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SUP 17990

AGREEMENT BETWEEN

INCORPORATED VILLAGE OF GARDEN CITY

-AND-

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

JUNE 1, 2006 - MAY 31, 2010

**RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

SEP 12 2008

ADMINISTRATION



CULLEN and DYKMAN LLP

100 Quentin Roosevelt Boulevard
Garden City, New York 11530-4850

TABLE OF CONTENTS

ARTICLE I - RECOGNITION	1
ARTICLE II - DEFINITIONS	2
ARTICLE III - AUTHORIZED DEDUCTIONS	2
ARTICLE IV - HOURS OF WORK	3
ARTICLE V - OVERTIME	5
ARTICLE VI - HOLIDAYS	5
ARTICLE VII - SALARIES	6
ARTICLE VIII - STANDBY POLICY	9
ARTICLE IX - VACATIONS	9
ARTICLE X - SICK LEAVE	11
ARTICLE XI - HEALTH INSURANCE	13
ARTICLE XII - DENTAL INSURANCE	15
ARTICLE XIII - PENSIONS	15
ARTICLE XIV - OTHER BENEFITS	15
Section 1. Termination Pay	15
Section 2. Bereavement Leave	16
Section 3. Jury Duty	16
Section 4. Use of Personal Vehicles	17
Section 5. Meals	17
Section 6. Shoe Allowance	17
Section 7. Jackets	17
Section 8. Tuition Reimbursement	17
ARTICLE XV - EMPLOYMENT OPPORTUNITIES	18

ARTICLE XVI - LAY-OFF 18

ARTICLE XVII - EMPLOYEE FILES 19

ARTICLE XVIII - CSEA 19

ARTICLE XIX - SAFETY 21

ARTICLE XX - GRIEVANCE PROCEDURE 21

ARTICLE XXI - ARBITRATION 22

ARTICLE XXII - MANAGEMENT RIGHTS 23

ARTICLE XXIII - LEGISLATIVE ACTION 24

ARTICLE XXIV - PEACEFUL RESOLUTION OF DISPUTES 24

ARTICLE XXV - SCOPE OF AGREEMENT 25

ARTICLE XXVI - SEVERABILITY 25

ARTICLE XXVII - DURATION 25

AGREEMENT made this 19th day of ~~April~~ ^{August}, 2008, between the INCORPORATED VILLAGE OF GARDEN CITY, a municipal corporation having its principal office at 351 Stewart Avenue, Garden City, New York 11530 ("Village") and the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000 AFSCME, AFL-CIO, Local 882 Garden City Supervisors Unit, having its office at 3 Garet Place, Commack, New York 11725 ("CSEA").

ARTICLE I - RECOGNITION

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

ARTICLE II - DEFINITIONS

Section 1. "Employee" shall include a permanent full-time employee, a provisional employee, a probationary employee and a permanent part-time employee who works a minimum of 1000 hours per year. Permanent part-time employees shall only be granted pro rata benefits under Articles VI, VII Section 8, IX, X, XI and XIII in proportion to the number of hours worked. Temporary and seasonal employees are not covered by this agreement unless otherwise expressly provided. The terms "provisional employee", "probationary employee", "temporary employee" and "seasonal employee", shall have the meaning provided in the Civil Service Law and the rules issued thereunder.

ARTICLE III - AUTHORIZED DEDUCTIONS

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

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

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

Section 3. The Village will provide for an agency shop fee deduction provided that (a) the CSEA certifies to the Village that it has established a refund plan pursuant to subdivision three of section 208 of the Civil Service Law, (b) the CSEA furnishes a list to the Village of those employees subject to such deduction, and (c) the CSEA indemnifies and holds the Village harmless for any lawsuits or causes of action of any kind, including attorneys fees in connection with the making of agency shop fee deductions by the Village.

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

ARTICLE IV - HOURS OF WORK

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

(a) Water Department Employees

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

(b) Public Works Department Employees

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

(c) Village Hall Office Employees

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

(d) Recreation Department Employees

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

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

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

ARTICLE V - OVERTIME

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

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

ARTICLE VI - HOLIDAYS

Section 1.

(a) Employees shall receive the following holidays:

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

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

(c) Effective January 1, 2008, Martin Luther King's Birthday shall replace Lincoln's Birthday as a holiday.

Section 2. Employees shall receive half holidays on:

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

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

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

ARTICLE VII - SALARIES

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

(a) Effective May 23, 2006, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.7% increase over the May 29, 2005 rates.

