



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
<http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Lowville, Village of and Water, Sewer, and Street Departments of Village, CSEA, Local 1000, AFSCME, AFL-CIO (2003)**

Employer Name: **Lowville, Village of**

Union: **Water, Sewer, and Street Departments of Village, CSEA, AFSCME, AFL-CIO**

Local: **1000**

Effective Date: **06/01/03**

Expiration Date: **05/31/06**

PERB ID Number: **7664**

Unit Size: **10**

Number of Pages: **25**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

BC / 7664

COLLECTIVE BARGAINING AGREEMENT

VILLAGE OF LOWVILLE

THIS AGREEMENT, made effective as of June 1, 2003 is by and between the VILLAGE OF LOWVILLE, a municipal corporation of the State of New York, the employer, (herein referred to as "Village"), and the CIVIL SERVICE EMPLOYEES' ASSOCIATION, INC., the organization representing certain employees of Village, (herein referred to as "CSEA"), as bargaining representative of specified employees of Village.

WHEREAS, Village is a municipal corporation engaged in governmental operations for the benefit of the citizens of the Village; and

WHEREAS, CSEA is acting as the bargaining unit of specified covered employees of Village; and

WHEREAS, Village and CSEA have engaged in collective bargaining negotiations with a view to specifying the terms, covenants and conditions of employment of the specified covered employees of Village; and

WHEREAS, Village and CSEA intended by this Agreement to set forth in writing the terms of employment for the promotion and benefit of Village, the public, and the furtherance of the public good for the benefit of all taxpayers of the Village.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, and other good and valuable consideration, the parties mutually agree as follows:

ARTICLE I - GENERAL MATTERS.

1.1 RECOGNITION. Village recognizes CSEA as the exclusive

RECEIVED

JUL 20 2005

10

representative of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, hours of work, and other conditions of employment, as provided by law.

1.2 COVERAGE OF EMPLOYEES. The bargaining unit covered by this Agreement consists of employees of Village in the Water, Sewer, and Street Departments of Village, classified as either laborer, water equipment operator, sewer treatment plant operator, automotive mechanic, water maintenance supervisor, street public works supervisor, water maintenance worker, water treatment plant operator, heavy equipment operator, medium equipment operator, and light equipment operator. Specifically excluded are all clerical employees, seasonal employees and the Superintendent of Public Works.

1.3 UNION SECURITY. CSEA agrees to represent those employees of Village who are members of CSEA and also to represent those employees who elect not to join CSEA. CSEA members shall pay dues and CSEA shall have exclusive rights to a payroll deduction of dues and any union sponsored insurance or benefit program premiums for employees covered by this Agreement. Village agrees to remit through CSEA such payroll deductions on a payroll period basis. Unless CSEA provides its express consent and written authorization, no other labor organization shall be accorded any payroll deduction privilege for employees represented by CSEA. An itemized list of the deductions shall accompany the funds transmitted to CSEA. As new employees are hired by Village, Village shall supply CSEA with the name, home address, social security number, job title, work

location, insurance deduction, date of employment and membership status of new employee.

1.4 EMPLOYER RIGHTS. Except as expressly limited by other provisions of this Agreement, CSEA recognizes the exclusive right, authority and obligation of Village to administer the business of the Village and its various Departments.

Village has the right to make reasonable rules and regulations in connection with the direction of the work force, including, but not limited to the right to hire, promote, discharge or discipline for cause, and maintain discipline and efficiency of employees, the right to eliminate jobs, the right to determine the schedule for hours of work, the right to increase wages and the right to determine the ability and qualifications of its employees. In addition, the schedule of operations, the methods, process and means of operation, are solely and exclusively the responsibility of Village. Nothing in this Agreement, however, is intended to limit the Village in the exercise of any other function of management, even if not expressly included in this paragraph.

This section shall not interfere in any way with the Village policy of placing employees on a probation period for up to six (6) months at the inception of a new position.

1.5 STRIKES. As part of the consideration of this Agreement, CSEA agrees that there will be no strikes, slow downs, picketings, stoppages of work or walk outs during the term of this Agreement by its members.

