

# COLLECTIVE BARGAINING AGREEMENT

*By and Between*

**Village of Ridgewood  
Bergen County, New Jersey**

and the

***UPSEU***

**United Public Service Employees Union  
3555 Veterans Highway  
Ronkonkoma, New York 11779**

## WHITE COLLAR EMPLOYEES

January 1, 2020 through December 31, 2024

PREAMBLE	Page 1
ARTICLE I RECOGNITION	Page 1
ARTICLE II MANAGEMENT RIGHTS	Page 1
ARTICLE III APPLICABILITY OF CONTRACT	Page 1
ARTICLE IV GRIEVANCE PROCEDURE	Pages 2-4
ARTICLE V SENIORITY	Page 4
ARTICLE VI UNION REPRESENTATIVES AND MEETINGS	Page 5
ARTICLE VII HOURS AND OVERTIME	Page 6
ARTICLE VIII HOLIDAYS	Page 7
ARTICLE IX VACATIONS	Page 8
ARTICLE X PERSONAL TIME	Page 8
ARTICLE XI BENEFITS	Pages 9-11
ARTICLE XII SICK LEAVE	Pages 12-14
ARTICLE XIII INJURY ON DUTY	Pages 14-15
ARTICLE XIV SALARIES AND COMPENSATION	Page 15
ARTICLE XV LONGEVITY	Page 16

ARTICLE XVI BULLETIN BOARD	Page 17
ARTICLE XVII NO STRIKE PLEDGE	Page 17
ARTICLE XVIII NON-DISCRIMINATION	Page 18
ARTICLE XXIX DEDUCTIONS FROM SALARY	Page 18
ARTICLE XX PERSONNEL FILE	Page 18
ARTICLE XXI LEAVE OF ABSENCE	Page 19
ARTICLE XXII JURY DUTY	Page 19
ARTICLE XXIII BEREAVEMENT LEAVE	Page 19
ARTICLE XXIV COFFEE BREAKS	Page 19
ARTICLE XXV UNION AS A PARTY IN INTEREST	Page 20
ARTICLE XXVI I.D. BADGE	Page 20
ARTICLE XXVII MISCELLANEOUS	Pages 20-21
ARTICLE XXVIII TERM AND RENEWAL	Page 21
SCHEDULE 1 TITLES COVERED BY THIS AGREEMENT	Pages 22-23

SALARY RANGES

HIRED PRIOR TO 11/1/2013:

SCHEDULE "A"

Salary Ranges January 1 thru December 31, 2020

SCHEDULE "B"

Salary Ranges January 1 thru December 31, 2021

SCHEDULE "C"

Salary Ranges January 1 thru December 31, 2022

SCHEDULE "D"

Salary Ranges January 1 thru December 31, 2023

SCHEDULE "E"

Salary Ranges January 1 thru December 31, 2024

HIRED AFTER 11/1/2013:

SCHEDULE "F"

Salary Ranges January 1 thru December 31, 2020

SCHEDULE "G"

Salary Ranges January 1 thru December 31, 2021

SCHEDULE "H"

Salary Ranges January 1 thru December 31, 2022

SCHEDULE "I"

Salary Ranges January 1 thru December 31, 2023

SCHEDULE "J"

Salary Ranges January 1 thru December 31, 2024

## PREAMBLE

This Agreement entered into this 6<sup>TH</sup> day of DECEMBER 2023, by and between the Village of Ridgewood, in the County of Bergen, State of New Jersey, a Municipal Corporation of the State of New Jersey, hereinafter called the "Village", and United Public Service Employees Union (UPSEU), hereinafter called the "Union", represents the complete and final understanding on all bargainable issues between the Village and the Union.

## ARTICLE I RECOGNITION

The Village recognizes the Union as the exclusive collective negotiations agent for all White Collar employees of the Village of Ridgewood who hold positions described in Schedule 1 attached hereto, or who may in the future hold the same or similar positions, excluding managerial employees and supervisors within the meaning of the public employees relations act.

## ARTICLE II MANAGEMENT RIGHTS

The Village hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and constitution of the State of New Jersey and of the United States.

## ARTICLE III APPLICABILITY OF CONTRACT

All items in this contract pertain only to those active employees in the Village of Ridgewood (currently employed in the Village of Ridgewood at the time of the signing of the Memorandum of Agreement) who are members of the UPSEU White Collar Union in the Village of Ridgewood during the years of this contract (January 1, 2020 through December 31, 2024). Former employees who retired during the years of this contract (January 1, 2020 through December 31, 2024) will be paid the incremental salary increases for the time up until they retired. All items in this contract shall not apply to any former employees, who resigned and are not actively employed by the Village of Ridgewood (left employment in the Village of Ridgewood prior to the signing of this Memorandum of Agreement), who were members of the UPSEU White Collar Union in years prior to or during the years of this contract (January 1, 2020 through December 31, 2024) ("Prior Employees"). Any issues related to Prior Employees shall be governed by the terms of the collective negotiations agreement in effect at the time of their employment.

## ARTICLE IV

### GRIEVANCE PROCEDURE

#### A. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing herein contained shall be construed as limiting the rights of any employee having a grievance to discuss the matter informally with any appropriate member of his/her department supervisory staff.

#### B. DEFINITION

The term "grievance" as used herein means any controversy arising over the interpretation, application or violation of this Agreement or any policies, Agreements and administrative decisions affecting any employee covered by this Agreement and may be raised by an individual, the Union or the Village.

#### C. STEPS OF THE GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

##### STEP ONE

- a. An aggrieved employee or the Union on behalf of an aggrieved employee or employees shall institute action under the provisions hereof within ten (10) calendar days of (1) the occurrence of the grievance or (2) the time by which the grievant should have had knowledge of the occurrence with the exercise of reasonable diligence. Failure to act within said ten (10) calendar days shall be deemed to constitute an abandonment of the grievance on behalf of that individual or individuals.
- b. The supervisor shall render a decision within five (5) working days after receipt of the grievance.

##### STEP TWO

- a. In the event a satisfactory settlement has not been reached, the employee or the Union shall, in writing and signed, file his/her grievance with the Department Director (or his/her representative) within five (5) working days following the determination by the Supervisor.
- b. The Department Director, or his/her representative, shall render a decision in writing within five (5) working days from the receipt of the grievance.

### STEP THREE

- a. In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the Department Director, the matter may be submitted to the Village Manager.
- b. The Village Manager, or his/her representative, shall review the matter and make a determination within ten (10) working days from the receipt of the grievance.

### STEP FOUR - ARBITRATION

- a. In the event the grievance has not been resolved at Step Three, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with the rules of the New Jersey Public Employment Relations Commission.
- b. However, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Village Manager if the aggrieved elects to pursue Civil Service procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration and the Union shall pay whatever costs may have been incurred in processing the case to arbitration.
- c. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him/her involved in the grievance. The Arbitrator shall not have the authority to add to modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.
- d. The cost of the services of the arbitrator shall be borne equally between the Village and the Union. An aggrieved employee shall suffer no loss in pay as a result of time spent appearing on his/her own behalf in an arbitration proceeding. Any expense incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.
- e. The arbitrator shall set forth his/her findings of facts and reasons for making the award within thirty (30) calendar days after conclusion of the arbitration hearing unless agreed to otherwise by the parties. The award of the arbitrator shall be final and binding on the employer, the Union, and the employee or employees who are involved or affected thereby. In the event there is an award of back pay, any earnings of the employee and any unemployment shall be offset and deducted from the award. Employees who have been discharged or suspended shall have the duty to seek work to mitigate claims for back wages.

D. **VILLAGE GRIEVANCES**

Grievances initiated by the Village shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. Failure to act within said ten (10) calendar days shall be deemed to constitute abandonment of the grievance on the part of the Village. A meeting shall be held within ten (10) calendar days after filing a grievance between the representatives of the Village and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made within twenty (20) calendar days after such meeting, either party may within ten (10) calendar days thereafter file for arbitration in accordance with step four above. In no event shall the exercise of this provision or the fact of its availability to the Village be deemed a waiver of any rights under appropriate circumstances to injunctive relief.

E. **UNION REPRESENTATIVE**

A Union representative shall be party to all steps of the grievance procedure and both the employee and the Union shall receive promptly, full particulars of all charges, reprimands and warnings when made.

F. **NJ CIVIL SERVICE COMMISSION**

Notwithstanding any foregoing provisions to the contrary, it is the intent of the parties that no matter in dispute that is subject to the review and/or the decision of the New Jersey Civil Service Commission may be submitted to arbitration. The parties hereby direct the arbitrator not to accept or to decide any matter in dispute that is subject to the NJ Civil Service Commission's review and decision.

G. All grievances should be submitted in writing on a form and format agreed to by the Union and the Village. The form can be submitted electronically, as an attachment to email.

**ARTICLE V  
SENIORITY**

Seniority, which is defined as continuous employment with the Village from date of last hire, will be given due consideration by the Village under the following circumstances:

1. The most senior employee shall be given preference in the selection of vacations provided that there is no interruption of the normal operations of the Village.
2. Preference for flex-time assignments and hours shall be based upon seniority among employees who perform the same function. In the event of a flex work schedule, employees shall continue to receive a one (1) hour lunch.



**ARTICLE VI  
UNION REPRESENTATIVES**

- A. Accredited representatives of the Union may enter the Village facilities or premises at reasonable hours for the purpose of observing conditions and assisting in the adjustments of grievances. When the Union decides to have its representatives enter the Village facilities or premises, it shall give prior notice thereof to the appropriate Department Supervisor, Superintendent, Director or Department Director, and the Union representative shall not be denied access to the premises. There shall be no interference with the normal operations of the business of Village government or the normal duties of employees. There shall be no Union business transacted nor meetings held on Village time unless the Village, in its sole discretion, consents thereto. The Union may conduct meetings on Village property outside of working hours, provided permission is secured from the appropriate Village representative.
  
- B. The Union shall notify the Village of the officers and stewards representing the Union in connection with the terms and provisions of this Agreement. A steward, upon prior notice to his/her immediate superior may investigate a grievance during working hours without loss of pay. The Village shall not interfere or restrain the Union from the elections of officers and stewards or in any other matter interfere with the internal affairs of the Union.
  
- C. Members of the Union negotiating committee shall not exceed four (4) in number. Such committee members who are on duty at the time negotiating sessions are being held shall suffer no loss of regular straight time pay for time spent on such negotiations.
  
- D. Members of the Union who are elected by the Union to attend any meetings, educational conferences or conventions of the Union, or other bodies with which the Union is affiliated, shall be granted necessary time off without loss of pay, provided that one (1) week written notification is provided to the Village. Such requests shall not exceed an aggregate of fifteen (15) working days annually. No one employee shall be granted more than three (3) days annually.

**ARTICLE VII  
HOURS AND OVERTIME**

- A. The normal working week for full time employees shall consist of thirty-five (35) hours per week, seven (7) hours per day, five (5) days per week. The regular hours of work shall consist of 8:30 a.m. to 4:30 p.m., Monday through Friday, with a one (1) hour lunch.
- B. All work performed by full time employees in excess of forty (40) hours in any work week, shall be considered overtime and shall be paid for on the basis of time and one-half the employee's base hourly rate. There shall be no compensatory time. All work performed by a full time employee at forty (40) hours or less in any work week, shall be paid the straight time hourly rate. Permanent part time employees working over eight (8) hours in a day shall be paid on the basis of time and one-half of the employee's hourly salary.
- C. Emergency Conditions – the Union hereby agrees that it is the decision of the Village to make use of total manpower during emergency conditions. This would include Blue Collar, White Collar and Supervisors. Blue Collar and White Collar employees must be asked to work the overtime hours before the Supervisors are asked.
- D. Time Keeping Requirement – all employees are responsible for recording time using Village procedures. The Village will provide the Union with a copy of a description of the system and the procedure that will be utilized for time keeping.
- E. Overtime shall be distributed by the Department Director or qualified supervisor as equitability as possible, provided that the employee has the ability to do the work and all employees shall be expected to work only a reasonable amount of overtime when requested by the Village.
- F. Employees called into work on their off-days or called back to work after they have left the premises on a regularly scheduled work day shall receive a minimum of two (2) hours of pay in accordance with Section B above, for all work performed under such circumstances.

**ARTICLE VIII  
HOLIDAYS**

A. The following holidays shall be recognized:

1. New Year's Day
2. Martin Luther King's Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Juneteenth
8. Independence Day
9. Labor Day
10. Columbus Day
11. Veterans Day
12. Thanksgiving Day
13. Day after Thanksgiving Day
14. Christmas Eve
15. Christmas Day

B. For purposes of Holiday overtime pay, the double time pay occurs only on the actual date of the Holiday, according to the Holidays specified in the contract.

C. A recognized holiday falling on a Saturday shall be observed on the preceding Friday and a recognized holiday falling on a Sunday shall be observed on the following Monday. If Christmas Eve falls on a Friday, the holiday shall be celebrated on the preceding Thursday. If Christmas Eve falls on a Sunday, the holiday shall be celebrated on the preceding Friday.

D. During a holiday week, permanent part time employees must continuously work at least their regular weekly hours in their position (i.e. twenty (20) hours/week, twelve (12) hours/week, ten (10) hours/week, or other such hours, depending upon their regular weekly hours in their position), in order to receive payment for the holiday.

**ARTICLE IX  
VACATIONS**

- A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the vacation year following the date of appointment; twelve (12) working days vacation thereafter for every year through five (5) years of service; thirteen (13) working days vacation after the completion of five (5) years through ten (10) years of service; sixteen (16) working days vacation after the completion of ten (10) years and through fifteen (15) years of service; commencing with sixteen (16) years of service, an additional working day of vacation shall be added for each year of service. Any past practices of the Parties regarding limitations on the amount of vacation time are hereby superseded and replaced by this agreement. Employees hired on or after July 1, 2017, shall be limited to earning a maximum number of twenty five (25) vacation days. Employees hired before July 1, 2017, shall be limited to earning a maximum number of thirty (30) days' vacation, except that currently employed bargaining unit members who have earned more than thirty (30) days per year as of July 1, 2017, shall be allowed to maintain his/her current number of vacation days entitlement, but shall not earn any further vacation days.
- B. For the purpose of this Article the vacation year shall be defined as January 1st through December 31st inclusive. An employee must request a vacation in advance and such vacation shall not be unreasonably denied. Vacation requests should be made on a form provided by the Village and signed off by the Supervisor.
- C. Vacation allowance must be taken during the current vacation year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. An unused vacation may be carried forward into the next succeeding year only.
- D. Vacation leave time earned shall be given to all employees in each department, by the department, at least every six (6) months.
- E. Vacation leave time must be taken in no less than one-half (1/2) day increments.

**ARTICLE X  
PERSONAL LEAVE**

All White Collar Employees shall receive three (3) personal days annually. Any employee desiring to take a personal leave day must make a request for such leave through his/her supervisor. Personal days must be requested at least three (3) working days in advance, and may not cause disruption of work or overtime within a Department. If a personal day is taken due to an emergency situation, the request will not be unreasonably denied. All personal days must be taken within the calendar year. Any personal days not taken by December 31<sup>st</sup> shall be forfeited by the employee. Personal time must be taken in no less than one-half (1/2) day increments.

**ARTICLE XI  
BENEFITS**

- A. The Village agrees to provide and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program (SHBP) or an alternate provider with equal or better benefits, for all employees covered by this Agreement, and their families, with the exception of employees that work less than thirty (30) hours per week. However, part time employees who currently receive benefits will continue those benefits. Should Chapter 78 expire, the employee's share shall be no less than the amount of the employee's share of the annual premium under the current law, at Tier 4. Health coverage shall be provided through the State Health Benefits Program (SHBP) and in accordance with Chapter 78 at Tier 4 or an alternate equal or better provider. Employees shall make contributions to health coverage pursuant to the SHBP/Chapter 78 at Tier 4 or the alternate equal or better provider/Chapter 78 at Tier 4.

Statutory changes to the State Health Benefits Plan shall supersede the White Collar contract. If State statute or regulations mandate a change in benefits, under the SHBP for active employees, the White Collar Union shall be deemed to have agreed to the change and the change shall be effective at the time provided for in the new State law/regulations.

To the extent that statutory changes to the SHBP/Chapter 78 mandate a change in health coverage/contributions, the statutory provisions shall supersede the terms of this Agreement, and shall be deemed to have been agreed to by the White Collar Union. In such case, this Agreement shall be deemed amended in accordance with the mandatory statutory changes and such changes shall be effective at the time provided for in the State law/regulations. Where a change is not mandated by statute or regulation, the terms of this Agreement shall remain in effect.

