

MEMORANDUM

TO: All Department and Division Heads
FROM: William F. Vernile, Director of Human Resources
DATE: July 1, 2016
SUBJECT: Classification and Pay Plan 2016-2017



Enclosed please find the Classification and Pay Plan for 2016-2017. The Plan incorporates the four basic categories of employees:

- A. Unclassified Personnel (primarily Department and Division Heads): Biweekly pay rates are set equal to one twenty-sixth of the annual pay rates.
- B. Organized Personnel (Police, Dispatchers, and Public Works Union members): Biweekly pay rates are set per contract provisions.
- C. Non-organized Classified Personnel (all other full-time employees): Biweekly pay amounts are set in accordance with pay ranges established by the Position Classification and Pay Plan. An individual's step increase becomes effective on the anniversary date of his/her employment or promotion.

NOTE: Effective July 1, 1996, there are two different salary schedules for Non-Organized Classified personnel. One schedule is for employees hired prior to 7/1/96; the other schedule is for employees hired on or after 7/1/96. Please use them accordingly.

- D. Temporary, Seasonal and Part-time (Hourly basis).

A Payroll Calendar is also included. Step increases are predicated upon satisfactory performance of a position's duties. If a Department Head feels that an employee's attitude, work skills or productivity is unsatisfactory, a step increase may be delayed, pending performance improvement. Requests for delays in step increase should be communicated to the Human Resources Department. In such cases, it will become necessary to develop a performance improvement program, including desired performance criteria, and a timetable to meet them. It will be the responsibility of the Department Head to inform the employee of the delay in step increase, develop a performance improvement program in conjunction with the employee, and review the program with the Director of Human Resources.

WFV:dd
Enclosure

TOWN OF AVON, CONNECTICUT
CLASSIFICATION AND PAY PLAN
(PART II - COMPREHENSIVE PERSONNEL PLAN)

For the Fiscal Year
Beginning July 1, 2016

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TOWN OF AVON - ALPHABETICAL LISTING OF POSITIONS CLASSIFICATIONS

NCP – Non-Organized Classified Position

OP - Organized Position

UP -Unclassified Position

<u>POSITION</u>	<u>CLASSIFICATION</u>
Accounts Clerk	NCP
Administrative Clerk I and II	NCP
Administrative Coordinator (Public Works, Recreation)	NCP
Administrative Secretary I and II	NCP
Administrative Analyst	NCP
Animal Control Officer	NCP
Aquatics/Facility Director	NCP
Assessment Aide	NCP
Assessment Technician	NCP
Assessment Clerk	NCP
Assessor	UP
Assistant Assessor	NCP
Assistant to the Assessor	NCP
Assistant Building Official	NCP
Assistant Building Official/Fire Marshal	UP
Assistant Collector of Revenue	NCP
Assistant Library Director/Adult Services	UP
Assistant to Collector of Revenue	NCP
Assistant to Town Engineer	UP
Assistant to the Town Manager	UP
Assistant to the Town Planner	UP
Assistant Town Clerk I and II	NCP
Assistant Town Engineer	UP
Assistant Town Manager	UP
Building and Grounds Superintendent	UP
Building Official	UP
Building Office Technician	NCP
CAD/GIS Manager	NCP
Children's and Teen Services Manager	UP
Circulation and Outreach Manager	UP
Civil Engineering Assistant	NCP
Collector of Revenue	UP
Communications Dispatcher	OP
Crew Leader	OP
Deputy Building Official	UP
Deputy Director Public Works	UP
Deputy Fire Marshal	NCP
Deputy Town Engineer	UP
Executive Secretary	NCP
Finance Director	UP
Fire Inspector	NCP
Fire Marshal	UP
Highway Superintendent	UP
Human Resources Director	UP
Landfill Attendant	OP
Library Director	UP
Library Aide	NCP
Library Assistant	NCP
Library Specialist	NCP
Library Technical Assistant	NCP

