



# COMPARATIVE ANALYSIS *of* Municipal Labor Contracts *in Onondaga County*

**COMMUNITY BENCHMARKS PROGRAM**  
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# Executive Summary

## ***Introduction***

This report presents information on the employment terms for workers in the 34 towns and villages in Onondaga County. The report is a comparative study of labor contracts for those employed in departments of public works, highway and police departments, and clerical, office and other employees along with information found in municipal handbooks.

## ***Methods***

Data in this study came from the bargaining unit contracts and handbooks of each town or village.

## ***Findings***

### *Highway Department & Department of Public Works*

1. 15% is the median healthcare contribution for unionized highway and DPW employees in Onondaga County towns and villages, ranging from 0% to 35%.
2. \$10 is the median health insurance co-pay for unionized highway and DPW employees in Onondaga County towns and villages, ranging from \$5 to \$15.
3. 58% of unionized highway and DPW employees in Onondaga County towns and villages receive dental coverage.
4. 20% is the median retiree healthcare contribution for unionized highway and DPW employees in Onondaga County towns and villages, ranging from 0% to 100%.
5. 12 days per year is the median number of paid sick days available to unionized highway and DPW employees in Onondaga County towns and villages, ranging from 5 to 15 days.
6. 88% of the town and village highway and DPW union contracts in Onondaga County towns and villages can accumulate unused sick leave.
7. 86% of town and village highway and DPW union contracts in Onondaga County towns and villages are reimbursed for unused sick leave.



# Executive Summary

8. 3 days is the median number of paid personal days available to unionized highway and DPW employees in Onondaga County towns and villages, ranging from 2 to 5 days. No municipality allows employees to accumulate of unused personal days.
9. 3 days per year is the median number of days available for bereavement for unionized highway and DPW employees in Onondaga County towns and villages, ranging from 3 to 5 days.
10. 33% of unionized highway and DPW employees in Onondaga County provide paid leave to employees serving on jury duty.
11. 47% of towns and villages in Onondaga County that have unionized highway and DPW workers allow vacation carryover.
12. 56% of unionized highway and DPW employees in Onondaga County towns and villages receive longevity bonuses or pay increases.

## *Police, Fire & Rescue Workers*

1. 16% is the median health care contribution for unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 15% to 25%.
2. 14% of union contracts for police, fire and rescue employees in Onondaga County towns and villages specify health insurance co-pays.
3. 57 % of union contracts for police, fire and rescue employees in Onondaga County towns and villages specify dental coverage.
4. 29% of union contracts for police, fire and rescue employees in Onondaga County specify vision coverage in their contracts.
5. 25% is the median healthcare contribution for retired unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 12% to 50%.
6. 12 days is the median number of paid sick days available to unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 6 to 130 days.

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7. 78% of unionized police, fire and rescue employees in Onondaga County towns and villages can accumulate unused sick leave at the end of each year.
8. 78% of unionized police, fire and rescue employees in Onondaga County towns and villages are reimbursed for unused accumulated sick leave upon retirement.
9. 4.5 days a year is the median number of paid personal days available to unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 2 to 7 days.
10. 14% of unionized police, fire and rescue employees in Onondaga County towns and villages allow for the accumulation of unused personal leave.
11. 3 days a year is the median amount of bereavement leave available to unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 3 to 5 days.
12. 36% of unionized police, fire and rescue employees in Onondaga County towns and villages pay employees serving on jury duty.
13. 21% of unionized police, fire and rescue employees in Onondaga County towns and villages can accumulate unused vacation leave.
14. 79% of unionized police, fire and rescue employees in Onondaga County towns and villages receive a clothing allowance.
15. 14% of unionized police, fire or rescue employees in Onondaga County towns and villages receive an annual shoe allowance.

## *Clerical, Office & Other Workers*

1. 13% is the median healthcare contribution for unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 0% to 30%.

# Executive Summary

2. 25% of contracts for unionized clerical, office and other employees in Onondaga County towns and villages specify a co-pay of \$5.
3. 50% of contracts for unionized clerical, office and other employees in Onondaga County towns and villages specify the availability of dental coverage.
4. 38% of contracts for unionized clerical, office and other employees in Onondaga County towns and villages specify the availability of vision coverage.
5. 13% is the median healthcare contribution for retired unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 0% to 25%.
6. 12 days per year is the median number of paid sick days provided unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 6 to 15 days.
7. 87% of unionized clerical, office and other employees in Onondaga County towns and villages can accumulate unused sick leave at the end of the year.
8. 110 days is the median number of days unionized clerical, office and other employees in Onondaga County towns and villages can accumulate, ranging from 75 to 225 days.
9. 62% of unionized clerical, office and other employees in Onondaga County towns and villages can accumulate sick leave.
10. 4 days a year is the median number of paid personal days available to unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 2 to 5 days.
11. 57% of unionized clerical, office and other employees can accumulate personal leave.
12. 3 days is the median number of days available to unionized clerical, office and other employees for bereavement, ranging from 3 to 5 days.

## Executive Summary

13. 75% of unionized clerical, office and other employees serving on jury duty receive their salary minus any court compensation.
14. 75% of unionized clerical, office and other employees can accumulate unused vacation leave.
15. 50 % of unionized clerical, office and other employees accumulate compensatory time in lieu of overtime pay.
16. 50% of the unionized clerical, office and other employees receive a clothing allowance.
17. 50% of unionized clerical, office and other employees receive a shoe allowance.
18. 25% of the unionized clerical, office and other employees are reimbursed for transportation.
19. 10 days is the median number of vacation days unionized clerical, office and other employees receive after one year of employment, ranging from 5 to 10 days.

