

**GENERAL AGREEMENT**

Between

**TOWN OF KEARNY**

And

**KEARNY CIVIL SERVICE COUNCIL #11**

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January 1, 2019 to December 31, 2023

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## TABLE OF CONTENTS

	<u>PAGE</u>
PREAMBLE	1
<u>ARTICLE</u>	
1 RECOGNITION	2
2 COLLECTIVE BARGAINING PROCEDURE	3
3 CONDUCTING UNION BUSINESS ON EMPLOYER'S TIME	4
4 DISCRIMINATION AND COERCION	5
5 PAY TREATMENT FOR EXTENDED ILLNESS	6
6 UNION SECURITY	9
7 WAGES	10
8 HOURS	11
9 EDUCATION BENEFITS	12
10 OVERTIME	13
11 VACATION	15
12 DEATH IN FAMILY	17
13 HOLIDAYS	18
14 HEALTH BENEFITS AND INSURANCE	20
15 INSURANCE AND AUTOMOBILE COSTS	22
16 BULLETIN BOARD	23
17 PENSIONS	24
18 VACANCIES	25
19 DISCHARGE OR SUSPENSION	26
20 GRIEVANCE PROCEDURE	27
21 ARBITRATION	28
22 LONGEVITY	29
23 MANAGEMENT OF TOWN AFFAIRS	30
24 CLOTHING ALLOWANCE	31
25 PERSONAL DAYS	32

26.	HAZARDOUS WORK	33
27.	LEAVES OF ABSENCE	34
28.	JURY DUTY	35
29.	SCHEDULE FOR PAYMENT OF CERTAIN BENEFITS	36
30.	COMMERCIAL LICENSES	37
31.	DURATION	38

PREAMBLE

AGREEMENT MADE THIS X<sup>th</sup> DAY OF March 2020, by and between the TOWN OF KEARNY (hereinafter referred to as the "EMPLOYER" or "TOWN") and the KEARNY CIVIL SERVICE COUNCIL #11 (hereinafter referred to as the "UNION"):

WHEREAS, the parties hereto have carried on collective bargaining negotiations for the purpose of developing and concluding a general agreement covering wages, hours of work and other conditions of employment;

WHEREAS, the Union represents the Civil Servants employed by the Town, and;

WHEREAS, the parties have heretofore entered into agreements covering wages, hours of work and other terms and conditions of employment for periods up to and including December 31, 2023, and;

WHEREAS, the parties have reached agreement on wages and terms and conditions of employment that has been ratified by the Union and approved by the Mayor and Council of the Town.

NOW THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

**ARTICLE 1**  
**RECOGNITION AND SCOPE OF**  
**AGREEMENT**

Section 1. The Employer hereby recognizes the Union as the sole and exclusive representative of all the employees in the bargaining unit as defined in Article 1, Section 2 herein for the purpose of collective bargaining and all activities and processes hereto.

Section 2. The bargaining unit shall consist of all employees of the Town other than department heads, assistant department heads and supervisors, and excluding police and firemen. Also excluded from the bargaining unit are elected officials, members of the boards, managerial, confidential employees and the Assistant Town Clerk.

Section 3. This agreement shall govern all wages, hours and other conditions of employment herein set forth.

Section 4. This agreement shall be binding upon the parties hereto and their successors.

**ARTICLE 2**  
**COLLECTIVE BARGAINING PROCEDURE**

Section 1. Collective bargaining with respect to rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized bargaining agent of the parties. Unless otherwise designated, the Mayor or the Employer or his/her designee, and the President of the Union or his/her designee shall be the respective bargaining agents for the parties.

Section 2. Collective bargaining meetings shall be held at times and places mutually convenient at the request of either party.

Section 3. Employees of the Employer who may be designated by the Union to participate in collective bargaining meetings called for the purpose of the negotiation of a collective bargaining agreement will be excused from their work assignments.

Section 4. Ordinarily not more than six (6) additional representatives of each party shall participate in collective bargaining meetings.

**ARTICLE 3**  
**CONDUCTING UNION BUSINESS ON EMPLOYER'S  
TIME**

Section 1. The Employer shall permit members of the Union Grievance Committee (not to exceed three (3)) to conduct the business of the Committee, which consists of conferring with employees and management on specific grievances in accordance with the grievance procedure set forth herein, during the duty hours of the members without loss of pay provided the conduct of said business shall not diminish the effectiveness of a department or require the recall of off-duty employees to bring a department to its proper effectiveness.

Section 2. The Employer shall permit members of the Union Negotiations Committee to attend collective bargaining meetings during the duty hours of the members. However, only two (2) members of such Committee shall be permitted to attend such meetings without loss of pay, each for a period of three (3) meetings.

Section 3. The Employer agrees to grant the necessary time off without loss of pay to the members of the Union selected as delegates to attend any State or National convention of the New Jersey Civil Service Employees association, provided that the number of delegates does not exceed in the aggregate one (1) delegate for the first 50 employees or fraction thereof and one (1) additional delegate for each additional 50 employees or fraction thereof. No more than one (1) delegate shall be selected from a Department with the exception of the Street Department, from which there shall be no more than (3) delegates selected. The above-mentioned limitations are exclusive of the President of the Union and the members of the State Board of Trustees. Provided further that such time off granted each delegate will not detrimentally affect the proficiency and effectiveness of the Department.

**ARTICLE 4**  
**DISCRIMINATION AND COERCION**

There shall be no discrimination, interference or coercion by the Employer, or any of its agents against the employees represented by the Union because of membership or activity in the Union. The Union shall not intimidate or coerce employees into membership. Neither the Employer nor the Union shall discriminate against any employee because of race, creed, color or national origin.



**ARTICLE 5**  
**PAY TREATMENT FOR EXTENDED ILLNESS**

Section 1. Employees shall be entitled to sick leave with pay during periods of disability due to illness, injury or recuperation there from for periods as hereinafter set forth.

Section 2. During the first calendar year of service after permanent employment, each employee shall be entitled to one (1) working day of sick leave for each month of service.

Section 3. For each subsequent calendar year of employment, i.e., from January 1<sup>st</sup> to December 31<sup>st</sup> of each year, each employee shall be entitled to 16 working days of sick leave for each year.

Section 4. Unused sick leave shall accumulate from year to year, and each employee shall be entitled to such accumulated sick leave with pay if and when needed.

Section 5. In the event of an absence due to injury, as the result of or arising from employment, employees shall be entitled to workers' compensation in lieu of temporary disability at the statutory rate without utilizing accumulated sick leave, provided however, for any such injury the employee shall be entitled to full pay for the first six (6) weeks of such absence without charge against the accumulated sick leave. Any workers' compensation received by the Employee during the first 6 weeks shall be paid back to the Employer.

Section 6. Each employee shall be entitled, upon death or retirement from employment with at least 20 years of employment with the Town, to payment for unused accumulated sick leave, up to a maximum of one hundred twenty (120) days at the prevailing wage rate in effect at the time of said death or retirement, provided such payment is legal under the laws of the State of New Jersey.

Section 7. No employee shall suffer the loss of any vacation time or sick leave by reason of same falling during any probationary period, provided that said employee passes the probationary period and is made a permanent employee. Any sick time or vacation time taken during the probationary period by an employee who subsequently successfully completes the probationary period and becomes permanent, shall be debited to that employee in accordance with the terms of this contract governing vacations and sick leave.

If during the probationary period an employee suffers loss of pay due to absences which otherwise would be chargeable to sick time or vacation time, then upon successful completion of the probationary period, the employee may require the Employer to reimburse him for the loss of pay and to debit the employee proportionately in accordance with the terms of this contract governing vacation and sick leave. In calculating service with the municipality for purposes of vacations, sick leave, longevity or any other benefits due to employees, employment shall include any time served during a probationary period.

Section 8. Effective January 1, 1984 and annually thereafter, during the term of the contract, the Employer and the Union agree to an incentive plan for sick leave, whereby all employees who do not use a certain part of their annual allotted sixteen (16) sick days shall receive a one-time bonus payment as follows:

Use 0 days in 1984, will receive a check for \$100.00.  
Use ½ day in 1984, will receive a check for \$90.00.  
Use 1 day in 1984, will receive a check for \$ 80.00.  
Use 1 ½ days in 1984, will receive a check for \$70.00.  
Use 2 days in 1984, will receive a check for \$ 60.00.  
Use 2 ½ days in 1984, will receive a check for \$50.00.  
Use 3 days in 1984, will receive a check for \$ 40.00.  
Use 3 ½ days in 1984, will receive a check for \$30.00.  
Use 4 days in 1984, will receive a check for \$ 20.00.  
Use more than 4 days in 1984, will receive no payment.

This procedure will also be in effect for 1985. The parties agree that this is a one-time annual bonus, which if payable, shall be made no later than June 1<sup>st</sup> in the year following the year in which it is earned. It is further understood and agreed that this incentive plan shall not diminish any other rights in the agreement between the parties hereto.

It is understood and agreed that this bonus is being paid for a one hundred percent attendance record. In the event any employee is injured and/or sick and does not use their annual allotted sick leave in accordance, for instance, under Article 5 as reflected in paragraph 5 hereof, such absence will disqualify the employee and/or employees from receiving any additional payments under the incentive plan for sick leave set out herein.

Section 9. The Town shall provide all covered employees represented by the union with temporary disability benefits, effective January 1, 1994, with the following conditions.

1. The first 30 days of temporary disability shall be unpaid. Employees may use sick leave or other paid time such as vacation, personal or compensatory time during this 30-day period.

2. The maximum period of time of coverage for any period of temporary disability shall be 6 continuous months, commencing after the 30-day period referred to above.

3. The amount of payment to the employee shall be two-thirds of each employee's regular salary or \$304.00 per week, whichever is less. This dollar amount of \$304.00, which is to be the 1993 base rate, shall be increased each year, effective January 1<sup>st</sup>, by a percentage equal to the percentage increase for salaries for that year. As an example, the amount of 1994 will be \$319.00, which is \$304 times 105%, rounded to the nearest dollar.

4. Use of sick leave by an employee in lieu of the use of this plan shall not be precluded.

Section 10. Consistent with applicable law, employees on extended sick leave for any reason shall call their supervisor on Monday of each week with a status update of anticipated date for return to work.

Section 11. Effective April 1, 2016 employees may use one-half (1/2) of a sick day in the morning or the afternoon, during which time a doctor's note will not be required.

**ARTICLE 6**  
**UNION SECURITY**

A. In so far as permitted by law, the Employer agrees to deduct from the pay of all employees who are members covered by this agreement, initiation fees, dues and assessments as required by the CS11 by-laws and other Union rules and regulations duly enacted. All such deductions shall be paid over to the properly designated Union official monthly on a regular recurring basis.

B. Representation Fee.

1 Purpose of Fee - If an employee does not become a member of the Union during any membership year (January 1 to December 31), which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the Union for that membership year only upon the Town's receipt of a written document from the employee expressly authorizing said Representation Fee payment in accordance with applicable law. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Union as a majority representative. Once during each membership year, covered in whole or in part by this agreement, the Union will submit to the Town a list of those employees who have not become members of the Union for the then current membership year.

2. Notification - Prior to the beginning of each membership year, the Union will notify the Town in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Union to its own members for that membership year.

3. Certification - The Union will certify to the Town before the start of each membership year that the amount of the representation fee to be assessed does not exceed 85% of unified dues, fees and assessments.

4. Demand and return - The Union agrees that it will, in conformity with the applicable laws, establish a demand and return system for all employees and will present appropriate evidence of the existence of such a system to the Town.

5. The Union shall indemnify and hold the Town harmless against any and all claims, demands, suits and other forms of liability including liability for reasonable counsel fees and other legal costs and expenses that may arise out of or by reason of any action taken or not taken by the Town in conformance with this provision.

6. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction or transmission of regular membership dues.

ARTICLE 7  
WAGES

Section 1

(A) Effective and retroactive to January 1, 2019, each employee of the unit shall receive an across the board salary increase of 1.75%;

(B) Effective and retroactive to January 1, 2020, each employee of the unit shall receive an across the board salary increase of 2.00%;

(C) Effective January 1, 2021, each employee of the unit shall receive an across the board salary increase of 2.25%;

(D) Effective January 1, 2022, each employee of the unit shall receive an across the board salary increase of 2.25%;

(E) Effective January 1, 2023, each employee of the unit shall receive an across the board salary increase of 2.25%;

(F) The Resolution #2020-87 attached as Appendix 1 is incorporated herein by reference.

Section 2. In addition to all benefits covered by the within agreement, employees who work the following shifts shall receive the following additions to pay, which shall be known as shift differential:

A. 2 p.m. to 10 p.m.	5%
1 p.m. to 9 p.m.	5%
3 p.m. to 11 p.m.	5%
B. 10 p.m. to 6 a.m.	10%

C. Fire Dispatchers whose regularly scheduled work tour is 7 p.m. to 7 a.m. will receive a 10% differential.

The shift differentials listed under (A) above cover certain employees working at the library and Town Hall and dispatchers.

Section 3. The Town shall continue to pay employees on a biweekly basis.

Section 4. Salary step increases are payable as of the first of the month that the increase is due.

Section 5. An employee promoted to a new title shall be placed on the step with the next higher dollar value in the new scale above the salary received by the employee prior to the promotion.

Section 6. All employees hired on or after December 1, 2004 shall have their first week of pay withheld.

**ARTICLE 8**  
**HOURS**

Section 1. The work shall consist of five consecutive days of work during the seven day period from Monday through Sunday, the scheduling of which shall be in accordance with the efficient operations of the Town's departments.

Section 2. Except for employees hired prior to 7/1/93 who normally work less than 35 hours per week, the workday shall consist of eight hours of work for blue collar employees inclusive of a one hour paid lunch, and seven hours of work for white collar employees exclusive of a one hour unpaid lunch.

Lunch shall be taken between 12 p.m. and 2 p.m. However, if an employee is required to work between 12 p.m. and 2 p.m. and is unable to take a full lunch hour in this time period, the employee will have the option to take a later lunch or be paid overtime compensation for the period of the missed portion of the lunch hour.

