

**A G R E E M E N T**

**B E T W E E N**

**T H E T O W N O F C A N T O N**

**A N D**

**T H E N A T I O N A L A S S O C I A T I O N O F G O V E R N M E N T E M P L O Y E E S**

**L O C A L R 1 - 2 7 7**

**J U L Y 1 , 2 0 0 9 T H R O U G H J U N E 3 0 , 2 0 1 2**

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**A G R E E M E N T  
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L O C A L R 1 - 2 7 7**

The following Agreement is entered into by and between the Town of Canton, hereinafter referred to as the "TOWN" and the National Association of Government Employees, Local R1- 277 hereinafter referred to as "ASSOCIATION".

**ARTICLE I - MANAGEMENT RIGHTS**

1.0 It is recognized and agreed that the Town, through its Board of Selectmen has and will continue to retain the exclusive rights, duties and responsibilities to manage and direct the affairs of municipal government in all its various aspects except those specifically abridged or modified by this Agreement. Such functions of the Town include, but are not limited to, the exclusive rights: to hire, promote, demote, suspend, discharge or otherwise discipline for just cause; to maintain discipline and efficiency of employees and prescribe reasonable rules to that end; to lay off because of lack of work or budgetary considerations and to recall employees; and to introduce or improve methods or facilities.

**ARTICLE II - RECOGNITION**

2.0 The Town recognizes the Association as the sole and exclusive bargaining agent for the purposes of collective bargaining relative to wages, hours of employment and other conditions of employment for all non-elected employees of the Town Hall including: Administrative Assistant to the Chief of Police, Assistant to the Assessor, Assessment Technician, Tax Clerk, Office of the Chief Administrator Clerk, Finance Clerk, Financial Assistant, Assistant Town Clerk, Land Use Coordinator, and Building Technician. All other positions are excluded.

**ARTICLE III - UNION DUES/AGENCY FEES**

3.0 As a condition of employment in a job covered by this Agreement, any employee on the effective date of this Agreement, who is a member of the Association must remain a member of the Association for the duration of the contract. Employees not members of the Association on the effective date of this Agreement and any employee hired after said date must enroll in the Association within 30 days. Eligible employees in the Association will be required to pay the monthly fee as may be uniformly assessed by the Association. Such monthly fees shall be deducted for the duration of this Agreement when properly authorized by the employees as specified below.

3.1 The Town agrees-to deduct from the pay of all employees covered herein, who so authorize, such fees as may be fixed by the Association and allowed by state statute. The Town will remit to the Association any amounts collected once each

month, together with a list of employees from whose wages these sums have been deducted.

3.2 During the life of this Agreement, the Association shall not authorize nor shall any of its members participate in a strike, slowdown, suspension, stoppage of or refusal to work in any part of the Town's operation, nor shall there be any lockout by the Town in any part of the Town's operation.

### ARTICLE III - UNION DUES/AGENCY FEES

3.3 The Town will make available to each employee a copy of this Agreement within thirty (30) days after its signing. The Town will provide new employees with a copy of this Agreement at the time of hiring.

### ARTICLE IV - NO DISCRIMINATION

4.0 Both parties agree to continue their policies of not discriminating against any employee on the basis of political affiliations race, color, religion, age, sex, national origin, marital status, or physical disability which is unrelated to the ability of the employee to perform a particular job. As used in this Agreement, masculine or feminine pronouns shall include references to either sex.

4.1 The Town agrees it shall not discriminate, harass or retaliate against any employee because of Union affiliation or because they engage in activities which are protected.

### ARTICLE V - SENIORITY, LAY-OFF AND RECALL

5.0 New employees shall serve a probationary period of twelve (12) months. New employees on probation shall have no rights under a grievance procedure of this contract and shall be subject to termination without requiring the Town to establish good cause. Current employees who are promoted to a new position shall not lose any rights under the provision of this contract. All employees, after completion of probationary period, shall acquire a length of service record as of the date of their initial employment.

5.1 Under the terms of this Agreement, all employees identified in Article II, Section 2.0 are considered to be full-time employees, after successful completion of the probationary period.