### *Municipal Handbooks*

1. 10% is the median healthcare contribution for employees in Onondaga County towns and villages, ranging from 0% to 50%.
2. 12 days is the median number of paid sick days available to employees in Onondaga County towns and villages, ranging from 5 to 15 days.
3. 79% of Onondaga County towns and villages allow employees to accumulate unused sick leave at the end of the year.
4. 3 days is the median number of paid personal days available to employees in Onondaga County towns and villages, ranging from 2 to 6 days.
5. 3 days a year is the median number days available for bereavement for employees in Onondaga County towns and villages, ranging from 3 to 5 days.

# Executive Summary

6. 10 days is the median number of vacation days available to employees in Onondaga County towns and villages after completing their first year of employment, ranging from 0 to 10 days.

## *Budget Expenditures*

1. 71% is the median increase in total municipal expenditures in Onondaga County towns between 1998 and 2011, ranging from 0% to 127%.
2. \$1,197 is the median per household cost of 2010 municipal expenditures in Onondaga County towns, ranging from \$793 to \$2,093.
3. 170% is the median increase in the cost of employee benefits in Onondaga County towns between 1999 and 2011, ranging from 84% to 259%.
4. 120% is the median increase in health insurance expenditures in Onondaga County towns between 1999 and 2011, ranging from 29% to 347%.
5. 2,121% is the median increase in retirement benefits in Onondaga County towns between 1999 and 2011, ranging from 507% to 10,653%.
6. 69% is the median change in public safety expenditures in Onondaga County towns between 1999 and 2011, ranging from -7% to 6,149%.
7. 54% is the median change in transportation expenditures Onondaga County towns between 1999 and 2011, ranging from -7% to 131%.
8. 39% is the median percent increase in municipal expenditures in Onondaga County villages between 1999 and 2011, ranging from 7% to 312%.
9. \$2,575 is the median per household cost for 2010 municipal expenditures in Onondaga County villages, ranging from \$249 to \$8,392.
10. 124% is the median increase in employee benefits in Onondaga County villages between 1999 and 2011, ranging from 2% to 436%.

## Executive Summary

11. 141% is the median increase in employee health insurance expenditures in Onondaga County villages between 1999 and 2011, ranging from 41% to 938%.
12. 859% is the median increase in retirement expenditures for Onondaga County villages between 1999 and 2011, ranging from 191% to 5,213%.
13. 54% is the median change in public safety expenditures in Onondaga County villages between 1999 and 2011, ranging from -64% to 1,779%.
14. 54% is the median change in transportation expenditures for Onondaga County villages between 1999 and 2011, ranging from -43% to 265%.



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# Acknowledgements

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Thank you to Travis Glazier, director of Intergovernmental Relations for Onondaga County, for spearheading this project and serving as the liaison with the municipalities and the Community Benchmarks Program.

Thank you to the participating municipalities and the materials they provided for this research:

<b>Towns</b>	<b>Villages</b>
Camillus	Baldwinsville
Cicero	Camillus
Clay	East Syracuse
DeWitt	Elbridge
Elbridge	Fabius
Fabius	Fayetteville
Geddes	Jordan
LaFayette	Liverpool
Lysander	Manlius
Manlius	Marcellus
Marcellus	Minoa
Onondaga	North Syracuse
Otisco	Skaneateles
Pompey	Solvay
Salina	Tully
Skaneateles	
Spafford	
Tully	
Van Buren	

# Introduction

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This report presents information on the employment terms of workers in the 19 towns and 15 villages in Onondaga County. The report is a comparative study of labor contracts for those employed in departments of public works, highway and police departments, and clerical, office and other workers along with information contained in municipal handbooks.

In the beginning of October 2012, NYS Gov. Andrew Cuomo visited Syracuse as part of a tour to look at various economic development projects the state has funded. Cuomo is pressuring local governments to make the “tough calls” to balance their budgets in the wake of the state’s funding constraints. Local government officials are asking the state for a reprieve from what they characterize as unnecessary mandates forcing them into the red. An article from the Associated Press, published in *The Post-Standard*, on Oct. 22, 2012 reported that local governments are experiencing the same rising costs as state government in areas of “public worker pensions, healthcare, fuel and labor contract costs, but the tax base for many local governments is shrinking as residents leave cities and other areas, in part, because of rising taxes and reduced services. Although Cuomo and the state legislature created a less expensive public pension, it only applies to new hires and won’t save government money for 20 or 30 years.”

Decennial census information from 2000-10 shows that the countywide population has increased less than two percent over the 10-year period, but 70% of municipalities have seen their population decrease during the same time.

At the local level, Danny Liedka, mayor of the village of East Syracuse, unsuccessfully pushed for the village police force to be abolished and coverage by provided by the town of Dewitt. The referendum was rejected by 60% of village voters even though they could have realized an annual per household savings estimated at \$249 on a home valued at \$100,000, according to the Oct. 16 edition of *The Post Standard*. Liedka says costs for the East Syracuse Police Department, along with other expenditures, cannot be sustained by the village.

This is not an issue facing only the city of Syracuse or Onondaga County. According to an article in Reuters written in September, local and state municipalities across the United States are looking for government bailouts not unlike the auto industry and Wall Street in 2009. Republican Party staffers on the US Congress Joint Economic Committee believe that states may “buckle under the pressure to raise taxes, cut spending and take other measures to pay off their debt.” But if a federal bailout does occur, taxpayers throughout the nation will suffer the consequences of “paying for states with the worst-funded public retirement systems.”