1.6 NONDISCRIMINATION. The parties agree that there shall be no discrimination against any employee because of race, color,

creed, gender, age, nationality, or by reason of the employees membership in CSEA or by reason of employees holding office in CSEA or as a representative of CSEA.

1.7 PAST PRACTICES. The Village agrees that all conditions of employment heretofore provided by work rules and regulations, resolutions, or general working conditions shall be maintained at not less than the highest standards in effect as of the effective dates of this Agreement, subject, nevertheless, to Employer Rights referred to in Section 1.4.

1.8 TERM. This Agreement shall be effective as of June 1, 2003 and shall remain in full force and effect to and including May 31, 2007, a period of four (4) years.

ARTICLE II - EMPLOYMENT CONDITIONS.

2.1 HOURS. The normal hours of work are 7:00 a.m. to 3:30 p.m., with one-half hour for lunch.

2.2 DAYS OF WORK. The normal work week shall be Monday through Friday, inclusive.

2.3 OVERTIME. All hours worked in excess of eight (8) hours per day and forty (40) hours per week shall be paid at the rate of one and one-half times the hourly rate.

2.4 INTENTIONALLY OMITTED.

2.5 EMERGENCY CALL. In the event an employee is called for an emergency situation, the employee shall be paid a minimum of two (2) hours for such emergency call.

2.6 ON CALL. Three employees must make themselves available on Saturday and Sunday for on call emergency matters. Village

shall be advised of the location of said employees on the selected days. The three employees so selected shall be mutually decided upon by Village and the employees. In the event a four day week is instituted by the Superintendent of Public Works, a crew shall be available on call on Friday of such four day week.

2.7 CHANGE OF CONDITIONS. In the event of any permanent change in the hours, days of work, or emergency on call procedures, Village, through the Superintendent of Public Works, shall notify CSEA seven (7) days in advance of the effective date of said change, unless said change is required because of an emergency or major disaster.

ARTICLE III - LEAVE TIME.

3.1 VACATION. Employees shall be granted vacations subject to the following conditions:

- (a) During the first ten (10) years of employment, employees shall be entitled to eight (8) hours earned vacation time for each full month of employment with the Village;
 - (b) After ten (10) consecutive years of employment, employees shall be entitled to twelve (12) hours earned vacation time for each full month of employment with the Village;
 - (c) After fifteen (15) years of employment, employees shall be entitled to fourteen (14) hours earned vacation time for each full month of employment with the Village;
-

- (d) Notwithstanding the foregoing, employees shall be entitled to earn a maximum of two hundred (200) hours vacation time;
- (e) Vacation shall be paid at straight time rates;
- (f) Vacations must be scheduled with the approval of the Superintendent of Public Works. They may be taken at any time during the fiscal year, providing that there are no serious work conflicts;
- (g) All vacation time must be taken and no pay in lieu of vacation is permitted, except in unusual circumstances, in which case pay in lieu of vacation must be by mutual agreement between the employee and the Board of Trustees of the Village;
- (h) Vacation may be taken in hourly increments;
- (i) Employee may request a change in the vacation schedule for that employee so long as the change does not interfere with the Village operations, and the change is mutually agreed upon by the Village and the employee;
- (j) Any employee who resigns, retires or is discharged is entitled to vacation pay on a prorated basis.

3.2 HOLIDAYS. On the following holidays, employees will receive pay for a straight eight hour working day: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday and Christmas Day. Employees will receive pay for four hours straight time (one/half day) on Good Friday.

If one of the foregoing holidays falls on a Sunday, the employee will receive the following Monday as the allowed holiday. If one of the foregoing holidays falls on a Saturday, the employee will receive the preceding Friday as the allowed holiday. In the event the employees are required to work on any one of the holidays, the employees shall receive the holiday pay plus additional pay at the overtime rate for the hours worked.

Employees may select Martin Luther King day and Lincoln's birthday as floating holidays, provided, however, no more than two employees will be absent from the Village work force at any one time when the floating holiday is taken as a vacation day.

