after a long illness and/or an operation; or when an employee is intending to return to work after a Worker's Compensation absence, to have said employee examined by an accredited neutral physician paid by the EMPLOYER to be certain that said prospective employee is physically prepared to perform the job for which he is being considered.

SECTION C

The EMPLOYER reserves the right when an employee is intending to return to work after a long illness and/or an operation; or when an employee is intending to return to work after a Worker's Compensation absence, to have said employee examined by an accredited neutral physician paid by the EMPLOYER to be certain that said employee is physically prepared to return to his/her job.

SECTION D

The EMPLOYER reserves the right, when an employee becomes a chronic absentee due to successive illness to have said employee examined by an accredited neutral physician able to perform his assigned job.

There shall be no light duty assigned. An employee unable to perform the duties within his classification shall take sick leave or medical leave of absence.

SECTION E

If the physical examination, however, disclosed that the employee is physically unfit to perform the usual duties of an employee, said employee will be found to be unfit for duty and his position shall be terminated.

ARTICLE 31  
PROVISIONS OF AGREEMENT

SECTION A

Should any provision of this Agreement or any supplement thereto be held invalid by any court or tribunal of competent jurisdiction, or if any Court shall restrain compliance with or enforcement of, any such provision, all other provisions of this agreement and any supplement thereto, shall remain in force.

SECTION B

Unless specifically provided for herein the Civil Service Law and Rules of the Suffolk County Civil Service Commission shall govern.

SECTION C

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THE 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.

ARTICLE 32  
EFFECTIVE DATE

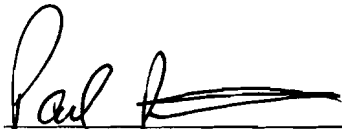
All terms and provisions shall become effective the 1st day of June 2007 except as otherwise provided.

ARTICLE 33  
TERMINATION OF AGREEMENT

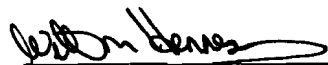
This Agreement terminates midnight May 31, 2012

IN WITNESS WHEREOF, the parties have duly executed this Agreement this day and year first mentioned above.

INC. VILLAGE OF PATCHOGUE

  
\_\_\_\_\_  
Paul Ponteri, Mayor

LOCAL 342, LIPSE, UNITED  
MARINE DIVISION, ILA,  
AFL-CIO

  
\_\_\_\_\_  
William M. Hennessey  
President & General Manager

**INCORPORATED VILLAGE OF PATCHOGUE  
STARTING SALARY SCHEDULE  
01-Jun-07**

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 30.24	\$ 2,419.20
Assistant Labor Supervisor	\$ 25.40	\$ 2,032.00
Sewer Plant Operator	\$ 25.40	\$ 2,032.00
Automotive Mechanic	\$ 23.77	\$ 1,901.60
Heavy Equipment Operator	\$ 21.29	\$ 1,703.20
Automotive Serviceman	\$ 21.29	\$ 1,703.20
Mason	\$ 21.29	\$ 1,703.20
Senior Sewer Plant Helper	\$ 21.29	\$ 1,703.20
Recreation Leader	\$ 21.15	\$ 1,692.00
Parks Maintenance Crew Leader I	\$ 21.15	\$ 1,692.00
Automotive Equipment Operator	\$ 20.85	\$ 1,668.00
Maintenance Mechanic II	\$ 20.85	\$ 1,668.00
Firehouseman	\$ 19.65	\$ 1,572.00
Assistant Recreation Leader	\$ 18.44	\$ 1,475.20
Custodial Worker	\$ 18.11	\$ 1,448.80
Sanitation Worker (Laborer I)	\$ 18.01	\$ 1,440.80
Laborer II	\$ 17.72	\$ 1,417.60
Sewer Plant Helper	\$ 17.72	\$ 1,417.60
Parking Meter Officer	\$ 17.72	\$ 1,417.60
*Ordinance Enforcement Officer	\$ 17.72	\$ 1,240.40
Maintenance Man	\$ 17.72	\$ 1,417.60
Bus Driver	\$ 16.25	\$ 1,300.00
Dispatcher	\$ 15.36	\$ 1,228.80
<b>White Collar</b>		
Senior Account Clerk	\$ 22.31	\$ 1,450.15
Senior Court Clerk	\$ 22.31	\$ 1,450.15
Account Clerk	\$ 18.04	\$ 1,172.60
Court Clerk	\$ 18.04	\$ 1,172.60
Assessment Clerk	\$ 18.04	\$ 1,172.60
Planning/Zoning Coordinator	\$ 18.04	\$ 1,172.60
Stenographer	\$ 17.41	\$ 1,131.65
Clerk/typist	\$ 15.82	\$ 1,028.30
Recreation Aide	\$ 15.34	\$ 997.10
Senior Citizen Coordinator	\$ 14.50	\$ 942.50

