

TOWN OF BRIGHTON  
2016 SALARY SCHEDULE  
ELECTED OFFICIALS

| <u>TITLE</u>      | <u>SALARY</u> |
|-------------------|---------------|
| SUPERVISOR        | \$98,108      |
| TOWN CLERK        | \$54,181      |
| TOWN JUSTICE (2)  | \$52,044      |
| COUNCILMEMBER (4) | \$22,384      |

No increase from 2015 for this employee group.

TOWN OF BRIGHTON  
2016 SALARY / WAGE SCHEDULE  
FLAT SALARIED POSITIONS

| <u>TITLE</u>                           | <u>SALARY / WAGE</u> |
|--|----------------------|
| SCHOOL TRAFFIC GUARD                   | \$11,107 / \$12,963  |
| SCHOOL TRAFFIC GUARD (ON CALL)         | \$52.90 /day         |
| RECEIVER OF TAXES                      | \$27,282             |
| TOWN HISTORIAN                         | \$4,737              |
| FIRE PROTECTION DISTRICT ADMINISTRATOR | \$4,731              |
| SECURITY WORKER (ON CALL)              | \$14.90 /hr.         |
| ASSISTANT FIRE MARSHAL                 | \$19.29 /hr.         |
| ARCHITECT                              | \$40.00 /hr.         |
| SENIOR RECREATION ATTENDANT            | \$4,838              |
| ARRAIGNMENT CLERK                      | \$1,769              |

This Salary / Wage Schedule provides for a 2% increase from 2015 for this employee group.

TOWN OF BRIGHTON  
 DEPARTMENT HEAD SALARY SCHEDULE - 2016 BUDGET

|                              | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
|------------------------------|---------------|---------------|---------------|---------------|
| Group A:                     |               |               |               |               |
| Assessor                     | \$ 74,029.61  | \$ 77,927.20  | \$ 82,026.49  | \$ 86,343.65  |
| Recreation Director          |               |               |               |               |
| Group B:                     |               |               |               |               |
|                              | \$ 85,666.95  | \$ 90,164.47  | \$ 94,898.11  | \$ 99,908.11  |
| Group C:                     |               |               |               |               |
| Commissioner of Public Works | \$ 89,934.61  | \$ 94,671.38  | \$ 99,658.40  | \$ 104,903.53 |
| Director of Finance          |               |               |               |               |
| Highway Superintendent       |               |               |               |               |

**Note:** The Commissioner of Public Works also presently holds the title of Highway Superintendent. By resolution of the Town Board, the Commissioner receives an additional \$12,104.25 annually for performing the duties of both positions.

This Salary Schedule provides for a 2% increase from 2015 for this employee group.