Section 3. Subject to the provisions of Section 4 herein as those provisions relate to employees hired prior to December 1, 2004, the Town may modify hours of work consistent with the efficient operation of its departments. Employees will be given at least 2 weeks notice of any change in the work hours except in cases of emergency when shorter notice may be given.

Section 4. Employees hired prior to December 1, 2004 may retain their present work schedule of hours of work per day and days of work per week. Employees hired after December 1, 2004 shall have a workday as set forth in Section 2 and shall have a work week of five consecutive days of work inclusive of Saturday and Sunday with shifts from Monday through Friday; Tuesday through Saturday; and Wednesday through Sunday. Employees hired prior to December 1, 2004 may volunteer to change their hours or days of work to one of the new shifts that may be created. Effective April 1, 2016 current DPW employees (those hired prior to April 1, 2016) working a Tuesday to Saturday or Wednesday to Sunday shift shall do so on a three (3) month rotating basis (unless a current employee volunteers to work such shift for a longer period of time) and DPW employees hired after April 1, 2016 shall be placed on the same schedule on a 3 month rotating basis.

Section 5. Notwithstanding paragraph 2 above, Fire Dispatchers will work a 12-hour modified Pitman-like work schedule as determined by the Fire Chief. Fire Dispatchers do not have a designated lunch period.

Section 6. If a DPW crew is provided 6 or more hours advanced notice of a shift cancellation they will received a \$100 stipend. If less than 6 hours of advanced notice is provided, a DPW crew will receive a \$200 stipend.

**ARTICLE 9**  
**EDUCATION BENEFITS**

The Employer agrees to pay the cost of education benefits for educational courses taken by employees which constitute a benefit to and which are related to his/her employment activities, subject to the prior approval of the Employer, which shall not be unreasonably withheld.

A. Courses taken must be at an accredited college or university, and attendance must occur outside of work hours; however, the Town Administrator has discretion to allow shift change to attend classes.

B. Payment will be made to a maximum of forty (\$40.00) dollars per credit per undergraduate credit.

C. Payment for the cost of books shall not exceed forty (\$40.00) dollars per year.

D. Payment shall be made in the form of reimbursement to the employee at the rate of fifty percent (50%) per year of said reimbursable costs herein above defined so that one hundred percent (100%) is paid over two years.

E. The Employer shall deduct from said reimbursable costs, any federal grant-in-aids funds that may have been received by the employee but federal grant-in-aid funds shall not include veteran's benefits.



## **ARTICLE 10 OVERTIME**

Section 1. The Employer agrees that overtime pay consisting of time and one-half shall be paid to all employees covered by this agreement for hours worked in excess of the regular work day except as hereinafter set forth and only when such working of overtime is authorized by the department head or assistant department head.

Section 2. In the event an employee is required to work more than ten (10) consecutive hours overtime after having worked his regular eight (8) hour work day, he shall be paid for said ten (10) hours at rate of time and one-half as set forth above. However, if the said employee is required to work more than eighteen (18) hours consecutively, he shall be paid for all or any part of the next six (6) hours at the rate of double time for such hours. In no case shall an employee be required to work more than a twenty-four (24) hour period; he shall be excused from work on his next regular work day without loss of pay for that day. This section does not apply to Fire Dispatchers.

Section 3. Work performed on Saturday or Sunday or on the sixth or seventh consecutive day of the workweek shall be paid at time and one-half, unless Saturday or Sunday is part of the employee's normal weekly work schedule.

Section 4. Time and one-half shall be paid for all holiday work in addition to holiday pay. This section does not apply to Fire Dispatchers.

Section 5. Employees recalled to duty on a weekday at time other than during their regular tours of duty shall be paid a minimum of three (3) hours pay irrespective of time actually worked at the applicable overtime rate of pay set forth in this agreement. This section does not apply to Fire Dispatchers.

Subject to Section 3 above, employees called to duty on Saturday or Sunday, or the sixth and seventh consecutive work day shall be paid a minimum of four (4) hours pay irrespective of time actually worked at the applicable overtime rate of pay set forth herein.

A. Library employees working on Saturday or Sunday shall be paid at the prevailing overtime rate as same is defined in this contract.

Section 6. Overtime shall be allocated and granted on a departmental seniority basis where possible. Departmental job grade of same shall be provided to the Union. The Employer shall revolve the list in granting overtime. An employee is not eligible for overtime when he/she is out sick.

Section 7. Compensation for such overtime shall be at time and one-half of the employee's normal hourly rate of pay except as herein above set forth.

Section 8. Payment for overtime work shall be made within two (2) pay periods after such overtime is performed.

Section 9. This section only applies to Fire Dispatchers.

1. Each year, the Fire Chief or his/her designee, will establish the 12-hour Pitman-like work schedule for the fire dispatchers.
2. The Fire Chief or his/her designee shall tabulate the total number of hours over forty (40) that each fire dispatcher will work each week during the calendar year.
3. The Fire Chief or his/her designee shall multiply those hours referenced in paragraph 2 above for each fire dispatcher by their overtime hourly rate, which will equal a total amount of overtime due each fire dispatcher for the year.
4. The amount of overtime due each fire dispatcher based on the calculation to be done in accordance with paragraph 3 above will be paid in equal installments over the year.
5. Any and all unanticipated overtime; i.e. work on a regularly scheduled day off, for fire dispatchers will continued to be paid as it always has been paid.

Section 10. If a crew of 4 or more employees are called in for overtime, a mechanic must also be called in.

**ARTICLE 11**  
**VACATION**

Section 1. Permanent and probationary employees covered by this agreement shall be granted vacations in accordance with the following schedule:

A. Newly appointed employees shall receive one (1) working day's vacation for each month of service during the first calendar year of employment.

B. Beginning with the second calendar year and through the fifth calendar year of employment, employees shall receive fourteen (14) days vacation.

C. Beginning with the sixth calendar year and through the tenth calendar year of employment, employees shall receive seventeen (17) working days vacation.

D. Beginning with the eleventh calendar year and through the fourteenth year of employment, employees shall receive twenty-one (21) working days vacation.

E. Beginning with the fifteenth calendar year of employment, employees shall receive twenty-five (25) working days vacation during that year and during each year of employment thereafter.

F. Employees hired on or after April 1, 2016 shall be entitled to the following vacation schedule:

1. One (1) day per month from date of appointment to the end of that calendar year.

2. Twelve (12) working days' vacation per year from start of second calendar year through completion of fifth (5<sup>th</sup>) calendar year.

3. Fourteen (14) working days' vacation per year from the start of the sixth (6<sup>th</sup>) calendar year through completion of the tenth (10<sup>th</sup>) calendar year.

4. Sixteen (16) working days' vacation from the start of the eleventh (11<sup>th</sup>) calendar year through completion of the fourteenth (14<sup>th</sup>) calendar year.

5. Twenty (20) working days' vacation from the start of the fifteenth (15<sup>th</sup>) calendar year.

G. The term calendar year as used herein shall mean that with the exception of newly appointed employees, who shall receive vacation days as outlined in Section 1.A.above, each employee's vacation increment shall become effective on January 1<sup>st</sup> of the year in which his anniversary date falls. Payment of accrued vacation shall be prorated based upon actual months worked during the calendar year when the employee resigns or an employee is on an unpaid leave of absence for one month or more. Termination for cause shall result in forfeiture of any accrued, unused vacation days.

For purposes of this Article paid disability or Workers' Compensation shall not be considered as an unpaid leave of absence. Any overpayment of prorated vacation entitlement shall be deducted from the final paycheck given to the employee.

Section 2. In order not to interfere with the proper and efficient operation of the Employer, it is agreed that the scheduling of vacations must be left to the discretion of the Employer, but such discretion shall not be arbitrarily exercised and seniority shall be a governing factor.

Only one employee will be permitted off at a time in the Police Records Bureau and the Finance Office. When more than one employee requests the same day or week off, seniority shall prevail, unless the Police Chief or CFO approves more than one employee off at the same time.

Only one fire dispatcher will be permitted off in a 36-hour period consistent with the Fire Department policy and practice.

Section 3. An employee's vacation pay shall be the same amount he/she would have received had he/she worked his/her regular schedule.

Section 4. Vacation periods for employees as computed in accordance with Section 1 above shall commence on the first day of the employee's normal work week and continue until the vacation entitlement period is exhausted unless the parties hereto agree otherwise; provided however, for that portion of any vacation period that exceeds two weeks, the Department Head may exercise his discretion as to whether that portion of the employee's vacation should be given consecutively with the first two weeks, but in any event shall attempt to give that excess portion of the employee's vacation period in full weeks where possible and proper.

Section 5. Effective January 1, 2020, employees may carryover no more than 1 week (5 days) of vacation or personal days, or any combination of the two, into the next year if the employee was unable to use the days as a result of being denied based on Town business. Days carried over must be used by March 31 of the next year.

**ARTICLE 12**  
**DEATH IN FAMILY**

The Employer agrees that all employees covered by this contract shall be permitted bereavement leave with pay not to exceed four working days beginning with the date of death of a spouse, child, step child, mother, father, brother, sister, mother-in-law, father-in-law grandparents of the employee or spouse, sister-in-law, brother-in-law, grandchild, or any member of the employee's household.

**ARTICLE 13**  
**HOLIDAYS**

Section 1. The following shall be recognized as paid holidays under this agreement:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	Election Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day (July 4 <sup>th</sup> )	

Section 2. Each employee may observe his/her birthday by not working on such day after having given seventy-two hours notice and in such case shall be paid for such day at his/her regular rate of pay. Employees may opt to have the birthday as a floating holiday. Employees must declare, at the beginning of the calendar year their choice. If the employee's choice is a floating holiday a seventy-two hour notice is required prior to use.

Section 3. Employees shall receive pay for all said holidays regardless of the day upon which said holiday falls so that holidays falling on Saturday will be celebrated on Friday and all holidays falling on Sunday will be celebrated on the following Monday.

Section 4. All clerical employees, (i.e. all employees not receiving clothing allowance and whose job titles as listed in Schedule A and B annexed are notated "C", as hereinafter set forth) shall receive the day after Thanksgiving as a holiday with pay, plus two (2) additional holidays to be designated by the Mayor. Effective January 1, 2017 one (1) of the two additional Mayor designated holidays will be eliminated and employees eligible for that holiday will receive a stipend of \$300.00 payable in the first pay period of 2017.

Effective January 1, 2018 the second of the two additional Mayor designated holidays shall be eliminated and employees eligible for that second holiday will receive a stipend of \$600.00 payable in the first pay period of 2018.

The \$600.00 stipend will be paid annually thereafter in the first pay period of January but only to current employees who were eligible for the two additional Mayor designated holidays and not to any employees hired after February 25, 2016.

Section 5. Employees working a Tuesday through Saturday shift may request to celebrate a Monday holiday on either the preceding Saturday or the following Tuesday and such request shall not be unreasonably denied. Employees working a Wednesday through Sunday shift may request to celebrate a Monday or Tuesday holiday on the preceding Sunday or the following Wednesday and such request shall not be unreasonably denied.

Section 6. Employees must work the full day before and after the holiday unless excused for a pre-approved vacation day, personal day or sick day with a doctor's note to be eligible for holiday pay.

1. If an employee works the morning after a holiday and takes half a sick day that afternoon, a note from their health care provider is not required.
2. If an employee works the morning after a holiday and takes half a sick day that afternoon and then takes a sick day the following day, the employee must present a note from their health care provider to be eligible for the holiday pay.

Section 7. Notwithstanding the preceding paragraphs, Fire Dispatchers are not guaranteed to be off on holidays or their birthday. Effective January 1, 2020, fire dispatchers will receive holiday pay for thirteen (13) holidays at eight (8) hours per day in one check payable in November. If scheduled to work on a holiday, the dispatcher will, in addition to their regular day's pay, receive half-time for all hours worked on the holiday. If called in to work on a holiday, the dispatcher will receive overtime at time and one-half.

**ARTICLE 14**  
**HEALTH BENEFITS AND INSURANCE**

Section 1. The Employer agrees to maintain health insurance coverage through the New Jersey State Health Benefits Plan for all employees and their dependents as defined under the respective policies of insurance as those policies may be amended or modified. The Town shall continue to provide the New Jersey Direct 15 and available HMOs through SHBP with employee being liable to contribute to the cost of health insurance as required by P.L. 2011 Ch. 78, the terms of which are incorporated by reference as if set forth herein at length. If an employee elects a plan that is more expensive than Direct 15, the employee shall be responsible to pay the difference in premium in addition to Ch. 78 contribution requirements. An eligible retiree will maintain the same buy up cost in retirement that he/she paid as an active at the time of retirement.

Section 2. The Employer further agrees to provide at no cost to all current eligible retired employees who have been prior to retirement employees covered by this Agreement health insurance coverage that is provided for active employees. Eligible employees who retire after the date of contract ratification will maintain the same health benefits during their retirement that were in effect on the effective date of their retirement. This includes the same level of contribution, if any in effect at the date of retirement unless there is a change of status in retirement in which event the contribution will be adjusted to reflect that change in status at the time it occurs. It is understood by both parties that the level of benefits provided through the State Health Benefits Plan, as that Plan may be amended or modified, satisfies the requirements of Sections 1 and 2 of this article.

Section 3. The Employer shall have the option to change the specific insurance provider so long as benefits and conditions are equal to or better than those provided at the time of such change. Benefits shall be defined as payment and services provided in the insurance contract. Conditions shall be defined as those provisions in the insurance contract such as physician selection, co-pay, deductibles, total dollar indemnity, etc.

1. In the event the Employer invokes the above option, it must notify the Union six (6) months prior to the proposed effective date of such change.
2. Five (5) months prior to the effective date of such change the Employer must provide the Union with complete information about the proposed medical insurance plan.
3. Three (3) months prior to the effective date of such change representatives of the Employer and the Union shall meet to discuss in detail the proposed medical insurance plan.
4. The parties recognize that no two (2) plans are exactly alike. Minor variations shall be resolved between the parties prior to the effective date the provider is changed.