# Introduction

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## References

- Doran, E. (2012, November 16). East Syracuse residents overwhelmingly reject proposal to eliminate its police force. *The Post Standard*. Retrieved from [http://www.syracuse.com/news/index.ssf/2012/10/east\\_syracuse\\_residents\\_overwh.html](http://www.syracuse.com/news/index.ssf/2012/10/east_syracuse_residents_overwh.html)
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- The Post-Standard Editorial Board. (2012, September 30). Policing East Syracuse: Faced with rising costs and raising taxes, village needs deal with DeWitt. Retrieved from [http://blog.syracuse.com/opinion/2012/09/policing\\_east\\_syracuse\\_faced\\_w.html](http://blog.syracuse.com/opinion/2012/09/policing_east_syracuse_faced_w.html).
- The Associated Press. (2012, October 22). Cuomo tells local governments: Make the tough calls. *Syracuse*. Ed. *The Post-Standard*. Retrieved from [http://www.syracuse.com/news/index.ssf/2012/10/cuomo\\_tells\\_local\\_governments.html](http://www.syracuse.com/news/index.ssf/2012/10/cuomo_tells_local_governments.html).

# Methods

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## Sources

### Citations for data based on labor contracts

#### *Source*

Onondaga County town and village bargaining unit contracts in effect at the time the CBP comparative study was conducted, September-December, 2012.

### Citations for data based on combined labor contract data and handbooks

#### *Source*

Onondaga County town and village bargaining unit contracts and municipal contracts in effect at the time the CBP comparative study was conducted, September-December, 2012.

### Citations for data based on handbooks

#### *Source*

Onondaga County town and village municipal handbooks in effect at the time the CBP comparative study was conducted, September-December, 2012.

Permission to use the map appearing on the cover page was authorized by the Syracuse-Onondaga County Planning Agency.



# Methods

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**Data Collection Method:** Data were collected from town and village handbooks and labor contracts. Information was culled from each contract to compare employee agreements and policies among towns and villages. Three spreadsheets were created to separate the highway, police, and clerical workers. Information was classified into 10 categories: healthcare, vacation, overtime, sick leave, personal leave, bereavement leave, miscellaneous leave, seniority, longevity schedule, and allowances and reimbursement.

## **Quality of Data**

**Representativeness:** This information describes the employment terms for employees in four classifications in Onondaga County's towns and villages.

1. Highway Departments & Departments of Public Works
2. Police, Fire & Rescue Workers
3. Clerical, Office & Other Workers
4. Municipal Handbooks
5. Budget Expenditures

In the town of DeWitt, within the highway department information, both blue collar and supervisory labor positions are represented. The data are based on information in the labor contracts and handbooks for each municipality and research using on SeeThroughNY at <http://seethroughny.net>.

**Accuracy:** The accuracy of this report depends upon the preciseness of the information contained in the bargaining unit contracts and the ability of the research team to interpret the data. Not every municipality has unionized employees and for those that do, not all employees are members of a bargaining unit. Some municipalities have employee handbooks. In most cases, these handbooks provide less information than the labor contracts. It should be noted that N/A means that information about benefits was not found, but researchers are not sure if this means it is not available to employees, or missing from the contract. The consistency and ambiguity of some contracts created additional problems for researchers and produced problems in developing findings. Some information was delayed, but the greater problem was the existence of hand-written amendments, or information that was crossed out and references to information from past contracts that was not included in the current contract. In some instances, it was difficult to discern which employees were represented by the bargaining unit agreement.

# Findings

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## Highway Departments & Department of Public Works

This study is an analysis of labor contracts of highway departments and departments of public works in towns and villages of Onondaga County. In some cases, the bargaining unit agreements also represent parks, janitorial, water, electrical and other employees. The table on the next page lists information on the existence of bargaining units within each town and village, bargaining unit names and employees represented. The information also indicates which contracts are current.