3.3 SICK LEAVE. Employees shall be granted a sick leave subject to the following conditions:

- (a) Employees shall be entitled to eight (8) hours earned sick leave per month for each full month of employment with the Village;
- (b) Notwithstanding subparagraph (a), Village employees may earn a maximum of fourteen hundred (1,400) hours of sick leave;
- (c) Sick leave may be taken in hourly units;
- (d) Sick leave shall be paid at straight time rates;
- (e) Sick leave may be used for "serious illness" to an immediate family member of the employee, to a maximum of ten (10) working days, inclusive of any bereavement leave time taken. Additional days may be taken at the discretion of the Board of Trustees to a maximum of five (5) additional days.

Immediate family shall include spouse, child, grandchild, brother, sister, parent or grandparent; and

- (f) In the discretion of the Superintendent of Public Works, a physician's certificate to verify the illness of the employee or the immediate family member may be required;
- (g) There shall be established a sick leave bank for all Village Employees, as described in the addendum attached hereto, entitled "Sick Leave Bank".
- (h) It is understood that there will be no compensation for unused sick days at the termination of employment other than as may be credited towards retirement.

3.4 PERSONAL LEAVE. Employees shall be granted personal leave subject to the following conditions:

- (a) Employees shall be entitled to twenty four (24) hours of personal leave per year to be created at the beginning of the fiscal year;
 - (b) Personal leave may be taken in hourly units;
 - (c) Personal leave shall be paid at straight time rates;
 - (d) Personal leave will be taken at the discretion of the Superintendent of Public Works or the designee of such Superintendent;
 - (e) Notice shall be given by the employee at least twenty-four (24) hours in advance of the intended
-

use of the personal leave, unless waived by the Superintendent in the event of an emergency;

- (f) In the event that personal leave is not used at the time of resignation, retirement or discharge, the unused personal leave time will be paid to the employee at a prorated basis, unless the employee has used all personal leave time for the year in which case, the employee shall pay back to the employer such excess personal leave time, prorated as if earned at the rate of two (2) hours per month for each full month of that year's employment.

3.5 BEREAVEMENT. Employees shall be granted bereavement leave subject to the following conditions:

- (a) In case of death of the employee's immediate family, an employee will be given up to three (3) working days paid time off, to and including the day after the day of the funeral;
- (b) Immediate family includes spouse, child, stepchild, grandchild, brother, sister, brother-in-law, sister-in-law, parent, step-grandparent and parent of spouse;
- (c) In case of death in the employee's extended family, an employee will be given one scheduled working day paid time off; and
- (d) Extended family includes aunt, uncle, niece or nephew.

3.6 JURY DUTY. Employees who are called for jury service

shall be granted time off for the days served. Employees shall receive for each day of jury service in which they would otherwise work, the difference between their straight time hourly base rate for an eight (8) hour day and the payment received for jury service. Should an employee be excused from jury duty and a reasonable period of time remains to be worked that day on the day shift of the Village, the employee is required to report for work.

3.7 LEAVE OF ABSENCE. An employee may be granted a leave of absence without pay in the discretion of the Board of Trustees of the Village subject to the following conditions:

- (a) Such leave of absence may only be granted if caused by a personal illness of the employee, maternity of the employee or the employee's spouse, or a serious illness to an immediate family member of the employee in which the leave of absence would extend beyond the personal leave credit of the employee;
 - (b) Additional benefits based upon days of employment shall cease to accrue at the onset of the unpaid leave of absence. Such benefits include, but are not limited to sick leave days, vacation days, personal leave days, floating holiday paid days, accumulation of retirement benefits and accumulation of longevity benefits;
 - (c) Benefits shall resume accrual on the date of return to employment of the employee;
 - (d) During a leave of absence without pay, employees may maintain group health plan coverage by payment
-

or reimbursement to the Village of the premiums paid or incurred by Village for employee and the family member otherwise due during the period of absence; and

- (e) In the event of worker's compensation leave or disability leave, health insurance premiums will be paid by the Village to the same extent as if the employee were on the payroll of the Village.

