

TOWN OF BRIGHTON
SALARY / WAGE SCHEDULES

ELECTED OFFICIALS

FLAT SALARIED EMPLOYEES

DEPARTMENT HEADS

NON-REPRESENTED EMPLOYEES

PART-TIME PERMANENT AND SEASONAL EMPLOYEES

POLICE DEPARTMENT SWORN OFFICERS

TEAMSTERS REPRESENTED EMPLOYEES

CSEA REPRESENTED EMPLOYEES

BRIGHTON MEMORIAL LIBRARY EMPLOYEES

TOWN OF BRIGHTON
2020 SALARY SCHEDULE
ELECTED OFFICIALS

<u>TITLE</u>	<u>SALARY</u>
SUPERVISOR	\$105,154
TOWN CLERK	\$58,072
TOWN JUSTICE (2)	\$55,781
COUNCILMEMBER (4)	\$23,991

This Salary / Wage Schedule provides for a 2% increase from 2019 for this employee group.

TOWN OF BRIGHTON
 2020 SALARY / WAGE SCHEDULE
 FLAT SALARIED / WAGE POSITIONS

<u>TITLE</u>	<u>SALARY / WAGE</u>
ARCHITECT	\$42.87 /hr.
ASSISTANT FIRE MARSHAL	\$20.68 /hr.
BUILDING DEPARTMENT INSPECTION AIDE	\$18.76 /hr.
FIRE PROTECTION DISTRICT ADMINISTRATOR	\$5,070
POLICE OFFICER PART-TIME	\$25.00 / \$27.00 / \$29.00
RECEIVER OF TAXES	\$29,241
SCHOOL TRAFFIC GUARD	\$11,904 / \$13,724
SCHOOL TRAFFIC GUARD (ON CALL)	\$56.70 /day
SECURITY WORKER (ON CALL)	\$15.97 /hr.
TOWN HISTORIAN	\$5,078

This Salary / Wage Schedule provides for a 2% increase from 2019 for this employee group.

TOWN OF BRIGHTON
 DEPARTMENT HEAD SALARY SCHEDULE - 2020 BUDGET

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Group A:				
Assessor	\$ 79,346.43	\$ 83,523.93	\$ 87,917.64	\$ 92,544.86
Recreation Director				
Superintendent of Parks				
Group B:				
	\$ 91,819.55	\$ 96,640.08	\$ 101,713.70	\$ 107,083.52
Group C:				
Commissioner of Public Works	\$ 96,393.72	\$ 101,470.68	\$ 106,815.87	\$ 112,437.71
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 \$12,973.58 annually for performing the duties of both positions.

This Salary Schedule provides for a 2% increase from 2019 for this employee group.