The employee shall have free choice of coverage from among the various plans offered by the State. The Employer shall have the right to obtain equivalent coverage from another plan or insurance carrier. If the Employer decides to leave the SHBP for active employees, it will provide health benefits at a level that is greater than or equal to what was provided under the SHBP.

B. The Employer shall continue to provide insurance (health benefits) to the employees qualified above, as well as all qualified dependents, when that employee retires with at least 25 years of service in the New Jersey State Pension System, through the New Jersey Division of Pensions and Benefits, with the requirement that at least 23 years of those 25 years of service in the New Jersey State Pension System shall be in the Village of Ridgewood (or those White Collar Union employees who retire with less than 25 years of service with the Village of Ridgewood on a disability retirement) and who meet the eligibility requirements of the State Health Benefits Program/Chapter 78m in accordance with the provisions of the SHBP/Chapter 78. The White Collar Union retiree shall be required to make contributions to health coverage in accordance with SHBP/Chapter 78, as determined by the State of New Jersey.

C. Health Benefits

(1.) All retired employees covered by this Agreement and enrolling for health benefits coverage must acquire Medicare Parts A and B when eligible for same. Should a retiree with twenty-three (23) years of service with the Village and twenty-five (25) years of service in the Pension System, not have sufficient quarters of Social Security credit to obtain Medicare Parts A and B, the Village will reimburse that employee the costs thereof. This reimbursement shall commence once said retiree has provided the Village with proof of enrollment. Proof of enrollment shall be a copy of either a Medicare Enrollment Card, or a confirmation letter of enrollment from the Social Security Administration. Reimbursement payments for Part A and B will be made semi-annually.

(2.) Health coverage for all employees hired after 11/1/2013: Retirees on the NJ State Health Benefits plan or another alternate equal or better health benefits plan, must begin using Medicare at age 65\*, including spouse at age 65\* (per Federal requirements).

\*When Medicare eligible

D. If an employee retires with less than twenty-three (23) years of service with the Village and less than twenty-five (25) years in the Pension System, then the employee shall be entitled to continue the Plan described above at his/her own cost and expense, which expense shall be determined by the NJ State Division of Pensions and Benefits.

- E. The Village will provide a Prescription Drug Plan and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program for all employees covered by this Agreement, with the exception of nine (9) month Seasonal Employees and employees who work less than thirty (30) hours per week, and their families. Should Chapter 78 expire, the employee share shall be no less than the amount of the employee's share of the annual premium under the current law. The Village shall also retain the right to provide similar coverage from another plan or insurance carrier.
- F. The Village will pay up to a maximum of twenty five dollars (\$25.00) per month per employee toward the total dental plan, similar to the current plan administered by Delta Dental of New Jersey. The Village shall retain the right to provide equivalent or better coverage from another plan or insurance carrier. The Union and the Village shall explore alternative dental plans to provide comparison to the current plans in order to allow freedom of choice, as long as existing premiums are not affected by any drop in enrollment.
- G. All employees covered by this Agreement are eligible to participate in the Village Vision Care Plans. The Base Plan #1 has a co-pay for eye examination and materials. The Buy Up Plan #2 has no co-pay (zero dollars). Both plans offer Employee, Employee + One, Employee + Children and Employee + Family coverage. The Village will be responsible for the employee's premiums for the Employee Only Plan. The employee will be responsible for premiums associated with coverage for any other Plan selected.
- H. Temporary disability plan - Effective January 1, 1997, the Village will provide a temporary disability plan benefit that will continue for up to six (6) months, inclusive of paid sick leave. The benefit will be sixty percent (60%) of the employee's salary to a maximum benefit level of \$1,000 per week. Accrued sick leave must be used by the employee prior to the commencement of the temporary disability benefit, which will continue for the balance of the six month period. The disability benefit will be payable after an eight (8) day waiting period and entitlement will be based upon appropriate medical documentation of disability, such as would qualify the employee for disability under the state disability plan. The Village has the right to have the employee examined by its own physicians. The Village retains the right to self-fund or purchase insurance. In the event that the Village purchases insurance, the Village will bear the cost of the plan up to \$11,929 for total claims per year, which is consistent with the plan offered by Mutual New York through Guardian Insurance. In the event that the cost of the total insurance premium exceeds the amount paid for \$11,929 in claims per year, the excess cost will be deducted from the pay of unit employees. If the Village elects to self-fund and the cost exceeds said amount, the Village will assume responsibility of said excess.

**ARTICLE XII  
SICK LEAVE**

**A. SERVICE CREDIT FOR SICK LEAVE**

1. All permanent employees (both full-time and part-time), full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service in the Village of Ridgewood.
2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease or for the attendance by the employee upon a member of the immediate family who is seriously ill or as otherwise provided in this contract. Sick leave with pay must be taken in no less than one half (1/2) day increments.
3. Such sick leave shall not include any extended period where the employee serves as nurse or housekeeper during this period of illness.

**B. AMOUNT OF SICK LEAVE**

1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of fifteen (15) working days in every calendar year.
2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year, to be used if and when needed for such purpose.
3. Each employee shall be entitled to terminal leave upon retirement equivalent to either one-half (1/2) of his/her accumulated sick leave or six (6) months, whichever is the lesser. In the event termination of employment occurs by reason of death of an active employee, his/her estate or personal representative shall be entitled to a lump sum cash payment in an amount equal to the dollar value of either one-half (1/2) of his/her accumulated sick leave or six (6) months, whichever is lesser.
4. Employees hired on or after January 1, 2005 shall receive one-half (1/2) accumulated sick leave at retirement with a maximum of three (3) months pay.
5. Employees hired on or after July 1, 2017 shall receive one-half (1/2) accumulated sick leave at retirement with a maximum of \$15,000.00.



C. REPORTING OF ABSENCE ON SICK LEAVE

1. If an employee is absent for reasons that entitle him/her to sick leave, his/her supervisor shall be notified a minimum of thirty (30) minutes prior to the employee's usual reporting time, verbally by phone.
2. Failure to so notify his/her supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.
3. Absence without notice for five (5) consecutive work days shall constitute a resignation.

D. VERIFICATION OF SICK LEAVE

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.
2. An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring reported absences of one (1) day or less, in which case only one (1) certificate shall be necessary for a period of six (6) months.
3. In case of leave of absence due to exposure to contagious disease, the employee is required to consult with the Health Officer of the Village of Ridgewood, and must follow the guidance given by the Ridgewood Health Officer.
4. The Village may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined, at the expense of the Village, by a physician designated by the Village. Such examination shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of other employees.

E. POSTING OF SICK LEAVE

Sick Leave time earned shall be distributed to all White Collar employees in each department, every six (6) months.

- F. The Village will provide a Village wide *Sick Leave Donation Program*, whereby Union members may donate accumulated sick leave to other members that do not have sufficient accumulated time to sustain a lengthy illness.

- G. Effective July 1, 2017 through December 31, 2021, the Village will provide a sick leave buy back program where employees at their option can buy back half of their unused allowance for that year, up to a maximum of 7 days. Payment will be made within 45 calendar days after year's end and compensated at the rate of pay when the time was earned.
- H. Effective January 1, 2022, a Sick Leave Incentive Program shall be instituted and all White Collar employees are required to participate in this program. Each employee who works one (1) calendar quarter without the use of sick leave shall receive one-half (½) day of pay for each quarter, or one-half (½) day of paid time off, for a maximum of two (2) calendar days of pay or paid time off, per calendar year. If the paid time off option is chosen, the paid time off must be taken within six months of it being issued. Calendar quarters shall be defined as the periods from January 1<sup>st</sup> through March 31<sup>st</sup>, April 1<sup>st</sup> through June 30<sup>th</sup>, July 1<sup>st</sup> through September 30<sup>th</sup>, and October 1<sup>st</sup> through December 31<sup>st</sup>.

### ARTICLE XIII INJURY ON DUTY

- A. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Village shall continue such employee at full pay during the continuance of such employee's inability to work for a period not to exceed one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid through the Village.
- B. The employee shall be required to present evidence by a certificate from a responsible workers' compensation physician that he/she is unable to work and the Village may reasonably require the said employee to present such certificates from time to time.
- C. In the event the employee contends that he/she is entitled to a period of disability beyond the period established by the treating physician or a physician employed by the Village or by its insurance carrier, then, and in that event, the burden shall be on the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation, or by the final decision of the last reviewing court which shall be binding upon the parties.
- D. For the purpose of this Article, injury or illness incurred while the employee is acting in any job-related activity shall be considered in the line of duty.
- E. In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or an injury on duty, or as to the extent of temporary disability, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or if there is an appeal therefrom, the final decision of the last reviewing court.

- F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be considered as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

**ARTICLE XIV  
SALARIES AND COMPENSATION**

- A. All active White Collar Union employees of the Village of Ridgewood shall receive the following increases to their base salaries, as of January 1<sup>st</sup> of each year:

2020 – 1.5%

2021 – 1.5%

2022 – 1.75%

2023 – 2%

2024 – 2%

- B. Bonuses and stipends are not pensionable unless otherwise set forth in a salary ordinance.

C. **STEP SYSTEM**

Each employee who has not reached the maximum salary in the attached salary schedule shall advance annually one (1) step on either January 1<sup>st</sup> or July 1<sup>st</sup>, depending upon the employee's anniversary date.

1. Employees with anniversary dates from January 1<sup>st</sup> through June 30<sup>th</sup> shall receive their step increase on January 1<sup>st</sup> of each year. Employees with anniversary dates from July 1<sup>st</sup> through December 31<sup>st</sup> shall receive their step increase on July 1<sup>st</sup> of each year.
2. The said salary step advances shall not be automatic, but shall be subject to review each year and may be withheld for just cause. Each employee shall be evaluated a minimum of two times each year and will be advised of such evaluation. Based upon these evaluations and other established criteria, a salary step increase may be withheld from an employee. Such employees shall have the right to grieve the withholding of the salary step increase through the grievance procedure. Salary step increases withheld in one year may, at the discretion of the Village, be restored in subsequent years, together with any other salary step increase due.

**ARTICLE XV  
LONGEVITY**

For all employees hired prior to January 1, 2005, the annual longevity plan, which is based upon an employee's length of continuous service with the Village and more specifically noted below, shall be:

1. After four (4) years of service -  
Two percent (2%) longevity pay based upon employee's base salary.
2. After eight (8) years of service -  
Four percent (4%) longevity pay based upon employee's base salary.
3. After twelve (12) years of service -  
Six percent (6%) longevity pay based upon employee's base salary.
4. After sixteen (16) years of service -  
Eight percent (8%) longevity pay based upon employee's base salary.
5. After twenty (20) years of service -  
Ten percent (10%) longevity pay based upon employee's base salary.

Employees hired January 1, 2005 and thereafter shall receive the following annual longevity plan:

1. After five (5) years of service -  
Five hundred dollars (\$500.00) longevity pay
2. After ten (10) years of service -  
One thousand dollars (\$1,000.00) longevity pay
3. After fifteen (15) years of service -  
One thousand five hundred dollars (\$1,500.00) - longevity pay
4. After twenty (20) years of service -  
Two thousand dollars (\$2,000.00) longevity pay

Employees hired on or after July 1, 2017 shall not receive longevity.

Payments under the Longevity Plan will commence on the first of the month following the month in which the service requirements are achieved and shall be included in the employee's base salary payments.

**ARTICLE XVI  
BULLETIN BOARD**

- A. One (1) bulletin board shall be made available by the Village at each department location and one (1) additional location for a total of six (6) bulletin boards.
- B. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The Department Director or his/her representative may have removed from the bulletin board any material which does not conform with the intent and provisions of this Article.
- C. All permanent part-time and full-time bargaining unit promotional opportunities and vacancies will be posted on the aforementioned bulletin boards for a minimum of three (3) work days. However, no liability will attach to the Village for any neglect in this regard, nor will this matter be subject to the grievance procedure.

Unit members that apply, shall be interviewed for said positions provided they meet the minimum qualifications for same.

**ARTICLE XVII  
NO STRIKE PLEDGE**

- A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting on its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his/her position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Village. The Union agrees that such action would constitute a breach of this Agreement.
- B. In the event of a strike, work stoppage, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by an employee covered under the terms of this Agreement shall entitle the Village to take appropriate disciplinary action, including but not limited to, discharge in accordance with applicable law.
- C. The Union will actively discourage and the Village will take affirmative steps to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Village.
- D. Nothing contained in this Agreement shall be construed to limit or restrict the Village in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both, in the event of such breach by the Union or its members.

**ARTICLE XVIII  
NON-DISCRIMINATION**

- A. There shall be no discrimination by the Village or the Union against an employee on account of age, race, color, creed, sex, national origin, marital status, ancestry, sexual orientation or identification, handicap or disability, service in the armed forces or any other category or classification of individual protected by applicable state or federal laws.
- B. There shall be no discrimination, interference, restraint, or coercion by the Village or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employee covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payment of dues during working time.

**ARTICLE XIX  
DEDUCTIONS FROM SALARY**

- A. Upon presentation to the Village of dues checkoff cards signed by individual employees, the Village shall deduct from the salaries of all employees who are Union members and subject to this Agreement, dues for the Union. Said monies, together with records of any corrections, shall be transmitted to the Union office by the fifteenth (15th) of each month, following the monthly pay period in which deductions were made.
- B. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the Village written notice prior to the effective date of such change and shall furnish to the Village new authorization from its members showing the authorized deduction for each employee.
- C. The Union will provide the necessary "checkoff authorization" form and deliver the signed forms to the Village Director of Finance. The Union shall indemnify, defend and save the Village harmless against any and all claims, demands, suits or other forms of liability that shall arise out of action taken by the Village in reliance upon salary deduction authorization cards submitted by the Union to the Village.

**ARTICLE XX  
PERSONNEL FILE**

Employees covered by this Agreement shall be entitled to full access to inspect their personnel files or records kept by the Village reflecting their history of employment within the Village. Commencing from and after the date hereof, each employee covered by this Agreement shall be entitled to receive notice of any new information to be inserted in his/her personnel file, as well as the right to insert any responding and/or mitigating statement as he or she may desire.

**ARTICLE XXI  
LEAVE OF ABSENCE**

Employees subject to this Agreement may be granted a leave of absence by the Village for good cause for a period of up to six (6) months, which leave will not be unreasonably denied.

**ARTICLE XXII  
JURY DUTY**

Employees who are required to participate in jury duty service shall be granted a leave for the purpose of such jury duty service. The Village shall continue to pay to the employee his/her regular straight time pay. Payment received by the employee, for jury duty service, shall be given to the Finance Department of the Village of Ridgewood

**ARTICLE XXIII  
BEREAVEMENT LEAVE**

All employees covered by this Agreement shall be granted up to a maximum of five (5) business days leave of absence with pay for each death of a member of the employee's immediate family. Reasonable proof of death shall be required. Weekends are not counted as bereavement time. The five (5) days shall include the day of the funeral.

The immediate family is defined for the purpose of this Article to be spouse, children, mother, father, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchild, step relatives, or other person living as a permanent member of the employee's household. No more than one (1) day of the five (5) days may be subsequent to the funeral.

In the event the death of an employee's immediate family member requires the employee to travel to a location that includes overnight travel (over 200 miles), the employee will be entitled to one (1) additional day. In this event, the employee's maximum six (6) days may include up to two (2) days beyond the funeral. Sick or vacation time may be used after the date of the funeral, with approval of the Department Director. Bereavement leave shall not be charged to accumulated sick leave. Bereavement leave shall be available as necessary and shall not be limited to a maximum number of days per year.

**ARTICLE XXIV  
COFFEE BREAKS**

Employees will be granted two (2) fifteen (15) minute coffee breaks daily. One (1) such coffee break shall be in the morning and the other in the afternoon, at times designated by the Supervisor or Department Director. Breaks cannot be combined or run consecutively with lunch time. Requests to combine the breaks with lunch will be considered on an individual basis by the employee's Supervisor, Superintendent or Department Director.

**ARTICLE XXV  
UNION AS A PARTY IN INTEREST**

The Union shall require its members to comply with the terms of this Agreement. The parties agree that the maintenance of a peaceable and constructive relationship between them and between the employer and the employees, requires the establishment and cooperative use of the machinery provided for in this Agreement, and that it would detract from this relationship if individual employees or groups of employees would seek to interpret or enforce the Agreement on their own initiative or responsibility. No individual employee may initiate any arbitration proceeding or move to confirm or vacate an award.

**ARTICLE XXVI  
I.D. BADGE**

The Village shall provide each employee covered by this agreement an identification badge or identification card so that he or she can identify themselves as a Village employee. Each employee shall have the identification card or badge available on their person at the request of any supervisor, resident, or member of the public. Employees shall immediately notify their supervisor if they lose or misplace the Village identification card or badge. Any employee losing a Village identification card or badge more than twice in a calendar year shall incur disciplinary action.