TOWN OF BRIGHTON  
 NON-REPRESENTED EMPLOYEE SALARY AND WAGE SCHEDULE - 2016 BUDGET

|   | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| Group 1: Annual Wage (40 Hour/Week) for Title of: | \$ 32,260.80  | \$ 33,820.80  | \$ 35,609.60  | \$ 37,377.60  | \$ 39,249.60  | \$ 41,204.80  |
| Annual Wage (35 Hour/Week) for Title of:          | \$ 28,228.20  | \$ 29,593.20  | \$ 31,158.40  | \$ 32,705.40  | \$ 34,343.40  | \$ 36,054.20  |
| Clerk IV  |               |               |               |               |               |               |
| Laborer   |               |               |               |               |               |               |
| Office Clerk IV                                   |               |               |               |               |               |               |
| Receptionist                                      |               |               |               |               |               |               |
| Group 2: Annual Wage (40 Hour/Week) for Title of: | \$ 37,086.40  | \$ 39,020.80  | \$ 40,996.80  | \$ 43,076.80  | \$ 45,198.40  | \$ 47,465.60  |
| Annual Wage (35 Hour/Week) for Title of:          | \$ 32,450.60  | \$ 34,143.20  | \$ 35,872.20  | \$ 37,692.20  | \$ 39,548.60  | \$ 41,532.40  |
| Clerk III   |               |               |               |               |               |               |
| Office Clerk III                                  |               |               |               |               |               |               |
| Group 3: Annual Wage (40 Hour/Week) for Title of: | \$ 42,827.20  | \$ 44,990.40  | \$ 47,299.20  | \$ 49,608.00  | \$ 52,104.00  | \$ 54,787.20  |
| Annual Wage (35 Hour/Week) for Title of:          | \$ 37,473.80  | \$ 39,366.60  | \$ 41,386.80  | \$ 43,407.00  | \$ 45,591.00  | \$ 47,938.80  |
| Clerk II  |               |               |               |               |               |               |
| Maintenance Mechanic                              |               |               |               |               |               |               |
| Office Clerk II                                   |               |               |               |               |               |               |
| Senior Account Clerk                              |               |               |               |               |               |               |
| Group 4: Annual Wage (40 Hour/Week) for Title of: | \$ 49,878.40  | \$ 52,353.60  | \$ 55,016.00  | \$ 57,720.00  | \$ 60,590.40  | \$ 63,585.60  |
| Annual Wage (37.5 Hour/Week) for Title of:        | \$ 46,761.00  | \$ 49,081.50  | \$ 51,577.50  | \$ 54,112.50  | \$ 56,803.50  | \$ 59,611.50  |
| Annual Wage (35 Hour/Week) for Title of:          | \$ 43,643.60  | \$ 45,809.40  | \$ 48,139.00  | \$ 50,505.00  | \$ 53,016.60  | \$ 55,637.40  |
| Clerk I   |               |               |               |               |               |               |
| Clerk to Town Justice                             |               |               |               |               |               |               |
| Recreation Supervisor                             |               |               |               |               |               |               |
| Senior Network Technician                         |               |               |               |               |               |               |
| Deputy Receiver of Taxes                          |               |               |               |               |               |               |
| Engineering Assistant                             |               |               |               |               |               |               |
| Group 5: Annual Wage (40 Hour/Week) for Title of: | \$ 52,332.80  | \$ 54,974.40  | \$ 57,678.40  | \$ 60,569.60  | \$ 63,564.80  | \$ 66,705.60  |
| Annual Wage (37.5 Hour/Week) for Title of:        | \$ 49,062.00  | \$ 51,538.50  | \$ 54,073.50  | \$ 56,784.00  | \$ 59,592.00  | \$ 62,536.50  |
| Annual Wage (35 Hour/Week) for Title of:          | \$ 45,791.20  | \$ 48,102.60  | \$ 50,468.60  | \$ 52,998.40  | \$ 55,619.20  | \$ 58,367.40  |
| Deputy Town Clerk/Deputy Receiver of Taxes        |               |               |               |               |               |               |
| Drafting Technician                               |               |               |               |               |               |               |
| Planning Technician                               |               |               |               |               |               |               |
| Secretary to the Supervisor                       |               |               |               |               |               |               |
| Senior Citizen Program Specialist                 |               |               |               |               |               |               |
| Assistant Assessor                                |               |               |               |               |               |               |

