

Final 10/23/2020

SECTION 4 - INCREMENTS

Any employee to be entitled to an increment must have been in said employ for a continuous period of one (1) year and must appear on each and every payroll for at least six (6) days in each payroll period or be legally absent if he does not (such as the case of legitimately ill employee who has used up all his/her sick leave).

SECTION 5 - LONGEVITY

5	In the beginning of the 6 th , 7 th , 8 th , 9 th , 10 th year: \$900 per year	1,000	1,500
10	In the beginning of the 11 th , 12 th , 13 th , 14 th , 15 th year: \$1100 per year	1,300	1,800
15	In the beginning of the 16 th , 17 th , 18 th , 19 th , 20 th year: \$1350 per year	1,700	2,200
20	In the beginning of the 21 st , 22 nd , 23 rd , 24 th , 25 th year: \$1550 per year	2,200	2,700
25	In the beginning of the 26 th , 27 th , 28 th , 29 th , 30 th year: \$1700 per year	2,800	3,300
30	31 years and over - \$2100 per year	3,500	4,000

SECTION 6 - SNOW AND ICE INCENTIVE

Employees of the Department of Public Works (DPW staff on callout lists for winter storms, drivers, backup drivers, laborers, mechanics, foremen and dispatchers) and Recreation and Parking shall be eligible for a monetary incentive for responding to winter storm callouts between October 1 and April 30 of each year. In order to receive the incentive, an employee must be called five (5) or more times during the season. If the individual is called and does not answer his/her phone or refuses or fails to respond on two (2) consecutive occasions, that employee becomes ineligible for participation in the incentive plan. In order for the employee to be reinstated to eligibility, the employee must respond to two (2) subsequent consecutive callouts. Response payment shall not be added to base.

Employees shall be paid based upon the following response:

75-84%	\$400.00
85-94%	\$500.00
95%+	\$600.00

The Parking Supervisor, who receives on-call pay shall not be eligible for the Snow and Ice Incentive. Responses during a week when an employee is on-call shall not count towards the incentive.

This shall be a PILOT program and sunset on December 31, 2020 unless otherwise agreed.

SECTION 7 - PAY PERIODS**A. Employees Payroll Period**

The payroll period for employees of the various departments under the jurisdiction of the Department of Public Works Recreation Department and City Hall shall be bi-weekly, and pay warrants issued to said salaried employees shall be distributed



Amend the Management
Handbook re: longevity policy to mirror
The CESA proposal -