

TOWN OF GUILDERLAND
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INTER-OFFICE MEMORANDUM

TO: Peter G. Barber, Town Supervisor and Board Members
FROM: Darci Efaw, Comptroller
DATE: February 23, 2023
RE: Town Board Agenda item(s)

Please consider approval of the updated hourly rate schedule for the Highway, Water and Parks departments.

Due to the ever-increasing turn-over rate in these departments it was necessary to review this rate chart even though it was updated in October of 2022 to be used starting January 1, 2023. After numerous meetings with the Highway, Water, Parks and Transfer Station department heads, everyone was in agreement that the tremendous amount of turnover was due solely to the Town's pay rates no longer being competitive and it was agreed to propose these amended rates. After much analysis, it was determined that rates could be raised without affecting the overall budgets for 2023. This will be accomplished mostly because of upcoming retirements where 20-30-year employees with higher rates of pay will be replaced with new laborers at an entry-level rate or in some cases by not filling positions immediately and working with fewer staff.

Salary Schedule / Pay Grades

Civil Service Title	TOG Title	In 1st Year	After 1st Yr	After 2nd Yr	After 3rd Yr	After 4th Yr	Explanation
Laborer	Laborer - Seasonal	15.00					
Laborer	Laborer	18.00	19.00				Entry level
Laborer	Laborer I	19.25	20.25				CDL or advanced skills/experience
Laborer	Laborer II	20.50	21.50				CDL or advanced skills/experience
Laborer	Signs & Signals Technician	21.25	22.50				
Equipment Operator I	Equipment Operator I	21.75	22.75				CDL required w/ 1 yr Class B experience
Equipment Operator II	Equipment Operator II	24.75					CDL required w/ 2+ yrs Class B experience
Equipment Operator III	Equipment Operator III	28.00					CDL required - Class A preferred
Auto Mechanic Helper	Auto Mechanic Helper	20.00	21.25	22.50	23.75	25.00	
Automotive Mechanic I	Automotive Mechanic I	26.25	27.50	28.75	30.00	31.25	
Laborer	Fleet Maintenance Supervisor	32.25					
Water/Sewer Treatment Plant Operator - Trainee	Water/Sewer Treatment Plant Operator - Trainee	21.75					
Sewage Treatment Plant Operator	Sewage Treatment Plant Operator	23.00					
Water Treatment Plant Operator	Water Treatment Plant Operator	23.00					
Laborer	Pump & Controls Operator	27.00					
Chief Sewage Treatment Plant Operator	Chief Sewage Treatment Plant Operator	30.00					
Chief Water Treatment Plant Operator	Chief Water Treatment Plant Operator	30.00					