<u>POSITION</u>	<u>CLASSIFICATION</u>
Personnel Administrator	UP
Planning Aide	NCP
Planning and Community Development Director	UP
Planning and Community Development Specialist	UP
Police Captain	UP
Police Chief	UP
Police Detective	OP
Police Lieutenant	UP
Police Patrol Officer	OP
Police Records Aide	NCP
Police Records Manager	UP
Police Sergeant	OP
Public Works Director	UP
Public Works Foreman (Bldgs. & Grounds & Parks)	NCP
Public Works Foreman (Roads)	NCP
Public Works Foreman (Machinery & Equipment)	NCP
Public Works Inspector	NCP
Public Works Maintainer I, II and III	OP
Public Works Mechanic I, II, III	OP
Recreation Director	UP
Reference Librarian	UP
Reference & Adult Services Manager	UP
Revenue Clerk	NCP
Senior Administrative Analyst	NCP
Senior Administrative Analyst/Procurement	NCP
Senior Administrative Coordinator	NCP
Senior Center/Community Room Coordinator	NCP
Social Services Director	UP
Special Projects Engineer	UP
Special Projects Manager	UP
Staff Accountant	NCP
Summer Program Director	NCP
Superintendent of Machinery & Equipment	UP
Superintendent of Operations	UP
Superintendent of Public Works	UP
Superintendent of Sanitary Sewer Collection System	UP
Superintendent of Solid Waste Management	UP
Technology & Technical Services Manager (Library)	UP
Teen Librarian	UP
Town Accountant	UP
Town Clerk	UP
Town Engineer	UP
Town Manager	UP
Wetlands Agent/Assistant Zoning Officer	UP

TOWN OF AVON - NONORGANIZED CLASSIFIED POSITIONS

<u>POSITION</u>	<u>RANGE</u>
Accounts Clerk	6
Administrative Clerk I	1
Administrative Clerk II	3
Administrative Coordinator	8
Administrative Secretary I	6
Administrative Secretary II	7
Administrative Analyst	8
Animal Control Officer	8
Aquatics/Facility Director	6
Assessment Aide	5
Assessment Clerk	4
Assessment Technician	8
Assistant Assessor	9
Assistant to Assessor	6
Assistant Building Official	10
Assistant Collector of Revenue	8
Assistant to Collector of Revenue	7
Assistant Town Clerk I	6
Assistant Town Clerk II	8
Building Inspector	8
Building Office Technician	8
CAD/GIS Manager	11
Civil Engineering Assistant	10
Deputy Fire Marshal	8
Executive Secretary	9
Fire Inspector	8
Library Assistant	4
Library Circulation Supervisor	7
Library Specialist	6
Library Technical Assistant	6
Library Technician	5
Planning Aide	8
Police Records Aide	6
Public Works Administrative Coordinator	8
Public Works Foreman	11
Public Works Inspector	10
Revenue Clerk	4
Senior Accounts Clerk	7
Senior Administrative Analyst	9
Senior Administrative Analyst/Procurement	9
Senior Administrative Coordinator	9
Senior Center/Community Room Coordinator	8
Senior Staff Accountant	9
Staff Accountant	8
Summer Program Director	6
Youth Services Coordinator	8