5. The proposed medical plan is subject to the grievance procedure contained in the Agreement between the Employer and the Association.
6. The provisions in Section 3 above are applicable only if all bargaining units which represent employees of the Town of Kearny also accept the same insurance provider and coverage.

Section 4. The Employer agrees to provide, at no expense to the employees, a five thousand (\$5,000.00) dollar life insurance policy for all employees covered by this agreement. The Employer agrees to provide, at no expense to the employee, a five thousand (\$5,000.00) dollar life insurance policy for all retired employees.

Section 5. The Dental Plan in effect as of January 1, 1979 shall be continued, except that the deductible is \$50.00 and the plan is an 80/20 plan with an annual maximum of \$2,000.00. Effective January 1, 1989 retirees of C.S. #11 will be permitted to join the dental plan of the Town at the retirees' sole cost and expense.

Section 6. The Town at its cost shall provide to all employees and their dependents a Prescription Drug Plan. Each prescription and renewal shall be paid for by the Town of Kearny subject to a co-payment by the Employee which shall be consistent with the co-pays, including any modification thereof, provided under the terms of the State Health Benefits Plan.

Section 7. The Town further agrees to provide, at no cost, to all qualified retired employees under State Statute who have been prior to their retirement, employees covered by this agreement, a Prescription Drug Plan. Each prescription and renewal shall be paid for by the Town subject to a co-payment by retired employees, which shall be consistent with the co-pays provided under the State Health Benefits Plan.

a. The Town will reimburse directly to the retired employee any co-payment in excess of the co-pays provided under the terms of the State Health Benefits Plan for active employees, upon the submission of valid receipts. Employees hired on or after April 1, 2016 shall pay whatever the co-pay is for retirees who are eligible for Prescription Drug Plan coverage when they retire and will not be eligible for reimbursement.

All current retirees and employees hired prior to April 1, 2016 upon retirement shall make any claims they may have for reimbursement once per year in March for the preceding year.

**ARTICLE 15**  
**INSURANCE AND AUTOMOBILE COSTS**

Section 1. The Employer agrees to provide liability insurance coverage in an adequate sum covering the employees who are covered by this agreement during the performance of their duties.

Section 2. The Employer agrees to pay the sum of fifty (\$50.00) dollars per month to those employees who are required by their superior to use their private automobile to carry on their regular assigned duties.

Section 3. The Employer agrees to provide collision coverage either through a separately obtained insurance policy or by acting as a self-insurer in an amount not to exceed two thousand five hundred (\$2,500.00) dollars which shall be used to indemnify employees covered by Section 2 hereof for property damage provided:

- A. The said employee is not the sole cause of the accident.
- B. The said employee was not at the time of the accident under the influence of narcotics or alcohol.
- C. The said employee was specifically authorized to use his/her vehicle by *his/her* superior to carry on his/her regular assigned duties.

**ARTICLE 16**  
**BULLETIN BOARD**

The Employer shall permit the Union reasonable use of all bulletin boards located in the respective department facilities for posting notices concerning Union business. This permission will be revoked if the Union posts derogatory or inflammatory material on the bulletin boards.

**ARTICLE 17**  
**PENSIONS**

The Employer will provide pension and retirement benefits to employees covered by this agreement pursuant to the provisions of the Statutes and Laws of the State of New Jersey.

**ARTICLE 18**  
**VACANCIES**

Section 1. When the Employer determines that a vacancy exists in a department, such vacancy shall be filled within sixty (60) days provided there exists a Civil Service list for the vacancy that contains a list of three (3) or more candidates for the vacancy.

Section 2. If at the time of the vacancy no Civil Service list as defined in Section I is available, the Employer shall request a list from the Commission within thirty (30) days after such list becomes available.

**ARTICLE 19**  
**DISCHARGE OR SUSPENSION**

No employee shall be disciplined or discharged without just cause. An employee who has been disciplined or discharged may grieve such action in accordance with the provisions hereinafter set forth entitled "Grievance Procedure" and "Arbitration".

**ARTICLE 20**  
**GRIEVANCE PROCEDURE**

Section 1. A grievance is any complaint arising with respect to wages, hours of work, or other conditions of employment. In order to provide for the expeditious and mutually satisfactory settlement of grievances, all grievances shall be put in writing and the procedures hereinafter set forth shall be followed.

Section 2. Complaints may be initiated by an individual employee to the Head of Department or his Deputy. If the complaint is not adjusted satisfactorily at this stage and the employee wishes to enter a grievance, it shall be presented by the authorized Union representative.

Section 3. When the Union wishes to present a grievance for itself or for an employee or group of employees for settlement, such grievance shall be presented as follows:

Step 1. The President of the Union or his duly authorized and designated representative shall present and discuss the grievance or grievances orally with the Head of Department or his/her duly designated representative within 30 days after Council 11 discovers the infraction. The Head of the Department shall answer the grievance in writing within ten (10) days of its presentation.

Step 2. If the grievance is not resolved in Step 1 or if no answer has been received by the Union within the time set forth in Step 1, the Union shall present the grievance within ten (10) days in writing to the Business Administrator. This presentation shall set forth the position of the Union, and at the request of either party, discussions may ensue. The Business Administrator shall answer the grievance in writing within ten (10) days after receipt of the grievance setting for the position of the Employer.

Step 3. If the grievance has not been settled by the parties at Step 2 of the Grievance Procedure or if no answer in writing by the Business Administrator has been received by the Union within the time provided in Step 2, the Union may demand arbitration of the grievance in accordance with Article 21, "Arbitration", hereinafter set forth.

Section 4. Nothing herein contained is intended to deny an employee the right of appeal as expressly granted in the Revised Civil Service Rules for the State of New Jersey.

**ARTICLE 21**  
**ARBITRATION**

Section 1. Any grievance or other matter in dispute involving the interpretation or application of the provisions of this agreement, not settled by the Grievance Procedure as herein provided, may be referred to an arbitrator as hereinafter provided.

Section 2. Either the Union or Town may institute arbitration proceedings when the Grievance Procedure has been exhausted by written demand upon the other party within 30 days after receipt of the Step 2 decision, specifying the nature of the unsettled grievance or other matter in dispute. Within fifteen days following the presentation of such demand the party demanding arbitration shall request the New Jersey Public Employment Relations Commission to appoint an arbitrator to hear the arbitration in the manner set forth in Rule 19:12-14, Rules and Regulations and statement of procedure of the New Jersey Public Employment Relations Commission.

Section 3. The decision of the arbitrator shall be in writing and shall include the reasons for each finding and conclusion.

Section 4. The decisions of the arbitrator shall be final and binding on the Union and the Employer.

Section 5. Where an employee has exercised his right of appeal as expressly granted in the Revised Civil Service Rules or Statutes of New Jersey, there shall be no right to arbitration under the provisions of this Article.

Section 6. In the event of a change in the law governing the New Jersey Public Employment Relations Commission or its rules and regulations which would in any way affect the method of selection of an arbitrator, then in the alternative, the party demanding the arbitration shall request the American Arbitration Association to submit a list of nine arbitrators from which the parties may make a selection of the arbitrator. If the parties fail to agree on the selection of the arbitrator from the list, each party shall alternately strike one name until but one name remains and that party shall be the arbitrator of the issue or issues to be arbitrated. The cost of the arbitrator's service, if any, shall be shared by both parties and each of the parties shall bear its own.



**ARTICLE 22**  
**LONGEVITY**

Section 1. Employees hired prior to December 1, 2004 and who are covered by this agreement shall be paid, in addition to the rates of pay set forth in Article 7 herein, a longevity increment based upon years of service with the Town in accordance with the following schedule:

<u>Years of Service</u>	<u>Percentage of Salary</u>
4-7	2%
8-11	4%
12-15	6%
16-19	8%
Beginning 20	10%

Employees hired on or after December 1, 2004 shall be paid a longevity increment based upon years of service with the Town in accordance with the following schedule:

<u>Years of Service</u>	<u>Percentage of Salary</u>
11-15	3%
16-19	6%
beginning 20 <sup>th</sup> year	10%

Employees hired on or after April 1, 2016 shall not be entitled to longevity payments.

Section 2. The parties agree that employees' entitlement to longevity is vested and earned on January 1<sup>st</sup> of each year. The parties recognize that since January 1, 1997, longevity has been included in the employee's weekly salary. Payment of longevity shall be prorated based upon actual months worked during the calendar year when the employment of an employee is terminated for cause or an employee resigns or an employee is on an unpaid leave of absence for 1 month or more. For purposes of this Article paid disability or Workers' Compensation shall not be considered an unpaid leave of absence. In the event of retirement or death of the employee during the calendar year, the employee or his /her estate shall receive the balance of the longevity pay to which the employee is entitled in that year which shall be paid in a lump sum. This lump sum payment shall not be added to base salary for pension purposes.

**ARTICLE 23**  
**MANAGEMENT OF TOWN AFFAIRS**

The Union recognizes that areas of responsibility must be reserved to the employer of the local government as to serve the public effectively. Therefore, the right to manage the affairs of the Town and to direct the working forces and operations of the Town, subject to the limitations of this agreement, is vested in and retained by the Employer, exclusively.

**ARTICLE 24**  
**CLOTHING ALLOWANCE**

Section 1. A clothing allowance of four hundred seventy-five (\$475.00) dollars per year shall be paid to all non-clerical employees covered by this agreement with the exception of those holding the title of mechanic, mechanic welder or mechanic's helper. Effective January 1, 2022, the clothing allowance shall be increased by \$25.00 per annum to \$500.00; and effective January 1, 2023, the clothing allowance shall be increased by an additional \$25.00 to \$525.00 per annum.

Section 2. A boot allowance of four hundred twenty-five (\$425.00) dollars shall be paid to all employees in the titles of mechanic, mechanic welder or mechanic's helper. In addition to this allowance, those in the above-mentioned titles would also receive uniform service as provided by professional uniform company. This service will include uniforms (shirt, pants, jackets) and weekly cleaning. This service will be paid entirely by the employer.

Section 3. In addition to the payments in Section 1 and 2, the Employer shall provide, at its expense, adequate rain gear to all non-clerical employees covered by this agreement.

**ARTICLE 25**  
**PERSONAL DAYS**

Section 1. All employees covered by this agreement shall be entitled to four (4) days off as personal days for personal business. Employees will be allowed to use personal days in hours.

Section 2. The choice of days shall be subject to approval of the department head but such approval shall not be unreasonably withheld. Notice of the taking of such personal days off shall be given where possible, at least twenty-four (24) hours in advance of the commencement of the workday or days sought as personal business days. If such twenty-four (24) hour notice cannot be given to the department head or suitable supervisory personnel the maximum notice possible under the circumstances shall be given to the department head or suitable supervisory personnel.

Section 3. Effective January 1, 2020, employees may carry over no more than one week (5 days) of vacation or personal days, or any combination of the two, into the next year if the employee was unable to use the days as a result of being denied based on Town business. Days carried over must be used by March 31<sup>st</sup> of the next year.

**ARTICLE 26**  
**HAZARDOUS WORK**

Section 1. The Employer agrees that in any case where work is required to be performed during hours other than regular work day hours and where such work may constitute a safety hazard to an employee, such work shall only be performed by two or more employees working together.

Section 2. In determining whether such work constitutes a safety hazard, as referred above, the following factors shall be considered by the department head, or in his absence his designee or assistant, prior to requiring work to be performed during other than regular work day hours:

- A. The hour of the day or night that such work is to be performed.
- B. The existence of traffic hazards.
- C. The physical effort required to perform such work.
- D. Weather conditions.
- E. Any other factors deemed pertinent by the department head or his delegate.

Section 3. The decision to assign two or more employees in the case of safety hazards shall be made by the department head, his designee or assistant.

**ARTICLE 27**  
**LEAVES OF ABSENCE**

The Employer agrees that leaves of absence without pay requested by employees covered by this agreement shall be granted by the Employer at the Employer's discretion, but such grant of leave shall not be discriminately, unreasonably, or unjustifiably refused or denied. Employees on an approved leave of absence without pay must pay for the full cost of their health benefits in accordance with the regulations of the SHBP.

**ARTICLE 28**  
**JURY DUTY**

In the event an employee covered under this agreement is called to jury duty by any court, the Employer shall pay said employee his/her full regular base weekly wage for the entire period of the jury duty without deduction for juror's compensations.

**ARTICLE 29**  
**SCHEDULE FOR PAYMENT OF CERTAIN BENEFITS**

The Employer shall pay certain contractual benefits required under this agreement in accordance with the following schedule:

- A. Clothing allowance shall be paid in full with the first pay of February.
- B. Sick leave incentives as provided for in Article 5 shall be paid with the first pay in March of the following year.



**ARTICLE 30**  
**COMMERCIAL DRIVERS LICENSE**

Section 1. The Town shall reimburse the \$35.00 cost of a commercial Driver's License (hereinafter referred to as CDL) to any current member of the bargaining unit required by the Town to obtain such license.

Section 2. Any employee who obtained such a license, during 1992 or 1993 and did so during working hours, shall be reimbursed one regular work day, the same type of day they took off to obtain their license (vacation, personal, sick or comp. time). This day shall be added to their accrued time upon the signing of the formal contract.

Section 3 Following the date the memorandum of agreement was signed by the parties (7-22-93) new employees hired for positions that require CDL must obtain a CDL on their own time and at their own expense. If they do not have a CDL at the time of appointment, they must obtain a CDL within 90 days of date of hire, or be subject to termination.

Section 4. If at any time in the future, other employees are required by the Town to obtain a CDL, they shall be reimbursed for the cost of the CDL, and granted time off paid by the Town to obtain the CDL.

Section 5. Employees who possess a commercial driver's license (CDL) will be paid \$5.00 per week for each week that they possess the CDL for a maximum of \$260.00 per year which shall be paid in a lump sum with the last paycheck of the calendar year.

Section 6. Effective in 2016 and thereafter the Town shall reimburse employees required to have a CDL with passenger endorsement for fees incurred for being required to be finger printed.

