



TOWN OF GREENWICH
COMPENSATION AND BENEFITS PLAN
FOR
MANAGERIAL & CONFIDENTIAL EMPLOYEES AND
FULL TIME ELECTED OFFICIALS

EFFECTIVE JANUARY 1, 2010

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Introduction

This Compensation and Benefits Plan (“MC&E Plan”) is a summary of the policies and procedures regarding compensation and benefits, employment expectations and guidelines for Managerial and Confidential (“MC”) Employees and Elected Officials of the Town of Greenwich (“Town”). It defines the rights and responsibilities of the Town as well as the employee. As a summary, however, it is not intended to cover all topics and situations. Please refer to the Greenwich Human Resources Policy Manual at www.greenwichct.org/hr_policy_manual for more complete documentation of Town policies and procedures governing all employees.

Nothing in this Plan is intended to create an expressed or implied contract of employment or a guarantee of benefits. The Town only recognizes employment agreements that are reduced to writing and signed by the employee and the appropriate appointing authority of the Town.

The Town will respond to specific situations in a manner which serves the best interests of the Town and the employee. Where differences exist between the policies set forth in this Plan and the underlying documents, statutes or laws, those documents, statutes or laws will control.

The Town reserves the right to amend at any time the information contained in this Plan which may result from changes in legal requirements, financial and/or business conditions, market factors, or other relevant circumstances.

Please note that throughout this Plan document, the annual pre-tax contribution amounts to the various benefit plans are, collectively, subject to the maximum total pre-tax contributions as set by the IRC. The maximum amounts are for Calendar Year 2011 and may change in the future.

Section I: Salary

A. Annual Salary

1. All MC employee positions are based upon a 35 hour week*, assigned to a grade on the Classification and Salary Schedule (See Appendix A for current Classification and Salary Schedule) and assigned an Annual Salary within that grade. MC positions are exempt and ineligible for overtime.

The total Annual Salary when calculating different benefits will be determined as follows:

Defined Benefit Retirement Plan: The highest 26 consecutive pay periods;

- a. Group Life Insurance and Accidental Death and Dismemberment: Current salary in effect on July 1st of each year except for the First Selectman (December 1st), and other elected officials (January 1st).
 - b. 401K and/or 457 Retirement Savings Plans will be matched based upon base salary actually paid during each quarter on a cumulative basis during the calendar year.
2. Salaries will be paid by direct deposit to the account designated by the employee.

NOTE: Managerial and Confidential employees must submit a signed weekly timesheet accurately recording the date, arrival time, departure time, hours to be paid and any vacation, sick or other absence to the payroll department for processing of biweekly pay.

* MC positions at the Nathaniel Witherell (3) are based upon a 40 hour week to comply with federal Medicare/Medicaid reporting requirements.

B. Adjustments to Classification and Salary Schedule

From time to time, an adjustment may be made to the Classification and Salary Schedule to reflect changes in the cost of living and/or current market conditions for similar positions. These changes will typically be effective January 1 of each year.

C. Performance Evaluations

1. Annually, every May, MC employees will be required to participate in the Performance Evaluation process by completing a Self Evaluation which will assess the past year's performance. Managerial employees must establish SMART goals for the upcoming year. Please note the different performance evaluation formats for managerial staff and confidential staff in this plan.
2. The Managerial and Confidential employee's supervisor will complete the Supervisor Performance Evaluation portion of the appropriate form and meet with the MC employee to reconcile any differences.
3. A final copy of the completed Performance Evaluation, signed by the MC employee and his supervisor, must be returned to the Director of Human Resources by early June of each year.
4. Any annual salary adjustment will be based upon the performance evaluation, the Classification and Salary Schedule, budgetary allocation and approval, and the approved salary/performance score ratio and will be reflected beginning July 1st of each year. To view

the forms and guidelines please use the link below and select either management or confidential depending upon your position classification.

http://greenwichct.virtualtownhall.net/Public_Documents/GreenwichCT_HRDocs/performance/index

Section II: Paid and Unpaid Leave – Full Time

(Elected Officials are not eligible for paid leave accrual)

A. Vacation Time

1. MC employees earn 11.67 hours of vacation time per month (20 days per annum). MC employees who were promoted from the Firefighters Local 1042 or Silver Shield Bargaining Units will earn at the beginning of their tenth (10) year of service, 14.56 hours of vacation time per month (25 days per annum). Vacation time is credited after the 15th of each month. New employees may use vacation after one month of employment.
2. On July 1 of each year, the maximum vacation accrual shall not exceed 25 days (175 hours or 200 hours for The Nathaniel Witherell employees). Any hours above the maximum will be forfeited.
3. At retirement, MC employees will be paid for any accrued, unused vacation time.
4. Normal requests to take vacation time must be approved at least two (2) weeks in advance by the MC employee's supervisor or appointing authority.