5.2 Vacancies in positions covered by this Agreement shall be posted for three (3) working days prior to filling vacancy; every reasonable attempt shall be made to notify any bargaining unit member absent during the posting period. If the Town plans to advertise a position at a higher rate of pay after it is not filled from within the bargaining unit, then the vacancy shall be posted again. Bargaining unit members who apply and achieve passing scores on an examination, if any, for the position shall be given consideration in filling such vacancies. If a bargaining unit member is awarded the position he shall

be placed at a step on the new pay level which shall provide an actual dollar increase in salary from the position vacated. If a bargaining unit employee is not selected to fill the vacancy within the aforementioned three (3) working days, the Town shall have the right to recruit personnel from outside of the bargaining unit to fill the vacancy.

5.3 The Town shall prepare a list of regular employees showing their seniority and time of service with the Town and deliver the same to the Union at the signing of the agreement. Seniority is the continuous service of the employee in the Town and computed in years, months, and days from the date of hire.

5.4 Employees will be given at least two (2) weeks' notice before layoffs are made. The Union will be notified at the same time the employee is notified of layoff. Employees shall be placed on a recall list for a period of two (2) years from the date of an employee is laid off, during which time each employee shall be notified of any opportunity of re-employment. The Town shall not hire any new employee for a position until each employee on the recall list, who is qualified for the position, has had an opportunity to apply for the position.

#### ARTICLE VI - HOURS OF WORK AND OVERTIME

6.0 The regular work week shall be thirty-five (35) hours per week.

6.1 Employees shall abide by the Town's Ethics Code and may not engage in outside employment that creates an actual or perceived conflict of interest with their employment with the Town. Unless approved by the Chief Administrative Officer, Employees may not maintain outside employment that impacts their ability to perform their job functions with the Town or conflicts with the employee's regularly scheduled hours of work.

6.2(a) Employees shall be compensated at a rate of time and one-half (1 1/2) for all hours in excess of eight (8) in one day or forty (40) in one week.

6.2(b) Employees shall be compensated at a rate of time and one-half (1 1/2) for all work performed on Saturday.

6.2(c) Employees shall be compensated at a rate of double time (2) for all work performed on Sunday.

6.2(d) All overtime shall be approved prior to the hours being worked, by the CAO or his/her designee, and the determination as to whether overtime is paid in money or compensatory time, will be by mutual agreement between the department head and employee. The department director and employee shall mutually agree on when compensatory time shall be taken. The maximum compensatory hours that may accumulate are thirty-five (35) and must be used within six (6) months from date of service.

6.2(e) If an employee is required to report to work outside of his/her normal work hours, the employee shall be compensated at one and one half (1 1/2) their normal rate of pay for a minimum of two hours and for any additional time actually worked. This

provision shall not apply to additional hours that are contiguous to the employee's normal work schedule and shall not apply to non-contiguous hours that are scheduled in advance for the employee (e.g., serving as a recording secretary at a committee meeting).

## ARTICLE VII - HOLIDAYS

7.0 The following holidays shall be observed as days off with full pay during the life of the agreement:

New Years Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Washington's Birthday (President's Day)	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day

7.1 In all cases, when a holiday falls on a Saturday, the preceding Friday shall be the day off. When a holiday falls on a Sunday, the following Monday shall be the day off.

7.2 Employees required to work a holiday shall be paid double (2) time for any and all hours worked on a holiday in addition to eight (8) hours holiday pay. All holiday time shall be approved by the CAO or his/her designee, and the determination as to whether holiday time is paid in money or compensatory time, will be by mutual agreement between the department director and the employee. The department director and the employee shall mutually agree on when compensatory time shall be taken. The maximum compensatory hours that may accumulated are thirty-five (35) and must be used within six (6) months from the date of service.

7.3 When any time off with pay may be allowed other Canton Municipal employees as a result of an unanticipated National Holiday or National Day of Mourning, the employees shall either be given extra time off or shall receive additional pay in lieu of such time off.