**ARTICLE 31**  
**DURATION**

Section 1. This agreement shall be in effect from the 1<sup>st</sup> day of January 2019 to and including the 31<sup>st</sup> day of December, 2023.

Section 2. The parties agree to commence negotiations for a new collective bargaining agreement no later than October 1, 2023.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals as of \_\_\_\_\_ 2020.

SEAL

TOWN OF KEARNY

ATTEST:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

SEAL

CIVIL SERVICE COUNCIL NO. 11

ATTEST:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

CALENDAR YEAR 2019 (1.75%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Account Clerk	36,023	38,045	40,068	42,090	44,113	46,135	48,158	50,180	52,202	54,225	56,247	58,270
Account Clerk / Library Assistant	36,023	38,045	40,068	42,090	44,113	46,135	48,157	50,180	52,203	54,225	56,247	58,270
Administrative Clerk	42,433	44,423	46,412	48,402	50,392	52,382	54,372	56,362	58,351	60,341	62,331	64,321
Administrative Clerk, Typist	42,433	44,423	46,412	48,402	50,392	52,382	54,372	56,362	58,351	60,341	62,331	64,321
Administrative Clerk's Registrar	39,862	41,865	43,868	45,871	47,874	49,876	51,879	53,882	55,885	57,888	59,891	61,894
Admin Secretary Town Clerk	42,433	44,423	46,412	48,402	50,392	52,382	54,372	56,362	58,351	60,341	62,331	64,321
Agency Aide	19,823	21,926	24,029	26,132	28,235	30,338	32,441	34,544	36,647	38,750	40,853	42,956
Assistant Recreation Supervisor	39,611	41,615	43,619	45,623	47,627	49,631	51,635	53,639	55,643	57,647	59,650	61,654
Assistant Violations Clerk	38,879	40,886	42,893	44,900	46,907	48,915	50,922	52,929	54,936	56,944	58,951	60,958
Building Inspector	72,361	72,932	73,503	74,074	74,646	75,217	75,788	76,359	76,930	77,501	78,073	78,644
Building Maintenance Worker	35,139	37,166	39,193	41,220	43,247	45,273	47,300	49,327	51,354	53,381	55,408	57,434
Building Maint. Worker / Security Guard	36,971	38,998	41,025	43,051	45,078	47,105	49,132	51,159	53,186	55,213	57,239	59,266
Carpenter	37,885	39,898	41,911	43,923	45,936	47,949	49,961	51,974	53,987	55,999	58,012	60,025
Carpenter's Helper	36,512	38,531	40,551	42,570	44,589	46,608	48,628	50,647	52,666	54,685	56,704	58,724
Cashier	31,194	33,241	35,287	37,334	39,380	41,426	43,473	45,519	47,566	49,612	51,659	53,705
Chief Sanitary Insp/Housing Insp	55,451	59,195	62,938	66,682	70,425	74,169	77,913	81,656	85,400	89,143	92,887	96,631
Clerk	32,805	34,843	36,882	38,921	40,960	42,999	45,037	47,076	49,115	51,154	53,192	55,231
Clerk Bookkeeper	31,194	33,241	35,287	37,334	39,380	41,426	43,473	45,519	47,566	49,612	51,659	53,705
Clerk Typist	36,023	38,045	40,068	42,090	44,113	46,135	48,158	50,180	52,202	54,225	56,247	58,270
Clerk Typist Bilingual	36,023	38,045	40,068	42,090	44,113	46,135	48,158	50,180	52,202	54,225	56,247	58,270
Computer Operator	42,433	44,423	46,412	48,402	50,392	52,382	54,372	56,362	58,351	60,341	62,331	64,321
Data Control Clerk	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Data Entry Machine Operator	23,258	24,784	26,311	27,837	29,363	30,890	32,416	33,943	35,469	36,995	38,522	40,048
Environmental Health Technician	53,512	55,446	57,379	59,312	61,245	63,179	65,112	67,045	68,978	70,912	72,845	74,778
Equipment Operator	37,885	39,898	41,911	43,923	45,936	47,949	49,961	51,974	53,987	55,999	58,012	60,025

CALENDAR YEAR 2019 (1.75%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Equipment Oper/Water Repairer	37,885	39,898	41,911	43,923	45,936	47,949	49,961	51,974	53,987	55,999	58,012	60,025
Graduate Nurse Public Health	37,883	39,861	41,839	43,817	45,795	47,772	49,750	51,728	53,706	55,684	57,662	59,640
Laborer	35,139	37,166	39,193	41,220	43,247	45,273	47,300	49,327	51,354	53,381	55,408	57,434
Librarian	41,286	43,281	45,277	47,272	49,267	51,262	53,258	55,253	57,248	59,244	61,239	63,234
Librarian Assistant	41,286	43,281	45,277	47,272	49,267	51,262	53,258	55,253	57,248	59,244	61,239	63,234
Library Junior Assistant	32,805	34,843	36,882	38,921	40,960	42,999	45,037	47,076	49,115	51,154	53,192	55,231
Library Junior Typing Assistant	31,763	33,807	35,850	37,893	39,936	41,979	44,022	46,065	48,109	50,152	52,195	54,238
Maintenance Repairer	36,180	38,202	40,223	42,245	44,266	46,287	48,309	50,330	52,352	54,373	56,394	58,416
Maintenance Worker 1 Grounds	35,139	37,168	39,193	41,220	43,247	45,274	47,301	49,327	51,354	53,381	55,408	57,435
Mechanic	39,623	41,627	43,631	45,635	47,639	49,643	51,647	53,651	55,655	57,658	59,662	61,666
Mechanic Fire Apparatus	39,623	41,627	43,631	45,635	47,639	49,643	51,647	53,651	55,655	57,658	59,662	61,666
Mechanics Helper	37,885	39,898	41,911	43,923	45,936	47,949	49,961	51,974	53,987	55,999	58,012	60,025
Mechanic / Welder	44,888	46,528	48,167	49,807	51,446	53,086	54,725	56,365	58,004	59,644	61,283	62,923
Omnibus Operator	28,580	30,640	32,699	34,758	36,818	38,877	40,937	42,996	45,056	47,115	49,175	51,234
Park Attendant	35,139	37,166	39,193	41,220	43,247	45,273	47,300	49,327	51,354	53,381	55,408	57,434
Parking Enforcement Officer	27,159	29,226	31,293	33,360	35,428	37,495	39,562	41,629	43,696	45,763	47,830	49,897
Parking Enforc Off/Meter Coll	27,159	29,226	31,293	33,360	35,428	37,495	39,562	41,629	43,696	45,763	47,830	49,897
Payroll Clerk	36,023	38,045	40,068	42,090	44,113	46,135	48,157	50,180	52,203	54,225	56,247	58,270
Permit Clerk	36,022	38,044	40,067	42,089	44,111	46,134	48,156	50,179	52,201	54,224	56,246	58,269
Permit Clerk Typing	37,451	39,466	41,481	43,496	45,511	47,525	49,540	51,555	53,570	55,585	57,600	59,615
Principal Account Clerk	39,360	41,367	43,373	45,379	47,385	49,391	51,397	53,404	55,410	57,416	59,422	61,428
Principal Account Clerk Typist	39,165	41,339	43,514	45,689	47,864	50,039	52,213	54,388	56,563	58,738	60,913	63,087
Prin Bookkeeping Machine Oper	39,512	41,516	43,520	45,524	47,528	49,532	51,536	53,540	55,544	57,548	59,551	61,555
Principal Clerk	39,862	41,865	43,868	45,871	47,874	49,876	51,879	53,882	55,885	57,888	59,891	61,894
Principal Clerk Typist	41,128	43,125	45,121	47,117	49,114	51,110	53,107	55,103	57,099	59,096	61,092	63,088

CALENDAR YEAR 2019 (1.75%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Principal Librarian	49,467	51,421	53,375	55,329	57,283	59,237	61,191	63,145	65,099	67,053	69,007	70,961
Principal Library Assistant	39,170	41,132	43,093	45,055	47,016	48,978	50,939	52,901	54,862	56,824	58,786	60,747
Principal Payroll Clerk	41,128	43,125	45,121	47,117	49,114	51,110	53,107	55,103	57,099	59,096	61,092	63,088
Public Health Investigator	38,926	40,934	42,941	44,948	46,955	48,963	50,970	52,977	54,984	56,992	58,999	61,006
Public Health Inv/Registrar V.S.	47,579	49,542	51,506	53,470	55,434	57,397	59,361	61,325	63,289	65,252	67,216	69,180
Public Safety Telecommunicator	31,043	33,050	35,058	37,065	39,072	41,079	43,087	45,094	47,101	49,108	51,116	53,123
Public Safety Telecomm. Trainee	31,043	33,050	35,058	37,064	39,072	41,080	43,087	45,094	47,101	49,109	51,115	53,123
Public Works Repairer	37,885	39,898	41,911	43,923	45,936	47,949	49,961	51,974	53,987	55,999	58,012	60,025
Purchasing Agent	51,938	53,676	55,413	57,150	58,888	60,625	62,363	64,100	65,838	67,575	69,312	71,050
Records Management Analyst	39,749	41,726	43,704	45,682	47,659	49,637	51,614	53,592	55,569	57,547	59,525	61,509
Recreation Maintenance Worker	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Registered Env. Health Specialist	53,675	55,413	57,150	58,888	60,626	62,363	64,100	65,837	67,575	69,312	71,050	72,788
Registrar of Vital Statistics Bilingual	47,578	49,542	51,506	53,470	55,433	57,397	59,361	61,325	63,289	65,252	67,216	69,180
Sanitary Inspector	45,475	47,449	49,424	51,398	53,373	55,348	57,322	59,297	61,272	63,246	65,221	67,195
Sanitary Inspector Trainee	36,325	38,345	40,366	42,386	44,406	46,427	48,447	50,467	52,488	54,508	56,528	58,548
Sanitation Inspector	38,339	40,349	42,360	44,370	46,381	48,391	50,402	52,412	54,423	56,433	58,444	60,454
Senior Account Clerk Typist	38,701	40,725	42,748	44,772	46,795	48,819	50,843	52,866	54,890	56,913	58,937	60,960
Senior Building Maint Worker	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Senior Carpenter	44,888	46,528	48,167	49,807	51,446	53,086	54,725	56,365	58,004	59,644	61,283	62,923
Senior Carpenter / Mason	44,888	46,528	48,167	49,807	51,446	53,086	54,725	56,365	58,004	59,644	61,283	62,923
Senior Cashier	38,849	40,856	42,864	44,871	46,878	48,885	50,893	52,900	54,907	56,914	58,922	60,929
Senior Clerk	38,352	40,362	42,373	44,383	46,394	48,404	50,415	52,426	54,436	56,447	58,457	60,468
Senior Clerk Typist	38,879	40,886	42,893	44,900	46,907	48,915	50,922	52,929	54,936	56,944	58,951	60,958
Senior Librarian	45,258	47,234	49,210	51,185	53,161	55,137	57,112	59,088	61,064	63,039	65,015	66,991
Senior Librarian Childrens	47,166	49,132	51,098	53,064	55,030	56,996	58,962	60,928	62,894	64,860	66,825	68,791

CALENDAR YEAR 2019 (1.75%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Senior Library Assistant	36,486	38,505	40,525	42,544	44,563	46,582	48,601	50,621	52,640	54,659	56,678	58,697
Senior Library Assistant, Typing	36,486	38,505	40,525	42,544	44,563	46,582	48,601	50,621	52,640	54,659	56,678	58,697
Senior Maintenance Repairer	37,707	39,728	41,749	43,771	45,793	47,813	49,835	51,857	53,878	55,899	57,920	59,942
Senior Publics Works Repairer	39,623	41,627	43,631	45,635	47,639	49,643	51,647	53,651	55,655	57,658	59,662	61,666
Senior Recreation Maint Worker	38,114	40,125	42,137	44,148	46,160	48,172	50,183	52,195	54,206	56,218	58,230	60,241
Senior Sanitary Inspector	47,221	49,187	51,153	53,119	55,084	57,050	59,016	60,982	62,948	64,914	66,880	68,846
Senior Street & Sewer Repairman	38,114	40,125	42,137	44,148	46,160	48,172	50,183	52,195	54,206	56,218	58,230	60,241
Senior Tree Climber	39,623	41,627	43,631	45,635	47,639	49,643	51,647	53,651	55,655	57,658	59,662	61,666
Sewer Repairer/Street Repairer	37,376	39,391	41,406	43,421	45,436	47,450	49,465	51,480	53,495	55,510	57,525	59,540
Social Service Aide Bilingual	33,852	35,865	37,904	39,942	41,981	44,020	46,058	48,097	50,136	52,175	54,213	56,241
Social Service Tech Bilingual	34,839	36,878	38,917	40,956	42,994	45,034	47,073	51,146	51,150	53,189	57,263	57,266
Street Repairer	36,180	38,202	40,223	42,245	44,266	46,287	48,309	50,330	52,352	54,373	56,394	58,416
Street Sweeper	28,046	29,799	31,551	33,304	35,057	36,809	38,562	40,315	42,067	43,820	45,573	47,325
Supervising Library Assistant	41,446	43,440	45,434	47,429	49,423	51,417	53,411	55,405	57,400	59,394	61,388	63,382
Technical Assistant	42,433	44,423	46,412	48,402	50,392	52,382	54,372	56,362	58,351	60,341	62,331	64,321
Technical Assistant - Land Use	42,433	44,423	46,412	48,402	50,392	52,382	54,372	56,362	58,351	60,341	62,331	64,321
Technician MIS	42,988	44,974	46,961	48,947	50,934	52,921	54,907	56,894	58,880	60,867	62,853	64,840
Tree Climber	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Tree Trimmer	36,039	38,061	40,084	42,106	44,129	46,151	48,174	50,196	52,219	54,241	56,264	58,286
Truck Driver	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Truck Driver, Heavy	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Violations Clerk	41,128	43,125	45,121	47,117	49,114	51,110	53,107	55,103	57,099	59,096	61,092	63,088
Water Meter Reader	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Water Meter Repairman	36,937	38,954	40,971	42,988	45,005	47,022	49,039	51,056	53,073	55,090	57,107	59,124
Water Repairman	37,514	39,529	41,544	43,559	45,574	47,589	49,603	51,618	53,633	55,648	57,663	59,678