3.8 RETIREMENT. Employees of the Village who reach the age of 65 years shall retire from employment by the Village. However, in an exceptional situation, the Board of Trustees may, in its discretion due to extenuating circumstances, extend the employment of the employee otherwise required to retire. Such extension of retirement time is in the sole discretion of the Board of Trustees.

ARTICLE IV - COMPENSATION AND BENEFITS.

4.1 SALARY. Salary at the hourly rates as set forth on the "Schedule of Salaries" maintained by the Village clerk, shall be increased as follows: \$0.45 per hour June 1, 2003, \$0.50 per hour June 1, 2004, and \$0.50 per hour June 1, 2005 and \$0.50 per hour June 1, 2006 payable with the first payroll after said date.

4.1.1 Salary increases shall not be given to employees during their probationary period. Any salary increases which employees become entitled to will commence only upon successful completion of the probationary period.

4.2 LONGEVITY. In addition to the salary of the full-time employees, a longevity payment for full-time employees shall be

paid as follows:

- (a) For employees with ten (10) years or more of service, but less than fifteen (15) years of service, an annual stipend of \$208.00, prorated and payable commencing with the first full pay period following the anniversary date of full-time employment;
 - (b) For employees with fifteen (15) years or more of service, but less than twenty (20) years of service, an annual stipend of \$416.00, prorated and payable commencing with the first full pay period following the anniversary date of full-time employment;
 - (c) For employees with twenty (20) years or more of service, but less than twenty-five (25) years of service, an annual stipend of \$624.00, prorated and payable commencing with the first full pay period following the anniversary date of full-time employment;
 - (d) For employees with twenty-five (25) or more of service, but less than thirty (30) years of service, an annual stipend of \$832.00, prorated and payable commencing with the first full pay period following the anniversary date of full-time employment; and
 - (e) For employees with thirty (30) years or more of service, but less than thirty-five (35) years of
-

service, an annual stipend of \$1,040.00 prorated and payable commencing the first full pay period following the anniversary date of full-time employment;

- (f) For employees with thirty-five (35) years or more of service, an annual stipend of \$1,248.00, prorated and payable commencing the first full pay period following the anniversary date of full-time employment;
- (g) The years of service shall be calculated commencing with the first day of full-time employment; and
- (h) The foregoing longevity payments shall not be prorated in the event the employee is terminated, retires or resigns prior to receipt of the longevity payment for the year in which is due.

4.3 HEALTH INSURANCE. The following provisions shall apply in connection with health insurance:

- (a) For employees hired prior to June 1, 2003, Village will pay one hundred percent (100%) of the health insurance premium for individual coverage and seventy percent (70%) of the health insurance premium for dependent coverage under the health insurance plan placed in effect by the Village, or any subsequent plan placed in effect by the Village after review by the employees;
 - (b) For employee hired subsequent to June 1, 2003, Village will pay one hundred percent (100%) of the
-

health insurance premium for individual coverage and fifty percent (50%) of the health insurance premium for dependent coverage under the health insurance plan placed in effect by the Village, or any subsequent plan placed in effect by the Village; and

- (c) For eligible retirees after a minimum of ten (10) continuous years of service to the Village, Village agrees to pay a health insurance premium at the same percentage rate paid during the time of employment of the retiree. Such payment for retired employees shall be applicable only to those employees who have had ten (10) years of continuous service with the Village and who are Village employees at the time of retirement;
- (d) If the Village changes its insurance carrier, any new carrier must provide coverage equal to or better than the coverage existing as of June 1, 2004. The employer shall notify the members of any contemplated change and provide the members with an opportunity to participate in the review of any contemplated change and make recommendations to the Village on the same.