(b) Effective May 27, 2007, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.7% increase over the May 23, 2006 rates.

(c) Effective May 25, 2008, employees shall receive the salaries for their position classifications in accordance with the salary schedules annexed, which represents a 3.6% increase over the May 27, 2007 rates.

(d) Effective June 7, 2009, employees shall receive the salaries for their position classification in accordance with the salary schedules annexed, which represents a 3.6% increase over the May 25, 2008 rates.

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

Section 3. Effective June 1, 2006, employees shall receive the following bonus on the first pay day in December, which will not be part of their salaries.

December 2006	\$400.00
December 2007	\$400.00
December 2008	\$400.00
December 2009	\$400.00

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

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

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

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

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

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

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

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

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
(i) After ten (10) years of service -	\$ 1,400.	1,500.	1,600.	1,700.
(ii) After fifteen (15) years of service -	\$ 1,900.	2,000.	2,100.	2,200.
(iii) After twenty (20) years of service -	\$ 2,000.	2,100.	2,200.	2,300.

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

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

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

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

ARTICLE VIII - STANDBY POLICY

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

ARTICLE IX - VACATIONS

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

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

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

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

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

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

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

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

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

ARTICLE X - SICK LEAVE

Section 7. Employees shall be granted annually ten days sick leave with pay for intermittent illness or disability, to meet dental or other medical appointments, or because of illness in the immediate family. "Immediate family" is defined as members of the supervisor's present household related by blood or marriage. Sick leave for illness in the immediate family shall be limited to the first day of such illness. Employees' annual ten day sick leave grant shall be charged in accordance with the following schedule:

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

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

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

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

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

physician's certificate indicating the necessity for such absence from work, the nature of and probable duration of sickness or disability.

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

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

ARTICLE XI - HEALTH INSURANCE

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

Section 2. For employees hired before January 3, 1990, the Village shall pay the full cost of individual or family coverage in the Empire Plan until May 31, 2001. Increases in premiums after that date will be subject to negotiations between the parties. The Village shall pay the same

dollar amount which it would pay for the Empire Plan toward any optional benefit plan but not in excess of the premium or subscription charge for such optional benefit plan.

Section 3. Village and Library will pay 90% of the cost of individual coverage and 90% of the cost of family coverage for the Empire Plan for employees who retire after June 1, 2001 with at least 15 years of service. The Village and Library will pay 90% of the cost of individual coverage and 75% of the cost of family coverage for the Empire Plan for employees hired prior to June 1, 2001 who retire after June 1, 2001 with at least 10 years, but less than 15 years of services. Retired employees who receive or have the opportunity to receive comparable health insurance from another employer will lose this benefit or be required to reimburse the Village or Library for the cost of the health insurance. The Village or Library may take such steps as may be necessary to investigate or have the employee certify that the employee neither receives nor has the opportunity to receive such health insurance.

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

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

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

ARTICLE XI - DENTAL INSURANCE

Section 1. Village will provide dental benefits in accordance with the schedule annexed. Employees will pay \$7.37 per month for individual coverage and \$53.61 per month for family coverage. Village will pay \$3.63 per month for individual coverage and \$48.39 per month for family coverage. Any increase in the cost of the family plan will be shared equally between the Village and the employee. Any increase in the cost of the individual plan will be shared 75% by the Village and 25% by the employee. Contributions required to be paid by employees shall be deducted from salary. Any surplus in the plan will be used to stabilize or reduce the cost of the plan.

ARTICLE XIII - PENSIONS

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

ARTICLE XIV - OTHER BENEFITS

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

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

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

Section 2. Bereavement Leave. Employees shall be granted up to three work days leave of absence with pay upon the death of a wife, husband, child, father, mother, grandparent, brother, sister, parent-in-law, step-parent, grandchild, step-child or adopted child. Leave shall be granted upon notification to the immediate supervisor of the death, except, at the option of the employee the date of notification of death may be taken as part of bereavement leave or charged to the employee's time on the books. In extenuating circumstances, the start of bereavement leave may be delayed for up to ten (10) work days.

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

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

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

Section 6. Shoe Allowance. Village will provide a \$125.00 annual allowance for the purchase of approved work shoes for employees of the Public Works, Recreation and Building Departments who are required to wear work shoes on the job. Effective June 1, 2008, all unit employees shall receive a \$175.00 annual shoe allowance.