B. Sick Time

1. For the first 9 years of employment, MC employees earn 7 hours of sick time per month. Starting with the first month of the tenth year, MC employees earn 14 hours of sick time per month. All sick time is credited after the 15th of each month.
2. MC employees may accrue a maximum of 180 sick days.
3. Sick time may be taken after 90 calendar days of employment.
4. At retirement, MC employees hired before July 1, 1997 receive a maximum payout of 50% of their accrued sick days, not to exceed 90 days. MC employees, hired on or after July 1, 1997, do not receive a payout of accrued sick days at retirement.
5. Sick time may only be taken using accrued sick time hours. It cannot be advanced.

C. Personal Time

1. MC employees receive one (1) personal day per year, which is credited on July 1 of each year. If the personal day is not used by June 30, it will be forfeited.
2. Requests for a personal day should be approved in advance by the MC employee's supervisor or appointing authority whenever possible.

D. Compensation Time

MC employees are ineligible for compensation time.

E. Bereavement Time

With the **approval in advance** from the employee's appointing authority, an MC employee may take:

1. Up to five (5) consecutive working days, with pay, in the event of the death of a spouse, child, stepchild, parent, stepparent, brother, sister, grandparent, grandchild, parent-in-law, or any relation domiciled with the employee as a member of his family who is listed as a dependent for income tax purposes;
2. Up to three (3) consecutive working days, with pay, in the event of the death of a brother-in-law, sister-in-law, son-in-law or daughter-in-law, and
3. One (1) working day, with pay, at the discretion of the supervisor or appointing authority and where unusual circumstances and equity dictate, in the event of the death of any other relative not mentioned in this section.
4. Certification of the death may be required.

For the complete Town policy please go to the Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual.

F. Holidays

The Town recognizes 12 holidays for which the Town's business operations are closed. The Nathaniel Witherell Skilled Nursing Facility has 9 holidays. All MC employees are compensated for 12 holiday days. For a list of these days and dates please go to:

http://greenwichct.virtualtownhall.net/Public_Documents/GreenwichCT_BBoard/docs/holidays

G. Family and Medical Leave

The Town complies with the federal Family and Medical Leave Act ("FMLA".) An employee is eligible for FMLA after 12 months of employment during which they have worked 1250 hours.

The MC employee's supervisor or appointing authority must notify the HR Department/FMLA desk at (203) 622-3713 if the MC employee takes more than 28 consecutive hours of time for an FMLA-qualifying event. All supervisors and appointing authorities must abide by the regulations in this policy.

Please go to the Greenwich Human Resource Policy Manual for the complete Town policy, forms and procedures at: www.greenwichct.org/hr_policy_manual.

H. Jury Duty Leave

The MC employee is required to inform his supervisor or appointing authority immediately upon receiving Jury Duty notice. Conn. General Statutes Section 51-257 requires the Town to pay regular wages to MC employees and Elected Officials for the first five (5) days of Jury Duty served in those areas where the one-day or one-trial system is in effect, and is also required to reimburse the Town by submitting a personal check to the Finance Department for the total amount of the Court checks received by the employee.

For those MC employees who are not Connecticut residents, the Town will pay regular wages for whatever time is required, provided that the jury summons, court checks and certification of service are submitted to the Finance Department. For the complete Town policy, forms and procedures please go to the Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual.

I. Military Leave

The Town complies with the federal Uniformed Services Employment and Reemployment Rights Act (“USERRA”).

The MC employee’s supervisor or appointing authority must notify the Human Resources Director if the MC employee is required to take Military Leave. Active duty orders or another form of military documentation will be required.

For the complete Town policy, forms and procedures please go to the Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual.