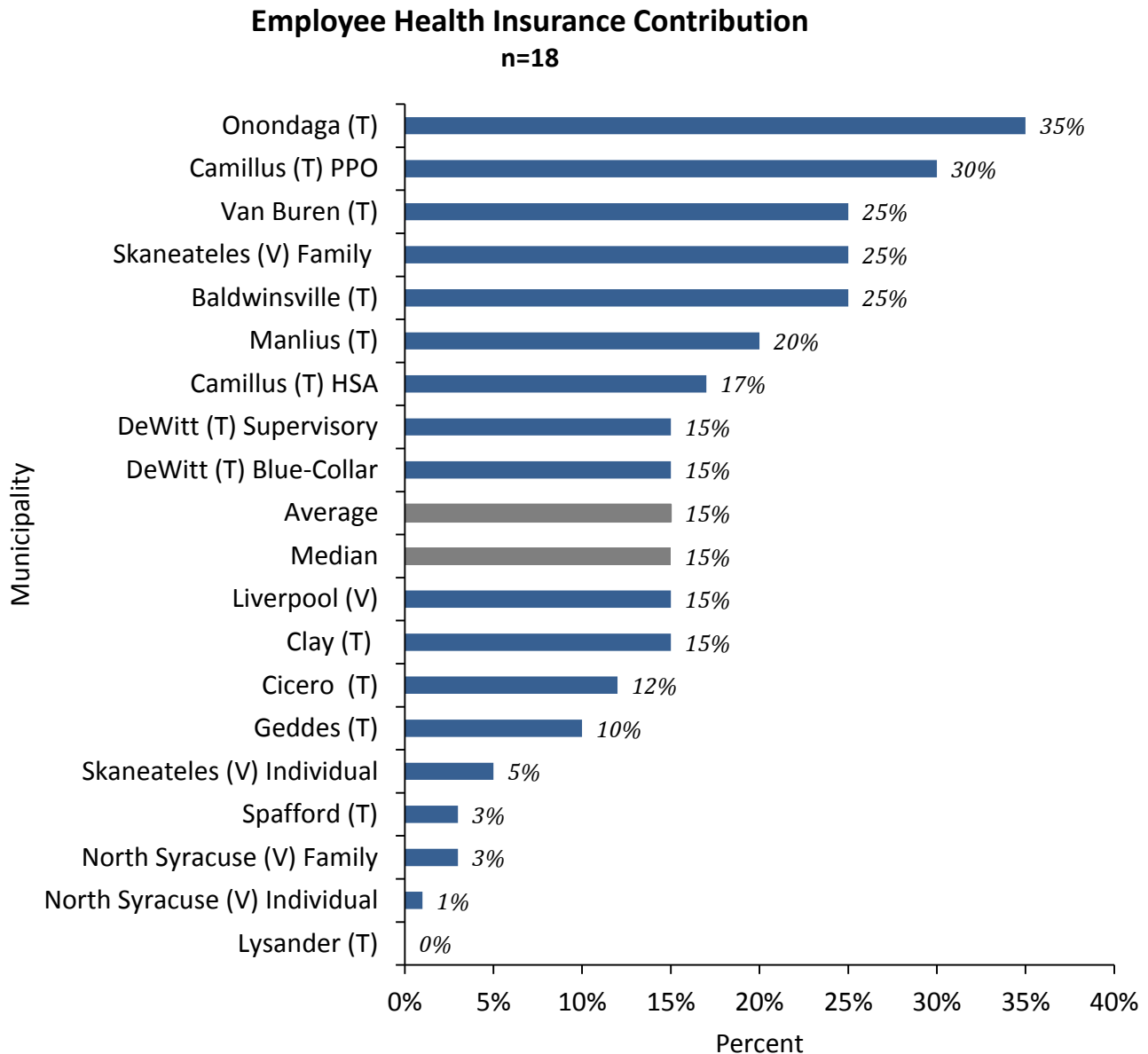
# Findings

Municipalities	Union Name	Union Representation	Contract Term
<b>Towns</b>			
Camillus	CSEA Local 1000	Highway	1/01/09-12/31/10
Cicero	CSEA Local 1000	Highway & Parks	01/01/11-12/31/13
Clay	Teamsters Local 317	Highway	1/01/12-12/31/14
DeWitt	CSEA Local 1000	Supervisory Unit 7823-00	01/01/11-12/31/14
	CSEA Local 1000	Blue Collar Unit 7823-02	01/01/11-12/31/14
Geddes	USW Local 14532-11	Highway	01/01/09-12/31/11
	Teamsters 815	Highway	Contract not provided
Lysander	Teamsters Local 317	Highway & Parks	07/01/09-06/30/13
Manlius	CSEA	Highway	Ends 2013 - will release contracts upon Board approval
Onondaga	Teamsters Local 317	Highway	10/01/08-09/30/12
Otisco	Non-union	Non-union	N/A
Pompey	Non-union	Non-union	N/A
Salina	SEIU #200	Highway	Contract not provided
Skaneateles	Teamsters 118	Highway, Transfer, Water & Recreation	01/01/08-12/31/11
Spafford	Teamsters Local 317	Highway	05/20/08-12/31/13
Van Buren	AFSCME Local 2660	Highway	01/01/11-12/31/15
<b>Villages</b>			
Baldwinsville	AFSCME Local 2970 & NY Council 66	Department of Public Works (DPW) Employees	03/01/10-02/28/13
Liverpool	Teamsters Local 182	DPW	06/01/07-05/31/10 + extension through 05/31/13
Manlius	Teamsters Local 317	Highway	N/A
North Syracuse	CSEA Local 1000	DPW, Parks, Janitorial & Maintenance	06/01/07-05/31/12
Skaneateles	CSEA Local 1000	DPW, Electric & Clerk	06/01/07-05/31/11
Solvay	Teamsters - AFSCME Local 815	DPW & Electrical Dept.	01/01/10-12/31/12

# Findings

## Healthcare - Contribution Rate

1. 15% is the median healthcare contribution for unionized highway and DPW employees in Onondaga County towns and villages, ranging from 0% to 35%.