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

Section 8. Tuition Reimbursement. Effective December 1, 2006, employees shall be entitled to receive tuition reimbursement for college credits at an accredited educational institution in courses which are job connected or necessary to complete a degree program in a job connected area. Employees shall receive a grade of (B) or better in order to receive reimbursement which shall be paid upon completion of the course and presentation of the transcript to the Village. Employees may not take more than two courses a semester at a cost not to exceed \$1200.00 per semester. The courses taken shall be approved in advance by the Village. A tuition reimbursement committee consisting of the Village Administrator, the Unit President, and employee's Department Head shall administer this program. The cumulative reimbursement in any fiscal year shall not

exceed \$12,000.00 and shall not carry over from year to year (the initial total for the initial period of December 1, 2007 through May 31, 2008 shall be prorated at \$6,000.00). This pilot program shall sunset on May 31, 2010.

ARTICLE XV - EMPLOYMENT OPPORTUNITIES

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

ARTICLE XVI - LAY-OFF

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

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

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

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

Section 2. Before hiring new employees, any available positions for which an employee laid-off for less than one year may be qualified, shall be made available to such employee by

written notice of the availability of such position to the last known address and providing not less than two weeks to accept the position and commence work.

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

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

ARTICLE XVII - EMPLOYEE FILES

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

ARTICLE XVIII - CSEA

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

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

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

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

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

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

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

ARTICLE XIX - SAFETY

Section 1. All employees shall maintain Village facilities in a safe and sanitary condition. Any hazardous condition shall be reported to the immediate supervisor who shall promptly report such condition to the proper authority. An employee or supervisor shall be designated in each department as a safety inspector as an additional responsibility and shall perform such duties as may be assigned by the department head.

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

ARTICLE XX - GRIEVANCE PROCEDURE

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

Step 1. Within ten work days after a grievance occurs, an employee shall present it in writing to the department head or it will be barred. The department head shall discuss the

grievance with the employee and CSEA representative, if any, and make such investigation as appropriate. Within ten work days after presentation of the grievance, the department head shall give an answer in writing to the employee.

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

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

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

ARTICLE XXI - ARBITRATION

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

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

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

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

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

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

ARTICLE XXII - MANAGEMENT RIGHTS

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

1. To select, hire, promote, transfer, assign or lay off employees or discontinue their positions.
2. To discipline employees for just cause by reprimand, fines, loss of vacation or personal days, suspension without pay, demotion or discharge except that employees who have not

completed the probationary period may be disciplined or discharged by the Village in its sole discretion without recourse to the grievance and arbitration provisions of this agreement.

3. To maintain discipline and efficiency of employees.

4. To determine schedules of work including overtime.

5. To contract for performance of any of their services and increase or decrease the scope thereof.

6. To install or remove equipment.

7. To establish and maintain reasonable operating rules and regulations. It is agreed that no conduct or action of the Village shall be inconsistent with any provision of this agreement or the Civil Service Law and rules issued thereunder except as otherwise provided in Article XXI Section 6.

ARTICLE XXIII - LEGISLATIVE ACTION

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

ARTICLE XXIV - PEACEFUL RESOLUTION OF DISPUTES

The CSEA and Village recognize that strikes and other forms of work stoppages by employees are contrary to law and public policy. The CSEA and Village subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of normal

duties necessary to the operation of the Village. The CSEA therefore agrees that there will be no strikes, work stoppages, or other concerted refusal to perform work or any instigation thereof by employees.

ARTICLE XXV - SCOPE OF AGREEMENT

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

ARTICLE XXVI - SEVERABILITY

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

ARTICLE XXVII - DURATION

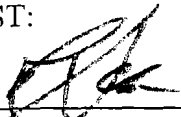
This agreement shall remain in full force and effect for the period from June 1, 2006 through May 31, 2010. This agreement shall be continued for annual periods after May 31, 2010, unless either party shall give written notice to terminate the agreement or modify any term thereof, by certified mail, return receipt requested, to the other party at the address set forth herein prior to December 31 of the year preceding the termination date hereof.

