

MEMORANDUM

TO: All Department and Division Heads
FROM: Brandon L. Robertson, Town Manager
DATE: June 7, 2019
SUBJECT: Classification and Pay Plan FY 2019- 2020

Enclosed please find the Classification and Pay Plan for FY 2019-2020. 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.

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

For the Fiscal Year
Beginning July 1, 2019

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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	UP
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
Personnel Administrator	UP

<u>POSITION</u>	<u>CLASSIFICATION</u>
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) & (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
Senior Staff Accountant	NCP
Social Services Assistant	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
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
Social Services Assistant	4
Staff Accountant	8
Summer Program Director	6
Youth Services Coordinator	8

FY 2019/2020 SCHEDULE OF SALARY WAGE RANGES FOR CLASSIFIED EMPLOYEES HIRED BEFORE JULY 1, 1996

5 Employees who were hired prior to June 30, 1996 remain on this salary wage schedule

Range #	Classified	2019 Range	Biweekly 80	Biweekly 75	Annual 80	Annual 75	Overtime	
6	A	26.0275	2082.20	1952.06	54,137	50,754	39.0413	
	B	27.3289	2186.31	2049.67	56,844	53,291	40.9933	
	C	28.6953	2295.63	2152.15	59,686	55,956	43.0430	
	D	30.1300	2410.40	2259.75	62,670	58,754	45.1950	
	E	31.6367	2530.93	2372.75	65,804	61,691	47.4550	
7	A	27.5890	2207.12	2069.17	57,385	53,799	41.3835	
	B	28.9681	2317.45	2172.61	60,254	56,488	43.4522	
	C	30.4167	2433.34	2281.25	63,267	59,313	45.6251	
	D	31.9378	2555.02	2395.33	66,431	62,279	47.9067	
	E	33.5348	2682.79	2515.11	69,752	65,393	50.3022	
8	A	31.4514	2516.11	2358.85	65,419	61,330	47.1771	
	B	33.0240	2641.92	2476.80	68,690	64,397	49.5360	
	C	34.6750	2774.00	2600.63	72,124	67,616	52.0125	
	D	36.4090	2912.72	2730.67	75,731	70,998	54.6135	
	FY 18/19 Rate	E	37.3882	2991.06	2804.12	77,768	72,907	56.0823
		E	38.2294	3058.35	2867.21	79,517	74,547	57.3442
9	A	33.6528	2692.23	2523.96	69,998	65,623	50.4792	
	B	35.3357	2826.85	2650.17	73,498	68,905	53.0035	
	C	37.1022	2968.18	2782.67	77,173	72,349	55.6533	
	D	38.9575	3116.60	2921.81	81,032	75,967	58.4362	
	E	40.9051	3272.41	3067.88	85,083	79,765	61.3577	
10	A	36.0081	2880.64	2700.60	74,897	70,216	54.0121	
	B	37.8086	3024.69	2835.64	78,642	73,727	56.7129	
	C	39.6993	3175.94	2977.45	82,574	77,414	59.5489	
	D	43.0589	3444.71	3229.42	89,563	83,965	64.5884	
	FY 18/19 Rate	E	42.9100	3432.80	3218.25	89,253	83,675	64.3650
		E	43.7682	3501.46	3282.62	91,038	85,348	65.6523
11	A	38.5293	3082.35	2889.70	80,141	75,132	57.7940	
	B	40.4557	3236.46	3034.18	84,148	78,889	60.6836	
	C	42.4785	3398.28	3185.89	88,355	82,833	63.7178	
	D	44.6023	3568.18	3345.17	92,773	86,974	66.9034	
	FY 18/19 Rate	E	45.8019	3664.15	3435.14	95,268	89,314	68.7028
		E	46.8324	3746.60	3512.43	97,411	91,323	70.2487