\* 35 HOUR/WEEK

**INCORPORATED VILLAGE OF PATCHOGUE  
STARTING SALARY SCHEDULE  
01-Jun-08**

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 31.37	\$ 2,509.60
Assistant Labor Supervisor	\$ 26.35	\$ 2,108.00
Sewer Plant Operator	\$ 26.35	\$ 2,108.00
Automotive Mechanic	\$ 24.66	\$ 1,972.80
Heavy Equipment Operator	\$ 22.09	\$ 1,767.20
Automotive Serviceman	\$ 22.09	\$ 1,767.20
Mason	\$ 22.09	\$ 1,767.20
Senior Sewer Plant Helper	\$ 22.09	\$ 1,767.20
Recreation Leader	\$ 21.94	\$ 1,755.20
Parks Maintenance Crew Leader I	\$ 21.94	\$ 1,755.20
Automotive Equipment Operator	\$ 21.63	\$ 1,730.40
Maintenance Mechanic II	\$ 21.63	\$ 1,730.40
Firehouseman	\$ 20.39	\$ 1,631.20
Assistant Recreation Leader	\$ 19.13	\$ 1,530.40
Custodial Worker	\$ 18.79	\$ 1,503.20
Sanitation Worker (Laborer I)	\$ 18.69	\$ 1,495.20
Laborer II	\$ 18.38	\$ 1,470.40
Sewer Plant Helper	\$ 18.38	\$ 1,470.40
Parking Meter Officer	\$ 18.38	\$ 1,470.40
*Ordinance Enforcement Officer	\$ 18.38	\$ 1,286.60
Maintenance Man	\$ 18.38	\$ 1,470.40
Bus Driver	\$ 16.86	\$ 1,348.80
Dispatcher	\$ 15.94	\$ 1,275.20
<b>White Collar</b>		
Senior Account Clerk	\$ 23.15	\$ 1,504.75
Senior Court Clerk	\$ 23.15	\$ 1,504.75
Account Clerk	\$ 18.72	\$ 1,216.80
Court Clerk	\$ 18.72	\$ 1,216.80
Assessment Clerk	\$ 18.72	\$ 1,216.80
Planning/Zoning Coordinator	\$ 18.72	\$ 1,216.80
Stenographer	\$ 18.06	\$ 1,173.90
Clerk/typist	\$ 16.41	\$ 1,066.65
Recreation Aide	\$ 15.92	\$ 1,034.80
Senior Citizen Coordinator	\$ 15.04	\$ 977.60

\* 35 HOUR/WEEK

**INCORPORATED VILLAGE OF PATCHOGUE  
STARTING SALARY SCHEDULE  
01-Jun-09**

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 32.55	\$ 2,604.00
Assistant Labor Supervisor	\$ 27.34	\$ 2,187.20
Sewer Plant Operator	\$ 27.34	\$ 2,187.20
Automotive Mechanic	\$ 25.58	\$ 2,046.40
Heavy Equipment Operator	\$ 22.92	\$ 1,833.60
Automotive Serviceman	\$ 22.92	\$ 1,833.60
Mason	\$ 22.92	\$ 1,833.60
Senior Sewer Plant Helper	\$ 22.92	\$ 1,833.60
Recreation Leader	\$ 22.76	\$ 1,820.80
Parks Maintenance Crew Leader I	\$ 22.76	\$ 1,820.80
Automotive Equipment Operator	\$ 22.44	\$ 1,795.20
Maintenance Mechanic II	\$ 22.44	\$ 1,795.20
Firehouseman	\$ 21.15	\$ 1,692.00
Assistant Recreation Leader	\$ 19.85	\$ 1,588.00
Custodial Worker	\$ 19.49	\$ 1,559.20
Sanitation Worker (Laborer I)	\$ 19.39	\$ 1,551.20
Laborer II	\$ 19.07	\$ 1,525.60
Sewer Plant Helper	\$ 19.07	\$ 1,525.60
Parking Meter Officer	\$ 19.07	\$ 1,525.60
*Ordinance Enforcement Officer	\$ 19.07	\$ 1,334.90
Maintenance Man	\$ 19.07	\$ 1,525.60
Bus Driver	\$ 17.49	\$ 1,399.20
Dispatcher	\$ 16.54	\$ 1,323.20
<b>White Collar</b>		
Senior Account Clerk	\$ 24.02	\$ 1,561.30
Senior Court Clerk	\$ 24.02	\$ 1,561.30
Account Clerk	\$ 19.42	\$ 1,262.30
Court Clerk	\$ 19.42	\$ 1,262.30
Assessment Clerk	\$ 19.42	\$ 1,262.30
Planning/Zoning Coordinator	\$ 19.42	\$ 1,262.30
Stenographer	\$ 18.74	\$ 1,218.10
Clerk/typist	\$ 17.03	\$ 1,106.95
Recreation Aide	\$ 16.52	\$ 1,073.80
Senior Citizen Coordinator	\$ 15.60	\$ 1,014.00