4.4 RETIREMENT BENEFITS. The following provisions govern retirement from the Village:

- (a) The employer will establish a 1/50 non-contributory retirement plan (Section 75g) retroactive to 1938,

and Section 41-j for members of the New York State Employees' Retirement System;

- (b) Pursuant to Section 41-j, unused sick leave of a member, not to exceed 1,320 hours, shall be allowed as additional service credit on a calendar day basis upon retirement. This time can not be used, however, to qualify a member for a benefit
- (c) At the time of retirement, an employee will be entitled to receive a lump-sum payment for accrued vacation time and will be paid by separate check at the time of retirement in the event the accrued vacation time is not used prior to the date of retirement.

4.5 EYE GLASSES. Village agrees to reimburse employees for breakage of eye glasses on the following conditions:

- (a) The Village will pay the difference between the actual replacement cost of the eye glasses and the amount paid by any health insurance policy in effect, in the event the breakage occurs because of faulty equipment and while the employee is adhering to safety precautions and standards recommended by the Village; and
- (b) Village will not be responsible for lost eyeglasses or hearing aids.

4.6 UNIFORM ALLOWANCE. In lieu of an annual payment to each employee for work clothing, up to \$250.00 will be paid upon presentation of receipts each year, commencing in June of 2003.

ARTICLE V - MISCELLANEOUS.

5.1 GRIEVANCE DEFINITION. The term "grievance" shall mean a difference or dispute as to the application or interpretation of the expressed terms of this Agreement and shall also include disciplinary action taken in reference to a Village employee.

5.2 GRIEVANCE PROCEDURE. The following grievance procedure shall apply:

- (a) Any employee who has a grievance shall within forty-eight (48) hours after the grievance arises or becomes known, present such grievance to the Superintendent of Public Works and the Superintendent of Public Works shall provide a reply to the grievance within forty-eight (48) hours thereafter;
 - (b) If the grievance is not settled, the employee shall, within seven (7) days after receiving the reply of the Superintendent of Public Works, present such grievance in writing to the Board of Trustees or its designee to be heard at the next regular meeting of the Board of Trustees. The employee and the local President of the CSEA will be present at said meeting;
 - (c) In the event said Board of Trustees and the employee and the local President become deadlocked on any matter, the Board of Trustees and the employee and the local President shall mutually select an impartial person who shall act as
-

arbitrator;

- (d) All expenses incurred through the selection of the arbitrator shall be borne, shared and shared alike, by the employer and the employee organization; and
- (e) Any grievance not presented within the time limits set forth above shall be barred, unless the parties agree in writing to waive such limitation for a specific grievance.

5.3 VACANCIES AND SENIORITY.

- (a) When a vacancy occurs within the Street, Water or Sewer Department of the Village, the employee within these Departments with the most seniority will be offered the vacated position, if in the opinion of the Superintendent of Public Works, the employee possesses the necessary qualifications and ability to perform the work involved;
 - (b) Employees so designated for the vacated position will be placed upon a probationary period of employment in the new position for a period of thirty (30) calendar days, after which time the Superintendent of Public Works has the right and option to disqualify said employee from further employment in the vacated position due to lack of qualifications and ability to perform the work involved;
 - (c) Before any layoff occurs, the Village will notify the President of the local chapter of CSEA;
-

- (d) When the Village effects a layoff in any non-competitive or labor class title, it shall be accomplished by laying off the least senior employee in that title;
- (e) Seniority shall be defined as the length of continuous service since the employee's original date of employment with the Village. Any break in continuous service for reasons other than layoff, temporary leave or reassignment shall cause an employee to lose any previously accrued seniority; and
- (f) Recall shall be reverse order of layoff.

5.4 JOB CLASSIFICATIONS. Certain job classifications are hereby established, as set forth in a separate schedule attached hereto, entitled "Village of Lowville Job Classifications". It is expressly understood by and between the parties hereto that such classifications are set forth for seniority purposes only, and are not exclusive, but illustrative of the duties of current staff. Such classifications are not intended for the purposes of work assignments, or duties. All employees will be expected to perform all tasks assigned to them by the Superintendent, or his/her designated representative.