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

INCORPORATED VILLAGE OF GARDEN CITY


By  _____
Mayor

ATTEST:



Village Administrator

CSEA

By  _____
President

CSEA

By  _____
Labor Relations Specialist

Village of Garden City, New York
Pay Schedule of Standard Salary Ranges in
Annual and Hourly Rates
Supervisory Salary Schedule
Hired after 6/1/2001 (or promoted into union after 6/1/2002)

			Effective May 28, 2006									
Grade Code	Title		A Start	B 1 year	C 2 years	D 3 years	E 4 years	F 5 years	G 6 years	H 7 years	I 8 years	J 9 years
20S	DLA	SENIOR STORES CLERK	50,596 27.6935	51,588 28.2365	52,580 28.7794	53,575 29.3240	54,565 29.8659	55,558 30.4094	56,553 30.9540	57,544 31.4964	58,539 32.0411	59,526 32.5813
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	57,130 31.2698	58,277 31.8976	59,427 32.5271	60,574 33.1549	61,723 33.7838	62,870 34.4116	64,018 35.0400	65,166 35.6683	66,314 36.2967	67,466 36.9272
24S	OMM	RECREATION SUPERVISOR	59,526 32.5813	60,733 33.2419	61,940 33.9026	63,147 34.5632	64,354 35.2239	65,561 35.8845	66,769 36.5457	67,976 37.2063	69,183 37.8670	70,394 38.5298
25S	ACM	PRINCIPAL CLERK	62,031 33.9524	63,302 34.6481	64,573 35.3437	65,844 36.0394	67,115 36.7351	68,387 37.4313	69,656 38.1259	70,929 38.8227	72,200 39.5183	73,468 40.2124
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	67,466 36.9272	68,860 37.6902	70,256 38.4543	71,652 39.2184	73,046 39.9814	74,440 40.7444	75,836 41.5085	77,230 42.2715	78,625 43.0350	80,015 43.7958
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	70,394 35 hr 38.5298 40 hr 33.7136	71,860 39.3322 34.4157	73,326 40.1346 35.1178	74,791 40.9365 35.8194	76,256 41.7384 36.5211	77,721 42.5402 37.2227	79,185 43.3415 37.9239	80,651 44.1440 38.6260	82,117 44.9464 39.3281	83,580 45.7471 40.0287
29S	IQF	ASST. VILLAGE ENGINEER	73,468 40.2124	75,003 41.0525	76,540 41.8938	78,075 42.7340	79,609 43.5736	81,144 44.4138	82,681 45.2551	84,216 46.0952	85,751 46.9354	87,281 47.7729
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	76,677 41.9688	78,288 42.8506	79,897 43.7313	81,508 44.6130	83,120 45.4953	84,729 46.3760	86,341 47.2583	87,949 48.1385	89,561 49.0208	91,174 49.9037
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	80,015 35 hr 43.7958 40 hr 38.3214	81,712 44.7247 39.1341	83,410 45.6541 39.9473	85,108 46.5835 40.7605	86,806 47.5129 41.5738	88,503 48.4417 42.3865	90,201 49.3711 43.1997	91,897 50.2994 44.0120	93,595 51.2288 44.8252	95,294 52.1587 45.6389
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	83,580 45.7471	85,363 46.7230	87,144 47.6979	88,928 48.6743	90,710 49.6497	92,490 50.6240	94,273 51.5999	96,056 52.5758	97,839 53.5517	99,617 54.5249
34S	7UE	DEPUTY SUPT OF W&S OPERATION	91,174 49.9037	93,119 50.9683	95,062 52.0317	97,008 53.0969	98,952 54.1609	100,894 55.2239	102,839 56.2885	104,784 57.3530	106,729 58.4176	108,785 59.5430

Village of Garden City, New York
 Pay Schedule of Standard Salary Ranges in
 Annual and Hourly Rates
 Supervisory Salary Schedule

Effective May 28, 2006

Grade	Code	Title	A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	50,596 27.6935	52,683 28.8358	54,846 30.0197	57,130 31.2698	59,526 32.5813
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	57,130 31.2698	59,526 32.5813	62,032 33.9529	64,680 35.4023	67,466 36.9272
24S	OMM	RECREATION SUPERVISOR	59,526 32.5813	62,031 33.9524	64,680 35.4023	67,466 36.9272	70,394 38.5298
25S	ACM	PRINCIPAL CLERK	62,031 33.9524	64,679 35.4018	67,466 36.9272	70,394 38.5298	73,468 40.2124
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	67,466 36.9272	70,394 38.5298	73,468 40.2124	76,677 41.9688	80,015 43.7958
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	70,394 35 hr 38.5298 40 hr 33.7136	73,468 40.2124 35.1858	76,677 41.9688 36.7227	80,015 43.7958 38.3214	83,580 45.7471 40.0287
29S	IQF	ASST. VILLAGE ENGINEER	73,468 40.2124	76,677 41.9688	80,015 43.7958	83,580 45.7471	87,281 47.7729
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	76,677 41.9688	80,015 43.7958	83,580 45.7471	87,281 47.7729	91,174 49.9037
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	80,015 35 hr 43.7958 40 hr 38.3214	83,580 45.7471 40.0287	87,281 47.7729 41.8012	91,174 49.9037 43.6657	95,294 52.1587 45.6389
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	83,580 45.7471	87,281 47.7729	91,174 49.9037	95,294 52.1587	99,617 54.5249
34S	7UE	DEPUTY SUPT OF W&S OPERATION	91,174 49.9037	95,294 52.1587	99,617 54.5249	104,101 56.9792	108,785 59.5430