## ARTICLE VIII - VACATION

8.0 Employees shall receive annual vacations on their anniversary date of hire as shown in the following table. The vacation periods will be calculated from the employee's date of hire.

<u>Length of Service Completed</u>	<u>Number of Vacation Days</u>
6 months to 1 year	3 days
Over 1 year but less than 5 years	10 days
Over 5 years but less than 10 years	15 days
Over 10 years but less than 20 years	20 days
Over 20 years	25 days

Notwithstanding the provisions of this section, Sharon Szydlo and Mary Lou Upton shall receive one (1) additional day of vacation leave in each year of this agreement.

8.1 Vacations may be taken in two (2) hour increments. Vacation periods consisting of a minimum of five (5) days shall be on a seniority basis within the department. Prior approval for vacation days shall be received by each employee from his department director. Permission shall be obtained from the CAO for vacation periods exceeding fifteen (15) consecutive working days. Full vacations are expected to be taken each year. If vacation days are to be carried over, they are to be approved by the CAO. The maximum accumulated vacation time which an employee may carry over is twenty (20) days.

8.2 If an employee dies while employed by the Town, or his/her employment is otherwise terminated, provided the employee is in good standing, the Town shall pay the Employee, or his/her estate as the case may be, his/her accumulated unused vacations days. The amount of an employee's vacation shall be determined by his/her anniversary date, and shall be computed by determining the number of days he/she has earned on a pro-rata basis, less the number of days used to date.

8.3 In the event of illness of more than three (3) days while an employee is on vacation, the employee shall be given an option of charging the sick days to the employee's sick leave, provided a doctor's certificate verifies illness, subject to approval by the CAO.

## ARTICLE IX - LEAVE PROVISIONS

### 9.0 Sick Leave

Full-time Employees shall receive one and one-quarter (1 1/4) day of sick leave per month. Employees hired on or after July 1, 1999 shall receive one (1) day of sick leave per month.

Sick days may be accumulated up to a maximum of one hundred and fifty (150) days; for employees hired on or after July 1, 1999, sick leave may be accumulated to a maximum of ninety (90) days. Employees shall report sick as soon as possible but no later than one-half (1/2) hour before the start of normal working time, except where sufficiently limiting circumstances exist. Employees shall be responsible for calling their department phone number and leaving a message for their immediate supervisor.

9.1 If an employee loses time because of sickness or injury for which, as an employee of the Town, he is entitled to compensation under the Workers' Compensation Act, he shall receive benefits equal to normal full pay for the period of disability, not to exceed twelve (12) months, with the Town making up the difference of the amount of such compensation received and the normal amount of such employee's weekly pay during such twelve (12) month period. After such twelve (12) month period, the usual workers' compensation benefits shall continue as provided by the Workers' Compensation Commission.

9.2 Sick leave shall continue to accumulate during injury leave, vacation time and sick leave, but shall not accumulate during suspension for cause.

9.3 If an employee is out of work for three (3) or more consecutive working days, the Town may require a physician's certificate as to the nature and disabling aspects of the illness or injury.

9.4 Upon retirement, layoff, or resignation in good standing, current Employees shall be paid for any unused accumulated sick leave on the following schedule: one-fifth (1/5) after completion of three (3) years of service; two-fifths (2/5) after completion of seven (7) years of service; and one-half (1/2) after completion of ten (10) years of service. In addition, the Employee shall receive accumulated vacation days. New employees hired on or after July 1, 2009 shall be ineligible for payment of accumulated sick leave under this section.

9.5 In the event of an employee's death, the employee's designed next of kin or the employee's estate shall receive on the basis of the employee's wages at death, compensation for all the employee's unused accumulated sick leave and accumulated vacation days.

#### 9.6 Jury Duty

Employees shall be entitled to full pay at their base rate for absence because of jury duty, provided that reimbursement for same and regular pay does not exceed an employee's regular wage.

#### 9.7 Military Leave

Up to two (2) weeks military leave may be granted for services on active reserve or National Guard duty, during which an employee shall be paid the difference between regular salary and military compensation.