CALENDAR YEAR 2020 (2.00%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Account Clerk	36,743	38,806	40,869	42,932	44,995	47,058	49,121	51,184	53,247	55,309	57,372	59,435
Account Clerk / Library Assistant	36,743	38,806	40,869	42,932	44,995	47,058	49,120	51,184	53,247	55,309	57,372	59,436
Administrative Clerk	43,281	45,311	47,341	49,370	51,400	53,430	55,459	57,489	59,519	61,548	63,578	65,607
Administrative Clerk, Typist	43,281	45,311	47,341	49,370	51,400	53,430	55,459	57,489	59,519	61,548	63,578	65,607
Administrative Clerk's Registrar	40,659	42,702	44,745	46,788	48,831	50,874	52,917	54,960	57,003	59,046	61,089	63,132
Admin Secretary Town Clerk	43,281	45,311	47,341	49,370	51,400	53,430	55,459	57,489	59,519	61,548	63,578	65,607
Agency Aide	20,220	22,365	24,510	26,655	28,800	30,945	33,090	35,235	37,380	39,525	41,670	43,815
Assistant Recreation Supervisor	40,403	42,447	44,491	46,535	48,579	50,623	52,667	54,711	56,755	58,799	60,844	62,888
Assistant Violations Clerk	39,656	41,703	43,751	45,798	47,846	49,893	51,940	53,988	56,035	58,083	60,130	62,177
Building Inspector	73,808	74,391	74,973	75,556	76,138	76,721	77,304	77,886	78,469	79,051	79,634	80,217
Building Maintenance Worker	35,842	37,909	39,977	42,044	44,112	46,179	48,246	50,314	52,381	54,448	56,516	58,583
Building Maint. Worker / Security Guard	37,710	39,778	41,845	43,912	45,980	48,047	50,115	52,182	54,249	56,317	58,384	60,452
Carpenter	38,643	40,696	42,749	44,802	46,855	48,908	50,961	53,013	55,066	57,119	59,172	61,225
Carpenter's Helper	37,242	39,302	41,362	43,421	45,481	47,540	49,600	51,660	53,719	55,779	57,838	59,898
Cashier	31,818	33,906	35,993	38,080	40,168	42,255	44,342	46,430	48,517	50,604	52,692	54,779
Chief Sanitary Insp/Housing Insp	56,560	60,379	64,197	68,015	71,834	75,652	79,471	83,289	87,108	90,926	94,745	98,563
Clerk	33,461	35,540	37,620	39,699	41,779	43,859	45,938	48,018	50,097	52,177	54,256	56,336
Clerk Bookkeeper	31,818	33,906	35,993	38,080	40,168	42,255	44,342	46,430	48,517	50,604	52,692	54,779
Clerk Typist	36,743	38,806	40,869	42,932	44,995	47,058	49,121	51,184	53,247	55,309	57,372	59,435
Clerk Typist Bilingual	36,743	38,806	40,869	42,932	44,995	47,058	49,121	51,184	53,247	55,309	57,372	59,435
Computer Operator	43,281	45,311	47,341	49,370	51,400	53,430	55,459	57,489	59,519	61,548	63,578	65,607
Data Control Clerk	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Data Entry Machine Operator	23,723	25,280	26,837	28,394	29,951	31,508	33,064	34,621	36,178	37,735	39,292	40,849
Environmental Health Technician	54,583	56,555	58,526	60,498	62,470	64,442	66,414	68,386	70,358	72,330	74,302	76,274
Equipment Operator	38,643	40,696	42,749	44,802	46,855	48,908	50,961	53,013	55,066	57,119	59,172	61,225

CALENDAR YEAR 2020 (2.00%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Equipment Oper/Water Repairer	38,643	40,696	42,749	44,802	46,855	48,908	50,961	53,013	55,066	57,119	59,172	61,225
Graduate Nurse Public Health	38,641	40,658	42,676	44,693	46,710	48,728	50,745	52,763	54,780	56,798	58,815	60,832
Laborer	35,842	37,909	39,977	42,044	44,112	46,179	48,246	50,314	52,381	54,448	56,516	58,583
Librarian	42,112	44,147	46,182	48,217	50,253	52,288	54,323	56,358	58,393	60,428	62,464	64,499
Librarian Assistant	42,112	44,147	46,182	48,217	50,253	52,288	54,323	56,358	58,393	60,428	62,464	64,499
Library Junior Assistant	33,461	35,540	37,620	39,699	41,779	43,859	45,938	48,018	50,097	52,177	54,256	56,336
Library Junior Typing Assistant	32,399	34,483	36,567	38,651	40,735	42,819	44,903	46,987	49,071	51,155	53,239	55,323
Maintenance Repairer	36,904	38,966	41,028	43,089	45,151	47,213	49,275	51,337	53,399	55,460	57,522	59,584
Maintenance Worker 1 Grounds	35,842	37,912	39,977	42,044	44,112	46,179	48,247	50,314	52,381	54,449	56,516	58,584
Mechanic	40,415	42,459	44,503	46,547	48,591	50,635	52,679	54,724	56,768	58,812	60,856	62,900
Mechanic Fire Apparatus	40,415	42,459	44,503	46,547	48,591	50,635	52,679	54,724	56,768	58,812	60,856	62,900
Mechanics Helper	38,643	40,696	42,749	44,802	46,855	48,908	50,961	53,013	55,066	57,119	59,172	61,225
Mechanic / Welder	45,786	47,458	49,131	50,803	52,475	54,148	55,820	57,492	59,165	60,837	62,509	64,181
Omnibus Operator	29,152	31,252	33,353	35,454	37,554	39,655	41,756	43,856	45,957	48,058	50,158	52,259
Park Attendant	35,842	37,909	39,977	42,044	44,112	46,179	48,246	50,314	52,381	54,448	56,516	58,583
Parking Enforcement Officer	27,702	29,811	31,919	34,028	36,136	38,245	40,353	42,461	44,570	46,678	48,787	50,895
Parking Enforc Off/Meter Coll	27,702	29,811	31,919	34,028	36,136	38,245	40,353	42,461	44,570	46,678	48,787	50,895
Payroll Clerk	36,743	38,806	40,869	42,932	44,995	47,058	49,120	51,184	53,247	55,309	57,372	59,436
Permit Clerk	36,742	38,805	40,868	42,931	44,994	47,057	49,120	51,182	53,245	55,308	57,371	59,434
Permit Clerk Typing	38,200	40,255	42,310	44,366	46,421	48,476	50,531	52,586	54,641	56,697	58,752	60,807
Principal Account Clerk	40,148	42,194	44,240	46,287	48,333	50,379	52,425	54,472	56,518	58,564	60,610	62,657
Principal Account Clerk Typist	39,948	42,166	44,384	46,603	48,821	51,039	53,258	55,476	57,694	59,912	62,131	64,349
Prin Bookkeeping Machine Oper	40,302	42,346	44,390	46,434	48,478	50,522	52,566	54,610	56,654	58,698	60,743	62,787
Principal Clerk	40,659	42,702	44,745	46,788	48,831	50,874	52,917	54,960	57,003	59,046	61,089	63,132
Principal Clerk Typist	41,951	43,987	46,024	48,060	50,096	52,132	54,169	56,205	58,241	60,278	62,314	64,350



CALENDAR YEAR 2020 (2.00%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Principal Librarian	50,457	52,450	54,443	56,436	58,429	60,422	62,415	64,408	66,401	68,394	70,387	72,380
Principal Library Assistant	39,953	41,954	43,955	45,956	47,957	49,957	51,958	53,959	55,960	57,961	59,961	61,962
Principal Payroll Clerk	41,951	43,987	46,024	48,060	50,096	52,132	54,169	56,205	58,241	60,278	62,314	64,350
Public Health Investigator	39,705	41,752	43,800	45,847	47,894	49,942	51,989	54,037	56,084	58,131	60,179	62,226
Public Health Inv/Registrar V.S.	48,530	50,533	52,536	54,539	56,542	58,545	60,548	62,551	64,554	66,557	68,560	70,563
Public Safety Telecommunicator	31,664	33,711	35,759	37,806	39,854	41,901	43,948	45,996	48,043	50,091	52,138	54,185
Public Safety Telecomm. Trainee	31,664	33,711	35,759	37,806	39,853	41,901	43,949	45,995	48,043	50,091	52,137	54,185
Public Works Repairer	38,643	40,696	42,749	44,802	46,855	48,908	50,961	53,013	55,066	57,119	59,172	61,225
Purchasing Agent	52,977	54,749	56,521	58,293	60,066	61,838	63,610	65,382	67,154	68,927	70,699	72,471
Records Management Analyst	40,544	42,561	44,578	46,595	48,612	50,629	52,647	54,664	56,681	58,698	60,715	62,739
Recreation Maintenance Worker	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Registered Env. Health Specialist	54,749	56,521	58,293	60,066	61,838	63,610	65,382	67,154	68,927	70,698	72,471	74,244
Registrar of Vital Statistics Bilingual	48,530	50,533	52,536	54,539	56,542	58,545	60,548	62,551	64,554	66,557	68,560	70,563
Sanitary Inspector	46,384	48,398	50,412	52,426	54,441	56,455	58,469	60,483	62,497	64,511	66,525	68,539
Sanitary Inspector Trainee	37,052	39,112	41,173	43,234	45,294	47,355	49,416	51,477	53,537	55,598	57,659	59,719
Sanitation Inspector	39,106	41,156	43,207	45,258	47,309	49,359	51,410	53,461	55,511	57,562	59,613	61,664
Senior Account Clerk Typist	39,475	41,539	43,603	45,667	47,731	49,795	51,859	53,923	55,987	58,052	60,116	62,180
Senior Building Maint Worker	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Senior Carpenter	45,786	47,458	49,131	50,803	52,475	54,148	55,820	57,492	59,165	60,837	62,509	64,181
Senior Carpenter / Mason	45,786	47,458	49,131	50,803	52,475	54,148	55,820	57,492	59,165	60,837	62,509	64,181
Senior Cashier	39,626	41,674	43,721	45,768	47,816	49,863	51,910	53,958	56,005	58,053	60,100	62,147
Senior Clerk	39,119	41,170	43,220	45,271	47,322	49,373	51,423	53,474	55,525	57,575	59,626	61,677
Senior Clerk Typist	39,656	41,703	43,751	45,798	47,846	49,893	51,940	53,988	56,035	58,083	60,130	62,177
Senior Librarian	46,163	48,179	50,194	52,209	54,224	56,239	58,255	60,270	62,285	64,300	66,315	68,331
Senior Librarian Childrens	48,110	50,115	52,120	54,125	56,131	58,136	60,141	62,146	64,152	66,157	68,162	70,167

CALENDAR YEAR 2020 (2.00%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Senior Library Assistant	37,216	39,275	41,335	43,395	45,454	47,514	49,573	51,633	53,693	55,752	57,812	59,871
Senior Library Assistant, Typing	37,216	39,275	41,335	43,395	45,454	47,514	49,573	51,633	53,693	55,752	57,812	59,871
Senior Maintenance Repairer	38,461	40,523	42,584	44,646	46,708	48,770	50,832	52,894	54,955	57,017	59,079	61,141
Senior Publics Works Repairer	40,415	42,459	44,503	46,547	48,591	50,635	52,679	54,724	56,768	58,812	60,856	62,900
Senior Recreation Maint Worker	38,876	40,928	42,980	45,031	47,083	49,135	51,187	53,239	55,291	57,342	59,394	61,446
Senior Sanitary Inspector	48,165	50,170	52,176	54,181	56,186	58,191	60,197	62,202	64,207	66,212	68,217	70,223
Senior Street & Sewer Repairman	38,876	40,928	42,980	45,031	47,083	49,135	51,187	53,239	55,291	57,342	59,394	61,446
Senior Tree Climber	40,415	42,459	44,503	46,547	48,591	50,635	52,679	54,724	56,768	58,812	60,856	62,900
Sewer Repairer/Street Repairer	38,124	40,179	42,234	44,289	46,344	48,399	50,455	52,510	54,565	56,620	58,675	60,730
Social Service Aide Bilingual	34,529	36,582	38,662	40,741	42,821	44,901	46,979	49,059	51,139	53,219	55,298	57,366
Social Service Tech Bilingual	35,536	37,616	39,696	41,776	43,854	45,934	48,014	52,169	52,173	54,253	58,408	58,411
Street Repairer	36,904	38,966	41,028	43,089	45,151	47,213	49,275	51,337	53,399	55,460	57,522	59,584
Street Sweeper	28,607	30,395	32,182	33,970	35,758	37,545	39,333	41,121	42,909	44,696	46,484	48,272
Supervising Library Assistant	42,275	44,309	46,343	48,377	50,411	52,445	54,479	56,513	58,548	60,582	62,616	64,650
Technical Assistant	43,281	45,311	47,341	49,370	51,400	53,430	55,459	57,489	59,519	61,548	63,578	65,607
Technical Assistant - Land Use	43,281	45,311	47,341	49,370	51,400	53,430	55,459	57,489	59,519	61,548	63,578	65,607
Technician MIS	43,847	45,874	47,900	49,926	51,953	53,979	56,005	58,032	60,058	62,084	64,110	66,137
Tree Climber	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Tree Trimmer	36,760	38,823	40,886	42,949	45,011	47,074	49,137	51,200	53,263	55,326	57,389	59,452
Truck Driver	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Truck Driver, Heavy	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Violations Clerk	41,951	43,987	46,024	48,060	50,096	52,132	54,169	56,205	58,241	60,278	62,314	64,350
Water Meter Reader	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Water Meter Repairman	37,675	39,733	41,790	43,847	45,905	47,962	50,020	52,077	54,134	56,192	58,249	60,306
Water Repairman	38,265	40,320	42,375	44,430	46,485	48,540	50,595	52,651	54,706	56,761	58,816	60,871

