

Adopted

October 15, 1996

TOWN OF RIVERHEAD

Resolution # 790

RATIFIES AND APPROVES STIPULATION OF AGREEMENT

COUNCILMAN PRUSINOWSKI

offered the following resolution

which was seconded by COUNCILMAN LULL

RESOLVED, that the Town Board hereby ratifies and approves the provisions of the stipulation of agreement by and between the Civil Service Employees Association and the Town of Riverhead dated August 2, 1996; and

BE IT FURTHER, RESOLVED, that the Town Clerk be and is hereby directed to forward a certified copy of this resolution to CSEA President James Divan, Rains & Pogrebin, P.C. and the Office of Accounting.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

STIPULATION OF AGREEMENT, made and entered into this 2nd day of August 1996, by and between the negotiating committees for the Town of Riverhead ("the Town") and the CSEA, Local 1000, AFSCME, AFL-CIO, Town of Riverhead Unit of Suffolk Local 852 ("the CSEA").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to the one that expired on December 31, 1995; and

WHEREAS, the parties have arrived at a tentative agreement;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate and agree as follows:

1. The provisions of this Stipulation are subject to ratification by the CSEA's membership and ratification and approval by the Town Board.
2. The signatories below agree to recommend this Stipulation for ratification/approval.
3. A copy of this original document has been provided to representatives of the Town and the CSEA.
4. All proposals not contained herein made by either party during the course of negotiations shall be deemed dropped.
5. The provisions of the new Agreement shall be as per the attached draft contract.
6. Wages (Article XIV(2-4)). Effective and retroactive to 1/1/96, each step on the salary schedules shall be increased by 4.0%, as per the attached schedules. These

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schedules shall include 2 new steps at the top of the schedule. Effective 1/1/97, each step on the salary schedules shall be increased by an additional 3.0%, as per the attached schedules.

7. Clothing Allowance (Article XII(6)(B)). Effective and retroactive to 1/1/96, \$50 increase (to \$150). Effective 1/1/97, \$50 increase (to \$200).

8. Health Insurance (Article X(1)(1st ¶, 1st and 2d sentences)). Effective 7/1/97, revise to read: "The Town shall pay, on behalf of all full-time employees, the cost of either the individual or family plan for hospitalization under the Riverhead Town Hospitalization Plan:

0-8 years of completed Town service: 75% of the premium rates for the Empire Core plus Enhancements plan. The employee will be expected to pay the difference as a payroll deduction.

More than 8 years of completed Town service: 100% of the premium rates for the Town's Plan."

9. Health Insurance (Article X(5)(2d sentence)). Effective 7/1/97, revise to read: "The Town will continue to pay the cost of the hospitalization plan as follows:

0-8 years of completed Town service: 75% of the rate set forth by the New York State Civil Service Department.

More than 8 years of completed Town service: 100% of the rate set forth by the New York State Civil Service Department."

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10. Summer Hours (Article III(1)). Effective 7/1/97, all references to reduced work hours during the summer shall be deleted.

11. Recognition Clause (Article II(1)). Effective and retroactive to 1/1/96, conform the first 4 lines to practice by revising to read: "The Town recognizes the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO, Riverhead Unit of Suffolk Local #852 as the sole and exclusive representative for all full-time employees, and regular part-time employees who, after 12 months' continuous service and both during and after the 12 month period, work a minimum of 10 hours per week, of the Town, except elected"

12. Safety Incentive Bonus (NEW). "Effective 9/1/96, in the event that any group of departments, as defined below, have an accident-free year (through and including 12/31/96) that results in no workers' compensation claims being filed, each full-time employee in that group(s) on the payroll and not on a leave of absence at the end of the year will be awarded \$25. Effective 1/1/97, the period shall be defined by the calendar year and the award shall be increased to \$100 per eligible employee.

a. Highway Department; Refuse & Garbage District.

b. Town Hall I (Town Clerk's Office; Tax

Receiver's Office; Assessor's Office; Accounting Department; Community Development Department; Planning Department).

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c. Town Hall II (Engineering Department; Building Department; Senior Citizen Program Department; Town Attorney; Shared Services; Supervisor's Office; Recreation Department; Justice Court; Police Department).

d. Sewer District; Water District; Joint Scavenger District.

e. Buildings & Grounds; Street Lighting; Municipal Garage; Public Parking District; Dog Control."

13. Comp. Time (Article XIV(8)). Effective 1/1/97, revise the second sentence to read, "Employees shall be eligible to accumulate compensatory time up to the FLSA cap (currently 240 hours)."

14. Health and Dental Insurance Buy Backs (Article X(1)(2d ¶, (3)). Effective 1/1/97, the buy back amounts shall be revised as follows. Health: If the employee drops family to no coverage: \$1650; if the employees drops from family to individual coverage: \$900; if the employee drops from individual to no coverage: \$750. Dental: if the employee drops from family to no coverage: \$230; if the employee drops from family to individual coverage: \$150; if the employee drops from individual to no coverage: \$80.

15. Retirement Incentive (NEW). Notwithstanding any other provision of the Agreement to the contrary, any employee vesting and retiring into the retirement system on or after 8/1/96 and on or before 12/31/96 shall be paid 100% of his/her accumulated sick leave as of the date of retirement.

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16. Employee of the Quarter. Effective and retroactive to 8/1/96, the employee selected as Employee of the

Quarter and/or Year by the Labor-Management Committee shall be awarded 1 additional vacation day.

FOR THE TOWN:

[Handwritten signature]

FOR THE CSEA:

[Handwritten signature]
Stanley G. Carey

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[Handwritten signature]

3. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL

ARTICLE II

RECOGNITION

1. ~~The Town recognizes the Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Riverhead Unit of the Suffolk Local #852, as the sole and exclusive representative for all employees of the Town, except elected and appointed public officers, department heads, confidential employees including Secretary to the Town Supervisor, Assistant to the Town Supervisor, Secretary to the Town Attorney, Secretarial Assistant to the Town Board, and Secretary to the Highway Superintendent, Assistant Water District Superintendent and employees represented by the Riverhead Policemen's Benevolent Association and the Riverhead Superior Officers Benevolent Association. Such recognition is for the period of this contract or extensions thereof. Such recognition is for the purpose of collective bargaining and employee labor relations as the same are defined in the New York State Civil Service Law.~~

2. The Suffolk Local CSEA and the Riverhead Unit of said Local affirms that it does not assert the right to strike against the Town, to assist or participate in any such strike, picket, job action, or any work slowdown, or to impose an obligation upon its members to conduct or to participate in such strike.

3. The Town recognizes the right of the employees to designate the Unit President or his/her designee and/or Unit Vice President to appear on their behalf to discuss salaries, working conditions, grievances, and disputes relative to the terms and the conditions of this agreement and to visit employees during working hours. The parties mutually agree that the time the Unit President or his/her designee and/or Unit Vice President spends away from his/her job duties shall be devoted to the prompt handling of legitimate grievances and the Unit President or his/her designee and/or Unit Vice President will work at his/her assigned job duties at all times except when necessary to leave his/her work to handle grievances as provided herein. In addition, the Unit President's or his/her designee and/or Unit Vice President's activities shall not disrupt the orderly and smooth operation of Town government.

The Town recognizes the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO, Riverhead Unit of Suffolk Local #852 as the sole and exclusive representative for all full-time employees, and regular part-time employees who, after 12 months' continuous service and both during and after the 12 month period, work a minimum of 10 hours per week, of the Town, except elected

4. The Town will make available Town facilities for CSEA meetings upon notice and approval of the Town Supervisor and/or his/her designee.

5. ~~Effective January 1, 1994~~ ^T The Town will supply to the Unit President a list of all employees in the bargaining unit, showing the employee's full name, job title, department, membership status, insurance deduction and first date of employment. This information will be provided to the President on an annual basis.

6. ~~Effective January 1, 1994~~ ^T The Civil Service Employees Association, Inc., shall have exclusive rights to payroll deduction of dues and union sponsored insurance and benefit program premiums for unit members. Such dues and premiums shall be remitted to the Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210 on a payroll basis. The CSEA shall indemnify and save and hold the Town and any and all of its employees, representatives, officers and/or members of the Town Board (collectively "employees") harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken or not taken by the Town or any of its employees for the purpose of complying with the agency fee, dues and premiums deduction provisions of this Agreement and/or State Law. In addition, the CSEA shall reimburse the Town for any and all legal expenses associated with the defense of any such claim, demand or suit.

ARTICLE III

HOURS OF WORK

1. Basic Work Week

a. The basic work week for all "Administrative", "Clerical and Supervisory" employees shall be thirty-five (35) hours, except during July and August, when it shall be thirty-one (31) hours with the full day being at the start of the work week. During the remaining days of each week of July and/or August the hours of work may, at the discretion of the Town Board, be staggered. (e.g., An employee who typically works Monday through Friday, seven (7) hours a day, would work during July and August a full seven (7) hours Monday and work six (6) hours Tuesday through Friday.)

Effective 7/1/97,

all references to reduced work hours during the summer shall be

deleted.

b. The basic work week for "Operational and Technical" employees shall be forty (40) hours, except during July and August, when it shall be thirty-six (36) hours with the full day being at the start of the work week. (e.g., An employee who typically works Monday through Friday, eight (8) hours a day, would work during July and August a full eight (8) hours Monday and work seven (7) hours Tuesday through Friday.) However, during July and/or August, the basic work week and work day may be varied by the Town Board to thirty-eight (38) hours per week. The increase over thirty-six (36) hours to be at the commencement of shifts. The thirty-eight (38) hour reduced work schedule shall include July and August and two other months to be determined by the Town Board, upon two (2) weeks notice.

c. The basic work week for Sewer and Water personnel may be varied at Town Board discretion but at no time shall the two-week pay period accumulated hours be less than eighty (80) hours, except during the months of July and August when the two-week pay period shall not be less than seventy-two (72) hours.

d. The basic work week for Sanitation personnel may vary at Town Board discretion but at no time shall the two-week pay period accumulated hours be less than seventy three and one half (73.5) hours. The summer hours enjoyed by other employees may be granted during the winter months with the approval by the Town Board.

e. The basic work day for "Public Safety Dispatcher" employees shall be eight (8) hours except during July and August, where only the first tour each week shall remain at eight (8) hours and the remaining days of the tour shall be seven (7) hours. The work year shall consist of 255 days.

f. Lunch period for the above classes of employees is not considered part of the working day.

g. The work week for regular, part-time employees shall not exceed twenty (20) hours for noncompetitive positions and seventeen and a half (17.5) hours for competitive positions exclusive of lunch periods. Part-time employees become regular, part-time employees after twelve (12) month continuous service and both during the twelve (12) month period and after must work a minimum of ten (10) hours per week.

2. Overtime - All permanent, full-time employees shall be compensated for hours worked in excess of the work day at time and one-half.

Effective 7/1/97,

all references to reduced work hours during the summer shall be deleted.

3. Holidays - Holidays are to be as follows:

New Year's Day	Independence Day
Martin Luther King's Birthday	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Election Day
Memorial Day	Thanksgiving Day
Veteran's Day	Christmas Day
Good Friday or Easter Sunday	

If any of these holidays fall on Sunday, except for Easter Sunday, the following Monday shall be observed. If the holiday falls on Saturday, the preceding Friday shall be observed. Employees who are required to work on these holidays will receive compensation at the rate of time and one-half for all hours worked, in addition to their regular holiday pay.

4. Personal Leave

a. Thirty-five (35) hours of personal leave for "Administrative" and "Clerical and Supervisory" employees and forty (40) hours of personal leave for "Operational and Technical" and "Public Safety Dispatchers" shall accrue to each employee during each calendar year (January 1 to December 31) on the basis of his/her employment anniversary as set forth in the following subparagraph.

b. For the purpose of this paragraph, all employees shall be deemed to have the same employment anniversary date, to wit: January 1st. An employee appointed during the first six (6) months of a year (January 1st to June 30th) shall be deemed to have been hired on January 1st of that year. An employee appointed during the second six (6) months of a year (July 1st to December 31st) shall be deemed to have been hired on January 1st of the year subsequent to his/her appointment. Employees hired in the second six (6) months of a year shall not be entitled to five (5) days for the balance of that subsequent calendar year.

c. Regular, part-time employees are not entitled to personal leave.

d. Personal leave may be accumulated with a maximum accumulation of one hundred and five (105) hours for "Administrative" and "Clerical and Supervisory" employees and one hundred and twenty (120) hours for "Operational and Technical" and "Public Safety Dispatchers". At no point in time may an employee's accumulation exceed the maximum accumulation. Unused personal leave may not be converted to sick time.

e. Personal leave shall not be used for the purpose of vacation, holidays, or extensions thereof, or for extension of weekends.

f. Personal leave must be approved by the Department Head and the employee must request such leave at least forty eight (48) hours in advance unless the personal leave is deemed to be an emergency of which the employee had no prior knowledge. An employee absent due to emergency personal leave must notify his/her supervisor of such absence within the first half hour of his/her working day or shift. Failure to notify his/her supervisor of his/her absence will result in loss of pay for the day's absence.

5. Parentage Leave

An employee, with one (1) year's employment, may be granted a leave of absence without pay not to exceed twelve months, without extension, during a twenty-one month window, from nine months before the expected birth or adoption to twelve months after the birth or adoption. This leave shall apply equally to both mother and father of the child but may not apply to a provisional employee (Civil Service Requirements). The employee shall be reinstated in the same or comparable position.

6. Funeral Leave

a. Permanent full-time annual salaried employees shall be entitled, without charge against accumulated vacation, sick leave and personal leave, to funeral leave.

b. Employees shall be entitled to four (4) consecutive working days' leave of absence computed either from the day of death or the day following death at the Employee's option, for death of Employee's spouse, child (including adopted children), father, mother, brother, sister, parents-in-law, grandparents-in-law, grandparents, grandchildren, daughter-in-law, son-in-law, brother-in-law, sister-in-law or stepchild.

c. Inclusion of any other members of family shall not be permitted for funeral leave.

7. Military Leave

Military Leaves of absence shall be granted in accordance with law.

8. Jury Service

Employees will be paid their regular salary minus jury duty fees while performing jury service upon documentary proof being filed with the Town Supervisor. Travel allowance of mileage compensation checks for jury service are to be retained by the employee. Employees shall request that they be placed "on call" for jury service, where available.

9. Court Appearance

Absence of any employee by reason of appearance as a defendant, or witness in any court action involving the Town will be approved by the Town Supervisor for the number of days necessary. Employees shall not lose any salary therefore.

10. Miscellaneous

If, in the sole discretion of the Town Board, employees of the Town receive time off for days of national mourning or other specified days, or parts of days, such as, but not limited to days off because of adverse weather conditions, those employees who are required to work their regular hours of work shall not receive additional compensation for those regular hours worked, but shall be compensated at their regular rates of pay.

ARTICLE IV

VACATIONS

1. For the purpose of this article, all employees shall be deemed to have the same employment anniversary date, to wit: January 1st. An employee appointed during the first six (6) months of a year (January 1st to June 30th) shall be deemed to have been hired on January 1st of that year. An employee appointed during the second six (6) months of year (July 1st to December 31st) shall be deemed to have been hired on January 1st of the year subsequent to his/her appointment. Employees hired in the second six (6) months of year, shall not be entitled to any vacation until July 1 of the year subsequent to their employment.

2. Permanent full-time employees of the Town shall be entitled to annual (January 1 to December 31) vacations, computed on the basis set forth in paragraph 1 (previous page) above, as follows:

	"Administrative" "Clerical & Supervisory"	"Operational" "Technical" & "PSD's"
a. Until completion of six (6) months continuous service.....	-0- hrs.	-0- hrs.
b. After completion of six (6) months continuous service until completion of one (1) year's continuous service.....	35 hrs.	40 hrs.
c. After one (1) year's continuous service.....	70 hrs.	80 hrs.
NOTE: In no event shall any employee with less than the completion of seven (7) years' continuous service receive more than ten (10) working days vacation in any one (1) calendar year (January 1 to December 31), except in those cases where employees are carrying over vacation days per Article IV, Section 6.		
d. After seven (7) years' continuous service.....	105 hrs.	120 hrs.
e. After twelve (12) years' continuous service.....	140 hrs.	160 hrs.
f. After fifteen (15) years' continuous service.....	175 hrs.	200 hrs.

Regular, part-time employees shall be given one (1) day's vacation for every twenty (20) full days worked in the calendar year, after one (1) year of service.

3. Employees, upon request, shall be paid their vacation pay prior to the vacation, providing they shall have given three (3) weeks notice to the Supervisor.

4. Upon retirement or termination of service, except for cause, employees shall be compensated, in cash, for any accumulated vacation.

5. It shall be the duty of the department heads to schedule vacations with the cooperation of the various employees of the department, and such department head shall notify employees of vacation time assigned and approve such vacation time four (4) weeks in advance of the time designated for the employee's vacation.

6. With the approval of the Personnel Committee, and on notice of the Town Supervisor, prior to September 1st, an employee may carry over any unused vacation hours from one (1) year into the following year, but in no event shall an employee whose title is found on the "Administrative" or "Clerical and Supervisory" salary schedules carry over more than one hundred and five (105) vacation hours from one year to the next and an employee whose title is found on the "Operational and Technical" or "Public Safety Dispatchers" salary schedules carry over more than one hundred twenty (120) vacation hours from one year to the next.

7. In case of catastrophic family illness, an employee may be granted an advance of the next year's vacation time to be used during the current year if the employee has sufficient accumulated sick time to serve as collateral and upon approval of the Town Board.

8. ~~Effective January 1, 1999,~~ Each employee will be entitled to sell back to the Town up to two (2) weeks of the following year's vacation time at the employee's option, pursuant to the same procedures as are described in Article V (7) for the reduction of sick time, excluding the requirements of a minimum and maximum number of banked days.

Article V

SICK LEAVE

1. Sick leave is absence necessitated by illness or other physical disability of the employee. Sick leave will be accumulated at the rate of one and one-quarter (1 1/4) days per month (fifteen (15) days per year), total accumulated sick leave of two hundred ten days (210) days. After two hundred ten (210) days, additional paid sick leave may be granted in the sole discretion of the Town Board by resolution. Sick pay will not be paid to an employee during the first six (6) months' employment.

a. Regular, part-time employees will be paid sick leave at the rate of one (1) day for every forty (40) days worked in any one (1) year, or total accumulated sick leave of sixty (60) days.

b. In order to receive sick leave, all employees shall, when absent because of sickness for more than three (3) days, furnish the Town Supervisor with a medical certificate. Failure to furnish a medical certificate will result in loss of pay for absent days.

c. An employee absent on sick leave for fewer than three (3) days shall notify his/her supervisor of such absence within the first half hour of his/her working day or shift. Failure to notify his/her supervisor of his/her absence, due to sickness, will result in loss of pay for the days absent.

d. The Town Board, in its discretion, may request a physical examination of the employee before his/her return to work.

2. An employee, or his/her legal representative, upon retirement, resignation or death, is entitled to cash payment for accumulated sick leave, shall be paid in a lump sum the value of his/her accumulated and unused sick leave to the extent of seventy-five (75%) percent of the first two hundred (200) days thereof, or a total of one hundred fifty (150) working days.

3. An employee who falls ill while on vacation, upon presentation of a medical certificate certifying the employee was ill for three (3) days or more during his/her vacation, may charge this illness to sick leave upon proper notification to the Town Supervisor.

4. The parties mutually agree that excessive absenteeism due to abuse of sick leave should be discouraged. Therefore, the Town may request a doctor's certificate from chronic abusers of sick leave (e.g., numerous illness absences - even though the employee has accumulated sick leave), regardless of the length of the illness. Any employee submitting a claim based on a false statement, or covering a period during which the employee was not actually disabled, will be considered as abusing the sick leave provision. Employees who abuse the sick leave provision shall be subject to disciplinary action.

5. Employees reporting for duty and becoming sick, who are sent home by the department supervisor, shall receive a full day's pay for that day.

6. Prior to appointment, the Town may require a pre-employment physical selected by the Town and paid by the

7. An employee may elect to reduce the sick time accrued under Paragraph (1) by filing a written election with the Town Supervisor before September 1st, in the form provided by the Town, for payment to be made in the last week in January of the following year. Buy-out shall be in lots of 25 sick days. No buy-out shall be permitted unless at the time of election the employee has accumulated at least 125 sick days. The minimum number of sick days may not fall below fifty (50) days. The rate of pay shall be calculated at the time of payment, and an employee who elects this option may not receive an amount in excess of what he/she would receive upon severance.

An employee having made this election has agreed that the maximum sick leave payable to said employee during his/her employment or upon his/her retirement shall be two hundred (200) days. Any payments made prior to retirement shall be deducted from the gross number of days that may be paid to an employee at retirement. An employee who has "bought-out" sick leave during his/her career shall be permitted to re-accumulate sick days to a maximum of 210 days but shall not be permitted to re-accumulate for payment purposes and said additional days representing days already "bought-out" may be taken for sick time purposes only. An employee who has made this election will not, under any circumstances, be granted additional sick time by the Town Board if total accumulated sick leave is not sufficient for the employee's future needs.

ARTICLE VI

SENIORITY

1. Competitive Class Layoff and rehiring rights shall be governed by Civil Service Law Sections 80, 81, 82, 85 and 86 and the Rules and Regulations of the Suffolk County Department of Civil Service.

2. Employees in All Other Civil Service Classes Subject to applicable provisions of law, and provided the employee to be retained and/or rehired has the ability to perform the work assigned to him/her, layoff and rehire rights shall be governed by the following rules. Seniority shall be computed from the date of employment. Each Department shall maintain a seniority list within its department. If layoffs become necessary, within a job classification, employees will be laid off by seniority, with temporary employees being laid off first, then probationary employees, and then permanent employees.

Before hiring any new employees, within a job classification, the available work must be offered in reverse order of layoff, to employees previously laid off, by sending written notice to the employee by registered or certified mail, return receipt requested, directing him/her to return to work in the department at the appropriate date and time, not fewer than five (5) days from the date of the notice.

Failure of the employee to report to work on the date and time specified will constitute an abandonment of the employee's recall rights and shall release the Town from any further obligation to recall the employee.

3. Regular full-time employees shall have preference over part-time or temporary employees in a department as to overtime, if available and capable of performing the required work.

ARTICLE VII

EMPLOYEE PROTECTION

1. All permanent, full-time employees covered by this Agreement are offered the protection of Section 75 of the Civil Service Law, except for conviction of a felony or misdemeanor, upon which a hearing can be held at the discretion of the Town. The Town Board may suspend a person charged with a felony or misdemeanor. If proven innocent, he/she will receive full pay. Probationary employees can be discharged by the Town in its sole discretion with or without just cause or without resort to the grievance procedure.

2. Officers, limited to four (4) of the CSEA Unit shall be given the highest departmental seniority while in office. A list shall be furnished to the Town annually.

3. Any former employee, upon being rehired, will be treated as a new employee with regard to sick leave, vacation time, wages, seniority and all similar benefits. An employee granted a leave of absence (parentage leave, unpaid leave or leave of absence, pursuant to Civil Service Law) shall not lose any seniority, sick leave, vacation hours, or personal hours benefits already accumulated as of the date leave is granted by the Town Board.

4. Safety equipment shall be furnished to all appropriate personnel at no charge, at the discretion of the department head.

5. Employees shall have the right to post notices pertaining to CSEA business on bulletin boards which should be provided by the Town and located at all appropriate Town facilities.

ARTICLE VIII

GRIEVANCE PROCEDURE

1. Consideration of Grievances - Employees, supervisors, and department heads shall exhaust every administrative device to settle amicably all differences. In the interest of uniform procedure, and to expedite handling of grievances, employees shall present their problem or grievance through supervisory channels in the following order:

a. First Step - The employee shall first request an interview with his/her department head. The department head shall, within three (3) business days of such request, discuss the grievance with the employee concerned. At the time of the request, the employee shall present to the department head, in writing, his/her problem or grievance. The department head shall make a determination within three (3) business days of such interview, in writing, and present a copy of same to the employee, the Unit President, and the Town Supervisor.

b. Second Step - If a grievance is not satisfactorily resolved at the First Step, the employee shall appeal, in writing, to the Grievance Board within five (5) business days of receipt of the First Step determination. If the employee fails to appeal, in writing to the Grievance Board within the above said time, the determination of the First Step shall be final as to said grievance.

The Town shall notify the Unit President, by January 30th of each year, the membership of the Town's Grievance Board, which shall consist of three (3) members of the Riverhead Town Board, appointed by the Town Supervisor, to serve, without additional salary, until a successor is appointed. The Grievance Board shall annually elect one of its members as Chairperson. The Town Clerk, or his/her designated representative, shall serve as secretary to the Grievance Board.

Upon receipt of any appeal, the Grievance Board may request the employee to submit an agreed statement of facts or his version of the facts, or any other documents which the Grievance Board may deem pertinent to the determination of the appeal.

The Grievance Board shall conduct a hearing within twenty (20) business day of receipt of an appeal.

Within twenty (20) business days after the hearing, the Grievance Board shall make a decision based on its findings and shall advise, in writing, the Unit President or his/her designee, department head, and the aggrieved employee. The decision of the Grievance Board shall be final and all parties bound thereby except in matters requiring additional expenditure of funds for which there is not current budgetary allotment and such cases shall be referred to the Riverhead Town Board for appropriate action. Instances of noncompliance with the determination of the Grievance Board may be reported to the Riverhead Town Board by either party to the grievance.

2. Time of Hearing

All discussions and hearings shall, so far as practicable be conducted during working hours. The aggrieved employee shall be allowed such time off from regular duty as may be necessary and reasonable for hearings.

3. Representation

The Unit President or his/her designee shall be entitled to be present during the presentation and processing of a grievance in all stages.

4. Application

Disciplinary action shall not be reviewable by the grievance procedure.

5. Limitations

If a grievance occurs and cannot be resolved immediately, the employee shall obey the directive and shall present the grievances as soon thereafter as practicable. Grievances which are not presented within ten (10) business days of the occurrence, shall be deemed to have been abandoned.

6. Withdrawn Grievance

The Unit President or his/her designee may withdraw a grievance at any step of the grievance procedure. The Unit President's or his/her designee's decision on this matter will be binding on the employees involved.

ARTICLE IX

PENSION AND LONGEVITY

1. All permanent full time employees must be members of the New York State Retirement System. All employees classified as Tier I or Tier II will be covered by Plan 751. All regular part-time employees may also at their option, be members of the New York State Retirement System. In the event that the State Retirement System makes provisions for the modification and/or revisions of this Retirement Plan which can be determined by local option, this agreement shall immediately be reopened solely for the purpose of negotiating which option is selected.

2. Full-time employees of the Town of Riverhead shall receive longevity pay after completing the following years of continuous service; four (4%) percent of yearly salary without longevity pay after ten (10) years of continuous service; five (5%) percent of yearly salary without longevity pay after fifteen (15) years of continuous service, seven (7%) percent of yearly salary without longevity pay after twenty (20) years of continuous service. Longevity pay shall be paid to the employee in a lump sum payment included with the overtime paycheck during the first full pay period of the month in which the employee's anniversary occurs.

Longevity payments will be prorated prior to anniversary only when the employee is entitled to and has submitted an application to receive a pension to the New York State Retirement System. State and Federal taxes can be withheld at the option of the employee. Longevity will be based on the January 1st salary of the current year.

ARTICLE X

HEALTH INSURANCE

1. The Town shall pay, on behalf of all full-time and regular, part-time employees, appointed prior to December 31, 1982, one hundred (100%) percent of the cost of either the individual or family plan for hospitalization under the Riverhead Town Hospitalization Plan. For an employee appointed after January 1, 1983, the Town shall pay for the hospitalization coverage at 75% of the rate for the Empire Core plus enhancements Plan. The employee will be expected to pay the difference as a payroll deduction, provided however, that during the period January 1, 1983 - December 31, 1983

Effective 7/1/97, ~~revised to read:~~ The Town shall, on behalf of all full-time employees, the cost of either the individual or family plan for hospitalization under the Riverhead Town Hospitalization Plan:

0-8 years of completed Town service: 75% of the premium rates for the Empire Core plus Enhancements plan. The employee will be expected to pay the difference as a payroll deduction.