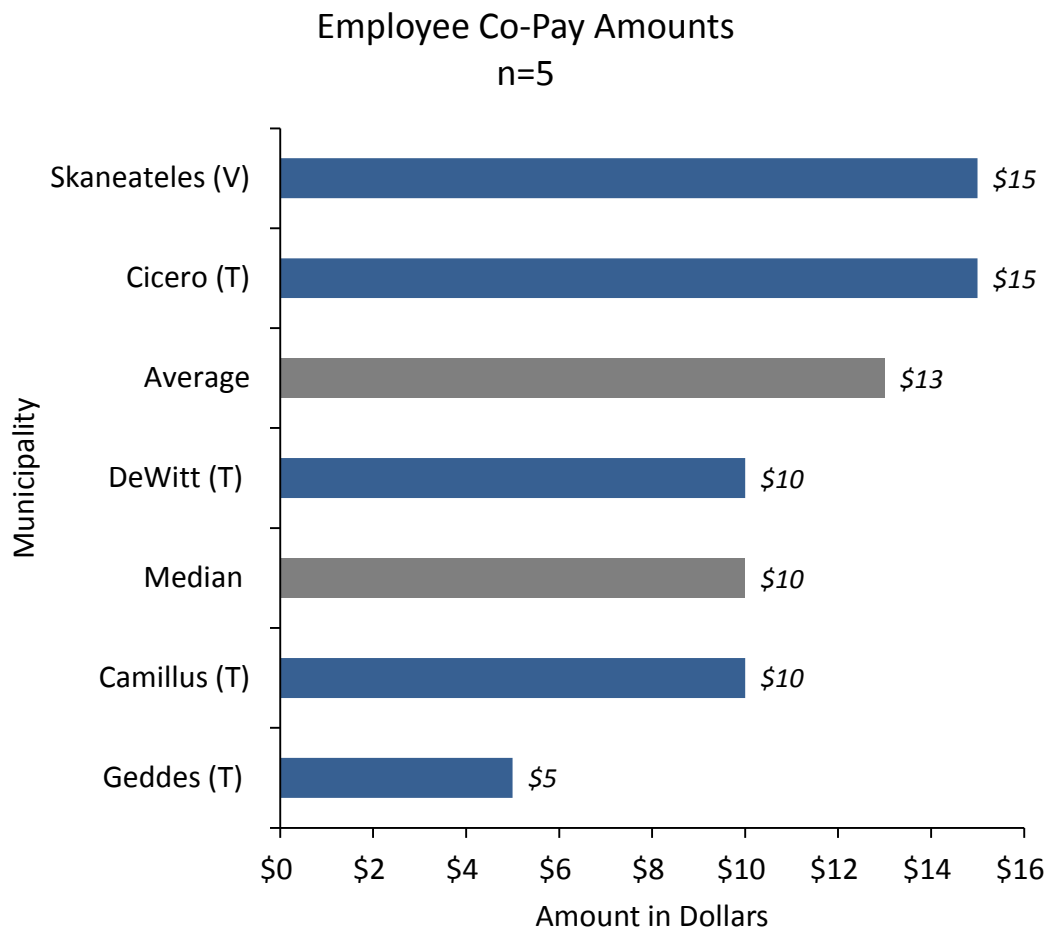
Data are missing for Geddes Teamsters 815, Salina SEIU 200, and Manlius Teamsters 317. The employee healthcare contribution for the village of Solvay is not included because the data were provided in a dollar amount, rather than as a percentage.

# Findings

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## Healthcare – Co-pay

- \$10 is the median health insurance co-pay for unionized highway and DPW workers in towns and villages in Onondaga County, ranging from \$5 to \$15.



Co-pay amounts are not mentioned in contracts for the towns of Clay, Lysander, Manlius, Onondaga, Salina, Skaneateles, Spafford, and Van Buren; and for the villages of Baldwinsville, Liverpool, Manlius, North Syracuse, and Solvay.

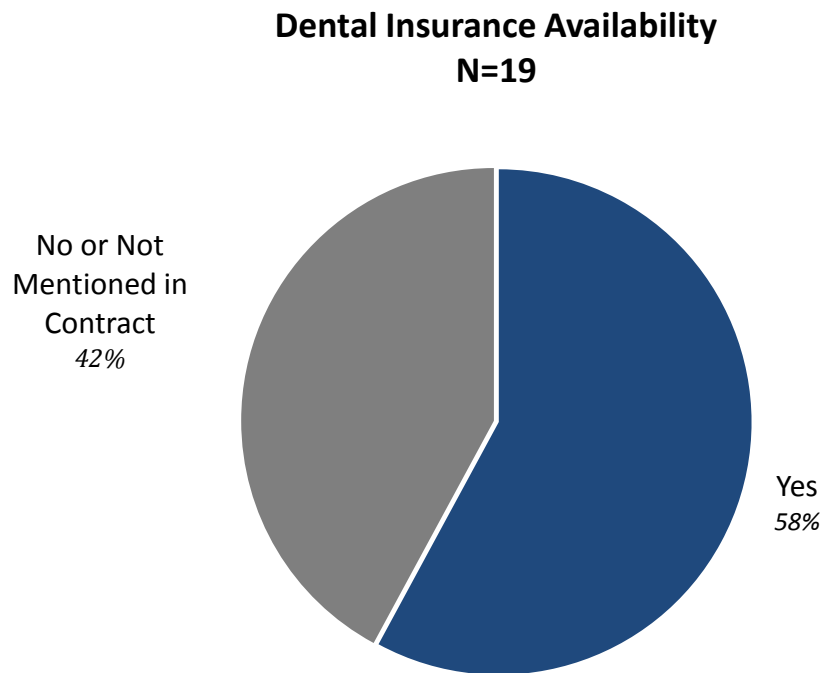


# Findings

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## *Healthcare – Dental*

3. 58% of unionized highway and DPW employees in Onondaga County towns and villages receive dental coverage.