#### 9.8 Personal Leave

Any full-time employee shall be allowed, with pay three (3) days off for personal reasons. Personal days may not be accrued and must be used within the year or lost. Personal days must be approved by the CAO. Personal days will be computed on a fiscal year, and may be taken in increments of one (1) hour.

#### 9.9 Family and Medical Leave

The Town of Canton shall provide, in accordance with the federal Family and Medical Leave Act of 1993, eligible employees with up to twelve (12) weeks of unpaid family leave in any one (1) year period beginning on January 1st of each year. Family leave can be used for the following reasons:

- birth or adoption of a child or placement of a foster child with the employee, or;
- serious health condition of an employee's spouse, child or parent, or;
- serious illness of an employee, or;
- serious health condition of an employee that makes the employee unable to perform the functions of his or her position.

The Town will continue health care benefits during the family leave and employees will be restored to the position held or to an equivalent position with equivalent benefits, pay and conditions upon return to work. The Town may require the employee to continue all insurance contributions in effect at the time of the leave request. To be covered under family leave provisions, employees must have worked for the Town for at least twelve (12) months and must have worked at least 1,250 hours during that twelve (12) month period. Part-time employees are included if they meet this standard.

The Chief Administrative Officer (CAO) may require, and employees must submit, medical documentation if family leave is requested. The CAO may also require, and employees must submit to, a physical examination for employees requesting medical leave for reasons of personal illness or other health condition. Employees shall be required to use accrued paid leave, such as sick, vacation, compensatory or earned time, against the total leave provided under the Act. An employee is limited to a total of twelve (12) weeks of family leave per year.

If an employee needs to take family leave, he or she must provide the CAO with a minimum of thirty (30) days prior notice, or if that is not possible, as much notice as possible. Notice regarding an unexpected or emergency leave should be given to the CAO as soon as an employee learns of the need to take family leave.

#### 9.10 Education Leave

All requests for courses to be paid for by the Town or which will require time off from normal working hours must be approved by the CAO and are subject to budgetary consideration.

#### 9.11 Leave of Absence

The CAO may grant a leave of absence without pay to an employee who is disabled or for other reasons for a period not to exceed six (6) months. Upon the expiration of an approved leave of absence without pay, and if so requested by the employee, the employee shall be reinstated to the position held at the time the leave was granted or an equivalent position. For leaves of absence without pay not exceeding thirty (30) days, there shall be no loss of seniority and benefits.

#### 9.12 Bereavement Leave

All full-time employees will be allowed three (3) days leave for a death in the employee's family (spouse, civil partner, children, mother, father, father-in-law, mother-in-law, sister, brother, step-children, step-mother, step-father, step-brother, step-sister, grandparent, son-in-law, daughter -in-law or grandchild) without loss of regular pay provided the employee attends the funeral or memorial service of the deceased. In the event of the death of an employee's aunt, uncle, brother-in-law or sister-in-law, an employee may have one (1) day leave with pay to attend the funeral.

#### 9.13 Union Leave

The three members of the Union Negotiating Committee shall be granted leave from duty with full pay for all meetings between the Town and the Union for the purpose of negotiating the terms of the Agreement when such meetings take place at a time

during which such members are scheduled to be on duty.

9.14 Two members of the Union Grievance Committee and the Grievant shall be granted leave from duty with full pay for all meetings between the Town and the Union for purposes of processing grievances through arbitration when such meetings take place at a time during which such members are scheduled to be on duty.

9.15 Union members shall be given five (5) days annual leave from duty with full pay to attend Union functions. No more than two (2) members shall be able to attend the same function during normal working hours. The maximum number of days used by the Union is to be five (5) days per year.

**ARTICLE X - HOSPITALIZATION AND OTHER INSURANCE**

10.0 The Town of Canton shall provide a program of health insurance as provided herein and Blue Cross Full Service Dental Plan, with "Rider A" or its equivalent, subject to the cost-sharing provisions as specified in section 10.2. Long-term disability insurance as described in section 10.5 and life and accidental death and dismemberment insurance as described in section 10.4, shall be provided by the Town at no cost to the employee.

