

HMEO Regular Pay Projections							
	Baseline 2025	2026-1	2026-CPI	2026-2	2026-3	2026-4	2026-5
H/Y	2080	2080	2080	2080	2080	2080	2080
\$/H	\$25.00	\$25.50	\$25.68	\$25.75	\$26.00	\$26.50	\$27.00
\$/P/Y	\$52,000	\$53,040	\$53,404	\$53,560	\$54,080	\$55,120	\$56,160
Department	4	4	4	4	4	4	4
\$/Dept/Y	\$209,040	\$213,200	\$214,656	\$215,280	\$217,360	\$221,520	\$225,680
Difference	\$0	\$4,160	\$5,616	\$6,240	\$8,320	\$12,480	\$16,640
% Difference	0%	2.0%	2.7%	3.0%	4.0%	6.0%	8.0%
+OT (322.5 hr)	\$221,132	\$225,534	\$227,074	\$227,735	\$229,936	\$234,337	\$238,739
2026	\$109,735	\$118,000			\$227,735	48%	52%
2025 (\$25.00/.50)	\$100,138	\$115,000			\$215,138	47%	53%
2024 (\$24.00/.50)	\$93,093	\$91,836			\$184,929	50%	50%
2023 (\$21.00/.50)	\$77,603	\$81,379			\$158,981	49%	51%
2022 (\$19.49/.10)	\$81,182	\$93,669			\$174,851	46%	54%
2021 (\$19.10/.10)	\$79,560	\$82,845			\$162,405	49%	51%
2020 (\$18.73/.10)	\$78,021	\$86,743			\$164,764	47%	53%
2019 (\$18.36/.10)	\$82,365	\$86,318			\$168,683	49%	51%
						48%	52%
2025	330.5	495.8					
2024	298.0						
2023	277.5						
2022	426.5						
2021	114.5						
Avg		322.5			\$57,483.89		

Highway Dept - Cost Per Person

	Baseline 2025
H/P/Y (52*40)	2080
\$/H	\$25.00
Reg Wage \$/P/Y (2,080 h)	\$52,000
OT h/y (322.5 h/4 p)	80.625
OT \$/P/Y	\$3,023
Sub Total \$/P/Y	\$55,023
Health Ins \$/P/Y (671*12)	\$8,052
FICA \$/P/Y	\$4,209
NYSLR (\$26,298/4)	\$6,575
Clothing Allwnc	\$500
Total \$/P/Y	\$74,359
Included in the 2,080 hrs: PTO H/P/Y (11 hol+15 vac+3 per+12 sick)	1640

	May 2025			2026	
Richfield	We are not unionized. Our heavy equipment operators (Highway Dept) are paid \$25.38. we also have a light equipment designation which pays \$21/hr. These rates are set annually. We provide healthcare for them (including family if appropriate) with the Town covering 85% of the cost plus a stipend to cover the deductible.	\$25.38	85% + stipend to cover deductible, family coverage		
New Lisbon	We are not unionized. We start our HMEO's at \$24.00, which goes to \$24.50 at six months and to \$25.00 at 12 months. For MEO's, it's \$20.00, \$20.50, and \$21.00 and then to the HMEO rates when they obtain a CDL. We adjust wage rates annually. We pay about 90% of the employee health insurance premium, employee coverage only.	\$25.00	90% employee only		
Pittsfield	We will be negotiating our next contract shortly! So this information is helpful. Right now we start non cdl employees at \$19.50 with the expectation they get the cdl with in a year which we pay for the cdl expenses. CDL holders start out at \$23.62. We cover individual health insurance at 100% any family coverage would be funded my the employee. We utilize teamsters health insurance package.	\$23.62	100% employee only		
Westford	Westford Highway operators are not unionized and currently receive \$23.90/hr. That rate is adjusted annually and has been running at about a 5% increase. The town pays a health insurance stipend of \$330.00/ month.	\$23.90	\$330/mo		
Laurens	We are at 23.50 and in the 3 rd year of they contract expiring 12/31, and just starting negotiations. They are asking for \$8.00 more / hour over a 3 year contract. (4, 2, 2)	\$23.50	?		
Average		\$24.28			
	September 2025				
Laurens	We landed at \$26 an hour. They pushed us hard based on contract signed by three other towns. I know Morris was one of them and I believe Milford. Our board decided even though they wanted \$32 an hour this was our max and if they wanted to walk let him walk. But the \$26 an hour is still up from just under 24. *** And then it goes up a dollar a year after that for 2 years.			\$26.00	?