More than 8 years of completed Town service: 100% of the premium rates for the Town's Plan.

The Town shall pay for one hundred (100%) percent coverage for individual members of the Association who hereafter retire from the Town and the Town shall pay to the extent of fifty (50%) percent coverage on the premiums for the retiree's family. An employee, at his/her option, may decide not to accept the Town's hospitalization coverage for a period of not less than one calendar year and receive a December payment of fifteen hundred dollars (\$1,500.00). A new employee appointed during the year may receive a prorated payment minus two months. In order to receive this cash payment, an employee must sign an application form each and every year and said application shall include an acknowledgment that the employee is covered under another plan. The Town may elect to provide the above benefits under a plan other than the Riverhead Town Hospitalization Plan, provided that the substitute plan provides benefits comparable or better than the existing plan.

2. The Town will insure the life of each employee in accordance with the New York State Retirement Plan.

3. The Town shall pay, on behalf of all active full-time and active regular, part-time employees, one hundred (100%) of the cost of either the individual or family plan for dental coverage under the Riverhead Town Dental Plan. An employee, at his/her option, may decide not to accept the dental coverage for a period of not less than one calendar year and receive a December payment of one hundred fifty dollars (\$150.00). A new employee appointed during the year may receive a prorated payment minus two months. In order to receive this cash payment, an employee must sign an application form each year and said application shall include an acknowledgment that the employee is covered under another plan.

4. The Town shall pay, on behalf of all active full-time and active regular part-time employees, one hundred (100%) percent of the cost of either the individual or family plan for optical coverage under the Riverhead Town Optical Plan. An employee, at his/her option, may decide not to accept the optical coverage for a period of not less than one calendar year and receive a December payment of twenty five dollars (\$25.00). A new employee appointed during the year may receive a prorated payment minus two months. An employee must sign an application form each year and said application shall include an acknowledgment that the employee is covered under another plan.

Effective 1/1/97, the buy back amounts shall be revised as follows: ~~if~~ if the employee drops family to no coverage: \$1650; if the employees drops from family to individual coverage: \$900; if the employee drops from individual to no coverage: \$750.

Effective 1/1/97, the buy back amounts shall be revised as follows: if the employee drops from no coverage: \$230; if the employee drops from family to individual coverage: \$150; if the employee drops from individual to no coverage: \$80.

5. The Town shall offer two (2) HMO plans. Employees have the option of choosing one of the two plans over the current Riverhead Town Hospitalization Plan but under no circumstances may the employee have more than one plan. The Town will continue to pay the cost of the hospitalization plan up to 75% of the rate set forth by the New York State Civil Service Department.

ARTICLE XI

MANAGEMENT RIGHTS

1. CSEA recognizes that all of the functions, rights powers, responsibilities, and authority of the Town, which the Town has not specifically abridged, deleted, delegated, granted or modified by this Agreement are, and shall remain, exclusively those of the Town. CSEA recognizes that the Town has the responsibility to manage the Town, direct its employees, determine the number of employees it will employ, has the right to hire, suspend, discharge, discipline, promote, demote, or transfer its employees, subject, however, to the provisions of the Civil Service Law.

The CSEA agrees, in recognition of Management's rights, not to request the Town to bargain with respect to the preceding paragraph during the term of this Agreement, except as otherwise specifically provided for herein, either as to the basic decision or as to the effect of that decision upon wages, hours, and other terms and conditions of employment. Any violation of the Agreement is subject to the Grievance Procedure.

2. The CSEA and the Town Board recognize that strikes and other forms of work stoppages by Civil Service employees are contrary to law and public policy. The CSEA and the Town Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the normal duties necessary to the operation of the Town.

The CSEA, however, agrees, that there will be no strikes, work stoppages, job actions, or concerted refusals to perform work by employees covered by this Agreement or an instigation thereof. The Town Board agrees to bargain in good faith with the CSEA and to use no tactics which may be deemed as an unfair practice. CSEA agrees not to enforce any clause that is in violation of any Federal, State, County or local law or the past practice, that interferes with the efficient operation of Town Government.

Effective 7/1/97, ~~service to be paid:~~ The Town will continue to pay the cost of the hospitalization plan as follows:
0-8 years of completed Town service: 75% of the rate set forth by the New York State Civil Service Department.
More than 8 years of completed Town service: 100% of the rate set forth by the New York State Civil Service Department.

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ARTICLE XII

GENERAL PROVISIONS

1. The Town Board agrees to provide legal counsel, either the District Attorney or the Town Attorney, to defend any employee in any action arising out of an assault on an employee on Town business, provided the employee was acting within the scope of his/her employment.

2. A. If an employees is injured or assaulted on the job while acting within the scope of the employee's employment and the employee reports same to the Department Head and the Town Supervisor's Office, and the employee has to be absent from work due to said injury or assault, no days shall be deducted from the employee's accumulated sick leave during the duration of such absence, until either the employee applies for reinstatement to full-duty status, a physician determines that the employee is able to return to work, or the employee has received full salary for one (1) year, whichever comes first; provided, however, that if the employee is determined to be permanently disabled, no days shall be deducted until either a final determination on an application for a disability pension, a physician determines that the employee is able to return to work, or the employee has received full salary for two (2) years, whichever comes first. The town will notify the employee ninety (90) days before the end of the two (2) year period is about to expire. If an employee receiving full salary receives a compensation check for lost time due to a compensable injury, the employee shall endorse the check over to the Town.

B. Upon the Town's request, an employee's fitness to serve will be evaluated by a physician selected by the Town, provided, however, that the examination shall be conducted in a medical facility, including, but not limited to, a doctor's office, in Suffolk County not further west than the western border of Brookhaven Town. The Town shall reimburse the employee for mileage to and from the examination at the then prevailing County of Suffolk rate, upon submission by the employee of a form to be prepared by the parties.

3. All openings for available positions covered by this Agreement shall be done strictly in accord with Civil Service Law and the eligibility of those to be hired. If appropriate, vacancies will be adequately published on available bulletin boards, and all qualified persons shall be given adequate opportunity to make application for such position. The president of this unit shall receive a copy of such announcement simultaneously with the posting thereof. In filling such positions, preference shall be given to present employees who are qualified.

4. Leave of absence without pay may be granted to employees in the discretion of the Town Board for a maximum of six (6) months upon written application therefor and good cause shown.

5. Any employee who is absent without leave or without due notification to the Town Supervisor shall suffer loss of pay for the days of such absence. When an employee is absent without leave or without due notification to the Town Supervisor, three (3) times of any duration in a period of one year, these unauthorized absences are cause for dismissal.

6. A. The Town shall provide all full-time "Operational and Technical" employees two (2) sets of winter and two (2) sets of summer uniforms not later than December 1 and June 1, respectively. All full-time "Operational and Technical" employees are required to report to work in Town-issued uniforms. All full-time "Operational and Technical" employees will receive a spring and winter jacket when needed and deemed necessary by their Department Head. An employee may request, in lieu of a winter jacket, one (1) set of insulated coveralls.

B. All full-time "Clerical & Supervisory", "Administrative" and "Public Safety Dispatcher" employees and any employee classified as a Parking Meter Officer shall receive a prorated cleaning allowance in the sum of one hundred dollars (\$100.00) to be paid during the week of December 15 to December 25. "Public Safety Dispatchers" and employees classified as Parking Meter Officers will also be issued uniforms when deemed necessary by their Department Head. "Public Safety Dispatchers" and employees classified as Parking Meter Officers are required to report to work in Town-issued uniforms.

7. There shall be paid to authorized employees, using private transportation on Town business, upon approval by the Town Supervisor, mileage at the mileage rate set forth by the County of Suffolk.

8. All employees of the Town shall receive a medical examination once a year and inoculations, at the expense of the Town and by a physician selected by the Town. This provision for annual examinations and inoculations shall only apply when required by the Town.

9. All employees of the Town will be paid every two (2) weeks on Thursday of the latter week.

Effective

retroactive to 1/1/96, \$50 increase (to \$150). Effective

1/97, \$50 increase (to \$200).

10. The Town of Riverhead does not discriminate on the basis of race, color, national origin, sex, age or handicapped status in employment or the provision of services.

11. The Town agrees to deduct from the salaries of its employees membership dues and/or life, sickness, and accident deductions for the CSEA from said employees who voluntarily and individually authorize the Town Board to deduct and to transmit the moneys to the CSEA. Employee authorizations shall be in writing and deductions so made uniformly and consistently in each pay period. Funds thus collected shall be transmitted to the Treasurer of the CSEA, Inc. each month. Deductions authorized by any employee shall continue as so authorized until such employee notifies the Town in writing to discontinue same or to change such authorization. Notification of discontinuance or change in authorization shall be in writing and submitted to the Town in duplicate, one copy of which shall be forwarded to the Unit Treasurer of the CSEA. The CSEA assumes full responsibility for the disposition of the funds so deducted once they are turned over to the CSEA.

12. Upon request by the employee to examine his/her official employment personnel file, the employee may be permitted to do so upon proper notification to the Town Supervisor. Any material classified as confidential shall not be subject to duplication by the employee, but he/she shall have an opportunity to read said materials and make a written reply, which shall be inserted in the employee's personnel folder.

13. To the extent permitted by the U.S. Internal Revenue Code and the New York State Income Tax Laws, the Town shall establish a deferred compensation plan for the employees covered by this Agreement.

14. For the purpose of negotiations for future contracts and reopening provisions as covered by this contract, the Town and the CSEA agree to limit each team to no more than six (6) members. The CSEA Negotiating Team consisting of six (6) members will be inclusive of the CSEA representative. The teams shall be determined at the start of the negotiating session and remain the same until these sessions are concluded.

15. Labor/Management meetings shall be held quarterly with three (3) members each from the Town and the CSEA. The Unit President will notify the Town of the membership of CSEA at the beginning of the year and any

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16. The Unit President shall be notified when there will be an addition of a new title to the salary schedules. Said notification is strictly advisory and in no way binding.

17. Any benefits heretofore accruing to an employee by past practice, not specifically contained herein, shall continue during the Agreement.

18. ~~Safety Incentive Bonus~~ . 12/1/11 (A)

ARTICLE XIII

JOB CLASSIFICATION

AND

SALARY ADMINISTRATION PROGRAM

1. The parties agree that job classification and salary administration will be in accord with "The Salary Administration Program, dated October 6, 1975". The parties further agree that said program may be amended by the Town as time and circumstances warrant, provided that such amendments are not contrary to the further terms and conditions of this contract. Such amendments shall include, but shall not be limited to, the amendment or addition of job descriptions.

2. In the implementation of "The Salary Administration Program", promotions of employees and their assignment to the salary schedule, except as are set forth herein, are subject to the Town Board discretion.

Request for reassignment on the salary schedule must be made through the employee's Department Head only. All recommendations for merit raises will then be approved or disapproved by the Department Head. The semiannual evaluations of all employees will serve as one of the criteria for these recommendations. These employee evaluations shall be placed in each employee's personnel file. The Department Head shall submit his/her recommendations to the Town Board during the last week in September. The Town Board will accept or reject the recommended merit raise by no later than November 1st of the year submitted. The effective date of the approved merit increase will be January 1 of the following year. At no other time will merit increases be granted. Employee will be notified of the decision in writing and will have the right to appeal to the Town Board.

3. "The Salary Administration Program" will be administered in conformity with the New York State Civil Service Law and the rules of the Department of Civil Service, County of Suffolk.

① # 23

Effective 9/1/96,
 in the event that any group of departments, as defined below,
 have an accident-free year (through and including 12/31/96) that
 results in no workers' compensation claims being filed, each
 full-time employee in that group(s) on the payroll and not on a
 leave of absence at the end of the year will be awarded \$25.
 Effective 1/1/97, the period shall be defined by the calendar
 year and the award shall be increased to \$100 per eligible
 employee.

- a. Highway Department; Refuse & Garbage District.
- b. Town Hall I (Town Clerk's Office; Tax Receiver's Office; Assessor's Office; Accounting Department; Community Development Department; Planning Department).
- c. Town Hall II (Engineering Department; Building Department; Senior Citizen Program Department; Town Attorney; Shared Services; Supervisor's Office; Recreation Department; Justice Court; Police Department).
- d. Sewer District; Water District; Joint Scavenger District.
- e. Buildings & Grounds; Street Lighting; Municipal Garage; Public Parking District; Dog Control."

1 6

4. For the period of this contract (January 1, 1994 to December 31, 1995), the "Salary Structure" for the "Administrative", "Clerical and Supervisory", "Operational and Technical", "Public Safety Dispatchers", employees shall be set forth on Exhibit "A" attached hereto for the year 1994, ^{6, end} Exhibit "B" for the year 1995, ~~and Exhibit "C" for the year 1996~~

ARTICLE XIV

WAGES

1. Employees shall receive an annual salary as set forth on the "Salary Structure".

~~2. The 1993 salary schedules shall remain unchanged from the 1992 schedules, as per Exhibit "A". There will be no advancement of steps or groups from where each employee was found on December 31, 1992.~~

These schedules ~~shall~~ include 2 new steps at the top of the schedule.

2 6

2. Effective January 1, 1994, the new salary schedules shall be as per Exhibit "A". ~~Further, effective January 1, 1994, each full-time employee based on his/her step position on December 31, 1993 will be advanced one step, except employees on Step P. Exhibit "B" incorporates an increase of three and one-half percent (3.5%) and an added Step 16.~~

3 7

3. Effective January 1, 1994, the new salary schedules shall be as per Exhibit "C". ~~In addition, effective April 1, 1995, each full-time employee based on his/her step position on March 31, 1995 will be advanced one step, except employees on Step P or Step 16. Exhibit "D" incorporates an increase of four (4%) above Exhibit "B".~~

4. The parties agree that there will be no automatic step or group movement after April 1, 1995. This is intended as a codification of the parties' agreement that the so-called Triborough Law does not apply to the salary schedules.

5. An employee, excluding any part-time employee e.g. detention attendants, recalled after he/she has finished his/her regular hours of work, shall receive a minimum of two (2) hours credited as time worked at the applicable overtime rate. No compensation, other than the minimum recall compensation, shall be earned until the employee shall begin his/her third (3) hour of recall.

6. Overtime shall be paid at the rate of one and one-half (1 1/2) times the employee's hourly rate of pay. Overtime shall be computed on a weekly basis on the thirty-five (35) hour work week for "Clerical and Supervisory" and "Administrative" employees and forty (40) hour work week for "Operational and Technical" employees. Overtime pay, upon timely submittal, shall be paid to the employee in a lump sum payment, inclusive of longevity when appropriate, during the first full pay period of the month following the month in which said overtime is earned.

Overtime will accrue on a full-hour basis only, but said full-hour need not be accrued consecutively in terms of minutes worked on a daily basis. An employee's hourly rate of pay shall be based on his/her daily rate of pay. The daily rate of pay shall be determined annually by dividing the employee's annual base salary as shown on the "Salary Structure" by the number of regular working days (inclusive of holidays) in that year. An employee's hourly rate of pay shall be his/her daily rate of pay divided by seven (7) hours for "Clerical and Supervisory" and "Administrative" employees and eight (8) for "Operational and Technical" and "Public Safety Dispatcher" employees.

7. Compensatory time off for overtime hours worked (in lieu of overtime pay) shall be at the rate of one and one-half (1 1/2) hours of compensatory time off for each overtime hour worked. Employees shall be able to accumulate a maximum of two (2) weeks compensatory time. Compensatory time off must be claimed by the employee prior to the processing of overtime pay by the Office of the Town Supervisor. Compensatory time can be allowed or disallowed at the option and scheduling of the Department Head. Compensatory time shall be used within a given calendar year and, if not used, shall be paid at year's end at the employee's pay rate in effect at the time the compensatory time was earned.

8. A part-time detention attendant when called in to work shall receive a minimum of two (2) hours credited as time worked at the applicable straight-time rate.

9. At the option and direction of the Town Board, probationary employees, for the first twelve (12) months of their employment, will be paid at a rate of pay as specified in Column "P" of the attached Salary Schedule.

10. The Town will provide direct deposit for all unit members beginning as soon as possible after the ratification/approval of this Agreement. It is agreed that those unit members who decide to utilize direct deposit will be required to work during the period of time when they had previously been excused to cash their paychecks.

Effective 1/1/97,
~~the said sentence to read~~ Employees shall be eligible
to accumulate compensatory time up to the FLSA cap (currently 240)

ARTICLE XVDRESS CODE

The parties agree that each employee shall wear attire appropriate for their job duties and responsibilities. Employees who interact with the public shall not wear shorts, tee-shirts, tank tops, or jeans, unless they receive their supervisor's prior permission to do so.

ARTICLE XVIDRUG AND ALCOHOL TESTING

1. The purpose of this Article is to establish a written procedure for conducting tests of an employee when there is reasonable suspicion that such employee is under the influence of or using illegal controlled substances or alcohol as set forth in paragraph 3 below. An employee will be tested only when reasonable suspicion exists that such test would yield a positive result for the presence of illegal controlled substances or their metabolites or alcohol.

2. The use of illegal controlled substances or alcohol by an employee, regardless of the position held, adversely affects the accomplishment of the Town's ability to safely deliver services, impairs the efficiency of the workforce, endangers the lives of employees and the public and undermines the public trust and is, therefore, prohibited. In order to identify possible illegal controlled substance usage, and to curtail the use of illegal controlled substances and alcohol, procedures to test for the use of illegal controlled substances and alcohol upon reasonable suspicion have been established in this Article.

3. Employees shall be subject to testing based upon a reasonable suspicion as defined below in this paragraph. Any employee who refuses to submit to testing may be subject to discipline, including discharge.

(a) In determining whether to order a test in a particular case, the Town must balance an employee's reasonable expectation of privacy from unreasonable intrusions against the Town's interest in assuring the integrity and fitness of its employees and the safe delivery of its services.

(b) The order to submit to testing must be justified by a reasonable suspicion that the employee has reported for duty under influence of illegal controlled substances or alcohol or is engaging in the possession, use, distribution, or sale of illegal controlled substances either on or off duty.

(c) While the "reasonable suspicion" standard does not lend itself to precise definition or mechanical application, vague or unparticularized or unspecified or rudimentary hunches or intuitive feelings do not meet the standard.

(d) Reasonable suspicion is the quantum of knowledge sufficient to induce an ordinarily prudent and cautious person to act under the circumstances. Reasonable suspicion must be directed at a specific person and be based on specific and articulable facts and the logical inferences and deductions that can be drawn from those facts.

(e) Reasonable suspicion may be based upon, among other matters: observable phenomena, such as direct observation of use and/or the physical symptoms of using or being under the influence of illegal controlled substances such as, but not limited to, slurred speech; disorientation; a pattern of abnormal conduct or erratic behavior; conduct or behavior which warrants employer inquiry because of a direct bearing of the mental faculties of the employee on the health and safety of others; action(s) inconsistent with normal conduct or behavior; or information provided either by reliable and credible sources or which is independently corroborated.

(f) The Town will not test solely on the information of anonymous sources unless the information is reliable and credible, or there is corroborative evidence to support the reliability of that information.

(g) It is intended that where a decision is made to test, the employee will be given a direct order to submit to the test, and the Union shall be notified of such order.

4. Urinalysis shall be in accordance with the standards and procedures incorporated in the U.S. Department of Health and Human Services Mandatory Guidelines for Federal Workplace Drug Testing Programs, Issued April 11, 1988, and the following:

(a) The employee being tested shall have the right to an independent analysis of the specimen from a lab of his/her choice from a list mutually agreed to by the Town and the Union. The employee shall designate, at the time the specimen is given, the laboratory, if any, chosen by such employee, and a specimen shall be provided to that laboratory, as well as to the laboratory designated by the Town. Copies of all test results shall be sent to the employee and the Town.

(b) All tests required by the Town will be fully paid for by the Town. The employee shall pay for any tests requested by him or her.

(c) All test results shall be kept confidential except as necessary to implement the terms and conditions of this policy.

(d) The time required of the employee by the Town to take the ordered test shall be considered paid time if it extends beyond the employee's normal work day.

(e) Within ten (10) business days after the test, the employee may file a grievance pursuant to the terms of the parties' collective bargaining agreement. If the grievance is not filed within ten (10) business days after the test, the employee may raise the issue of reasonable suspicion in any disciplinary proceeding initiated by the Town against the employee in connection with which the drug test is used; but in no event shall the employee and/or the Union be able to litigate the issue of "reasonable suspicion" in both proceedings.

5. In the event that test procedures reveal the presence of illegal controlled substances or their metabolites or alcohol, such employee may be subject to discipline, including discharge. However, in the first instance of such positive alcohol or drug test, any related disciplinary charges may be suspended in the Town's discretion if the employee agrees in writing to complete counseling and treatment on his/her own time for such illegal controlled substances or alcohol usage in a program recommended or approved by an Employee Assistance Plan (EAP) previously selected by the Town and the Union, and allows the EAP to provide progress reports to the Town Supervisor's Office. The employee shall agree, as a condition to the suspension of the disciplinary charges, that if he or she fails to attend or complete the recommended program, he or she shall be deemed to have resigned. The employee shall also agree, as a condition to the suspension of the disciplinary charges or penalty, that for a period of one (1) year following the completion of treatment, he or she shall be subject to periodic random illegal controlled substances and/or alcohol testing, and that, if he or she completes counseling and treatment but tests positive for illegal controlled substances or alcohol during such one year period, the Town may reinstitute the suspended charges. Upon completion of treatment, as outlined above, and the one year period, the original disciplinary charges or penalty shall be considered resolved. The record of such charges and their resolution (the charges, the answer, and the Stipulation) shall remain in the employee's file unless the parties otherwise agree.

IN WITNESS WHEREOF, the parties hereto, by their
duly authorized representatives, have executed this
Agreement the day and year above written.

CSEA, INC. LOCAL 1000,
AFSCME, AFL-CIO

TOWN OF RIVERHEAD

by: *[Signature]*
Unit President

by: *[Signature]*
JOSEPH F. JANOSKI,
SUPERVISOR

by: *[Signature]*
Collective Bargaining
Specialist

1993/94/95 CLERICAL & SUPERVISORY SALARY STRUCTURE

<u>Group</u>	<u>Title</u>
A	Open
B	Driver Messenger
C	Homemaker
D	Food Service Worker
1	Assistant Cook
2	Clerk/Switchboard Operator/Recreation Aide/Cook
3	Mini Bus Driver
4	Clerk Typist/Senior Cook
5	Assessment Clerk/Assistant Recreation Center Manager/Senior Citizen Assistant/Assistant Senior Citizen Center Manager
6	Open
7	Senior Clerk/Stenographer
8	Account Clerk/Senior Clerk Typist/Court Stenographer/Legal Stenographer
9	Account Clerk Typist/Recreation Center Manager/Senior Assessment Clerk/Senior Stenographer/Nutrition Site Manager/Senior Citizen Center Manager
10	Senior Account Clerk/Assessment Assistant
11	Senior Account Clerk Typist/Justice Court Clerk
12	Senior Justice Court Clerk/Detention Attendant/Payroll Supervisor

All to be reused if necessary

1993/94/95 ADMINISTRATIVE SCHEDULE

<u>Group</u>	<u>Title</u>
1	Bingo Inspector/Senior Citizen Program Supervisor
2	Administrative Assistant/Recreation Leader
3	Paralegal Assistant
4	Youth Counselor/Recreation Supervisor
5	Planning Aide/Ordinance Inspector/Computer Operator II/Housing Inspector
6	Building Inspector/Bay Constable/Senior Citizen Program Director/Fire Marshal I/Computer Graphics Mapping Specialist/Building Permit Coordinator/ Jr. Civil Engineer Trainee
7	Site Plan Reviewer/Purchasing Agent/Assistant Recreation Superintendent/Fire Marshal II
8	Senior Building Inspector/Zoning & Building Administrator
9	Planner/Chief Building Inspector/Principal Building Inspector
10	Senior Planner

1993/94/95 OPERATIONAL & TECHNICAL SALARY STRUCTURE

<u>Group</u>	<u>Title</u>
A	Guard/Court Attendant
B	Open
C	Open
D	Open
1	Custodial Worker I
2	Parking Meter Officer I/Scale Operator I
3	Laborer/Custodial Worker II
4	Open
5	Dog Control Officer I
6	Automotive Equipment Operator
7	Maintenance Mechanic II/Heavy Equipment Operator
8	Maintenance Mechanic III/Auto Mechanic II
9	Highway Construction Equipment Operator/ Auto Mechanic III/Sewer & Water Treatment Plant Operator Trainee
10	Sanitation CEO/Maintenance Mechanic IV/ Town Building Maintenance Crew Leader
11	Traffic Signal Maintenance Supervisor
12	Auto Mechanic IV/Water & Highway Maintenance Crew Leader/Sanitation Site Crew Leader
13	Water Plant Operator
14	Sewer Plant Operator/Senior Water Plant Operator
15	Senior Sewer Plant Operator/Town Building Maintenance Supervisor

1993/94/95 PUBLIC SAFETY DISPATCHER SCHEDULE

<u>Group</u>	<u>Title</u>
1..	Public Safety Dispatcher I
2	Public Safety Dispatcher II

All To be revised per MGA

CLERICAL AND SUPERVISORY SALARY SCHEDULE EFFECTIVE 01/01/93

EXHIBIT A

GROUP	2	3	4	5	6	7	8	9	10	11	12	13	14	INCREMENT
A	\$12,877.48	\$14,377.48	\$14,757.48	\$15,237.48	\$15,517.48	\$15,897.48	\$16,277.48	\$16,657.48	\$17,037.48	\$17,417.48	\$17,797.48	\$18,177.48	\$18,557.48	\$380.00
B	\$13,559.09	\$15,059.09	\$15,439.09	\$15,819.09	\$16,199.09	\$16,579.09	\$16,959.09	\$17,339.09	\$17,719.09	\$18,099.09	\$18,479.09	\$18,859.09	\$19,239.09	\$380.00
C	\$14,247.50	\$15,747.50	\$16,127.50	\$16,507.50	\$16,887.50	\$17,267.50	\$17,647.50	\$18,027.50	\$18,407.50	\$18,787.50	\$19,167.50	\$19,547.50	\$19,927.50	\$419.00
D	\$14,927.11	\$16,427.11	\$16,807.11	\$17,187.11	\$17,567.11	\$17,947.11	\$18,327.11	\$18,707.11	\$19,087.11	\$19,467.11	\$19,847.11	\$20,227.11	\$20,607.11	\$438.00
1	\$15,609.50	\$17,109.50	\$17,489.50	\$17,869.50	\$18,249.50	\$18,629.50	\$19,009.50	\$19,389.50	\$19,769.50	\$20,149.50	\$20,529.50	\$20,909.50	\$21,289.50	\$455.00
2	\$16,294.47	\$17,794.47	\$18,174.47	\$18,554.47	\$18,934.47	\$19,314.47	\$19,694.47	\$20,074.47	\$20,454.47	\$20,834.47	\$21,214.47	\$21,594.47	\$21,974.47	\$477.00
3	\$16,971.74	\$18,471.74	\$18,851.74	\$19,231.74	\$19,611.74	\$19,991.74	\$20,371.74	\$20,751.74	\$21,131.74	\$21,511.74	\$21,891.74	\$22,271.74	\$22,651.74	\$492.00
4	\$17,653.72	\$19,153.72	\$19,533.72	\$19,913.72	\$20,293.72	\$20,673.72	\$21,053.72	\$21,433.72	\$21,813.72	\$22,193.72	\$22,573.72	\$22,953.72	\$23,333.72	\$513.00
5	\$18,333.30	\$19,833.30	\$20,213.30	\$20,593.30	\$20,973.30	\$21,353.30	\$21,733.30	\$22,113.30	\$22,493.30	\$22,873.30	\$23,253.30	\$23,633.30	\$24,013.30	\$531.00
6	\$19,015.63	\$20,515.63	\$20,895.63	\$21,275.63	\$21,655.63	\$22,035.63	\$22,415.63	\$22,795.63	\$23,175.63	\$23,555.63	\$23,935.63	\$24,315.63	\$24,695.63	\$548.00
7	\$19,704.38	\$21,204.38	\$21,584.38	\$21,964.38	\$22,344.38	\$22,724.38	\$23,104.38	\$23,484.38	\$23,864.38	\$24,244.38	\$24,624.38	\$25,004.38	\$25,384.38	\$565.00
8	\$20,380.29	\$21,880.29	\$22,260.29	\$22,640.29	\$23,020.29	\$23,400.29	\$23,780.29	\$24,160.29	\$24,540.29	\$24,920.29	\$25,300.29	\$25,680.29	\$26,060.29	\$587.00
9	\$21,067.96	\$22,567.96	\$22,947.96	\$23,327.96	\$23,707.96	\$24,087.96	\$24,467.96	\$24,847.96	\$25,227.96	\$25,607.96	\$25,987.96	\$26,367.96	\$26,747.96	\$607.00
10	\$21,744.84	\$23,244.84	\$23,624.84	\$24,004.84	\$24,384.84	\$24,764.84	\$25,144.84	\$25,524.84	\$25,904.84	\$26,284.84	\$26,664.84	\$27,044.84	\$27,424.84	\$624.00
11	\$22,427.22	\$23,927.22	\$24,307.22	\$24,687.22	\$25,067.22	\$25,447.22	\$25,827.22	\$26,207.22	\$26,587.22	\$26,967.22	\$27,347.22	\$27,727.22	\$28,107.22	\$643.00
12	\$23,109.55	\$24,609.55	\$24,989.55	\$25,369.55	\$25,749.55	\$26,129.55	\$26,509.55	\$26,889.55	\$27,269.55	\$27,649.55	\$28,029.55	\$28,409.55	\$28,789.55	\$662.00

