

VILLAGE OF POTSDAM

Civic Center - Park Street - P.O. Box 5168 - Potsdam, NY 13676

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AGREEMENT

Between **THE VILLAGE OF POTSDAM, NEW YORK** (hereinafter referred to as the "VILLAGE"), and

THE POTSDAM BRANCH OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION LOCAL 1000 AFSCME/AFL-CIO, (hereinafter referred to as the "ASSOCIATION").

WHEREAS, there currently exists between the VILLAGE and the ASSOCIATION a Contract for the period of time June 1st, 2006 through May 31st, 2011; and

WHEREAS, the person in the contract position of Chief Wastewater Operator retired in July 2003; and

WHEREAS, the VILLAGE desires to consolidate management functions among the water, sewer, and hydro plants (hereinafter referred to as the PLANTS); and

WHEREAS, the VILLAGE has created the position of Chief Water, Wastewater, and Hydro Plant Operator; and

WHEREAS the VILLAGE, in order to create an opportunity to further increase plant management effectiveness and workforce deployment effectiveness, desires to transition all plant operators to having both water and wastewater licenses and be able to work at the PLANTS, it is hereby

AGREED that the position of Chief Water, Wastewater and Hydro Plant Operator is included in the contract under ARTICLE I, Section 1 as a position not governed by the contract.

IT IS FURTHER AGREED that the VILLAGE will hire future PLANT operators (senior operators, operators and trainees, in the numbers and types the VILLAGE deems appropriate), under the condition of having or obtaining a valid New York State Commercial Drivers license (minimum Class B), a valid New York State Water Plant Operators license, and a valid New York State Wastewater Operator licenses (license grades as determined by VILLAGE and governing regulatory agency).

IT IS FURTHER AGREED that the VILLAGE will pay for or reimburse new operators for operator training and CDL training/NYS CDL physical examination if the VILLAGE hires new personnel who lack these credentials. VILLAGE provided training will be at locations and as scheduled by the VILLAGE.

IT IS FURTHER AGREED that if the VILLAGE has a reduction in operator staffing levels, that the water plant operators, wastewater plant operators, and dual licensed operators will be viewed as one unit, and staff reductions will be in order of reverse seniority.

IT IS FURTHER AGREED that future dual licensed employees will work at the PLANTS.

IT IS FURTHER AGREED to create the title, Water/Wastewater Plant Operator in the existing contract and establish the pay rate for this title as:

\$19.80 per hour effective 6/01/06;
\$20.49 per hour effective 6/01/07;
\$21.21 per hour effective 6/01/08;
\$21.95 per hour effective 6/01/09; and
\$22.72 per hour effective 6/01/10.

IT IS FURTHER AGREED that the VILLAGE will offer, but not require, training opportunities for single licensed operators to earn dual licenses so they can work at the PLANTS. Training will be offered only for one operator at a time, will be offered on a first come basis, and will be offered as Village training resources allow. Operators may obtain training on their own at their option and cost.

IT IS FURTHER AGREED that if existing operators take advantage of this training opportunity, they agree to work at the PLANTS as reasonably scheduled, and that they will be upgraded to the dual licensed title with the corresponding pay upgrade.