FY 2019/2020 SCHEDULE OF SALARY WAGE RANGES FOR CLASSIFIED EMPLOYEES HIRED AFTER JULY 1, 1996

Range #	Classified	2019 Range	Biweekly 80	Biweekly 75	Annual 80	Annual 75	Overtime
1	A	17.8714	1429.71	1340.35	37,172	34,849	26.8070
	B	18.3180	1465.44	1373.85	38,101	35,720	27.4770
	C	18.7763	1502.10	1408.22	39,055	36,614	28.1644
	D	19.2455	1539.64	1443.41	40,031	37,529	28.8682
	E	19.7268	1578.14	1479.51	41,032	38,467	29.5902
2	A	18.9432	1515.46	1420.74	39,402	36,939	28.4149
	B	19.2887	1543.10	1446.66	40,121	37,613	28.9331
	C	20.0191	1601.53	1501.43	41,640	39,037	30.0287
	D	20.3998	1631.98	1529.98	42,432	39,780	30.5997
	E	21.0325	1682.60	1577.44	43,748	41,013	31.5488
3	A	20.0797	1606.37	1505.97	41,766	39,155	30.1195
	B	20.5812	1646.49	1543.59	42,809	40,133	30.8718
	C	21.0959	1687.67	1582.19	43,879	41,137	31.6439
	D	21.6235	1729.88	1621.76	44,977	42,166	32.4353
	E	22.1644	1773.15	1662.33	46,102	43,221	33.2466
4	A	21.2844	1702.75	1596.33	44,271	41,505	31.9265
	B	21.8166	1745.33	1636.24	45,378	42,542	32.7249
	C	22.3615	1788.92	1677.11	46,512	43,605	33.5422
	D	22.9209	1833.67	1719.07	47,675	44,696	34.3813
	E	23.4939	1879.51	1762.04	48,867	45,813	35.2408
5	A	23.8385	1907.08	1787.88	49,584	46,485	35.7577
	B	24.4343	1954.74	1832.57	50,823	47,647	36.6514
	C	25.0454	2003.63	1878.41	52,094	48,839	37.5681
	D	25.6745	2053.96	1925.58	53,403	50,065	38.5117
	E	26.3130	2105.04	1973.48	54,731	51,310	39.4695
6	A	25.2686	2021.49	1895.15	52,559	49,274	37.9030
	B	25.9002	2072.02	1942.52	53,872	50,505	38.8503
	C	26.5479	2123.83	1991.09	55,220	51,768	39.8218
	D	27.2117	2176.94	2040.88	56,600	53,063	40.8175
	E	27.8921	2231.36	2091.90	58,015	54,390	41.8381
7	A	26.7850	2142.80	2008.88	55,713	52,231	40.1775
	B	27.4548	2196.39	2059.11	57,106	53,537	41.1823
	C	28.1410	2251.28	2110.58	58,533	54,875	42.2116
	D	28.8447	2307.58	2163.35	59,997	56,247	43.2671
	E	29.5658	2365.26	2217.43	61,497	57,653	44.3487
8	A	30.5345	2442.76	2290.09	63,512	59,542	45.8018
	B	31.2981	2503.85	2347.36	65,100	61,031	46.9472
	C	32.0804	2566.43	2406.03	66,727	62,557	48.1206
	D	32.8822	2630.57	2466.16	68,395	64,120	49.3233
	E	33.7045	2696.36	2527.83	70,105	65,724	50.5567
	F	35.7904	2863.23	2684.28	74,444	69,791	53.6855
9	A	32.6720	2613.76	2450.40	67,958	63,710	49.0081
	B	33.4886	2679.09	2511.65	69,656	65,303	50.2329
	C	34.3263	2746.11	2574.48	71,399	66,936	51.4895
	D	35.1842	2814.74	2638.82	73,183	68,609	52.7763
	E	36.0640	2885.12	2704.80	75,013	70,325	54.0960
10	A	34.9533	2796.27	2621.50	72,703	68,159	52.4300
	B	35.8332	2866.66	2687.49	74,533	69,875	53.7498
	C	36.7289	2938.31	2754.67	76,396	71,621	55.0934
	D	37.6471	3011.77	2823.53	78,306	73,412	56.4707
	E	38.5882	3087.06	2894.12	80,264	75,247	57.8823
11	A	37.4069	2992.55	2805.52	77,806	72,944	56.1104
	B	38.3419	3067.35	2875.64	79,751	74,767	57.5129
	C	39.3006	3144.05	2947.55	81,745	76,636	58.9509
	D	40.2829	3222.63	3021.22	83,788	78,552	60.4244
	E	41.2901	3303.21	3096.76	85,883	80,516	61.9351

ARTICLE IV: RATES OF PAY

**ANNUAL POLICE BASE SALARY
and
EDUCATION PAY**

JULY 1, 2019 - JUNE 30, 2020

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	33.7538	35.2582	36.5072	37.9750	39.5034	41.0904	42.7279
+ 1,125	34.2947	35.7990	37.0481	38.5159	40.0442	41.6313	43.2688
+ 2,450	34.9317	36.4561	37.6851	39.1529	40.6813	42.2683	43.9058

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
DETECTIVE BASE SALARY	35.8019	36.3861	39.0731	40.2476	41.8538	43.5428	45.3005
+ 1,300	36.4269	37.0111	39.6981	40.8726	42.4788	44.1678	45.9255
+ 2,600	37.0519	37.6361	40.3231	41.4976	43.1038	44.7928	46.5505

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
SERGEANT BASE SALARY	40.2476	42.0077	43.5428	45.3005	47.1063	48.9933	50.9591
+ 1,460	40.9495	42.7096	44.2447	46.0024	47.8082	49.6952	51.6611
+ 2,925	41.6538	43.4139	44.9490	46.7067	48.5125	50.3995	52.3654