CLEVELAND AND SUPERVISOR SALARY SCHEDULE EFFECTIVE 02/01/94

EXHIBIT B

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
A	\$13,382.69	\$14,880.69	\$15,374.69	\$15,668.69	\$16,062.69	\$16,456.69	\$16,850.69	\$17,244.69	\$17,638.69	\$18,032.69	\$18,426.69	\$18,820.69	\$19,214.69	\$19,608.69	\$20,002.69	\$20,400.00	\$394.00
B	\$14,086.16	\$15,586.16	\$16,080.16	\$16,374.16	\$16,768.16	\$17,162.16	\$17,556.16	\$17,950.16	\$18,344.16	\$18,738.16	\$19,132.16	\$19,526.16	\$19,920.16	\$20,314.16	\$20,708.16	\$21,102.16	\$412.00
C	\$14,790.66	\$16,290.66	\$16,784.66	\$17,078.66	\$17,472.66	\$17,866.66	\$18,260.66	\$18,654.66	\$19,048.66	\$19,442.66	\$19,836.66	\$20,230.66	\$20,624.66	\$21,018.66	\$21,412.66	\$21,806.66	\$430.00
D	\$15,502.06	\$17,002.06	\$17,496.06	\$17,790.06	\$18,184.06	\$18,578.06	\$18,972.06	\$19,366.06	\$19,760.06	\$20,154.06	\$20,548.06	\$20,942.06	\$21,336.06	\$21,730.06	\$22,124.06	\$22,518.06	\$450.00
1	\$16,208.33	\$17,708.33	\$18,202.33	\$18,496.33	\$18,890.33	\$19,284.33	\$19,678.33	\$20,072.33	\$20,466.33	\$20,860.33	\$21,254.33	\$21,648.33	\$22,042.33	\$22,436.33	\$22,830.33	\$23,224.33	\$470.00
2	\$16,917.28	\$18,417.28	\$18,911.28	\$19,205.28	\$19,599.28	\$19,993.28	\$20,387.28	\$20,781.28	\$21,175.28	\$21,569.28	\$21,963.28	\$22,357.28	\$22,751.28	\$23,145.28	\$23,539.28	\$23,933.28	\$490.00
3	\$17,618.25	\$19,118.25	\$19,612.25	\$19,906.25	\$20,300.25	\$20,694.25	\$21,088.25	\$21,482.25	\$21,876.25	\$22,270.25	\$22,664.25	\$23,058.25	\$23,452.25	\$23,846.25	\$24,240.25	\$24,634.25	\$510.00
4	\$18,324.10	\$19,824.10	\$20,318.10	\$20,612.10	\$21,006.10	\$21,400.10	\$21,794.10	\$22,188.10	\$22,582.10	\$22,976.10	\$23,370.10	\$23,764.10	\$24,158.10	\$24,552.10	\$24,946.10	\$25,340.10	\$530.00
5	\$19,027.47	\$20,527.47	\$21,021.47	\$21,315.47	\$21,709.47	\$22,103.47	\$22,497.47	\$22,891.47	\$23,285.47	\$23,679.47	\$24,073.47	\$24,467.47	\$24,861.47	\$25,255.47	\$25,649.47	\$26,043.47	\$550.00
6	\$19,733.68	\$21,233.68	\$21,727.68	\$22,021.68	\$22,415.68	\$22,809.68	\$23,203.68	\$23,597.68	\$23,991.68	\$24,385.68	\$24,779.68	\$25,173.68	\$25,567.68	\$25,961.68	\$26,355.68	\$26,749.68	\$568.00
7	\$20,446.53	\$21,946.53	\$22,440.53	\$22,734.53	\$23,128.53	\$23,522.53	\$23,916.53	\$24,310.53	\$24,704.53	\$25,098.53	\$25,492.53	\$25,886.53	\$26,280.53	\$26,674.53	\$27,068.53	\$27,462.53	\$588.00
8	\$21,146.10	\$22,646.10	\$23,140.10	\$23,434.10	\$23,828.10	\$24,222.10	\$24,616.10	\$25,010.10	\$25,404.10	\$25,798.10	\$26,192.10	\$26,586.10	\$26,980.10	\$27,374.10	\$27,768.10	\$28,162.10	\$608.00
9	\$21,857.84	\$23,357.84	\$23,851.84	\$24,145.84	\$24,539.84	\$24,933.84	\$25,327.84	\$25,721.84	\$26,115.84	\$26,509.84	\$26,903.84	\$27,297.84	\$27,691.84	\$28,085.84	\$28,479.84	\$28,873.84	\$628.00
10	\$22,558.41	\$24,058.41	\$24,552.41	\$24,846.41	\$25,240.41	\$25,634.41	\$26,028.41	\$26,422.41	\$26,816.41	\$27,210.41	\$27,604.41	\$28,000.41	\$28,394.41	\$28,788.41	\$29,182.41	\$29,576.41	\$648.00
11	\$23,264.67	\$24,764.67	\$25,258.67	\$25,552.67	\$25,946.67	\$26,340.67	\$26,734.67	\$27,128.67	\$27,522.67	\$27,916.67	\$28,310.67	\$28,704.67	\$29,098.67	\$29,492.67	\$29,886.67	\$30,280.67	\$668.00
12	\$23,970.88	\$25,470.88	\$25,964.88	\$26,258.88	\$26,652.88	\$27,046.88	\$27,440.88	\$27,834.88	\$28,228.88	\$28,622.88	\$29,016.88	\$29,410.88	\$29,804.88	\$30,198.88	\$30,592.88	\$30,986.88	\$688.00

CLINICAL AND SUPERVISOR SALARY SCHEDULE EFFECTIVE 01/01/95

L.M.S. 6

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
A	\$13,975.92	\$15,175.92	\$16,085.92	\$16,295.92	\$16,705.92	\$17,115.92	\$17,525.92	\$17,935.92	\$18,345.92	\$18,755.92	\$19,165.92	\$19,575.92	\$19,985.92	\$20,395.92	\$20,805.92	\$21,215.92	\$21,625.92	\$22,035.92	\$22,445.92	\$22,855.92	\$23,265.92	\$23,675.92	\$24,085.92	\$24,495.92	\$24,905.92	\$25,315.92	\$25,725.92	\$26,135.92	\$26,545.92	\$26,955.92	\$27,365.92	\$27,775.92	\$28,185.92	\$28,595.92	\$29,005.92	\$29,415.92	\$29,825.92	\$30,235.92	\$30,645.92	\$31,055.92	\$31,465.92	\$31,875.92	\$32,285.92	\$32,695.92	\$33,105.92	\$33,515.92	\$33,925.92	\$34,335.92	\$34,745.92	\$35,155.92	\$35,565.92	\$35,975.92	\$36,385.92	\$36,795.92	\$37,205.92	\$37,615.92	\$38,025.92	\$38,435.92	\$38,845.92	\$39,255.92	\$39,665.92	\$40,075.92	\$40,485.92	\$40,895.92	\$41,305.92	\$41,715.92	\$42,125.92	\$42,535.92	\$42,945.92	\$43,355.92	\$43,765.92	\$44,175.92	\$44,585.92	\$44,995.92	\$45,405.92	\$45,815.92	\$46,225.92	\$46,635.92	\$47,045.92	\$47,455.92	\$47,865.92	\$48,275.92	\$48,685.92	\$49,095.92	\$49,505.92	\$49,915.92	\$50,325.92	\$50,735.92	\$51,145.92	\$51,555.92	\$51,965.92	\$52,375.92	\$52,785.92	\$53,195.92	\$53,605.92	\$54,015.92	\$54,425.92	\$54,835.92	\$55,245.92	\$55,655.92	\$56,065.92	\$56,475.92	\$56,885.92	\$57,295.92	\$57,705.92	\$58,115.92	\$58,525.92	\$58,935.92	\$59,345.92	\$59,755.92	\$60,165.92	\$60,575.92	\$60,985.92	\$61,395.92	\$61,805.92	\$62,215.92	\$62,625.92	\$63,035.92	\$63,445.92	\$63,855.92	\$64,265.92	\$64,675.92	\$65,085.92	\$65,495.92	\$65,905.92	\$66,315.92	\$66,725.92	\$67,135.92	\$67,545.92	\$67,955.92	\$68,365.92	\$68,775.92	\$69,185.92	\$69,595.92	\$70,005.92	\$70,415.92	\$70,825.92	\$71,235.92	\$71,645.92	\$72,055.92	\$72,465.92	\$72,875.92	\$73,285.92	\$73,695.92	\$74,105.92	\$74,515.92	\$74,925.92	\$75,335.92	\$75,745.92	\$76,155.92	\$76,565.92	\$76,975.92	\$77,385.92	\$77,795.92	\$78,205.92	\$78,615.92	\$79,025.92	\$79,435.92	\$79,845.92	\$80,255.92	\$80,665.92	\$81,075.92	\$81,485.92	\$81,895.92	\$82,305.92	\$82,715.92	\$83,125.92	\$83,535.92	\$83,945.92	\$84,355.92	\$84,765.92	\$85,175.92	\$85,585.92	\$85,995.92	\$86,405.92	\$86,815.92	\$87,225.92	\$87,635.92	\$88,045.92	\$88,455.92	\$88,865.92	\$89,275.92	\$89,685.92	\$90,095.92	\$90,505.92	\$90,915.92	\$91,325.92	\$91,735.92	\$92,145.92	\$92,555.92	\$92,965.92	\$93,375.92	\$93,785.92	\$94,195.92	\$94,605.92	\$95,015.92	\$95,425.92	\$95,835.92	\$96,245.92	\$96,655.92	\$97,065.92	\$97,475.92	\$97,885.92	\$98,295.92	\$98,705.92	\$99,115.92	\$99,525.92	\$99,935.92	\$100,345.92	\$100,755.92	\$101,165.92	\$101,575.92	\$101,985.92	\$102,395.92	\$102,805.92	\$103,215.92	\$103,625.92	\$104,035.92	\$104,445.92	\$104,855.92	\$105,265.92	\$105,675.92	\$106,085.92	\$106,495.92	\$106,905.92	\$107,315.92	\$107,725.92	\$108,135.92	\$108,545.92	\$108,955.92	\$109,365.92	\$109,775.92	\$110,185.92	\$110,595.92	\$111,005.92	\$111,415.92	\$111,825.92	\$112,235.92	\$112,645.92	\$113,055.92	\$113,465.92	\$113,875.92	\$114,285.92	\$114,695.92	\$115,105.92	\$115,515.92	\$115,925.92	\$116,335.92	\$116,745.92	\$117,155.92	\$117,565.92	\$117,975.92	\$118,385.92	\$118,795.92	\$119,205.92	\$119,615.92	\$120,025.92	\$120,435.92	\$120,845.92	\$121,255.92	\$121,665.92	\$122,075.92	\$122,485.92	\$122,895.92	\$123,305.92	\$123,715.92	\$124,125.92	\$124,535.92	\$124,945.92	\$125,355.92	\$125,765.92	\$126,175.92	\$126,585.92	\$126,995.92	\$127,405.92	\$127,815.92	\$128,225.92	\$128,635.92	\$129,045.92	\$129,455.92	\$129,865.92	\$130,275.92	\$130,685.92	\$131,095.92	\$131,505.92	\$131,915.92	\$132,325.92	\$132,735.92	\$133,145.92	\$133,555.92	\$133,965.92	\$134,375.92	\$134,785.92	\$135,195.92	\$135,605.92	\$136,015.92	\$136,425.92	\$136,835.92	\$137,245.92	\$137,655.92	\$138,065.92	\$138,475.92	\$138,885.92	\$139,295.92	\$139,705.92	\$140,115.92	\$140,525.92	\$140,935.92	\$141,345.92	\$141,755.92	\$142,165.92	\$142,575.92	\$142,985.92	\$143,395.92	\$143,805.92	\$144,215.92	\$144,625.92	\$145,035.92	\$145,445.92	\$145,855.92	\$146,265.92	\$146,675.92	\$147,085.92	\$147,495.92	\$147,905.92	\$148,315.92	\$148,725.92	\$149,135.92	\$149,545.92	\$149,955.92	\$150,365.92	\$150,775.92	\$151,185.92	\$151,595.92	\$152,005.92	\$152,415.92	\$152,825.92	\$153,235.92	\$153,645.92	\$154,055.92	\$154,465.92	\$154,875.92	\$155,285.92	\$155,695.92	\$156,105.92	\$156,515.92	\$156,925.92	\$157,335.92	\$157,745.92	\$158,155.92	\$158,565.92	\$158,975.92	\$159,385.92	\$159,795.92	\$160,205.92	\$160,615.92	\$161,025.92	\$161,435.92	\$161,845.92	\$162,255.92	\$162,665.92	\$163,075.92	\$163,485.92	\$163,895.92	\$164,305.92	\$164,715.92	\$165,125.92	\$165,535.92	\$165,945.92	\$166,355.92	\$166,765.92	\$167,175.92	\$167,585.92	\$167,995.92	\$168,405.92	\$168,815.92	\$169,225.92	\$169,635.92	\$170,045.92	\$170,455.92	\$170,865.92	\$171,275.92	\$171,685.92	\$172,095.92	\$172,505.92	\$172,915.92	\$173,325.92	\$173,735.92	\$174,145.92	\$174,555.92	\$174,965.92	\$175,375.92	\$175,785.92	\$176,195.92	\$176,605.92	\$177,015.92	\$177,425.92	\$177,835.92	\$178,245.92	\$178,655.92	\$179,065.92	\$179,475.92	\$179,885.92	\$180,295.92	\$180,705.92	\$181,115.92	\$181,525.92	\$181,935.92	\$182,345.92	\$182,755.92	\$183,165.92	\$183,575.92	\$183,985.92	\$184,395.92	\$184,805.92	\$185,215.92	\$185,625.92	\$186,035.92	\$186,445.92	\$186,855.92	\$187,265.92	\$187,675.92	\$188,085.92	\$188,495.92	\$188,905.92	\$189,315.92	\$189,725.92	\$190,135.92	\$190,545.92	\$190,955.92	\$191,365.92	\$191,775.92	\$192,185.92	\$192,595.92	\$193,005.92	\$193,415.92	\$193,825.92	\$194,235.92	\$194,645.92	\$195,055.92	\$195,465.92	\$195,875.92	\$196,285.92	\$196,695.92	\$197,105.92	\$197,515.92	\$197,925.92	\$198,335.92	\$198,745.92	\$199,155.92	\$199,565.92	\$199,975.92	\$200,385.92	\$200,795.92	\$201,205.92	\$201,615.92	\$202,025.92	\$202,435.92	\$202,845.92	\$203,255.92	\$203,665.92	\$204,075.92	\$204,485.92	\$204,895.92	\$205,305.92	\$205,715.92	\$206,125.92	\$206,535.92	\$206,945.92	\$207,355.92	\$207,765.92	\$208,175.92	\$208,585.92	\$208,995.92	\$209,405.92	\$209,815.92	\$210,225.92	\$210,635.92	\$211,045.92	\$211,455.92	\$211,865.92	\$212,275.92	\$212,685.92	\$213,095.92	\$213,505.92	\$213,915.92	\$214,325.92	\$214,735.92	\$215,145.92	\$215,555.92	\$215,965.92	\$216,375.92	\$216,785.92	\$217,195.92	\$217,605.92	\$218,015.92	\$218,425.92	\$218,835.92	\$219,245.92	\$219,655.92	\$220,065.92	\$220,475.92	\$220,885.92	\$221,295.92	\$221,705.92	\$222,115.92	\$222,525.92	\$222,935.92	\$223,345.92	\$223,755.92	\$224,165.92	\$224,575.92	\$224,985.92	\$225,395.92	\$225,805.92	\$226,215.92	\$226,625.92	\$227,035.92	\$227,445.92	\$227,855.92	\$228,265.92	\$228,675.92	\$229,085.92	\$229,495.92	\$229,905.92	\$230,315.92	\$230,725.92	\$231,135.92	\$231,545.92	\$231,955.92	\$232,365.92	\$232,775.92	\$233,185.92	\$233,595.92	\$234,005.92	\$234,415.92	\$234,825.92	\$235,235.92	\$235,645.92	\$236,055.92	\$236,465.92	\$236,875.92	\$237,285.92	\$237,695.92	\$238,105.92	\$238,515.92	\$238,925.92	\$239,335.92	\$239,745.92	\$240,155.92	\$240,565.92	\$240,975.92	\$241,385.92	\$241,795.92	\$242,205.92	\$242,615.92	\$243,025.92	\$243,435.92	\$243,845.92	\$244,255.92	\$244,665.92	\$245,075.92	\$245,485.92	\$245,895.92	\$246,305.92	\$246,715.92	\$247,125.92	\$247,535.92	\$247,945.92	\$248,355.92	\$248,765.92	\$249,175.92	\$249,585.92	\$249,995.92	\$250,405.92	\$250,815.92	\$251,225.92	\$251,635.92	\$252,045.92	\$252,455.92	\$252,865.92	\$253,275.92	\$253,685.92	\$254,095.92	\$254,505.92	\$254,915.92	\$255,325.92	\$255,735.92	\$256,145.92	\$256,555.92	\$256,965.92	\$257,375.92	\$257,785.92	\$258,195.92	\$258,605.92	\$259,015.92	\$259,425.92	\$259,835.92	\$260,245.92	\$260,655.92	\$261,065.92	\$261,475.92	\$261,885.92	\$262,295.92	\$262,705.92	\$263,115.92	\$263,525.92	\$263,935.92	\$264,345.92	\$264,755.92	\$265,165.92	\$265,575.92	\$265,985.92	\$266,395.92	\$266,805.92	\$267,215.92	\$267,625.92	\$268,035.92	\$268,445.92	\$268,855.92	\$269,265.92	\$269,675.92	\$270,085.92	\$270,495.92	\$270,905.92	\$271,315.92	\$271,725.92	\$272,135.92	\$272,545.92	\$272,955.92	\$273,365.92	\$273,775.92	\$274,185.92	\$274,595.92	\$275,005.92	\$275,415.92	\$275,825.92	\$276,235.92	\$276,645.92	\$277,055.92	\$277,465.92	\$277,875.92	\$278,285.92	\$278,695.92	\$279,105.92	\$279,515.92	\$279,925.92	\$280,335.92	\$280,745.92	\$281,155.92	\$281,565.92	\$281,975.92	\$282,385.92	\$282,795.92	\$283,205.92	\$283,615.92	\$284,025.92	\$284,435.92	\$284,845.92	\$285,255.92	\$285,665.92	\$286,075.92	\$286,485.92	\$286,895.92	\$287,305.92	\$287,715.92	\$288,125.92	\$288,535.92	\$288,945.92	\$289,355.92	\$289,765.92	\$290,175.92	\$290,585.92	\$290,995.92	\$291,405.92	\$291,815.92	\$292,225.92	\$292,635.92	\$293,045.92	\$293,455.92	\$293,865.92	\$294,275.92	\$294,685.92	\$295,095.92	\$295,505.92	\$295,915.92	\$296,325.92	\$296,735.92	\$297,145.92	\$297,555.92	\$297,965.92	\$298,375.92	\$298,785.92	\$299,195.92	\$299,605.92	\$299,995.92	\$300,405.92	\$300,815.92	\$301,225.92	\$301,635.92	\$302,045.92	\$302,455.92	\$302,865.92	\$303,275.92	\$303,685.92	\$304,095.92	\$304,505.92	\$304,915.92	\$305,325.92	\$305,735.92	\$306,145.92	\$306,555.92	\$306,965.92	\$307,375.92	\$307,785.92	\$308,195.92	\$308,605.92	\$309,015.92	\$309,425.92	\$309,835.92	\$310,245.92	\$310,655.92	\$311,065.92	\$311,475.92	\$311,885.92

OPERATIONAL & TECHNICAL SALARY SCHEDULE EFFECTIVE 01/01/93

EXHIBIT A

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	INCREMENT
A	\$18,559.36	\$20,039.36	\$20,595.36	\$21,133.36	\$21,667.36	\$22,203.36	\$22,739.36	\$23,275.36	\$23,811.36	\$24,347.36	\$24,883.36	\$25,419.36	\$25,955.36	\$26,491.36	\$536.00
B	\$19,015.60	\$20,515.60	\$21,063.60	\$21,611.60	\$22,159.60	\$22,707.60	\$23,255.60	\$23,803.60	\$24,351.60	\$24,899.60	\$25,447.60	\$25,995.60	\$26,543.60	\$27,091.60	\$536.00
C	\$19,469.67	\$20,969.67	\$21,520.67	\$22,071.67	\$22,622.67	\$23,173.67	\$23,724.67	\$24,275.67	\$24,826.67	\$25,377.67	\$25,928.67	\$26,479.67	\$27,030.67	\$27,581.67	\$536.00
D	\$19,926.38	\$21,426.38	\$21,978.38	\$22,529.38	\$23,080.38	\$23,631.38	\$24,182.38	\$24,733.38	\$25,284.38	\$25,835.38	\$26,386.38	\$26,937.38	\$27,488.38	\$28,039.38	\$536.00
1	\$20,380.29	\$21,880.29	\$22,432.29	\$22,983.29	\$23,534.29	\$24,085.29	\$24,636.29	\$25,187.29	\$25,738.29	\$26,289.29	\$26,840.29	\$27,391.29	\$27,942.29	\$28,493.29	\$536.00
2	\$20,836.95	\$22,336.95	\$22,887.95	\$23,438.95	\$23,989.95	\$24,540.95	\$25,091.95	\$25,642.95	\$26,193.95	\$26,744.95	\$27,295.95	\$27,846.95	\$28,397.95	\$28,948.95	\$536.00
3	\$21,291.20	\$22,791.20	\$23,342.20	\$23,893.20	\$24,444.20	\$24,995.20	\$25,546.20	\$26,097.20	\$26,648.20	\$27,199.20	\$27,750.20	\$28,301.20	\$28,852.20	\$29,403.20	\$536.00
4	\$21,744.93	\$23,244.93	\$23,795.93	\$24,346.93	\$24,897.93	\$25,448.93	\$25,999.93	\$26,550.93	\$27,101.93	\$27,652.93	\$28,203.93	\$28,754.93	\$29,305.93	\$29,856.93	\$536.00
5	\$22,201.67	\$23,701.67	\$24,252.67	\$24,803.67	\$25,354.67	\$25,905.67	\$26,456.67	\$27,007.67	\$27,558.67	\$28,109.67	\$28,660.67	\$29,211.67	\$29,762.67	\$30,313.67	\$536.00
6	\$22,659.03	\$24,159.03	\$24,710.03	\$25,261.03	\$25,812.03	\$26,363.03	\$26,914.03	\$27,465.03	\$28,016.03	\$28,567.03	\$29,118.03	\$29,669.03	\$30,220.03	\$30,771.03	\$536.00
7	\$23,109.55	\$24,609.55	\$25,160.55	\$25,711.55	\$26,262.55	\$26,813.55	\$27,364.55	\$27,915.55	\$28,466.55	\$29,017.55	\$29,568.55	\$30,119.55	\$30,670.55	\$31,221.55	\$536.00
8	\$23,566.70	\$25,066.70	\$25,617.70	\$26,168.70	\$26,719.70	\$27,270.70	\$27,821.70	\$28,372.70	\$28,923.70	\$29,474.70	\$30,025.70	\$30,576.70	\$31,127.70	\$31,678.70	\$536.00
9	\$24,020.24	\$25,520.24	\$26,071.24	\$26,622.24	\$27,173.24	\$27,724.24	\$28,275.24	\$28,826.24	\$29,377.24	\$29,928.24	\$30,479.24	\$31,030.24	\$31,581.24	\$32,132.24	\$536.00
10	\$24,478.37	\$25,978.37	\$26,529.37	\$27,080.37	\$27,631.37	\$28,182.37	\$28,733.37	\$29,284.37	\$29,835.37	\$30,386.37	\$30,937.37	\$31,488.37	\$32,039.37	\$32,590.37	\$536.00
11	\$24,930.89	\$26,430.89	\$26,981.89	\$27,532.89	\$28,083.89	\$28,634.89	\$29,185.89	\$29,736.89	\$30,287.89	\$30,838.89	\$31,389.89	\$31,940.89	\$32,491.89	\$33,042.89	\$536.00
12	\$25,384.85	\$26,884.85	\$27,435.85	\$27,986.85	\$28,537.85	\$29,088.85	\$29,639.85	\$30,190.85	\$30,741.85	\$31,292.85	\$31,843.85	\$32,394.85	\$32,945.85	\$33,496.85	\$536.00
13	\$25,839.93	\$27,339.93	\$27,890.93	\$28,441.93	\$28,992.93	\$29,543.93	\$30,094.93	\$30,645.93	\$31,196.93	\$31,747.93	\$32,298.93	\$32,849.93	\$33,400.93	\$33,951.93	\$536.00
14	\$26,294.97	\$27,794.97	\$28,345.97	\$28,896.97	\$29,447.97	\$29,998.97	\$30,549.97	\$31,100.97	\$31,651.97	\$32,202.97	\$32,753.97	\$33,304.97	\$33,855.97	\$34,406.97	\$536.00
15	\$26,750.04	\$28,250.04	\$28,801.04	\$29,352.04	\$29,903.04	\$30,454.04	\$31,005.04	\$31,556.04	\$32,107.04	\$32,658.04	\$33,209.04	\$33,760.04	\$34,311.04	\$34,862.04	\$536.00