Dated: January 30, 2007

THE VILLAGE OF POTSDAM

CIVIL SERVICE EMPLOYEES ASSOCIATION

BY


Reinhold J. Tischler, Mayor

BY

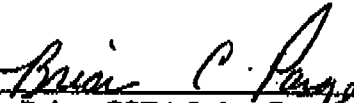

Brian Paige, CSEA Labor Representative

Exhibit A - Wage Schedule

Title	4.00%	+3.5%	+3.5%	+3.5%	+3.5%
	Rate Eff. 06/01/06	Rate Eff. 06/01/07	Rate Eff. 06/01/08	Rate Eff. 06/01/09	Rate Eff. 06/01/10
Supt of Public Works	\$26.12	\$27.04	\$27.99	\$28.97	\$29.98
Water Treatment Plant Operator II	\$24.39	\$25.24	\$26.13	\$27.04	\$27.99
Public Works Crewleader II	\$22.05	\$22.82	\$23.62	\$24.45	\$25.30
Public Works Crewleader I	\$21.69	\$22.45	\$23.24	\$24.05	\$24.89
Working Crewleader	\$19.27	\$19.95	\$20.64	\$21.37	\$22.11
Chief Wastewater Treatment Plant Operator	\$20.91	\$21.65	\$22.40	\$23.19	\$24.00
Meter Repairer II	\$20.07	\$20.77	\$21.50	\$22.25	\$23.03
Senior Wastewater Treatment Plant Operator	\$19.82	\$20.52	\$21.23	\$21.98	\$22.75
Senior Water Treatment Plant Operator	\$19.82	\$20.52	\$21.23	\$21.98	\$22.75
Head Motor Equipment Mechanic	\$19.27	\$19.95	\$20.64	\$21.37	\$22.11
Wastewater Treatment Plant Operator	\$19.27	\$19.95	\$20.64	\$21.37	\$22.11
Water Treatment Plant Operator I	\$19.27	\$19.95	\$20.64	\$21.37	\$22.11
Head Building Maintenance Worker	\$18.98	\$19.64	\$20.33	\$21.04	\$21.78
WTP & WWTP Operator Trainee	\$18.81	\$19.47	\$20.15	\$20.86	\$21.59
Water/Sewer Treatment Plant Mechanic	\$18.36	\$19.00	\$19.66	\$20.35	\$21.06
Auto Mechanic	\$17.60	\$18.21	\$18.85	\$19.51	\$20.19
Heavy Equipment Operator	\$17.19	\$17.79	\$18.42	\$19.06	\$19.73
Fire Driver	\$17.19	\$17.79	\$18.42	\$19.06	\$19.73
Building Maintenance Worker	\$16.45	\$17.03	\$17.62	\$18.24	\$18.88
Motor Equipment Operator	\$16.45	\$17.03	\$17.62	\$18.24	\$18.88
Meter Repairer I	\$16.45	\$17.03	\$17.62	\$18.24	\$18.88
Building Maintenance Helper	\$15.61	\$16.16	\$16.72	\$17.31	\$17.91
Laborer	\$15.17	\$15.70	\$16.25	\$16.82	\$17.41
Cleaner	\$13.49	\$13.96	\$14.45	\$14.96	\$15.48
Directory of Laboratory (add to hourly wage)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Senior Account Clerk	\$19.23	\$19.90	\$20.60	\$21.32	\$22.07
Senior Clerk	\$18.60	\$19.25	\$19.92	\$20.62	\$21.34
Village Tax Collector	\$18.40	\$19.04	\$19.71	\$20.40	\$21.11
Deputy Village Treasurer	\$17.21	\$17.81	\$18.44	\$19.08	\$19.75
Account Clerk	\$17.21	\$17.81	\$18.44	\$19.08	\$19.75
Cashier	\$16.66	\$17.24	\$17.85	\$18.47	\$19.12
Stenographer	\$16.57	\$17.15	\$17.75	\$18.37	\$19.01
Keyboard Specialist	\$15.69	\$16.24	\$16.81	\$17.40	\$18.01

EXHIBIT B - HOLIDAYS

	<u>HOLIDAY</u>	<u>OBSERVED DATE</u>	<u>NOTE</u>
1.	New Years Day	January 1 st	See note 1
2.	Martin Luther King Day	3 rd Monday in January	
3.	Presidents Day	3 rd Monday in February	
4.	Good Friday	Friday	See note 2
5.	Memorial Day	Last Monday in May	
6.	Independence Day	July 4 th	See note 1
7.	Labor Day	1 st Monday in September	
8.	Columbus Day	2 nd Monday in October	
9.	Veterans Day	November 11 th	See note 1
10.	Thanksgiving Day	4 th Thursday in November	
11.	Day after Thanksgiving Day		
12.	Christmas Day	December 25 th	

Note 1. - If a holiday falls on Saturday (Sunday), it will be observed on the previous Friday (following Monday).

Note 2. - Good Friday Dates

2007	4/6	2010	4/2	2013	3/29
2008	3/21	2011	4/22	2014	4/18
2009	4/10	2012	4/6	2015	4/3