5.5 PAGERS. Village of Lowville employees who are required to carry pagers will be compensated, in addition to regular salary, as follow:

- (a) Employees required to carry pagers will be paid \$1.70 per hour for each hour they are on-call

outside of normal work hours;

- (b) On-call employees called outside of normal work hours will be paid a minimum of two (2) hours overtime;
- (c) Employees will not receive on-call compensation while receiving overtime; and
- (d) On-call compensation will increase annually by the rate of three percent (3%) each year of the contract.

IN WITNESS WHEREOF, the parties set their hands and seals this 19th day of April, 2004.

VILLAGE OF LOWVILLE

By Robert A. King
Robert A. King, Mayor

CIVIL SERVICE EMPLOYEES'
ASSOCIATION, INC.

By Robert L. Lamy
President

LOCAL CHAPTER CSEA

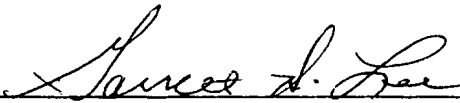
By Mark D. Tabolt
Employee Representative

By Thomas M. Ouse
Employee Representative

ACKNOWLEDGMENTS

STATE OF NEW YORK)
) ss.:
COUNTY OF)

On the 2nd day of April in the year 2004 before me, the undersigned, a Notary Public in and for said state, personally appeared ROBERT A. KING, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person(s) upon behalf of which the individual(s) acted, executed the instrument.



Notary Public

STATE OF NEW YORK)
) ss.:
COUNTY OF Jefferson)

GARRETT H. LEE
Notary Public, State of New York
No. 01LE6021237
Qualified in Lewis County
Commission Expires March 08, 2007

On the 19th day of April in the year 2004 before me, the undersigned, a Notary Public in and for said state, personally appeared Thomas M. Drape, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person(s) upon behalf of which the individual(s) acted, executed the instrument.



Notary Public

MARK G. GEBO
Notary Public, State of New York
No. 02GE4718101
Qualified in Jefferson County
Commission Expires September 30, 2007

SICK LEAVE BANK

1. There shall be established a voluntary sick leave bank to be administered by the Labor Management Committee created herein to provide additional sick leave exclusively for prolonged and unplanned illnesses of its members.
2. All Village employees that accrue sick leave time may become members of the Sick Leave Bank by donating three (3) days of their own accumulated sick leave days to the bank upon initial enrollment or re-enrollment and one (1) day each year thereafter due on the first day of June of each year. Members must have 10 days of accumulated sick leave to be eligible to join said bank.
3. New members may join on June 1 of each year. Membership in the sick leave bank shall continue each year until the member notifies the Village Clerk, in writing, of his or her intent to voluntarily withdraw from said bank. Such withdrawal from the said bank shall be only on June 1 of each year. Days contributed to the sick leave bank are nonrefundable.
4. In the event of a prolonged/ unplanned and or catastrophic illness, in excess of twenty (20) working days, with proper medical verification, a member whose paid accumulated time (sick, vacation, compensatory and personal) has been exhausted he or she may be entitled to draw up to a maximum of 40 days or 15% of the Sick Leave Bank (whichever is less) in a given year. Sick Leave Bank days will not be granted for Maternity Leave, Workers' Compensation cases or illness of a family member. Each request will be evaluated on an individual basis, and exceptions will be considered on an individual basis, without prejudice to future claims.
5. When an employee is on sick leave time from the sick leave bank all employee benefits will accrue to the employee until return to full time employment . Members that use the Sick Leave bank are not required to make any contribution other than those stated above.

6. The recommendation of the Superintendent and the decision of the Committee in connection with application for sick leave Bank usage shall be final and binding and shall not be subject to review by the grievance procedure contained in the employee contract between the Village of Lowville and CSEA or by any other method. Said Committee reserves the right to request a second medical opinion.

7. When the total accumulation of days in the Bank reaches 400 or more, no further annual contributions will be necessary to continue membership in the Bank. When the Bank falls below 400 days, annual contributions will begin again.

8. A review of the foregoing plan will be formally made, after each year of the contract, by the Committee empowered to do so, and such Committee may make a determination as to any modification of its terms, or its continuation, which determination shall be final and binding.

