

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

BILL #186-2026

SUBJECT: Approve Appendix A

FOR AGENDA: 10/13/2026

DEPT OF ORIGIN: Village Manager

DATE SUBMITTED: 10/05/2026

Resolution to approve Appendix A to Teamsters Local 687 memorandum of agreement.

MOVED BY: Ryan SECONDED BY: Trudeau

VOTE ON ROLL CALL:

TRUSTEE RYAN	<u>Yes</u>
TRUSTEE WHITE	<u>Yes</u>
TRUSTEE EVANS	<u>Yes</u>
TRUSTEE TRUDEAU	<u>Yes</u>
MAYOR BRUNETTE	<u>Absent</u>

APPROVE APPENDIX A TO TEAMSTERS LOCAL 687 MEMORANDUM OF AGREEMENT

WHEREAS, in 2022 the Village of Saranac Lake recognized its Code Enforcement Officers as members of Teamsters Local 687 and agreed to their inclusion in the collective bargaining agreement; and

WHEREAS, the March 25, 2022 Memorandum of Agreement between the Village of Saranac Lake and Teamsters Local 687 provided that the job title "Code Enforcement Officer" would be added to the list of job titles in Appendix A of the collective bargaining agreement; and

WHEREAS, the parties wish to formally reflect the position in Appendix A of the current collective bargaining agreement.

NOW, THEREFORE, the Village of Saranac Lake and Teamsters Local 687 agree as follows:

The job title Code Enforcement Official shall be included in Appendix A of the current collective bargaining agreement at Grade 16.

The Code Enforcement Official shall be subject to the wages, step schedule, and other terms and conditions applicable under the collective bargaining agreement.

This Memorandum of Agreement confirms and carries forward the parties' 2022 agreement recognizing the Code Enforcement position within the Teamsters Local 687 bargaining unit.

Except as specifically provided herein, all other terms and conditions of the collective bargaining agreement remain unchanged and in full force and effect.

TEAMSTERS LOCAL 687

By: _____

Date: _____

VILLAGE OF SARANAC LAKE

By: _____

Date: _____

APPENDIX A

SALARY CHART – TEAMSTERS 687

6/1/25 - 5/31/26

JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4
	20	\$30.29	\$30.43	\$30.53	\$30.62
Head Mechanic	19	\$29.91	\$29.99	\$30.09	\$30.18
DPW Supervisor Ski Area Manager	18	\$29.43	\$29.51	\$29.61	\$29.72
	17	\$28.95	\$29.04	\$29.15	\$29.26
Fixed Asset Code Official	16	\$28.57	\$28.68	\$28.81	\$28.89
Principal Account Clerk	15	\$28.11	\$28.21	\$28.32	\$28.41
	14	\$27.66	\$27.78	\$27.88	\$27.98
Administrative Assistant Asst W/S Plant Op (Civil Service Title: Water/ Waste Water Treatment Plant Operator) Housing Rehab	13	\$27.18	\$27.30	\$27.40	\$27.50
Dispatcher Senior Account Clerk Gen Maint Man (Civil Service Title: General Maintenance)	12	\$26.79	\$26.89	\$27.00	\$27.09
Administrative Aide Asst W/S Pl Op Tr HEO	11	\$26.34	\$26.45	\$26.55	\$26.63
Account Clerk Mechanic	10	\$25.91	\$25.99	\$26.09	\$26.19
W/S Maint Person (Civil Service Title: Water/Waste Water Maintenance Worker)	9	\$25.50	\$25.58	\$25.70	\$25.81
MEO WWTP Maint Person	8	\$25.01	\$25.12	\$25.24	\$25.36
Clerk	7	\$24.58	\$24.71	\$24.81	\$24.91
Carpenter Section 8 HAP	6	\$24.17	\$24.27	\$24.36	\$24.45
W/S Helper	5	\$23.73	\$23.82	\$23.92	\$24.00
	4	\$23.25	\$23.35	\$23.44	\$23.55
Custodian Laborer	3	\$22.82	\$22.92	\$23.05	\$23.15
	2	\$22.40	\$22.53	\$22.64	\$22.73
	1	\$22.01	\$22.10	\$22.20	\$22.30
Head Fire Driver		\$ 66,177.49	\$ 66,348.68	\$ 6 6,519.91	\$ 66,691.11