J. Unpaid Personal Leave

MC employees may, at times, require leave that does not fall within the categories described above. This leave which may not exceed six months may only be taken:

1. After the MC employee has exhausted Family Medical leave where qualifying,
2. After the MC employee has exhausted all Vacation Time,
3. With the approval in advance of the appointing authority with notification to HR, if the leave will be 10 consecutive working days or less,
4. With the additional approval of the Human Resources Director if the leave will be more than 10 consecutive working days, and
5. For extraordinary circumstances.

During any Personal Leave of 10 days or more, once accrued time is not available or exhausted, the MC employee:

1. Must assume responsibility for 100 percent of the cost of his healthcare benefits for the duration of his leave effective the first day of the next month after commencement of the personal leave.
2. Will cease to accrue vacation and/or sick time while on personal leave.
3. Will cease to accrue creditable service in the defined benefit plan for payroll absences of thirty (30) days or more.

Section III: Health Benefits – Full Time Staff

A. Medical, Dental and Prescription Drug Plans

All MC employees and Elected Officials may enroll in a Medical, Dental and Prescription Drug Plan. Please go to [Employee Benefits](#) for information on plans currently offered and related costs.

B. Prescription Eyeglasses and Contact Lenses Reimbursement

After the first year anniversary of their hire date, full-time MC employees shall be entitled to reimbursement for prescription eyeglasses and contact lenses not to exceed three hundred and fifty dollars (\$350.00) in a 24 month period beginning July 1, 2010 and ending June 30, 2012 and every two years thereafter. MC employees hired during any two year period may participate for the remainder of that period after their first year anniversary. All reimbursements will be based on date of purchase and all invoices must be submitted to the Human Resources Department, with the appropriate form, within 60 days from the date of purchase. This benefit may only be used for prescriptions for the MC employee.

C. Flexible Spending Health Care Accounts (FSA)

The FSA- Health Care Account is:

1. Solely funded by employee contributions of pre-tax dollars,
2. Limited to an annual maximum contribution of \$5,200,
3. Not available to employees participating in a High Deductible Health Savings Account Health Care Plan.
4. May be drawn upon to pay for qualifying health care expenses for the employee and any dependents listed on his tax returns. Please go to <http://www.irs.gov/retirement> for a list of qualifying expenses.

This contribution is set at each open enrollment period which occurs in November and December of each year. The employee will be issued a debit card for all expenses. The selection is irrevocable, and may only be changed if the employee experiences a qualified status change. (See Important Information and Documents at [Employee Benefits](#)) New employees who are hired during the year may elect, only at the time of hire, to participate for the remainder of the calendar year.

Any amount that remains in the employees' FSA Health Care Accounts at the end of the year must be expended by March 15 of the following year and reported by March 31 or it is forfeit and will be distributed among the plan participants according to IRC regulations.

Section IV: Retirement Benefits for Full Time MC Employees and Elected Officials Hired or Elected Before September 1, 2006

A. Defined Benefit Retirement Plan for MC Employees and Elected Officials (MC & E)

1. MC employees and Elected Officials hired or elected before September 1, 2006, except for sworn members of Police and Fire* who promote into the managerial class, are eligible to participate in the Town's MC & E Defined Benefit Retirement Plan. The employee participates for the duration of his employment with the Town with the rate of benefit based upon position classification and appointment date to the MC & E class (see #6 below).
2. No contribution by the employee is required.
3. Participants are vested after five (5) years of service.
4. The Town contributes to this plan according to the actuary's recommendation each year.
5. The annual Rate of Benefit is 2.5% calculated for the first twenty years of employment as an MC & E with a 2% annual Rate of Benefit thereafter towards the maximum Rate of Benefit of 66.6667%.
6. Employees who have worked as a General Service (Union represented) employee and as an MC& E employee prior to December 1, 2008, and are members of the defined benefit retirement plan (*note exception for sworn members of Police and Fire below) will have their retirement benefit calculated as if they were in the MC & E plan from the date of initial full time hire. Any employee who worked as a General Service and an MC & E employee on or after December 1, 2008 will have their rate of benefit combined upon application for retirement. (Rate of benefit, highest 12 months compensation and years of general service, and rate of benefit, highest 12 months compensation and years of MC& E service).
7. Cost of Living Adjustments (COLA) are provided for Retirees age 62 or older after one year or more of retirement ([Employee Benefits](#)).
8. The Town will grant a beneficiary(s) benefit for vested (five years of creditable service), active employees who die prior to qualifying for a Service or Disability Retirement. Their designated beneficiary(s) may be eligible to receive a one hundred percent (100%) Joint and Survivor Benefit based upon the employee's accrued benefit account calculated as if the employee had retired on the date of death.