FY 2016/2017 SCHEDULE OF SALARY WAGE RANGES FOR CLASSIFIED EMPLOYEES HIRED BEFORE JULY 1, 1996

Range #	Classified	2016 Range	Biweekly 80	Biweekly 75	Annual 80	Annual 75	Overtime
1	A	17.3031	1384.24	1297.73	35,990	33,741	25.9546
	B	18.1681	1453.45	1362.61	37,790	35,428	27.2521
	C	19.0767	1526.13	1430.75	39,679	37,200	28.6150
	D	20.0305	1602.44	1502.29	41,663	39,059	30.0457
	E	21.0319	1682.55	1577.39	43,746	41,012	31.5479
2	A	18.3413	1467.30	1375.60	38,150	35,766	27.5119
	B	19.2582	1540.65	1444.36	40,057	37,553	28.8873
	C	20.2210	1617.68	1516.57	42,060	39,431	30.3314
	D	21.2324	1698.59	1592.43	44,163	41,403	31.8486
	E	22.2939	1783.51	1672.04	46,371	43,473	33.4408
3	A	19.4412	1555.30	1458.09	40,438	37,910	29.1618
	B	20.4135	1633.08	1531.01	42,460	39,806	30.6202
	C	21.4343	1714.74	1607.57	44,583	41,797	32.1514
	D	22.5057	1800.46	1687.93	46,812	43,886	33.7586
	E	23.6315	1890.52	1772.36	49,154	46,081	35.4473
4	A	20.6084	1648.67	1545.63	42,865	40,186	30.9126
	B	21.6389	1731.11	1622.91	45,009	42,196	32.4583
	C	22.7207	1817.65	1704.05	47,259	44,305	34.0810
	D	23.8569	1908.55	1789.27	49,622	46,521	35.7853
	E	25.0496	2003.97	1878.72	52,103	48,847	37.5744
5	A	23.0810	1846.48	1731.07	48,008	45,008	34.6215
	B	24.2351	1938.81	1817.63	50,409	47,258	36.3526
	C	25.4465	2035.72	1908.49	52,929	49,621	38.1698
	D	26.7189	2137.52	2003.92	55,575	52,102	40.0784
	E	28.0517	2244.13	2103.88	58,347	54,701	42.0775
6	A	24.4664	1957.31	1834.98	50,890	47,709	36.6996
	B	25.6896	2055.17	1926.72	53,434	50,095	38.5344
	C	26.9741	2157.92	2023.05	56,106	52,599	40.4611
	D	28.3227	2265.82	2124.21	58,911	55,229	42.4841
	E	29.7390	2379.12	2230.43	61,857	57,991	44.6085
7	A	25.9341	2074.73	1945.06	53,943	50,571	38.9011
	B	27.2306	2178.45	2042.30	56,640	53,100	40.8459
	C	28.5923	2287.38	2144.42	59,472	55,755	42.8884
	D	30.0221	2401.77	2251.66	62,446	58,543	45.0332
	E	31.5233	2521.86	2364.24	65,568	61,470	47.2849
8	A	29.5649	2365.19	2217.37	61,495	57,651	44.3473
	B	31.0431	2483.45	2328.23	64,570	60,534	46.5647
	C	32.5952	2607.61	2444.64	67,798	63,561	48.8927
	D	34.2251	2738.01	2566.88	71,188	66,739	51.3377
	FY 15/16 Redline Rate	E	35.1456	2811.65	2635.92	73,103	68,534
	E	35.9364	2874.91	2695.23	74,748	70,076	53.9046
9	A	31.6343	2530.74	2372.57	65,799	61,687	47.4515
	B	33.2162	2657.30	2491.22	69,090	64,772	49.8243
	C	34.8768	2790.14	2615.76	72,544	68,010	52.3151
	D	36.6207	2929.66	2746.56	76,171	71,410	54.9311
	E	38.4516	3076.13	2883.87	79,979	74,981	57.6774
10	A	33.8482	2707.86	2538.62	70,404	66,004	50.7723
	B	35.5408	2843.26	2665.56	73,925	69,305	53.3112
	C	37.3180	2985.44	2798.85	77,621	72,770	55.9770
	D	40.4762	3238.09	3035.71	84,190	78,929	60.7143
	E	41.1429	3291.44	3085.72	85,577	80,229	61.7144
11	A	36.2182	2897.45	2716.36	75,334	70,625	54.3273
	B	38.0291	3042.33	2852.18	79,101	74,157	57.0437
	C	39.9306	3194.45	2994.79	83,056	77,865	59.8959
	D	41.9270	3354.16	3144.52	87,208	81,758	62.8905
	FY 15/16 Redline Rate	E	43.0546	3444.37	3229.10	89,554	83,956
	E	44.0233	3521.87	3301.75	91,569	85,845	66.0350