**ARTICLE XXVII  
MISCELLANEOUS**

- A. The Union and the Village have negotiated on the subject of “flex-time” whereby in individual cases employees may, with the prior approval of the Village, alter their regular hours of work. The Village and the Union have agreed that flex-time may be adopted by an individual department if an Agreement can be reached between the employees of that department and the Department Director which would allow for meeting the responsibilities of the office. It is expressly understood the Village is under no obligation to grant or approve a request for “flex-time.”
- B. During the period of this Agreement, the Village shall publish and distribute a Human Resources Manual for employees covered by this Agreement. The manual shall be in no way inconsistent with the terms and conditions of employment under this Agreement. The manual shall include information on the details of insurance benefits required hereunder and general Village procedures, rules, and regulations.
- C. Any monies other than normal wages, specifically retroactive monies, vacation and the like will be issued in a separate check.



- D. The parties agree that all provisions of Chapter 78, the Federal Family and Medical Leave Act (FMLA); New Jersey Family Leave Act and the New Jersey Paid Family Leave Law are hereby deemed incorporated herein and shall remain in full force and effect.
- E. All employees who utilize Village vehicles shall submit a photocopy of their driver's license to the Village when asked to do so by the Village, in accordance with standards set by the Bergen Joint Insurance Fund (JIF) or after any change in name or address.
- F. Employee parking shall be in accordance with Ordinance No. 3613 adopted on October 11, 2017, by the Village Council
- G. There will be one (1) labor/management meeting quarterly within each department. Meetings shall be held during normal working hours. No overtime for employees shall be incurred for these quarterly meetings.
- H. The Village will continue the process of providing a copy of each employee's fully executed Employee Action Form (EAF) upon request.

**ARTICLE XXVIII  
TERM AND RENEWAL**

This term of this Agreement shall commence January 1, 2020 and remain effective until December 31, 2024, or the date on which a Successor Agreement or the date on which a Memorandum of Agreement for a new Agreement is fully executed, whichever is later.

**SCHEDULE 1**  
**CURRENT AND PREVIOUSLY HELD TITLES**  
**FOR RIDGEWOOD WHITE COLLAR UNION MEMBERS**

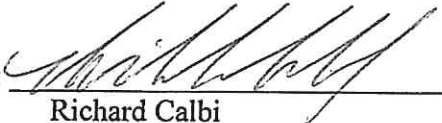
Account Clerk  
Accounting Assistant  
Administrative Clerk  
Administrative Clerk Typist  
Assistant Engineer  
Assistant Violations Clerk  
Assistant Zoning Officer  
Building Inspector  
Cashier (Annual Stipend)  
Chemist 1  
Clerk 2  
Clerk Typist – Part time  
Code Enforcement Officer  
Customer Service Representative  
Deputy Registrar of Vital Statistics  
Drafting Technician  
Electrical Subcode Official  
Environmental Health Specialist  
Environmental Health Specialist – Part time  
GIS Specialist Trainee  
GIS Specialist 2  
GIS Specialist 3  
Keyboarding Clerk 1  
Keyboarding Clerk 1 – Part time  
Keyboarding Clerk 2  
Principal Accountant  
Principal Engineering Aide  
Public Works Inspector  
Records Clerk – Part time  
Records Support Technician 2  
Records Support Technician 3  
Recreation Aide  
Recreation Program Specialist  
Recycling Program Aide


**SCHEDULE 1 (CONTINUED)**  
**CURRENT AND PREVIOUSLY HELD TITLES**  
**FOR RIDGEWOOD WHITE COLLAR UNION MEMBERS**

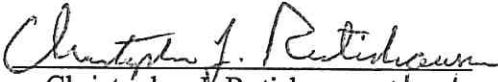
Registered Environmental Health Specialist  
Secretarial Assistant  
Secretary Board/Commissions  
Senior Account Clerk  
Senior Customer Service Representative  
Senior Engineering Aide  
Tax Search Officer  
Technical Assistant 3  
Technical Assistant to the Construction Official

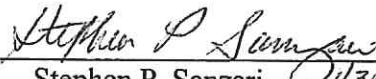
VILLAGE OF RIDGEWOOD

By:   
Keith Kazmark  
Village Manager


By:   
Richard Calbi  
Director of Ridgewood Water


By:   
Robert G. Rooney  
Chief Financial Officer

By:   
Christopher J. Rutishauser 11/30/24  
Village Engineer/Director of D.P.W.

By:   
Stephen P. Sanzari 11/30/24  
Treasurer

UNITED PUBLIC SERVICE EMPLOYEES  
UNION (UPSEU)

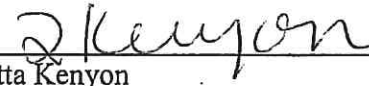
By:   
Kevin E. Boyle, Jr.  
President

By:   
Mark McCart  
Union Representative

By: \_\_\_\_\_  
Sharon DeMarco  
Chief Shop Steward

Negotiating Team:

  
Theresa Hussey

  
Loretta Kenyon

**White Collar Salary Ranges - 2020 (HIRED PRIOR TO 11/1/13)  
SCHEDULE A**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>V1.AA6</b>												
<b>Municipal Court Assistant Violations Clerk</b>	1/1	\$41,259	\$42,259	\$43,259	\$44,259	\$46,948	\$49,638	\$52,327	\$55,017	\$57,707	\$60,396	\$63,086
<b>Keyboarding Clerk 1</b>	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
<b>Clerk Typist-Part Time</b>	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88
<b>Board of Adjustment</b>												
<b>Keyboarding Clerk 1</b>	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
<b>Planning Board</b>												
<b>Technical Assistant 3</b>	1/1	\$59,535	\$60,535	\$61,535	\$62,535	\$65,345	\$68,156	\$70,966	\$73,777	\$76,588	\$79,398	\$82,209
<b>Secretary Board/Commission</b>	1/1			\$80,200	\$81,200	\$84,100	\$87,000	\$89,900	\$92,800	\$95,700	\$98,600	\$101,500
<b>Village Clerk</b>												
<b>Keyboarding Clerk 1</b>	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
<b>Clerk Typist-Part Time</b>	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88
<b>Finance</b>												
<b>Senior Account Clerk</b>	1/1	\$43,681	\$44,681	\$45,681	\$46,681	\$50,623	\$54,566	\$58,509	\$62,452	\$66,395	\$70,338	\$74,280
<b>Account Clerk</b>	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
<b>Principal Accountant</b>	1/1	\$62,076	\$63,076	\$64,076	\$65,076	\$67,637	\$70,198	\$72,758	\$75,319	\$77,880	\$80,440	\$83,001
<b>Cashier(annual stipend)</b>	1/1				\$1,684	\$2,246	\$2,808	\$3,370	\$3,931	\$4,493	\$5,055	\$5,617
<b>Assist. To Tax Coll(annual stipend)</b>	1/1				\$426							\$426
<b>Keyboarding Clerk 1</b>	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
<b>Keyboarding Clerk 1 p/t</b>	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88
<b>Keyboarding Clerk 2</b>	1/1	\$47,480	\$48,480	\$49,480	\$50,480	\$52,666	\$54,851	\$57,036	\$59,222	\$61,407	\$63,592	\$65,778
<b>Secretarial Assistant</b>	1/1	\$57,894	\$58,894	\$59,894	\$60,894	\$62,941	\$64,989	\$67,036	\$69,084	\$71,132	\$73,179	\$75,227
<b>Accounting Assistant</b>	1/1	\$48,890	\$49,890	\$50,890	\$51,890	\$55,664	\$59,439	\$63,214	\$66,989	\$70,764	\$74,539	\$78,314

**White Collar Salary Ranges - 2020 (HIRED PRIOR TO 11/1/13)  
SCHEDULE A**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>												
Accounting Assistant	1/1			\$58,762	\$59,762	\$63,210	\$66,658	\$70,105	\$73,553	\$77,001	\$80,449	\$83,897
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$74,308	\$75,308	\$76,308	\$77,308	\$80,793	\$84,278	\$87,763	\$91,248	\$94,733	\$98,218	\$101,703
Public Works Inspector	1/1	\$75,779	\$76,779	\$77,779	\$78,779	\$81,377	\$83,975	\$86,573	\$89,172	\$91,770	\$94,368	\$96,966
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Assistant Engineer	1/1	\$74,293	\$75,293	\$76,293	\$77,293	\$80,781	\$84,268	\$87,755	\$91,242	\$94,729	\$98,216	\$101,703
Senior Engineering Aide	1/1	\$43,589	\$44,589	\$45,589	\$46,589	\$47,925	\$49,262	\$50,599	\$51,935	\$53,272	\$54,609	\$55,946
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
Building Inspector	1/1	\$66,913	\$67,913	\$68,913	\$69,913	\$72,188	\$74,464	\$76,740	\$79,015	\$81,291	\$83,566	\$85,842
Code Enforcement Officer Trainee	1/1	\$66,831	\$67,831	\$68,831	\$69,831	\$72,187	\$74,543	\$76,900	\$79,256	\$81,612	\$83,968	\$86,324
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Keyboarding Clerk 1 p/t	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88
Asst Zoning Officer/TACO	1/1	\$60,815	\$61,815	\$62,815	\$63,815	\$67,340	\$70,866	\$74,392	\$77,917	\$81,443	\$84,969	\$88,494
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
Administrative Clerk	1/1	\$59,764	\$60,764	\$61,764	\$62,764	\$65,606	\$68,448	\$71,290	\$74,132	\$76,974	\$79,816	\$82,658

**White Collar Salary Ranges - 2020 (HIRED PRIOR TO 11/1/13)  
SCHEDULE A**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Administrative Clerk	1/1	\$59,764	\$60,764	\$61,764	\$62,764	\$65,606	\$68,448	\$71,290	\$74,132	\$76,974	\$79,816	\$82,658
Recreation Program Specialist	1/1	\$28,025	\$29,025	\$30,025	\$31,025	\$32,813	\$34,602	\$36,390	\$38,179	\$39,968	\$41,756	\$43,545
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$53,666	\$54,666	\$55,666	\$56,666	\$58,993	\$61,320	\$63,646	\$65,973	\$68,300	\$70,627	\$72,953
Environmental Health Specialist-P/T	1/1	\$12.70	\$15.88	\$19.06	\$22.24	\$25.42	\$28.61	\$31.79	\$34.97	\$38.15	\$41.33	\$44.51
Environmental Health Specialist	1/1	\$42,173	\$43,173	\$44,173	\$45,173	\$47,606	\$50,040	\$52,473	\$54,906	\$57,339	\$59,773	\$62,206
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Keyboarding Clerk 1 p/l	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
Administrative Clerk	1/1	\$59,764	\$60,764	\$61,764	\$62,764	\$65,606	\$68,448	\$71,290	\$74,132	\$76,974	\$79,816	\$82,658
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
<b>Police Department</b>												
Records Support Technician 2	1/1	\$40,922	\$41,922	\$42,922	\$43,922	\$46,508	\$49,095	\$51,681	\$54,268	\$56,854	\$59,440	\$62,027
Records Support Technician 3	1/1	\$44,336	\$45,336	\$46,336	\$47,336	\$50,340	\$53,344	\$56,348	\$59,352	\$62,356	\$65,360	\$68,364
Keyboarding Clerk 1 p/l	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88

**White Collar Salary Ranges - 2020 (HIRED PRIOR TO 11/1/13)  
SCHEDULE A**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Utility</b>												
Drafting Technician	1/1	\$41,921	\$42,921	\$43,921	\$44,921	\$47,419	\$49,918	\$52,416	\$54,915	\$57,413	\$59,911	\$62,410
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$58,831	\$59,831	\$60,831	\$61,831	\$64,159	\$66,486	\$68,813	\$71,141	\$73,468	\$75,795	\$78,123
GIS Specialist Trainee(REVISED 10/05)	1/1	\$47,368	\$48,368	\$49,368	\$50,368	\$52,569	\$54,770	\$56,971	\$59,172	\$61,373	\$63,574	\$65,775
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
Management Assistant	1/1	\$57,865	\$58,865	\$59,865	\$64,600	\$66,446	\$68,292	\$70,138	\$71,984	\$73,830	\$75,675	\$77,521
Administrative Clerk	1/1	\$59,764	\$60,764	\$61,764	\$62,764	\$65,606	\$68,448	\$71,290	\$74,132	\$76,974	\$79,816	\$82,658
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Customer Service Representative	1/1	\$40,991	\$41,991	\$42,991	\$43,991	\$46,567	\$49,144	\$51,721	\$54,297	\$56,874	\$59,450	\$62,027
Sr. Customer Service Representative	1/1	\$44,321	\$45,321	\$46,321	\$47,321	\$49,793	\$52,265	\$54,737	\$57,209	\$59,681	\$62,153	\$64,624
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$7.12	\$9.50	\$11.87	\$14.25	\$16.63	\$19.00	\$21.38	\$23.75	\$26.13	\$28.51	\$30.88
Keyboarding Clerk 1	1/1	\$41,032	\$42,032	\$43,032	\$44,032	\$46,602	\$49,173	\$51,744	\$54,315	\$56,885	\$59,456	\$62,027
Keyboarding Clerk 2	1/1	\$47,473	\$48,473	\$49,473	\$50,473	\$52,659	\$54,846	\$57,032	\$59,219	\$61,405	\$63,591	\$65,778
Recycling Program Aide(REVISED 10/4/05)	1/1	\$25.34	\$26.36	\$27.37	\$28.38	\$29.39	\$30.41	\$31.42	\$32.43	\$33.44	\$34.46	\$35.47



**White Collar Salary Ranges - 2021 (HIRED PRIOR TO 11/1/13)**  
**SCHEDULE B**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$41,923	\$42,923	\$43,923	\$44,923	\$47,653	\$50,383	\$53,113	\$55,843	\$58,573	\$61,302	\$64,032
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Clerk Typist-Part Time	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
<b>Board of Adjustment</b>												
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$60,474	\$61,474	\$62,474	\$63,474	\$66,326	\$69,179	\$72,032	\$74,884	\$77,737	\$80,590	\$83,442
Secretary Board/Commission	1/1			\$80,200	\$81,200	\$84,144	\$87,087	\$90,031	\$92,974	\$95,918	\$98,861	\$103,023
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Clerk Typist-Part Time	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
<b>Finance</b>												
Senior Account Clerk	1/1	\$44,554	\$45,554	\$46,554	\$47,554	\$51,584	\$55,614	\$59,644	\$63,675	\$67,705	\$71,735	\$75,766
Account Clerk	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Principal Accountant	1/1	\$63,053	\$64,053	\$65,053	\$66,053	\$68,652	\$71,251	\$73,850	\$76,449	\$79,048	\$81,647	\$84,246
Cashier(annual stipend)	1/1				\$1,710	\$2,280	\$2,850	\$3,420	\$3,990	\$4,560	\$5,131	\$5,701
Assist. To Tax Coll(annual stipend)	1/1				\$432							\$432
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 1 p/t	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
Keyboarding Clerk 2	1/1	\$48,238	\$49,238	\$50,238	\$51,238	\$53,456	\$55,674	\$57,892	\$60,110	\$62,328	\$64,546	\$66,764
Secretarial Assistant	1/1	\$58,808	\$59,808	\$60,808	\$61,808	\$63,886	\$65,964	\$68,043	\$70,121	\$72,199	\$74,277	\$76,355

**White Collar Salary Ranges - 2021 (HIRED PRIOR TO 11/1/13)  
SCHEDULE B**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>												
Accounting Assistant	1/1	\$49,669	\$50,669	\$51,669	\$52,669	\$56,500	\$60,332	\$64,163	\$67,995	\$71,826	\$75,658	\$79,489
Accounting Assistant	1/1			\$59,659	\$60,659	\$64,159	\$67,658	\$71,158	\$74,657	\$78,157	\$81,656	\$85,155
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$75,469	\$76,469	\$77,469	\$78,469	\$82,006	\$85,543	\$89,080	\$92,617	\$96,154	\$99,691	\$103,228
Public Works Inspector	1/1	\$76,961	\$77,961	\$78,961	\$79,961	\$82,598	\$85,235	\$87,872	\$90,509	\$93,146	\$95,784	\$98,421
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Assistant Engineer	1/1	\$75,454	\$76,454	\$77,454	\$78,454	\$81,993	\$85,532	\$89,071	\$92,611	\$96,150	\$99,689	\$103,228
Senior Engineering Aide	1/1	\$44,288	\$45,288	\$46,288	\$47,288	\$48,645	\$50,002	\$51,358	\$52,715	\$54,071	\$55,428	\$56,785
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
Building Inspector	1/1	\$67,962	\$68,962	\$69,962	\$70,962	\$73,272	\$75,582	\$77,891	\$80,201	\$82,510	\$84,820	\$87,130
Code Enforcement Officer Trainee	1/1	\$67,879	\$68,879	\$69,879	\$70,879	\$73,271	\$75,662	\$78,054	\$80,445	\$82,836	\$85,228	\$87,619
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 1 p/t	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
Asst Zoning Officer/ TACO	1/1	\$61,772	\$62,772	\$63,772	\$64,772	\$68,351	\$71,929	\$75,508	\$79,086	\$82,665	\$86,243	\$89,822