*Sworn Members of Police and Fire who promote into the managerial class are already participants in the defined benefit plan with an equal or better Rate of Benefit than the MC & E Plan and so will remain under the negotiated retirement benefit for the former, respective collective bargaining unit.

Note: Early retirement is available for any MC employee who has reached 60 years of age even if vesting requirement has not been met.

B. 401(k) Deferred Compensation Savings Plan

1. All MC employees and Elected Officials hired or elected before September 1, 2006 are eligible to participate in a deferred compensation savings plan with 6 % Town matching contributions.
2. Employees may contribute the IRC maximum on a pretax basis (employee contributions). <http://www.irs.gov/retirement>
3. The Town will match, on a quarterly basis, a portion of the employee's contribution to one of the two plans offered in B and C, according to a sliding scale matching schedule up to a maximum of 6% of the employee's base annual wage actually paid during each quarter. The employee must be Active on payroll at the end of each quarter to receive that quarter matching contribution from the Town. (See Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual)
4. Town and employee contributions are vested immediately.

C. 457(b) Deferred Compensation Savings Plan

1. This is an alternate savings plan for employees, deferred on a pre-tax basis.
2. The employee may contribute up to the IRC combined maximum (employee and employer contributions) on a pretax basis for deferred compensation. For additional information please go to: <http://www.irs.gov/retirement>

Note: The Town will only make matching contributions to one savings plan, either the 401k noted in B above or the 457b noted in C above. The Town match will not exceed 6% of the actual annual base wage paid in any quarter.

Section V: Retirement Benefits for Full Time MC Employees and Elected Officials Hired or Elected On or After September 1, 2006

A. Deferred Compensation, 401(k) Retirement Plan

1. MC employees and Elected Officials hired or elected on or after September 1, 2006, except for sworn members of Police and Fire* who promote into the managerial class, must participate in the 401(k) Deferred Compensation Retirement Plan.
2. The employee must contribute a minimum of 5% of his annual salary on a biweekly basis, up to the maximum amount allowed by the IRC. <http://www.irs.gov/retirement>
3. The Town makes biweekly matching contributions of 5% of the employee's gross base salary paid in that pay period.
4. Participants' contributions are vested immediately. The Town's contribution is vested on the anniversary of the employee's hire date, 20% on the first anniversary, 40% on the second anniversary, etc., and will be fully vested after five (5) years of service.

*Sworn Members of Police and Fire who promote into the managerial class are already participants in the defined benefit plan with an equal or better Rate of Benefit than the MC & E Plan and so will remain under the negotiated retirement benefit for the former, respective collective bargaining unit.

B. Deferred Compensation Savings Plan with Town match (457(b) or 401(k))

1. The Town will contribute a matching contribution on a quarterly basis not to exceed 3% per annum or .75% per quarter of the employee's actual base salary according to a matching sliding schedule. (See Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual)
2. MC employees or elected officials in this category may combine contributions under this savings plan benefit (employee and Town) on a tax deferred basis up to the IRC maximum allowed by the specific plan each year.
NOTE: IRC maximum amounts to a 401k include only the employee contributions while maximum amounts to the 457(b) include the employee and the employer contributions so your contributions should be planned accordingly.
3. The maximum amount contributed by both the employee and the Town on a pre tax basis to all plans may not exceed the IRC maximum for that year (\$49,000 in 2011). (<http://www.irs.gov/retirement>).

Section VI: Retirement Benefits for all MC Employees and Elected Officials Covered under Section IV and V.

A. Health Care Credits for all MC and Elected Retirees

All MC retirees and retired Elected Officials who are receiving a Defined Benefit Retirement Allowance, have at least 10 years of service, and are enrolled in Town group medical health care plan at the time of retirement, are eligible to receive a monthly reduction of the health care premium by health care credits. This credit is provided through the month of the death of the employee but ends thereafter.

B. Retiree Life Insurance

The Town provides Life Insurance for all MC & E retirees in the amount of \$7,500 for 10 years from the date of retirement.

C. Employee Accumulated Contributions in the Retirement System.

For any General Service employee in the defined benefit retirement plan who becomes a MC employee, the member's accumulation and any deficiency the employee has will be frozen at the fixed dollar amount for that employee when he becomes an MC employee. Any employee who is an MC employee and then becomes a General Service employee must make mandatory contributions, which are required by the terms of that collective bargaining agreement.