CALENDAR YEAR 2021 (2.25%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Account Clerk	37,570	39,679	41,789	43,898	46,007	48,117	50,226	52,335	54,445	56,554	58,663	60,773
Account Clerk / Library Assistant	37,570	39,679	41,789	43,898	46,007	48,117	50,226	52,335	54,445	56,554	58,663	60,773
Administrative Clerk	44,255	46,331	48,406	50,481	52,556	54,632	56,707	58,782	60,858	62,933	65,008	67,084
Administrative Clerk, Typist	44,255	46,331	48,406	50,481	52,556	54,632	56,707	58,782	60,858	62,933	65,008	67,084
Administrative Clerk's Registrar	41,574	43,663	45,752	47,841	49,930	52,019	54,108	56,196	58,285	60,374	62,463	64,552
Admin Secretary Town Clerk	44,255	46,331	48,406	50,481	52,556	54,632	56,707	58,782	60,858	62,933	65,008	67,084
Agency Aide	20,675	22,868	25,061	27,255	29,448	31,641	33,835	36,028	38,221	40,414	42,608	44,801
Assistant Recreation Supervisor	41,312	43,402	45,492	47,582	49,672	51,762	53,852	55,942	58,032	60,122	62,212	64,303
Assistant Violations Clerk	40,548	42,642	44,735	46,829	48,922	51,016	53,109	55,203	57,296	59,389	61,483	63,576
Building Inspector	75,469	76,064	76,660	77,256	77,852	78,447	79,043	79,639	80,234	80,830	81,426	82,021
Building Maintenance Worker	36,649	38,762	40,876	42,990	45,104	47,218	49,332	51,446	53,560	55,673	57,787	59,901
Building Maint. Worker / Security Guard	38,559	40,673	42,787	44,901	47,014	49,128	51,242	53,356	55,470	57,584	59,698	61,812
Carpenter	39,512	41,612	43,711	45,810	47,909	50,008	52,107	54,206	56,305	58,405	60,504	62,603
Carpenter's Helper	38,080	40,186	42,292	44,398	46,504	48,610	50,716	52,822	54,928	57,034	59,140	61,246
Cashier	32,534	34,669	36,803	38,937	41,071	43,206	45,340	47,474	49,609	51,743	53,877	56,012
Chief Sanitary Insp/Housing Insp	57,833	61,737	65,641	69,546	73,450	77,355	81,259	85,163	89,068	92,972	96,876	100,781
Clerk	34,214	36,340	38,466	40,593	42,719	44,845	46,972	49,098	51,224	53,351	55,477	57,603
Clerk Bookkeeper	32,534	34,669	36,803	38,937	41,071	43,206	45,340	47,474	49,609	51,743	53,877	56,012
Clerk Typist	37,570	39,679	41,789	43,898	46,007	48,117	50,226	52,335	54,445	56,554	58,663	60,773
Clerk Typist Bilingual	37,570	39,679	41,789	43,898	46,007	48,117	50,226	52,335	54,445	56,554	58,663	60,773
Computer Operator	44,255	46,331	48,406	50,481	52,556	54,632	56,707	58,782	60,858	62,933	65,008	67,084
Data Control Clerk	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Data Entry Machine Operator	24,257	25,849	27,441	29,033	30,625	32,217	33,808	35,400	36,992	38,584	40,176	41,768
Environmental Health Technician	55,811	57,827	59,843	61,860	63,876	65,892	67,908	69,925	71,941	73,957	75,974	77,990
Equipment Operator	39,512	41,612	43,711	45,810	47,909	50,008	52,107	54,206	56,305	58,405	60,504	62,603

CALENDAR YEAR 2021 (2.25%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Equipment Oper/Water Repairer	39,512	41,612	43,711	45,810	47,909	50,008	52,107	54,206	56,305	58,405	60,504	62,603
Graduate Nurse Public Health	39,510	41,573	43,636	45,699	47,761	49,824	51,887	53,950	56,013	58,075	60,138	62,201
Laborer	36,649	38,762	40,876	42,990	45,104	47,218	49,332	51,446	53,560	55,673	57,787	59,901
Librarian	43,059	45,140	47,221	49,302	51,383	53,464	55,545	57,626	59,707	61,788	63,869	65,950
Librarian Assistant	43,059	45,140	47,221	49,302	51,383	53,464	55,545	57,626	59,707	61,788	63,869	65,950
Library Junior Assistant	34,214	36,340	38,466	40,593	42,719	44,845	46,972	49,098	51,224	53,351	55,477	57,603
Library Junior Typing Assistant	33,128	35,259	37,389	39,520	41,651	43,782	45,913	48,044	50,175	52,306	54,437	56,568
Maintenance Repairer	37,734	39,843	41,951	44,059	46,167	48,275	50,384	52,492	54,600	56,708	58,816	60,925
Maintenance Worker 1 Grounds	36,649	38,765	40,876	42,990	45,104	47,218	49,332	51,446	53,560	55,674	57,788	59,902
Mechanic	41,324	43,415	45,505	47,595	49,685	51,775	53,865	55,955	58,045	60,135	62,225	64,315
Mechanic Fire Apparatus	41,324	43,415	45,505	47,595	49,685	51,775	53,865	55,955	58,045	60,135	62,225	64,315
Mechanics Helper	39,512	41,612	43,711	45,810	47,909	50,008	52,107	54,206	56,305	58,405	60,504	62,603
Mechanic / Welder	46,816	48,526	50,236	51,946	53,656	55,366	57,076	58,786	60,496	62,206	63,916	65,626
Omnibus Operator	29,808	31,956	34,103	36,251	38,399	40,547	42,695	44,843	46,991	49,139	51,287	53,435
Park Attendant	36,649	38,762	40,876	42,990	45,104	47,218	49,332	51,446	53,560	55,673	57,787	59,901
Parking Enforcement Officer	28,326	30,482	32,637	34,793	36,949	39,105	41,261	43,417	45,573	47,728	49,884	52,040
Parking Enforc Off/Meter Coll	28,326	30,482	32,637	34,793	36,949	39,105	41,261	43,417	45,573	47,728	49,884	52,040
Payroll Clerk	37,570	39,679	41,789	43,898	46,007	48,117	50,226	52,335	54,445	56,554	58,663	60,773
Permit Clerk	37,569	39,678	41,787	43,897	46,006	48,115	50,225	52,334	54,443	56,553	58,662	60,771
Permit Clerk Typing	39,060	41,161	43,262	45,364	47,465	49,567	51,668	53,769	55,871	57,972	60,074	62,175
Principal Account Clerk	41,051	43,143	45,236	47,328	49,420	51,513	53,605	55,697	57,790	59,882	61,974	64,067
Principal Account Clerk Typist	40,847	43,115	45,383	47,651	49,920	52,188	54,456	56,724	58,992	61,260	63,529	65,797
Prin Bookkeeping Machine Oper	41,209	43,299	45,389	47,479	49,569	51,659	53,749	55,839	57,929	60,019	62,109	64,199
Principal Clerk	41,574	43,663	45,752	47,841	49,930	52,019	54,108	56,196	58,285	60,374	62,463	64,552
Principal Clerk Typist	42,895	44,977	47,059	49,141	51,223	53,305	55,387	57,470	59,552	61,634	63,716	65,798

CALENDAR YEAR 2021 (2.25%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Principal Librarian	51,592	53,630	55,668	57,706	59,743	61,781	63,819	65,857	67,895	69,933	71,971	74,008
Principal Library Assistant	40,852	42,898	44,944	46,990	49,036	51,081	53,127	55,173	57,219	59,265	61,310	63,356
Principal Payroll Clerk	42,895	44,977	47,059	49,141	51,223	53,305	55,387	57,470	59,552	61,634	63,716	65,798
Public Health Investigator	40,598	42,692	44,785	46,879	48,972	51,066	53,159	55,252	57,346	59,439	61,533	63,626
Public Health Inv/Registrar V.S.	49,622	51,670	53,718	55,766	57,815	59,863	61,911	63,959	66,007	68,055	70,103	72,151
Public Safety Telecommunicator	32,376	34,470	36,563	38,657	40,750	42,844	44,937	47,031	49,124	51,218	53,311	55,404
Public Safety Telecomm. Trainee	32,376	34,470	36,564	38,656	40,750	42,844	44,938	47,030	49,124	51,218	53,311	55,404
Public Works Repairer	39,512	41,612	43,711	45,810	47,909	50,008	52,107	54,206	56,305	58,405	60,504	62,603
Purchasing Agent	54,169	55,981	57,793	59,605	61,417	63,229	65,041	66,853	68,665	70,477	72,289	74,101
Records Management Analyst	41,456	43,519	45,581	47,644	49,706	51,769	53,831	55,894	57,956	60,019	62,081	64,150
Recreation Maintenance Worker	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Registered Env. Health Specialist	55,981	57,793	59,605	61,417	63,230	65,041	66,854	68,665	70,478	72,289	74,102	75,914
Registrar of Vital Statistics Bilingual	49,622	51,670	53,718	55,766	57,814	59,862	61,911	63,959	66,007	68,055	70,103	72,151
Sanitary Inspector	47,428	49,487	51,547	53,606	55,665	57,725	59,784	61,844	63,903	65,963	68,022	70,081
Sanitary Inspector Trainee	37,885	39,992	42,099	44,207	46,314	48,421	50,528	52,635	54,742	56,849	58,956	61,063
Sanitation Inspector	39,986	42,082	44,179	46,276	48,373	50,470	52,567	54,664	56,760	58,857	60,954	63,051
Senior Account Clerk Typist	40,363	42,474	44,584	46,695	48,805	50,916	53,026	55,137	57,247	59,358	61,468	63,579
Senior Building Maint Worker	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Senior Carpenter	46,816	48,526	50,236	51,946	53,656	55,366	57,076	58,786	60,496	62,206	63,916	65,626
Senior Carpenter / Mason	46,816	48,526	50,236	51,946	53,656	55,366	57,076	58,786	60,496	62,206	63,916	65,626
Senior Cashier	40,518	42,611	44,705	46,798	48,892	50,985	53,078	55,172	57,265	59,359	61,452	63,546
Senior Clerk	39,999	42,096	44,193	46,290	48,387	50,483	52,580	54,677	56,774	58,871	60,968	63,065
Senior Clerk Typist	40,548	42,642	44,735	46,829	48,922	51,016	53,109	55,203	57,296	59,389	61,483	63,576
Senior Librarian	47,202	49,263	51,323	53,384	55,444	57,505	59,565	61,626	63,686	65,747	67,808	69,868
Senior Librarian Childrens	49,192	51,243	53,293	55,343	57,394	59,444	61,494	63,545	65,595	67,645	69,696	71,746

CALENDAR YEAR 2021 (2.25%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Senior Library Assistant	38,053	40,159	42,265	44,371	46,477	48,583	50,689	52,795	54,901	57,007	59,113	61,219
Senior Library Assistant, Typing	38,053	40,159	42,265	44,371	46,477	48,583	50,689	52,795	54,901	57,007	59,113	61,219
Senior Maintenance Repairer	39,326	41,435	43,542	45,651	47,759	49,867	51,976	54,084	56,192	58,300	60,408	62,516
Senior Publics Works Repairer	41,324	43,415	45,505	47,595	49,685	51,775	53,865	55,955	58,045	60,135	62,225	64,315
Senior Recreation Maint Worker	39,751	41,849	43,947	46,045	48,143	50,241	52,339	54,437	56,535	58,633	60,731	62,829
Senior Sanitary Inspector	49,249	51,299	53,350	55,400	57,450	59,501	61,551	63,601	65,652	67,702	69,752	71,803
Senior Street & Sewer Repairman	39,751	41,849	43,947	46,045	48,143	50,241	52,339	54,437	56,535	58,633	60,731	62,829
Senior Tree Climber	41,324	43,415	45,505	47,595	49,685	51,775	53,865	55,955	58,045	60,135	62,225	64,315
Sewer Repairer/Street Repairer	38,981	41,083	43,184	45,286	47,387	49,488	51,590	53,691	55,793	57,894	59,995	62,097
Social Service Aide Bilingual	35,306	37,405	39,532	41,657	43,784	45,911	48,036	50,163	52,290	54,416	56,542	58,657
Social Service Tech Bilingual	36,336	38,462	40,589	42,715	44,841	46,968	49,094	53,342	53,347	55,473	59,722	59,725
Street Repairer	37,734	39,843	41,951	44,059	46,167	48,275	50,384	52,492	54,600	56,708	58,816	60,925
Street Sweeper	29,250	31,078	32,906	34,734	36,562	38,390	40,218	42,046	43,874	45,702	47,530	49,358
Supervising Library Assistant	43,226	45,306	47,386	49,466	51,546	53,625	55,705	57,785	59,865	61,945	64,025	66,104
Technical Assistant	44,255	46,331	48,406	50,481	52,556	54,632	56,707	58,782	60,858	62,933	65,008	67,084
Technical Assistant - Land Use	44,255	46,331	48,406	50,481	52,556	54,632	56,707	58,782	60,858	62,933	65,008	67,084
Technician MIS	44,834	46,906	48,978	51,050	53,122	55,193	57,265	59,337	61,409	63,481	65,553	67,625
Tree Climber	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Tree Trimmer	37,587	39,696	41,806	43,915	46,024	48,134	50,243	52,352	54,462	56,571	58,680	60,790
Truck Driver	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Truck Driver, Heavy	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Violations Clerk	42,895	44,977	47,059	49,141	51,223	53,305	55,387	57,470	59,552	61,634	63,716	65,798
Water Meter Reader	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Water Meter Repairman	38,523	40,627	42,730	44,834	46,938	49,041	51,145	53,249	55,352	57,456	59,560	61,663
Water Repairman	39,125	41,227	43,328	45,430	47,531	49,632	51,734	53,835	55,937	58,038	60,139	62,241