OPERATIONAL & TECHNICAL SALARY SCHEDULE EFFECTIVE 01/01/94

EXHIBIT B

GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
A	\$19,261.46	\$20,781.46	\$21,316.46	\$21,871.46	\$22,426.46	\$22,981.46	\$23,536.46	\$24,091.46	\$24,646.46	\$25,201.46	\$25,756.46	\$26,311.46	\$26,866.46	\$27,421.46	\$27,976.46	\$555.00
B	\$19,733.73	\$21,253.73	\$21,801.73	\$22,368.73	\$22,937.73	\$23,507.73	\$24,077.73	\$24,647.73	\$25,217.73	\$25,787.73	\$26,357.73	\$26,927.73	\$27,497.73	\$28,067.73	\$28,637.73	\$566.00
C	\$20,203.61	\$21,723.61	\$22,284.61	\$22,855.61	\$23,426.61	\$24,001.61	\$24,576.61	\$25,151.61	\$25,726.61	\$26,301.61	\$26,876.61	\$27,451.61	\$28,026.61	\$28,601.61	\$29,176.61	\$581.00
D	\$20,676.30	\$22,196.30	\$22,766.30	\$23,336.30	\$23,906.30	\$24,476.30	\$25,046.30	\$25,616.30	\$26,186.30	\$26,756.30	\$27,326.30	\$27,896.30	\$28,466.30	\$29,036.30	\$29,606.30	\$592.00
1	\$21,146.10	\$22,666.10	\$23,236.10	\$23,806.10	\$24,376.10	\$24,946.10	\$25,516.10	\$26,086.10	\$26,656.10	\$27,226.10	\$27,796.10	\$28,366.10	\$28,936.10	\$29,506.10	\$30,076.10	\$608.00
2	\$21,618.74	\$23,138.74	\$23,708.74	\$24,278.74	\$24,848.74	\$25,418.74	\$25,988.74	\$26,558.74	\$27,128.74	\$27,698.74	\$28,268.74	\$28,838.74	\$29,408.74	\$29,978.74	\$30,548.74	\$622.00
3	\$22,088.89	\$23,608.89	\$24,178.89	\$24,748.89	\$25,318.89	\$25,888.89	\$26,458.89	\$27,028.89	\$27,598.89	\$28,168.89	\$28,738.89	\$29,308.89	\$29,878.89	\$30,448.89	\$31,018.89	\$634.00
4	\$22,558.50	\$24,078.50	\$24,648.50	\$25,218.50	\$25,788.50	\$26,358.50	\$26,928.50	\$27,498.50	\$28,068.50	\$28,638.50	\$29,208.50	\$29,778.50	\$30,348.50	\$30,918.50	\$31,488.50	\$647.00
5	\$23,031.44	\$24,551.44	\$25,121.44	\$25,691.44	\$26,261.44	\$26,831.44	\$27,401.44	\$27,971.44	\$28,541.44	\$29,111.44	\$29,681.44	\$30,251.44	\$30,821.44	\$31,391.44	\$31,961.44	\$661.00
6	\$23,504.60	\$25,024.60	\$25,594.60	\$26,164.60	\$26,734.60	\$27,304.60	\$27,874.60	\$28,444.60	\$29,014.60	\$29,584.60	\$30,154.60	\$30,724.60	\$31,294.60	\$31,864.60	\$32,434.60	\$676.00
7	\$23,970.80	\$25,490.80	\$26,060.80	\$26,630.80	\$27,200.80	\$27,770.80	\$28,340.80	\$28,910.80	\$29,480.80	\$30,050.80	\$30,620.80	\$31,190.80	\$31,760.80	\$32,330.80	\$32,900.80	\$685.00
8	\$24,444.03	\$25,964.03	\$26,534.03	\$27,104.03	\$27,674.03	\$28,244.03	\$28,814.03	\$29,384.03	\$29,954.03	\$30,524.03	\$31,094.03	\$31,664.03	\$32,234.03	\$32,804.03	\$33,374.03	\$700.00
9	\$24,913.45	\$26,433.45	\$27,003.45	\$27,573.45	\$28,143.45	\$28,713.45	\$29,283.45	\$29,853.45	\$30,423.45	\$30,993.45	\$31,563.45	\$32,133.45	\$32,703.45	\$33,273.45	\$33,843.45	\$715.00
10	\$25,387.61	\$26,907.61	\$27,477.61	\$28,047.61	\$28,617.61	\$29,187.61	\$29,757.61	\$30,327.61	\$30,897.61	\$31,467.61	\$32,037.61	\$32,607.61	\$33,177.61	\$33,747.61	\$34,317.61	\$727.00
11	\$25,855.97	\$27,375.97	\$27,945.97	\$28,515.97	\$29,085.97	\$29,655.97	\$30,225.97	\$30,795.97	\$31,365.97	\$31,935.97	\$32,505.97	\$33,075.97	\$33,645.97	\$34,215.97	\$34,785.97	\$738.00
12	\$26,325.82	\$27,845.82	\$28,415.82	\$28,985.82	\$29,555.82	\$30,125.82	\$30,695.82	\$31,265.82	\$31,835.82	\$32,405.82	\$32,975.82	\$33,545.82	\$34,115.82	\$34,685.82	\$35,255.82	\$752.00
13	\$26,796.83	\$28,316.83	\$28,886.83	\$29,456.83	\$30,026.83	\$30,596.83	\$31,166.83	\$31,736.83	\$32,306.83	\$32,876.83	\$33,446.83	\$34,016.83	\$34,586.83	\$35,156.83	\$35,726.83	\$765.00
14	\$27,267.79	\$28,787.79	\$29,357.79	\$29,927.79	\$30,497.79	\$31,067.79	\$31,637.79	\$32,207.79	\$32,777.79	\$33,347.79	\$33,917.79	\$34,487.79	\$35,057.79	\$35,627.79	\$36,197.79	\$776.00
15	\$27,738.80	\$29,258.80	\$29,828.80	\$30,398.80	\$30,968.80	\$31,538.80	\$32,108.80	\$32,678.80	\$33,248.80	\$33,818.80	\$34,388.80	\$34,958.80	\$35,528.80	\$36,098.80	\$36,668.80	\$788.00

OPERATIONAL & TECHNICAL SALARY SCHEDULE EFFECTIVE 01/01/98

EXHIBIT C

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
A	\$20,091.92	\$21,391.92	\$22,169.92	\$22,747.92	\$23,225.92	\$23,603.92	\$24,481.92	\$25,059.92	\$25,637.92	\$26,215.92	\$26,793.92	\$27,371.92	\$27,949.92	\$28,527.92	\$29,105.92	\$29,683.92	\$578.00
B	\$20,383.08	\$22,083.08	\$23,674.08	\$24,252.08	\$24,830.08	\$25,408.08	\$26,447.08	\$27,025.08	\$27,603.08	\$28,181.08	\$28,759.08	\$29,337.08	\$29,915.08	\$30,493.08	\$31,071.08	\$31,649.08	\$591.00
C	\$21,071.75	\$22,571.75	\$23,776.75	\$24,781.75	\$25,386.75	\$25,991.75	\$26,596.75	\$27,201.75	\$27,806.75	\$28,411.75	\$29,016.75	\$29,621.75	\$30,226.75	\$30,831.75	\$31,436.75	\$32,041.75	\$605.00
D	\$21,563.35	\$23,063.35	\$24,679.35	\$25,295.35	\$25,911.35	\$26,527.35	\$27,143.35	\$27,759.35	\$28,375.35	\$28,991.35	\$29,607.35	\$30,223.35	\$30,839.35	\$31,455.35	\$32,071.35	\$32,687.35	\$618.00
1	\$22,051.94	\$23,551.94	\$24,186.94	\$24,817.94	\$25,450.94	\$26,083.94	\$26,716.94	\$27,349.94	\$27,982.94	\$28,615.94	\$29,248.94	\$29,881.94	\$30,514.94	\$31,147.94	\$31,780.94	\$32,413.94	\$631.00
2	\$22,543.49	\$24,043.49	\$24,680.49	\$25,317.49	\$25,954.49	\$26,591.49	\$27,228.49	\$27,865.49	\$28,502.49	\$29,139.49	\$29,776.49	\$30,413.49	\$31,050.49	\$31,687.49	\$32,324.49	\$32,961.49	\$647.00
3	\$23,032.45	\$24,532.45	\$25,192.45	\$25,852.45	\$26,512.45	\$27,172.45	\$27,832.45	\$28,492.45	\$29,152.45	\$29,812.45	\$30,472.45	\$31,132.45	\$31,792.45	\$32,452.45	\$33,112.45	\$33,772.45	\$660.00
4	\$23,520.84	\$25,020.84	\$25,693.84	\$26,366.84	\$27,039.84	\$27,712.84	\$28,385.84	\$29,058.84	\$29,731.84	\$30,404.84	\$31,077.84	\$31,750.84	\$32,423.84	\$33,096.84	\$33,769.84	\$34,442.84	\$673.00
5	\$24,012.70	\$25,512.70	\$26,200.70	\$26,888.70	\$27,576.70	\$28,264.70	\$28,952.70	\$29,640.70	\$30,328.70	\$31,016.70	\$31,704.70	\$32,392.70	\$33,080.70	\$33,768.70	\$34,456.70	\$35,144.70	\$688.00
6	\$24,504.78	\$26,004.78	\$26,707.78	\$27,410.78	\$28,113.78	\$28,816.78	\$29,519.78	\$30,222.78	\$30,925.78	\$31,628.78	\$32,331.78	\$33,034.78	\$33,737.78	\$34,440.78	\$35,143.78	\$35,846.78	\$703.00
7	\$24,989.72	\$26,489.72	\$27,202.72	\$27,915.72	\$28,628.72	\$29,341.72	\$30,054.72	\$30,767.72	\$31,480.72	\$32,193.72	\$32,906.72	\$33,619.72	\$34,332.72	\$35,045.72	\$35,758.72	\$36,471.72	\$713.00
8	\$25,481.79	\$26,981.79	\$27,702.79	\$28,423.79	\$29,144.79	\$29,865.79	\$30,586.79	\$31,307.79	\$32,028.79	\$32,749.79	\$33,470.79	\$34,191.79	\$34,912.79	\$35,633.79	\$36,354.79	\$37,075.79	\$728.00
9	\$25,969.99	\$27,469.99	\$28,212.99	\$28,955.99	\$29,698.99	\$30,441.99	\$31,184.99	\$31,927.99	\$32,670.99	\$33,413.99	\$34,156.99	\$34,900.99	\$35,643.99	\$36,386.99	\$37,130.99	\$37,873.99	\$744.00
10	\$26,463.11	\$27,963.11	\$28,720.11	\$29,477.11	\$30,234.11	\$30,991.11	\$31,748.11	\$32,505.11	\$33,262.11	\$34,019.11	\$34,776.11	\$35,533.11	\$36,290.11	\$37,047.11	\$37,804.11	\$38,561.11	\$757.00
11	\$26,950.21	\$28,450.21	\$29,218.21	\$29,986.21	\$30,754.21	\$31,522.21	\$32,290.21	\$33,058.21	\$33,826.21	\$34,594.21	\$35,362.21	\$36,130.21	\$36,898.21	\$37,666.21	\$38,434.21	\$39,202.21	\$768.00
12	\$27,438.85	\$28,938.85	\$29,721.85	\$30,504.85	\$31,287.85	\$32,070.85	\$32,853.85	\$33,636.85	\$34,419.85	\$35,202.85	\$35,985.85	\$36,768.85	\$37,551.85	\$38,334.85	\$39,117.85	\$39,900.85	\$779.00
13	\$27,928.70	\$29,428.70	\$30,224.70	\$31,020.70	\$31,816.70	\$32,612.70	\$33,408.70	\$34,204.70	\$35,000.70	\$35,796.70	\$36,592.70	\$37,388.70	\$38,184.70	\$38,980.70	\$39,776.70	\$40,572.70	\$796.00
14	\$28,418.50	\$29,918.50	\$30,723.50	\$31,529.50	\$32,335.50	\$33,141.50	\$33,947.50	\$34,753.50	\$35,559.50	\$36,365.50	\$37,171.50	\$37,977.50	\$38,783.50	\$39,589.50	\$40,395.50	\$41,201.50	\$807.00
15	\$28,908.34	\$30,408.34	\$31,220.34	\$32,040.34	\$32,860.34	\$33,680.34	\$34,500.34	\$35,320.34	\$36,140.34	\$36,960.34	\$37,780.34	\$38,600.34	\$39,420.34	\$40,240.34	\$41,060.34	\$41,880.34	\$820.00

ADMINISTRATIVE SALARY SCHEDULE EFFECTIVE 01/01/93

EXERCISE A

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	INCREMENT
1	\$18,830.01	\$20,330.01	\$20,966.01	\$21,602.01	\$22,238.01	\$22,874.01	\$23,510.01	\$24,146.01	\$24,782.01	\$25,418.01	\$26,054.01	\$26,690.01	\$27,326.01	\$27,962.01	\$636.00
2	\$22,061.80	\$22,561.80	\$23,074.80	\$23,587.80	\$24,100.80	\$24,613.80	\$25,126.80	\$25,640.80	\$26,153.80	\$26,667.80	\$27,180.80	\$27,694.80	\$28,208.80	\$28,722.80	\$514.00
3	\$23,194.56	\$24,094.56	\$25,094.56	\$26,094.56	\$27,094.56	\$28,094.56	\$29,094.56	\$30,094.56	\$31,094.56	\$32,094.56	\$33,094.56	\$34,094.56	\$35,094.56	\$36,094.56	\$700.00
4	\$25,921.94	\$27,421.94	\$28,297.94	\$29,173.94	\$30,049.94	\$30,925.94	\$31,801.94	\$32,677.94	\$33,553.94	\$34,429.94	\$35,305.94	\$36,181.94	\$37,057.94	\$37,933.94	\$856.00
5	\$28,343.94	\$29,843.94	\$30,796.94	\$31,749.94	\$32,702.94	\$33,655.94	\$34,608.94	\$35,561.94	\$36,514.94	\$37,467.94	\$38,420.94	\$39,373.94	\$40,326.94	\$41,280.94	\$936.00
6	\$30,761.67	\$32,261.67	\$33,290.67	\$34,319.67	\$35,348.67	\$36,377.67	\$37,406.67	\$38,435.67	\$39,464.67	\$40,493.67	\$41,522.67	\$42,551.67	\$43,580.67	\$44,609.67	\$1,029.00
7	\$33,193.54	\$34,693.54	\$35,804.54	\$36,915.54	\$38,026.54	\$39,137.54	\$40,248.54	\$41,359.54	\$42,470.54	\$43,581.54	\$44,692.54	\$45,803.54	\$46,914.54	\$48,025.54	\$1,111.00
8	\$35,620.94	\$37,120.94	\$38,311.94	\$39,502.94	\$40,693.94	\$41,884.94	\$43,075.94	\$44,266.94	\$45,457.94	\$46,648.94	\$47,839.94	\$49,030.94	\$50,221.94	\$51,412.94	\$1,191.00
9	\$38,048.32	\$39,548.32	\$40,819.32	\$42,090.32	\$43,361.32	\$44,632.32	\$45,903.32	\$47,174.32	\$48,445.32	\$49,716.32	\$50,987.32	\$52,258.32	\$53,529.32	\$54,800.32	\$1,271.00
10	\$40,478.30	\$41,978.30	\$43,230.30	\$44,482.30	\$45,734.30	\$46,986.30	\$48,238.30	\$49,490.30	\$50,742.30	\$51,994.30	\$53,246.30	\$54,498.30	\$55,750.30	\$57,002.30	\$1,252.00

ADMINISTRATIVE SALARY SCHEDULE EFFECTIVE 01/01/94

L.A.S. 1

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCREMENT	
1	\$19,341.56	\$21,041.56	\$22,700.56	\$24,319.56	\$25,898.56	\$27,437.56	\$28,936.56	\$30,395.56	\$31,814.56	\$33,193.56	\$34,532.56	\$35,831.56	\$37,090.56	\$38,309.56	\$39,488.56	\$40,627.56	\$41,726.56	\$42,795.56	\$43,834.56	\$44,843.56
2	\$21,851.46	\$23,351.46	\$24,808.46	\$26,227.46	\$27,606.46	\$28,945.46	\$30,244.46	\$31,503.46	\$32,722.46	\$33,901.46	\$35,040.46	\$36,139.46	\$37,198.46	\$38,217.46	\$39,196.46	\$40,135.46	\$41,034.46	\$41,893.46	\$42,712.46	\$43,491.46
3	\$24,369.37	\$25,869.37	\$27,326.37	\$28,745.37	\$30,124.37	\$31,463.37	\$32,762.37	\$34,021.37	\$35,240.37	\$36,419.37	\$37,558.37	\$38,657.37	\$39,716.37	\$40,735.37	\$41,714.37	\$42,653.37	\$43,552.37	\$44,411.37	\$45,230.37	\$46,009.37
4	\$26,881.71	\$28,381.71	\$29,838.71	\$31,257.71	\$32,636.71	\$33,975.71	\$35,274.71	\$36,533.71	\$37,752.71	\$38,931.71	\$40,070.71	\$41,169.71	\$42,228.71	\$43,247.71	\$44,226.71	\$45,165.71	\$46,064.71	\$46,923.71	\$47,742.71	\$48,521.71
5	\$29,398.48	\$30,898.48	\$32,355.48	\$33,774.48	\$35,153.48	\$36,492.48	\$37,791.48	\$39,050.48	\$40,269.48	\$41,448.48	\$42,587.48	\$43,686.48	\$44,745.48	\$45,764.48	\$46,743.48	\$47,682.48	\$48,581.48	\$49,440.48	\$50,259.48	\$51,038.48
6	\$31,910.83	\$33,410.83	\$34,867.83	\$36,286.83	\$37,665.83	\$39,004.83	\$40,303.83	\$41,562.83	\$42,781.83	\$43,960.83	\$45,100.83	\$46,200.83	\$47,259.83	\$48,278.83	\$49,257.83	\$50,196.83	\$51,096.83	\$51,955.83	\$52,774.83	\$53,553.83
7	\$34,427.81	\$35,927.81	\$37,384.81	\$38,803.81	\$40,182.81	\$41,521.81	\$42,820.81	\$44,079.81	\$45,298.81	\$46,477.81	\$47,616.81	\$48,715.81	\$49,774.81	\$50,793.81	\$51,772.81	\$52,711.81	\$53,610.81	\$54,469.81	\$55,288.81	\$56,067.81
8	\$36,940.17	\$38,440.17	\$39,897.17	\$41,316.17	\$42,695.17	\$44,034.17	\$45,333.17	\$46,592.17	\$47,811.17	\$48,990.17	\$50,129.17	\$51,228.17	\$52,287.17	\$53,306.17	\$54,285.17	\$55,224.17	\$56,123.17	\$56,982.17	\$57,741.17	\$58,500.17
9	\$39,452.51	\$40,952.51	\$42,409.51	\$43,828.51	\$45,207.51	\$46,546.51	\$47,845.51	\$49,104.51	\$50,323.51	\$51,502.51	\$52,641.51	\$53,740.51	\$54,799.51	\$55,778.51	\$56,677.51	\$57,536.51	\$58,355.51	\$59,134.51	\$59,873.51	\$60,572.51
10	\$41,964.84	\$43,464.84	\$44,921.84	\$46,340.84	\$47,719.84	\$49,058.84	\$50,357.84	\$51,616.84	\$52,835.84	\$54,014.84	\$55,153.84	\$56,252.84	\$57,311.84	\$58,330.84	\$59,309.84	\$60,248.84	\$61,147.84	\$61,996.84	\$62,795.84	\$63,544.84

ADMINISTRATIVE SALARY SCHEDULE EFFECTIVE 01/01/95

EXHIBIT C

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
1	\$20,283.22	\$21,883.22	\$22,569.22	\$23,255.22	\$23,941.22	\$24,627.22	\$25,313.22	\$25,999.22	\$26,685.22	\$27,371.22	\$28,057.22	\$28,743.22	\$29,429.22	\$30,115.22	\$30,801.22	\$31,487.22	\$684.00
2	\$22,785.52	\$24,285.52	\$25,023.52	\$25,821.52	\$26,589.52	\$27,357.52	\$28,125.52	\$28,893.52	\$29,661.52	\$30,429.52	\$31,197.52	\$31,965.52	\$32,733.52	\$33,501.52	\$34,269.52	\$35,037.52	\$762.00
3	\$25,404.14	\$26,904.14	\$27,761.14	\$28,618.14	\$29,475.14	\$30,332.14	\$31,189.14	\$32,046.14	\$32,903.14	\$33,760.14	\$34,617.14	\$35,474.14	\$36,331.14	\$37,188.14	\$38,045.14	\$38,902.14	\$857.00
4	\$28,016.98	\$29,516.98	\$30,460.98	\$31,404.98	\$32,348.98	\$33,292.98	\$34,236.98	\$35,180.98	\$36,124.98	\$37,068.98	\$38,012.98	\$38,956.98	\$39,900.98	\$40,844.98	\$41,788.98	\$42,732.98	\$944.00
5	\$30,624.02	\$32,124.02	\$33,151.02	\$34,178.02	\$35,205.02	\$36,232.02	\$37,259.02	\$38,286.02	\$39,313.02	\$40,340.02	\$41,367.02	\$42,394.02	\$43,421.02	\$44,448.02	\$45,475.02	\$46,502.02	\$1,027.00
6	\$33,226.16	\$34,726.16	\$35,834.16	\$36,942.16	\$38,050.16	\$39,158.16	\$40,266.16	\$41,374.16	\$42,482.16	\$43,590.16	\$44,698.16	\$45,806.16	\$46,914.16	\$48,022.16	\$49,130.16	\$50,238.16	\$1,106.00
7	\$35,844.12	\$37,344.12	\$38,540.12	\$39,736.12	\$40,932.12	\$42,128.12	\$43,324.12	\$44,520.12	\$45,716.12	\$46,912.12	\$48,108.12	\$49,304.12	\$50,500.12	\$51,696.12	\$52,892.12	\$54,088.12	\$1,196.00
8	\$38,436.98	\$39,936.98	\$41,239.98	\$42,522.98	\$43,805.98	\$45,088.98	\$46,371.98	\$47,654.98	\$48,937.98	\$50,220.98	\$51,503.98	\$52,786.98	\$54,069.98	\$55,352.98	\$56,635.98	\$57,918.98	\$1,283.00
9	\$41,069.81	\$42,569.81	\$43,938.81	\$45,307.81	\$46,676.81	\$48,045.81	\$49,414.81	\$50,783.81	\$52,152.81	\$53,521.81	\$54,890.81	\$56,259.81	\$57,628.81	\$58,997.81	\$60,366.81	\$61,735.81	\$1,369.00
10	\$43,685.44	\$45,185.44	\$46,644.44	\$48,097.44	\$49,553.44	\$51,009.44	\$52,465.44	\$53,921.44	\$55,377.44	\$56,833.44	\$58,289.44	\$59,745.44	\$61,201.44	\$62,657.44	\$64,113.44	\$65,569.44	\$1,456.00

PUBLIC SAFETY DISPATCHERS SALARY SCHEDULE EFFECTIVE 01/01/93

EXEMPT A

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	COMMENT
1	\$20,105.54	\$24,609.54	\$28,270.54	\$31,931.54	\$36,592.54	\$41,253.54	\$45,914.54	\$50,575.54	\$55,236.54	\$59,897.54	\$64,558.54	\$69,219.54	\$73,880.54	\$78,541.54	\$83,202.54
2	\$23,566.67	\$28,066.67	\$32,566.67	\$37,066.67	\$41,566.67	\$46,066.67	\$50,566.67	\$55,066.67	\$59,566.67	\$64,066.67	\$68,566.67	\$73,066.67	\$77,566.67	\$82,066.67	\$86,566.67

3/

PUBLIC SAFETY DEPARTMENT SALARY SCHEDULE EFFECTIVE 01/01/94
EXHIBIT B

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
1	\$23,970.87	\$25,470.87	\$26,111.87	\$26,840.87	\$27,522.87	\$28,210.87	\$28,905.87	\$29,580.87	\$30,265.87	\$30,950.87	\$31,635.87	\$32,320.87	\$33,005.87	\$33,690.87	\$34,375.87	\$485.00	
2	\$24,444.00	\$25,944.00	\$26,644.00	\$27,344.00	\$28,044.00	\$28,744.00	\$29,444.00	\$30,144.00	\$30,844.00	\$31,544.00	\$32,244.00	\$32,944.00	\$33,644.00	\$34,344.00	\$35,044.00	\$700.00	

PUBLIC SAFETY DEPARTMENTS SALARY SCHEDULE EFFECTIVE 01/01/98

EXHIBIT C

GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCREMENTS
1	\$24,909.70	\$26,409.70	\$27,202.70	\$27,915.70	\$28,628.70	\$29,341.70	\$30,054.70	\$30,767.70	\$31,480.70	\$32,193.70	\$32,906.70	\$33,619.70	\$34,332.70	\$35,045.70	\$35,758.70	\$36,471.70	\$37,184.70	\$712.00
2	\$25,481.76	\$26,981.76	\$27,709.76	\$28,437.76	\$29,165.76	\$29,893.76	\$30,621.76	\$31,349.76	\$32,077.76	\$32,805.76	\$33,533.76	\$34,261.76	\$34,989.76	\$35,717.76	\$36,445.76	\$37,173.76	\$37,901.76	\$728.00

CLERICAL AND SUPERVISORY SALARY SCHEDULE FOR 1997 (3%)

GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCREASMENT
A	\$ 15,077.81	\$ 16,577.81	\$ 17,077.81	\$ 17,487.81	\$ 17,897.81	\$ 18,307.81	\$ 18,717.81	\$ 19,127.81	\$ 19,537.81	\$ 19,947.81	\$ 20,357.81	\$ 20,767.81	\$ 21,177.81	\$ 21,587.81	\$ 21,997.81	\$ 22,407.81	\$ 22,817.81	\$ 440.00
B	\$ 15,963.73	\$ 17,363.73	\$ 17,824.73	\$ 18,285.73	\$ 18,746.73	\$ 19,207.73	\$ 19,668.73	\$ 20,129.73	\$ 20,590.73	\$ 21,051.73	\$ 21,512.73	\$ 21,973.73	\$ 22,434.73	\$ 22,895.73	\$ 23,356.73	\$ 23,817.73	\$ 24,278.73	\$ 401.00
C	\$ 16,657.49	\$ 18,157.49	\$ 18,643.49	\$ 19,129.49	\$ 19,615.49	\$ 20,101.49	\$ 20,587.49	\$ 21,073.49	\$ 21,559.49	\$ 22,045.49	\$ 22,531.49	\$ 23,017.49	\$ 23,503.49	\$ 23,989.49	\$ 24,475.49	\$ 24,961.49	\$ 25,447.49	\$ 466.00
D	\$ 17,441.11	\$ 19,041.11	\$ 19,641.11	\$ 20,241.11	\$ 20,841.11	\$ 21,441.11	\$ 22,041.11	\$ 22,641.11	\$ 23,241.11	\$ 23,841.11	\$ 24,441.11	\$ 25,041.11	\$ 25,641.11	\$ 26,241.11	\$ 26,841.11	\$ 27,441.11	\$ 28,041.11	\$ 507.00
1	\$ 18,227.83	\$ 19,727.83	\$ 20,283.83	\$ 20,839.83	\$ 21,395.83	\$ 21,951.83	\$ 22,507.83	\$ 23,063.83	\$ 23,619.83	\$ 24,175.83	\$ 24,731.83	\$ 25,287.83	\$ 25,843.83	\$ 26,399.83	\$ 26,955.83	\$ 27,511.83	\$ 28,067.83	\$ 528.00
2	\$ 19,017.74	\$ 20,517.74	\$ 21,073.74	\$ 21,629.74	\$ 22,185.74	\$ 22,741.74	\$ 23,297.74	\$ 23,853.74	\$ 24,409.74	\$ 24,965.74	\$ 25,521.74	\$ 26,077.74	\$ 26,633.74	\$ 27,189.74	\$ 27,745.74	\$ 28,301.74	\$ 28,857.74	\$ 551.00
3	\$ 19,798.65	\$ 21,298.65	\$ 21,854.65	\$ 22,410.65	\$ 22,966.65	\$ 23,522.65	\$ 24,078.65	\$ 24,634.65	\$ 25,190.65	\$ 25,746.65	\$ 26,302.65	\$ 26,858.65	\$ 27,414.65	\$ 27,970.65	\$ 28,526.65	\$ 29,082.65	\$ 29,638.65	\$ 575.00
4	\$ 20,584.56	\$ 22,084.56	\$ 22,640.56	\$ 23,196.56	\$ 23,752.56	\$ 24,308.56	\$ 24,864.56	\$ 25,420.56	\$ 25,976.56	\$ 26,532.56	\$ 27,088.56	\$ 27,644.56	\$ 28,200.56	\$ 28,756.56	\$ 29,312.56	\$ 29,868.56	\$ 30,424.56	\$ 604.00
5	\$ 21,368.59	\$ 22,868.59	\$ 23,424.59	\$ 23,980.59	\$ 24,536.59	\$ 25,092.59	\$ 25,648.59	\$ 26,204.59	\$ 26,760.59	\$ 27,316.59	\$ 27,872.59	\$ 28,428.59	\$ 28,984.59	\$ 29,540.59	\$ 30,096.59	\$ 30,652.59	\$ 31,208.59	\$ 634.00
6	\$ 22,152.54	\$ 23,652.54	\$ 24,208.54	\$ 24,764.54	\$ 25,320.54	\$ 25,876.54	\$ 26,432.54	\$ 26,988.54	\$ 27,544.54	\$ 28,100.54	\$ 28,656.54	\$ 29,212.54	\$ 29,768.54	\$ 30,324.54	\$ 30,880.54	\$ 31,436.54	\$ 31,992.54	\$ 664.00
7	\$ 22,936.49	\$ 24,436.49	\$ 24,992.49	\$ 25,548.49	\$ 26,104.49	\$ 26,660.49	\$ 27,216.49	\$ 27,772.49	\$ 28,328.49	\$ 28,884.49	\$ 29,440.49	\$ 29,996.49	\$ 30,552.49	\$ 31,108.49	\$ 31,664.49	\$ 32,220.49	\$ 32,776.49	\$ 694.00
8	\$ 23,720.44	\$ 25,220.44	\$ 25,776.44	\$ 26,332.44	\$ 26,888.44	\$ 27,444.44	\$ 27,999.44	\$ 28,555.44	\$ 29,111.44	\$ 29,667.44	\$ 30,223.44	\$ 30,779.44	\$ 31,335.44	\$ 31,891.44	\$ 32,447.44	\$ 33,003.44	\$ 33,559.44	\$ 724.00
9	\$ 24,504.39	\$ 26,004.39	\$ 26,560.39	\$ 27,116.39	\$ 27,672.39	\$ 28,228.39	\$ 28,784.39	\$ 29,340.39	\$ 29,896.39	\$ 30,452.39	\$ 31,008.39	\$ 31,564.39	\$ 32,120.39	\$ 32,676.39	\$ 33,232.39	\$ 33,788.39	\$ 34,344.39	\$ 754.00
10	\$ 25,288.34	\$ 26,788.34	\$ 27,344.34	\$ 27,900.34	\$ 28,456.34	\$ 29,012.34	\$ 29,568.34	\$ 30,124.34	\$ 30,680.34	\$ 31,236.34	\$ 31,792.34	\$ 32,348.34	\$ 32,904.34	\$ 33,460.34	\$ 34,016.34	\$ 34,572.34	\$ 35,128.34	\$ 784.00
11	\$ 26,072.29	\$ 27,572.29	\$ 28,128.29	\$ 28,684.29	\$ 29,240.29	\$ 29,796.29	\$ 30,352.29	\$ 30,908.29	\$ 31,464.29	\$ 32,020.29	\$ 32,576.29	\$ 33,132.29	\$ 33,688.29	\$ 34,244.29	\$ 34,800.29	\$ 35,356.29	\$ 35,912.29	\$ 814.00
12	\$ 26,856.24	\$ 28,356.24	\$ 28,912.24	\$ 29,468.24	\$ 30,024.24	\$ 30,580.24	\$ 31,136.24	\$ 31,692.24	\$ 32,248.24	\$ 32,804.24	\$ 33,360.24	\$ 33,916.24	\$ 34,472.24	\$ 35,028.24	\$ 35,584.24	\$ 36,140.24	\$ 36,696.24	\$ 844.00