FY 2016/2017 SCHEDULE OF SALARY WAGE RANGES FOR CLASSIFIED EMPLOYEES HIRED AFTER JULY 1, 1996

Range #	Classified	2016 Range	Biweekly 80	Biweekly 75	Annual 80	Annual 75	Overtime
1	A	16.7994	1343.95	1259.95	34,943	32,759	25.1991
	B	17.2192	1377.54	1291.44	35,816	33,577	25.8288
	C	17.6500	1412.00	1323.75	36,712	34,417	26.4750
	D	18.0911	1447.29	1356.83	37,629	35,278	27.1366
	E	18.5435	1483.48	1390.77	38,571	36,160	27.8153
2	A	17.8070	1424.56	1335.53	37,039	34,724	26.7106
	B	18.1318	1450.54	1359.88	37,714	35,357	27.1977
	C	18.8183	1505.46	1411.37	39,142	36,696	28.2274
	D	19.1762	1534.09	1438.21	39,886	37,394	28.7643
	E	19.7710	1581.68	1482.82	41,124	38,553	29.6564
3	A	18.8752	1510.02	1415.64	39,261	36,807	28.3129
	B	19.3467	1547.74	1451.00	40,241	37,726	29.0201
	C	19.8306	1586.45	1487.29	41,248	38,670	29.7459
	D	20.3265	1626.12	1524.49	42,279	39,637	30.4897
	E	20.8350	1666.80	1562.62	43,337	40,628	31.2525
4	A	20.0076	1600.61	1500.57	41,616	39,015	30.0113
	B	20.5079	1640.63	1538.09	42,656	39,990	30.7618
	C	21.0202	1681.62	1576.52	43,722	40,989	31.5304
	D	21.5461	1723.69	1615.96	44,816	42,015	32.3192
	E	22.0847	1766.77	1656.35	45,936	43,065	33.1270
5	A	22.4086	1792.69	1680.64	46,610	43,697	33.6129
	B	22.9686	1837.49	1722.65	47,775	44,789	34.4529
	C	23.5431	1883.45	1765.73	48,970	45,909	35.3146
	D	24.1345	1930.76	1810.09	50,200	47,062	36.2017
	E	24.7347	1978.77	1855.10	51,448	48,233	37.1020
6	A	23.7529	1900.23	1781.47	49,406	46,318	35.6293
	B	24.3467	1947.74	1826.01	50,641	47,476	36.5201
	C	24.9555	1996.44	1871.67	51,908	48,663	37.4333
	D	25.5795	2046.36	1918.46	53,205	49,880	38.3692
	E	26.2190	2097.52	1966.43	54,536	51,127	39.3286
7	A	25.1784	2014.28	1888.38	52,371	49,098	37.7677
	B	25.8080	2064.64	1935.60	53,681	50,326	38.7120
	C	26.4531	2116.25	1983.98	55,022	51,584	39.6796
	D	27.1146	2169.16	2033.59	56,398	52,873	40.6718
	E	27.7924	2223.39	2084.43	57,808	54,195	41.6886
8	A	28.7030	2296.24	2152.73	59,702	55,971	43.0545
	B	29.4208	2353.66	2206.56	61,195	57,371	44.1312
	C	30.1562	2412.49	2261.71	62,725	58,805	45.2343
	D	30.9098	2472.78	2318.23	64,292	60,274	46.3646
	E	31.6828	2534.62	2376.21	65,900	61,781	47.5242
9	A	30.7124	2456.99	2303.43	63,882	59,889	46.0686
	B	31.4799	2518.39	2360.99	65,478	61,386	47.2199
	C	32.2674	2581.40	2420.06	67,116	62,922	48.4012
	D	33.0738	2645.90	2480.53	68,793	64,494	49.6107
	E	33.9008	2712.06	2542.56	70,514	66,107	50.8512
10	A	32.8568	2628.54	2464.26	68,342	64,071	49.2852
	B	33.6838	2694.70	2526.29	70,062	65,683	50.5257
	C	34.5259	2762.08	2589.45	71,814	67,326	51.7889
	D	35.3890	2831.12	2654.18	73,609	69,009	53.0835
	E	36.2736	2901.89	2720.52	75,449	70,734	54.4104
11	A	35.1632	2813.05	2637.24	73,139	68,568	52.7447
	B	36.0421	2883.37	2703.16	74,968	70,282	54.0632
	C	36.9433	2955.47	2770.75	76,842	72,040	55.4150
	D	37.8667	3029.33	2840.00	78,763	73,840	56.8000
	E	38.8134	3105.07	2911.00	80,732	75,686	58.2201