\* 35 HOUR/WEEK

**INCORPORATED VILLAGE OF PATCHOGUE  
STARTING SALARY SCHEDULE  
01-Jun-10**

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 33.77	\$ 2,701.60
Assistant Labor Supervisor	\$ 28.37	\$ 2,269.60
Sewer Plant Operator	\$ 28.37	\$ 2,269.60
Automotive Mechanic	\$ 26.54	\$ 2,123.20
Heavy Equipment Operator	\$ 23.78	\$ 1,902.40
Automotive Serviceman	\$ 23.78	\$ 1,902.40
Mason	\$ 23.78	\$ 1,902.40
Senior Sewer Plant Helper	\$ 23.78	\$ 1,902.40
Recreation Leader	\$ 23.61	\$ 1,888.80
Parks Maintenance Crew Leader I	\$ 23.61	\$ 1,888.80
Automotive Equipment Operator	\$ 23.28	\$ 1,862.40
Maintenance Mechanic II	\$ 23.28	\$ 1,862.40
Firehouseman	\$ 21.94	\$ 1,755.20
Assistant Recreation Leader	\$ 20.59	\$ 1,647.20
Custodial Worker	\$ 20.22	\$ 1,617.60
Sanitation Worker (Laborer I)	\$ 20.12	\$ 1,609.60
Laborer II	\$ 19.79	\$ 1,583.20
Sewer Plant Helper	\$ 19.79	\$ 1,583.20
Parking Meter Officer	\$ 19.79	\$ 1,583.20
*Ordinance Enforcement Officer	\$ 19.79	\$ 1,385.30
Maintenance Man	\$ 19.79	\$ 1,583.20
Bus Driver	\$ 18.15	\$ 1,452.00
Dispatcher	\$ 17.16	\$ 1,372.80
<b>White Collar</b>		
Senior Account Clerk	\$ 24.92	\$ 1,619.80
Senior Court Clerk	\$ 24.92	\$ 1,619.80
Account Clerk	\$ 20.15	\$ 1,309.75
Court Clerk	\$ 20.15	\$ 1,309.75
Assessment Clerk	\$ 20.15	\$ 1,309.75
Planning/Zoning Coordinator	\$ 20.15	\$ 1,309.75
Stenographer	\$ 19.44	\$ 1,263.60
Clerk/typist	\$ 17.67	\$ 1,148.55
Recreation Aide	\$ 17.14	\$ 1,114.10
Senior Citizen Coordinator	\$ 16.19	\$ 1,052.35