9. There shall be established a Labor-Management Committee, which shall consist of the Human Resources Committee of the Board of Trustees, two representatives of the CSEA Bargaining Unit elected by said unit, and the Mayor (total 5).

VILLAGE OF LOWVILLE JOB CLASSIFICATIONS

Public Works Supervisor	Donald Kraeger
Automotive Mechanic Supervisor	John Yarina
Motor Equipment Operator	Darrin Cole Derek Cole Stephen Kubinski Scott Sauter Michael Ward Open
Water Maintenance Worker	Open
Water Treatment Plant Operator	Richard Ross Joseph Zehr
Waste Water Treatment Operator	Mark Tabolt

**VILLAGE OF LOWVILLE
DPW EMPLOYEES
2005/2006**

<u>NAME</u>	<u>TITLE</u>	<u>HIRE DATE</u>	<u>HOURLY RATE</u>	<u>SALARY PER 2080 HRS/ YEAR</u>	<u>LONGEVITY PER/YEAR</u>	<u>TOTAL SALARY</u>	<u>HOME ACCT.</u>
Darrin Cole	MEO	11/16/1998	\$10.81	\$22,484.80		\$22,484.80	A5110
Derek Cole	MEO	6/13/1994	\$11.28	\$23,462.40	\$208.00	\$23,670.40	A5110
Donald Kraeger	Public Works Supervisor	2/14/1978	\$16.20	\$33,696.00	\$832.00	\$34,528.00	A8540
Stephen Kubinski	MEO	12/30/2002	\$10.20	\$21,216.00		\$21,216.00	F8340
Richard Ross	Water Treatment Plant Operator	6/27/1994	\$12.78	\$26,582.40	\$208.00	\$26,790.40	F8330
Scott Sauter	MEO	12/12/2002	\$10.20	\$21,216.00		\$21,216.00	G8120
Mark Tabolt	Waste Water Treatment Operator	11/18/1980	\$16.72	\$34,777.60	\$624.00	\$35,401.60	G8130
Michael Ward	MEO	10/5/1987	\$13.79	\$28,683.20	\$416.00	\$29,099.20	A1640
John Yarina	Automotive Mechanic	4/1/1969	\$16.64	\$34,611.20	\$1,248.00	\$35,859.20	A1640
Joseph Zehr	Water Treatment Plant Operator	1/31/2000	\$12.11	\$25,188.80		\$25,188.80	F8330

**VILLAGE OF LOWVILLE
DPW EMPLOYEES
2004/2005**

<u>NAME</u>	<u>TITLE</u>	<u>HIRE DATE</u>	<u>HOURLY RATE</u>	<u>SALARY PER 2080 HRS/ YEAR</u>	<u>LONGEVITY PER/YEAR</u>	<u>TOTAL SALARY</u>
Darrin Cole	MEO	11/16/1998	\$10.31	\$21,444.80		\$21,444.80
Derek Cole	MEO	6/13/1994	\$10.78	\$22,422.40	208.00	\$22,422.40 22630.40
Donald Kraeger	Public Works Supervisor	2/14/1978	\$15.70	\$32,656.00	\$832.00	\$33,488.00
Stephen Kubinski	MEO	12/30/2002	\$9.70	\$20,176.00		\$20,176.00
Richard Ross	Water Treatment Plant Operator	6/27/1994	\$12.28	\$25,542.40	208.00	\$25,542.40 25750.40
Scott Sauter	MEO	12/12/2002	\$9.70	\$20,176.00		\$20,176.00
Mark Tabolt	Waste Water Treatment Operator	11/18/1980	\$16.22	\$33,737.60	\$624.00	\$34,361.60
Michael Ward	MEO	10/5/1987	\$13.29	\$27,643.20	\$416.00	\$28,059.20
John Yarina	Automotive Mechanic	4/1/1969	\$16.14	\$33,571.20	\$1,248.00	\$34,819.20
Joseph Zehr	Water Treatment Plant Operator	1/31/2000	\$11.61	\$24,148.80		\$24,148.80