Village of Garden City, New York
Pay Schedule of Standard Salary Ranges in
Annual and Hourly Rates
Supervisory Salary Schedule
Hired after 6/1/2001 (or promoted into union after 6/1/2002)

			Effective May 27, 2007									
Grade	Code	Title	A Start	B 1 year	C 2 years	D 3 years	E 4 years	F 5 years	G 6 years	H 7 years	I 8 years	J 9 years
20S	DLA	SENIOR STORES CLERK	52,468 28.7181	53,497 29.2813	54,525 29.8440	55,557 30.4089	56,584 30.9710	57,614 31.5348	58,645 32.0991	59,673 32.6617	60,705 33.2266	61,728 33.7865
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	59,244 32.4269	60,433 33.0777	61,626 33.7307	62,815 34.3815	64,007 35.0339	65,196 35.6847	66,387 36.3366	67,577 36.9880	68,768 37.6398	69,962 38.2934
24S	OMM	RECREATION SUPERVISOR	61,728 33.7865	62,980 34.4718	64,232 35.1571	65,483 35.8418	66,735 36.5271	67,987 37.2124	69,239 37.8976	70,491 38.5829	71,743 39.2682	72,999 39.9557
25S	ACM	PRINCIPAL CLERK	64,326 35.2085	65,644 35.9299	66,962 36.6513	68,280 37.3727	69,598 38.0941	70,917 38.8161	72,233 39.5364	73,553 40.2589	74,871 40.9803	76,186 41.7001
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	69,962 38.2934	71,408 39.0848	72,855 39.8768	74,303 40.6694	75,749 41.4609	77,194 42.2518	78,642 43.0443	80,088 43.8358	81,534 44.6273	82,976 45.4165
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	72,999 35 hr 40 hr 39.9557 34.9612	74,519 40.7876 35.6892	76,039 41.6196 36.4171	77,558 42.4510 37.1446	79,077 43.2824 37.8721	80,597 44.1144 38.6001	82,115 44.9453 39.3271	83,635 45.7772 40.0551	85,155 46.6092 40.7830	86,672 47.4395 41.5096
29S	IQF	ASST. VILLAGE ENGINEER	76,186 41.7001	77,778 42.5714	79,372 43.4439	80,964 44.3153	82,555 45.1861	84,146 46.0569	85,740 46.9294	87,332 47.8008	88,924 48.6721	90,510 49.5402
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	79,514 43.5216	81,185 44.4362	82,853 45.3492	84,524 46.2638	86,195 47.1784	87,864 48.0920	89,536 49.0071	91,203 49.9195	92,875 50.8347	94,547 51.7499
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT. OF PUBLIC WORKS	82,976 35 hr 40 hr 45.4165 39.7395	84,735 46.3793 40.5819	86,496 47.3432 41.4253	88,257 48.3071 42.2687	90,018 49.2709 43.1121	91,778 50.2343 43.9550	93,538 51.1976 44.7979	95,297 52.1604 45.6403	97,058 53.1242 46.4837	98,820 54.0887 47.3276
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	86,672 47.4395	88,521 48.4516	90,368 49.4625	92,218 50.4751	94,066 51.4866	95,912 52.4970	97,761 53.5090	99,610 54.5211	101,459 55.5331	103,303 56.5424
34S	7UE	DEPUTY SUPT. OF W&S OPERATION	94,547 51.7499	96,564 52.8539	98,579 53.9568	100,597 55.0613	102,613 56.1648	104,627 57.2671	106,644 58.3711	108,661 59.4751	110,678 60.5791	112,810 61.7460

Village of Garden City, New York
 Pay Schedule of Standard Salary Ranges in
 Annual and Hourly Rates
 Supervisory Salary Schedule