**White Collar Salary Ranges - 2021 (HIRED PRIOR TO 11/1/13)  
SCHEDULE B**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
Administrative Clerk	1/1	\$60,706	\$61,706	\$62,706	\$63,706	\$66,591	\$69,476	\$72,360	\$75,245	\$78,129	\$81,014	\$83,898
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Administrative Clerk	1/1	\$60,706	\$61,706	\$62,706	\$63,706	\$66,591	\$69,476	\$72,360	\$75,245	\$78,129	\$81,014	\$83,898
Recreation Program Specialist	1/1	\$28,490	\$29,490	\$30,490	\$31,490	\$33,306	\$35,121	\$36,936	\$38,752	\$40,567	\$42,383	\$44,198
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$54,517	\$55,517	\$56,517	\$57,517	\$59,879	\$62,240	\$64,602	\$66,963	\$69,325	\$71,686	\$74,048
Environmental Health Specialist-P/T	1/1	\$12.89	\$16.12	\$19.35	\$22.58	\$25.81	\$29.03	\$32.26	\$35.49	\$38.72	\$41.95	\$45.18
Environmental Health Specialist	1/1	\$42,851	\$43,851	\$44,851	\$45,851	\$48,321	\$50,790	\$53,260	\$55,730	\$58,200	\$60,669	\$63,139
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 1 p/t	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
Administrative Clerk	1/1	\$60,706	\$61,706	\$62,706	\$63,706	\$66,591	\$69,476	\$72,360	\$75,245	\$78,129	\$81,014	\$83,898
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957

**White Collar Salary Ranges - 2021 (HIRED PRIOR TO 11/1/13)  
SCHEDULE B**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Police Department</b>												
Records Support Technician 2	1/1	\$41,582	\$42,582	\$43,582	\$44,582	\$47,207	\$49,832	\$52,457	\$55,082	\$57,707	\$60,332	\$62,957
Records Support Technician 3	1/1	\$45,046	\$46,046	\$47,046	\$48,046	\$51,095	\$54,144	\$57,193	\$60,242	\$63,291	\$66,340	\$69,389
Keyboarding Clerk 1 p/t	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
<b>Water Utility</b>												
Drafting Technician	1/1	\$42,594	\$43,594	\$44,594	\$45,594	\$48,130	\$50,666	\$53,202	\$55,738	\$58,274	\$60,810	\$63,346
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$59,760	\$60,760	\$61,760	\$62,760	\$65,122	\$67,484	\$69,846	\$72,208	\$74,570	\$76,932	\$79,295
GIS Specialist Trainee(REVISED 10/05)	1/1	\$48,125	\$49,125	\$50,125	\$51,125	\$53,359	\$55,592	\$57,826	\$60,060	\$62,294	\$64,528	\$66,761
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
Management Assistant	1/1	\$57,865	\$58,865	\$59,865	\$65,569	\$67,443	\$69,316	\$71,190	\$73,063	\$74,937	\$76,811	\$78,684
Administrative Clerk	1/1	\$60,706	\$61,706	\$62,706	\$63,706	\$66,591	\$69,476	\$72,360	\$75,245	\$78,129	\$81,014	\$83,898
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Customer Service Representative	1/1	\$41,651	\$42,651	\$43,651	\$44,651	\$47,266	\$49,881	\$52,496	\$55,112	\$57,727	\$60,342	\$62,957
Sr. Customer Service Representative	1/1	\$45,033	\$46,033	\$47,033	\$48,033	\$50,542	\$53,050	\$55,559	\$58,068	\$60,576	\$63,085	\$65,594
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$7.23	\$9.64	\$12.05	\$14.46	\$16.88	\$19.29	\$21.70	\$24.11	\$26.52	\$28.93	\$31.35
Keyboarding Clerk 1	1/1	\$41,693	\$42,693	\$43,693	\$44,693	\$47,302	\$49,912	\$52,521	\$55,130	\$57,739	\$60,348	\$62,957
Keyboarding Clerk 2	1/1	\$48,231	\$49,231	\$50,231	\$51,231	\$53,450	\$55,669	\$57,888	\$60,107	\$62,326	\$64,545	\$66,764
Recycling Program Aide(REVISED 10/4/05)	1/1	\$25.72	\$26.75	\$27.78	\$28.81	\$29.84	\$30.86	\$31.89	\$32.92	\$33.95	\$34.97	\$36.00

**White Collar Salary Ranges - 2022 (HIRED PRIOR TO 11/1/13)  
SCHEDULE C**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$42,710	\$43,710	\$44,710	\$45,710	\$48,488	\$51,265	\$54,043	\$56,820	\$59,598	\$62,375	\$65,153
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Clerk Typist-Part Time	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
<b>Board of Adjustment</b>												
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$61,586	\$62,586	\$63,586	\$64,586	\$67,488	\$70,390	\$73,293	\$76,195	\$79,098	\$82,000	\$84,902
Secretary Board/Commission	1/1			\$80,200	\$81,200	\$84,195	\$87,190	\$90,185	\$93,180	\$96,175	\$99,170	\$104,825
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Clerk Typist-Part Time	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
<b>Finance</b>												
Senior Account Clerk	1/1	\$45,444	\$46,444	\$47,444	\$48,444	\$52,564	\$56,683	\$60,803	\$64,923	\$69,042	\$73,162	\$77,281
Account Clerk	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Principal Accountant	1/1	\$64,210	\$65,210	\$66,210	\$67,210	\$69,855	\$72,499	\$75,143	\$77,788	\$80,432	\$83,076	\$85,720
Cashier(annual stipend)	1/1				\$1,740	\$2,320	\$2,900	\$3,480	\$4,060	\$4,640	\$5,220	\$5,801
Assist. To Tax Coll(annual stipend)	1/1				\$439							\$439
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 1 p/l	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
Keyboarding Clerk 2	1/1	\$49,136	\$50,136	\$51,136	\$52,136	\$54,393	\$56,649	\$58,906	\$61,163	\$63,419	\$65,676	\$67,933
Secretarial Assistant	1/1	\$59,891	\$60,891	\$61,891	\$62,891	\$65,005	\$67,120	\$69,234	\$71,348	\$73,463	\$75,577	\$77,692

**White Collar Salary Ranges - 2022 (HIRED PRIOR TO 11/1/13)  
SCHEDULE C**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>												
Accounting Assistant	1/1	\$50,592	\$51,592	\$52,592	\$53,592	\$57,490	\$61,388	\$65,287	\$69,185	\$73,083	\$76,982	\$80,880
Accounting Assistant	1/1			\$80,720	\$61,720	\$65,281	\$68,842	\$72,402	\$75,963	\$79,524	\$83,085	\$86,646
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$76,843	\$77,843	\$78,843	\$79,843	\$83,442	\$87,040	\$90,639	\$94,238	\$97,837	\$101,436	\$105,035
Public Works Inspector	1/1	\$78,361	\$79,361	\$80,361	\$81,361	\$84,044	\$86,727	\$89,410	\$92,094	\$94,777	\$97,460	\$100,143
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Assistant Engineer	1/1	\$76,828	\$77,828	\$78,828	\$79,828	\$83,429	\$87,030	\$90,631	\$94,232	\$97,833	\$101,434	\$105,035
Senior Engineering Aide	1/1	\$45,117	\$46,117	\$47,117	\$48,117	\$49,497	\$50,877	\$52,258	\$53,638	\$55,018	\$56,398	\$57,778
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
Building Inspector	1/1	\$69,205	\$70,205	\$71,205	\$72,205	\$74,555	\$76,905	\$79,255	\$81,605	\$83,955	\$86,304	\$88,654
Code Enforcement Officer Trainee	1/1	\$69,121	\$70,121	\$71,121	\$72,121	\$74,554	\$76,987	\$79,420	\$81,853	\$84,286	\$86,719	\$89,153
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 1 p/l	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
Asst Zoning Officer/ TACO	1/1	\$62,906	\$63,906	\$64,906	\$65,906	\$69,547	\$73,188	\$76,829	\$80,470	\$84,111	\$87,752	\$91,394

**White Collar Salary Ranges - 2022 (HIRED PRIOR TO 11/1/13)  
SCHEDULE C**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
Administrative Clerk	1/1	\$61,822	\$62,822	\$63,822	\$64,822	\$67,757	\$70,692	\$73,627	\$76,562	\$79,497	\$82,432	\$85,366
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Administrative Clerk	1/1	\$61,822	\$62,822	\$63,822	\$64,822	\$67,757	\$70,692	\$73,627	\$76,562	\$79,497	\$82,432	\$85,366
Recreation Program Specialist	1/1	\$29,041	\$30,041	\$31,041	\$32,041	\$33,888	\$35,736	\$37,583	\$39,430	\$41,277	\$43,124	\$44,971
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$55,525	\$56,525	\$57,525	\$58,525	\$60,927	\$63,330	\$65,733	\$68,135	\$70,538	\$72,941	\$75,344
Environmental Health Specialist-P/T	1/1	\$13.12	\$16.40	\$19.69	\$22.97	\$26.26	\$29.54	\$32.83	\$36.11	\$39.40	\$42.68	\$45.97
Environmental Health Specialist	1/1	\$43,653	\$44,653	\$45,653	\$46,653	\$49,166	\$51,679	\$54,192	\$56,705	\$59,218	\$61,731	\$64,244
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 1 p/t	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
Administrative Clerk	1/1	\$61,822	\$62,822	\$63,822	\$64,822	\$67,757	\$70,692	\$73,627	\$76,562	\$79,497	\$82,432	\$85,366
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059

**White Collar Salary Ranges - 2022 (HIRED PRIOR TO 11/1/13)  
SCHEDULE C**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Police Department</b>												
Records Support Technician 2	1/1	\$42,363	\$43,363	\$44,363	\$45,363	\$48,034	\$50,705	\$53,376	\$56,047	\$58,717	\$61,388	\$64,059
Records Support Technician 3	1/1	\$45,888	\$46,888	\$47,888	\$48,888	\$51,990	\$55,092	\$58,195	\$61,297	\$64,399	\$67,501	\$70,604
Keyboarding Clerk 1 p/t	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
<b>Water Utility</b>												
Drafting Technician	1/1	\$43,392	\$44,392	\$45,392	\$46,392	\$48,973	\$51,553	\$54,133	\$56,714	\$59,294	\$61,874	\$64,455
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$60,859	\$61,859	\$62,859	\$63,859	\$66,262	\$68,666	\$71,069	\$73,472	\$75,876	\$78,279	\$80,682
GIS Specialist Trainee(REVISED 10/05)	1/1	\$49,021	\$50,021	\$51,021	\$52,021	\$54,293	\$56,566	\$58,839	\$61,111	\$63,384	\$65,657	\$67,930
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
Management Assistant	1/1	\$57,865	\$58,865	\$59,865	\$66,717	\$68,623	\$70,529	\$72,436	\$74,342	\$76,248	\$78,155	\$80,061
Administrative Clerk	1/1	\$61,822	\$62,822	\$63,822	\$64,822	\$67,757	\$70,692	\$73,627	\$76,562	\$79,497	\$82,432	\$85,366
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Customer Service Representative	1/1	\$42,432	\$43,432	\$44,432	\$45,432	\$48,093	\$50,754	\$53,415	\$56,076	\$58,737	\$61,398	\$64,059
Sr. Customer Service Representative	1/1	\$45,876	\$46,876	\$47,876	\$48,876	\$51,428	\$53,980	\$56,533	\$59,085	\$61,637	\$64,189	\$66,742
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$7.36	\$9.81	\$12.26	\$14.72	\$17.17	\$19.63	\$22.08	\$24.53	\$26.99	\$29.44	\$31.89
Keyboarding Clerk 1	1/1	\$42,477	\$43,477	\$44,477	\$45,477	\$48,131	\$50,786	\$53,440	\$56,095	\$58,750	\$61,404	\$64,059
Keyboarding Clerk 2	1/1	\$49,129	\$50,129	\$51,129	\$52,129	\$54,386	\$56,644	\$58,902	\$61,160	\$63,417	\$65,675	\$67,933
Recycling Program Aide(REVISED 10/4/05)	1/1	\$26.17	\$27.22	\$28.27	\$29.31	\$30.36	\$31.40	\$32.45	\$33.49	\$34.54	\$35.59	\$36.63



**White Collar Salary Ranges - 2023 (HIRED PRIOR TO 11/1/13)  
SCHEDULE D**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$43,625	\$44,625	\$45,625	\$46,625	\$49,458	\$52,291	\$55,124	\$57,957	\$60,790	\$63,623	\$66,456
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Clerk Typist-Part Time	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53
<b>Board of Adjustment</b>												
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$62,879	\$63,879	\$64,879	\$65,879	\$68,839	\$71,799	\$74,759	\$77,720	\$80,680	\$83,640	\$86,600
Secretary Board/Commission	1/1			\$80,200	\$81,200	\$84,255	\$87,310	\$90,365	\$93,420	\$96,475	\$99,529	\$106,922
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Clerk Typist-Part Time	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53
<b>Finance</b>												
Senior Account Clerk	1/1	\$46,352	\$47,352	\$48,352	\$49,352	\$53,563	\$57,773	\$61,984	\$66,195	\$70,405	\$74,616	\$78,827
Account Clerk	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Principal Accountant	1/1	\$65,556	\$66,556	\$67,556	\$68,556	\$71,253	\$73,950	\$76,647	\$79,344	\$82,041	\$84,738	\$87,435
Cashier(annual stipend)	1/1				\$1,774	\$2,366	\$2,958	\$3,550	\$4,141	\$4,733	\$5,325	\$5,917
Assist. To Tax Coll(annual stipend)	1/1				\$448							\$448
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 1 p/t	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53
Keyboarding Clerk 2	1/1	\$50,180	\$51,180	\$52,180	\$53,180	\$55,482	\$57,783	\$60,085	\$62,387	\$64,688	\$66,990	\$69,291
Secretarial Assistant	1/1	\$61,150	\$62,150	\$63,150	\$64,150	\$66,307	\$68,463	\$70,620	\$72,776	\$74,932	\$77,089	\$79,245
Accounting Assistant	1/1	\$51,665	\$52,665	\$53,665	\$54,665	\$58,641	\$62,617	\$66,593	\$70,569	\$74,545	\$78,522	\$82,498

**White Collar Salary Ranges - 2023 (HIRED PRIOR TO 11/1/13)  
SCHEDULE D**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>												
Accounting Assistant	1/1			\$61,955	\$62,955	\$66,587	\$70,219	\$73,851	\$77,483	\$81,115	\$84,747	\$88,378
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$78,441	\$79,441	\$80,441	\$81,441	\$85,111	\$88,782	\$92,453	\$96,123	\$99,794	\$103,465	\$107,135
Public Works Inspector	1/1	\$79,989	\$80,989	\$81,989	\$82,989	\$85,726	\$88,463	\$91,199	\$93,936	\$96,673	\$99,409	\$102,146
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Assistant Engineer	1/1	\$78,426	\$79,426	\$80,426	\$81,426	\$85,098	\$88,771	\$92,444	\$96,117	\$99,790	\$103,463	\$107,135
Senior Engineering Aide	1/1	\$46,080	\$47,080	\$48,080	\$49,080	\$50,488	\$51,896	\$53,303	\$54,711	\$56,119	\$57,526	\$58,934
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
Building Inspector	1/1	\$70,651	\$71,651	\$72,651	\$73,651	\$76,047	\$78,444	\$80,841	\$83,237	\$85,634	\$88,031	\$90,427
Code Enforcement Officer Trainee	1/1	\$70,564	\$71,564	\$72,564	\$73,564	\$76,046	\$78,528	\$81,009	\$83,491	\$85,972	\$88,454	\$90,936
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 1 p/t	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53
Asst Zoning Officer/TACO	1/1	\$64,224	\$65,224	\$66,224	\$67,224	\$70,938	\$74,652	\$78,366	\$82,080	\$85,794	\$89,508	\$93,222
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
Administrative Clerk	1/1	\$63,120	\$64,120	\$65,120	\$66,120	\$69,113	\$72,107	\$75,100	\$78,094	\$81,087	\$84,080	\$87,074