# Findings

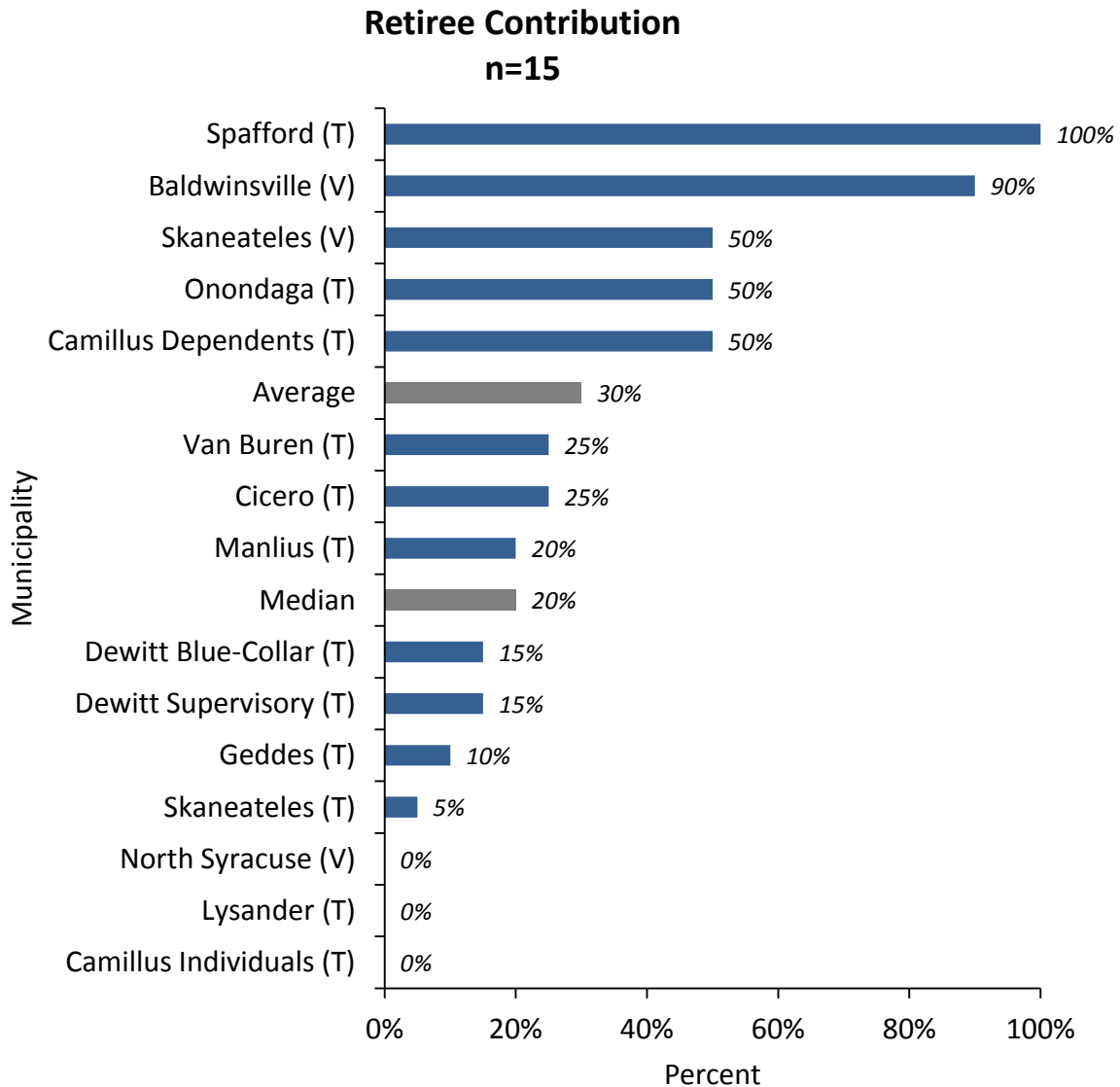
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Municipality	Dental Insurance Availability
<b>Town</b>	
Camillus	Not Mentioned
Cicero	Yes
Clay	No
Dewitt-Supervisory	Yes
Dewitt-Blue Collar	Yes
Geddes	Yes
Lysander	Yes
Manlius	Yes
Onondaga	Not Mentioned
Salina	Not Mentioned
Skaneateles	Yes
Spafford	Not Mentioned
Van Buren	Not Mentioned
<b>Villages</b>	
Baldwinsville	Yes
Liverpool	Not Mentioned
Manlius	Not Mentioned
North Syracuse	Yes
Skaneateles	Yes
Solvay	Yes

# Findings

## Healthcare - Retirement Healthcare Contribution

- 20% is the median retiree healthcare contribution for unionized highway and DPW employees in Onondaga County towns and villages, ranging from 0% to 100%.



Information is not included for the towns of Clay and Salina; and the villages of Liverpool, Manlius, and Solvay.

Please refer to the additional provisions for more information on the village of Baldwinsville.