Fire Driver		\$ 62,246.24	\$ 62,417.47	\$ 6 2,588.69	\$ 62,759.89
Salary divided by 3504 hours to get hourly wage					
INITIAL \$2.00 WITHOUT 3% INCREASE					

APPENDIX A (CONTINUED)

SALARY CHART – TEAMSTERS 687 6/1/26 - 5/31/27					
JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4
	20	\$31.20	\$31.34	\$31.45	\$31.54
Head Mechanic	19	\$30.80	\$30.89	\$30.99	\$31.09
DPW Supervisor Ski Area Manager	18	\$30.31	\$30.39	\$30.50	\$30.62
	17	\$29.82	\$29.91	\$30.03	\$30.14
Fixed Asset Code Official	16	\$29.43	\$29.54	\$29.67	\$29.75
Principal Account Clerk	15	\$28.96	\$29.06	\$29.17	\$29.26
	14	\$28.49	\$28.61	\$28.71	\$28.82
Administrative Assistant Asst W/S Plant Op (Civil Service Title: Water/ Waste Water Treatment Plant Operator) Housing Rehab	13	\$28.00	\$28.11	\$28.22	\$28.33
Dispatcher Senior Account Clerk Gen Maint Man (Civil Service Title: General Maintenance)	12	\$27.59	\$27.69	\$27.81	\$27.90
Administrative Aide Asst W/S Pl Op Tr HEO	11	\$27.13	\$27.24	\$27.35	\$27.43
Account Clerk Mechanic	10	\$26.69	\$26.77	\$26.88	\$26.98
W/S Maint Person (Civil Service Title: Water/Waste Water Maintenance Worker)	9	\$26.27	\$26.35	\$26.48	\$26.58
MEO WWTP Maint Person	8	\$25.76	\$25.88	\$25.99	\$26.12
Clerk	7	\$25.32	\$25.45	\$25.55	\$25.66
Carpenter Section 8 HAP	6	\$24.90	\$24.99	\$25.09	\$25.18

W/S Helper	5	\$24.44	\$24.53	\$24.64	\$24.72
	4	\$23.94	\$24.05	\$24.14	\$24.26
Custodian Laborer	3	\$23.50	\$23.61	\$23.74	\$23.85
	2	\$23.07	\$23.21	\$23.32	\$23.41
	1	\$22.67	\$22.77	\$22.86	\$22.97
Head Fire Driver		\$68,162.81	\$68,339.14	\$68,515.51	\$68,691.84
Fire Driver		\$64,113.63	\$64,289.99	\$64,466.35	\$64,642.69
Salary divided by 3504 hours to get hourly wage					
3% INCREASE					

APPENDIX A (CONTINUED)

SALARY CHART – TEAMSTERS 687					
6/1/27 - 5/31/28					
JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4
	20	\$32.14	\$32.28	\$32.39	\$32.49
Head Mechanic	19	\$31.73	\$31.82	\$31.92	\$32.02
DPW Supervisor Ski Area Manager	18	\$31.22	\$31.31	\$31.41	\$31.53
	17	\$30.71	\$30.81	\$30.93	\$31.05
Fixed Asset Code Official	16	\$30.31	\$30.43	\$30.56	\$30.65
Principal Account Clerk	15	\$29.82	\$29.93	\$30.04	\$30.14
	14	\$29.35	\$29.47	\$29.58	\$29.68
Administrative Assistant Asst W/S Plant Op (Civil Service Title: Water/ Waste Water Treatment Plant Operator) Housing Rehab	13	\$28.84	\$28.96	\$29.07	\$29.17
Dispatcher Senior Account Clerk Gen Maint Man (Civil Service Title: General Maintenance)	12	\$28.42	\$28.53	\$28.64	\$28.74