Upon ratification, the Anthem BlueCross/Blue Shield of Connecticut Blue Care Century Preferred Plan shall be modified and offered as follows:

Routine Office Visits	\$15.00
Specialist Visit	\$15.00
Preventative Care Visit	\$0.00
Inpatient Services	\$50.00
Outpatient Services	\$50.00
Emergency Room	\$50.00
Urgent Care	\$50.00
PT/OT/Speech/Chiro	\$0.00
Deductible	\$300/600/900
Co-Insurance	\$1000/2000/3000
OOP Max	\$1300/2600/3900
Rx Copay	\$10/20/35 3-Tier
Mail Order	2x Retail
Max	\$2,000.00
Retail Day Supply	30 days
Mail Day Supply	90 days
MD DAW Allowed	Yes (requires prior auth)
Member DAW Allowed	No
Quantity/Duration Limits	Yes
Cross Brand Exclusion	Yes
Prior Auth	Yes
Step Therapy	Yes

10.1 The Town, with the concurrence of the Union, shall have the ability to self insure or to obtain coverage provided by another carriers, provided the same or better coverages and benefits are provided.

10.2 For employees who participate in the Town's health insurance and dental plan, Employees shall contribute a portion of the cost of the equivalent fully-insured premium of coverage provided as determined each year in accordance with the following schedule:

Upon Ratification	Thirteen percent (13%)
July 1, 2010	Fourteen percent (14%)
July 1, 2011	Fifteen percent (15%)

10.3 The Town shall offer a full-flex Section 125 pre-tax premium conversion account to all NAGE employees for the purpose of allowing employees to meet their insurance premium contribution and to cover medical expenses and dependent care. The Town shall pay the setup fee and the monthly service fee for such account.

10.4 Life insurance equal to one and one-half (1 1/2) times the employee's basic monthly salary rounded up to the next whole one thousand dollars and accidental death and dismemberment insurance of five thousand (\$5,000) dollars. Effective July 1, 2006, life insurance equal to two (2) times the employee's basic monthly salary rounded up to the next whole one thousand dollars and accidental death and dismemberment insurance of five thousand (\$5,000) dollars.

10.5 Group long-term disability plan, including sixty percent (60%) of an employee's basic monthly salary not to exceed three thousand dollars (\$3,000), effective one hundred-twenty (120) days after disability for a period of two (2) years.

## ARTICLE XI - RETIREMENT

11.0 Effective July 1, 2001, the Town's defined benefit retirement plan for full-time employees was amended as follows:

The following amendments to the Retirement Plan for full-time Employees of the Town of Canton have been agreed to by the parties.

1. Section 1.12 is deleted in its entirety and the following provision is substituted:
  - 1.12 "Final Average Compensation" shall mean the average of the three (3) highest calendar years Annual Compensation of a Member within the ten (10) calendar years immediately preceding his actual retirement date, death, or termination of employment.
2. Section 3.3 is deleted in its entirety and the following provision is substituted:

3.3 Deferred Retirement Date — A Member who is satisfactorily able to perform his duties may remain in active employment with the Town of Canton after his Normal Retirement Date. The first day of the calendar month following his actual retirement shall be his Deferred Retirement Date.

3. Section 4.1 is amended by inserting the following new sentence at the end thereof:

A Member who retires on his Normal Retirement Date on or after January 1, 2000 shall receive, during his lifetime, an annual retirement benefit in an amount equal to 2.0% of his Final Average Compensation multiplied by his years of credited service, up to a maximum of 60% of a Member's annual average compensation.