\* 35 HOUR/WEEK



**INCORPORATED VILLAGE OF PATCHOGUE  
STARTING SALARY SCHEDULE  
01-Jun-11**

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 35.04	\$ 2,803.20
Assistant Labor Supervisor	\$ 29.43	\$ 2,354.40
Sewer Plant Operator	\$ 29.43	\$ 2,354.40
Automotive Mechanic	\$ 27.54	\$ 2,203.20
Heavy Equipment Operator	\$ 24.67	\$ 1,973.60
Automotive Serviceman	\$ 24.67	\$ 1,973.60
Mason	\$ 24.67	\$ 1,973.60
Senior Sewer Plant Helper	\$ 24.67	\$ 1,973.60
Recreation Leader	\$ 24.50	\$ 1,960.00
Parks Maintenance Crew Leader I	\$ 24.50	\$ 1,960.00
Automotive Equipment Operator	\$ 24.15	\$ 1,932.00
Maintenance Mechanic II	\$ 24.15	\$ 1,932.00
Firehouseman	\$ 22.76	\$ 1,820.80
Assistant Recreation Leader	\$ 21.36	\$ 1,708.80
Custodial Worker	\$ 20.98	\$ 1,678.40
Sanitation Worker (Laborer I)	\$ 20.87	\$ 1,669.60
Laborer II	\$ 20.53	\$ 1,642.40
Sewer Plant Helper	\$ 20.53	\$ 1,642.40
Parking Meter Officer	\$ 20.53	\$ 1,642.40
*Ordinance Enforcement Officer	\$ 20.53	\$ 1,437.10
Maintenance Man	\$ 20.53	\$ 1,642.40
Bus Driver	\$ 18.83	\$ 1,506.40
Dispatcher	\$ 17.80	\$ 1,424.00
<b>White Collar</b>		
Senior Account Clerk	\$ 25.85	\$ 1,680.25
Senior Court Clerk	\$ 25.85	\$ 1,680.25
Account Clerk	\$ 20.91	\$ 1,359.15
Court Clerk	\$ 20.91	\$ 1,359.15
Assessment Clerk	\$ 20.91	\$ 1,359.15
Planning/Zoning Coordinator	\$ 20.91	\$ 1,359.15
Stenographer	\$ 20.17	\$ 1,311.05
Clerk/typist	\$ 18.33	\$ 1,191.45
Recreation Aide	\$ 17.78	\$ 1,155.70
Senior Citizen Coordinator	\$ 16.80	\$ 1,092.00

\* 35 HOUR/WEEK

INCORPORATED VILLAGE OF PATCHOGUE  
REGULAR SALARY SCHEDULE  
01-Jun-07

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 33.98	\$ 2,718.40
Assistant Labor Supervisor	\$ 28.21	\$ 2,256.80
Sewer Plant Operator	\$ 28.21	\$ 2,256.80
Recreation Leader	\$ 26.76	\$ 2,140.80
Parks Maintenance Crew Leader	\$ 26.76	\$ 2,140.80
Automotive Mechanic	\$ 26.66	\$ 2,132.80
Heavy Equipment Operator	\$ 26.40	\$ 2,112.00
Mason	\$ 26.40	\$ 2,112.00
Senior Sewer Plant Assistant	\$ 26.40	\$ 2,112.00
Automotive Serviceman	\$ 25.43	\$ 2,034.40
Automotive Equipment Operator	\$ 23.34	\$ 1,867.20
Maintenance Mechanic II	\$ 23.34	\$ 1,867.20
Bus Driver	\$ 23.34	\$ 1,867.20
Laborer II	\$ 22.75	\$ 1,820.00
Sewer Plant Helper	\$ 22.75	\$ 1,820.00
Parking Meter Officer	\$ 22.61	\$ 1,808.80
*Ordinance Enforcement Officer	\$ 22.61	\$ 1,582.70
Maintenance Man	\$ 22.61	\$ 1,808.80
Fire Houseman	\$ 22.57	\$ 1,805.60
Sanitation Man (Laborer I)	\$ 20.91	\$ 1,672.80
Dispatcher	\$ 18.62	\$ 1,489.60
<b>White Collar</b>		
Senior Account Clerk	\$ 28.46	\$ 1,849.90
Senior Court Clerk	\$ 28.46	\$ 1,849.90
Account Clerk	\$ 23.68	\$ 1,539.20
Court Clerk	\$ 23.68	\$ 1,539.20
Assessment Clerk	\$ 23.68	\$ 1,539.20
Planning/Zoning Coordinator	\$ 22.00	\$ 1,430.00
Stenographer	\$ 22.99	\$ 1,494.35
Clerk Typist	\$ 22.46	\$ 1,459.90
Recreation Aide	\$ 19.16	\$ 1,245.40
Senior Citizen Coordinator	\$ 17.02	\$ 1,106.30