TOWN OF BRIGHTON  
NON-REPRESENTED EMPLOYEE SALARY AND WAGE SCHEDULE - 2016 BUDGET

|  | Step 1       | Step 2       | Step 3       | Step 4        | Step 5        | Step 6        |
|--|--------------|--------------|--------------|---------------|---------------|---------------|
| Group 6: Annual Wage (40 Hour/Week) for Title of:  | \$ 56,243.20 | \$ 59,009.60 | \$ 62,025.60 | \$ 65,145.60  | \$ 68,390.40  | \$ 71,739.20  |
| Annual Wage (37.5 Hour/Week) for Title of:         | \$ 52,728.00 | \$ 55,321.50 | \$ 58,149.00 | \$ 61,074.00  | \$ 64,116.00  | \$ 67,255.50  |
| Annual Wage (35 Hour/Week) for Title of:           | \$ 49,212.80 | \$ 51,633.40 | \$ 54,272.40 | \$ 57,002.40  | \$ 59,841.60  | \$ 62,771.80  |
| Accountant   |              |              |              |               |               |               |
| Assistant to the Supervisor                        |              |              |              |               |               |               |
| Junior Engineer                                    |              |              |              |               |               |               |
| Group 7: Annual Wage (40 Hour/Week) for Title of:  | \$ 59,508.80 | \$ 62,400.00 | \$ 65,561.60 | \$ 68,806.40  | \$ 72,384.00  | \$ 75,940.80  |
| Annual Wage (35 Hour/Week) for Title of:           | \$ 52,070.20 | \$ 54,600.00 | \$ 57,366.40 | \$ 60,205.60  | \$ 63,336.00  | \$ 66,448.20  |
| Assistant Finance Director                         |              |              |              |               |               |               |
| Building Inspector                                 |              |              |              |               |               |               |
| Clerk to the Town Justice (Administrator)          |              |              |              |               |               |               |
| Planner  |              |              |              |               |               |               |
| Budget Officer                                     |              |              |              |               |               |               |
| Assistant Engineer                                 |              |              |              |               |               |               |
| Group 8: Annual Wage (40 Hour/Week) for Title of:  | \$ 65,353.60 | \$ 68,640.00 | \$ 72,009.60 | \$ 75,691.20  | \$ 79,456.00  | \$ 83,428.80  |
| Annual Wage (35 Hour/Week) for Title of:           | \$ 57,184.40 | \$ 60,060.00 | \$ 63,008.40 | \$ 66,229.80  | \$ 69,524.00  | \$ 73,000.20  |
| Data Processing Coordinator                        |              |              |              |               |               |               |
| Fire Marshal                                       |              |              |              |               |               |               |
| Superintendent of Parks                            |              |              |              |               |               |               |
| Administrative Analyst                             |              |              |              |               |               |               |
| Director of Personnel                              |              |              |              |               |               |               |
| Group 9: Annual Wage (40 Hour/Week) for Title of:  | \$ 70,824.00 | \$ 74,464.00 | \$ 78,166.40 | \$ 82,097.60  | \$ 86,216.00  | \$ 90,417.60  |
| Annual Wage (35 Hour/Week) for Title of:           | \$ 61,971.00 | \$ 65,156.00 | \$ 68,395.60 | \$ 71,835.40  | \$ 75,439.00  | \$ 79,115.40  |
| Group 10: Annual Wage (40 Hour/Week) for Title of: | \$ 82,326.40 | \$ 86,424.00 | \$ 90,792.00 | \$ 95,284.80  | \$ 100,048.00 | \$ 105,081.60 |
| Annual Wage (35 Hour/Week) for Title of:           | \$ 72,035.60 | \$ 75,621.00 | \$ 79,443.00 | \$ 83,374.20  | \$ 87,542.00  | \$ 91,946.40  |
| Associate Planner                                  |              |              |              |               |               |               |
| Deputy Highway Superintendent                      |              |              |              |               |               |               |
| Group 11: Annual Wage (40 Hour/Week) for Title of: | \$ 88,795.20 | \$ 93,184.00 | \$ 97,864.00 | \$ 102,731.20 | \$ 107,868.80 | \$ 113,318.40 |
| Annual Wage (35 Hour/Week) for Title of:           | \$ 77,695.80 | \$ 81,536.00 | \$ 85,631.00 | \$ 89,889.80  | \$ 94,385.20  | \$ 99,153.60  |
| Town Engineer                                      |              |              |              |               |               |               |

This Salary Schedule provides for a 2% wage increase from 2015 for this employee group.

TOWN OF BRIGHTON  
PART-TIME PERMANENT AND SEASONAL EMPLOYEE WAGE SCHEDULE  
2016 BUDGET

|   | Part-Time Seasonal |          | Part-Time Permanent |          |          |          |          |
|---|--------------------|----------|---------------------|----------|----------|----------|----------|
|   | Step A             | Step B   | Step 1              | Step 2   | Step 3   | Step 4   | Step 5   |
| <u>Group I:</u><br>Cleaner  | N/A                | N/A      | \$ 11.25            | \$ 11.65 | \$ 12.07 | \$ 12.48 | \$ 12.92 |
| <u>Group II:</u><br>Telephone Operator<br>Court Attendant<br>Animal Control Officer II<br>Recreation Assistant III  | N/A                | N/A      | \$ 12.93            | \$ 13.41 | \$ 13.88 | \$ 14.41 | \$ 14.90 |
| <u>Group III:</u><br>Recreation Assistant II<br>Clerk IV<br>Office Clerk IV<br>Student Intern   | N/A                | \$ 9.00  | \$ 13.98            | \$ 14.48 | \$ 14.99 | \$ 15.51 | \$ 16.10 |
| <u>Group IV:</u><br>Recreation Assistant I<br>Animal Control Officer I<br>Seasonal Laborer  | \$ 9.00            | \$ 9.40  | \$ 14.98            | \$ 15.56 | \$ 16.12 | \$ 16.67 | \$ 17.25 |
| <u>Group V:</u><br>Recreation Leader III<br>Clerk III<br>Office Clerk III<br>Account Clerk/Typist   | \$ 9.50            | \$ 9.90  | \$ 16.02            | \$ 16.64 | \$ 17.20 | \$ 17.76 | \$ 18.40 |
| <u>Group VI:</u><br>Lifeguard II<br>Recreation Leader II  | \$ 10.00           | \$ 10.40 | \$ 17.05            | \$ 17.66 | \$ 18.27 | \$ 18.92 | \$ 19.60 |
| <u>Group VII:</u><br>Recreation Leader I<br>Recreation Supervisor<br>Supervising Lifeguard<br>Clerk II<br>Deputy Receiver of Taxes<br>Drafting Technician (Seasonal)<br>Payroll Clerk | \$ 10.50           | \$ 10.90 | \$ 18.38            | \$ 19.10 | \$ 19.74 | \$ 20.43 | \$ 21.17 |
| <u>Group VIII:</u><br>Lifeguard I (WSI)   | \$ 11.00           | \$ 11.40 | \$ 19.62            | \$ 20.31 | \$ 21.02 | \$ 21.76 | \$ 22.53 |
| <u>Group IX:</u><br>Student Intern (Engineering)  | \$ 11.50           | \$ 11.90 |                     |          |          |          |          |
| <u>Group X:</u><br>Micro Computer<br>Support Technician<br>Senior Payroll Clerk<br>Senior Seasonal Laborer  | \$ 12.94           | N/A      | \$ 21.63            | \$ 22.74 | \$ 23.85 | \$ 25.05 | \$ 26.34 |

