

**Business of the Village Board
Village of Saranac Lake**

SUBJECT: Approve Teamster CBA Adjustment

DATE: 1-24-2022

DEPT OF ORIGIN: Village Manager

BILL # 11-2022

DATE SUBMITTED: _____

EXHIBITS: _____

APPROVED AS TO FORM:

Village Attorney

Village Administration

EXPENDITURE
REQUIRED

AMOUNT
BUDGETED

APPROPRIATION
REQUIRED:

Approve Teamster Collective Bargaining Agreement adjustment.

MOVED BY: Shapiro SECONDED BY: Little

VOTE ON ROLL CALL:

MAYOR RABIDEAU

TRUSTEE BRUNETTE

YES

TRUSTEE CATILLAZ

YES

TRUSTEE LITTLE

YES

TRUSTEE SHAPIRO

YES

1/13/2022

MEMORANDUM OF AGREEMENT

By and Between

Village of Saranac Lake

and

Teamsters Local 687

WHEREAS, the Village of Saranac Lake ("Village") and Teamsters Local 687 ("Teamsters") are signatories to a Collective Bargaining Agreement for the term June 1, 2017 through May 31, 2023; and

WHEREAS, in order to promote recruitment and retention within the bargaining unit, the parties agree, as set forth herein, to modify the previously agreed upon salary schedules contained in the Collective Bargaining Agreement.

NOW, AS AND FOR A MEMORANDUM OF AGREEMENT, the parties hereto agree as follows:

1. Effective February 10, 2022, the salary schedule for the term June 1, 2021 through May 31, 2022 shall be increased by \$2.00 per hour. The new salary schedule for the term February 10, 2022 through May 31, 2022 is annexed hereto as **Exhibit A**.
2. Annexed hereto as **Exhibit B** is the salary schedule for the term June 1, 2022 through May 31, 2023 reflecting the previously negotiated wage increases contained in the Collective Bargaining Agreement.
3. All other provisions of the Collective Bargaining Agreement shall remain unchanged.
4. This Memorandum of Agreement modifying the previously agreed upon salary schedules shall not create a past practice or precedent.

1/13/2022

Dated: January __, 2022

VILLAGE OF SARANAC LAKE

By: _____

Dated: January 18, 2022

TEAMSTERS LOCAL 687

By: *Jeri Smith*

By: _____

By: _____

EXHIBIT "A"

APPENDIX A (CONTINUED)

SALARY CHART - TEAMSTERS 687

2/10/22 - 5/31/22

JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4
	20	\$25.46	\$25.57	\$25.67	\$25.75
Head Mechanic	19	\$25.09	\$25.17	\$25.26	\$25.35
DPW Supervisor	18	\$24.65	\$24.73	\$24.82	\$24.93
	17	\$24.21	\$24.29	\$24.40	\$24.51
Fixed Asset	16	\$23.86	\$23.97	\$24.07	\$24.15
Principal Account Clerk	15	\$23.44	\$23.54	\$23.62	\$23.71
	14	\$23.03	\$23.12	\$23.22	\$23.31
Administrative Assistant Asst W/S Plant Op (Civil Service Title: Water/ Waste Water Treatment Plant Operator) Housing Rehab	13	\$22.69	\$22.68	\$22.77	\$22.87
Dispatcher Senior Account Clerk Gen Maint Man (Civil Service Title: General Maintenance)	12	\$22.21	\$22.30	\$22.41	\$22.50
Administrative Aide Asst W/S Pl Op Tr HEO	11	\$21.79	\$21.90	\$22.00	\$22.08
Account Clerk Mechanic Ski Hill Manager	10	\$21.40	\$21.48	\$21.58	\$21.66
W/S Maint Person (Civil Service Title: Water/Waste Water Maintenance Worker)	9	\$21.03	\$21.11	\$21.21	\$21.30
MEO WWTP Maint Person	8	\$20.58	\$20.68	\$20.77	\$20.89
Clerk Carpenter Section 8 HAP	6	\$19.79	\$19.88	\$19.97	\$20.06
W/S Helper	5	\$19.38	\$19.47	\$19.57	\$19.65
	4	\$18.94	\$19.04	\$19.13	\$19.23
Custodian Laborer	3	\$18.65	\$18.65	\$18.76	\$18.85
	2	\$18.17	\$18.28	\$18.38	\$18.46
	1	\$17.80	\$17.88	\$17.97	\$18.07
Head Fire Driver		\$52,268.75	\$52,416.91	\$52,575.10	\$52,733.26
Fire Driver		\$48,626.89	\$48,785.08	\$48,943.25	\$49,101.42
Salary divided by 3504 hours to get hourly wage.					
Increases are calculated at 2% + \$.17 for each Step per Teamsters Agreement					

EXHIBIT "B"

APPENDIX A (CONTINUED)

SALARY CHART – TEAMSTERS 687

6/1/22 - 5/31/23

JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4
	20	\$26.17	\$26.26	\$26.38	\$26.47
Head Mechanic	19	\$25.79	\$25.87	\$25.97	\$26.06
DPW Supervisor	18	\$25.34	\$25.42	\$25.52	\$25.63
	17	\$24.89	\$24.98	\$25.09	\$25.20
Fixed Asset	16	\$24.54	\$24.65	\$24.75	\$24.83
Principal Account Clerk	15	\$24.11	\$24.21	\$24.29	\$24.38
	14	\$23.69	\$23.78	\$23.88	\$23.98
Administrative Assistant Asst W/S Plant Op (Civil Service Title: Water/ Waste Water Treatment Plant Operator) Housing Rehab	13	\$23.24	\$23.33	\$23.43	\$23.53
Dispatcher Senior Account Clerk Gen Maint Man (Civil Service Title: General Maintenance)	12	\$22.85	\$22.95	\$23.06	\$23.15
Administrative Aide Asst W/S Pl Op Tr HEO	11	\$22.43	\$22.54	\$22.64	\$22.72
Account Clerk Mechanic Ski Hill Manager	10	\$22.03	\$22.11	\$22.21	\$22.29
W/S Maint Person (Civil Service Title: Water/Waste Water Maintenance Worker)	9	\$21.65	\$21.73	\$21.83	\$21.93
MEO WWTP Maint Person	8	\$21.19	\$21.29	\$21.39	\$21.51
Clerk	7	\$20.78	\$20.89	\$20.99	\$21.09
Carpenter Section 8 HAP	6	\$20.39	\$20.48	\$20.57	\$20.66
W/S Halper	5	\$19.97	\$20.06	\$20.16	\$20.24
	4	\$19.52	\$19.62	\$19.71	\$19.81
Custodian Laborer	3	\$19.12	\$19.22	\$19.34	\$19.43
	2	\$18.73	\$18.85	\$18.95	\$19.03
	1	\$18.38	\$18.44	\$18.53	\$18.63
Head Fire Driver		\$54,004.73	\$54,166.05	\$54,327.40	\$54,488.73
Fire Driver		\$50,300.23	\$50,461.58	\$50,622.92	\$50,784.25
Salary divided by 3504 hours to get hourly wage					
Increases are calculated at 2% + \$.20 for each Step per Teamsters Agreement					