\* 35 HOUR/WEEK

INCORPORATED VILLAGE OF PATCHOGUE  
REGULAR SALARY SCHEDULE  
01-Jun-08

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 35.25	\$ 2,820.00
Assistant Labor Supervisor	\$ 29.27	\$ 2,341.60
Sewer Plant Operator	\$ 29.27	\$ 2,341.60
Recreation Leader	\$ 27.76	\$ 2,220.80
Parks Maintenance Crew Leader	\$ 27.76	\$ 2,220.80
Automotive Mechanic	\$ 27.66	\$ 2,212.80
Heavy Equipment Operator	\$ 27.39	\$ 2,191.20
Mason	\$ 27.39	\$ 2,191.20
Senior Sewer Plant Assistant	\$ 27.39	\$ 2,191.20
Automotive Serviceman	\$ 26.38	\$ 2,110.40
Automotive Equipment Operator	\$ 24.22	\$ 1,937.60
Maintenance Mecanic II	\$ 24.22	\$ 1,937.60
Bus Driver	\$ 24.22	\$ 1,937.60
Laborer II	\$ 23.60	\$ 1,888.00
Sewer Plant Helper	\$ 23.60	\$ 1,888.00
Parking Meter Officer	\$ 23.46	\$ 1,876.80
*Ordinance Enforcement Officer	\$ 23.46	\$ 1,642.20
Maintenance Man	\$ 23.46	\$ 1,876.80
Fire Houseman	\$ 23.42	\$ 1,873.60
Sanitation Man (Laborer I)	\$ 21.69	\$ 1,735.20
Dispatcher	\$ 19.32	\$ 1,545.60
<b>White Collar</b>		
Senior Account Clerk	\$ 29.53	\$ 1,919.45
Senior Court Clerk	\$ 29.53	\$ 1,919.45
Account Clerk	\$ 24.57	\$ 1,597.05
Court Clerk	\$ 24.57	\$ 1,597.05
Assessment Clerk	\$ 24.57	\$ 1,597.05
Planning/Zoning Coordinator	\$ 22.83	\$ 1,483.95
Stenographer	\$ 23.85	\$ 1,550.25
Clerk Typist	\$ 23.30	\$ 1,514.50
Recreation Aide	\$ 19.88	\$ 1,292.20
Senior Citizen Coordinator	\$ 17.66	\$ 1,147.90

\* 35 HOUR/WEEK

INCORPORATED VILLAGE OF PATCHOGUE  
REGULAR SALARY SCHEDULE  
01-Jun-09

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 36.57	\$ 2,925.60
Assistant Labor Supervisor	\$ 30.37	\$ 2,429.60
Sewer Plant Operator	\$ 30.37	\$ 2,429.60
Recreation Leader	\$ 28.80	\$ 2,304.00
Parks Maintenance Crew Leader	\$ 28.80	\$ 2,304.00
Automotive Mechanic	\$ 28.70	\$ 2,296.00
Heavy Equipment Operator	\$ 28.42	\$ 2,273.60
Mason	\$ 28.42	\$ 2,273.60
Senior Sewer Plant Assistant	\$ 28.42	\$ 2,273.60
Automotive Serviceman	\$ 27.37	\$ 2,189.60
Automotive Equipment Operator	\$ 25.13	\$ 2,010.40
Maintenance Mechanic II	\$ 25.13	\$ 2,010.40
Bus driver	\$ 25.13	\$ 2,010.40
Laborer II	\$ 24.49	\$ 1,959.20
Sewer Plant Helper	\$ 24.49	\$ 1,959.20
Parking Meter Officer	\$ 24.34	\$ 1,947.20
*Ordinance Enforcement Officer	\$ 24.34	\$ 1,703.80
Maintenance Man	\$ 24.34	\$ 1,947.20
Fire Houseman	\$ 24.30	\$ 1,944.00
Sanitation Man (Laborer I)	\$ 22.50	\$ 1,800.00
Dispatcher	\$ 20.04	\$ 1,603.20
<b>White Collar</b>		
Senior Account Clerk	\$ 30.64	\$ 1,991.60
Senior Court Clerk	\$ 30.64	\$ 1,991.60
Account Clerk	\$ 25.49	\$ 1,656.85
Court Clerk	\$ 25.49	\$ 1,656.85
Assessment Clerk	\$ 25.49	\$ 1,656.85
Planning/Zoning Coordinator	\$ 23.69	\$ 1,539.85
Stenographer	\$ 24.74	\$ 1,608.10
Clerk Typist	\$ 24.17	\$ 1,571.05
Recreation Aide	\$ 20.63	\$ 1,340.95
Senior Citizen Coordinator	\$ 18.32	\$ 1,190.80