**White Collar Salary Ranges - 2023 (HIRED PRIOR TO 11/1/13)  
SCHEDULE D**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Administrative Clerk	1/1	\$63,120	\$64,120	\$65,120	\$66,120	\$69,113	\$72,107	\$75,100	\$78,094	\$81,087	\$84,080	\$87,074
Recreation Program Specialist	1/1	\$29,682	\$30,682	\$31,682	\$32,682	\$34,566	\$36,450	\$38,334	\$40,218	\$42,103	\$43,987	\$45,871
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$56,696	\$57,696	\$58,696	\$59,696	\$62,147	\$64,598	\$67,048	\$69,499	\$71,949	\$74,400	\$76,850
Environmental Health Specialist-P/T	1/1	\$13.38	\$16.73	\$20.08	\$23.43	\$26.78	\$30.13	\$33.48	\$36.83	\$40.18	\$43.53	\$46.89
Environmental Health Specialist	1/1	\$44,586	\$45,586	\$46,586	\$47,586	\$50,150	\$52,713	\$55,276	\$57,839	\$60,402	\$62,966	\$65,529
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 1 p/t	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
Administrative Clerk	1/1	\$63,120	\$64,120	\$65,120	\$66,120	\$69,113	\$72,107	\$75,100	\$78,094	\$81,087	\$84,080	\$87,074
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
<b>Police Department</b>												
Records Support Technician 2	1/1	\$43,272	\$44,272	\$45,272	\$46,272	\$48,996	\$51,720	\$54,444	\$57,168	\$59,892	\$62,616	\$65,340
Records Support Technician 3	1/1	\$46,866	\$47,866	\$48,866	\$49,866	\$53,031	\$56,195	\$59,359	\$62,523	\$65,687	\$68,852	\$72,016
Keyboarding Clerk 1 p/t	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53

**White Collar Salary Ranges - 2023 (HIRED PRIOR TO 11/1/13)  
SCHEDULE D**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Utility</b>												
Drafting Technician	1/1	\$44,320	\$45,320	\$46,320	\$47,320	\$49,952	\$52,584	\$55,216	\$57,848	\$60,480	\$63,112	\$65,744
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$62,138	\$63,138	\$64,138	\$65,138	\$67,589	\$70,040	\$72,491	\$74,942	\$77,393	\$79,845	\$82,296
GIS Specialist Trainee(REVISED 10/05)	1/1	\$50,062	\$51,062	\$52,062	\$53,062	\$55,380	\$57,698	\$60,016	\$62,334	\$64,652	\$66,970	\$69,288
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
Management Assistant	1/1	\$57,865	\$58,865	\$59,865	\$68,051	\$69,996	\$71,940	\$73,884	\$75,829	\$77,773	\$79,718	\$81,662
Administrative Clerk	1/1	\$63,120	\$64,120	\$65,120	\$66,120	\$69,113	\$72,107	\$75,100	\$78,094	\$81,087	\$84,080	\$87,074
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Customer Service Representative	1/1	\$43,341	\$44,341	\$45,341	\$46,341	\$49,055	\$51,769	\$54,483	\$57,198	\$59,912	\$62,626	\$65,340
Sr. Customer Service Representative	1/1	\$46,855	\$47,855	\$48,855	\$49,855	\$52,458	\$55,061	\$57,664	\$60,268	\$62,871	\$65,474	\$68,077
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$7.50	\$10.01	\$12.51	\$15.01	\$17.52	\$20.02	\$22.52	\$25.02	\$27.53	\$30.03	\$32.53
Keyboarding Clerk 1	1/1	\$43,387	\$44,387	\$45,387	\$46,387	\$49,095	\$51,803	\$54,510	\$57,218	\$59,925	\$62,633	\$65,340
Keyboarding Clerk 2	1/1	\$50,172	\$51,172	\$52,172	\$53,172	\$55,475	\$57,778	\$60,081	\$62,383	\$64,686	\$66,989	\$69,291
Recycling Program Aide(REVISED 10/4/05)	1/1	\$26.70	\$27.76	\$28.83	\$29.90	\$30.96	\$32.03	\$33.10	\$34.16	\$35.23	\$36.30	\$37.36

**White Collar Salary Ranges - 2024 (HIRED PRIOR TO 11/1/13)  
SCHEDULE E**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>												
Assistant Violations Clerk	1/1	\$44,559	\$45,559	\$46,559	\$47,559	\$50,448	\$53,338	\$56,227	\$59,117	\$62,006	\$64,896	\$67,785
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Clerk Typist-Part Time	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
<b>Board of Adjustment</b>												
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
<b>Planning Board</b>												
Technical Assistant 3	1/1	\$64,198	\$65,198	\$66,198	\$67,198	\$70,217	\$73,236	\$76,255	\$79,275	\$82,294	\$85,313	\$88,332
Secretary Board/Commission	1/1			\$80,200	\$81,200	\$84,316	\$87,432	\$90,548	\$93,664	\$96,780	\$99,896	\$109,060
<b>Village Clerk</b>												
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Clerk Typist-Part Time	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
<b>Finance</b>												
Senior Account Clerk	1/1	\$47,278	\$48,278	\$49,278	\$50,278	\$54,582	\$58,885	\$63,189	\$67,493	\$71,796	\$76,100	\$80,404
Account Clerk	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Principal Accountant	1/1	\$66,928	\$67,928	\$68,928	\$69,928	\$72,679	\$75,430	\$78,181	\$80,931	\$83,682	\$86,433	\$89,183
Cashier(annual stipend)	1/1				\$1,810	\$2,413	\$3,017	\$3,621	\$4,224	\$4,828	\$5,431	\$6,035
Assist. To Tax Coll(annual stipend)	1/1				\$457							\$457
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 1 p/t	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
Keyboarding Clerk 2	1/1	\$51,245	\$52,245	\$53,245	\$54,245	\$56,592	\$58,940	\$61,287	\$63,635	\$65,982	\$68,330	\$70,677
Secretarial Assistant	1/1	\$62,435	\$63,435	\$64,435	\$65,435	\$67,634	\$69,833	\$72,033	\$74,232	\$76,432	\$78,631	\$80,830
Accounting Assistant	1/1	\$52,760	\$53,760	\$54,760	\$55,760	\$59,815	\$63,870	\$67,926	\$71,981	\$76,037	\$80,092	\$84,148

**White Collar Salary Ranges - 2024 (HIRED PRIOR TO 11/1/13)  
SCHEDULE E**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>												
Accounting Assistant	1/1			\$63,214	\$64,214	\$67,919	\$71,623	\$75,328	\$79,032	\$82,737	\$86,442	\$90,146
<b>Engineering</b>												
Principal Engineering Aide	1/1	\$80,070	\$81,070	\$82,070	\$83,070	\$86,814	\$90,558	\$94,302	\$98,046	\$101,790	\$105,534	\$109,278
Public Works Inspector	1/1	\$81,650	\$82,650	\$83,650	\$84,650	\$87,441	\$90,232	\$93,024	\$95,815	\$98,606	\$101,398	\$104,189
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Assistant Engineer	1/1	\$80,055	\$81,055	\$82,055	\$83,055	\$86,801	\$90,547	\$94,294	\$98,040	\$101,786	\$105,532	\$109,278
Senior Engineering Aide	1/1	\$47,063	\$48,063	\$49,063	\$50,063	\$51,499	\$52,934	\$54,370	\$55,806	\$57,241	\$58,677	\$60,113
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
<b>Central Garage</b>												
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
<b>Building Department</b>												
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
Building Inspector	1/1	\$72,125	\$73,125	\$74,125	\$75,125	\$77,569	\$80,014	\$82,458	\$84,903	\$87,347	\$89,791	\$92,236
Code Enforcement Officer Trainee	1/1	\$72,037	\$73,037	\$74,037	\$75,037	\$77,568	\$80,099	\$82,630	\$85,161	\$87,692	\$90,223	\$92,754
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 1 p/t	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
Asst Zoning Officer/ TACO	1/1	\$65,568	\$66,568	\$67,568	\$68,568	\$72,356	\$76,145	\$79,933	\$83,721	\$87,509	\$91,298	\$95,086

**White Collar Salary Ranges - 2024 (HIRED PRIOR TO 11/1/13)  
SCHEDULE E**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>												
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
Administrative Clerk	1/1	\$64,444	\$65,444	\$66,444	\$67,444	\$70,497	\$73,550	\$76,603	\$79,656	\$82,709	\$85,762	\$88,815
<b>Parks Department</b>												
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
<b>Recreation</b>												
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Administrative Clerk	1/1	\$64,444	\$65,444	\$66,444	\$67,444	\$70,497	\$73,550	\$76,603	\$79,656	\$82,709	\$85,762	\$88,815
Recreation Program Specialist	1/1	\$30,336	\$31,336	\$32,336	\$33,336	\$35,258	\$37,179	\$39,101	\$41,023	\$42,945	\$44,866	\$46,788
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
<b>Health Department</b>												
Deputy Registrar of Vital Statics	1/1	\$57,891	\$58,891	\$59,891	\$60,891	\$63,391	\$65,890	\$68,390	\$70,889	\$73,389	\$75,888	\$78,387
Environmental Health Specialist-P/T	1/1	\$13.65	\$17.07	\$20.48	\$23.90	\$27.32	\$30.74	\$34.15	\$37.57	\$40.99	\$44.41	\$47.82
Environmental Health Specialist	1/1	\$45,538	\$46,538	\$47,538	\$48,538	\$51,153	\$53,767	\$56,382	\$58,996	\$61,610	\$64,225	\$66,839
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 1 p/l	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
<b>Fire Department</b>												
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
Administrative Clerk	1/1	\$64,444	\$65,444	\$66,444	\$67,444	\$70,497	\$73,550	\$76,603	\$79,656	\$82,709	\$85,762	\$88,815
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647

**White Collar Salary Ranges - 2024 (HIRED PRIOR TO 11/1/13)  
SCHEDULE E**

Title	DATES	Step 1A	Step 1B	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Police Department</b>												
Records Support Technician 2	1/1	\$44,199	\$45,199	\$46,199	\$47,199	\$49,977	\$52,755	\$55,534	\$58,312	\$61,090	\$63,869	\$66,647
Records Support Technician 3	1/1	\$47,865	\$48,865	\$49,865	\$50,865	\$54,092	\$57,319	\$60,547	\$63,774	\$67,001	\$70,229	\$73,456
Keyboarding Clerk 1 p/t	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
<b>Water Utility</b>												
Drafting Technician	1/1	\$45,267	\$46,267	\$47,267	\$48,267	\$50,951	\$53,636	\$56,320	\$59,005	\$61,689	\$64,374	\$67,059
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$63,442	\$64,442	\$65,442	\$66,442	\$68,942	\$71,442	\$73,942	\$76,442	\$78,942	\$81,442	\$83,942
GIS Specialist Trainee (REVISED 10/05)	1/1	\$51,125	\$52,125	\$53,125	\$54,125	\$56,489	\$58,853	\$61,217	\$63,581	\$65,946	\$68,310	\$70,674
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
Management Assistant	1/1	\$57,865	\$58,865	\$59,865	\$69,412	\$71,395	\$73,379	\$75,362	\$77,346	\$79,329	\$81,312	\$83,296
Administrative Clerk	1/1	\$64,444	\$65,444	\$66,444	\$67,444	\$70,497	\$73,550	\$76,603	\$79,656	\$82,709	\$85,762	\$88,815
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Customer Service Representative	1/1	\$44,268	\$45,268	\$46,268	\$47,268	\$50,036	\$52,805	\$55,573	\$58,342	\$61,110	\$63,879	\$66,647
Sr. Customer Service Representative	1/1	\$47,855	\$48,855	\$49,855	\$50,855	\$53,510	\$56,164	\$58,819	\$61,474	\$64,129	\$66,783	\$69,438
<b>Recycling</b>												
Keyboarding Clerk 1 p/t	1/1	\$7.65	\$10.21	\$12.76	\$15.31	\$17.87	\$20.42	\$22.97	\$25.52	\$28.08	\$30.63	\$33.18
Keyboarding Clerk 1	1/1	\$44,317	\$45,317	\$46,317	\$47,317	\$50,078	\$52,840	\$55,601	\$58,363	\$61,124	\$63,886	\$66,647
Keyboarding Clerk 2	1/1	\$51,237	\$52,237	\$53,237	\$54,237	\$56,586	\$58,934	\$61,283	\$63,631	\$65,980	\$68,329	\$70,677
Recycling Program Aide (REVISED 10/4/05)	1/1	\$27.23	\$28.32	\$29.41	\$30.50	\$31.58	\$32.67	\$33.76	\$34.85	\$35.94	\$37.02	\$38.11



**White Collar Salary Ranges - 2020 (HIRED AFTER 11/1/13)  
SCHEDULE F**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$40,822	\$41,822	\$44,304	\$46,786	\$49,269	\$51,751	\$54,233	\$56,715	\$59,197
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Clerk Typist-Part Time	1/1	\$11.17	\$13.41	\$15.65	\$17.90	\$20.14	\$22.38	\$24.62	\$26.86	\$29.10
<b>Board of Adjustment</b>										
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$58,038	\$59,038	\$61,624	\$64,211	\$66,797	\$69,383	\$71,970	\$74,556	\$77,142
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Clerk Typist-Part Time	1/1	\$11.17	\$13.41	\$15.65	\$17.90	\$20.14	\$22.38	\$24.62	\$26.86	\$29.10
Stipends-Village Clerks Office			\$13,000							\$22,500
<b>Finance</b>										
Senior Account Clerk	1/1	\$43,004	\$44,004	\$47,626	\$51,249	\$54,871	\$58,493	\$62,115	\$65,737	\$69,359
Account Clerk	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Principal Accountant	1/1	\$60,422	\$61,422	\$63,774	\$66,126	\$68,478	\$70,830	\$73,182	\$75,534	\$77,886
Cashier(annual stipend)	1/1		\$1,581	\$2,108	\$2,635	\$3,163	\$3,690	\$4,217	\$4,744	\$5,272
Assist. To Tax Coll(annual stipend)	1/1		\$377							\$399
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Keyboarding Clerk 1 p/t	1/1	\$11.17	\$13.41	\$15.65	\$17.90	\$20.14	\$22.38	\$24.62	\$26.86	\$29.10

**White Collar Salary Ranges - 2020 (HIRED AFTER 11/1/13)  
SCHEDULE F**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>										
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
Secretarial Assistant	1/1	\$56,497	\$57,497	\$59,343	\$61,189	\$63,034	\$64,880	\$66,726	\$68,571	\$70,417
Accounting Assistant	1/1	\$48,053	\$49,053	\$52,517	\$55,982	\$59,447	\$62,912	\$66,377	\$69,842	\$73,306
Tax Search officer	1/1	\$42,950	\$43,950	\$47,553	\$51,156	\$54,760	\$58,363	\$61,966	\$65,570	\$69,678
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$71,887	\$72,887	\$76,108	\$79,329	\$82,549	\$85,770	\$88,991	\$92,211	\$95,432
Public Works Inspector	1/1	\$73,266	\$74,266	\$76,655	\$79,044	\$81,433	\$83,822	\$86,211	\$88,599	\$90,988
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Assistant Engineer	1/1	\$71,887	\$72,887	\$76,108	\$79,329	\$82,549	\$85,770	\$88,991	\$92,211	\$95,432
Senior Engineering Aide	1/1	\$43,073	\$44,073	\$45,276	\$46,480	\$47,683	\$48,887	\$50,090	\$51,293	\$52,497
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
Building Inspector	1/1	\$64,963	\$65,963	\$67,684	\$69,806	\$71,727	\$73,649	\$75,570	\$77,491	\$79,413
Code Enforcement Officer Trainee	1/1	\$47,239	\$48,239	\$51,148	\$54,057	\$56,967	\$59,876	\$62,785	\$65,695	\$68,604
Code Enf Officer Trainee -P/T	1/1	\$25.96	\$26.50	\$28.10	\$29.70	\$31.30	\$32.90	\$34.50	\$36.10	\$37.69