4. Section 5.4, Social Security Option, is deleted in its entirety.
5. Section 8.1 is deleted in its entirety, and the following provision is substituted:

8.1 Member's Contribution—On March 1, 2010, the Member's annual contribution for membership under the Plan shall be equal to 5% of his Annual Compensation. On July 1, 2010 the Member's contribution shall increase to 5.5%, and effective July 1, 2011, the Member shall contribute 6% of his annual compensation. Effective as soon as practicable following the adoption of a resolution by the Town, whereby the Town shall pick up such annual contributions to the Plan, the Town shall contribute to the Plan on behalf of each Member the annual amount of his Annual Compensation. Such contributions are hereby designated as Member contributions but shall be treated as employer contributions pursuant to Section 414(h) of the Internal Revenue Code. Such contributions shall be automatically deducted from the Member's compensation each pay period.

6. Section 8.2, Town's Contributions is deleted in its entirety.
7. The retirement plan shall remain in effect until December 31, 2008 or such later date as it is amended as a result of negotiations between the Town and the Union. An outline of the provisions of the retirement plan as it may be amended shall be appended to this agreement upon ratification by the parties.

11.1 All new hires after July 1, 2001, shall participate in the Defined Contribution Plan (DC). The Town contribution for the DC plan shall be six percent (6%) and the employee contribution shall be four percent (4%). Investment options and employee education regarding the conversion option will be managed by the Pension Committee, with consultation with the Union.

## ARTICLE XII - WAGES

12.0 The salaries and wages shall be increased by 2.25% effective July 1, 2009; 2.5% effective July 1, 2010; and 2.75% effective July 1, 2011 as shown on the pay schedules attached to this Agreement.

## ARTICLE XIII — GENERAL

13.0 Employees shall be covered under Unemployment Compensation Laws of the State of Connecticut.

13.1 An employee required to drive his/her personal vehicle for Town business shall be compensated at the rate allowed by Internal Revenue Service for business use under 15,000 miles.

13.2 The Town shall provide annual flu shots to the employees at no cost to the employee.

13.3 The Town shall have the right to implement a bi-weekly payroll. The Town shall give the employees a minimum of 45 days notice of the change from weekly to bi-weekly pay.

## ARTICLE XIV - GRIEVANCE PROCEDURE

14.0 This procedure is established to seek an equitable resolution of problems that could arise as a result of an employer-employee relationship within the Town.

14.1 A grievance shall mean a complaint by an employee or group of employees that his or their conditions of employment have been affected by a violation, misinterpretation, or misapplication of the specific provisions of this Agreement, or that an employee has been terminated, suspended, fined, reduced in grade, or disciplined in any other manner without just cause. Notwithstanding the above, the Town shall be able to file a grievance under the contract, the Town shall enter the grievance process at Section 14.1 Step III a.

STEP I. Any employee or group of employees shall, with or without an Association representative, discuss his or their grievance with his or their immediate supervisor.

STEP II. If the grievance is not resolved to the satisfaction of the employee(s) by the immediate supervisor, the employee(s) may submit such grievance in writing to the CAO. Any grievance which is not presented in writing at Step II within fifteen (15) working days of the event or occurrence giving rise to the grievance shall be waived. Within fifteen (15) working days of the submission of the grievance, the CAO shall meet with the employee(s) for the purpose of resolving the grievance. The CAO shall have fifteen (15) working days from the date of such meeting to give his answer to the employee(s) in writing.

STEP III a. If the grievance is not resolved to the satisfaction of the employee(s) the Association may, within fifteen (15) working days of the answer of Step II submit such grievance or dispute to the Connecticut State Board of Mediation & Arbitration whose mediation services shall be used. The recommendations of the Board shall not be binding unless all parties agree.

b. If the recommendation of the Board is not satisfactory to either party, that party may within fifteen (15) working days submit the grievance for arbitration by the Board, which arbitration shall be binding on all parties.

14.3 Time extensions beyond those stipulated in this Article may be arrived at by mutual agreement, in writing, of the parties.

14.4 If the Town fails to meet and/or answer any grievance within the prescribed time limits of this Article, such dispute may be processed to the next step.

14.5 Any fees and expenses of the arbitrator shall be divided equally between the parties. Each party shall bear the cost of preparing and presenting his/its case.