Administrative Aide Asst W/S Pl Op Tr HEO	11	\$27.94	\$28.06	\$28.17	\$28.25
Account Clerk Mechanic	10	\$27.49	\$27.57	\$27.68	\$27.79
W/S Maint Person (Civil Service Title: Water/Waste Water Maintenance Worker)	9	\$27.05	\$27.14	\$27.27	\$27.38
MEO WWTP Maint Person	8	\$26.53	\$26.65	\$26.77	\$26.90
Clerk	7	\$26.08	\$26.21	\$26.32	\$26.43
Carpenter Section 8 HAP	6	\$25.65	\$25.74	\$25.84	\$25.94
W/S Helper	5	\$25.17	\$25.27	\$25.38	\$25.46
	4	\$24.66	\$24.77	\$24.87	\$24.99
Custodian Laborer	3	\$24.21	\$24.32	\$24.46	\$24.56
	2	\$23.76	\$23.90	\$24.02	\$24.11
	1	\$23.35	\$23.45	\$23.55	\$23.66
Head Fire Driver		\$70,207.69	\$70,389.32	\$70,570.97	\$70,752.60
Fire Driver		\$66,037.04	\$66,218.69	\$66,400.34	\$66,581.97
Salary divided by 3504 hours to get hourly wage					
3% INCREASE					

APPENDIX A (CONTINUED)

SALARY CHART – TEAMSTERS 687					
6/1/28 - 5/31/29					
JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4
	20	\$33.10	\$33.25	\$33.36	\$33.46
Head Mechanic	19	\$32.68	\$32.77	\$32.88	\$32.98
DPW Supervisor Ski Area Manager	18	\$32.16	\$32.25	\$32.36	\$32.48
	17	\$31.63	\$31.73	\$31.86	\$31.98
Fixed Asset	16	\$31.22	\$31.34	\$31.48	\$31.57

Principal Account Clerk	15	\$30.72	\$30.83	\$30.94	\$31.04
	14	\$30.23	\$30.35	\$30.46	\$30.57
Administrative Assistant Asst W/S Plant Op (Civil Service Title: Water/ Waste Water Treatment Plant Operator) Housing Rehab	13	\$29.70	\$29.83	\$29.94	\$30.05
Dispatcher Senior Account Clerk Gen Maint Man (Civil Service Title: General Maintenance)	12	\$29.27	\$29.38	\$29.50	\$29.60
Administrative Aide Asst W/S Pl Op Tr HEO	11	\$28.78	\$28.90	\$29.01	\$29.10
Account Clerk Mechanic	10	\$28.31	\$28.40	\$28.51	\$28.62
W/S Maint Person (Civil Service Title: Water/Waste Water Maintenance Worker)	9	\$27.87	\$27.95	\$28.09	\$28.20
MEO WWTP Maint Person	8	\$27.33	\$27.45	\$27.58	\$27.71
Clerk	7	\$26.86	\$27.00	\$27.11	\$27.22
Carpenter Section 8 HAP	6	\$26.42	\$26.52	\$26.62	\$26.72
W/S Helper	5	\$25.93	\$26.03	\$26.14	\$26.23
	4	\$25.40	\$25.51	\$25.61	\$25.74
Custodian Laborer	3	\$24.93	\$25.05	\$25.19	\$25.30
	2	\$24.48	\$24.62	\$24.74	\$24.83
	1	\$24.05	\$24.15	\$24.25	\$24.37
Head Fire Driver		\$72,313.93	\$72,501.00	\$72,688.10	\$72,875.17
Fire Driver		\$68,018.15	\$68,205.25	\$68,392.35	\$68,579.43
Salary divided by 3504 hours to get hourly wage					
3% INCREASE					