**White Collar Salary Ranges - 2020 (HIRED AFTER 11/1/13)  
SCHEDULE F**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Building</b>										
Code Enforcement Officer	1/1	\$59,889	\$60,889	\$64,371	\$67,854	\$71,336	\$74,818	\$78,301	\$81,783	\$85,265
Code Enforcement Officer P/T	1/1	\$32.91	\$33.46	\$35.37	\$37.28	\$39.20	\$41.11	\$43.02	\$44.94	\$46.85
Electric Subcode Official/Inspector	1/1	\$70,050	\$71,050	\$73,225	\$75,400	\$77,575	\$79,750	\$81,925	\$84,100	\$86,275
Keyboarding Clerk 1	1/1	\$40,060	\$41,060	\$43,386	\$45,712	\$48,039	\$50,365	\$52,691	\$55,017	\$57,343
Keyboarding Clerk 1 p/l	1/1	\$11.01	\$13.27	\$15.53	\$17.79	\$20.05	\$22.32	\$24.58	\$26.84	\$29.10
<b>Technical Assistant to the Construction</b>										
Official	1/1	\$53,669	\$54,669	\$57,579	\$60,488	\$63,398	\$66,308	\$69,217	\$72,127	\$75,036
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$43,996	\$46,317	\$48,637	\$50,957	\$53,278	\$55,598	\$57,918
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
Administrative Clerk	1/1	\$58,344	\$59,344	\$61,947	\$64,549	\$67,152	\$69,754	\$72,357	\$74,959	\$77,562
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
Administrative Clerk	1/1	\$58,344	\$59,344	\$61,947	\$64,549	\$67,152	\$69,754	\$72,357	\$74,959	\$77,562
Recreation Program Coordinator	1/1	\$47,213	\$48,213	\$50,316	\$52,419	\$54,522	\$56,625	\$58,728	\$60,831	\$62,934
Recreation Program Specialist	1/1	\$28,281	\$29,281	\$30,979	\$32,677	\$34,374	\$36,072	\$37,769	\$39,467	\$41,165
Keyboarding Clerk 2	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
Recreation Aide	1/1	\$39,734	\$40,734	\$41,806	\$42,878	\$43,950	\$45,022	\$46,095	\$47,167	\$48,239



**White Collar Salary Ranges - 2020 (HIRED AFTER 11/1/13)  
SCHEDULE F**

	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	1/1	\$41,221	\$42,221	\$44,534	\$46,848	\$49,162	\$51,476	\$53,789	\$56,103	\$58,417
	1/1	\$71,887	\$72,887	\$76,108	\$79,329	\$82,549	\$85,770	\$88,991	\$92,211	\$95,432
	1/1	\$57,363	\$58,363	\$63,072	\$67,781	\$72,490	\$77,200	\$81,909	\$86,618	\$91,327
REISED	1/1	\$57,474	\$58,474	\$60,593	\$62,712	\$64,831	\$66,950	\$69,069	\$71,188	\$73,306
(REVISIED	1/1	\$46,719	\$47,719	\$49,734	\$51,749	\$53,764	\$55,778	\$57,793	\$59,808	\$61,823
	1/1	\$51,500	\$52,500	\$55,000	\$57,500	\$60,000	\$62,500	\$65,000	\$67,500	\$70,000
	1/1	\$59,163	\$60,163	\$61,882	\$63,601	\$65,321	\$67,040	\$68,759	\$70,478	\$72,198
	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
	1/1	\$58,344	\$59,344	\$61,947	\$64,549	\$67,152	\$69,754	\$72,357	\$74,959	\$77,562
	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
	1/1	\$35,679	\$36,679	\$39,754	\$42,829	\$45,904	\$48,979	\$52,054	\$55,129	\$58,204
	1/1	\$38,390	\$39,390	\$42,383	\$45,376	\$48,370	\$51,363	\$54,356	\$57,349	\$60,342
	1/1	\$11.12	\$13.35	\$15.58	\$17.81	\$20.04	\$22.27	\$24.50	\$26.73	\$28.96
	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,204
	1/1	\$46,719	\$47,719	\$49,720	\$51,720	\$53,721	\$55,722	\$57,722	\$59,723	\$61,724
)	1/1	\$26.01	\$26.97	\$27.93	\$28.90	\$29.86	\$30.83	\$31.79	\$32.76	\$33.72
	1/1	\$11.17	\$13.41	\$15.65	\$17.90	\$20.14	\$22.38	\$24.62	\$26.86	\$29.10

**White Collar Salary Ranges - 2021 (HIRED AFTER 11/1/13)  
SCHEDULE G**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$41,449	\$42,449	\$44,969	\$47,488	\$50,008	\$52,527	\$55,047	\$57,566	\$60,085
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Clerk Typist-Part Time	1/1	\$11.34	\$13.61	\$15.89	\$18.16	\$20.44	\$22.71	\$24.99	\$27.26	\$29.54
<b>Board of Adjustment</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$58,924	\$59,924	\$62,549	\$65,174	\$67,799	\$70,424	\$73,049	\$75,674	\$78,299
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Clerk Typist-Part Time	1/1	\$11.34	\$13.61	\$15.89	\$18.16	\$20.44	\$22.71	\$24.99	\$27.26	\$29.54
Stipends-Village Clerks Office			13,000							22,500
<b>Finance</b>										
Senior Account Clerk	1/1	\$43,664	\$44,664	\$48,341	\$52,017	\$55,694	\$59,370	\$63,046	\$66,723	\$70,399
Account Clerk	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Principal Accountant	1/1	\$61,344	\$62,344	\$64,731	\$67,118	\$69,505	\$71,892	\$74,280	\$76,667	\$79,054
Cashier(annual stipend)	1/1		\$1,605	\$2,140	\$2,675	\$3,210	\$3,745	\$4,280	\$4,816	\$5,351
Assist. To Tax Coll(annual stipend)	1/1		\$383							\$405
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Keyboarding Clerk 1 p/t	1/1	\$11.34	\$13.61	\$15.89	\$18.16	\$20.44	\$22.71	\$24.99	\$27.26	\$29.54
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
Secretarial Assistant	1/1	\$57,360	\$58,360	\$60,233	\$62,107	\$63,980	\$65,853	\$67,727	\$69,600	\$71,473
Accounting Assistant	1/1	\$48,788	\$49,788	\$53,305	\$56,822	\$60,339	\$63,856	\$67,372	\$70,889	\$74,406

**White Collar Salary Ranges - 2021 (HIRED AFTER 11/1/13)  
SCHEDULE G**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>										
Tax Search officer	1/1	\$43,609	\$44,609	\$48,266	\$51,924	\$55,581	\$59,239	\$62,896	\$66,553	\$70,723
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$72,980	\$73,980	\$77,249	\$80,518	\$83,787	\$87,056	\$90,325	\$93,594	\$96,863
Public Works Inspector	1/1	\$74,380	\$75,380	\$77,805	\$80,230	\$82,654	\$85,079	\$87,504	\$89,928	\$92,353
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Assistant Engineer	1/1	\$72,980	\$73,980	\$77,249	\$80,518	\$83,787	\$87,056	\$90,325	\$93,594	\$96,863
Senior Engineering Aide	1/1	\$43,734	\$44,734	\$45,955	\$47,177	\$48,398	\$49,620	\$50,841	\$52,063	\$53,284
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
Building Inspector	1/1	\$65,953	\$66,953	\$68,903	\$70,853	\$72,803	\$74,753	\$76,704	\$78,654	\$80,604
Code Enforcement Officer Trainee	1/1	\$47,962	\$48,962	\$51,915	\$54,868	\$57,821	\$60,774	\$63,727	\$66,680	\$69,633
Code Enf Officer Trainee -P/T	1/1	\$26.35	\$26.90	\$28.52	\$30.15	\$31.77	\$33.39	\$35.01	\$36.64	\$38.26
Code Enforcement Officer	1/1	\$60,802	\$61,802	\$65,337	\$68,872	\$72,406	\$75,941	\$79,475	\$83,010	\$86,544
Code Enforcement Officer P/T	1/1	\$33.41	\$33.96	\$35.90	\$37.84	\$39.78	\$41.73	\$43.67	\$45.61	\$47.55
Electric Subcode Official/Inspector	1/1	\$71,116	\$72,116	\$74,324	\$76,531	\$78,739	\$80,947	\$83,154	\$85,362	\$87,569
Keyboarding Clerk 1	1/1	\$40,676	\$41,676	\$44,037	\$46,398	\$48,759	\$51,120	\$53,481	\$55,842	\$58,203
Keyboarding Clerk 1 p/t	1/1	\$11.17	\$13.47	\$15.76	\$18.06	\$20.35	\$22.65	\$24.95	\$27.24	\$29.54
Technical Assistant to the Construction Official	1/1	\$54,489	\$55,489	\$58,442	\$61,396	\$64,349	\$67,302	\$70,255	\$73,209	\$76,162

**White Collar Salary Ranges - 2021 (HIRED AFTER 11/1/13)  
SCHEDULE G**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,656	\$47,011	\$49,367	\$51,722	\$54,077	\$56,432	\$58,787
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
Administrative Clerk	1/1	\$59,235	\$60,235	\$62,876	\$65,518	\$68,159	\$70,801	\$73,442	\$76,084	\$78,725
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Administrative Clerk	1/1	\$59,235	\$60,235	\$62,876	\$65,518	\$68,159	\$70,801	\$73,442	\$76,084	\$78,725
Recreation Program Specialist	1/1	\$28,721	\$29,721	\$31,444	\$33,167	\$34,890	\$36,613	\$38,336	\$40,059	\$41,782
Recreation Program Coordinator	1/1	\$47,213	\$48,213	\$50,348	\$52,482	\$54,617	\$56,752	\$58,886	\$61,021	\$63,878
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
Recreation Aide	1/1	\$40,345	\$41,345	\$42,433	\$43,521	\$44,610	\$45,698	\$46,786	\$47,874	\$48,962
<b>Health Department</b>										
COVID Generalist	1/1	\$49,750	\$50,750	\$54,810	\$58,870	\$62,930	\$66,990	\$71,050	\$75,110	\$79,170
Deputy Registrar of Vital Statics	1/1	\$53,428	\$54,428	\$56,579	\$58,730	\$60,880	\$63,031	\$65,182	\$67,333	\$69,484
Environmental Health Specialist-P/T	1/1	\$26.50	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$43.09
(VPOC) Environmental Health Specialist	1/1	\$49,750	\$50,750	\$54,810	\$58,870	\$62,930	\$66,990	\$71,050	\$75,110	\$79,170
Environmental Health Specialist	1/1	\$42,095	\$43,095	\$45,381	\$47,668	\$49,954	\$52,241	\$54,528	\$56,814	\$59,101
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
(VPOC)Keyboarding Clerk 1	1/1	\$43,721	\$44,721	\$47,227	\$49,733	\$52,239	\$54,745	\$57,251	\$59,757	\$62,263



**White Collar Salary Ranges - 2021 (HIRED AFTER 11/1/13)  
SCHEDULE G**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Health Department</b>										
(VPOC)Keyboarding Clerk 2	1/1	\$50,487	\$51,487	\$54,109	\$56,730	\$59,352	\$61,973	\$64,595	\$67,217	\$69,838
Keyboarding Clerk 1 p/t	1/1	\$11.34	\$13.61	\$15.89	\$18.16	\$20.44	\$22.71	\$24.99	\$27.26	\$29.54
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
Administrative Clerk	1/1	\$59,235	\$60,235	\$62,876	\$65,518	\$68,159	\$70,801	\$73,442	\$76,084	\$78,725
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
<b>Police Department</b>										
Records Support Technician 2	1/1	\$37,736	\$38,736	\$41,642	\$44,547	\$47,453	\$50,359	\$53,265	\$56,171	\$59,077
Records Support Technician 3	1/1	\$38,036	\$39,036	\$42,761	\$46,486	\$50,210	\$53,935	\$57,660	\$61,385	\$65,109
Keyboarding Clerk 1 p/t	1/1	\$11.34	\$13.61	\$15.89	\$18.16	\$20.44	\$22.71	\$24.99	\$27.26	\$29.54
<b>EMS Administration</b>										
Slipends										\$3,137
<b>OEM Administration</b>										
Slipends										\$515
<b>Water Utility</b>										
Drafting Technician	1/1	\$41,854	\$42,854	\$45,202	\$47,551	\$49,899	\$52,248	\$54,596	\$56,945	\$59,293
Chemist	1/1	\$72,980	\$73,980	\$77,249	\$80,518	\$83,787	\$87,056	\$90,325	\$93,594	\$96,863
GIS Specialist 1	1/1	\$58,238	\$59,238	\$64,018	\$68,798	\$73,577	\$78,357	\$83,137	\$87,917	\$92,697
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$58,351	\$59,351	\$61,502	\$63,652	\$65,803	\$67,954	\$70,105	\$72,255	\$74,406
GIS Specialist Trainee(REVISED 10/05)	1/1	\$47,435	\$48,435	\$50,480	\$52,525	\$54,570	\$56,615	\$58,660	\$60,705	\$62,750
GIS Specialist 3	1/1	\$54,169	\$55,169	\$57,796	\$60,423	\$63,050	\$65,677	\$68,304	\$70,931	\$73,558
Management Assistant	1/1	\$59,163	\$60,163	\$61,882	\$63,601	\$65,321	\$67,040	\$68,759	\$70,478	\$72,198
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649

**White Collar Salary Ranges - 2021 (HIRED AFTER 11/1/13)  
SCHEDULE G**

Administrative Clerk	1/1	\$59,235	\$60,235	\$62,876	\$65,518	\$68,159	\$70,801	\$73,442	\$76,084	\$78,725

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Utility</b>										
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Customer Service Representative	1/1	\$36,229	\$37,229	\$40,350	\$43,471	\$46,592	\$49,713	\$52,834	\$55,955	\$59,077
Sr. Customer Service Representative	1/1	\$38,981	\$39,981	\$43,019	\$46,057	\$49,095	\$52,133	\$55,171	\$58,209	\$61,248
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$11.28	\$13.55	\$15.81	\$18.07	\$20.34	\$22.60	\$24.87	\$27.13	\$29.39
Keyboarding Clerk 1	1/1	\$41,301	\$42,301	\$44,698	\$47,094	\$49,491	\$51,887	\$54,284	\$56,680	\$59,077
Keyboarding Clerk 2	1/1	\$47,435	\$48,435	\$50,465	\$52,496	\$54,527	\$56,557	\$58,588	\$60,619	\$62,649
Recycling Program Aide(REVISED 10/4/05)	1/1	\$26.40	\$27.38	\$28.35	\$29.33	\$30.31	\$31.29	\$32.27	\$33.25	\$34.23
<b>WPC</b>										
Keyboard Clerk 1 p/t	1/1	\$11.34	\$13.61	\$15.89	\$18.16	\$20.44	\$22.71	\$24.99	\$27.26	\$29.54

**White Collar Salary Ranges - 2022 (HIRED AFTER 11/1/13)  
SCHEDULE H**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$42,192	\$43,192	\$45,756	\$48,319	\$50,883	\$53,446	\$56,010	\$58,573	\$61,137
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Clerk Typist-Part Time	1/1	\$11.54	\$13.85	\$16.17	\$18.48	\$20.80	\$23.11	\$25.43	\$27.74	\$30.06
<b>Board of Adjustment</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$59,972	\$60,972	\$63,643	\$66,314	\$68,985	\$71,656	\$74,328	\$76,999	\$79,670
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Clerk Typist-Part Time	1/1	\$11.54	\$13.85	\$16.17	\$18.48	\$20.80	\$23.11	\$25.43	\$27.74	\$30.06
Stipends-Village Clerks Office			\$13,000.00							22,500
<b>Finance</b>										
Senior Account Clerk	1/1	\$44,446	\$45,446	\$49,187	\$52,928	\$56,668	\$60,409	\$64,150	\$67,891	\$71,631
Account Clerk	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Principal Accountant	1/1	\$62,435	\$63,435	\$65,864	\$68,293	\$70,722	\$73,150	\$75,579	\$78,008	\$80,437
Cashier(annual stipend)	1/1		\$1,633	\$2,177	\$2,722	\$3,266	\$3,811	\$4,355	\$4,900	\$5,444
Assist. To Tax Coll(annual stipend)	1/1		\$389							\$412
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Keyboarding Clerk 1 p/l	1/1	\$11.54	\$13.85	\$16.17	\$18.48	\$20.80	\$23.11	\$25.43	\$27.74	\$30.06
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Secretarial Assistant	1/1	\$58,381	\$59,381	\$61,287	\$63,193	\$65,100	\$67,006	\$68,912	\$70,818	\$72,724
Accounting Assistant	1/1	\$49,660	\$50,660	\$54,238	\$57,816	\$61,395	\$64,973	\$68,551	\$72,130	\$75,708