TOWN OF BRIGHTON
 NON-REPRESENTED EMPLOYEE SALARY AND WAGE SCHEDULE - 2020 BUDGET

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group 1: Annual Wage (40 Hour/Week) for Title of:	\$ 34,590.40	\$ 36,254.40	\$ 38,168.00	\$ 40,060.80	\$ 42,078.40	\$ 44,179.20
Annual Wage (35 Hour/Week) for Title of:	\$ 30,266.60	\$ 31,722.60	\$ 33,397.00	\$ 35,053.20	\$ 36,818.60	\$ 38,656.80
Clerk IV						
Laborer						
Office Clerk IV						
Receptionist						
Group 2: Annual Wage (40 Hour/Week) for Title of:	\$ 39,748.80	\$ 41,828.80	\$ 43,950.40	\$ 46,196.80	\$ 48,464.00	\$ 50,876.80
Annual Wage (35 Hour/Week) for Title of:	\$ 34,780.20	\$ 36,600.20	\$ 38,456.60	\$ 40,422.20	\$ 42,406.00	\$ 44,517.20
Clerk III						
Office Clerk III						
Secretary to the Commissioner of Public Works						
Group 3: Annual Wage (40 Hour/Week) for Title of:	\$ 45,905.60	\$ 48,235.20	\$ 50,710.40	\$ 53,164.80	\$ 55,868.80	\$ 58,697.60
Annual Wage (35 Hour/Week) for Title of:	\$ 40,167.40	\$ 42,205.80	\$ 44,371.60	\$ 46,519.20	\$ 48,885.20	\$ 51,360.40
Clerk II						
Deputy Court Administrator						
Office Clerk II						
Group 4: Annual Wage (40 Hour/Week) for Title of:	\$ 53,435.20	\$ 56,118.40	\$ 58,947.20	\$ 61,859.20	\$ 64,937.60	\$ 68,161.60
Annual Wage (37.5 Hour/Week) for Title of:	\$ 50,095.50	\$ 52,611.00	\$ 55,263.00	\$ 57,993.00	\$ 60,879.00	\$ 63,901.50
Annual Wage (35 Hour/Week) for Title of:	\$ 46,755.80	\$ 49,103.60	\$ 51,578.80	\$ 54,126.80	\$ 56,820.40	\$ 59,641.40
Clerk I						
Clerk to Town Justice						
Deputy Receiver of Taxes						
Engineering Assistant						
Graphic Information Systems Analyst						
Recreation Supervisor						
Senior Network Technician						
Senior Payroll Clerk						

TOWN OF BRIGHTON
 NON-REPRESENTED EMPLOYEE SALARY AND WAGE SCHEDULE - 2020 BUDGET

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group 5: Annual Wage (40 Hour/Week) for Title of:	\$ 56,097.60	\$ 58,905.60	\$ 61,817.60	\$ 64,916.80	\$ 68,140.80	\$ 71,489.60
Annual Wage (37.5 Hour/Week) for Title of:	\$ 52,591.50	\$ 55,224.00	\$ 57,954.00	\$ 60,859.50	\$ 63,882.00	\$ 67,021.50
Annual Wage (35 Hour/Week) for Title of:	\$ 49,085.40	\$ 51,542.40	\$ 54,090.40	\$ 56,802.20	\$ 59,623.20	\$ 62,553.40
Assistant Assessor						
Deputy Town Clerk/Deputy Receiver of Taxes						
Drafting Technician						
Planning Technician						
Secretary to the Supervisor						
Senior Citizen Program Specialist						
Senior Pool Recreation Supervisor						
Group 6: Annual Wage (40 Hour/Week) for Title of:	\$ 60,299.20	\$ 63,232.00	\$ 66,476.80	\$ 69,825.60	\$ 73,299.20	\$ 76,876.80
Annual Wage (37.5 Hour/Week) for Title of:	\$ 56,530.50	\$ 59,280.00	\$ 62,322.00	\$ 65,461.50	\$ 68,718.00	\$ 72,072.00
Annual Wage (35 Hour/Week) for Title of:	\$ 52,761.80	\$ 55,328.00	\$ 58,167.20	\$ 61,097.40	\$ 64,136.80	\$ 67,267.20
Accountant						
Assistant to the Supervisor						
Clerk to the Town Justice (Administrator)						
Maintenance Mechanic						
Junior Engineer						
Group 7: Annual Wage (40 Hour/Week) for Title of:	\$ 63,793.60	\$ 66,892.80	\$ 70,283.20	\$ 73,756.80	\$ 77,584.00	\$ 81,411.20
Annual Wage (35 Hour/Week) for Title of:	\$ 55,819.40	\$ 58,531.20	\$ 61,497.80	\$ 64,537.20	\$ 67,886.00	\$ 71,234.80
Assistant Engineer						
Building Inspector						
Planner						
Group 8: Annual Wage (40 Hour/Week) for Title of:	\$ 70,033.60	\$ 73,569.60	\$ 77,188.80	\$ 81,120.00	\$ 85,155.20	\$ 89,419.20
Annual Wage (35 Hour/Week) for Title of:	\$ 61,279.40	\$ 64,373.40	\$ 67,540.20	\$ 70,980.00	\$ 74,510.80	\$ 78,241.80
Administrative Analyst						
Data Processing Coordinator						
Director of Personnel						
Fire Marshal						