CLERICAL AND SUPERVISORY SALARY SCHEDULE FOR 1996 (4%)

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	INCREMENT
A	\$ 14,594.96	\$ 16,094.96	\$ 18,521.96	\$ 18,648.96	\$ 17,375.96	\$ 17,602.96	\$ 18,229.96	\$ 18,656.96	\$ 19,083.96	\$ 19,510.96	\$ 19,937.96	\$ 20,364.96	\$ 20,791.96	\$ 21,218.96	\$ 21,645.96	\$ 22,072.96	\$ 22,499.96	\$ 22,926.96	\$ 23,353.96	\$ 427.00
B	\$ 15,357.99	\$ 16,857.99	\$ 17,304.99	\$ 17,751.99	\$ 18,198.99	\$ 18,645.99	\$ 19,092.99	\$ 19,539.99	\$ 19,986.99	\$ 20,433.99	\$ 20,880.99	\$ 21,327.99	\$ 21,774.99	\$ 22,221.99	\$ 22,668.99	\$ 23,115.99	\$ 23,562.99	\$ 24,009.99	\$ 24,456.99	\$ 447.00
C	\$ 16,120.63	\$ 17,620.63	\$ 18,067.63	\$ 18,514.63	\$ 18,961.63	\$ 19,408.63	\$ 19,855.63	\$ 20,302.63	\$ 20,749.63	\$ 21,196.63	\$ 21,643.63	\$ 22,090.63	\$ 22,537.63	\$ 22,984.63	\$ 23,431.63	\$ 23,878.63	\$ 24,325.63	\$ 24,772.63	\$ 25,219.63	\$ 467.00
D	\$ 16,883.43	\$ 18,383.43	\$ 18,830.43	\$ 19,277.43	\$ 19,724.43	\$ 20,171.43	\$ 20,618.43	\$ 21,065.43	\$ 21,512.43	\$ 21,959.43	\$ 22,406.43	\$ 22,853.43	\$ 23,300.43	\$ 23,747.43	\$ 24,194.43	\$ 24,641.43	\$ 25,088.43	\$ 25,535.43	\$ 25,982.43	\$ 487.00
1	\$ 17,646.23	\$ 19,146.23	\$ 19,593.23	\$ 20,040.23	\$ 20,487.23	\$ 20,934.23	\$ 21,381.23	\$ 21,828.23	\$ 22,275.23	\$ 22,722.23	\$ 23,169.23	\$ 23,616.23	\$ 24,063.23	\$ 24,510.23	\$ 24,957.23	\$ 25,404.23	\$ 25,851.23	\$ 26,298.23	\$ 26,745.23	\$ 507.00
2	\$ 18,409.03	\$ 19,909.03	\$ 20,356.03	\$ 20,803.03	\$ 21,250.03	\$ 21,697.03	\$ 22,144.03	\$ 22,591.03	\$ 23,038.03	\$ 23,485.03	\$ 23,932.03	\$ 24,379.03	\$ 24,826.03	\$ 25,273.03	\$ 25,720.03	\$ 26,167.03	\$ 26,614.03	\$ 27,061.03	\$ 27,508.03	\$ 547.00
3	\$ 19,171.83	\$ 20,671.83	\$ 21,118.83	\$ 21,565.83	\$ 22,012.83	\$ 22,459.83	\$ 22,906.83	\$ 23,353.83	\$ 23,800.83	\$ 24,247.83	\$ 24,694.83	\$ 25,141.83	\$ 25,588.83	\$ 26,035.83	\$ 26,482.83	\$ 26,929.83	\$ 27,376.83	\$ 27,823.83	\$ 28,270.83	\$ 607.00
4	\$ 19,934.63	\$ 21,434.63	\$ 21,881.63	\$ 22,328.63	\$ 22,775.63	\$ 23,222.63	\$ 23,669.63	\$ 24,116.63	\$ 24,563.63	\$ 25,010.63	\$ 25,457.63	\$ 25,904.63	\$ 26,351.63	\$ 26,798.63	\$ 27,245.63	\$ 27,692.63	\$ 28,139.63	\$ 28,586.63	\$ 29,033.63	\$ 667.00
5	\$ 20,697.43	\$ 22,197.43	\$ 22,644.43	\$ 23,091.43	\$ 23,538.43	\$ 23,985.43	\$ 24,432.43	\$ 24,879.43	\$ 25,326.43	\$ 25,773.43	\$ 26,220.43	\$ 26,667.43	\$ 27,114.43	\$ 27,561.43	\$ 28,008.43	\$ 28,455.43	\$ 28,902.43	\$ 29,349.43	\$ 29,796.43	\$ 727.00
6	\$ 21,460.23	\$ 22,960.23	\$ 23,407.23	\$ 23,854.23	\$ 24,301.23	\$ 24,748.23	\$ 25,195.23	\$ 25,642.23	\$ 26,089.23	\$ 26,536.23	\$ 26,983.23	\$ 27,430.23	\$ 27,877.23	\$ 28,324.23	\$ 28,771.23	\$ 29,218.23	\$ 29,665.23	\$ 30,112.23	\$ 30,559.23	\$ 787.00
7	\$ 22,223.03	\$ 23,723.03	\$ 24,170.03	\$ 24,617.03	\$ 25,064.03	\$ 25,511.03	\$ 25,958.03	\$ 26,405.03	\$ 26,852.03	\$ 27,299.03	\$ 27,746.03	\$ 28,193.03	\$ 28,640.03	\$ 29,087.03	\$ 29,534.03	\$ 29,981.03	\$ 30,428.03	\$ 30,875.03	\$ 31,322.03	\$ 847.00
8	\$ 22,985.83	\$ 24,485.83	\$ 24,932.83	\$ 25,379.83	\$ 25,826.83	\$ 26,273.83	\$ 26,720.83	\$ 27,167.83	\$ 27,614.83	\$ 28,061.83	\$ 28,508.83	\$ 28,955.83	\$ 29,402.83	\$ 29,849.83	\$ 30,296.83	\$ 30,743.83	\$ 31,190.83	\$ 31,637.83	\$ 32,084.83	\$ 907.00
9	\$ 23,748.63	\$ 25,248.63	\$ 25,695.63	\$ 26,142.63	\$ 26,589.63	\$ 27,036.63	\$ 27,483.63	\$ 27,930.63	\$ 28,377.63	\$ 28,824.63	\$ 29,271.63	\$ 29,718.63	\$ 30,165.63	\$ 30,612.63	\$ 31,059.63	\$ 31,506.63	\$ 31,953.63	\$ 32,400.63	\$ 32,847.63	\$ 967.00
10	\$ 24,511.43	\$ 26,011.43	\$ 26,458.43	\$ 26,905.43	\$ 27,352.43	\$ 27,799.43	\$ 28,246.43	\$ 28,693.43	\$ 29,140.43	\$ 29,587.43	\$ 30,034.43	\$ 30,481.43	\$ 30,928.43	\$ 31,375.43	\$ 31,822.43	\$ 32,269.43	\$ 32,716.43	\$ 33,163.43	\$ 33,610.43	\$ 1,027.00
11	\$ 25,274.23	\$ 26,774.23	\$ 27,221.23	\$ 27,668.23	\$ 28,115.23	\$ 28,562.23	\$ 29,009.23	\$ 29,456.23	\$ 29,903.23	\$ 30,350.23	\$ 30,797.23	\$ 31,244.23	\$ 31,691.23	\$ 32,138.23	\$ 32,585.23	\$ 33,032.23	\$ 33,479.23	\$ 33,926.23	\$ 34,373.23	\$ 1,087.00
12	\$ 26,037.03	\$ 27,537.03	\$ 27,984.03	\$ 28,431.03	\$ 28,878.03	\$ 29,325.03	\$ 29,772.03	\$ 30,219.03	\$ 30,666.03	\$ 31,113.03	\$ 31,560.03	\$ 32,007.03	\$ 32,454.03	\$ 32,901.03	\$ 33,348.03	\$ 33,795.03	\$ 34,242.03	\$ 34,689.03	\$ 35,136.03	\$ 1,147.00

ADMINISTRATIVE SALARY SCHEDULE FOR 1997 (3%)																		
GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCREMENT
1	\$ 21,946.66	\$ 23,446.66	\$ 24,182.66	\$ 24,918.66	\$ 25,654.66	\$ 26,390.66	\$ 27,126.66	\$ 27,862.66	\$ 28,598.66	\$ 29,334.66	\$ 30,070.66	\$ 30,806.66	\$ 31,542.66	\$ 32,278.66	\$ 33,014.66	\$ 33,750.66	\$ 34,486.66	\$ 736.00
2	\$ 24,514.65	\$ 26,014.65	\$ 26,837.65	\$ 27,660.65	\$ 28,483.65	\$ 29,306.65	\$ 30,129.65	\$ 30,952.65	\$ 31,775.65	\$ 32,598.65	\$ 33,421.65	\$ 34,244.65	\$ 35,067.65	\$ 35,890.65	\$ 36,713.65	\$ 37,536.65	\$ 38,359.65	\$ 823.00
3	\$ 27,319.72	\$ 28,819.72	\$ 29,738.72	\$ 30,657.72	\$ 31,576.72	\$ 32,495.72	\$ 33,414.72	\$ 34,333.72	\$ 35,252.72	\$ 36,171.72	\$ 37,090.72	\$ 38,009.72	\$ 38,928.72	\$ 39,847.72	\$ 40,766.72	\$ 41,685.72	\$ 42,604.72	\$ 919.00
4	\$ 30,118.59	\$ 31,618.59	\$ 32,630.59	\$ 33,642.59	\$ 34,654.59	\$ 35,666.59	\$ 36,678.59	\$ 37,690.59	\$ 38,702.59	\$ 39,714.59	\$ 40,726.59	\$ 41,738.59	\$ 42,750.59	\$ 43,762.59	\$ 44,774.59	\$ 45,786.59	\$ 46,798.59	\$ 1,012.00
5	\$ 32,911.25	\$ 34,411.25	\$ 35,512.25	\$ 36,613.25	\$ 37,714.25	\$ 38,815.25	\$ 39,916.25	\$ 41,017.25	\$ 42,118.25	\$ 43,219.25	\$ 44,320.25	\$ 45,421.25	\$ 46,522.25	\$ 47,623.25	\$ 48,724.25	\$ 49,825.25	\$ 50,926.25	\$ 1,101.00
6	\$ 36,328.26	\$ 37,828.26	\$ 39,016.26	\$ 40,204.26	\$ 41,392.26	\$ 42,580.26	\$ 43,768.26	\$ 44,956.26	\$ 46,144.26	\$ 47,332.26	\$ 48,520.26	\$ 49,708.26	\$ 50,896.26	\$ 52,084.26	\$ 53,272.26	\$ 54,460.26	\$ 55,648.26	\$ 1,188.00
7	\$ 38,503.02	\$ 40,003.02	\$ 41,285.02	\$ 42,567.02	\$ 43,849.02	\$ 45,131.02	\$ 46,413.02	\$ 47,695.02	\$ 48,977.02	\$ 50,259.02	\$ 51,541.02	\$ 52,823.02	\$ 54,105.02	\$ 55,387.02	\$ 56,669.02	\$ 57,951.02	\$ 59,233.02	\$ 1,282.00
8	\$ 41,301.92	\$ 42,801.92	\$ 44,176.92	\$ 45,551.92	\$ 46,926.92	\$ 48,301.92	\$ 49,676.92	\$ 51,051.92	\$ 52,426.92	\$ 53,801.92	\$ 55,176.92	\$ 56,551.92	\$ 57,926.92	\$ 59,301.92	\$ 60,676.92	\$ 62,051.92	\$ 63,426.92	\$ 1,375.00
9	\$ 44,100.78	\$ 45,600.78	\$ 47,067.78	\$ 48,534.78	\$ 50,001.78	\$ 51,468.78	\$ 52,935.78	\$ 54,402.78	\$ 55,869.78	\$ 57,336.78	\$ 58,803.78	\$ 60,270.78	\$ 61,737.78	\$ 63,204.78	\$ 64,671.78	\$ 66,138.78	\$ 67,605.78	\$ 1,467.00
10	\$ 46,902.67	\$ 48,402.67	\$ 49,963.67	\$ 51,524.67	\$ 53,085.67	\$ 54,646.67	\$ 56,207.67	\$ 57,768.67	\$ 59,329.67	\$ 60,890.67	\$ 62,451.67	\$ 64,012.67	\$ 65,573.67	\$ 67,134.67	\$ 68,695.67	\$ 70,256.67	\$ 71,817.67	\$ 1,561.00

ADMINISTRATIVE SALARY SCHEDULE FOR 1988 (4%)

GROUP	P	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCREMENT
1	\$ 21,283.75	\$ 22,763.75	\$ 23,477.75	\$ 24,191.75	\$ 24,905.75	\$ 25,619.75	\$ 26,333.75	\$ 27,047.75	\$ 27,761.75	\$ 28,475.75	\$ 29,189.75	\$ 29,903.75	\$ 30,617.75	\$ 31,331.75	\$ 32,045.75	\$ 32,759.75	\$ 33,473.75	\$ 34,187.75	\$ 34,901.75	\$ 714.00
2	\$ 23,758.94	\$ 25,258.94	\$ 26,058.94	\$ 26,858.94	\$ 27,658.94	\$ 28,458.94	\$ 29,258.94	\$ 30,058.94	\$ 30,858.94	\$ 31,658.94	\$ 32,458.94	\$ 33,258.94	\$ 34,058.94	\$ 34,858.94	\$ 35,658.94	\$ 36,458.94	\$ 37,258.94	\$ 38,058.94	\$ 38,858.94	\$ 789.00
3	\$ 26,480.31	\$ 27,980.31	\$ 28,872.31	\$ 29,764.31	\$ 30,656.31	\$ 31,548.31	\$ 32,440.31	\$ 33,332.31	\$ 34,224.31	\$ 35,116.31	\$ 36,008.31	\$ 36,900.31	\$ 37,792.31	\$ 38,684.31	\$ 39,576.31	\$ 40,468.31	\$ 41,360.31	\$ 42,252.31	\$ 43,144.31	\$ 862.00
4	\$ 29,197.06	\$ 30,897.06	\$ 31,879.06	\$ 32,861.06	\$ 33,843.06	\$ 34,825.06	\$ 35,807.06	\$ 36,789.06	\$ 37,771.06	\$ 38,753.06	\$ 39,735.06	\$ 40,717.06	\$ 41,699.06	\$ 42,681.06	\$ 43,663.06	\$ 44,645.06	\$ 45,627.06	\$ 46,609.06	\$ 47,591.06	\$ 932.00
5	\$ 31,908.98	\$ 33,408.98	\$ 34,477.98	\$ 35,546.98	\$ 36,615.98	\$ 37,684.98	\$ 38,753.98	\$ 39,822.98	\$ 40,891.98	\$ 41,960.98	\$ 43,029.98	\$ 44,098.98	\$ 45,167.98	\$ 46,236.98	\$ 47,305.98	\$ 48,374.98	\$ 49,443.98	\$ 50,512.98	\$ 51,581.98	\$ 1,069.00
6	\$ 35,228.46	\$ 36,728.46	\$ 37,879.46	\$ 39,030.46	\$ 40,181.46	\$ 41,332.46	\$ 42,483.46	\$ 43,634.46	\$ 44,785.46	\$ 45,936.46	\$ 47,087.46	\$ 48,238.46	\$ 49,389.46	\$ 50,540.46	\$ 51,691.46	\$ 52,842.46	\$ 53,993.46	\$ 55,144.46	\$ 56,295.46	\$ 1,153.00
7	\$ 37,337.88	\$ 38,837.88	\$ 40,091.88	\$ 41,345.88	\$ 42,599.88	\$ 43,853.88	\$ 45,107.88	\$ 46,361.88	\$ 47,615.88	\$ 48,869.88	\$ 50,123.88	\$ 51,377.88	\$ 52,631.88	\$ 53,885.88	\$ 55,139.88	\$ 56,393.88	\$ 57,647.88	\$ 58,901.88	\$ 60,155.88	\$ 1,244.00
8	\$ 40,055.28	\$ 41,555.28	\$ 42,890.28	\$ 44,225.28	\$ 45,560.28	\$ 46,895.28	\$ 48,230.28	\$ 49,565.28	\$ 50,900.28	\$ 52,235.28	\$ 53,570.28	\$ 54,905.28	\$ 56,240.28	\$ 57,575.28	\$ 58,910.28	\$ 60,245.28	\$ 61,580.28	\$ 62,915.28	\$ 64,250.28	\$ 1,335.00
9	\$ 42,772.80	\$ 44,272.80	\$ 45,698.80	\$ 47,124.80	\$ 48,550.80	\$ 49,976.80	\$ 51,402.80	\$ 52,828.80	\$ 54,254.80	\$ 55,680.80	\$ 57,106.80	\$ 58,532.80	\$ 59,958.80	\$ 61,384.80	\$ 62,810.80	\$ 64,236.80	\$ 65,662.80	\$ 67,088.80	\$ 68,514.80	\$ 1,424.00
10	\$ 45,492.96	\$ 46,992.96	\$ 48,507.96	\$ 50,022.96	\$ 51,537.96	\$ 53,052.96	\$ 54,567.96	\$ 56,082.96	\$ 57,597.96	\$ 59,112.96	\$ 60,627.96	\$ 62,142.96	\$ 63,657.96	\$ 65,172.96	\$ 66,687.96	\$ 68,202.96	\$ 69,717.96	\$ 71,232.96	\$ 72,747.96	\$ 1,515.00

OPERATIONAL AND TECHNICAL SALARY SCHEDULE FOR 1987 (3%)																		
GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCREMENT
A	\$ 21,529.27	\$ 23,129.27	\$ 23,749.27	\$ 24,369.27	\$ 24,989.27	\$ 25,609.27	\$ 26,229.27	\$ 26,849.27	\$ 27,469.27	\$ 28,089.27	\$ 28,709.27	\$ 29,329.27	\$ 29,949.27	\$ 30,569.27	\$ 31,189.27	\$ 31,809.27	\$ 32,429.27	\$ 620.00
B	\$ 22,155.39	\$ 23,655.39	\$ 24,289.39	\$ 24,923.39	\$ 25,557.39	\$ 26,191.39	\$ 26,825.39	\$ 27,459.39	\$ 28,093.39	\$ 28,727.39	\$ 29,361.39	\$ 29,995.39	\$ 30,629.39	\$ 31,263.39	\$ 31,897.39	\$ 32,531.39	\$ 33,165.39	\$ 634.00
C	\$ 22,678.86	\$ 24,178.86	\$ 24,827.86	\$ 25,476.86	\$ 26,125.86	\$ 26,774.86	\$ 27,423.86	\$ 28,072.86	\$ 28,721.86	\$ 29,370.86	\$ 30,019.86	\$ 30,668.86	\$ 31,317.86	\$ 31,966.86	\$ 32,615.86	\$ 33,264.86	\$ 33,913.86	\$ 648.00
D	\$ 23,205.46	\$ 24,705.46	\$ 25,366.46	\$ 26,027.46	\$ 26,688.46	\$ 27,349.46	\$ 28,010.46	\$ 28,671.46	\$ 29,332.46	\$ 29,993.46	\$ 30,654.46	\$ 31,315.46	\$ 31,976.46	\$ 32,637.46	\$ 33,298.46	\$ 33,959.46	\$ 34,620.46	\$ 661.00
1	\$ 23,728.84	\$ 25,228.84	\$ 25,907.84	\$ 26,586.84	\$ 27,265.84	\$ 27,944.84	\$ 28,623.84	\$ 29,302.84	\$ 29,981.84	\$ 30,660.84	\$ 31,339.84	\$ 32,018.84	\$ 32,697.84	\$ 33,376.84	\$ 34,055.84	\$ 34,734.84	\$ 35,413.84	\$ 679.00
2	\$ 24,255.39	\$ 25,755.39	\$ 26,448.39	\$ 27,143.39	\$ 27,837.39	\$ 28,531.39	\$ 29,225.39	\$ 29,919.39	\$ 30,613.39	\$ 31,307.39	\$ 32,001.39	\$ 32,695.39	\$ 33,389.39	\$ 34,083.39	\$ 34,777.39	\$ 35,471.39	\$ 36,165.39	\$ 694.00
3	\$ 24,779.16	\$ 26,279.16	\$ 26,987.16	\$ 27,695.16	\$ 28,403.16	\$ 29,111.16	\$ 29,819.16	\$ 30,527.16	\$ 31,235.16	\$ 31,943.16	\$ 32,651.16	\$ 33,359.16	\$ 34,067.16	\$ 34,775.16	\$ 35,483.16	\$ 36,191.16	\$ 36,899.16	\$ 708.00
4	\$ 25,302.32	\$ 26,802.32	\$ 27,523.32	\$ 28,244.32	\$ 28,965.32	\$ 29,686.32	\$ 30,407.32	\$ 31,128.32	\$ 31,849.32	\$ 32,570.32	\$ 33,291.32	\$ 34,012.32	\$ 34,733.32	\$ 35,454.32	\$ 36,175.32	\$ 36,896.32	\$ 37,617.32	\$ 721.00
5	\$ 25,829.21	\$ 27,329.21	\$ 28,067.21	\$ 28,805.21	\$ 29,543.21	\$ 30,281.21	\$ 31,019.21	\$ 31,757.21	\$ 32,495.21	\$ 33,233.21	\$ 33,971.21	\$ 34,709.21	\$ 35,447.21	\$ 36,185.21	\$ 36,923.21	\$ 37,661.21	\$ 38,399.21	\$ 738.00
6	\$ 26,356.32	\$ 27,856.32	\$ 28,610.32	\$ 29,364.32	\$ 30,118.32	\$ 30,872.32	\$ 31,626.32	\$ 32,380.32	\$ 33,134.32	\$ 33,888.32	\$ 34,642.32	\$ 35,396.32	\$ 36,150.32	\$ 36,904.32	\$ 37,658.32	\$ 38,412.32	\$ 39,166.32	\$ 754.00
7	\$ 26,875.79	\$ 28,375.79	\$ 29,140.79	\$ 29,905.79	\$ 30,670.79	\$ 31,435.79	\$ 32,200.79	\$ 32,965.79	\$ 33,730.79	\$ 34,495.79	\$ 35,260.79	\$ 36,025.79	\$ 36,790.79	\$ 37,555.79	\$ 38,320.79	\$ 39,085.79	\$ 39,850.79	\$ 765.00
8	\$ 27,402.89	\$ 28,902.89	\$ 29,683.89	\$ 30,464.89	\$ 31,245.89	\$ 32,026.89	\$ 32,807.89	\$ 33,588.89	\$ 34,369.89	\$ 35,150.89	\$ 35,931.89	\$ 36,712.89	\$ 37,493.89	\$ 38,274.89	\$ 39,055.89	\$ 39,836.89	\$ 40,617.89	\$ 781.00
9	\$ 27,925.85	\$ 29,425.85	\$ 30,223.85	\$ 31,021.85	\$ 31,819.85	\$ 32,617.85	\$ 33,415.85	\$ 34,213.85	\$ 35,011.85	\$ 35,809.85	\$ 36,607.85	\$ 37,405.85	\$ 38,203.85	\$ 39,001.85	\$ 39,799.85	\$ 40,597.85	\$ 41,395.85	\$ 796.00
10	\$ 28,454.08	\$ 29,954.08	\$ 30,766.08	\$ 31,578.08	\$ 32,390.08	\$ 33,202.08	\$ 34,014.08	\$ 34,826.08	\$ 35,638.08	\$ 36,450.08	\$ 37,262.08	\$ 38,074.08	\$ 38,886.08	\$ 39,698.08	\$ 40,510.08	\$ 41,322.08	\$ 42,134.08	\$ 812.00
11	\$ 28,975.87	\$ 30,475.87	\$ 31,298.87	\$ 32,121.87	\$ 32,944.87	\$ 33,767.87	\$ 34,590.87	\$ 35,413.87	\$ 36,236.87	\$ 37,059.87	\$ 37,882.87	\$ 38,705.87	\$ 39,528.87	\$ 40,351.87	\$ 41,174.87	\$ 41,997.87	\$ 42,820.87	\$ 823.00
12	\$ 29,499.29	\$ 30,999.29	\$ 31,839.29	\$ 32,679.29	\$ 33,519.29	\$ 34,359.29	\$ 35,199.29	\$ 36,039.29	\$ 36,879.29	\$ 37,719.29	\$ 38,559.29	\$ 39,399.29	\$ 40,239.29	\$ 41,079.29	\$ 41,919.29	\$ 42,759.29	\$ 43,599.29	\$ 840.00
13	\$ 30,024.03	\$ 31,524.03	\$ 32,377.03	\$ 33,230.03	\$ 34,083.03	\$ 34,936.03	\$ 35,789.03	\$ 36,642.03	\$ 37,495.03	\$ 38,348.03	\$ 39,201.03	\$ 40,054.03	\$ 40,907.03	\$ 41,760.03	\$ 42,613.03	\$ 43,466.03	\$ 44,319.03	\$ 853.00
14	\$ 30,548.70	\$ 32,048.70	\$ 32,914.70	\$ 33,780.70	\$ 34,646.70	\$ 35,512.70	\$ 36,378.70	\$ 37,244.70	\$ 38,110.70	\$ 38,976.70	\$ 39,842.70	\$ 40,708.70	\$ 41,574.70	\$ 42,440.70	\$ 43,306.70	\$ 44,172.70	\$ 45,038.70	\$ 866.00
15	\$ 31,073.41	\$ 32,573.41	\$ 33,452.41	\$ 34,331.41	\$ 35,210.41	\$ 36,089.41	\$ 36,968.41	\$ 37,847.41	\$ 38,726.41	\$ 39,605.41	\$ 40,484.41	\$ 41,363.41	\$ 42,242.41	\$ 43,121.41	\$ 44,000.41	\$ 44,879.41	\$ 45,758.41	\$ 879.00