# Findings

Municipality	Retirement Healthcare Contribution Details
<b>Towns</b>	
Camillus	Must have at least 10 years of service to qualify. If hired after 2001, must have at least 15 years' service to qualify and contribute 25% of premium for individuals.
Cicero	20 yrs./service = 25% retire contribution, 25 yrs./service = 20%, 30 yrs./service = 0%
Clay	Not available or not mentioned.
Dewitt (Supervisory)	Only qualify for 15% rate if retiree had 10 years of service and is 62 years of age or had 20 years of service and is 55 years of age. Must pay 50% contribution if retire before age 55 with 20 years of service. Must pay 100% premium if not meeting age or service criteria.
Dewitt (Laborers)	Only qualify for 15% rate if retiree had 10 years of service and is 62 years of age or had 20 years of service and is 55 years of age. Must pay 50% contribution if retire before age 55 with 20 years of service. Must pay 100% premium if not meeting age or service criteria.
Geddes	Only qualify for 10% rate if retiree had 10 years of service. If hired before 2006, limit of \$500 contribution annually. If hired before 2006 and retired after 2008, retiree is excluded from \$500 limit. Retirees and insured dependents at age 65 must enroll in Medicare with the following retiree contributions: >10 years' service = 100% contribution, 10-14 years' service = 10%, 15-19 years = 8%, 20-24 years = 6%, 25-29 years = 4%, 30-34 years = 2%, 35 or more = 0%.
Lysander	Retirees have the option to enroll in either the Union-sponsored health insurance plan or the Town-sponsored plan. If a retiree chooses to enroll in the Union-sponsored plan, the Town is not obligated to make contribution to premium costs.
Manlius	Retirees contribute 15% until 2013 when 20% contribution rate begins. To qualify, retirees must have at least 5 years of service.
Onondaga	Must have 15 years of service and be at least 55 years of age to qualify. Upon Medicare eligibility, retiree healthcare insurance ends.
Salina	N/A
Skaneateles	Must have 20 years of service and be at least 55 to qualify for 5% rate. If over 65 with at least 20 years' service, retiree contribution 0%. Retirees with at least 10 years' service may opt in at their own cost.
Spafford	N/A
Van Buren	Must have 20 years of service to qualify for 25% rate. With 15 years of service, retiree contribution = 55%, 16 years = 52%, 17 years = 49%, 18 years = 46%, 19 years = 43%.

# Findings

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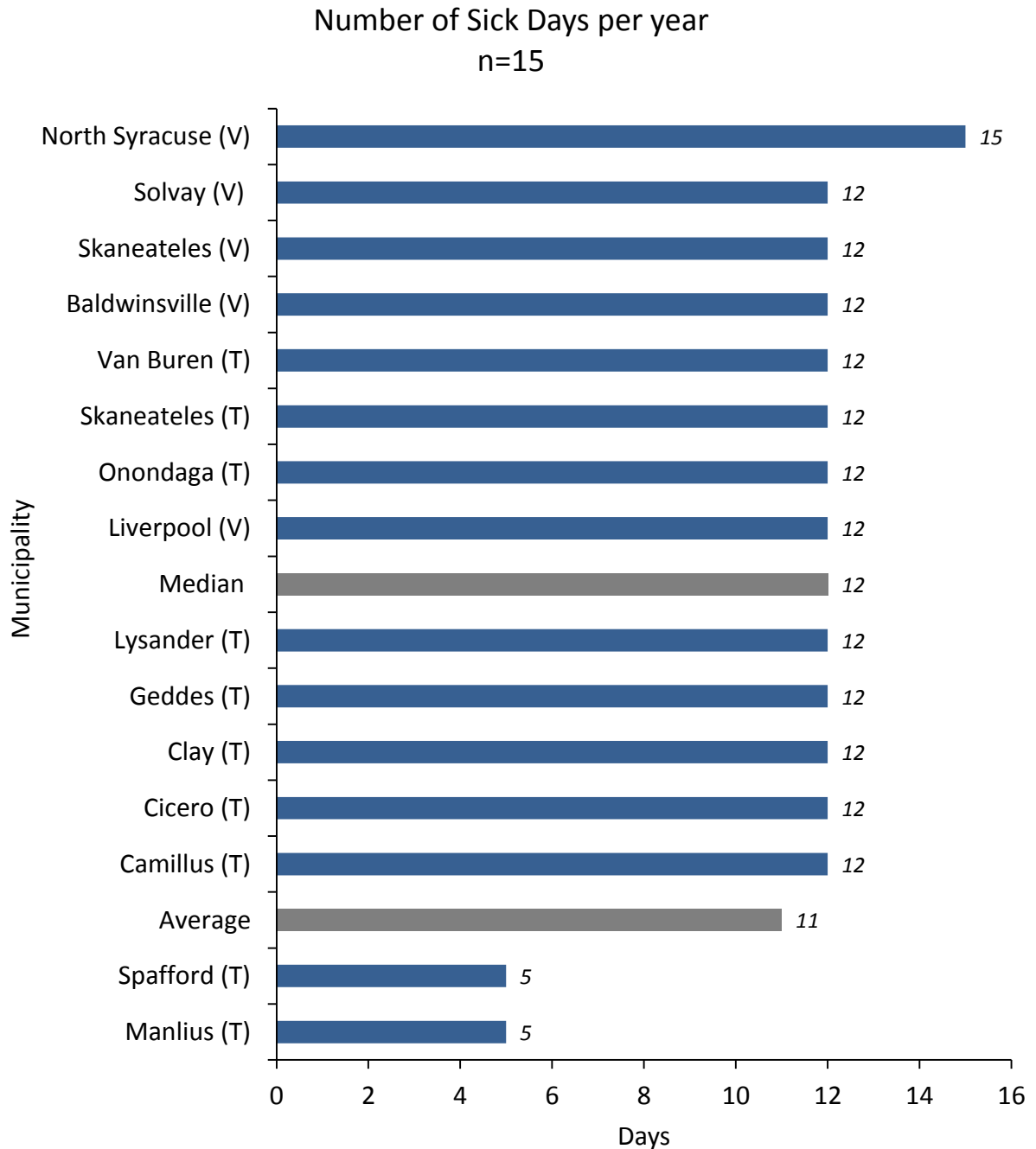
Municipality	Retirement Healthcare Contribution Details
<b>Villages</b>	
Baldwinsville	Retirement age 55: 10 years of service = 90%, 15 years' service = 60%, 20 years' service = 25%. Retirement age 62: 10 years of service = 75%, 15 years' service = 50%, 20 years' service = 0%. At age 65, Medicare becomes primary insurer or retiree pays 100% contribution.
Liverpool	Not available or not mentioned.
Manlius	Not available or not mentioned.
North Syracuse	Must have at least 25 years of service and be 55 years or older to qualify. After age 65, must enroll in Medicare.
Skaneateles	Must be at least 55 years old with 15 years of service to qualify. 20 years' service = 25%, 25 years' service = 0%. Must enroll in Medicare upon age 65.