TOWN OF BRIGHTON
 NON-REPRESENTED EMPLOYEE SALARY AND WAGE SCHEDULE - 2020 BUDGET

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group 9: Annual Wage (40 Hour/Week) for Title of:	\$ 75,920.00	\$ 79,809.60	\$ 83,782.40	\$ 87,984.00	\$ 92,393.60	\$ 96,907.20
Annual Wage (35 Hour/Week) for Title of:	\$ 66,430.00	\$ 69,833.40	\$ 73,309.60	\$ 76,986.00	\$ 80,844.40	\$ 84,793.80
Assistant Director of Finance						
Group 10: Annual Wage (40 Hour/Week) for Title of:	\$ 88,254.40	\$ 92,643.20	\$ 97,323.20	\$ 102,128.00	\$ 107,224.00	\$ 112,632.00
Annual Wage (35 Hour/Week) for Title of:	\$ 77,222.60	\$ 81,062.80	\$ 85,157.80	\$ 89,362.00	\$ 93,821.00	\$ 98,553.00
Associate Planner						
Deputy Superintendent of Highways						
Group 11: Annual Wage (40 Hour/Week) for Title of:	\$ 95,180.80	\$ 99,881.60	\$ 104,894.40	\$ 110,115.20	\$ 115,627.20	\$ 121,430.40
Annual Wage (35 Hour/Week) for Title of:	\$ 83,283.20	\$ 87,396.40	\$ 91,782.60	\$ 96,350.80	\$ 101,173.80	\$ 106,251.60
Town Engineer						

This Salary Schedule provides for a 2% wage increase from 2019 for this employee group.

TOWN OF BRIGHTON
PART-TIME PERMANENT AND SEASONAL EMPLOYEE WAGE SCHEDULE
2020 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> Cleaner	N/A	N/A	\$ 12.06	\$ 12.50	\$ 12.93	\$ 13.37	\$ 13.85
<u>Group II:</u> Telephone Operator Court Attendant Animal Control Officer II Recreation Assistant III	N/A	N/A	\$ 13.86	\$ 14.37	\$ 14.88	\$ 15.44	\$ 15.97
<u>Group III:</u> Recreation Assistant II Clerk IV Office Clerk IV Student Intern	N/A	\$ 11.80	\$ 14.98	\$ 15.51	\$ 16.07	\$ 16.63	\$ 17.26
<u>Group IV:</u> Recreation Assistant I Animal Control Officer I Seasonal Laborer	\$ 11.80	\$ 12.20	\$ 16.05	\$ 16.68	\$ 17.28	\$ 17.87	\$ 18.49
<u>Group V:</u> Recreation Leader III Clerk III Office Clerk III Account Clerk/Typist	\$ 12.30	\$ 12.70	\$ 17.17	\$ 17.84	\$ 18.43	\$ 19.04	\$ 19.72
<u>Group VI:</u> Lifeguard II Recreation Leader II	\$ 12.80	\$ 13.20	\$ 18.27	\$ 18.93	\$ 19.58	\$ 20.28	\$ 21.01
<u>Group VII:</u> Recreation Leader I Recreation Supervisor Supervising Lifeguard Clerk II Deputy Receiver of Taxes Drafting Technician (Seasonal) Payroll Clerk	\$ 13.30	\$ 13.70	\$ 19.70	\$ 20.47	\$ 21.17	\$ 21.89	\$ 22.70
<u>Group VIII:</u> Lifeguard I (WSI)	\$ 13.80	\$ 14.20	\$ 21.03	\$ 21.77	\$ 22.52	\$ 23.33	\$ 24.15
<u>Group IX:</u> Student Intern (Engineering)	\$ 14.30	\$ 14.70					
<u>Group X:</u> Micro Computer Support Technician Senior Payroll Clerk	N/A	N/A	\$ 23.19	\$ 24.38	\$ 25.56	\$ 26.86	\$ 28.22

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 2019 for part-time permanent employees.