TELECOMMUNICATIONS DISPATCHER

HOURLY WAGES

Effective July 1, 2019, 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	25.5047	26.7629	28.0951	29.5309	30.9964	32.5506

ARTICLE XIII: RATES OF PAY (PUBLIC WORKS)

Effective July 1, 2019, the following wage scale shall apply:

PUBLIC WORKS	A	B	C	D	E	F
Maintainer I	25.0871	25.9495	26.9060	27.8937	28.9756	30.0104
Maintainer II	26.9060	27.8937	28.9756	30.0104	31.2649	32.6133
Maintainer III	28.9756	30.0104	31.2492	32.6133	33.9304	35.3728
Mechanic I	27.6586	28.7875	30.0104	31.2492	32.6133	
Mechanic II	30.0104	31.2492	32.6133	33.9931	35.3728	
Mechanic III	32.6133	33.9931	35.3728	36.9878	38.6028	

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 -**

Seasonal Laborer/Maintenance Assistant Over 18 years of Age ***

May 1, 2019 – September 30, 2019

<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>5th Year</u>
\$10.25/hour	\$10.75/hour	\$11.25/hour	\$11.75/hour	\$12.25/hour

October 1, 2019 – June 30, 2020

<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>5th Year</u>
\$11.25/hour	\$11.75/hour	\$12.25/hour	\$12.75/hour	\$13.25/hour

Seasonal Laborer Intern Minimum Wage (Currently \$10.10/hour, will increase to \$11/hour on October 1, 2019.)

Public Works Skilled Buildings Maintainer Range 01- A - Yearly Town Pay Plan

Public Works Skilled Maintainer I Union Wage

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

**LIBRARY WAGE SCHEDULE
JULY 1, 2019 - JUNE 30, 2020**

Library Page and Library Intern Minimum Wage (Currently \$10.10/hour, will increase to \$11/hour in October 2019.)

INTERN WAGE SCHEDULE - MAY 1, 2019 – JUNE 30, 2020

	A	B	C	D	E
Summer Intern	\$11.25	\$11.50	\$11.75	\$12.00	\$12.25
Special Project Intern	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00

TOWN OF AVON FY 2019-2020 UNCLASSIFIED SALARIES

RANGE	POSITION	SALARY RANGE	ACTUAL
I	Teen Librarian	\$54,649 - \$76,808	\$ 60,003
	Reference Librarian		\$ 61,040
	Executive Secretary		\$ 72,393
II	Assistant Accreditation Manager ¹	\$59,336 - \$81,737	\$ 56,009
	Circulation and Outreach Manager (Librarian)		\$ 66,121
	Technology & Technical Services Manager (Librarian)		\$ 67,418
	Children's & Teen Services Manager (Librarian)		\$ 66,289
	Reference and Adult Services Manager (Librarian)		\$ 73,947
	Personnel Administrator		\$ 80,799
III	Police Records Manager	\$64,134 - \$89,455	\$ 68,000
	Collector of Revenue		\$ 73,163
	Social Services Director		\$ 94,781
	Assistant Building Official/Fire Marshal ²		\$103,522
IV	Assistant to the Town Manager	\$67,296 - \$94,154	\$ 79,500
	Superintendent of Sanitary Sewer Collection System		\$ 83,741
	Town Clerk		\$ 83,965
	Planning and Community Development Specialist		\$ 93,738
	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	\$70,574 - \$98,737	\$ 83,716
	Building Official		\$ 87,353
	Recreation Director		\$ 90,867
	Town Accountant		\$ 93,255
VI	Assessor ¹	\$76,179 - \$106,811	\$ 71,055
VII	Human Resources Director	\$82,314 - \$115,264	\$ 28,031
	Deputy Director Public Works		\$101,274
	Police Lieutenant		\$110,636
	Police Lieutenant		\$114,975
	Deputy Town Engineer (Vacant)		0
	Assistant Town Manager (Vacant)		0
VIII	Library Director	\$88,984 - \$124,535	\$116,932
	Director of Planning and Community Development		\$125,091
	Police Captain (Vacant)		0
IX	Town Engineer	\$95,957 - \$134,361	\$111,417
	Public Works Director		\$125,077
	Finance Director		\$129,060
	Chief of Police		\$140,702
X	Town Manager	Determined by Town Council	

¹ Part-time employee

² Includes \$10,000 stipend for work as Fire Marshal and \$5,000 for Emergency Management Director.