For sworn members of the police or fire service who promote into the Managerial class the retirement plan and the employee contribution remains the same as when they were sworn police or fire service employees.

Section VII: Insurance

A. Group Life and Accidental Death and Dismemberment

1. All MC employees and Elected Officials receive life insurance paid for by the Town equal to twice the employee's annual compensation for death by natural causes. If the death occurs as a result of an accident double indemnity applies or four times the annual compensation.
2. The employee may choose, at his own expense, to increase coverage to a maximum of three (3) times annual compensation for death by natural causes, and six (6) times annual compensation if the death occurs as a result of an accident. The difference in the cost of the premium for increased coverage will be deducted biweekly from the employee's paycheck. Evidence of insurability will be required if this increased coverage is elected after the employee's hire date.
3. Coverage is provided by the Town at no cost to the employee according to the plan schedule.
4. All claims under this policy must be filed within six months of the event or the benefit will be denied.

B. Long Term Disability (LTD)

1. All MC employees and Elected Officials are covered by the Town for LTD. Application for LTD can be made while the employee is still in active status but has been disabled for 90 calendar days.
2. Upon the Insurance carrier's approval of the employee application, the employee receives two-thirds (2/3) of his monthly salary as defined in Section I.A.2.b. of this Handbook, not to exceed \$6,000 per month. LTD is diminished by pension or social security income and ceases at age 65.

Section VIII: Employee Assistance Program

This confidential program exists to provide assistance to employees and their families with a wide range of personal problems including financial, behavioral, marital and/or medical issues due to alcohol and other forms of substance abuse.

For details on this program and the services it offers, please go to:

<http://www.greenwichct.org/HumanResources/hrEmployeeAssistance.asp>

Section IX: Equal Employment Opportunity and Affirmative Action Policies and Procedures

The Town enforces these policies and procedures in accordance with state and federal law.

To file a complaint, pursue a claim, and obtain detailed information regarding these policies and procedures, please go to: <http://www.greenwichct.org/HumanResources/hrAffirmativeAction.asp>

Section X: Miscellaneous Benefits

A. Cellular Telephone including Smart Phones

In the interest of providing the highest standard of service to the Greenwich community M C & Elected employees, may be provided at no cost to the employee, with a town owned cellular telephone or other cellular smart device. (See Greenwich Human Resource Manual Section 8.5 at: www.greenwichct.org/hr_policy_manual)

B. Tuition Reimbursement

All MC employees and Elected Officials are eligible for Tuition Reimbursement of 50% of the tuition cost, not to exceed a total benefit of \$1,200 per annum for undergraduate courses and \$2,000 per annum for graduate courses, provided that they are requesting tuition reimbursement for courses that are related to their positions and have been approved by their appropriate appointing authority or department head. (See Greenwich Human Resources Manual Section 6.5.F at: www.greenwichct.org/hr_policy_manual)

C. Credit Union

All MC employees and Elected Officials are eligible to participate in the Greenwich Municipal Employees Federal Credit Union. For information, please contact the MCU directly at (203) 622-7409.

D. Personal Automobile Business Expense

1. Automobile Reimbursement: MC employees and Elected Officials who are authorized to use their personal automobiles for Town business on an occasional basis (once a week or less) will be reimbursed according to the IRS approved per mile rate. Please contact the Finance Department at 203-622-2220 for reimbursement forms.
2. Automobile Allowance: MC employees and Elected Officials authorized and required to travel frequently between locations for work purposes, both within and outside of the Town, and use their personal automobile for such travel may request an automobile allowance as additional compensation to cover a portion of the expense of using their personal automobile for Town business.

Management employees who are eligible and receive the automobile allowance shall generally be expected to use their personal automobile for Town business in lieu of a Town-owned automobile.

Management employees who are eligible and receive the automobile allowance shall not submit reimbursement claims for mileage.

For information on how to request the automobile allowance visit the Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual.

Approved automobile allowance is based upon the current established yearly amount and is paid in either monthly or 26 biweekly increments in the employee's pay check.