Effective May 27, 2007

Grade	Code	Title	A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	52,468 28.7181	54,632 29.9026	56,875 31.1303	59,244 32.4269	61,728 33.7865
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	59,244 32.4269	61,728 33.7865	64,327 35.2091	67,073 36.7121	69,962 38.2934
24S	OMM	RECREATION SUPERVISOR	61,728 33.7865	64,326 35.2085	67,073 36.7121	69,962 38.2934	72,999 39.9557
25S	ACM	PRINCIPAL CLERK	64,326 35.2085	67,072 36.7115	69,962 38.2934	72,999 39.9557	76,186 41.7001
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	69,962 38.2934	72,999 39.9557	76,186 41.7001	79,514 43.5216	82,976 45.4165
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	72,999 35 hr 40 hr 39.9557 34.9612	76,186 41.7001 36.4875	79,514 43.5216 38.0814	82,976 45.4165 39.7395	86,672 47.4395 41.5096
29S	IQF	ASST. VILLAGE ENGINEER	76,186 41.7001	79,514 43.5216	82,976 45.4165	86,672 47.4395	90,510 49.5402
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	79,514 43.5216	82,976 45.4165	86,672 47.4395	90,510 49.5402	94,547 51.7499
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	82,976 35 hr 40 hr 45.4165 39.7395	86,672 47.4395 41.5096	90,510 49.5402 43.3477	94,547 51.7499 45.2811	98,820 54.0887 47.3276
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	86,672 47.4395	90,510 49.5402	94,547 51.7499	98,820 54.0887	103,303 56.5424
34S	7UE	DEPUTY SUPT OF W&S OPERATION	94,547 51.7499	98,820 54.0887	103,303 56.5424	107,953 59.0876	112,810 61.7460

Village of Garden City, New York
Pay Schedule of Standard Salary Ranges in
Annual and Hourly Rates
Supervisory Salary Schedule
Hired after 6/1/2001 (or promoted into union after 6/1/2002)

			Effective May 25, 2008									
Grade	Code	Title	A	B	C	D	E	F	G	H	I	J
			Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
20S	DLA	SENIOR STORES CLERK	54,357 29.7521	55,423 30.3355	56,488 30.9184	57,557 31.5036	58,621 32.0859	59,688 32.6700	60,756 33.2545	61,821 33.8374	62,890 34.4226	63,950 35.0027
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	61,377 33.5944	62,609 34.2687	63,845 34.9453	65,076 35.6190	66,311 36.2950	67,543 36.9693	68,777 37.6448	70,010 38.3196	71,244 38.9951	72,481 39.6721
24S	OMM	RECREATION SUPERVISOR	63,950 35.0027	65,247 35.7126	66,544 36.4226	67,840 37.1319	69,137 37.8418	70,435 38.5523	71,732 39.2622	73,029 39.9721	74,326 40.6820	75,627 41.3941
25S	ACM	PRINCIPAL CLERK	66,642 36.4762	68,007 37.2233	69,373 37.9710	70,738 38.7181	72,104 39.4658	73,470 40.2135	74,833 40.9595	76,201 41.7083	77,566 42.4554	78,929 43.2014
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	72,481 39.6721	73,979 40.4921	75,478 41.3125	76,978 42.1336	78,476 42.9535	79,973 43.7729	81,473 44.5939	82,971 45.4138	84,469 46.2337	85,963 47.0515
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	75,627 35 hr 41.3941 40 hr 36.2198	77,202 42.2562	78,776 43.1177	80,350 43.9792	81,924 44.8407	83,498 45.7022	85,071 46.5632	86,646 47.4253	88,221 48.2874	89,792 49.1472 43.0038
29S	IQF	ASST. VILLAGE ENGINEER	78,929 43.2014	80,578 44.1040	82,229 45.0077	83,879 45.9108	85,527 46.8128	87,175 47.7148	88,827 48.6190	90,476 49.5216	92,125 50.4242	93,768 51.3235
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	82,377 45.0887	84,108 46.0361	85,836 46.9819	87,567 47.9294	89,298 48.8768	91,027 49.8232	92,759 50.7712	94,486 51.7165	96,219 52.6650	97,951 53.6130
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	85,963 35 hr 47.0515 40 hr 41.1700	87,785 48.0487	89,610 49.0476	91,434 50.0460	93,259 51.0449	95,082 52.0427	96,905 53.0405	98,728 54.0383	100,552 55.0367	102,378 56.0361 49.0316
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	89,792 49.1472	91,708 50.1959	93,621 51.2430	95,538 52.2923	97,452 53.3399	99,365 54.3870	101,280 55.4351	103,196 56.4839	105,112 57.5326	107,022 58.5780
34S	7UE	DEPUTY SUPT OF W&S OPERATION	97,951 53.6130	100,040 54.7564	102,128 55.8993	104,218 57.0432	106,307 58.1866	108,394 59.3290	110,483 60.4724	112,573 61.6163	114,662 62.7597	116,871 63.9688