**White Collar Salary Ranges - 2022 (HIRED AFTER 11/1/13)  
SCHEDULE H**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>										
Tax Search officer	1/1	\$44,389	\$45,389	\$49,111	\$52,832	\$56,554	\$60,275	\$63,997	\$67,718	\$71,961
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$74,275	\$75,275	\$78,601	\$81,928	\$85,254	\$88,580	\$91,906	\$95,232	\$98,558
Public Works Inspector	1/1	\$75,699	\$76,699	\$79,167	\$81,634	\$84,101	\$86,568	\$89,035	\$91,502	\$93,969
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Assistant Engineer	1/1	\$74,275	\$75,275	\$78,601	\$81,928	\$85,254	\$88,580	\$91,906	\$95,232	\$98,558
Senior Engineering Aide	1/1	\$44,517	\$45,517	\$46,760	\$48,002	\$49,245	\$50,488	\$51,731	\$52,974	\$54,217
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Building Inspector	1/1	\$67,124	\$68,124	\$70,109	\$72,093	\$74,077	\$76,062	\$78,046	\$80,030	\$82,015
Code Enforcement Officer Trainee	1/1	\$48,819	\$49,819	\$52,824	\$55,829	\$58,833	\$61,838	\$64,842	\$67,847	\$70,852
Code Enf Officer Trainee -P/T	1/1	\$26.82	\$27.37	\$29.02	\$30.68	\$32.33	\$33.98	\$35.63	\$37.28	\$38.93
Code Enforcement Officer	1/1	\$61,884	\$62,884	\$66,480	\$70,077	\$73,673	\$77,270	\$80,866	\$84,462	\$88,059
Code Enforcement Officer P/T	1/1	\$34.00	\$34.55	\$36.53	\$38.50	\$40.48	\$42.46	\$44.43	\$46.41	\$48.38
Electric Subcode Official/Inspector	1/1	\$72,378	\$73,378	\$75,624	\$77,871	\$80,117	\$82,363	\$84,609	\$86,856	\$89,102
Keyboarding Clerk 1	1/1	\$41,405	\$42,405	\$44,808	\$47,210	\$49,612	\$52,015	\$54,417	\$56,820	\$59,222
Keyboarding Clerk 1 p/t	1/1	\$11.37	\$13.70	\$16.04	\$18.37	\$20.71	\$23.05	\$25.38	\$27.72	\$30.06
Technical Assistant to the Construction Official	1/1	\$55,460	\$56,460	\$59,465	\$62,470	\$65,475	\$68,480	\$71,485	\$74,490	\$77,495

**White Collar Salary Ranges - 2022 (HIRED AFTER 11/1/13)  
SCHEDULE H**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,438	\$47,834	\$50,230	\$52,627	\$55,023	\$57,419	\$59,816
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Administrative Clerk	1/1	\$60,289	\$61,289	\$63,976	\$66,664	\$69,352	\$72,040	\$74,727	\$77,415	\$80,103
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Administrative Clerk	1/1	\$60,289	\$61,289	\$63,976	\$66,664	\$69,352	\$72,040	\$74,727	\$77,415	\$80,103
Recreation Program Specialist	1/1	\$29,241	\$30,241	\$31,994	\$33,747	\$35,500	\$37,254	\$39,007	\$40,760	\$42,513
Recreation Program Coordinator	1/1	\$48,792	\$49,792	\$51,964	\$54,136	\$56,308	\$58,480	\$60,652	\$62,824	\$64,996
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Recreation Aide	1/1	\$41,068	\$42,068	\$43,176	\$44,283	\$45,390	\$46,497	\$47,605	\$48,712	\$49,819
<b>Health Department</b>										
COVID Generalist	1/1	\$50,638	\$51,638	\$55,769	\$59,900	\$64,031	\$68,162	\$72,293	\$76,424	\$80,555
Deputy Registrar of Vital Statics	1/1	\$54,380	\$55,380	\$57,569	\$59,757	\$61,946	\$64,134	\$66,323	\$68,511	\$70,700
Environmental Health Specialist-P/T	1/1	\$26.96	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$43.85
(VPOC) Environmental Health Specialist	1/1	\$50,638	\$51,638	\$55,769	\$59,900	\$64,031	\$68,162	\$72,293	\$76,424	\$80,555
Environmental Health Specialist	1/1	\$42,849	\$43,849	\$46,175	\$48,502	\$50,829	\$53,155	\$55,482	\$57,808	\$60,135
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
(VPOC)Keyboarding Clerk 1	1/1	\$44,504	\$45,504	\$48,054	\$50,604	\$53,154	\$55,704	\$58,253	\$60,803	\$63,353

**White Collar Salary Ranges - 2022 (HIRED AFTER 11/1/13)  
SCHEDULE H**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Health Department</b>										
(VPOC)Keyboarding Clerk 2	1/1	\$51,388	\$52,388	\$55,055	\$57,723	\$60,390	\$63,058	\$65,725	\$68,393	\$71,060
Keyboarding Clerk 1 p/l	1/1	\$11.54	\$13.85	\$16.17	\$18.48	\$20.80	\$23.11	\$25.43	\$27.74	\$30.06
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Administrative Clerk	1/1	\$60,289	\$61,289	\$63,976	\$66,664	\$69,352	\$72,040	\$74,727	\$77,415	\$80,103
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
<b>Police Department</b>										
Records Support Technician 2	1/1	\$38,414	\$39,414	\$42,370	\$45,327	\$48,284	\$51,240	\$54,197	\$57,154	\$60,110
Records Support Technician 3	1/1	\$38,719	\$39,719	\$43,509	\$47,299	\$51,089	\$54,879	\$58,669	\$62,459	\$66,249
Keyboarding Clerk 1 p/l	1/1	\$11.54	\$13.85	\$16.17	\$18.48	\$20.80	\$23.11	\$25.43	\$27.74	\$30.06
<b>EMS Administration</b>										
Stipends										\$3,192
<b>OEM Administration</b>										
Stipends										\$524
<b>Water Utility</b>										
Drafting Technician	1/1	\$42,604	\$43,604	\$45,993	\$48,383	\$50,772	\$53,162	\$55,552	\$57,941	\$60,331
Chemist	1/1	\$74,275	\$75,275	\$78,601	\$81,928	\$85,254	\$88,580	\$91,906	\$95,232	\$98,558
GIS Specialist 1	1/1	\$59,275	\$60,275	\$65,138	\$70,002	\$74,865	\$79,729	\$84,592	\$89,456	\$94,319
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$59,389	\$60,389	\$62,578	\$64,766	\$66,955	\$69,143	\$71,331	\$73,520	\$75,708
GIS Specialist Trainee(REVISED 10/05)	1/1	\$48,282	\$49,282	\$51,363	\$53,444	\$55,525	\$57,606	\$59,687	\$61,768	\$63,848
GIS Specialist 3	1/1	\$55,134	\$56,134	\$58,807	\$61,480	\$64,153	\$66,826	\$69,499	\$72,172	\$74,845
Management Assistant	1/1	\$59,163	\$60,163	\$61,882	\$63,601	\$65,321	\$67,040	\$68,759	\$70,478	\$72,198
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Administrative Clerk	1/1	\$60,289	\$61,289	\$63,976	\$66,664	\$69,352	\$72,040	\$74,727	\$77,415	\$80,103

**White Collar Salary Ranges - 2022 (HIRED AFTER 11/1/13)  
SCHEDULE H**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Utility</b>										
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Customer Service Representative	1/1	\$36,880	\$37,880	\$41,056	\$44,232	\$47,407	\$50,583	\$53,759	\$56,935	\$60,110
Sr. Customer Service Representative	1/1	\$39,681	\$40,681	\$43,772	\$46,863	\$49,954	\$53,046	\$56,137	\$59,228	\$62,319
Laboratory Technician	1/1	\$53,000	\$54,000	\$56,571	\$59,143	\$61,714	\$64,286	\$66,857	\$69,429	\$72,000
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$11.48	\$13.78	\$16.09	\$18.39	\$20.69	\$23.00	\$25.30	\$27.60	\$29.91
Keyboarding Clerk 1	1/1	\$42,041	\$43,041	\$45,480	\$47,918	\$50,357	\$52,795	\$55,234	\$57,672	\$60,110
Keyboarding Clerk 2	1/1	\$48,282	\$49,282	\$51,349	\$53,415	\$55,481	\$57,547	\$59,613	\$61,680	\$63,746
Recycling Program Aide(REVISED 10/4/05)	1/1	\$26.86	\$27.85	\$28.85	\$29.85	\$30.84	\$31.84	\$32.83	\$33.83	\$34.82
<b>WPC</b>										
Keyboard Clerk 1 p/t	1/1	\$11.54	\$13.85	\$16.17	\$18.48	\$20.80	\$23.11	\$25.43	\$27.74	\$30.06

**White Collar Salary Ranges - 2023 (HIRED AFTER 11/1/13)  
SCHEDULE I**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$43,056	\$44,056	\$46,671	\$49,286	\$51,900	\$54,515	\$57,130	\$59,745	\$62,360
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Clerk Typist-Part Time	1/1	\$11.77	\$14.13	\$16.49	\$18.85	\$21.21	\$23.57	\$25.93	\$28.30	\$30.66
<b>Board of Adjustment</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$61,192	\$62,192	\$64,916	\$67,641	\$70,365	\$73,090	\$75,814	\$78,539	\$81,263
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Clerk Typist-Part Time	1/1	\$11.77	\$14.13	\$16.49	\$18.85	\$21.21	\$23.57	\$25.93	\$28.30	\$30.66
Stipends-Village Clerks Office			\$13,000							\$22,500
<b>Finance</b>										
Senior Account Clerk	1/1	\$45,355	\$46,355	\$50,171	\$53,986	\$57,802	\$61,617	\$65,433	\$69,248	\$73,064
Account Clerk	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Principal Accountant	1/1	\$63,703	\$64,703	\$67,181	\$69,658	\$72,136	\$74,613	\$77,091	\$79,569	\$82,046
Cashier(annual stipend)	1/1		\$1,665	\$2,221	\$2,776	\$3,332	\$3,887	\$4,442	\$4,998	\$5,553
Assist. To Tax Coll(annual stipend)	1/1		\$397							\$420
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Keyboarding Clerk 1 p/t	1/1	\$11.77	\$14.13	\$16.49	\$18.85	\$21.21	\$23.57	\$25.93	\$28.30	\$30.66
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Secretarial Assistant	1/1	\$59,569	\$60,569	\$62,513	\$64,457	\$66,402	\$68,346	\$70,290	\$72,234	\$74,178
Accounting Assistant	1/1	\$50,673	\$51,673	\$55,323	\$58,973	\$62,623	\$66,273	\$69,922	\$73,572	\$77,222



**White Collar Salary Ranges - 2023 (HIRED AFTER 11/1/13)  
SCHEDULE I**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>										
Tax Search officer	1/1	\$45,297	\$46,297	\$50,093	\$53,889	\$57,685	\$61,481	\$65,277	\$69,072	\$73,400
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$75,781	\$76,781	\$80,173	\$83,566	\$86,959	\$90,352	\$93,744	\$97,137	\$100,530
Public Works Inspector	1/1	\$77,233	\$78,233	\$80,750	\$83,266	\$85,783	\$88,299	\$90,816	\$93,332	\$95,849
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Assistant Engineer	1/1	\$75,781	\$76,781	\$80,173	\$83,566	\$86,959	\$90,352	\$93,744	\$97,137	\$100,530
Senior Engineering Aide	1/1	\$45,427	\$46,427	\$47,695	\$48,962	\$50,230	\$51,498	\$52,766	\$54,033	\$55,301
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Building Inspector	1/1	\$68,487	\$69,487	\$71,511	\$73,535	\$75,559	\$77,583	\$79,607	\$81,631	\$83,655
Code Enforcement Officer Trainee	1/1	\$49,816	\$50,816	\$53,880	\$56,945	\$60,010	\$63,075	\$66,139	\$69,204	\$72,269
Code Enf Officer Trainee - P/T	1/1	\$27.37	\$27.92	\$29.60	\$31.29	\$32.97	\$34.66	\$36.34	\$38.02	\$39.71
Code Enforcement Officer	1/1	\$63,142	\$64,142	\$67,810	\$71,478	\$75,147	\$78,815	\$82,483	\$86,152	\$89,820
Code Enforcement Officer P/T	1/1	\$34.69	\$35.24	\$37.26	\$39.27	\$41.29	\$43.30	\$45.32	\$47.34	\$49.35
Electric Sub code Official/Inspector	1/1	\$73,845	\$74,845	\$77,136	\$79,427	\$81,719	\$84,010	\$86,301	\$88,592	\$90,884
Keyboarding Clerk 1	1/1	\$42,253	\$43,253	\$45,704	\$48,154	\$50,605	\$53,055	\$55,505	\$57,956	\$60,406
Keyboarding Clerk 1 p/t	1/1	\$11.59	\$13.98	\$16.36	\$18.74	\$21.12	\$23.51	\$25.89	\$28.27	\$30.66
Technical Assistant to the Construction Official	1/1	\$56,589	\$57,589	\$60,654	\$63,719	\$66,785	\$69,850	\$72,915	\$75,980	\$79,045

**White Collar Salary Ranges - 2023 (HIRED AFTER 11/1/13)  
SCHEDULE I**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,347	\$48,791	\$51,235	\$53,679	\$56,124	\$58,568	\$61,012
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Administrative Clerk	1/1	\$61,514	\$62,514	\$65,256	\$67,997	\$70,739	\$73,480	\$76,222	\$78,963	\$81,705
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Administrative Clerk	1/1	\$61,514	\$62,514	\$65,599	\$68,684	\$71,769	\$74,854	\$77,938	\$81,023	\$84,108
Recreation Program Coordinator	1/1	\$49,788	\$50,788	\$53,003	\$55,219	\$57,434	\$59,650	\$61,865	\$64,081	\$66,296
Recreation Program Specialist	1/1	\$29,846	\$30,846	\$32,634	\$34,422	\$36,210	\$37,999	\$39,787	\$41,575	\$43,363
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Recreation Aide	1/1	\$41,910	\$42,910	\$44,039	\$45,169	\$46,298	\$47,427	\$48,557	\$49,686	\$50,816
<b>Health Department</b>										
COVID Generalist	1/1	\$51,671	\$52,671	\$56,885	\$61,098	\$65,312	\$69,526	\$73,739	\$77,953	\$82,167
Deputy Registrar of Vital Statics	1/1	\$55,488	\$56,488	\$58,720	\$60,952	\$63,185	\$65,417	\$67,649	\$69,882	\$72,114
Environmental Health Specialist-P/T	1/1	\$27.50	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$44.73
(VPOC) Environmental Health Specialist	1/1	\$51,671	\$52,671	\$56,885	\$61,098	\$65,312	\$69,526	\$73,739	\$77,953	\$82,167
Environmental Health Specialist	1/1	\$43,726	\$44,726	\$47,099	\$49,472	\$51,845	\$54,218	\$56,591	\$58,965	\$61,338
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
(VPOC)Keyboarding Clerk 1	1/1	\$45,414	\$46,414	\$49,015	\$51,616	\$54,217	\$56,818	\$59,418	\$62,019	\$64,620

**White Collar Salary Ranges - 2023 (HIRED AFTER 11/1/13)  
SCHEDULE I**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Health Department</b>										
(VPOC)Keyboarding Clerk 2	1/1	\$52,436	\$53,436	\$56,157	\$58,878	\$61,598	\$64,319	\$67,040	\$69,761	\$72,481
Keyboarding Clerk 1 p/t	1/1	\$11.77	\$14.13	\$16.49	\$18.85	\$21.21	\$23.57	\$25.93	\$28.30	\$30.66
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Administrative Clerk	1/1	\$61,514	\$62,514	\$65,256	\$67,997	\$70,739	\$73,480	\$76,222	\$78,963	\$81,705
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
<b>Police Department</b>										
Records Support Technician 2	1/1	\$39,202	\$40,202	\$43,218	\$46,233	\$49,249	\$52,265	\$55,281	\$58,297	\$61,313
Records Support Technician 3	1/1	\$39,514	\$40,514	\$44,379	\$48,245	\$52,111	\$55,977	\$59,842	\$63,708	\$67,574
Keyboarding Clerk 1 p/t	1/1	\$11.77	\$14.13	\$16.49	\$18.85	\$21.21	\$23.57	\$25.93	\$28.30	\$30.66
<b>EMS Administration</b>										
Stipends										\$3,256
<b>OEM Administration</b>										
Stipends										\$535
<b>Water Utility</b>										
Drafting Technician	1/1	\$43,476	\$44,476	\$46,913	\$49,351	\$51,788	\$54,225	\$56,663	\$59,100	\$61,537
Chemist	1/1	\$75,781	\$76,781	\$80,173	\$83,566	\$86,959	\$90,352	\$93,744	\$97,137	\$100,530
GIS Specialist 1	1/1	\$60,480	\$61,480	\$66,441	\$71,401	\$76,362	\$81,323	\$86,284	\$91,244	\$96,205
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$60,597	\$61,597	\$63,829	\$66,062	\$68,294	\$70,526	\$72,758	\$74,990	\$77,222
GIS Specialist Trainee(REVISED 10/05)	1/1	\$49,268	\$50,268	\$52,391	\$54,513	\$56,636	\$58,758	\$60,880	\$63,003	\$65,125
GIS Specialist 3	1/1	\$56,257	\$57,257	\$59,983	\$62,710	\$65,436	\$68,163	\$70,889	\$73,616	\$76,342
Management Assistant	1/1	\$59,163	\$60,163	\$61,882	\$63,601	\$65,321	\$67,040	\$68,759	\$70,478	\$72,198
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Administrative Clerk	1/1	\$61,514	\$62,514	\$65,256	\$67,997	\$70,739	\$73,480	\$76,222	\$78,963	\$81,705