**RECREATION AND PARK DEPARTMENT
SALARY SCHEDULE**

MAY 1, 2019 – JUNE 30, 2020

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				
Certified Lifeguard Trainer	18.00	18.25	18.50	18.75	19.00
Head Lifeguard	13.00	13.25	13.50	13.75	14.00
Lifeguard	10.60	10.85	11.10	11.35	11.60
WSI Swim Instructor	18.00	18.00	18.00	18.00	18.00
WSI Swim Instructor Aide	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)	11.00	11.25	11.50	11.75	12.00

CAMP

Summer Program Director	See Range #6 for Classified Employees				
Head Leader	14.00	14.25	14.50	14.75	15.00
Recreation Leader	10.60	10.85	11.10	11.35	11.60
Special Needs Counselor	11.00	11.25	11.50	11.75	12.00
Special Needs Paraprofessional (BOE Rate)	16.56	16.81	17.06	17.31	17.31
Special Needs Coordinator	16.70	17.03	17.37	17.71	17.96

RECREATIONAL PROGRAMS

Gym Supervisor, Facility Attendant, Program Supervisors, Park Attendant	14.50	14.75	15.00	15.50	15.75
Seasonal Office Assistance, Special Needs Aide (U18)	10.60	10.85	11.10	11.35	11.60
Seasonal Office Assistance (Over 18)	11.00	11.25	11.50	11.75	12.00

October 2019 – April 30, 2020 * (Minimum Wage Increase)

Lifeguard	11.00	11.20	11.40	11.60	11.80
Recreation Leader	11.00	11.20	11.40	11.60	11.80
Seasonal Office Assistance, Special Needs Aide (U18)	11.00	11.20	11.40	11.60	11.80
Seasonal Office Assistance (Over 18)	11.20	11.40	11.60	11.80	12.00

**TOWN OF AVON
PAYROLL CALENDAR (EXCEPT FOR POLICE)
FISCAL YEAR 2019-20120**

<u>PAYROLL #</u>	<u>PAYROLL PERIOD</u>		<u>PAY DATE</u>
1.	July 7	- July 20	July 25, 2019
2.	July 21	- August 3	August 8, 2019
3.	August 4	- August 17	August 22, 2019
4.	August 18	- August 31	September 5, 2019
5.	September 1	- September 14	September 19, 2019
6.	September 15	- September 28	October 3, 2019
7.	September 29	- October 12	October 17, 2019
8.	October 13	- October 26	October 31, 2019
9.	October 27	- November 9	November 14, 2019
10.	November 10	- November 23	November 28, 2019
11.	November 24	- December 7	December 12, 2019
12.	December 8	- December 21	December 26, 2019
13.	December 22	- January 4	January 9, 2020
14.	January 5	- January 18	January 23, 2020
15.	January 19	- February 1	February 6, 2020
16.	February 2	- February 15	February 20, 2020
17.	February 16	- February 29	March 5, 2020
18.	March 1	- March 14	March 19 2020
19.	March 15	- March 28	April 2, 2020
20.	March 29	- April 11	April 16, 2020
21.	April 12	- April 25	April 30, 2020
22.	April 26	- May 9	May 14, 2020
23.	May 10	- May 23	May 28, 2020
24.	May 24	- June 6	June 11, 2020
25.	June 7	- June 20	June 25, 2020
26.	June 21	July 4	July 9, 2020

**TOWN OF AVON
POLICE PAYROLL CALENDAR
FISCAL YEAR 2019-2020**

<u>PAYROLL #</u>	<u>PAYROLL PERIOD</u>		<u>PAY DATE</u>
1.	July 8	- July 21	July 25, 2019
2.	July 22	- August 4	August 8, 2019
3.	August 5	- August 18	August 22, 2019
4.	August 19	- September 1	September 5, 2019
5.	September 2	- September 15	September 19, 2019
6.	September 16	- September 29	October 3, 2019
7.	September 30	- October 13	October 17, 2019
8.	October 14	- October 27	October 31, 2019
9.	October 28	- November 10	November 14, 2019
10.	November 11	- November 24	November 28, 2019
11.	November 25	- December 8	December 12, 2019
12.	December 9	- December 22	December 26, 2019
13.	December 23	- January 5	January 9, 2020
14.	January 6	- January 19	January 23, 2020
15.	January 20	- February 2	February 6, 2020
16.	February 3	- February 16	February 20, 2020
17.	February 17	- March 1	March 5, 2020
18.	March 2	- March 15	March 19 2020
19.	March 16	- March 29	April 2, 2020
20.	March 30	- April 12	April 16, 2020
21.	April 13	- April 26	April 30, 2020
22.	April 27	- May 10	May 14, 2020
23.	May 11	- May 24	May 28, 2020
24.	May 25	- June 7	June 11, 2020
25.	June 8	- June 21	June 25, 2020
26.	June 22	July 5	July 9, 2020