14.6 Any grievance which is not presented in writing at Step II within fifteen (15) working days of the event or occurrence giving rise to the grievance shall be waived and any decision not appealed within the specific time limits shall be considered settled according to the decisions at the previous step.

#### ARTICLE XV - DURATION OF AGREEMENT

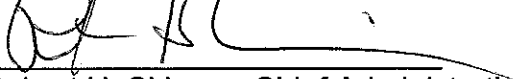
15.0 The effective date of this Agreement shall be July 1, 2009 and it shall remain in effect until June 30, 2012. This Agreement shall remain in effect after July 1, 2012 during negotiations until agreement is reached and signed to amend or modify this Agreement.

15.1 Any negotiated wage agreement or modification of this Agreement shall be reduced to writing and upon ratification by both parties, shall become a part thereof.

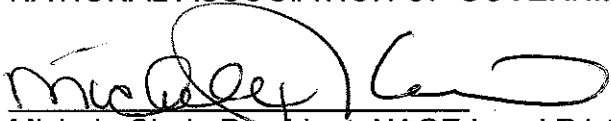
15.2 In the event that any Federal or State Legislation or court decision causes invalidation of any article or section of this Agreement, such article or section shall be subject to renegotiations; all other articles and sections not so invalidated shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have set their hands and seal this 17<sup>th</sup>  
day of February, 2010.

TOWN OF CANTON, CONNECTICUT

  
Robert H. Skinner, Chief Administrative Officer

NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, LOCAL R1-277

  
Michele Clark, President, NAGE Local R1-277

APPENDIX "A" — WAGE SCHEDULE

Town of Canton, Connecticut and NAGE Local R1-277  
 F Y 2 0 0 9 / 2 0 1 0  
 (Effective 7/1/09 thru 06/30/10)

Step	Hourly	Weekly	Annual	Assignment
1	\$19.82	\$693.70	\$36,072.40	VACANT
2	\$20.60	\$721.00	\$37,492.00	CAO Clerk I Finance Clerk Building Clerk Tax Clerk I Assessment Clerk
3	\$21.42	\$749.70	\$38,984.40	Assistant Town Clerk Land Use Coordinator
4	\$22.28	\$779.80	\$40,549.60	VACANT
5	\$23.16	\$810.60	\$42,151.20	Financial Assistant Chief of Police Secretary Assessment Technician
6	\$24.08	\$842.80	\$43,825.60	VACANT

APPENDIX "A" — WAGE SCHEDULE

Town of Canton, Connecticut and NAGE Local R1-277  
FY 2010 / 2011  
(Effective 7/1/10 thru 06/30/11)

Step	Hourly	Weekly	Annual	Assignment
1	\$20.32	\$711.20	\$36,982.40	VACANT
2	\$21.12	\$739.20	\$38,438.40	CAO Clerk / Finance Clerk Building Clerk Tax Clerk I Assessment Clerk
3	\$21.96	\$768.60	\$39,967.20	Assistant Town Clerk Land Use Coordinator
4	\$22.84	\$799.40	\$41,568.80	VACANT
5	\$23.74	\$830.90	\$43,206.80	Financial Assistant Chief of Police Secretary Assessment Technician
6	\$24.68	\$863.80	\$44,917.60	VACANT

APPENDIX "A" — WAGE SCHEDULE

Town of Canton, Connecticut and NAGE Local R1-277  
 F Y 2 0 1 1 1 2 0 1 2  
 (Effective 7/1/11 thru 06/30/12)

Step	Hourly	Weekly	Annual	Assignment
1	\$20.88	\$730.80	\$38,001.60	VACANT
2	\$21.70	\$759.50	\$39,494.00	CAO Clerk / Finance Clerk Building Clerk Tax Clerk / Assessment Clerk
3	\$22.56	\$789.60	\$41,059.20	Assistant Town Clerk Land Use Coordinator
4	\$23.47	\$821.45	\$42,715.40	VACANT
5	\$24.39	\$853.65	\$44,389.80	Financial Assistant Chief of Police Secretary Assessment Technician
6	\$25.36	\$887.60	\$46,155.20	VACANT