ARTICLE IV: RATES OF PAY

**ANNUAL POLICE BASE SALARY
and
EDUCATION PAY**

JULY 1, 2014 - JUNE 30, 2015

(Contract is in negotiations – FY 2014/2015 rates are listed below.)

BASE & ED PAY	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
PATROL BASE SALARY	30.2003	31.5464	32.6639	33.9770	35.3445	36.7643	38.2296
+ 1,125	30.7411	32.0872	33.2048	34.5179	35.8854	37.3051	38.7704
+ 2,450	31.3782	32.7242	33.8418	35.1549	36.5224	37.9421	39.4075

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
DETECTIVE BASE SALARY	32.0326	32.5551	34.9594	36.0104	37.4477	38.9587	40.5311
+ 1,300	32.6576	33.1801	35.5844	36.6354	38.0727	39.5837	41.1561
+ 2,600	33.2826	33.8051	36.2094	37.2604	38.6977	40.2087	41.7811

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
SERGEANT BASE SALARY	36.0104	37.5851	38.9587	40.5311	42.1470	43.8354	45.5941
+ 1,460	36.7124	38.2870	39.6606	41.2330	42.8489	44.5373	46.2960
+ 2,925	37.4167	38.9913	40.3649	41.9374	43.5532	45.2416	47.0003

TELECOMMUNICATIONS DISPATCHER

HOURLY WAGES

Effective July 1, 2016, the following wage scale shall apply:

	New Hire Training	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Telecommunications Dispatcher	23.7996	24.9736	26.2168	27.5566	28.9242	30.3744

ARTICLE XIII: RATES OF PAY (PUBLIC WORKS)

Effective July 1, 2016, the following wage scale shall apply:

PUBLIC WORKS	A	B	C	D	E	F
Maintainer I	23.5247	24.3334	25.2303	26.1565	27.1710	28.1414
Maintainer II	25.2303	26.1565	27.1710	28.1414	29.3177	30.5821
Maintainer III	27.1710	28.1414	29.3030	30.5821	31.8172	33.1698
Mechanic I	25.9360	26.9946	28.1414	29.3030	30.5821	
Mechanic II	28.1414	29.3030	30.5821	31.8760	33.1698	
Mechanic III	30.5821	31.8760	33.1698	34.6842	36.1986	

Crew Leader: \$1.25 per hour pay differential

Acting Public Works Foreman: \$1.75 per hour pay differential **

** Becomes effective if the Town appoints an Acting Public Works Foreman to cover a planned or unplanned extended absence of a Public Works Foreman for more than one (1) day.

**DEPARTMENT OF PUBLIC WORKS AND RECREATION & PARKS
SEASONAL SALARY SCHEDULE - MAY 1, 2016 - JUNE 30, 2017**

Seasonal Laborer/Maintenance Assistant - Over 18 Years of Age ***	1 st year - \$ 9.75/hour 2 nd year - \$10.25/hour 3 rd year - \$10.75/hour 4 th year - \$11.25/hour 5 th year - \$11.75/year
Seasonal Laborer Intern	Minimum Wage (Currently \$9.60/hour) (\$10.10/hour on January 1, 2017)
Public Works Skilled Buildings Maintainer	Range 01- A - Yearly Town Pay Plan
Public Works Skilled Maintainer I	Union Wage

*** Experience in Department of Public Works related area will be evaluated and recommended for higher pay.

**LIBRARY WAGE SCHEDULE
JULY 1, 2016 - JUNE 30, 2017**

Library Page and Library Intern	Minimum Wage (Currently \$9.60/hour) (\$10.10/hour on January 1, 2017)
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**INTERN WAGE SCHEDULE
MAY 1, 2016 – APRIL 30, 2017**