\* 35 HOUR/WEEK

INCORPORATED VILLAGE OF PATCHOGUE  
REGULAR SALARY SCHEDULE  
01-Jun-10

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 37.94	\$ 3,035.20
Assistant Labor Supervisor	\$ 31.51	\$ 2,520.80
Sewer Plant Operator	\$ 31.51	\$ 2,520.80
Recreation Leader	\$ 29.88	\$ 2,390.40
Parks Maintenance Crew Leader	\$ 29.88	\$ 2,390.40
Automotive Mechanic	\$ 29.78	\$ 2,382.40
Heavy Equipment Operator	\$ 29.49	\$ 2,359.20
Mason	\$ 29.49	\$ 2,359.20
Senior Sewer Plant Assistant	\$ 29.49	\$ 2,359.20
Automotive Serviceman	\$ 28.40	\$ 2,272.00
Automotive Equipment Operator	\$ 26.07	\$ 2,085.60
Maintenance Mechanic II	\$ 26.07	\$ 2,085.60
Bus driver	\$ 26.07	\$ 2,085.60
Laborer II	\$ 25.41	\$ 2,032.80
Sewer Plant Helper	\$ 25.41	\$ 2,032.80
Parking Meter Officer	\$ 25.25	\$ 2,020.00
*Ordinance Enforcement Officer	\$ 25.25	\$ 1,767.50
Maintenance Man	\$ 25.25	\$ 2,020.00
Fire Houseman	\$ 25.21	\$ 2,016.80
Sanitation Man (Laborer I)	\$ 23.34	\$ 1,867.20
Dispatcher	\$ 20.79	\$ 1,663.20
<b>White Collar</b>		
Senior Account Clerk	\$ 31.79	\$ 2,066.35
Senior Court Clerk	\$ 31.79	\$ 2,066.35
Account Clerk	\$ 26.45	\$ 1,719.25
Court Clerk	\$ 26.45	\$ 1,719.25
Assessment Clerk	\$ 26.45	\$ 1,719.25
Planning/Zoning Coordinator	\$ 24.58	\$ 1,597.70
Stenographer	\$ 25.67	\$ 1,668.55
Clerk Typist	\$ 25.08	\$ 1,630.20
Recreation Aide	\$ 21.40	\$ 1,391.00
Senior Citizen Coordinator	\$ 19.01	\$ 1,235.65

\* 35 HOUR/WEEK

INCORPORATED VILLAGE OF PATCHOGUE  
REGULAR SALARY SCHEDULE  
01-Jun-11

TITLE	HOURLY	BI-WEEKLY
<b>Blue Collar Employees</b>		
Highway Supervisor	\$ 39.36	\$ 3,148.80
Assistant Labor Supervisor	\$ 32.69	\$ 2,615.20
Sewer Plant Operator	\$ 32.69	\$ 2,615.20
Recreation Leader	\$ 31.00	\$ 2,480.00
Parks Maintenance Crew Leader	\$ 31.00	\$ 2,480.00
Automotive Mechanic	\$ 30.90	\$ 2,472.00
Heavy Equipment Operator	\$ 30.60	\$ 2,448.00
Mason	\$ 30.60	\$ 2,448.00
Senior Sewer Plant Assistant	\$ 30.60	\$ 2,448.00
Automotive Serviceman	\$ 29.47	\$ 2,357.60
Automotive Equipment Operator	\$ 27.05	\$ 2,164.00
Maintenance Mechanic II	\$ 27.05	\$ 2,164.00
Bus Driver	\$ 27.05	\$ 2,164.00
Laborer II	\$ 26.36	\$ 2,108.80
Sewer Plant Helper	\$ 26.36	\$ 2,108.80
Parking Meter Officer	\$ 26.20	\$ 2,096.00
*Ordinance Enforcement Officer	\$ 26.20	\$ 1,834.00
Maintenance Man	\$ 26.20	\$ 2,096.00
Fire Houseman	\$ 26.16	\$ 2,092.80
Sanitation Man (Laborer I)	\$ 24.22	\$ 1,937.60
Dispatcher	\$ 21.57	\$ 1,725.60
<b>White Collar</b>		
Senior Account Clerk	\$ 32.98	\$ 2,143.70
Senior Court Clerk	\$ 32.98	\$ 2,143.70
Account Clerk	\$ 27.44	\$ 1,783.60
Court Clerk	\$ 27.44	\$ 1,783.60
Assessment Clerk	\$ 27.44	\$ 1,783.60
Planning/Zoning Coordinator	\$ 25.50	\$ 1,657.50
Stenographer	\$ 26.63	\$ 1,730.95
Clerk Typist	\$ 26.02	\$ 1,691.30
Recreation Aide	\$ 22.20	\$ 1,443.00
Senior Citizen Coordinator	\$ 19.72	\$ 1,281.80

\* 35 HOUR/WEEK