E. Flexible Spending Dependent Care Account (See Section III, D)

This account is:

1. Solely funded by employee contributions of pre-tax dollars, including FICA, Medicare, Federal and State;
2. Limited to a maximum annual contribution of \$5,000, and
3. May be drawn upon to pay for the care of any dependents claimed on the employee's tax return until the dependents' 13th birthdays.

Any amount that remains in the employees' Dependent Care Accounts at the end of the year, and is not expended by March 15 of the following year and reported by March 31, is forfeit and must be distributed among the plan participants according to IRC regulations. Please go to: [Employee Benefits](#), for additional information.

Employees may elect to contribute to this account during the annual open enrollment period, generally held in November and December of each year. The election is irrevocable, and may only be changed if the employee experiences a qualified status change (See Important Information and Documents link at [Employee Benefits](#)). New employees who are hired during the year may elect, only at the time of hire, to participate for the remainder of the calendar year.

Please go to [Employee Benefits](#) for forms and enrollment procedure.

F. Death Benefit

Upon the death of an active employee, the Town will pay for medical care and pharmaceutical coverage under COBRA at the rate of one month per year of service up to a maximum of 12 months after the employee's death for any covered dependents at the time of death.

Section XI: Separation, Discipline and Complaints Guidelines

- #### **A. Separation from Town Employment – Voluntary and Involuntary** (Greenwich Human Resource Policy Manual Section 12.5 at: www.greenwichct.org/hr_policy_manual)

Separation from Town employment may result from the following: Non-disciplinary reasons as authorized by the Charter of the Town of Greenwich, or disciplinary reasons, budgetary reasons, lack of work, retirement, voluntary resignation or job abandonment. In addition, M&C staff with written employment agreements may be separated at any time in accordance with their written employment agreements.

Appointing Authorities must notify the Director of Human Resources of potential dismissals prior to taking final action.

B. Employee Disciplinary Procedure (See Section 12.4 Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual)

It is the policy of the Town that employees are expected to perform their duties and responsibilities in a satisfactory manner, report to work on time and on a consistent basis and adhere to all applicable policies, work rules, procedures and directives whether issued orally or in writing. M & C employees who do not meet these directives, will be subject to counseling and/or discipline.

C. Complaints Policy and Procedure

This Policy applies to all Town employees and all employees of the Greenwich Board of Education. The Town Appointing Authorities, Elected Officials and Administrators, Department Heads and all employees are responsible for creating a productive work environment in which matters of discrimination, offensive conduct, harassment, hostile work environment and retaliation are completely out of place. The Town is committed to providing an immediate and appropriate means of redress and corrective action in response to any confirmed violation of workplace laws and assuring that no reprisals are taken against those who complain or against corroborating witnesses. (See Section 12.1 Greenwich Human Resource Policy Manual at: www.greenwichct.org/hr_policy_manual)

D. Severance Pay

The Town reserves the right to determine severance pay. When the termination of an employee has been initiated by the Town, severance pay may be authorized by the Director of Human Resources, First Selectman and Appointing Authority.

APPENDIX A

Managerial, Confidential and Elected Employee Classification and Salary Schedule Market Adjusted January 1, 2011

Categories, Grades, Positions	Employee Salary Eff. 7/1/11	Comp Ratio	Minimum(\$)	Mid-point (\$)	Maximum (\$)
CONFIDENTIAL EMPLOYEES					
EXEC. ASST. CHIEF OF POLICE	73,186	0.988	61,452	74,104	86,756
CONFIDENTIAL ASST. PERSONNEL BOE	72,627	0.980	61,452	74,104	86,756
CONFIDENTIAL ASST. TO HR DIR. TOWN	71,774	0.969	61,452	74,104	86,756
CONF. ASST. TO THE BOARD & DIR. COMNCTNS. BOE	82,925	1.119	61,452	74,104	86,756
GRADE 6					
NO TITLES			74,941	90,370	105,799
GRADE 7					
ADMINISTRATIVE MANAGER FIRST SELECTMAN'S OFFICE	83,006	0.800	83,006	103,757	124,508
SPECIAL PROJECTS MANAGER	103,054	0.993	83,006	103,757	124,508
EAP COORDINATOR	103,054	0.993	83,006	103,757	124,508
MANAGER GOLF COURSE OPERATIONS	110,085	1.061	83,006	103,757	124,508
RETIREMENT PLANS ADMINISTRATOR	117,780	1.135	83,006	103,757	124,508
POLICE CAPTAIN	122,084	1.177	83,006	103,757	124,508
DIRECTOR OF PARKING SERVICES	116,736	1.125	83,006	103,757	124,508
DIRECTOR OF GENERAL SERVICES	124,862	1.203	83,006	103,757	124,508
DIRECTOR OF COMMUNICATIONS BOE	108,196	1.043	83,006	103,757	124,508
GRADE 8					
ASST DIRECTOR HUMAN RESOURCES	104,404	0.856	97,542	121,927	146,312
ASSISTANT FIRE CHIEF	132,553	1.087	97,542	121,927	146,312
ASST DIR. HUMAN RESOURCES BOE	106,459	0.873	97,542	121,927	146,312
ASST. DIR. PARKS & RECREATION	102,237	0.839	97,542	121,927	146,312
CHIEF ACCOUNTANT	121,985	1.000	97,542	121,927	146,312
CONSERVATION DIRECTOR	113,346	0.930	97,542	121,927	146,312
DEPUTY DIRECTOR OF PLANNING AND ZONING	109,318	0.897	97,542	121,927	146,312