OPERATIONAL AND TECHNICAL SALARY SCHEDULE FOR 1996 (4%)																
GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
A	\$ 20,955.60	\$ 22,455.60	\$ 23,057.60	\$ 23,659.60	\$ 24,261.60	\$ 24,863.60	\$ 25,465.60	\$ 26,067.60	\$ 26,669.60	\$ 27,271.60	\$ 27,873.60	\$ 28,475.60	\$ 29,077.60	\$ 29,679.60	\$ 30,281.60	\$ 602.00
B	\$ 21,466.40	\$ 22,966.40	\$ 23,568.40	\$ 24,170.40	\$ 24,772.40	\$ 25,374.40	\$ 25,976.40	\$ 26,578.40	\$ 27,180.40	\$ 27,782.40	\$ 28,384.40	\$ 28,986.40	\$ 29,588.40	\$ 30,190.40	\$ 30,792.40	\$ 615.00
C	\$ 21,977.20	\$ 23,477.20	\$ 24,079.20	\$ 24,681.20	\$ 25,283.20	\$ 25,885.20	\$ 26,487.20	\$ 27,089.20	\$ 27,691.20	\$ 28,293.20	\$ 28,895.20	\$ 29,497.20	\$ 30,099.20	\$ 30,701.20	\$ 31,303.20	\$ 630.00
D	\$ 22,488.00	\$ 23,988.00	\$ 24,590.00	\$ 25,192.00	\$ 25,794.00	\$ 26,396.00	\$ 26,998.00	\$ 27,600.00	\$ 28,202.00	\$ 28,804.00	\$ 29,406.00	\$ 30,008.00	\$ 30,610.00	\$ 31,212.00	\$ 31,814.00	\$ 641.00
1	\$ 22,999.00	\$ 24,499.00	\$ 25,101.00	\$ 25,703.00	\$ 26,305.00	\$ 26,907.00	\$ 27,509.00	\$ 28,111.00	\$ 28,713.00	\$ 29,315.00	\$ 29,917.00	\$ 30,519.00	\$ 31,121.00	\$ 31,723.00	\$ 32,325.00	\$ 659.00
2	\$ 23,510.00	\$ 25,010.00	\$ 25,612.00	\$ 26,214.00	\$ 26,816.00	\$ 27,418.00	\$ 28,020.00	\$ 28,622.00	\$ 29,224.00	\$ 29,826.00	\$ 30,428.00	\$ 31,030.00	\$ 31,632.00	\$ 32,234.00	\$ 32,836.00	\$ 673.00
3	\$ 24,021.00	\$ 25,521.00	\$ 26,123.00	\$ 26,725.00	\$ 27,327.00	\$ 27,929.00	\$ 28,531.00	\$ 29,133.00	\$ 29,735.00	\$ 30,337.00	\$ 30,939.00	\$ 31,541.00	\$ 32,143.00	\$ 32,745.00	\$ 33,347.00	\$ 687.00
4	\$ 24,532.00	\$ 26,032.00	\$ 26,634.00	\$ 27,236.00	\$ 27,838.00	\$ 28,440.00	\$ 29,042.00	\$ 29,644.00	\$ 30,246.00	\$ 30,848.00	\$ 31,450.00	\$ 32,052.00	\$ 32,654.00	\$ 33,256.00	\$ 33,858.00	\$ 700.00
5	\$ 25,043.00	\$ 26,543.00	\$ 27,145.00	\$ 27,747.00	\$ 28,349.00	\$ 28,951.00	\$ 29,553.00	\$ 30,155.00	\$ 30,757.00	\$ 31,359.00	\$ 31,961.00	\$ 32,563.00	\$ 33,165.00	\$ 33,767.00	\$ 34,369.00	\$ 716.00
6	\$ 25,554.00	\$ 27,054.00	\$ 27,656.00	\$ 28,258.00	\$ 28,860.00	\$ 29,462.00	\$ 30,064.00	\$ 30,666.00	\$ 31,268.00	\$ 31,870.00	\$ 32,472.00	\$ 33,074.00	\$ 33,676.00	\$ 34,278.00	\$ 34,880.00	\$ 732.00
7	\$ 26,065.00	\$ 27,565.00	\$ 28,167.00	\$ 28,769.00	\$ 29,371.00	\$ 29,973.00	\$ 30,575.00	\$ 31,177.00	\$ 31,779.00	\$ 32,381.00	\$ 32,983.00	\$ 33,585.00	\$ 34,187.00	\$ 34,789.00	\$ 35,391.00	\$ 742.00
8	\$ 26,576.00	\$ 28,076.00	\$ 28,678.00	\$ 29,280.00	\$ 29,882.00	\$ 30,484.00	\$ 31,086.00	\$ 31,688.00	\$ 32,290.00	\$ 32,892.00	\$ 33,494.00	\$ 34,096.00	\$ 34,698.00	\$ 35,300.00	\$ 35,902.00	\$ 758.00
9	\$ 27,087.00	\$ 28,587.00	\$ 29,189.00	\$ 29,791.00	\$ 30,393.00	\$ 30,995.00	\$ 31,597.00	\$ 32,199.00	\$ 32,801.00	\$ 33,403.00	\$ 34,005.00	\$ 34,607.00	\$ 35,209.00	\$ 35,811.00	\$ 36,413.00	\$ 774.00
10	\$ 27,598.00	\$ 29,098.00	\$ 29,700.00	\$ 30,302.00	\$ 30,904.00	\$ 31,506.00	\$ 32,108.00	\$ 32,710.00	\$ 33,312.00	\$ 33,914.00	\$ 34,516.00	\$ 35,118.00	\$ 35,720.00	\$ 36,322.00	\$ 36,924.00	\$ 788.00
11	\$ 28,109.00	\$ 29,609.00	\$ 30,211.00	\$ 30,813.00	\$ 31,415.00	\$ 32,017.00	\$ 32,619.00	\$ 33,221.00	\$ 33,823.00	\$ 34,425.00	\$ 35,027.00	\$ 35,629.00	\$ 36,231.00	\$ 36,833.00	\$ 37,435.00	\$ 799.00
12	\$ 28,620.00	\$ 30,120.00	\$ 30,722.00	\$ 31,324.00	\$ 31,926.00	\$ 32,528.00	\$ 33,130.00	\$ 33,732.00	\$ 34,334.00	\$ 34,936.00	\$ 35,538.00	\$ 36,140.00	\$ 36,742.00	\$ 37,344.00	\$ 37,946.00	\$ 815.00
13	\$ 29,131.00	\$ 30,631.00	\$ 31,233.00	\$ 31,835.00	\$ 32,437.00	\$ 33,039.00	\$ 33,641.00	\$ 34,243.00	\$ 34,845.00	\$ 35,447.00	\$ 36,049.00	\$ 36,651.00	\$ 37,253.00	\$ 37,855.00	\$ 38,457.00	\$ 828.00
14	\$ 29,642.00	\$ 31,142.00	\$ 31,744.00	\$ 32,346.00	\$ 32,948.00	\$ 33,550.00	\$ 34,152.00	\$ 34,754.00	\$ 35,356.00	\$ 35,958.00	\$ 36,560.00	\$ 37,162.00	\$ 37,764.00	\$ 38,366.00	\$ 38,968.00	\$ 840.00
15	\$ 30,153.00	\$ 31,653.00	\$ 32,255.00	\$ 32,857.00	\$ 33,459.00	\$ 34,061.00	\$ 34,663.00	\$ 35,265.00	\$ 35,867.00	\$ 36,469.00	\$ 37,071.00	\$ 37,673.00	\$ 38,275.00	\$ 38,877.00	\$ 39,479.00	\$ 853.00

PUBLIC SAFETY DISPATCHERS SALARY SCHEDULE FOR 1997 (PA)

GROUP	P	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	INCRE. AMT
1	\$ 28,875.77	\$ 28,375.77	\$ 29,140.77	\$ 29,905.77	\$ 30,670.77	\$ 31,435.77	\$ 32,200.77	\$ 32,965.77	\$ 33,730.77	\$ 34,495.77	\$ 35,260.77	\$ 36,025.77	\$ 36,790.77	\$ 37,555.77	\$ 38,320.77	\$ 39,085.77	\$ 39,850.77	\$ 765.00
2	\$ 27,402.86	\$ 28,902.86	\$ 29,683.86	\$ 30,464.86	\$ 31,245.86	\$ 32,026.86	\$ 32,807.86	\$ 33,588.86	\$ 34,369.86	\$ 35,150.86	\$ 35,931.86	\$ 36,712.86	\$ 37,493.86	\$ 38,274.86	\$ 39,055.86	\$ 39,836.86	\$ 40,617.86	\$ 781.00

PUBLIC SAFETY DISPATCHERS SALARY SCHEDULE FOR 1996 (A)

GROUP	P	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	INCREMENT
1	\$ 26,049.29	\$ 27,549.29	\$ 28,291.29	\$ 28,819.03	\$ 29,033.29	\$ 29,775.29	\$ 30,517.29	\$ 31,259.29	\$ 32,001.29	\$ 32,743.29	\$ 33,485.29	\$ 34,227.29	\$ 34,969.29	\$ 35,711.29	\$ 36,453.29	\$ 37,195.29	\$ 742.00	
2	\$ 26,561.03	\$ 28,061.03	\$ 28,819.03	\$ 29,577.03	\$ 30,335.03	\$ 31,093.03	\$ 31,851.03	\$ 32,609.03	\$ 33,367.03	\$ 34,125.03	\$ 34,883.03	\$ 35,641.03	\$ 36,399.03	\$ 37,157.03	\$ 37,915.03	\$ 758.00		

DRAFT

Labor Contract

between the

Town of Riverhead

and the

Civil Service Employees Association

Local 1000, AFSCME, AFL-CIO

6 7
1997-1998

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Revise as necessary

1996
August AGREEMENT made and entered in this 20 day of between THE TOWN OF RIVERHEAD, County of Suffolk, State of New York, hereinafter referred to as the "Town" and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Riverhead Unit of the Suffolk Local #852 having its principal office at 300 Vanderbilt Motor Parkway, Hauppauge, County of Suffolk, State of New York, hereinafter referred to as the "CSEA".

WITNESSETH

WHEREAS, It is the intention and purpose of the parties to this Agreement to promote and continue harmonious relations between the Town and its employees, and to provide a procedure for the prompt, peaceful, and equitable adjustment of differences which may arise from time to time between the Town and its employees to the end that there shall be no interference with the orderly government of the Town during the term of this Agreement, and

September 14, 1993,

WHEREAS, this Agreement succeeds an Agreement between the parties, last dated July 2, 1992, which Agreement is hereby superseded to the extent that the terms thereof are not specifically set forth in this Agreement, and

WHEREAS, this Agreement has been negotiated by the parties in conformity with the terms and conditions of the Civil Service Law of the State of New York, and said negotiations and Agreements have been reduced to writing in this Agreement, which cannot be, in whole or in part, amended orally by the parties.

NOW, THEREFORE, IT IS AGREED:

ARTICLE I

DURATION

6 1. This Agreement shall be effective as of January 1, 1993, shall continue in full force and effect until and including the 31st day of December, 1993 7.

7 2. In the event that the negotiations for a contract, effective January 1, 1993, fail to result in an Agreement before the expiration of this Agreement, this Agreement shall remain in full force and effect until the execution of a new Agreement. All provisions of the Civil Service Law of the State of New York are deemed to be incorporated herein, and in the event any provisions are contrary to the Civil Service Law of the State of New York, then such law shall prevail.

TOWN OF RIVERHEAD

Adopted

Resolution # 791

RESOLUTION AUTHORIZING ISSUANCE OF \$330,000 SERIAL BONDS TO PAY THE COST AND ACQUISITION OF BUILDING AT 806 EAST MAIN STREET AND PARCEL ON WHICH IT IS LOCATED AND RECONSTRUCTION & IMPROVEMENT THEREOF

At a regular meeting of the Town Board of the Town of Riverhead, Suffolk County, New York, held at the Town Hall, in Riverhead, New York, in said Town, on October 15, 1996, at 7:00 o'clock p.M., Prevailing Time.

The meeting was called to order by Supervisor Stark, and upon roll being called, the following were

- PRESENT:
- Supervisor-James R. Stark
 - Councilman-Victor Prusinowski
 - Councilman-Mark Kwasna
 - Councilman-James Lull
 - Councilman-Otto Wittmeier

ABSENT:

The following resolution was offered by

COUNCILMAN LULL, who moved its adoption, seconded by

COUNCILMAN PRUSINOWSKI to-wit:

BOND RESOLUTION DATED OCTOBER 15, 1996.

A RESOLUTION AUTHORIZING THE ISSUANCE OF \$330,000 SERIAL BONDS OF THE TOWN OF RIVERHEAD, SUFFOLK COUNTY, NEW YORK, TO PAY THE COST OF THE ACQUISITION OF A BUILDING LOCATED AT 806 EAST MAIN STREET AND THE PARCEL OF LAND UPON WHICH IT IS LOCATED AND THE RECONSTRUCTION AND IMPROVEMENT THEREOF FOR USE AS TOWN OFFICES IN AND FOR SAID TOWN.

WHEREAS, all conditions precedent to the financing of the capital project hereinafter described, including compliance with the provisions of the State Environmental Quality Review Act, have been performed; and

WHEREAS, it is now desired to authorize the financing of such capital project; NOW, THEREFORE, BE IT

RESOLVED, by the Town Board of the Town of Riverhead, Suffolk County, New York, as follows:

Section 1. For the specific object or purpose of paying the cost of the acquisition of the building located at 806 East Main Street and the parcel of land upon which it is located and the reconstruction and improvement thereof for use as Town offices, in and for the Town of Riverhead, Suffolk County, New York, including original furnishings, equipment, machinery, apparatus, appurtenances, and incidental improvements and expenses in connection therewith, there are hereby authorized to be issued \$330,000 serial bonds of the Town of Riverhead, Suffolk County, New York, pursuant to the provisions of the Local Finance Law.

Section 2. It is hereby determined that the maximum estimated cost of the aforesaid specific object or purpose is \$330,000, and that the plan for the financing thereof is by the issuance of the

\$30,000 serial bonds of said Town authorized to be issued pursuant to this bond resolution.

Section 3. It is hereby determined that the period of probable usefulness of the aforescribed specific object or purpose is twenty years, pursuant to subdivision 92 of paragraph a of Section 11.00 of the Local Finance Law, based upon subdivisions 11(a)(1), 11(a)1 and 21(a) of paragraph a of Section 11.00 of the Local Finance Law. It is hereby further determined that the maximum maturity of the serial bonds herein authorized will exceed five years.

Section 4. Subject to the provisions of the Local Finance Law, the power to authorize the issuance of and to sell bond anticipation notes in anticipation of the issuance and sale of the serial bonds herein authorized, including renewals of such notes, is hereby delegated to the Supervisor, the chief fiscal officer. Such notes shall be of such terms, form and contents, and shall be sold in such manner, as may be prescribed by said Supervisor, consistent with the provisions of the Local Finance Law.

Section 5. The faith and credit of said Town of Riverhead, Suffolk County, New York, are hereby irrevocably pledged to the payment of the principal of and interest on such obligations as the same respectively become due and payable. An annual appropriation shall be made in each year sufficient to pay the principal of and interest on such obligations becoming due and payable in such year. There shall annually be levied on all the taxable real property in

said Town a tax sufficient to pay the principal of and interest on such obligations as the same become due and payable.

Section 6. Such bonds shall be in fully registered form and shall be signed in the name of the Town of Riverhead, Suffolk County, New York, by the manual or facsimile signature of the Supervisor and a facsimile of its corporate seal shall be imprinted or impressed thereon and may be attested by the manual or facsimile signature of the Town Clerk.

Section 7. The powers and duties of advertising such bonds for sale, conducting the sale and awarding the bonds, are hereby delegated to the Supervisor, who shall advertise such bonds for sale, conduct the sale, and award the bonds in such manner as he shall deem best for the interests of the Town; provided, however, that in the exercise of these delegated powers, he shall comply fully with the provisions of the Local Finance Law and any order or rule of the State Comptroller applicable to the sale of municipal bonds. The receipt of the Supervisor shall be a full acquittance to the purchaser of such bonds, who shall not be obliged to see to the application of the purchase money.

Section 8. All other matters, except as provided herein relating to such bonds, including whether to issue such bonds having substantially level or declining annual debt service and all matters related thereto, prescribing whether manual or facsimile signatures shall appear on said bonds, prescribing the method for the recording of ownership of said bonds, appointing the fiscal

agent or agents for said bonds, providing for the printing and delivery of said bonds (and if said bonds are to be executed in the name of the Town by the facsimile signature of its Supervisor, providing for the manual countersignature of a fiscal agent or of a designated official of the Town), the date, denominations, maturities and interest payment dates, place or places of payment, and also including the consolidation with other issues, shall be determined by the Supervisor. It is hereby determined that it is to the financial advantage of the Town not to impose and collect from registered owners of such serial bonds any charges for mailing, shipping and insuring bonds transferred or exchanged by the fiscal agent, and, accordingly, pursuant to paragraph c of Section 70.00 of the Local Finance Law, no such charges shall be so collected by the fiscal agent. Such bonds shall contain substantially the recital of validity clause provided for in section 52.00 of the Local Finance Law and shall otherwise be in such form and contain such recitals in addition to those required by section 52.00 of the Local Finance Law, as the Supervisor shall determine.

Section 9. This resolution shall constitute a statement of official intent for purposes of Treasury Regulations Section 1.150-2. Other than as specified in this resolution, no monies are, or are reasonably expected to be, reserved, allocated on a long-term basis, or otherwise set aside with respect to the permanent funding of the object or purpose described herein.

Section 10. The validity of such bonds and bond anticipation notes may be contested only if:

1) Such obligations are authorized for an object or purpose for which said Town is not authorized to expend money, or

2) The provisions of law which should be complied with at the date of publication of this resolution are not substantially complied with,

and an action, suit or proceeding contesting such validity is commenced within twenty days after the date of such publication, or

3) Such obligations are authorized in violation of the provisions of the Constitution.

Section 11. Upon this resolution taking effect, the same shall be published in full in Suffolk County Life, the official newspaper, together with a notice of the Town Clerk in substantially the form provided in Section 81.00 of the Local Finance Law.

Section 12. This resolution is adopted subject to permissive referendum in accordance with Section 35.00 of the Local Finance Law.

The question of the adoption of the foregoing resolution was duly put to a vote on roll call which resulted as follows:

<u>Supervisor Stark</u>	VOTING	<u>Aye</u>
<u>Councilman Prusinowski</u>	VOTING	<u>Aye</u>
<u>Councilman Lull</u>	VOTING	<u>Aye</u>
<u>Councilman Kwasna</u>	VOTING	<u>Aye</u>
<u>Councilman Wittmeier</u>	VOTING	<u>Aye</u>

The resolution was thereupon declared duly adopted.

* * * *

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

STATE OF NEW YORK)
) ss:
 COUNTY OF SUFFOLK)

I, the undersigned Clerk of the Town of Riverhead, Suffolk County, New York, DO HEREBY CERTIFY:

That I have compared the annexed extract of the minutes of the meeting of the Town Board of said Town, including the resolution contained therein, held on October 15, 1996, with the original thereof on file in my office, and that the same is a true and correct transcript therefrom and of the whole of said original so far as the same relates to the subject matters therein referred to.

I FURTHER CERTIFY that all members of said Board had due notice of said meeting.

I FURTHER CERTIFY that, pursuant to Section 103 of the Public Officers Law (Open Meetings Law), said meeting was open to the general public.

I FURTHER CERTIFY that, PRIOR to the time of said meeting, I duly caused a public notice of the time and place of said meeting to be given to the following newspapers and/or other news media as follows:

<u>Newspaper and/or other news media</u>	<u>Date given</u>
Suffolk County Life	October 18, 1996

I FURTHER CERTIFY that PRIOR to the time of said meeting, I duly caused public notice of the time and place of said meeting to be conspicuously posted in the following designated public location(s) on the following dates:

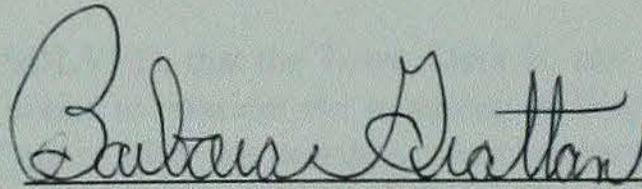
Designated Location(s)
of posted notice _____

Date of Posting

Town Clerk's Bulletin Board

October 23, 1996

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said Town on October 16, 1996.



Town Clerk

(CORPORATE
SEAL)

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 792

**AUTHORIZES TOWN CLERK TO PUBLISH AND POST PUBLIC NOTICE TO
CONSIDER THE RENAMING OF WARSAW DRIVE , RIVERHEAD TO
COMMERCE AVENUE, RIVERHEAD**
COUNCILMAN KWASNA

_____ offered the following resolution, was seconded by

COUNCILMAN WITTMEIER

WHEREAS, R.C.P. Associates, L.L.C. has petitioned the Town Board to change the name of Warsaw Drive, a dedicated Town highway, to Commerce Avenue.

NOW THEREFORE BE IT RESOLVED, that the Town Clerk be and is hereby authorized to publish the attached public notice to consider the renaming of Warsaw Drive to Commerce Avenue, once in the Suffolk County Life, the newspaper hereby designated as the official newspaper for this purpose, and to post same on the signboard in Town Hall; and be it further

RESOLVED, that the Town Clerk be and is hereby authorized to forward a certified copy of this resolution to the Highway Department; the Assessor's Office; the Tax Receiver's Office and the Planning Department.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

**TOWN OF RIVERHEAD
NOTICE OF PUBLIC HEARING**

PLEASE TAKE NOTICE, that a public hearing will be held on the 6th day of November, 1996 at 7:25 o'clock p.m. at the Riverhead Town Hall, 200 Howell Avenue, Riverhead, New York to hear all interested parties to consider renaming Warsaw Drive to Commerce Avenue.

Dated: Riverhead, New York
October 15, 1996

BY ORDER OF THE TOWN BOARD
OF THE TOWN OF RIVERHEAD

BARBARA GRATTAN, Town Clerk

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 793

**ACCEPTS LETTERS OF CREDIT RE: SOUNDBREEZE SUBDIVISION,
SECTION 4**

COUNCILMAN WITTMEIER offered the following resolution, which was seconded by **COUNCILMAN KWASNA** :

WHEREAS, the Riverhead Planning Board has granted final plat approval for the realty subdivision known as **Soundbreeze**, Wading River, New York, by resolutions dated December 8, 1995 extended January 19, 1995 and modified by resolution dated September 6, 1996; and

WHEREAS, it is necessary that the owner(s) of the subdivision post financial security for improvements to the subdivision as more particularly set forth in the resolution of the Planning Board; and

WHEREAS, the owner(s) have submitted Irrevocable Letters of Credit running in favor of the Town of Riverhead as set forth herein.

NOW THEREFORE BE IT RESOLVED, that subject to the conditions set forth herein, the following Irrevocable Letters of Credit be and hereby are accepted as financial security for the conditions and requirements set forth in the Planning Board resolutions covering Section 4 of the realty subdivision known as **Soundbreeze**; and be it further

RESOLVED, that Suffolk County National Bank Irrevocable Letter of Credit No. 961009 in the sum of \$92,000.00 covering the payment of recreation fees in the amount of \$2,000.00 per lot in Section 4 of the **Soundbreeze** subdivision be and is hereby accepted, subject to the following conditions; That so long as such Letter of Credit is automatically renewed pursuant to its terms, such fees shall be owed and payable upon the earlier of either the application for a certificate of occupancy or two years from the date of the filing of Section 4, or if the 45 day notice is called for in the Letter of Credit for non-renewal is given, such fee in the total amount of \$92,000.00 shall be due and payable immediately upon receipt of such notice by the Town; and be it further

RESOLVED, that Suffolk County National Bank Irrevocable Letter of Credit No. 961009A in the sum of \$115,000.00 covering the payment of Water District Key Money pursuant to Town Board resolution in the amount of \$2,500.00 per lot in Section 4 of the **Soundbreeze** subdivision be and is hereby accepted, subject to the following conditions: That so long as such Letter of Credit is automatically renewed pursuant to its terms, such fees shall be owed and payable upon the earlier of either the application for a certificate of occupancy or two years from the date of the filing of Section 4, or if the 45 day notice is called for in the Letter of Credit for non-renewal is given, such fee in the total amount of \$115,000.00 shall be due and payable immediately upon receipt of such notice by the Town; and be it further

RESOLVED, that Suffolk County National Bank Irrevocable Letter of Credit No. 961009B in the sum of \$458,500.00 covering the payment of road and drainage improvements required by Planning Board resolution dated 12/8/95 extended 1/19/95 and modified by

resolution dated 9/6/96 in Section 4 of the **Soundbreeze** subdivision be and is hereby accepted, subject to the following condition: That such improvements shall be completed and accepted by the Highway Superintendent no later than 9 months from the date of this resolution unless a Letter of Credit renewing this Letter of Credit is posted and accepted by the Town in which event that all of the improvements are not completed and accepted by the Highway Superintendent within 9 months from the date of this resolution, then Letter of Credit shall be immediately drafted in a sum sufficient to cause the completion of such improvement; and be it further

RESOLVED, that Suffolk County National Bank Irrevocable Letter of Credit No. 961009C in the sum of \$34,400.00 covering the payment of Engineering Fees in Section 4 of the **Soundbreeze** subdivision be and is hereby accepted; and be it further

RESOLVED, that the Town Clerk be and is hereby directed to forward a certified copy of this resolution to Allen M. Smith, Esq.; Pierre Lundberg, Esq.; Gary Pendzick; Suffolk County National Bank; Riverhead Building Department; Riverhead Planning Department; Riverhead Highway Department and Kenneth Testa.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

10/15/96

TOWN OF RIVERHEAD

Resolution # 794

APPROVES SITE PLAN OF FRANK P. GUARINO - THE PONDS RESTAURANT

COUNCILMAN FRUSINOWSKI offered the following resolution, which was seconded by COUNCILMAN LULL :

WHEREAS, a site plan and elevations were submitted by Frank P. Guarino, for the renovation of a building, including building additions, and attendant site improvements, for use as a restaurant, located at the north side of North Country Road, 300' east of Sound Road, Wading River, New York, known and designated as Suffolk County Tax Map Number 0600-49-2-15; and

WHEREAS, the Planning Department has reviewed the site plan dated August 6, 1996, as prepared by Charles M. Thomas, R.A., P.O. Box 877, Jamesport NY 11947, and elevations dated October 12, 1995, as prepared by (architect unknown), and has recommended to the Town Board of the Town of Riverhead that said site plan application be approved; and

WHEREAS, based upon the Town Board's review of the Environmental Assessment Form and the proceedings had herein, the Town Board determines that the site plan applied for will be a(n) Unlisted Action without a significant impact upon the environment pursuant to the State Environmental Conservation Law and 6 NYCRR Part 617; and

WHEREAS, a copy of the site plan has been marked and initialled by the Town Board to show changes that are further set forth in this resolution, which site plan shall be on record with the Town Clerk; and

WHEREAS, the site plan review fee, as required by Section 108-131 B(3) of the Code of the Town of Riverhead has been received and deposited as per Receipt Number 96-28406 of the Office of the Supervisor of the Town of Riverhead; and

WHEREAS, this Town Board has reviewed the site plan and elevations aforementioned.