**CALENDAR YEAR 2022 (2.25%)**

<b>CS11 - Hired after 01-01-2014</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>
Account Clerk	38,415	40,572	42,729	44,886	47,042	49,199	51,356	53,513	55,670	57,826	59,983	62,140
Account Clerk / Library Assistant	38,415	40,572	42,729	44,885	47,043	49,200	51,356	53,513	55,670	57,826	59,983	62,140
Administrative Clerk	45,251	47,373	49,495	51,617	53,739	55,861	57,983	60,105	62,227	64,349	66,471	68,593
Administrative Clerk, Typist	45,251	47,373	49,495	51,617	53,739	55,861	57,983	60,105	62,227	64,349	66,471	68,593
Administrative Clerk's Registrar	42,509	44,645	46,781	48,917	51,053	53,189	55,325	57,461	59,597	61,733	63,869	66,005
Admin Secretary Town Clerk	45,251	47,373	49,495	51,617	53,739	55,861	57,983	60,105	62,227	64,349	66,471	68,593
Agency Aide	21,140	23,383	25,625	27,868	30,111	32,353	34,596	36,838	39,081	41,324	43,566	45,809
Assistant Recreation Supervisor	42,241	44,379	46,516	48,653	50,790	52,927	55,064	57,201	59,338	61,475	63,612	65,749
Assistant Violations Clerk	41,461	43,601	45,742	47,882	50,023	52,163	54,304	56,445	58,585	60,726	62,866	65,007
Building Inspector	77,167	77,776	78,385	78,994	79,603	80,212	80,821	81,431	82,040	82,649	83,258	83,867
Building Maintenance Worker	37,473	39,635	41,796	43,957	46,119	48,280	50,442	52,603	54,765	56,926	59,088	61,249
Building Maint. Worker / Security Guard	39,426	41,588	43,749	45,911	48,072	50,234	52,395	54,557	56,718	58,880	61,041	63,203
Carpenter	40,401	42,548	44,694	46,841	48,987	51,133	53,280	55,426	57,572	59,719	61,865	64,011
Carpenter's Helper	38,937	41,091	43,244	45,397	47,551	49,704	51,857	54,010	56,164	58,317	60,470	62,624
Cashier	33,266	35,449	37,631	39,813	41,996	44,178	46,360	48,543	50,725	52,907	55,089	57,272
Chief Sanitary Insp/Housing Insp	59,134	63,126	67,118	71,111	75,103	79,095	83,087	87,080	91,072	95,064	99,056	103,048
Clerk	34,983	37,158	39,332	41,506	43,680	45,854	48,029	50,203	52,377	54,551	56,725	58,900
Clerk Bookkeeper	33,266	35,449	37,631	39,813	41,996	44,178	46,360	48,543	50,725	52,907	55,089	57,272
Clerk Typist	38,415	40,572	42,729	44,886	47,042	49,199	51,356	53,513	55,670	57,826	59,983	62,140
Clerk Typist Bilingual	38,415	40,572	42,729	44,886	47,042	49,199	51,356	53,513	55,670	57,826	59,983	62,140
Computer Operator	45,251	47,373	49,495	51,617	53,739	55,861	57,983	60,105	62,227	64,349	66,471	68,593
Data Control Clerk	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Data Entry Machine Operator	24,803	26,430	28,058	29,686	31,314	32,941	34,569	36,197	37,825	39,452	41,080	42,708
Environmental Health Technician	57,066	59,128	61,190	63,251	65,313	67,375	69,436	71,498	73,560	75,621	77,683	79,745
Equipment Operator	40,401	42,548	44,694	46,841	48,987	51,133	53,280	55,426	57,572	59,719	61,865	64,011

**CALENDAR YEAR 2022 (2.25%)**

<b>CS11 - Hired after 01-01-2014</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>
Equipment Oper/Water Repairer	40,401	42,548	44,694	46,841	48,987	51,133	53,280	55,426	57,572	59,719	61,865	64,011
Graduate Nurse Public Health	40,399	42,508	44,618	46,727	48,836	50,945	53,054	55,164	57,273	59,382	61,491	63,601
Laborer	37,473	39,635	41,796	43,957	46,119	48,280	50,442	52,603	54,765	56,926	59,088	61,249
Librarian	44,028	46,156	48,284	50,412	52,539	54,667	56,795	58,923	61,051	63,178	65,306	67,434
Librarian Assistant	44,028	46,156	48,284	50,412	52,539	54,667	56,795	58,923	61,051	63,178	65,306	67,434
Library Junior Assistant	34,983	37,158	39,332	41,506	43,680	45,854	48,029	50,203	52,377	54,551	56,725	58,900
Library Junior Typing Assistant	33,873	36,052	38,231	40,410	42,588	44,767	46,946	49,125	51,304	53,483	55,661	57,840
Maintenance Repairer	38,583	40,739	42,895	45,050	47,206	49,362	51,517	53,673	55,829	57,984	60,140	62,295
Maintenance Worker 1 Grounds	37,473	39,637	41,796	43,958	46,119	48,281	50,442	52,604	54,765	56,926	59,088	61,249
Mechanic	42,254	44,391	46,528	48,665	50,803	52,940	55,077	57,214	59,351	61,488	63,625	65,762
Mechanic Fire Apparatus	42,254	44,391	46,528	48,665	50,803	52,940	55,077	57,214	59,351	61,488	63,625	65,762
Mechanic Fire Apparatus	42,254	44,391	46,528	48,665	50,803	52,940	55,077	57,214	59,351	61,488	63,625	65,762
Mechanics Helper	40,401	42,548	44,694	46,841	48,987	51,133	53,280	55,426	57,572	59,719	61,865	64,011
Mechanic / Welder	47,870	49,618	51,366	53,115	54,863	56,612	58,360	60,108	61,857	63,605	65,354	67,102
Omnibus Operator	30,478	32,675	34,871	37,067	39,263	41,460	43,656	45,852	48,048	50,245	52,441	54,637
Park Attendant	37,473	39,635	41,796	43,957	46,119	48,280	50,442	52,603	54,765	56,926	59,088	61,249
Parking Enforcement Officer	28,963	31,167	33,372	35,576	37,781	39,985	42,189	44,394	46,598	48,802	51,007	53,211
Parking Enforc Off/Meter Coll	28,963	31,167	33,372	35,576	37,781	39,985	42,189	44,394	46,598	48,802	51,007	53,211
Payroll Clerk	38,415	40,572	42,729	44,885	47,043	49,200	51,356	53,513	55,670	57,826	59,983	62,140
Permit Clerk	38,414	40,571	42,728	44,884	47,041	49,198	51,355	53,512	55,668	57,825	59,982	62,139
Permit Clerk Typing	39,939	42,087	44,236	46,385	48,533	50,682	52,831	54,979	57,128	59,277	61,425	63,574
Principal Account Clerk	41,975	44,114	46,253	48,393	50,532	52,672	54,811	56,950	59,090	61,229	63,369	65,508
Principal Account Clerk Typist	41,766	44,085	46,404	48,723	51,043	53,362	55,681	58,000	60,320	62,639	64,958	67,277
Prin Bookkeeping Machine Oper	42,136	44,273	46,410	48,547	50,684	52,821	54,958	57,095	59,233	61,370	63,507	65,644
Principal Clerk	42,509	44,645	46,781	48,917	51,053	53,189	55,325	57,461	59,597	61,733	63,869	66,005
Principal Clerk Typist	43,860	45,989	48,118	50,247	52,376	54,505	56,634	58,763	60,892	63,021	65,150	67,278



CALENDAR YEAR 2022 (2.25%)												
CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Principal Librarian	52,753	54,837	56,920	59,004	61,088	63,171	65,255	67,339	69,423	71,506	73,590	75,674
Principal Library Assistant	41,772	43,863	45,955	48,047	50,139	52,231	54,323	56,414	58,506	60,598	62,690	64,782
Principal Payroll Clerk	43,860	45,989	48,118	50,247	52,376	54,505	56,634	58,763	60,892	63,021	65,150	67,278
Public Health Investigator	41,512	43,652	45,793	47,933	50,074	52,215	54,355	56,496	58,636	60,777	62,917	65,058
Public Health Inv/Registrar V.S.	50,739	52,833	54,927	57,021	59,115	61,210	63,304	65,398	67,492	69,586	71,680	73,774
Public Safety Telecommunicator	33,105	35,246	37,386	39,527	41,667	43,808	45,948	48,089	50,229	52,370	54,511	56,651
Public Safety Telecomm. Trainee	33,105	35,246	37,386	39,526	41,667	43,808	45,949	48,089	50,229	52,370	54,510	56,651
Public Works Repairer	40,401	42,548	44,694	46,841	48,987	51,133	53,280	55,426	57,572	59,719	61,865	64,011
Purchasing Agent	55,388	57,240	59,093	60,946	62,799	64,652	66,505	68,357	70,210	72,063	73,916	75,769
Records Management Analyst	42,389	44,498	46,607	48,716	50,824	52,933	55,042	57,151	59,260	61,369	63,478	65,594
Recreation Maintenance Worker	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Registered Env. Health Specialist	57,240	59,093	60,946	62,799	64,652	66,504	68,358	70,210	72,063	73,916	75,769	77,622
Registrar of Vital Statistics Bilingual	50,738	52,832	54,927	57,021	59,115	61,209	63,303	65,398	67,492	69,586	71,680	73,774
Sanitary Inspector	48,495	50,601	52,706	54,812	56,918	59,024	61,129	63,235	65,341	67,447	69,552	71,658
Sanitary Inspector Trainee	38,738	40,892	43,047	45,201	47,356	49,510	51,665	53,819	55,974	58,128	60,283	62,437
Sanitation Inspector	40,885	43,029	45,173	47,317	49,461	51,605	53,749	55,893	58,038	60,182	62,326	64,470
Senior Account Clerk Typist	41,272	43,430	45,587	47,745	49,903	52,061	54,219	56,377	58,535	60,693	62,851	65,009
Senior Building Maint Worker	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Senior Carpenter	47,870	49,618	51,366	53,115	54,863	56,612	58,360	60,108	61,857	63,605	65,354	67,102
Senior Carpenter / Mason	47,870	49,618	51,366	53,115	54,863	56,612	58,360	60,108	61,857	63,605	65,354	67,102
Senior Cashier	41,429	43,570	45,710	47,851	49,992	52,132	54,273	56,413	58,554	60,694	62,835	64,975
Senior Clerk	40,899	43,043	45,187	47,331	49,475	51,619	53,763	55,907	58,051	60,195	62,340	64,484
Senior Clerk Typist	41,461	43,601	45,742	47,882	50,023	52,163	54,304	56,445	58,585	60,726	62,866	65,007
Senior Librarian	48,264	50,371	52,478	54,585	56,692	58,799	60,906	63,012	65,119	67,226	69,333	71,440
Senior Librarian Childrens	50,299	52,396	54,492	56,588	58,685	60,781	62,878	64,974	67,071	69,167	71,264	73,360

**CALENDAR YEAR 2022 (2.25%)**

<b>CS11 - Hired after 01-01-2014</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>
Senior Library Assistant	38,909	41,063	43,216	45,369	47,523	49,676	51,829	53,983	56,136	58,289	60,443	62,596
Senior Library Assistant, Typing	38,909	41,063	43,216	45,369	47,523	49,676	51,829	53,983	56,136	58,289	60,443	62,596
Senior Maintenance Repairer	40,211	42,367	44,522	46,678	48,834	50,989	53,145	55,301	57,456	59,612	61,767	63,923
Senior Publics Works Repairer	42,254	44,391	46,528	48,665	50,803	52,940	55,077	57,214	59,351	61,488	63,625	65,762
Senior Recreation Maint Worker	40,645	42,790	44,935	47,081	49,226	51,371	53,516	55,661	57,807	59,952	62,097	64,242
Senior Sanitary Inspector	50,357	52,454	54,550	56,646	58,743	60,839	62,936	65,032	67,129	69,225	71,322	73,418
Senior Street & Sewer Repairman	40,645	42,790	44,935	47,081	49,226	51,371	53,516	55,661	57,807	59,952	62,097	64,242
Senior Tree Climber	42,254	44,391	46,528	48,665	50,803	52,940	55,077	57,214	59,351	61,488	63,625	65,762
Sewer Repairer/Street Repairer	39,858	42,007	44,156	46,304	48,453	50,602	52,751	54,899	57,048	59,197	61,345	63,494
Social Service Aide Bilingual	36,101	38,247	40,421	42,595	44,769	46,944	49,117	51,292	53,466	55,641	57,814	59,977
Social Service Tech Bilingual	37,153	39,328	41,502	43,677	45,850	48,024	50,199	54,543	54,547	56,721	61,066	61,069
Street Repairer	38,583	40,739	42,895	45,050	47,206	49,362	51,517	53,673	55,829	57,984	60,140	62,295
Street Sweeper	29,909	31,778	33,647	35,516	37,385	39,254	41,123	42,992	44,861	46,730	48,599	50,468
Supervising Library Assistant	44,199	46,325	48,452	50,579	52,705	54,832	56,959	59,085	61,212	63,338	65,465	67,592
Technical Assistant	45,251	47,373	49,495	51,617	53,739	55,861	57,983	60,105	62,227	64,349	66,471	68,593
Technical Assistant - Land Use	45,251	47,373	49,495	51,617	53,739	55,861	57,983	60,105	62,227	64,349	66,471	68,593
Technician MIS	45,843	47,961	50,080	52,198	54,317	56,435	58,554	60,672	62,791	64,909	67,028	69,146
Tree Climber	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Tree Trimmer	38,433	40,589	42,746	44,903	47,060	49,217	51,373	53,530	55,687	57,844	60,001	62,157
Truck Driver	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Truck Driver, Heavy	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Violations Clerk	43,860	45,989	48,118	50,247	52,376	54,505	56,634	58,763	60,892	63,021	65,150	67,278
Water Meter Reader	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Water Meter Repairman	39,390	41,541	43,692	45,843	47,994	50,145	52,296	54,447	56,598	58,749	60,900	63,051
Water Repairman	40,006	42,154	44,303	46,452	48,601	50,749	52,898	55,047	57,195	59,344	61,493	63,641