**White Collar Salary Ranges - 2023 (HIRED AFTER 11/1/13)  
SCHEDULE I**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Utility</b>										
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Customer Service Representative	1/1	\$37,638	\$38,638	\$41,877	\$45,116	\$48,356	\$51,595	\$54,834	\$58,073	\$61,313
Sr. Customer Service Representative	1/1	\$40,494	\$41,494	\$44,647	\$47,800	\$50,953	\$54,107	\$57,260	\$60,413	\$63,566
Laboratory Technician	1/1	\$54,080	\$55,080	\$57,703	\$60,326	\$62,949	\$65,571	\$68,194	\$70,817	\$73,440
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$11.71	\$14.06	\$16.41	\$18.76	\$21.11	\$23.46	\$25.81	\$28.16	\$30.51
Keyboarding Clerk 1	1/1	\$42,902	\$43,902	\$46,389	\$48,877	\$51,364	\$53,851	\$56,338	\$58,825	\$61,313
Keyboarding Clerk 2	1/1	\$49,268	\$50,268	\$52,376	\$54,483	\$56,591	\$58,698	\$60,806	\$62,913	\$65,021
Recycling Program Aide(REVISED 10/4/05)	1/1	\$27.40	\$28.41	\$29.43	\$30.44	\$31.46	\$32.47	\$33.49	\$34.51	\$35.52
<b>WPC</b>										
Keyboard Clerk 1 p/t	1/1	\$11.77	\$14.13	\$16.49	\$18.85	\$21.21	\$23.57	\$25.93	\$28.30	\$30.66

**White Collar Salary Ranges - 2024 (HIRED AFTER 11/1/13)  
SCHEDULE J**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Municipal Court</b>										
Assistant Violations Clerk	1/1	\$43,937	\$44,937	\$47,604	\$50,271	\$52,938	\$55,606	\$58,273	\$60,940	\$63,607
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Clerk Typist-Part Time	1/1	\$12.00	\$14.41	\$16.82	\$19.23	\$21.64	\$24.04	\$26.45	\$28.86	\$31.27
<b>Board of Adjustment</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
<b>Planning Board</b>										
Technical Assistant 3	1/1	\$62,435	\$63,435	\$66,214	\$68,993	\$71,772	\$74,551	\$77,330	\$80,109	\$82,888
<b>Village Clerk</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Clerk Typist-Part Time	1/1	\$12.00	\$14.41	\$16.82	\$19.23	\$21.64	\$24.04	\$26.45	\$28.86	\$31.27
Stipends-Village Clerks Office			\$13,000							\$22,500
<b>Finance</b>										
Senior Account Clerk	1/1	\$46,282	\$47,282	\$51,174	\$55,066	\$58,958	\$62,850	\$66,741	\$70,633	\$74,525
Account Clerk	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Principal Accountant	1/1	\$64,997	\$65,997	\$68,524	\$71,052	\$73,579	\$76,106	\$78,633	\$81,160	\$83,687
Cashier(annual stipend)	1/1		\$1,699	\$2,265	\$2,832	\$3,398	\$3,965	\$4,531	\$5,098	\$5,664
Assist. To Tax Coll(annual stipend)	1/1		\$405							\$428
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Keyboarding Clerk 1 p/t	1/1	\$12.00	\$14.41	\$16.82	\$19.23	\$21.64	\$24.04	\$26.45	\$28.86	\$31.27
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Secretarial Assistant	1/1	\$60,780	\$61,780	\$63,763	\$65,746	\$67,730	\$69,713	\$71,696	\$73,679	\$75,662
Accounting Assistant	1/1	\$51,706	\$52,706	\$56,429	\$60,152	\$63,875	\$67,598	\$71,321	\$75,044	\$78,767

**White Collar Salary Ranges - 2024 (HIRED AFTER 11/1/13)  
SCHEDULE J**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Finance</b>										
Tax Search officer	1/1	\$46,223	\$47,223	\$51,095	\$54,967	\$58,839	\$62,710	\$66,582	\$70,454	\$74,868
<b>Engineering</b>										
Principal Engineering Aid	1/1	\$77,316	\$78,316	\$81,777	\$85,237	\$88,698	\$92,159	\$95,619	\$99,080	\$102,540
Public Works Inspector	1/1	\$78,798	\$79,798	\$82,365	\$84,932	\$87,498	\$90,065	\$92,632	\$95,199	\$97,766
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Assistant Engineer	1/1	\$77,316	\$78,316	\$81,777	\$85,237	\$88,698	\$92,159	\$95,619	\$99,080	\$102,540
Senior Engineering Aide	1/1	\$46,356	\$47,356	\$48,649	\$49,942	\$51,235	\$52,528	\$53,821	\$55,114	\$56,407
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
<b>Central Garage</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
<b>Building Department</b>										
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Building Inspector	1/1	\$69,876	\$70,876	\$72,941	\$75,005	\$77,070	\$79,134	\$81,199	\$83,263	\$85,328
Code Enforcement Officer Trainee	1/1	\$50,832	\$51,832	\$54,958	\$58,084	\$61,210	\$64,336	\$67,462	\$70,588	\$73,714
Code Enf Officer Trainee -P/T	1/1	\$27.93	\$28.48	\$30.20	\$31.91	\$33.63	\$35.35	\$37.07	\$38.78	\$40.50
Code Enforcement Officer	1/1	\$64,424	\$65,424	\$69,166	\$72,908	\$76,650	\$80,391	\$84,133	\$87,875	\$91,616
Code Enforcement Officer P/T	1/1	\$35.40	\$35.95	\$38.00	\$40.06	\$42.12	\$44.17	\$46.23	\$48.28	\$50.34
Electric Sub code Official/Inspector	1/1	\$73,845	\$74,845	\$77,182	\$79,519	\$81,856	\$84,193	\$86,530	\$88,867	\$92,701
Keyboarding Clerk 1	1/1	\$43,118	\$44,118	\$46,618	\$49,117	\$51,617	\$54,116	\$56,616	\$59,115	\$61,614
Keyboarding Clerk 1 p/t	1/1	\$11.82	\$14.26	\$16.69	\$19.12	\$21.55	\$23.98	\$26.41	\$28.84	\$31.27

**White Collar Salary Ranges - 2024 (HIRED AFTER 11/1/13)  
SCHEDULE J**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Building Department</b>										
Technical Assistant to the Construction										
Official	1/1	\$57,741	\$58,741	\$61,867	\$64,994	\$68,120	\$71,247	\$74,373	\$77,499	\$80,626
<b>Street Department</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,273	\$49,767	\$52,260	\$54,753	\$57,246	\$59,739	\$62,232
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Administrative Clerk	1/1	\$62,765	\$63,765	\$66,561	\$69,357	\$72,154	\$74,950	\$77,746	\$80,543	\$83,339
<b>Parks Department</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
<b>Recreation</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Administrative Clerk	1/1	\$62,765	\$63,765	\$66,911	\$70,058	\$73,204	\$76,351	\$79,497	\$82,644	\$85,790
Recreation Program Coordinator	1/1	\$50,804	\$51,804	\$54,064	\$56,323	\$58,583	\$60,843	\$63,103	\$65,362	\$67,622
Recreation Program Specialist	1/1	\$30,462	\$31,462	\$33,286	\$35,111	\$36,935	\$38,759	\$40,583	\$42,407	\$44,231
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Recreation Aide	1/1	\$42,768	\$43,768	\$44,920	\$46,072	\$47,224	\$48,376	\$49,528	\$50,680	\$51,832
<b>Health Department</b>										
COVID Generalist	1/1	\$51,671	\$52,671	\$56,969	\$61,267	\$65,565	\$69,863	\$74,161	\$78,459	\$83,810
Deputy Registrar of Vital Statics	1/1	\$56,618	\$57,618	\$59,895	\$62,171	\$64,448	\$66,725	\$69,002	\$71,279	\$73,556
Environmental Health Specialist-P/T	1/1	\$28.05	\$26.90	\$28.83	\$30.76	\$32.69	\$34.62	\$36.55	\$38.48	\$45.62
(VPOC) Environmental Health Specialist	1/1	\$51,671	\$52,671	\$56,969	\$61,267	\$65,565	\$69,863	\$74,161	\$78,459	\$83,810
Environmental Health Specialist	1/1	\$44,620	\$45,620	\$48,041	\$50,461	\$52,882	\$55,303	\$57,723	\$60,144	\$62,564

**White Collar Salary Ranges - 2024 (HIRED AFTER 11/1/13)  
SCHEDULE J**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Health Department</b>										
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
(VPOC)Keyboarding Clerk 1	1/1	\$46,342	\$47,342	\$49,995	\$52,648	\$55,301	\$57,954	\$60,607	\$63,259	\$65,912
(VPOC)Keyboarding Clerk 2	1/1	\$53,504	\$54,504	\$57,279	\$60,054	\$62,830	\$65,605	\$68,380	\$71,155	\$73,931
Keyboarding Clerk 1 p/t	1/1	\$12.00	\$14.41	\$16.82	\$19.23	\$21.64	\$24.04	\$26.45	\$28.86	\$31.27
<b>Fire Department</b>										
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Administrative Clerk	1/1	\$62,765	\$63,765	\$66,561	\$69,357	\$72,154	\$74,950	\$77,746	\$80,543	\$83,339
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
<b>Police Department</b>										
Records Support Technician 2	1/1	\$40,006	\$41,006	\$44,082	\$47,158	\$50,234	\$53,310	\$56,387	\$59,463	\$62,539
Records Support Technician 3	1/1	\$40,324	\$41,324	\$45,267	\$49,210	\$53,153	\$57,096	\$61,039	\$64,982	\$68,925
Keyboarding Clerk 1 p/t	1/1	\$12.00	\$14.41	\$16.82	\$19.23	\$21.64	\$24.04	\$26.45	\$28.86	\$31.27
<b>EMS Administration</b>										
Stipends										\$3,321
<b>OEM Administration</b>										
Stipends										\$545
<b>Water Utility</b>										
Drafting Technician	1/1	\$44,365	\$45,365	\$47,852	\$50,338	\$52,824	\$55,310	\$57,796	\$60,282	\$62,768
Chemist	1/1	\$77,316	\$78,316	\$81,777	\$85,237	\$88,698	\$92,159	\$95,619	\$99,080	\$102,540
GIS Specialist 1	1/1	\$57,363	\$58,363	\$63,423	\$68,483	\$73,543	\$78,603	\$83,663	\$88,723	\$98,129
GIS Specialist 2 (REVISED 10/4/05)	1/1	\$61,829	\$62,829	\$65,106	\$67,383	\$69,660	\$71,936	\$74,213	\$76,490	\$78,767
GIS Specialist Trainee(REVISED 10/05)	1/1	\$50,273	\$51,273	\$53,438	\$55,603	\$57,768	\$59,933	\$62,098	\$64,263	\$66,428



**White Collar Salary Ranges - 2024 (HIRED AFTER 11/1/13)  
SCHEDULE J**

Title	DATES	Step 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Water Utility</b>										
GIS Specialist 3	1/1	\$57,402	\$58,402	\$61,183	\$63,964	\$66,745	\$69,526	\$72,307	\$75,088	\$77,869
Management Assistant	1/1	\$59,163	\$60,163	\$61,882	\$63,601	\$65,321	\$67,040	\$68,759	\$70,478	\$72,198
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Administrative Clerk	1/1	\$62,765	\$63,765	\$66,561	\$69,357	\$72,154	\$74,950	\$77,746	\$80,543	\$83,339
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Customer Service Representative	1/1	\$38,411	\$39,411	\$42,715	\$46,019	\$49,323	\$52,627	\$55,931	\$59,235	\$62,539
Sr. Customer Service Representative	1/1	\$41,324	\$42,324	\$45,540	\$48,756	\$51,973	\$55,189	\$58,405	\$61,621	\$64,837
Laboratory Technician	1/1	\$55,182	\$56,182	\$58,857	\$61,533	\$64,208	\$66,883	\$69,559	\$72,234	\$74,909
<b>Recycling</b>										
Keyboarding Clerk 1 p/t	1/1	\$11.94	\$14.34	\$16.74	\$19.13	\$21.53	\$23.93	\$26.32	\$28.72	\$31.12
Keyboarding Clerk 1	1/1	\$43,780	\$44,780	\$47,317	\$49,854	\$52,391	\$54,928	\$57,465	\$60,002	\$62,539
Keyboarding Clerk 2	1/1	\$50,273	\$51,273	\$53,423	\$55,573	\$57,722	\$59,872	\$62,022	\$64,171	\$66,321
Recycling Program Aide(REVISED 10/4/05)	1/1	\$27.94	\$28.98	\$30.02	\$31.05	\$32.09	\$33.12	\$34.16	\$35.20	\$36.23
<b>WPC</b>										
Keyboard Clerk 1 p/t	1/1	\$ 12.00	\$14.41	\$16.82	\$19.23	\$21.64	\$24.04	\$26.45	\$28.86	\$31.27

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer:  County:

2 Employee Organization:  Number of Employees in Unit:

3 Base Year Contract Term:  New Contract Term:

**SECTION II: Type of Contract Settlement (please check only one)**

4  Contract settled without neutral assistance

5  Contract settled with assistance of mediator

6  Contract settled with assistance of fact-finder

7  Contract settled with assistance of super-conciliator

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
 Yes  No

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$

10 Longevity Costs in Base Year \$

11 Total Salary Base \$

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<input type="text" value="2020"/>	<input type="text" value="2021"/>	<input type="text" value="2022"/>	<input type="text" value="2023"/>	<input type="text" value="2024"/>
13 Cost of Salary Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14 Salary Increase Above Increments (\$)	<input type="text" value="33,679.94"/>	<input type="text" value="39,889.13"/>	<input type="text" value="46,869.73"/>	<input type="text" value="47,807.12"/>	<input type="text" value="48,763.14"/>
15 Longevity Increase (\$)	<input type="text" value="4,000.00"/>	<input type="text" value="4,000.00"/>	<input type="text" value="4,700.00"/>	<input type="text" value="4,800.00"/>	<input type="text" value="4,000.00"/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text" value="37,679.94"/>	<input type="text" value="43,889.13"/>	<input type="text" value="51,569.73"/>	<input type="text" value="52,607.12"/>	<input type="text" value="52,763.14"/>
17 New Salary Base (\$)	<input type="text" value="1,613,165.64"/>	<input type="text" value="1,657,064.74"/>	<input type="text" value="1,708,634.46"/>	<input type="text" value="1,761,241.60"/>	<input type="text" value="1,814,004.74"/>
18 Percentage increase over prior year	<input type="text" value="2.39"/> %	<input type="text" value="2.72"/> %	<input type="text" value="3.11"/> %	<input type="text" value="3.08"/> %	<input type="text" value="3.00"/> %

\*If contract duration is longer than five years, please add an additional page.

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$ 928,924	\$ 959,080
22	Prescription Plan Cost	\$	\$
23	Dental Plan Cost	\$ 720	\$ 720
24	Vision Plan Cost	\$ 354	\$ 354
25	Total Cost of Insurance	\$ 930,007	\$ 960,154
26	Employee Insurance Contributions	\$ 243,648	\$ 254,459
27	Employee Contributions as % of Total Insurance Cost	26.2 %	26.5 %

**Section VI: Medical Costs (continued)**

28 Identify any insurance changes that were included in this CNA.

**SECTION VII: Certification and Signature**

29 The undersigned certifies that the foregoing figures are true:

Print Name: Robert G Rooney  
Position/Title: Chief Financial Officer  
Signature: *Robert G Rooney*  
Date: \_\_\_\_\_

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2020 thru 12/31/0202.


Employer: Village of Ridgewood

County: Bergen

Date: 8/14/2024

Name: Heather A. Mailander  
Print Name

Title: Village Clerk

  
Signature