NOW, THEREFORE, BE IT

RESOLVED, that the site plan and elevations submitted by Frank P. Guarino, for the renovation of a building, including building additions, and attendant site improvements, for use as a restaurant, located at the north side of North Country Road, 300' east of Sound Road, Wading River, New York, site plan dated August 6, 1996, as prepared by Charles M. Thomas, R.A., P.O. Box 877, Jamesport NY 11947, and elevations dated October 12, 1995, as prepared by (architect unknown), be and are hereby approved by the Town Board of the Town of Riverhead, subject to the following:

1. That the provisions of the **Riverhead Town Code**, which are not addressed by this resolution, or other official action of the Town shall, at all times, be complied with by the owner of the property covered by this site plan;

2. That a covenant containing all the limitations and provisions of these approvals contained in this resolution, in a form as attached, shall be recorded with the Suffolk County Clerk and a copy of such recorded covenant shall be filed with the Riverhead Town Clerk. This resolution shall not become effective until such covenant is duly recorded with the Suffolk County Clerk's Office and filed with the Riverhead Town Clerk;

3. That the form, design, location and color of all signage shall be submitted to the Town Board for its review and approval pursuant to the site plan process and the sign permit procedure prior to being installed at the property; that all signage so proposed shall be coordinated in appearance and design; and that all provisions of Section 108-56 of the **Riverhead Town Code** shall be complied with, and that all tenants shall be apprised of said requirements and any restrictions imposed as a condition of the site plan approval granted herein;

4. No lighting shall be installed or adjusted in such a way as to cause direct glare on neighboring properties or adjoining highways;

5. That the applicant is familiar with the **Riverhead Town Code**, Chapter 96, entitled, "Trash, Rubbish and Refuse Disposal", and Chapter 98, prohibiting the accumulation of litter, and requiring the enclosure of dumpsters, and agrees to abide by same;

6. Parking, paving and drainage shall be provided pursuant to specifications outlined in the **Riverhead Town Code**;

7. That the parking area shall be maintained pursuant to specifications outlined in the **Riverhead Town Code**;

8. That adequate parking for the handicapped, pursuant to State and Federal law, shall be provided and that each handicap stall shall be designated by an individual sign erected on a stanchion stating, "**No Parking, Handicap Only**", and the universal symbol affixed thereto. Further, by execution and filing of this document, Diane and Frank Guarino hereby authorizes and consents to the Town of Riverhead to enter premises at the north side of North Country Road, 300' east of Sound Road, Wading River, New York, to enforce said handicapped parking regulations;

9. That any and all landscaped and paved areas shall be regularly maintained in an orderly and professional manner and kept free of weeds and litter; and that any planters, planter boxes, window boxes or other container plantings shall likewise be maintained on a year-round basis;

10. That all utilities shall be constructed underground;

11. Pursuant to Section 108-133I of the **Code of the Town of Riverhead**, the applicant, upon approval of a final site plan by this resolution and prior to the issuance of a building permit, shall post a performance bond or other equivalent security. The performance bond or other security assures the performance of all the conditions of the building permit in accordance with the site plan approval. The Supervisor, upon approval from the Town Attorney as to form, is hereby authorized to accept said performance bond or other security, which shall be filed with the Town Clerk subsequent to approval of the site plan herein. The building permit shall not be issued until the Town Clerk certifies that the performance bond or other security has been filed in the Office of the Town Clerk of the Town of Riverhead. Said security shall be in full force and effect for the term of the building permit or any renewal thereof;

12. That the topsoil shall conform to the specifications of the New York State Department of Transportation in regard to ph, organic content, and gradation;

13. That all nursery stock and installation methods thereof shall meet the latest "American Standards for Nursery Stock," as published by the American Association of Nurserymen;

14. That this approval anticipates the creation of a Public Parking District incorporating the subject site, and that thirteen (13) of the necessary stalls shall be deemed landbanked until such time as said Parking District is created; and be it further

RESOLVED, that the Town Clerk be and is hereby authorized to forward a certified copy of this resolution to Frank P. Guarino, the Riverhead Planning Department, Riverhead Building Department and the Town Engineer.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

DECLARATION AND COVENANTS

THIS DECLARATION, made the _____ day of _____, 1996 made by Diane and Frank Guarino, residing at North Country Road, Wading River NY 11792, Declarant.

WITNESSETH:

WHEREAS, Declarant is the owner of certain real property situate in the Town of Riverhead, Suffolk County, New York, more particularly bounded and described as set forth in SCHEDULE "A" annexed hereto, as provided by Declarant; and

WHEREAS, for and in consideration of the granting of said site plan, the Town Board of the Town of Riverhead has deemed it to be in the best interests of the Town of Riverhead, and the owner and prospective owners of said parcel, that the within covenants and restrictions be imposed on said parcel, and as a condition of granting said site plan and said Town Board has required that the within Declaration be recorded in the Suffolk County Clerk's Office; and

WHEREAS, Declarant has considered the foregoing and determined that same will be in the best interest of the Declarant and subsequent owners of said parcel.

NOW, THEREFORE, THIS DECLARANT WITNESSETH:

That Declarant, for the purpose of carrying out the intentions above expressed, does hereby make known, admit, publish, covenant and agree that the said premises herein described shall hereafter be subject to the following covenants which shall run with the land, and shall be binding upon all purchasers and holders of said premises, their heirs, executors, legal representatives, distributees, successors and assigns; to wit:

1. That the provisions of the **Riverhead Town Code**, which are not addressed by this resolution, or other official action of the Town shall, at all times, be complied with by the owner of the property covered by this site plan;

2. That the form, design, location and color of all signage shall be submitted to the Town Board for its review and approval pursuant to the site plan process and the sign permit procedure prior to being installed at the property; that all signage so proposed shall be coordinated in appearance and design; and that all provisions of Section 108-56 of the **Riverhead Town Code** shall be complied with, and that all tenants shall be apprised of said requirements and any restrictions imposed as a condition of the site plan approval granted herein;

3. No lighting shall be installed or adjusted in such a way as to cause direct glare on neighboring properties or adjoining highways;

4. That the applicant is familiar with the **Riverhead Town Code**, Chapter 96, entitled, "Trash, Rubbish and Refuse Disposal", and Chapter 98, prohibiting the accumulation of litter, and requiring the enclosure of dumpsters, and agrees to abide by same;

5. Parking, paving and drainage shall be provided pursuant to specifications outlined in the **Riverhead Town Code**;

6. That the parking area shall be maintained pursuant to specifications outlined in the **Riverhead Town Code**;

7. That adequate parking for the handicapped, pursuant to State and Federal law, shall be provided and that each handicap stall shall be designated by an individual sign erected on a stanchion stating, "No Parking, Handicap Only", and the universal symbol affixed thereto;

8. That any and all landscaped and paved areas shall be regularly maintained in an orderly and professional manner and kept free of weeds and litter; and that any planters, planter boxes, window boxes or other container plantings shall likewise be maintained on a year-round basis;

9. That all utilities shall be constructed underground;

10. Pursuant to Section 108-133I of the Code of the Town of Riverhead, the applicant, upon approval of a final site plan by this resolution and prior to the issuance of a building permit, shall post a performance bond or other equivalent security. The performance bond or other security assures the performance of all the conditions of the building permit in accordance with the site plan approval. The Supervisor, upon approval from the Town Attorney as to form, is hereby authorized to accept said performance bond or other security, which shall be filed with the Town Clerk subsequent to approval of the site plan herein. The building permit shall not be issued until the Town Clerk certifies that the performance bond or other security has been filed in the Office of the Town Clerk of the Town of Riverhead. Said security shall be in full force and effect for the term of the building permit or any renewal thereof;

11. That the topsoil shall conform to the specifications of the New York State Department of Transportation in regard to ph, organic content, and gradation;

12. That all nursery stock and installation methods thereof shall meet the latest "American Standards for Nursery Stock," as published by the American Association of Nurserymen;

Declarant has hereunto set his (her) hand and seal the day and year above first written.

Diane Guarino

Frank P. Guarino

STATE OF NEW YORK)
)ss.:
COUNTY OF SUFFOLK)

On the _____ day of _____, 1995 before me personally came Diane and Frank Guarino, to me known and known to be the individual who executed the foregoing instrument; that (s)he is the owner of certain real property located at the north side of North Country Road, 300' east of Sound Road, Wading River, New York, the subject property of this Declaration and Covenant, and understands the content thereof; and that (s)he did swear to me that (s)he executed the same.

NOTARY PUBLIC

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 795

AMENDS TOWN OF RIVERHEAD ZONING ORDINANCE AND ZONING USE DISTRICT MAP (CALVERTON)

COUNCILMAN LULL

offered the following

resolution, which was seconded by

COUNCILMAN FRUSINOWSKI :

WHEREAS, upon the recommendation of the Calverton Hamlet Study Task Force, the Riverhead Town Board has under consideration certain amendments to the Town of Riverhead Zoning Ordinance and Zoning Use District Map, and

WHEREAS, the Riverhead Planning Board has considered such amendments and has made its report to the Town Board, and

WHEREAS, the Town Board held a public hearing on such amendments on April 2, 1996 in order to gain the views of interested parties on such zoning amendments, and

WHEREAS, the Riverhead Town Board has carefully considered the merits of the subject zoning amendments, the SEQRA record created to date, the report of the Planning Board, the record of the public hearing as well as all other relevant planning, zoning and environmental information, now

THEREFORE, BE IT

RESOLVED, that in the matter of the Town Board of the Town of Riverhead's motion to amend the Zoning Ordinance and the Zoning Use District Map of the Town of Riverhead to provide for the Residence A and Business CR Zoning Use Districts to the exclusion of the existing Industrial A Zoning Use District on certain real property in Calverton, the Riverhead Town Board hereby declares itself to be the lead agency, and

BE IT FURTHER

RESOLVED, that pursuant to 6NYCRR Part 617.4 the Town Board determines the action to be Type I without a significant impact upon the environment and that an environmental impact statement need not be prepared, and

BE IT FURTHER

RESOLVED, that the Riverhead Town Board hereby amends the Zoning Use District Map of the Town of Riverhead to provide for the Residence A and Business CR Zoning Use Districts to the

exclusion of the existing Industrial A Zoning Use District as described and depicted upon the attached map, and

BE IT FURTHER

RESOLVED, that the Town Board hereby amends Article XXI, the Zoning Ordinance of the Town of Riverhead as follows:

Section 108-110.4 - Development Standards

The following development standards Section 108-110.4 through 108.110.7 inclusive shall apply to all CR development under this Article within the Wading River Hamlet ~~only~~. The development standards enumerated in Section 108-110.5 through 108-110.7 inclusive shall apply to real property within the Calverton Hamlet in addition to the yard standards as prescribed in Section 108-110.8.

Section 108-110.8

A. Lot area. The minimum lot shall be eighty thousand (80,000) square feet.

B. Lot width. The minimum lot width shall be two hundred (200) feet.

C. Building Area. The maximum building area shall be fifteen percent (15%).

D. Yards.

1. Front. The minimum front yard shall be one hundred fifty (150) feet.

2. Side. The minimum side yard shall be fifty (50) feet.

3. Side. The minimum side yard abutting a side street shall be one hundred (100) feet.

4. Rear. The minimum rear yard shall be one hundred fifty (150) feet., and

BE IT FURTHER

RESOLVED, that the Town Board hereby amends Article III of the Zoning Ordinance to provide for the following:

Section 108-10.1 - Additional requirements for subdivision of real property within the Calverton Hamlet

The following additional development standards shall apply in the consideration of land subdivision by the Planning Board.

A. Minimum building area setback from a commercial building shall be one hundred fifty (150) feet.

B. Minimum building area setback from LILCO high tension lines shall be two hundred (200) feet.

C. Minimum lot size in a subdivision approved pursuant to Article XIX of the Riverhead Zoning Ordinance shall be 30,000 square feet.; and

BE IT FURTHER

RESOLVED, that the Town Clerk be authorized to publish the attached map depicting the subject amendments in the official newspaper of the Town of Riverhead, and

BE IT FURTHER

RESOLVED, that the subject amendments shall take effect ten (10) days after the aforementioned publication, and

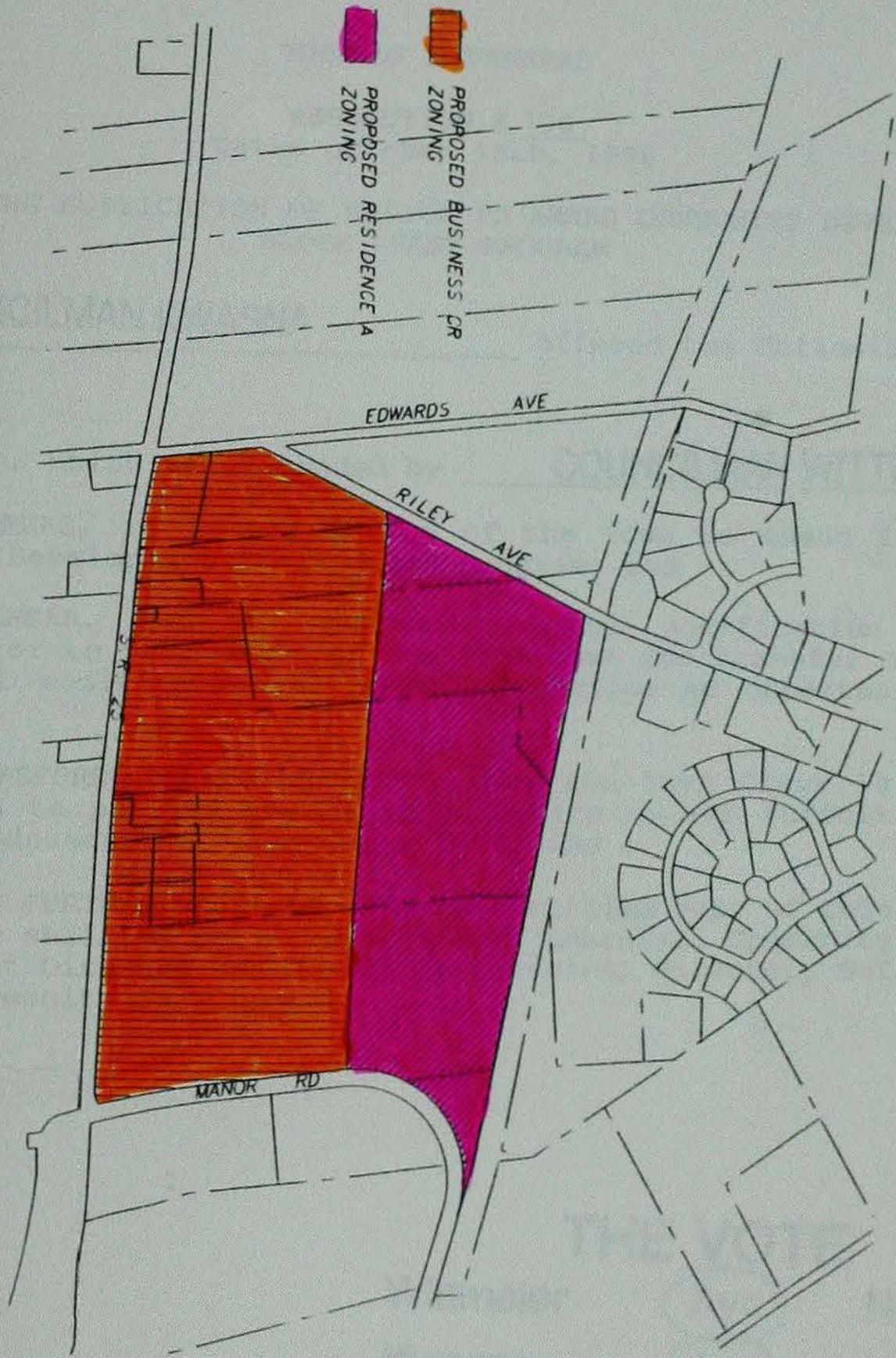
BE IT FURTHER

RESOLVED, that the Town Clerk forward a certified copy of this resolution to the firm of Young and Young for amendment to the Zoning Use District Map of the Town of Riverhead.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was ~~thereupon~~ duly adopted.



Adopted

10/15/96

TOWN OF RIVERHEAD

RESOLUTION # 796
Dated October 15th, 1996

AUTHORIZING PUBLICATION OF NOTICE TO AMEND COMMUNITY DEVELOPMENT
BLOCK GRANT PROGRAM

COUNCILMAN KWASNA

offered the following

resolution, which was seconded by **COUNCILMAN WITTMER**.

WHEREAS, it is the desire of the Town to amend its FY94
Community Development Block Grant program; and

WHEREAS, such an amendment requires notification of the
public prior to submission of the amendment for transfer of funds
and budget modification in order to provide an opportunity for
comment.

THEREFORE, BE IT RESOLVED, that the Town Clerk is hereby
authorized to publish the attached notice in the Suffolk County
Life on Wednesday, October 16th, 1996; and

BE IT FURTHER RESOLVED, that a certified copy of this
resolution shall be provided to Andrea Lohneiss, Community
Development Director and Joseph Sanseverino, Director, Suffolk
County Community Development.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon
duly adopted.

PUBLIC NOTICE
 AMENDMENT TO TOWN OF RIVERHEAD COMMUNITY DEVELOPMENT PROGRAM

The Town of Riverhead is proposing the following changes to its Community Development Block Grant Program:

Year XX (FY94) :

<u>Activity</u>	<u>Current</u>	<u>Proposed Change</u>	<u>Amended Budget</u>
Handicapped Access to playground	\$50,420	(\$50,420)	-0-
Historic Preservation Corwin/Benjamin Houses	-0-	\$50,420	\$50,420

**October 16th, 1996 Suffolk County Life

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 797

AUTHORIZES TOWN CLERK TO PUBLISH AND POST NOTICE OF PUBLIC HEARING - CHANGE OF ZONE - ALVIN BENJAMIN - JOHN WESLEY VILLAGE
II

COUNCILMAN WITTMEIER offered the following resolution, which was seconded by COUNCILMAN KWASNA :

WHEREAS, the Riverhead Town Board is in receipt of a change of zone petition from Alvin Benjamin to provide for the Residence RC (Retirement Community) Zoning Use District to the exclusion of the Residence C Zoning Use District on a portion of real property located on Middle Road, Riverhead Hamlet; such property more particularly described as SCTM No. 0600-82-1-4.7 and

WHEREAS, the Town Board had determined the action to be Type I without a significant impact upon the environment and that an environmental impact statement need not be prepared, and

WHEREAS, the Town Board has referred the matter to the Town of Riverhead Planning Board, and

WHEREAS, the Town Board is in receipt of the report of the Planning Board, now

THEREFORE, BE IT

RESOLVED, that the Town Clerk be authorized to publish and post the attached notice of public hearing on the official newspaper of the Town of Riverhead.

THE VOTE

Wittmeier	<u>Aye</u>	Nay
Kwasna	<u>Aye</u>	Nay
Lull	<u>Aye</u>	Nay
Prusinowski	<u>Aye</u>	Nay
Stark	<u>Aye</u>	Nay

The Resolution was thereupon duly adopted.

**TOWN OF RIVERHEAD
PUBLIC HEARING**

PLEASE TAKE NOTICE, that a public hearing will be held on the 6th day of November, 1996 at 7:30 p.m., o'clock at Riverhead Town Hall, 200 Howell Avenue, Riverhead, New York regarding a change of zone petition from Alvin Benjamin to provide for the Residence RC (Retirement Community) Zoning Use District to the exclusion of the Residence C Zoning Use District on a portion of real property located on Middle Road, Riverhead Hamlet; such property more particularly described as SCTM No. 0600-82-1-4.7.

DATED: Riverhead, New York
October 15, 1996.

By Order of the Town Board of the
Town of Riverhead

Barbara Grattan, Town Clerk

10/15/96

Adopted¹⁵⁹⁶

TOWN OF RIVERHEAD

Resolution # 798

CHANGES FINAL 1996 S.T.O.P. COLLECTION DATE

COUNCILMAN PRUSINOWSKI offered the following resolution, was seconded by

COUNCILMAN LULL :

WHEREAS, by resolution number 155, the Town Board established four (4) dates for collection of household hazardous waste at the Youngs Avenue Transfer Station; and

WHEREAS, it is necessary to change the final S.T.O.P. collection date from November 16, 1996 to November 23, 1996.

NOW THEREFORE BE IT RESOLVED, that the Youngs Avenue Transfer Station S.T.O.P. Facility shall be open from 7:00 a.m. to 1:00 p.m. for the purpose of collecting "household hazardous waste" from the general public on Saturday, November 23, 1996, instead of Saturday, November 16, 1996; and be it further

RESOLVED, that the Solid Waste Committee is authorized to advertise such dates in the local media and charge the costs associated with this advertising to the solid waste budget; and be it further

RESOLVED, that the Town Clerk be and is hereby directed to forward a certified copy of this resolution to John Reeve, Sanitation Supervisor and the Accounting Department.

THE VOTE

Wittmeier	<u>Aye</u>	Nay
Kwasna	<u>Aye</u>	Nay
Lull	<u>Aye</u>	Nay
Prusinowski	<u>Aye</u>	Nay
Stark	<u>Aye</u>	Nay

The Resolution was thereupon duly adopted.

**TOWN OF RIVERHEAD
NOTICE OF PUBLIC HEARING**

PLEASE TAKE NOTICE, that the Town Board shall be conducting a special meeting of the Town Board to consider a resolution authorizing the Town Clerk to publish and post a notice of public hearing regarding the 1997 Town of Riverhead budget, which special hearing shall be held on October 18, 1996 at 9:00 a.m. at Town Hall, 200 Howell Avenue, Riverhead, New York.

Dated: Riverhead, New York
October 15, 1996

**BY ORDER OF THE TOWN BOARD
OF THE TOWN OF RIVERHEAD**

BARBARA GRATTAN, Town Clerk

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 799

SEQR DETERMINATION OF SPECIAL PERMIT PETITION OF VINCENT DELLA SPERANZO

COUNCILMAN LULL

offered the following

resolution, which was seconded by COUNCILMAN FRUSINOWSKI :

WHEREAS, the Riverhead Town Board is in receipt of a special permit petition from Vincent Della Speranzo for the renovation of an existing dwelling (and its return to a previously existing multifamily use) located on a .4 acre parcel zoned Business 'C' and known by Suffolk County Tax Map Number 0600-126-4-14, and

WHEREAS, a full environmental form was, together with supporting documentation, submitted as part of the petition, and

WHEREAS, the Riverhead Planning Department has reviewed the Environmental Assessment Form and supporting documentation and recommends the petition be considered a Type II Action pursuant to 6NYCRR Part 617.5(c)(9), and

WHEREAS, pursuant to 6NYCRR Part 617.3(f) and 617.6((a)(1), agency responsibilities for SEQR end with this designation and no determination of significance is required, now

THEREFORE, BE IT

RESOLVED, that the Riverhead Town Board considers the special permit application of Vincent Della Speranzo to be Type II for purposes of compliance with SEQR, and

BE IT FURTHER

RESOLVED, that this classification be considered effective for any related approval subject to SEQR, and

BE IT FURTHER

RESOLVED, that the Town Clerk be directed to refer the petition to the Riverhead Planning Board for their review and recommendation, and

BE IT FURTHER

RESOLVED, that the Town Clerk be and is hereby authorized to forward a certified copy of this resolution to the Planning Department and the applicant or his agent.

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 800

AUTHORIZES TOWN CLERK TO PUBLISH AND POST NOTICE TO BIDDERS FOR LINCOLN STREET HIGHWAY IMPROVEMENTS

COUNCILMAN KWASNA

offered the following resolution,

which was seconded by COUNCILMAN WITTMEIER:

RESOLVED, that the Town Clerk be and is hereby authorized to post and publish the attached Notice to Bidders for the construction of road and drainage improvements for Lincoln Street, Riverhead, New York in the October 16, 1996, issue of the official Town newspaper; and

BE IT FURTHER RESOLVED, that the Town Clerk be and is hereby authorized to forward a certified copy of this resolution to Charles Bloss, Young & Young, Kenneth Testa and the Office of Accounting.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

Adopted

THE VOTE

Wittmeier	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Kwasna	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Lull	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Prusinowski	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Stark	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay

The Resolution was thereupon
duly adopted.

NOTICE TO BIDDERS

NOTICE IS HEREBY GIVEN that SEALED BIDS for the construction of road and drainage improvements, in the Town of Riverhead, will be received by the Town Clerk of the Town of Riverhead at the Town Hall, 200 Howell Avenue, Riverhead, New York, until 11:00 A.M. prevailing time, on Friday November 1, 1996 at which time and place they will be publicly opened and read for the following contract:

**LINCOLN STREET HIGHWAY IMPROVEMENT
AT RIVERHEAD, TOWN OF RIVERHEAD,
SUFFOLK COUNTY, NEW YORK**

Plans and specifications may be obtained on or after Monday, October 21, 1996, at Town Hall, 200 Howell Avenue, Riverhead, New York, upon deposit of Fifty Dollars, (\$50.00) for each set furnished. Deposits shall be made by cash, check, or bank money order. No exceptions shall be made.

Deposits for plans and specifications will be refunded to bidders who return these within ten (10) days in good condition; other deposits will either be partially or not refunded if the plans and specifications have not been returned in good condition within thirty (30) days after bids have been opened.

Each proposal must be accompanied by a certified check or bid bond in the amount of five percent (5%) of the total bid, made payable to James R. Stark, Supervisor, Town of Riverhead, as set forth in the Information to Bidders.

The Town Board reserves the right to reject any or all bids, to waive any informalities, and to accept such alternate bids which, in the opinion of the Town Board, will be in the best interests of the Town of Riverhead.

BY ORDER OF THE TOWN BOARD
TOWN OF RIVERHEAD, SUFFOLK COUNTY,
NEW YORK

BARBARA A. GRATTAN, TOWN CLERK
TOWN OF RIVERHEAD
RIVERHEAD, NEW YORK 11901

DATED: October 16, 1996

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 801

DECLARES LEAD AGENCY & DETERMINES SIGNIFICANCE OF ACTION LITTLE
DUMPLINGS PLAYGROUP - SPECIAL PERMIT

COUNCILMAN WITTMEIER offered the following
 resolution, which was seconded by COUNCILMAN KWASNA :

WHEREAS, the Riverhead Town Board is in receipt of a special permit petition from Anne Marie Tucci pursuant to Section 108-15 C(1) of the Town Code for operation of a playgroup at and within her existing dwelling located on a .6 acre parcel zoned Residence C and known specifically as SCTM No. 0600-61-1-3.75, and

WHEREAS, an Environmental Assessment Form was submitted as part of the petition, and

WHEREAS, the Riverhead Planning Department has reviewed the Environmental Assessment Form and supporting documentation and recommended the petition be considered an Unlisted Action for which coordinated review is optional and in this case unnecessary, and

WHEREAS, the Planning Department, by preparation and evaluation of its SEQR staff report, has further recommended that the action will not have a significant effect upon the environment, now

THEREFORE, BE IT

RESOLVED, that the Riverhead Town Board declare itself to be the Lead Agency in the special permit application of Little Dumplings Playgroup, and

BE IT FURTHER

RESOLVED, that the application be considered to be an Unlisted Action which will not have a significant effect upon the environment and that a Draft Environmental Impact Statement need not be prepared, and

BE IT FURTHER

RESOLVED, that this classification and determination be considered valid for any related approval subject to SEQR, and

BE IT FURTHER

RESOLVED, that the Riverhead Planning Department be directed to publish and post those notices as required by 6NYCRR Part 617, and

BE IT FURTHER

RESOLVED, that the Town Clerk be and is hereby authorized to forward a certified copy of this resolution to the Planning Department and the applicant or his agent and to forward the petition to the Riverhead Planning Board for their report and recommendation.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

10/15/96

TOWN OF RIVERHEAD

Resolution # 802**Authorizes Execution of Contract for the Restoration and Improvements for Hallockville Museum Farm****COUNCIL MAN FRUSINOWSKI**

offered the following resolution,

which was seconded by **COUNCIL MAN LULL** :

WHEREAS, by Resolution #807 dated December 19, 1995, the Riverhead Town Board authorized the submission of a grant application to the New York State New York State Department of Transportation for funding to support certain restoration activities and other enhancements at the Hallockville Museum Farm in Riverhead, pursuant to the to the ISTEA Program; and

WHEREAS, the New York State New York State Department of Transportation approved said project for funding in the amount of \$240,000; and

WHEREAS, the Hallockville Museum Farm Project, funded for in Title 23 U.S. code, as amended calls for the appointment of the costs such programs to be borne at the ration of 80% Federal funds and 20% non-federal fund; and

WHEREAS, the Town of Riverhead desires to advance the above project by making a commitment of 100% of the non-federal share of the costs of restoration and site improvements.