TOWN OF BRIGHTON
2020 SALARY SCHEDULE
BPPA REPRESENTED EMPLOYEES
CAPTAINS AND CHIEF OF POLICE

*PATROLMAN:

Starting Salary (new employee)	\$61,482
Step #1: Upon completion of the Police Academy or if the new employee has such training when hired, or after one year of service	\$70,701
Step #2 Completion of two years of service	\$82,996
Step #3 Completion of three years of service	\$94,900

*INVESTIGATOR: \$97,746

*SERGEANT: \$109,133

*LIEUTENANT: \$118,961

CAPTAIN: \$134,292

CHIEF OF POLICE: \$151,733

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

This Salary Schedule provides for a 2% increase from 2019 for this employee group.

TOWN OF BRIGHTON

2019 WAGE SCHEDULE

TEAMSTERS REPRESENTED EMPLOYEES

Salaried Positions

ROAD FOREMAN A:	\$104,329.70
ROAD FOREMAN B:	\$101,581.03
SEWER CONSTRUCTION INSPECTOR:	\$95,008.14

Hourly Positions

GROUND EQUIPMENT OPERATOR:	
Step 1	\$22.29
Step 2	\$23.41
Step 3	\$24.60
Step 4	\$25.82
Step 5	\$27.12
Step 6	\$28.51

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.

The negotiated agreement between the Town of Brighton and Teamsters Local 118 expires on 12/31/19. As of the date of this Tentative Budget, no agreement has been reached between the two parties.

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 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

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.

The negotiated agreement between the Town of Brighton and the CSEA Union expired on 12/31/16. As of the date of this Tentative Budget, no agreement has been reached between the two parties.

BRIGHTON MEMORIAL LIBRARY
2020 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	\$23,590	\$24,572	\$26,008	\$27,420	\$28,857	\$30,270
Library Clerk Office Clerk IV	\$30,154	\$31,959	\$33,766	\$35,571	\$37,386	\$39,196
Office Account Clerk	\$34,239	\$36,299	\$38,349	\$40,408	\$42,461	\$44,517
Sr Library Clerk	\$36,314	\$38,497	\$40,673	\$42,852	\$45,034	\$47,211
Network Technician	\$42,988	\$45,570	\$48,151	\$50,727	\$53,305	\$55,884
Administrative Analyst	\$46,004	\$48,763	\$51,531	\$54,316	\$57,086	\$59,853
Librarian Trainee	\$46,453	\$49,249	\$52,047	\$54,848	\$57,646	\$60,442
Librarian I Sr. Network Technician	\$48,127	\$51,012	\$53,907	\$56,793	\$59,680	\$62,566
Librarian II	\$53,960	\$57,198	\$60,436	\$63,670	\$66,904	\$70,143
Librarian III	\$63,195	\$66,984	\$70,780	\$74,571	\$78,364	\$82,158
Library Director III	\$96,394	\$99,601	\$102,812	\$106,021	\$109,228	\$112,436
<i>PART-TIME POSITIONS:</i>						
Library Page	\$11.80	\$12.05	\$12.30			
Library Aide	\$12.55	\$13.13	\$13.87	\$14.66	\$15.44	\$16.16
Laborer	\$14.85	\$15.74	\$16.63	\$17.51	\$18.43	\$19.33
Library Clerk Office Clerk IV	\$16.11	\$17.07	\$18.04	\$19.00	\$19.97	\$20.94
Librarian Assistant	\$22.94	\$24.32	\$25.69	\$27.07	\$28.45	\$29.82
Librarian Trainee	\$23.82	\$25.26	\$26.69	\$28.13	\$29.56	\$31.00
Librarian I	\$24.68	\$26.16	\$27.64	\$29.12	\$30.61	\$32.09

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 2019 for this employee group.