Note: All clerical and telephone operator on-call positions will be paid at the Entry Step rate (Step 1) for the appropriate title. All other on-call positions for titles listed on this schedule will be paid at the seasonal rate.

This Wage Schedule provides for a 2% wage increase from 2015 for part-time permanent employees.

TOWN OF BRIGHTON  
2016 SALARY SCHEDULE  
BPPA REPRESENTED EMPLOYEES,  
CAPTAINS, AND CHIEF OF POLICE

\*PATROLMAN:

|  |          |
|--|----------|
| Starting Salary (new employee)   | \$56,939 |
| Step #1: Upon completion of the Police Academy<br>or if the new employee has such training<br>when hired, or after one year of service | \$65,477 |
| Step #2 Completion of two years of service   | \$76,865 |
| Step #3 Completion of three years of service   | \$87,888 |

\*INVESTIGATOR: \$90,524

\*SERGEANT: \$101,070

\*LIEUTENANT: \$110,171

CAPTAIN: \$124,370

CHIEF OF POLICE: \$140,523

\*Patrolman, Investigator, Sergeant, and Lieutenant salaries are set forth in the labor agreement between the Town of Brighton and the Brighton Police Patrolman's Association.

This Salary Schedule provides for a 2.5% increase from 2015 for this employee group.

TOWN OF BRIGHTON  
2016 WAGE SCHEDULE  
CSEA REPRESENTED EMPLOYEES

|  |                |         |
|--|----------------|---------|
| SR. AUTOMOTIVE MECHANIC  | start          | \$32.48 |
|  | after 6 months | \$33.74 |
| AUTOMOTIVE MECHANIC  | start          | \$30.83 |
|  | after 6 months | \$31.54 |
| CONSTRUCTION EQUIPMENT OPERATOR                                    | start          | \$30.83 |
|  | after 6 months | \$31.59 |
| SR. MOTOR EQUIPMENT OPERATOR and<br>HEAVY MOTOR EQUIPMENT OPERATOR | start          | \$29.54 |
|  | after 6 months | \$30.83 |
| MOTOR EQUIPMENT OPERATOR   | start          | \$27.06 |
|  | after 6 months | \$28.26 |
| HIGHWAY SKILLED LABORER  | start          | \$27.06 |
|  | after 6 months | \$28.26 |
| SEWER SKILLED LABORER  | start          | \$28.84 |
|  | after 6 months | \$30.09 |
| LABORER  | after 1 year   | \$26.05 |
| DISPATCHER   | start          | \$19.86 |
|  | after 6 months | \$23.38 |
|  | after 1 year   | \$23.93 |
|  | after 2 years  | \$24.65 |
|  | after 3 years  | \$25.37 |
| SENIOR DISPATCHER *  | start          | \$26.97 |
|  | after 6 months | \$27.56 |

\* added 8/10/09

New employees hired into the following positions after December 31, 1987, with the exception of Laborers hired on or after March 23, 2000, shall be subject to the following wage rates:

|                         |                |         |
|-------------------------|----------------|---------|
| LABORER                 | start          | \$22.08 |
|                         | after 1 year   | \$24.81 |
| HIGHWAY SKILLED LABORER | start          | \$25.77 |
|                         | after 6 months | \$26.92 |
| SEWER SKILLED LABORER   | start          | \$27.43 |
|                         | after 6 months | \$28.65 |

Laborers hired on or after March 23, 2000 shall be subject to the following wage rates:

|         |               |         |
|---------|---------------|---------|
| LABORER | start         | \$18.50 |
|         | after 1 year  | \$19.59 |
|         | after 2 years | \$20.78 |
|         | after 3 years | \$22.70 |

Hourly rates for those positions listed above are set forth in the labor agreement between the Town of Brighton and the Civil Service Employees Association, Inc., Town of Brighton Unit, Local 828.