Village of Garden City, New York
 Pay Schedule of Standard Salary Ranges in
 Annual and Hourly Rates
 Supervisory Salary Schedule

Effective May 25,2008

Grade	Code	Title	A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	54,357 29.7521	56,599 30.9792	58,923 32.2512	61,377 33.5944	63,950 35.0027
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	61,377 33.5944	63,950 35.0027	66,643 36.4767	69,488 38.0339	72,481 39.6721
24S	OMM	RECREATION SUPERVISOR	63,950 35.0027	66,642 36.4762	69,488 38.0339	72,481 39.6721	75,627 41.3941
25S	ACM	PRINCIPAL CLERK	66,642 36.4762	69,487 38.0334	72,481 39.6721	75,627 41.3941	78,929 43.2014
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	72,481 39.6721	75,627 41.3941	78,929 43.2014	82,377 45.0887	85,963 47.0515
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	75,627 35 hr 41.3941 40 hr 36.2198	78,929 43.2014 37.8012	82,377 45.0887 39.4526	85,963 47.0515 41.1700	89,792 49.1472 43.0038
29S	IQF	ASST. VILLAGE ENGINEER	78,929 43.2014	82,377 45.0887	85,963 47.0515	89,792 49.1472	93,768 51.3235
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	82,377 45.0887	85,963 47.0515	89,792 49.1472	93,768 51.3235	97,951 53.6130
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	85,963 35 hr 47.0515 40 hr 41.1700	89,792 49.1472 43.0038	93,768 51.3235 44.9080	97,951 53.6130 46.9114	102,378 56.0361 49.0316
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	89,792 49.1472	93,768 51.3235	97,951 53.6130	102,378 56.0361	107,022 58.5780
34S	7UE	DEPUTY SUPT OF W&S OPERATION	97,951 53.6130	102,378 56.0361	107,022 58.5780	111,839 61.2146	116,871 63.9688

Village of Garden City, New York
Pay Schedule of Standard Salary Ranges in
Annual and Hourly Rates
Supervisory Salary Schedule
Hired after 6/1/2001 (or promoted into union after 6/1/2002)

			Effective June 7, 2009									
Grade	Code	Title	A Start	B 1 year	C 2 years	D 3 years	E 4 years	F 5 years	G 6 years	H 7 years	I 8 years	J 9 years
20S	DLA	SENIOR STORES CLERK	56,314 30.8232	57,418 31.4275	58,522 32.0317	59,629 32.6377	60,731 33.2408	61,837 33.8462	62,943 34.4516	64,047 35.0558	65,154 35.6617	66,252 36.2627
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	63,587 34.8041	64,863 35.5025	66,143 36.2031	67,419 36.9015	68,698 37.6015	69,975 38.3005	71,253 39.0000	72,530 39.6990	73,809 40.3990	75,090 41.1002
24S	OMM	RECREATION SUPERVISOR	66,252 36.2627	67,596 36.9984	68,940 37.7340	70,282 38.4685	71,626 39.2042	72,971 39.9403	74,314 40.6754	75,658 41.4111	77,002 42.1467	78,350 42.8845
25S	ACM	PRINCIPAL CLERK	69,041 37.7893	70,455 38.5632	71,870 39.3377	73,285 40.1122	74,700 40.8867	76,115 41.6612	77,527 42.4340	78,944 43.2096	80,358 43.9836	81,770 44.7564
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	75,090 41.1002	76,642 41.9496	78,195 42.7997	79,749 43.6502	81,301 44.4997	82,852 45.3487	84,406 46.1992	85,958 47.0487	87,510 47.8982	89,058 48.7455
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	78,350 35 hr 42.8845 40 hr 37.5239	79,981 43.7772	81,612 44.6700	83,243 45.5627	84,873 46.4548	86,504 47.3476	88,134 48.2397	89,765 49.1325	91,397 50.0257	93,025 50.9168
29S	IQF	ASST. VILLAGE ENGINEER	81,770 44.7564	83,479 45.6918	85,189 46.6278	86,899 47.5638	88,606 48.4981	90,313 49.4324	92,025 50.3695	93,733 51.3043	95,442 52.2397	97,144 53.1713
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	85,343 46.7121	87,136 47.6935	88,926 48.6732	90,719 49.6546	92,513 50.6366	94,304 51.6169	96,098 52.5988	97,887 53.5780	99,683 54.5610	101,477 55.5430
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	89,058 35 hr 48.7455 40 hr 42.6523	90,945 49.7783	92,836 50.8134	94,726 51.8478	96,616 52.8823	98,505 53.9163	100,394 54.9502	102,282 55.9836	104,172 57.0181	106,064 58.0536
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	93,025 50.9168	95,009 52.0027	96,991 53.0876	98,977 54.1746	100,960 55.2600	102,942 56.3448	104,926 57.4308	106,911 58.5172	108,896 59.6037	110,875 60.6869
34S	7UE	DEPUTY SUPT OF W&S OPERATION	101,477 55.5430	103,641 56.7274	105,805 57.9119	107,970 59.0969	110,134 60.2813	112,296 61.4647	114,460 62.6492	116,626 63.8347	118,790 65.0192	121,078 66.2715