DEPUTY DIRECTOR GREENWICH LIBRARY	121,669	0.998	97,542	121,927	146,312
DEPUTY AND NURSING DIRECTOR - NW	129,442	1.062	97,542	121,927	146,312
DEPUTY POLICE CHIEF	133,103	1.092	97,542	121,927	146,312
DIRECTOR OF FINANCIAL OPERATIONS	121,985	1.000	97,542	121,927	146,312
DIRECTOR OF IWWA	109,276	0.896	97,542	121,927	146,312
DIRECTOR OF EDUCATIONAL TECHNOLOGY BOE	106,875	0.877	97,542	121,927	146,312
EMPLOYEE BENEFITS MANAGER	105,226	0.863	97,542	121,927	146,312
FLEET DIRECTOR	117,180	0.961	97,542	121,927	146,312
SPECIAL COUNSEL	160,315	1.315	97,542	121,927	146,312
GRADE 9					
DIRECTOR OF RISK MANAGEMENT	vacant	N/A	110,702	138,378	166,053
DIRECTOR OF PERROT LIBRARY	121,333	0.877	110,702	138,378	166,053
DEPUTY COMMISSIONER PUBLIC WORKS	132,359	0.957	110,702	138,378	166,053
BUDGET & SYST MGT DIR	132,596	0.958	110,702	138,378	166,053
DIRECTOR OF PURCHASING/ADMIN	127,447	0.921	110,702	138,378	166,053
ASSESSOR	131,672	0.952	110,702	138,378	166,053
DIRECTOR OF INFORM. TECHNOLOGY	141,532	1.023	110,702	138,378	166,053
DIRECTOR OF LABOR RELATIONS	152,861	1.105	110,702	138,378	166,053
DIRECTOR OF FACILITIES BOE	137,114	0.991	110,702	138,378	166,053
GRADE 10					
COMMISSIONER OF SOCIAL SERVICE	148,000	0.916	129,195	161,494	193,793
DIRECTOR OF PARKS AND REC	145,075	0.898	129,195	161,494	193,793
PLANNING & ZONING DIRECTOR	139,027	0.861	129,195	161,494	193,793
DIRECTOR OF GREENWICH LIBRARY	145,339	0.900	129,195	161,494	193,793
DIRECTOR OF HEALTH	145,339	0.900	129,195	161,494	193,793
FIRE CHIEF	145,713	0.902	129,195	161,494	193,793
CHIEF OF POLICE	145,572	0.901	129,195	161,494	193,793
DIRECTOR OF HUMAN RESOURCES	156,992	0.972	129,195	161,494	193,793
TOWN ATTORNEY	contractual	N/A	129,195	161,494	193,793
EXEC DIR NATHANIAL WITHERALL	146,902	0.910	129,195	161,494	193,793
GRADE 11					
TOWN ADMINISTRATOR	178,702	0.956	149,581	186,976	224,371
COMMISSIONER OF PUBLIC WORKS	166,750	0.892	149,581	186,976	224,371

COMPROLLER	177,460	0.949	149,581	186,976	224,371
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ELECTED OFFICIALS (ungraded)

FIRST SELECTMAN (eff. 12/1/10)	124,182
TAX COLLECTOR (eff. 1/1/11)	89,411
TOWN CLERK (eff. 1/1/11)	89,411