**CALENDAR YEAR 2023 (2.25%)**

<b>CS11- Hired after 01-01-2014</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>
Account Clerk	39,280	41,485	43,690	45,896	48,101	50,306	52,511	54,717	56,922	59,127	61,333	63,538
Account Clerk / Library Assistant	39,279	41,485	43,691	45,895	48,101	50,307	52,511	54,717	56,923	59,127	61,333	63,538
Administrative Clerk	46,269	48,439	50,609	52,778	54,948	57,118	59,288	61,457	63,627	65,797	67,967	70,136
Administrative Clerk, Typist	46,269	48,439	50,609	52,778	54,948	57,118	59,288	61,457	63,627	65,797	67,967	70,136
Administrative Clerk's Registrar	43,466	45,650	47,834	50,018	52,202	54,386	56,570	58,754	60,938	63,122	65,306	67,490
Admin Secretary Town Clerk	46,269	48,439	50,609	52,778	54,948	57,118	59,288	61,457	63,627	65,797	67,967	70,136
Agency Aide	21,616	23,909	26,202	28,495	30,788	33,081	35,374	37,667	39,960	42,254	44,547	46,840
Assistant Recreation Supervisor	43,192	45,377	47,562	49,747	51,933	54,118	56,303	58,488	60,673	62,858	65,044	67,229
Assistant Violations Clerk	42,394	44,582	46,771	48,960	51,148	53,337	55,526	57,715	59,903	62,092	64,281	66,469
Building Inspector	78,903	79,526	80,149	80,771	81,394	82,017	82,640	83,263	83,886	84,508	85,131	85,754
Building Maintenance Worker	38,316	40,526	42,736	44,946	47,157	49,367	51,577	53,787	55,997	58,207	60,417	62,627
Building Maint. Worker / Security Guard	40,313	42,524	44,734	46,944	49,154	51,364	53,574	55,784	57,994	60,204	62,415	64,625
Carpenter	41,310	43,505	45,700	47,894	50,089	52,284	54,478	56,673	58,868	61,062	63,257	65,452
Carpenter's Helper	39,813	42,015	44,217	46,419	48,620	50,822	53,024	55,226	57,428	59,629	61,831	64,033
Cashier	34,015	36,246	38,478	40,709	42,940	45,172	47,403	49,635	51,866	54,098	56,329	58,560
Chief Sanitary Insp/Housing Insp	60,464	64,546	68,629	72,711	76,793	80,875	84,957	89,039	93,121	97,203	101,285	105,367
Clerk	35,770	37,994	40,217	42,440	44,663	46,886	49,109	51,332	53,555	55,779	58,002	60,225
Clerk Bookkeeper	34,015	36,246	38,478	40,709	42,940	45,172	47,403	49,635	51,866	54,098	56,329	58,560
Clerk Typist	39,280	41,485	43,690	45,896	48,101	50,306	52,511	54,717	56,922	59,127	61,333	63,538
Clerk Typist Bilingual	39,280	41,485	43,690	45,896	48,101	50,306	52,511	54,717	56,922	59,127	61,333	63,538
Computer Operator	46,269	48,439	50,609	52,778	54,948	57,118	59,288	61,457	63,627	65,797	67,967	70,136
Data Control Clerk	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Data Entry Machine Operator	25,361	27,025	28,689	30,354	32,018	33,683	35,347	37,011	38,676	40,340	42,004	43,669
Environmental Health Technician	58,350	60,458	62,567	64,675	66,783	68,891	70,999	73,107	75,215	77,323	79,431	81,539
Equipment Operator	41,310	43,505	45,700	47,894	50,089	52,284	54,478	56,673	58,868	61,062	63,257	65,452

CALENDAR YEAR 2023 (2.25%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Equipment Oper/Water Repairer	41,310	43,505	45,700	47,894	50,089	52,284	54,478	56,673	58,868	61,062	63,257	65,452
Graduate Nurse Public Health	41,308	43,465	45,621	47,778	49,935	52,092	54,248	56,405	58,562	60,718	62,875	65,032
Laborer	38,316	40,526	42,736	44,946	47,157	49,367	51,577	53,787	55,997	58,207	60,417	62,627
Librarian	45,019	47,194	49,370	51,546	53,722	55,897	58,073	60,249	62,424	64,600	66,776	68,951
Librarian Assistant	45,019	47,194	49,370	51,546	53,722	55,897	58,073	60,249	62,424	64,600	66,776	68,951
Library Junior Assistant	35,770	37,994	40,217	42,440	44,663	46,886	49,109	51,332	53,555	55,779	58,002	60,225
Library Junior Typing Assistant	34,635	36,863	39,091	41,319	43,547	45,774	48,002	50,230	52,458	54,686	56,914	59,142
Maintenance Repairer	39,452	41,656	43,860	46,064	48,268	50,472	52,676	54,881	57,085	59,289	61,493	63,697
Maintenance Worker 1 Grounds	38,316	40,529	42,737	44,947	47,157	49,367	51,577	53,787	55,997	58,207	60,417	62,628
Mechanic	43,205	45,390	47,575	49,760	51,946	54,131	56,316	58,501	60,686	62,871	65,057	67,242
Mechanic Fire Apparatus	43,205	45,390	47,575	49,760	51,946	54,131	56,316	58,501	60,686	62,871	65,057	67,242
Mechanics Helper	41,310	43,505	45,700	47,894	50,089	52,284	54,478	56,673	58,868	61,062	63,257	65,452
Mechanic / Welder	48,947	50,734	52,522	54,310	56,098	57,885	59,673	61,461	63,249	65,036	66,824	68,612
Omnibus Operator	31,164	33,410	35,655	37,901	40,147	42,392	44,638	46,884	49,129	51,375	53,621	55,866
Park Attendant	38,316	40,526	42,736	44,946	47,157	49,367	51,577	53,787	55,997	58,207	60,417	62,627
Parking Enforcement Officer	29,615	31,869	34,123	36,377	38,631	40,885	43,139	45,393	47,646	49,900	52,154	54,408
Parking Enforc Off/Meter Coll	29,615	31,869	34,123	36,377	38,631	40,885	43,139	45,393	47,646	49,900	52,154	54,408
Payroll Clerk	39,279	41,485	43,691	45,895	48,101	50,307	52,511	54,717	56,923	59,127	61,333	63,538
Permit Clerk	39,278	41,484	43,689	45,894	48,100	50,305	52,510	54,716	56,921	59,126	61,332	63,537
Permit Clerk Typing	40,837	43,034	45,231	47,428	49,625	51,822	54,019	56,216	58,413	60,610	62,807	65,004
Principal Account Clerk	42,919	45,107	47,294	49,482	51,669	53,857	56,044	58,232	60,419	62,607	64,794	66,982
Principal Account Clerk Typist	42,706	45,077	47,448	49,820	52,191	54,563	56,934	59,305	61,677	64,048	66,420	68,791
Prin Bookkeeping Machine Oper	43,084	45,269	47,454	49,639	51,825	54,010	56,195	58,380	60,565	62,750	64,936	67,121
Principal Clerk	43,466	45,650	47,834	50,018	52,202	54,386	56,570	58,754	60,938	63,122	65,306	67,490
Principal Clerk Typist	44,847	47,024	49,201	51,377	53,554	55,731	57,908	60,085	62,262	64,439	66,615	68,792

**CALENDAR YEAR 2023 (2.25%)**

<b>CS11 - Hired after 01-01-2014</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>
Principal Librarian	53,940	56,070	58,201	60,332	62,462	64,593	66,723	68,854	70,985	73,115	75,246	77,376
Principal Library Assistant	42,711	44,850	46,989	49,128	51,267	53,406	55,545	57,684	59,823	61,962	64,100	66,239
Principal Payroll Clerk	44,847	47,024	49,201	51,377	53,554	55,731	57,908	60,085	62,262	64,439	66,615	68,792
Public Health Investigator	42,446	44,634	46,823	49,012	51,201	53,389	55,578	57,767	59,956	62,144	64,333	66,522
Public Health Inv/Registrar V.S.	51,880	54,022	56,163	58,304	60,445	62,587	64,728	66,869	69,011	71,152	73,293	75,434
Public Safety Telecommunicator	33,850	36,039	38,227	40,416	42,605	44,793	46,982	49,171	51,360	53,548	55,737	57,926
Public Safety Telecomm. Trainee	33,850	36,039	38,228	40,415	42,605	44,794	46,983	49,171	51,360	53,549	55,736	57,926
Public Works Repairer	41,310	43,505	45,700	47,894	50,089	52,284	54,478	56,673	58,868	61,062	63,257	65,452
Purchasing Agent	56,634	58,528	60,423	62,317	64,212	66,106	68,001	69,895	71,790	73,685	75,579	77,474
Records Management Analyst	43,343	45,499	47,655	49,812	51,968	54,124	56,281	58,437	60,594	62,750	64,906	67,070
Recreation Maintenance Worker	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Registered Env. Health Specialist	58,528	60,423	62,317	64,212	66,107	68,001	69,896	71,790	73,685	75,579	77,474	79,369
Registrar of Vital Statistics Bilingual	51,880	54,021	56,163	58,304	60,445	62,586	64,728	66,869	69,010	71,152	73,293	75,434
Sanitary Inspector	49,586	51,739	53,892	56,045	58,199	60,352	62,505	64,658	66,811	68,964	71,117	73,271
Sanitary Inspector Trainee	39,609	41,812	44,015	46,218	48,421	50,624	52,827	55,030	57,233	59,436	61,639	63,842
Sanitation Inspector	41,805	43,997	46,190	48,382	50,574	52,767	54,959	57,151	59,343	61,536	63,728	65,920
Senior Account Clerk Typist	42,200	44,407	46,613	48,820	51,026	53,233	55,439	57,646	59,852	62,059	64,265	66,472
Senior Building Maint Worker	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Senior Carpenter	48,947	50,734	52,522	54,310	56,098	57,885	59,673	61,461	63,249	65,036	66,824	68,612
Senior Carpenter / Mason	48,947	50,734	52,522	54,310	56,098	57,885	59,673	61,461	63,249	65,036	66,824	68,612
Senior Cashier	42,362	44,550	46,739	48,928	51,116	53,305	55,494	57,683	59,871	62,060	64,249	66,437
Senior Clerk	41,819	44,012	46,204	48,396	50,588	52,781	54,973	57,165	59,358	61,550	63,742	65,934
Senior Clerk Typist	42,394	44,582	46,771	48,960	51,148	53,337	55,526	57,715	59,903	62,092	64,281	66,469
Senior Librarian	49,350	51,504	53,659	55,813	57,967	60,122	62,276	64,430	66,585	68,739	70,893	73,047
Senior Librarian Childrens	51,431	53,574	55,718	57,862	60,005	62,149	64,293	66,436	68,580	70,724	72,867	75,011

CALENDAR YEAR 2023 (2.25%)

CS11 - Hired after 01-01-2014	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Senior Library Assistant	39,785	41,987	44,188	46,390	48,592	50,794	52,995	55,197	57,399	59,601	61,803	64,004
Senior Library Assistant, Typing	39,785	41,987	44,188	46,390	48,592	50,794	52,995	55,197	57,399	59,601	61,803	64,004
Senior Maintenance Repairer	41,116	43,320	45,524	47,728	49,933	52,136	54,341	56,545	58,749	60,953	63,157	65,361
Senior Publics Works Repairer	43,205	45,390	47,575	49,760	51,946	54,131	56,316	58,501	60,686	62,871	65,057	67,242
Senior Recreation Maint Worker	41,560	43,753	45,947	48,140	50,333	52,527	54,720	56,914	59,107	61,301	63,494	65,688
Senior Sanitary Inspector	51,490	53,634	55,777	57,921	60,065	62,208	64,352	66,496	68,639	70,783	72,926	75,070
Senior Street & Sewer Repairman	41,560	43,753	45,947	48,140	50,333	52,527	54,720	56,914	59,107	61,301	63,494	65,688
Senior Tree Climber	43,205	45,390	47,575	49,760	51,946	54,131	56,316	58,501	60,686	62,871	65,057	67,242
Sewer Repairer/Street Repairer	40,755	42,952	45,149	47,346	49,543	51,740	53,937	56,134	58,331	60,528	62,726	64,923
Social Service Aide Bilingual	36,913	39,107	41,331	43,553	45,777	48,000	50,222	52,446	54,669	56,893	59,115	61,326
Social Service Tech Bilingual	37,989	40,212	42,436	44,659	46,882	49,105	51,328	53,551	55,774	57,998	60,221	62,443
Street Repairer	39,452	41,656	43,860	46,064	48,268	50,472	52,676	54,881	57,085	59,289	61,493	63,697
Street Sweeper	30,582	32,493	34,404	36,315	38,226	40,137	42,048	43,959	45,871	47,782	49,693	51,604
Supervising Library Assistant	45,193	47,368	49,542	51,717	53,891	56,066	58,240	60,415	62,589	64,764	66,938	69,113
Technical Assistant	46,269	48,439	50,609	52,778	54,948	57,118	59,288	61,457	63,627	65,797	67,967	70,136
Technical Assistant - Land Use	46,269	48,439	50,609	52,778	54,948	57,118	59,288	61,457	63,627	65,797	67,967	70,136
Technician MIS	46,874	49,040	51,207	53,373	55,539	57,705	59,871	62,037	64,204	66,370	68,536	70,702
Tree Climber	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Tree Trimmer	39,297	41,503	43,708	45,913	48,119	50,324	52,529	54,735	56,940	59,145	61,351	63,556
Truck Driver	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Truck Driver, Heavy	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Violations Clerk	44,847	47,024	49,201	51,377	53,554	55,731	57,908	60,085	62,262	64,439	66,615	68,792
Water Meter Reader	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Water Meter Repairman	40,276	42,475	44,675	46,874	49,074	51,273	53,472	55,672	57,871	60,071	62,270	64,469
Water Repairman	40,906	43,103	45,300	47,497	49,694	51,891	54,088	56,285	58,482	60,679	62,876	65,073