	A	B	C	D	E
Summer Intern	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50
Special Project Intern	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50

TOWN OF AVON FY 2016-2017 UNCLASSIFIED SALARIES

RANGE	POSITION	SALARY RANGE	ACTUAL
I	Teen Librarian	\$52,110 - \$73,240	\$ 54,792
	Reference Librarian		\$ 57,378
II	Circulation and Outreach Manager (Librarian)	\$56,580 - \$77,940	\$ 62,155
	Technology & Technical Services Manager (Librarian)		\$ 62,155
	Children's & Teen Services Manager (Librarian)		\$ 62,313
	Reference and Adult Services Manager (Librarian)		\$ 67,526
	Personnel Administrator		\$ 67,076
III	Collector of Revenue	\$61,155 - \$85,300	\$ 68,775
	Social Services Director		\$ 89,096
	Assistant Building Official/Fire Marshal ¹		\$ 98,213
	Assistant Library Director/Adult Services (Vacant)		0
IV	Superintendent of Sanitary Sewer Collection System	\$64,170 - \$89,780	\$ 75,175
	Town Clerk		\$ 78,929
	Planning and Community Development Specialist		\$ 88,116
	Assistant to the Town Manager		\$ 65,000
	Superintendent of Buildings & Grounds (Vacant)		0
	Superintendent of Highways (Vacant)		0
	Superintendent of Operations (Vacant)		0
	Superintendent of Machinery & Equipment (Vacant)		0
Superintendent of Solid Waste Management (Vacant)	0		
V	Assistant Town Engineer	\$67,295 - \$94,150	\$ 75,890
	Building Official ²		\$ 85,363
	Town Accountant		\$ 87,661
	Recreation Director		\$ 85,417
VI	Assessor ³	\$72,640 - \$101,850	\$ 73,730
VII	Deputy Director Public Works	\$78,490 - \$109,910	\$ 93,325
	Police Lieutenant		\$104,382
	Human Resources Director		\$105,400
	Deputy Town Engineer (Vacant)		0
	Assistant Town Manager (Vacant)		0
VIII	Library Director	\$84,850 - \$118,750	\$109,919
	Director of Planning and Community Development		\$117,588
	Police Captain (Vacant)		0
IX	Town Engineer	\$91,500 - \$128,120	\$102,972
	Public Works Director		\$117,575
	Finance Director		\$121,318
	Chief of Police		\$132,262
X	Special Projects Engineer	Determined by Town Manager	
	Special Projects Manager	Determined by Town Manager	
	Town Manager	Determined by Town Council	

¹ Includes \$10,000 stipend for work as Fire Marshal and \$5,000 for Emergency Management Director.

² Includes \$ 1,750 stipend for Fire Marshal/Inspector, \$1,500 stipend for work done as DZEO.

³ Part-Time position, includes \$6,936 stipend for work done in Canton.

