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8 COMPENSATION

8.1 Wage Rates

Effective January 1, 2022 employees on payroll as of January 1, 2022 will receive a base salary increase of 2.5% (not including any new position(s) first funded beginning January 1, 2022).

Effective January 1, 2023 employees on payroll will receive a base salary increase of 2.5%

Effective January 1, 2024 employees on payroll will receive a base salary increase of 2.5%

Effective January 1, 2025 employees on payroll will receive a base salary increase of 2.5%

Following the close of 2022, when the United States Bureau of Labor Statistics releases December 2022 CPI data for Series CWURN100SA0 (Wage Earners / Clerical Northeast Urban), if there has been an increase above the percentages specified in the subparagraphs above, wages will be adjusted based on the average of the trailing 36 monthly changes in such index (for example, if the average is 2.6%, base salary will be adjusted + 0.1%). This amount for 2022 will be paid as a lump sum payment and will be applied prospectively to the base salary as of January 1, 2023 for the purposes of calculation the next year's salary increase. This computation will occur each of the following years of the contract through December 31, 2025, which will be evaluated in January of 2026.

Pay Schedule:

	1-Jan-20	1-Jan-21	1-Jan-22	1-Jan-23	1-Jan-24	1-Jan-25
Shift Lead Operator	\$30.54	30.54	31.30	32.08	32.88	33.70
Sewage Treatment Plant Operator III	\$29.16	29.16	29.89	30.64	31.41	32.20
Sewage Treatment Plant Operator II	\$27.19	27.19	27.87	28.57	29.28	30.01
Sewage Treatment Plant Operator Trainee (not-DEC Certified)	\$25.29	25.29	25.92	26.57	27.23	27.91
Sewage Treatment Plant Operator I (DEC-Certified pre-2021)	\$25.81	25.81	26.46	27.12	27.80	28.50
Sewage Treatment Plant Operator I (upon DEC Certification)	+\$0.50/hour <i>plus</i> applicable Operator Trainee Rate, <i>above</i>					
Sewage Treatment Plant Mechanic	\$28.48	28.48	29.19	29.92	30.67	31.44
Mechanic's Assistant	\$25.29	25.29	25.92	26.57	27.23	27.91
Electrician	\$28.48	28.48	29.19	29.92	30.67	31.44
Sewage Treatment Plant Lab Technician	\$27.48	27.48	28.17	28.87	29.59	30.33
Instrumentation Technician	\$28.48	28.48	29.19	29.92	30.67	31.44
Sewage Treatment Plant Maintainer	\$25.29	25.29	25.92	26.57	27.23	27.91
MEO- WWTP	\$25.83	25.83	26.48	27.14	27.82	28.52
Building Maintenance Helper	\$17.26	17.26	17.69	18.13	18.58	19.04
Account Clerk	\$17.80	17.80	18.25	18.71	19.18	19.66
Electrician's Helper	-----	-----	27.19	27.87	28.57	29.28
CMMS Clerk	-----	-----	30.19	30.94	31.71	32.50

The job classifications and their descriptions which are covered by this Collective Bargaining Agreement are on file in the Binghamton Civil Service Office.

8.1.2 Shift Differential: Beginning January 1, 2022, in addition to the Wage Schedule set forth above, all employees covered by this Collective Bargaining Agreement shall receive a shift differential of **One Dollar and Twenty Cents (\$1.20) per hour** for all hours worked on shifts beginning between the hours of 3:00 p.m. and 11:00 p.m., and a shift differential of **Two Dollars, (\$2.00) per hour** for all hours worked on shifts between the hours of 11:00 p.m. and 7:00 a.m.

8.1.3 New Hire Rate: Newly appointed employees shall receive \$4.00 less per hour than the hourly rate at point of hire. Upon completion of six months of continuous employment, the employee shall receive an additional \$1.00 per hour increase. Upon completion of twelve months of continuous employment from the original date of hire, the employee shall receive an additional \$1.00 per hour increase effective their anniversary date. Upon completion of twenty-four months of continuous employment from the original date of hire, the employee shall receive an additional \$1.00 per hour increase effective their anniversary date. Upon completion of thirty-six months of continuous employment from the original date of hire, the employee shall receive an additional \$1.00 per hour increase effective their anniversary date. *At the discretion of the Superintendent, an employee may be advanced prior to the employee's anniversary date.*