NOW, THEREFORE, the Riverhead Town Board, duly convened does hereby:

RESOLVE, that the Town Board hereby approves the above-subject project; and is hereby further

RESOLVED, that the Town Board hereby authorizes the Town of Riverhead to pay 100% of the non-federal share of the cost of authorized work for the subject project or portions of the subject project; and is hereby further

RESOLVED, that the sum of \$60,000 (constituting the 20% match) cover the cost of participation in the above phase of the project; and is hereby further

RESOLVED, that in the event the full non-federal share costs of the project exceeds the amount appropriated above, the Town of Riverhead shall convene as soon as possible to appropriate said excess immediately upon the notification by the New York State Department of Transportation; and is hereby further

RESOLVED, that the Supervisor be and is hereby authorized to execute all necessary Agreements on behalf of the Town of Riverhead with the New York State Department of Transportation approving of the above-subject project and providing for the Municipality's administration of the Project and its participation in the cost of the local share of the project.

BE IT FURTHER RESOLVED, that a certified copy of this resolution be filed with the New York State Commissioner of Transportation by attaching it to any necessary Agreement in connection with the Project, to Community Development Director and Hallockville Museum Farm Director John Eilertson.

THE VOTE

Wittmeier	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Kwasna	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Lull	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Prusinowski	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Stark	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay

The Resolution was thereupon duly adopted.

10/15/96

Adopted

1605

TOWN OF RIVERHEAD

Resolution #803

Authorizes Execution of Loan and Grant Agreement for East Main Street Improvements

COUNCILMAN LULL offered the following resolution,

which was seconded by COUNCILMAN FRUSINOWSKI :

WHEREAS, the Town of Riverhead applied for and has been awarded funds from the Empire State Development Corporation to include bulkhead replacement, sidewalks, curbs, paving, lighting, and landscaping to support the Okeanos Preview Center and other tourist attractions in downtown Riverhead; and

WHEREAS, the Empire State Development Corporation funding includes a \$100,000 grant and \$100,000 loan for the above mentioned improvements; and

WHEREAS, East Main Street is a priority of the Town Board for revitalization efforts;

THEREFORE, BE IT RESOLVED that the Town Board hereby authorizes Supervisor James R. Stark to execute said loan and grant agreement, and any and all related documents necessary for the disbursement of funds.

BE IT FURTHER RESOLVED that the Town Clerk shall provide a certified copy of this resolution to Community Development Director Andrea Lohneiss.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

10/2/96

TOWN OF RIVERHEAD

Resolution # 804

APPOINTS A RECREATION AIDE
TO THE RIVERHEAD RECREATION DEPARTMENT

COUNCILMAN KWASNA

_____ offered the following
resolution, which was seconded by **COUNCILMAN WITTMEIER**

RESOLVED, that Latesha Smith is hereby appointed to serve as Recreation Aide for the purpose of being a Bidy Basketball leader, effective October 4, 1996 to be paid biweekly at the rate of \$5.00 per hour and to serve at the pleasure of the Town Board.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon
duly adopted.

October 15, 1996

Adopted¹⁶⁰⁷

TOWN OF RIVERHEAD

Resolution # 805

**APPOINTS VALERIE MARVIN, ESQ. AS HEARING OFFICER
IN A MATTER CONCERNING FORMER TOWN OF RIVERHEAD EMPLOYEES**

COUNCILMAN WITTMER offered the following resolution
which was seconded by **COUNCILMAN KWASNA**

BE IT RESOLVED, that the Town Board hereby appoints Valerie Marvin, Esq. to serve as hearing officer in Section 803 proceedings involving former Town employees; and

BE IT FURTHER, RESOLVED, that the Town Clerk be and is hereby directed to forward a copy of this resolution to Rains & Pogrebin, P.C. and the Office of Accounting.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

10/15/96

Adopted 1608

TOWN OF RIVERHEAD

Resolution # 806

RATIFIES FEE FOR RESIDENTIAL WASTE COLLECTION AND DISPOSAL SERVICES

COUNCIL MAN FRUSINOWSKI offered the following resolution, was seconded by

COUNCIL MAN LULL :

WHEREAS, by resolutions #692, 693 and 694, adopted on September 3, 1996, the Town Board authorized the Town Clerk to publish and post notice to bidders for the collection, removal and and disposal of residential solid waste; and

WHEREAS, said bid documents provided for a \$75.00 non-refundable fee for each bid package.

NOW THEREFORE BE IT RESOLVED, the Town Board be and hereby ratifies the establishment and collection of a \$75.00 non-refundable fee for each bid package in connection with the collection, removal and disposal of residential solid waste; and be it further

RESOLVED, that the Town Clerk is hereby directed to forward a certified copy of this resolution to the Accounting Department and the Town Attorney.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 807ACCEPTS DEIS FOR SEROTA PLAZA SITE PLAN

COUNCILMAN LULL offered the following resolution, which was seconded by COUNCILMAN PRUSINOWSKI :

WHEREAS, the Riverhead Town Board is in receipt of a petition from Nathan Serota, for the development of a 21.68 acre Business B zoned portion of a 40.6 acre parcel known specifically as SCTM 0600-108-3-13.1 with a shopping center including multi-screen cinema, supermarket and other retail spaces said improvements to be served by the Riverhead Water and Sewer Districts, and

WHEREAS, the Riverhead Planning Department after undertaking the steps mandated by SEQR regulations for Type I actions, did recommend the Town Board assume lead agency status and further recommended a positive declaration of significance based on the likelihood of the potential for significant impact from the project and that a Draft Environmental Impact Statement should be prepared, and

WHEREAS, the Riverhead Planning Department ordered the preparation of a draft outline of the document's scope, held a scoping meeting and offered the outline for public scrutiny and input as required by Part 617.8, and

WHEREAS, the resultant DEIS has been received by the Riverhead Planning Department, reviewed against the content criteria of 617.9 and the final scoping outline and determined to be acceptable for public review, now

THEREFORE, BE IT

RESOLVED, that the Riverhead Town Board accepts the DEIS prepared for the Site Plan of Serota Plaza as adequate for the commencement of public review, and

BE IT FURTHER

RESOLVED, that the Riverhead Planning Department make all necessary notices and document filings as set out in 617.12.

Adopted

October 15, 1996

TOWN OF RIVERHEAD

Resolution # 808

APPOINTS CROSSING GUARD

COUNCILMAN KWASNA

offered the following resolution ,

which was seconded by

COUNCILMAN WITTMEIER

WHEREAS, there is a need for a Crossing Guard in the Police Department; and

WHEREAS, pursuant to interviews, a recommendation has been made by the Chief of Police to hire Daniel Kessinger in the position on a part-time basis.

NOW, THEREFORE, BE IT RESOLVED, effective October 19, 1996 the Town Board hereby authorizes the appointment of Daniel Kessinger to the position of Crossing Guard at an hourly rate of pay of \$8.25; and

BE IT FURTHER RESOLVED, that the Town Clerk be and is hereby authorized to forward a copy of this resolution to Daniel Kessinger, the Chief of Police and the Office of Accounting.

THE VOTE

Wittmeier	<u>Aye</u>	Nay
Kwasna	<u>Aye</u>	Nay
Lull	<u>Aye</u>	Nay
Prusinowski	<u>Aye</u>	Nay
Stark	<u>Aye</u>	Nay

The Resolution was thereupon duly adopted.

Adopted

10/15/96

TOWN OF RIVERHEAD

Resolution # 809

APPROVES AMENDMENT TO ZONING USE DISTRICT MAP - RESIDENCE C TO RESIDENCE RC AND SPECIAL PERMIT PETITION OF CHRISTOPHER & REYNOLDS

~~COUNCILMAN WITTMER~~ offered the following resolution, which was seconded by COUNCILMAN KWASNA :

WHEREAS, the Riverhead Town Board is in receipt of a change of zone petition from Christopher and Reynolds Realty Corp. to provide for the Residence RC (Retirement Community) Zoning Use District to the exclusion of the Residence C and Agriculture A Zoning Use Districts on a portion of real property located on Middle Road, Riverhead Hamlet; such property more particularly described as SCTM No. 0600-82-4-226.5 and 229.1 and

WHEREAS, the Town Board has declared itself to be the Lead Agency in this matter and has determined the action to be Type I without a significant impact upon the environment and that an environmental impact statement need not be prepared, and

WHEREAS, the petition was referred to this Planning Board for its report and recommendation, and

WHEREAS, a public hearing was held pursuant to Section 24 of the Town Law to hear parties of interest on the matter, and

WHEREAS, the Riverhead Town Board has carefully considered the merits of the petition, the SEQRA record created to date, the report of the Planning Department, the report of the Planning Board, the record of the relevant public hearing as well as all other pertinent planning, zoning, and environmental information, now

THEREFORE, BE IT

RESOLVED, that in the matter of the change of zone petition of Christopher & Reynolds Realty Corporation, the Riverhead Town Board finds the following:

FIRST: That the Town of Riverhead Master Plan identifies the subject property as lying within the Urbanized Development Band and contemplated that the subject real property would be developed as medium density residence with a maximum yield of 2.32 dwelling units per acre or 7.4 residents per acre;

SECOND: That the Master Plan does not identify particular areas for the development of senior citizen housing but relies upon the identification of areas within the community appropriate for medium and high density residential developments;

THIRD: That the County of Suffolk through empirical study has identified a County wide need for the development of primary senior citizen housing affordable to residents of the County and the Town;

FOURTH: That an existing senior citizen rental housing development (John Wesley Village) presently maintains a waiting list of 129 individuals in need of subsidized rental housing;

FIFTH: That the site is particularly suitable for the location of the proposed use as the area has convenient access to shopping, medical services, public transportation and recreation;

SIXTH: That the lot area is sufficient, appropriate and adequate for the use and the reasonably anticipated expansion thereof;

SEVENTH: That an analysis of the impact of motor vehicle traffic to be generated by the project concluded the following:

i. That the number of vehicles to be generated by the proposed use is considered to be less than that which would be generated by single family residential development at an as of right yield of two dwelling units per acre;

ii. That both the weekday peak traffic volume and weekend peak traffic volume are less for the proposed use than that for as of right single family development;

iii. That the number of motor vehicle trip ends resulting from the proposed use can be accommodated by the surrounding roadway network without reduction in levels of service on roadways or intersections;

EIGHTH: That adequate buffer yards, landscaping and screening will be provided where necessary to protect adjacent properties and land uses;

NINTH: That provisions will be made for the adequate disposal of both stormwater runoff and sanitary sewage in conformance with the Zoning Ordinance and Article 6 of the Suffolk County Sanitary Code;

TENTH: That existing municipal services and facilities and services are adequate to provide for the needs of the proposed use;

ELEVENTH: That the total number of units proposed is justified in relation to the total number of units of senior citizen housing otherwise proposed or occupied within the Town of Riverhead;

TWELFTH: That the cumulative traffic of potential development will be beyond the existing capabilities of Middle Road and that improvements may be needed, and

BE IT FURTHER

RESOLVED, that based upon its findings, the Riverhead Town Board hereby approves the change of zone and special permit petition of Christopher & Reynolds Realty Corp. subject to the following conditions:

FIRST: That the change of zone to Residence RC District be to the exclusion of the existing Residence C and Agriculture A Zoning Use Districts;

SECOND: That the total number of units to be constructed not exceed 7.4 resident persons per acre assuming one resident per one bedroom unit and two residents per two bedroom unit;

THIRD: That in the review of a future site plan application, the Town Board consider an alternative layout which utilizes the entire property for senior citizen housing and provides for more extensive planted buffers to neighboring properties;

FOURTH: That if it is the intent of the applicant to parcelize the property, a subdivision application be made to the Riverhead Planning Board and that no site plan approval shall issue prior to subdivision approval;

FIFTH: That prior to the issuance of a site plan approval that a management plan be submitted to the Town Board which contains those procedures necessary to insure compliance with those age requirements for residents stipulated in the applicable zoning use district; and

BE IT FURTHER

RESOLVED, that the Town Clerk be authorized to publish the attached map depicting the real property subject to this amendment in the official newspaper of the Town of Riverhead, and

BE IT FURTHER

RESOLVED, that such amendment shall take effect ten (10) days after such publication, and

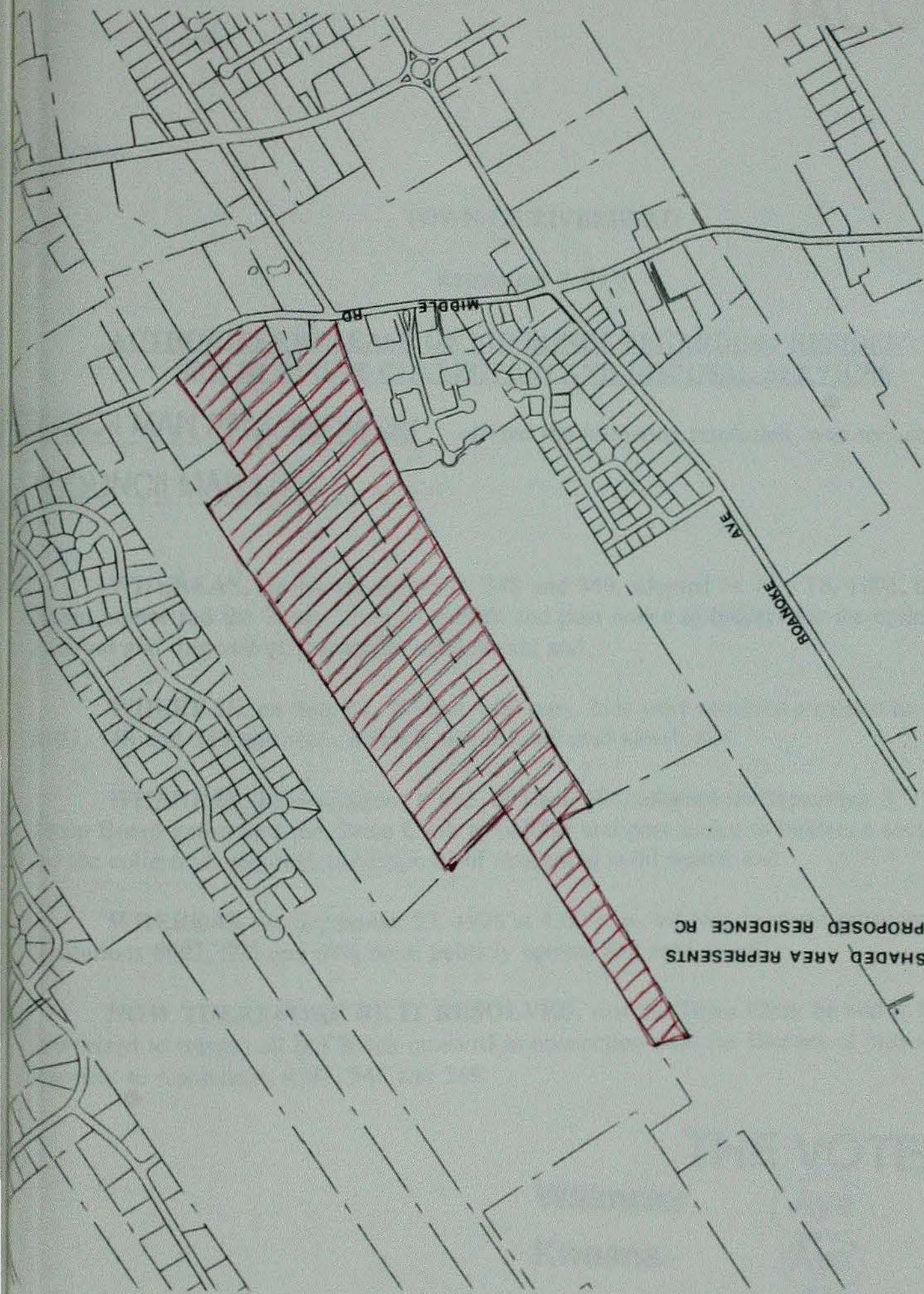
BE IT FURTHER

RESOLVED, that the Town Clerk forward a certified copy of this resolution to the firm of Young and Young for inclusion upon the Zoning Use District Map of the Town of Riverhead.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.



10/15/96

TOWN OF RIVERHEAD

Resolution # 810

AUTHORIZES RELEASE OF BID BONDS REGARDING RESIDENTIAL SOLID WASTE COLLECTION AND DISPOSAL SERVICES

COUNCILMAN MAN FRUSINOWSKI offered the following resolution, was seconded by

COUNCILMAN LULL :

WHEREAS, by resolutions #547, 548 and 549, adopted on July 16, 1996, the Town Board authorized the Town Clerk to publish and post notice to bidders for the collection, removal and disposal of residential solid waste; and

WHEREAS, on July 31, 1996 at 4:00 p.m., bids were received pursuant to resolutions #547, 548 and 549 and were publicly opened and read aloud; and

WHEREAS, by resolutions # 692, 693 and 694, adopted on September 3, 1996, the Town Board authorized the Town Clerk to publish and post notice to bidders a second time for the collection, removal and disposal of residential solid waste; and

WHEREAS, on September 27, 1996 at 4:00 p.m., all bids received pursuant to resolutions #692, 693 and 694, were publicly opened and read aloud.

NOW THEREFORE BE IT RESOLVED, that the Town Clerk be and is hereby authorized to release all bid bonds received in connection with the first set of bids received pursuant to resolutions #547, 548 and 549.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

10/15/96

TOWN OF RIVERHEAD

Resolution # 811

DECLARES PUBLIC EMERGENCY REGARDING CONDITION OF MEETINGHOUSE CREEK & REEVES CREEK BRIDGES

COUNCIL MAN LULL offered the following resolution, was seconded by

COUNCIL MAN PRUSINOWSKI

WHEREAS, due to unforeseen conditions, the bridges of Peconic Bay Boulevard at Meeting house Creek and Reeves Creek have deteriorated such that immediate action is required; and

WHEREAS, the conditions of said bridges affect public property and the life, health and safety or property of the inhabitants of the Town of Riverhead; and

WHEREAS, the condition of said bridges constitute a public emergency.

NOW THEREFORE BE IT RESOLVED, the Town Board be and hereby declares the condition of Peconic Bay boulevard bridges at Meetinghouse Creek and Reeves Creek to be a public emergency under General Municipal Law section 103(4); and be it further;

RESOLVED, that the Town Board be and hereby authorizes the Town Engineer and Highway Superintendent to take immediate measures to contract for public work at said bridges; and be it further

RESOLVED, that the Town Clerk be and is hereby authorized to forward a certified copy of this resolution to the Town Engineer, Highway Superintendent, the Accounting Department and the Town Attorney.

THE VOTE

Wittmeier	<u>Aye</u>	Nay
Kwasna	<u>Aye</u>	Nay
Lull	<u>Aye</u>	Nay
Prusinowski	<u>Aye</u>	Nay
Stark	<u>Aye</u>	Nay

The Resolution was thereupon duly adopted.

Adopted

October 15, 1996

TOWN OF RIVERHEAD

Resolution # 812

BUSINESS IMPROVEMENT DISTRICT

BUDGET ADJUSTMENT

COUNCILMAN KWASNA

offered the following resolution,

which was seconded by

COUNCILMAN WITTMEIER

BE IT RESOLVED, that the Supervisor be and is hereby authorized to establish the following budget adjustments:

118.064100.543000	PROFESSIONAL SERVICES EXPENSE	FROM: \$2,000.
118.064100.542609	PROMOTIONS, SPECIAL PROJECTS	TO: \$2,000.

THE VOTE

Wittmeier	Aye	Nay
Kwasna	Aye	Nay
Lull	Aye	Nay
Prusinowski	Aye	Nay
Stark	Aye	Nay

The Resolution was thereupon duly adopted.

October 15, 1996

Adopted

TOWN OF RIVERHEAD
Resolution # 813

GENERAL FUND
BUDGET ADJUSTMENTS

COUNCILMAN KWASNA

_____ offered the following resolution,

which was seconded by **COUNCILMAN WITTMIEIER**

BE IT RESOLVED, that the Supervisor be and is hereby authorized to establish the following budget adjustments:

		FROM:	
001.012200.542600	SUPERVISOR, PRINTING	\$	100.
001.012200.541500	SUPERVISOR, TRAVEL		200.
001.035100.546200	DOG WARDEN, ELECTRICITY		600.
001.031200.524410	POLICE, BIKE PATROL EQUIPMENT		645.
		TO:	
001.012200.542100	SUPERVISOR, OFFICE SUPPLIES	\$	300.
001.035100.543220	DOG WARDEN, VET CARE EXPENSE		600.
001.031200.524227	POLICE, EMERGENCY LIGHTS		195.
001.031200.524350	POLICE, LAW LIBRARY		50.
001.031200.542802	POLICE, SUPPLEMENTAL LAW BOOKS		400.

THE VOTE

Wittmeier	(Aye)	Nay
Kwasna	(Aye)	Nay
Lull	(Aye)	Nay
Prusinowski	(Aye)	Nay
Stark	(Aye)	Nay

The Resolution was thereon duly adopted.

COUNCILMAN PRUSINOWSKI
COUNCILMAN LULL

offered the following Resolution which was seconded by

RESOLVED, that the SUPERVISOR be and is hereby authorized to pay the following:

*****ACCOUNTS*****	*CD - NONE*	**CHECKRUN TOTALS*	***GRAND TOTALS***
GENERAL TOWN 001	\$0.00	\$352,171.05	\$352,171.05
PARKING METER 002	\$0.00	\$7,500.00	\$7,500.00
AMBULANCE FUND 003	\$0.00	\$0.00	\$0.00
POLICE ATHLETIC LEAGUE 004	\$0.00	\$654.22	\$654.22
TEEN CENTER 005	\$0.00	\$230.00	\$230.00
RECREATION PROGRAM 006	\$0.00	\$1,031.02	\$1,031.02
SENIOR NUTRITION SITE COUNCIL 007	\$0.00	\$0.00	\$0.00
D.A.R.E. PROGRAM FUND 008	\$0.00	\$0.00	\$0.00
CHILD CARE BUILDING FUND 009	\$0.00	\$0.00	\$0.00
SENIOR CITIZEN DAYCARE CENTER 027	\$0.00	\$500.58	\$500.58
HIGHWAY 111	\$0.00	\$65,320.16	\$65,320.16
WATER 112	\$0.00	\$31,521.82	\$31,521.82
REPAIR & MAINTENANCE 113	\$0.00	\$0.00	\$0.00
SEWER 114	\$0.00	\$12,341.61	\$12,341.61
REFUSE & GARBAGE COLLECTION 115	\$0.00	\$165,067.74	\$165,067.74
STREET LIGHTING 116	\$0.00	\$8,425.30	\$8,425.30
PUBLIC PARKING 117	\$0.00	\$3,116.19	\$3,116.19
BUSINESS IMPROVEMENT DISTRICT 118	\$0.00	\$5,140.00	\$5,140.00
TOR URBAN DEV CORP TRUST ACCT 119	\$0.00	\$0.00	\$0.00
WORKER'S COMPENSATION FUND 173	\$0.00	\$0.00	\$0.00
HOSPITALIZATION SELF INSURANCE 174	\$0.00	\$0.00	\$0.00
RISK RETENTION FUND 175	\$0.00	\$0.00	\$0.00
UNEMPLOYMENT INSURANCE FUND 176	\$0.00	\$1,236.00	\$1,236.00
MAIN STREET REHAB PROGRAM 177	\$0.00	\$0.00	\$0.00
REVOLVING LOAN PROGRAM 178	\$0.00	\$2,588.53	\$2,588.53
RESIDENTIAL REHAB 179	\$0.00	\$0.00	\$0.00
DISCRETIONARY/SMALL CITIES 180	\$0.00	\$0.00	\$0.00
CDBG CONSORTIUM ACCOUNT 181	\$0.00	\$5,288.22	\$5,288.22
URBAN DEVEL CORP WORKING 182	\$0.00	\$0.00	\$0.00
RESTORE 184	\$0.00	\$0.00	\$0.00
PUBLIC PARKING DEBT 381	\$0.00	\$0.00	\$0.00
SEWER DISTRICT DEBT 382	\$0.00	\$0.00	\$0.00
WATER DEBT 383	\$0.00	\$0.00	\$0.00
GENERAL FUND DEBT SERVICE 384	\$0.00	\$0.00	\$0.00
SCAVENGER WASTE DISTRICT DEBT 385	\$0.00	\$0.00	\$0.00
COMM DEVEL AGENCY CAP PROJECT 405	\$0.00	\$0.00	\$0.00
TOWN HALL CAPITAL PROJECTS 406	\$0.00	\$9,581.80	\$9,581.80
EIGHT HUNDRED SERIES 408	\$0.00	\$5,793.70	\$5,793.70
WATER IMPROVEMENT CAP. PROJECT 409	\$0.00	\$0.00	\$0.00
NUTRITION CAPITAL IMPROVEMENTS 441	\$0.00	\$0.00	\$0.00
CHIPS 451	\$0.00	\$0.00	\$0.00
YOUTH SERVICES 452	\$0.00	\$1,445.50	\$1,445.50
SENIORS HELPING SENIORS 453	\$0.00	\$1,700.86	\$1,700.86
EISEP 454	\$0.00	\$582.50	\$582.50
SCAVENGER WASTE CAP PROJECT 470	\$0.00	\$0.00	\$0.00
MUNICIPAL FUEL FUND 625	\$0.00	\$29.71	\$29.71
MUNICIPAL GARAGE 626	\$0.00	\$3,246.73	\$3,246.73
TRUST & AGENCY 735	\$0.00	\$414,120.34	\$414,120.34
SPECIAL TRUST 736	\$0.00	\$0.00	\$0.00
COMMUNITY DEVELOPMENT AGENCY 915	\$0.00	\$0.00	\$0.00
JOINT SCAVENGER WASTE 918	\$0.00	\$7,878.07	\$7,878.07
CENTRAL CLEARING ACCOUNT 999	\$0.00	\$0.00	\$0.00
*****TOTALS*****	\$0.00	\$1,106,511.65	\$1,106,511.65

Adopted

THE VOTE

Wittmeier	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Kwasna	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Lull	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Prusinowski	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Stark	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay

The Resolution was thereupon duly adopted.

10/15/96

TOWN OF RIVERHEAD

Resolution # 815

DECLARES LEAD AGENCY & DETERMINES SIGNIFICANCE OF SPECIAL PERMIT
PETITION OF TANGER PROPERTIES LIMITED PARTNERSHIP

COUNCILMAN PRUSINOWSKI

offered the following

COUNCILMAN LULL

resolution, which was seconded by _____:

WHEREAS, the Riverhead Town Board is in receipt of a special permit petition from Tanger Properties Limited Partnership for an amendment to the existing special permit on property located on Route 58, Riverhead in order to provide for the sale of goods at retail; such property more particularly described as Suffolk County Tax Map Parcel No. 0600-118-3-4-, and

WHEREAS, the petition has been referred to all involved agencies for coordinated review pursuant to 6NYCRR Part 617.6, and

WHEREAS, the Town Board has not received interest from any involved agency to act as lead agency, and

WHEREAS, the Town Board desires to be lead agency, now

THEREFORE, BE IT

RESOLVED, that in the matter of the special permit of Tanger Properties Limited Partnership, the Riverhead Town Board hereby declares itself to be the lead agency, and

BE IT FURTHER

RESOLVED, that as lead agency the Town Board has carefully considered the SEQRA record created to date and upon this review hereby determines the action to be Type I without a significant impact upon the environment and that an Environmental Impact Statement need not be prepared, and

BE IT FURTHER

RESOLVED, that the Town Clerk refer the petition to the Riverhead Planning Board for its report and recommendation, and

BE IT FURTHER

RESOLVED, that the Planning Director be authorized to publish and post those notices of nonsignificance pursuant to Article 8 of the Environmental Conservation Law.

Adopted

THE VOTE

Wittmeier	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Kwasna	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Lull	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Prusinowski	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay
Stark	<input checked="" type="radio"/> Aye	<input type="radio"/> Nay

The Resolution was thereupon
duly adopted.