**RECREATION AND PARK DEPARTMENT
SALARY SCHEDULE**

MAY 1, 2016 - APRIL 30, 2017

HOURLY RATES OF PAY

<u>POOL</u>	A	B	C	D	E
Aquatics/Facility Director	See Range #6 for Classified Employees				
Assistant Aquatic/Facility Director	See Range #5 for Classified Employees				
Head Lifeguard	10.50	10.75	11.00	11.25	11.50
Lifeguard	9.60	9.85	10.10	10.35	10.60
WSI Swim Instructor	18.00	18.00	18.00	18.00	18.00
WSI Swim Instructor Aid	12.00	12.00	12.00	12.00	12.00
Head Coach Swim Team	18.00	18.00	18.00	18.00	18.00
Assistant Coach Swim Team	12.00	12.00	12.00	12.00	12.00
Gate Attendant (Summer - Day)	10.00	10.25	10.50	10.75	11.00
Gate Attendant (Winter/Summer evening)	9.60	9.85	10.10	10.35	10.60
<u>CAMP</u>					
Summer Program Director	See Range #6 for Classified Employees				
Head Leader	10.50	10.75	11.00	11.25	11.50
Recreation Leader	9.60	9.85	10.10	10.35	10.60
Special Needs Counselor (BOE Rate)	10.25	10.50	10.75	11.00	11.25
Special Needs Paraprofessional (BOE Rate)	15.51	15.98	16.46	16.95	17.46
<u>RECREATIONAL PROGRAMS</u>					
Gym Supervisor, Facility Attendant, Program Supervisors, Park Attendant	13.00	13.50	14.00	14.50	15.00
Seasonal Office Assistance, Special Needs Aide (Under 18)	9.60	9.85	10.10	10.35	10.60
Seasonal Office Assistance (Over 18)	10.00	10.25	10.50	10.75	11.00
<u>PARKS</u>					
Seasonal Part-Time Facility Attendant	12.75	13.25	13.75	14.25	14.75

**TOWN OF AVON
PAYROLL CALENDAR (EXCEPT FOR POLICE)
FISCAL YEAR 2016-2017**

<u>PAYROLL #</u>	<u>PAYROLL PERIOD</u>		<u>PAY DATE</u>
1.	June 26	- July 9	July 14, 2016
2.	July 10	- July 23	July 28, 2016
3.	July 24	- August 6	August 11, 2016
4.	August 7	- August 20	August 25, 2016
5.	August 21	- September 3	September 8, 2016
6.	September 4	- September 17	September 22, 2016
7.	September 18	- October 1	October 6, 2016
8.	October 2	- October 15	October 20, 2016
9.	October 16	- October 29	November 3, 2016
10.	October 30	- November 12	November 17, 2016
11.	November 13	- November 26	December 1, 2016
12.	November 27	- December 10	December 15, 2016
13.	December 11	- December 24	December 29, 2016
14.	December 25	- January 7	January 12, 2017
15.	January 8	- January 21	January 26, 2017
16.	January 22	- February 4	February 9, 2017
17.	February 5	- February 18	February 23, 2017
18.	February 19	- March 4	March 9, 2017
19.	March 5	- March 18	March 23 2017
20.	March 19	- April 1	April 6, 2017
21.	April 2	- April 15	April 20, 2017
22.	April 16	- April 29	May 4, 2017
23.	April 30	- May 13	May 18, 2017
24.	May 14	- May 27	June 1, 2017
25.	May 28	- June 10	June 15, 2017
26.	June 11	- June 24	June 29, 2017

**TOWN OF AVON
POLICE PAYROLL CALENDAR
FISCAL YEAR 2016-2017**

<u>PAYROLL #</u>	<u>PAYROLL PERIOD</u>		<u>PAY DATE</u>
1.	June 27	- July 10	July 14, 2016
2.	July 11	- July 24	July 28, 2016
3.	July 25	- August 7	August 11, 2016
4.	August 8	- August 21	August 25, 2016
5.	August 22	- September 4	September 8, 2016
6.	September 5	- September 18	September 22, 2016
7.	September 19	- October 2	October 6, 2016
8.	October 3	- October 16	October 20, 2016
9.	October 17	- October 30	November 3, 2016
10.	October 31	- November 13	November 17, 2016
11.	November 14	- November 27	December 1, 2016
12.	November 28	- December 11	December 15, 2016
13.	December 12	- December 25	December 29, 2016
14.	December 26	- January 8	January 12, 2017
15.	January 9	- January 22	January 26, 2017
16.	January 23	- February 5	February 9, 2017
17.	February 6	- February 19	February 23, 2017
18.	February 20	- March 5	March 9, 2017
19.	March 6	- March 19	March 23 2017
20.	March 20	- April 2	April 6, 2017
21.	April 3	- April 16	April 20, 2017
22.	April 17	- April 30	May 4, 2017
23.	May 1	- May 14	May 18, 2017
24.	May 15	- May 28	June 1, 2017
25.	May 29	- June 11	June 15, 2017
26.	June 12	- June 25	June 29, 2017