Village of Garden City, New York
 Pay Schedule of Standard Salary Ranges in
 Annual and Hourly Rates
 Supervisory Salary Schedule

Effective June 7,2009

Grade	Code	Title	A Start	B 1 year	C 2 years	D 3 years	E 4 years
20S	DLA	SENIOR STORES CLERK	56,314 30.8232	58,637 32.0947	61,044 33.4122	63,587 34.8041	66,252 36.2627
23S	DPA XJK	ASST. TO PURCHASING AGENT CONST. INSP. TRAINEE	63,587 34.8041	66,252 36.2627	69,042 37.7898	71,990 39.4034	75,090 41.1002
24S	OMM	RECREATION SUPERVISOR	66,252 36.2627	69,041 37.7893	71,990 39.4034	75,090 41.1002	78,350 42.8845
25S	ACM	PRINCIPAL CLERK	69,041 37.7893	71,989 39.4028	75,090 41.1002	78,350 42.8845	81,770 44.7564
27S	DPF XCP CEK XHF 3MA	PURCHASING AGENT BLDG & PLUMBING INSPECTOR SENIOR ACCOUNTANT CONSTRUCTION INSPECTOR INSPECTOR STREET MAINTENANCE	75,090 41.1002	78,350 42.8845	81,770 44.7564	85,343 46.7121	89,058 48.7455
28S	IMP IMA IKP 3NF 4GF 3BF 5OF XBF 4BK 7TA OSP	JR. CIVIL ENGINEER PARTY CHIEF SR. ENGINEERING AIDE HIGHWAY GENERAL SUPERVISOR PARKS MAINTENANCE SUPERVISOR SANITATION GENERAL SUPERVISOR MOTOR REPAIR SUPERVISOR SENIOR BUILDING INSPECTOR SENIOR GROUNDSKEEPER SUPV. WATER & SEWER SVCR REC. PROGRAM DEVELOPMENT SUPV.	78,350 35 hr 42.8845 40 hr 37.5239	81,770 44.7564 39.1619	85,343 46.7121 40.8731	89,058 48.7455 42.6523	93,025 50.9168 44.5522
29S	IQF	ASST. VILLAGE ENGINEER	81,770 44.7564	85,343 46.7121	89,058 48.7455	93,025 50.9168	97,144 53.1713
30S	IMK BWM	ASST. CIVIL ENGINEER INFORMATION SPECIALIST III	85,343 46.7121	89,058 48.7455	93,025 50.9168	97,144 53.1713	101,477 55.5430
31S	FSK BSK FSP	ASST. SUPT. OF PUBLIC WORKS COORD. OF COMPUTER SVCS DEP. SUPT OF PUBLIC WORKS	89,058 35 hr 48.7455 40 hr 42.6523	93,025 50.9168 44.5522	97,144 53.1713 46.5249	101,477 55.5430 48.6001	106,064 58.0536 50.7969
32S	IQK ORI XSP	VILLAGE ENGINEER ASST. SUPT. OF RECREATION ASST. SUPT. OF BUILDING	93,025 50.9168	97,144 53.1713	101,477 55.5430	106,064 58.0536	110,875 60.6869
34S	7UE	DEPUTY SUPT OF W&S OPERATION	101,477 55.5430	106,064 58.0536	110,875 60.6869	115,865 63.4182	121,078 66.2715

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J. Fisher