This wage schedule provides for a 2.5% increase from 2015 for this employee group.



TOWN OF BRIGHTON  
2016 WAGE SCHEDULE  
TEAMSTERS REPRESENTED EMPLOYEES

|                               | <b>1/1/16</b>      |
|-------------------------------|--------------------|
|                               | <b>Salary</b>      |
| ROAD FOREMAN A:               | <u>\$98,071.83</u> |
| ROAD FOREMAN B:               | \$95,488.03        |
| SEWER CONSTRUCTION INSPECTOR: | \$89,309.40        |
|                               | <b>1/1/15</b>      |
| RECREATION ATTENDANT:         | <b>Hourly</b>      |
| STEP 1                        | <u>\$20.95</u>     |
| STEP 2                        | \$22.00            |
| STEP 3                        | \$23.13            |
| STEP 4                        | \$24.26            |
| STEP 5                        | \$25.49            |
| STEP 6                        | \$26.79            |

Hourly rates for those positions listed above are set forth in the labor agreement between the Town of Brighton and Teamsters Local 118, International Brotherhood of Teamsters.

This Salary / Wage schedule provides for a 2.25% increase from 2015 for this employee group.

BRIGHTON MEMORIAL LIBRARY  
2016 SALARY / WAGE SCHEDULE  
FOR INFORMATIONAL PURPOSES

| <u>TITLE</u>                     | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <i>FULL-TIME POSITIONS:</i>      |               |               |               |               |               |               |
| Library Aide                     | \$22,009      | \$22,926      | \$24,265      | \$25,582      | \$26,923      | \$28,242      |
| Library Clerk<br>Office Clerk IV | \$28,134      | \$29,818      | \$31,504      | \$33,188      | \$34,880      | \$36,569      |
| Office Account Clerk             | \$31,946      | \$33,866      | \$35,779      | \$37,700      | \$39,616      | \$41,534      |
| Sr Library Clerk                 | \$33,881      | \$35,917      | \$37,947      | \$39,980      | \$42,016      | \$44,047      |
| Network Technician               | \$40,108      | \$42,516      | \$44,925      | \$47,328      | \$49,733      | \$52,140      |
| Administrative Analyst           | \$42,922      | \$45,496      | \$48,078      | \$50,676      | \$53,261      | \$55,842      |
| Librarian Trainee                | \$43,341      | \$45,949      | \$48,558      | \$51,173      | \$53,784      | \$56,392      |
| Librarian I                      | \$44,902      | \$47,594      | \$50,295      | \$52,987      | \$55,681      | \$58,373      |
| Librarian II                     | \$50,345      | \$53,364      | \$56,386      | \$59,404      | \$62,421      | \$65,444      |
| Librarian III                    | \$58,960      | \$62,496      | \$66,037      | \$69,574      | \$73,113      | \$76,653      |
| Library Director III             | \$89,935      | \$92,927      | \$95,923      | \$98,917      | \$101,908     | \$104,902     |
| <i>PART-TIME POSITIONS:</i>      |               |               |               |               |               |               |
| Library Page                     | \$9.00        | \$9.79        | \$10.75       |               |               |               |
| Library Aide                     | \$11.55       | \$12.25       | \$12.94       | \$13.67       | \$14.41       | \$15.08       |
| Laborer                          | \$13.85       | \$14.68       | \$15.51       | \$16.34       | \$17.20       | \$18.04       |
| Library Clerk<br>Office Clerk IV | \$15.03       | \$15.93       | \$16.83       | \$17.73       | \$18.63       | \$19.53       |
| Library Assistant                | \$21.40       | \$22.69       | \$23.97       | \$25.25       | \$26.54       | \$27.83       |
| Librarian Trainee                | \$22.23       | \$23.56       | \$24.90       | \$26.24       | \$27.58       | \$28.92       |
| Librarian I                      | \$23.03       | \$24.41       | \$25.79       | \$27.17       | \$28.55       | \$29.93       |

NOTE: All On-Call Part-Time positions will be paid at the Step 1 rate for the appropriate title.

This Salary / Wage Schedule provides for a 2% increase from 2015 for this employee group.