# Findings

## *Paid Leave and Time off - Sick Leave*

- 12 days per year is the median number of paid sick days available to unionized highway and DPW employees in Onondaga County towns and villages, ranging from 5 to 15 days.



# Findings

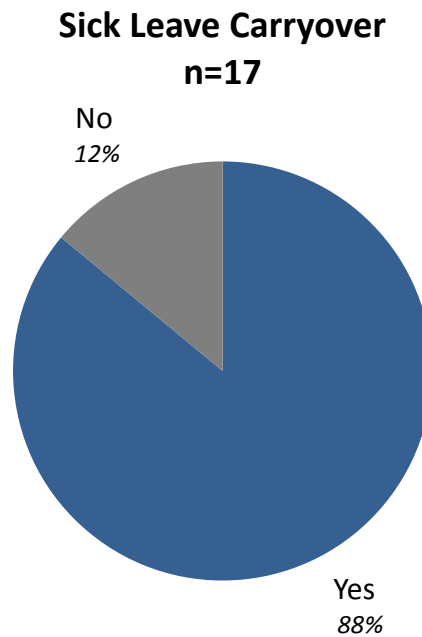
Municipality	Sick Days per Year	Additional Provisions
<b>Towns</b>		
Camillus	12	Unused payout: \$3,030 for 100 days. Additional \$30.30 per day: between 100-165 days. \$5000: 165 days
Cicero	12	Not available or not mentioned.
Clay	12	Not available or not mentioned.
Dewitt	See "Earned Time" table	Not available or not mentioned.
Dewitt	See "Earned Time" table	Not available or not mentioned.
Geddes	12	Employees who do not take sick leave during a calendar year receive \$200 at the end of the calendar year. Retirees may only use accumulated sick days toward their retiree healthcare contribution at the rate of \$25/day, for up to 100 accumulated days.
Geddes	Not mentioned.	Not available or not mentioned.
Lysander	12	Not available or not mentioned.
Manlius	5	Not available or not mentioned.
Onondaga	12	Not available or not mentioned.
Salina	Not mentioned.	Not available or not mentioned.
Skaneateles	12	Not available or not mentioned.
Spafford	5	Not available or not mentioned.
Van Buren	12	Not available or not mentioned.
<b>Villages</b>	<b>Sick Days per Year</b>	<b>Additional Provisions</b>
Baldwinsville	12	With at least 10 years' service = 50% of accumulated sick leave, 15 years' service = 75% of accumulated sick leave, 20 years' service = 100% accumulated sick leave.
Liverpool	12	May convert 5 unused sick days to personal days. \$250 compensation for no sick days used, \$100 for 1 sick day used.
Manlius	Not mentioned.	Not available or not mentioned.
North Syracuse	15	Not available or not mentioned.
Skaneateles	12	Not available or not mentioned.
Solvay	12	Not available or not mentioned.

# Findings

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## *Paid Leave and Time off - Sick Leave Accumulation*

6. 88% of the town and village highway and DPW union contracts in Onondaga County allow for the accumulation of unused sick leave.



# Findings

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Municipality	Sick Leave Carryover	Maximum Accumulation
<b>Towns</b>		
Camillus	Yes	Unlimited
Cicero	Yes	50 days
Clay	Yes	120 days (or 96 days for night shifts)
Dewitt Supervisory	No	See "Earned Time" table
Dewitt Blue-Collar	No	See "Earned Time" table
Geddes	Yes	100 days
Lysander	Yes	Not available or not mentioned.
Manlius	Yes	Unlimited
Onondaga	Yes	60 days
Salina	Not Available	Not available or not mentioned.
Skaneateles	Yes	120 days
Spafford	Yes	240 days
Van Buren	Yes	Unlimited
<b>Villages</b>		
Baldwinsville	Yes	100 days
Liverpool	Yes	165 days
Manlius	Not Available	Not available or not mentioned.
North Syracuse	Yes	65 days
Skaneateles	Yes	165 days
Solvay	Yes	165 days

# Findings

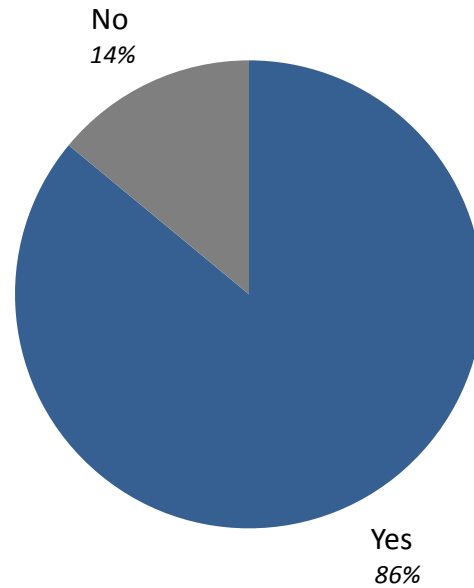
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## *Paid Leave and Time Off – Reimbursement of Unused Sick Leave*

7. 86% the town and village highway and DPW union contracts in Onondaga County reimburse employees for unused sick leave.

### **Reimbursement for Unused Sick Leave**

**n=14**





# Findings

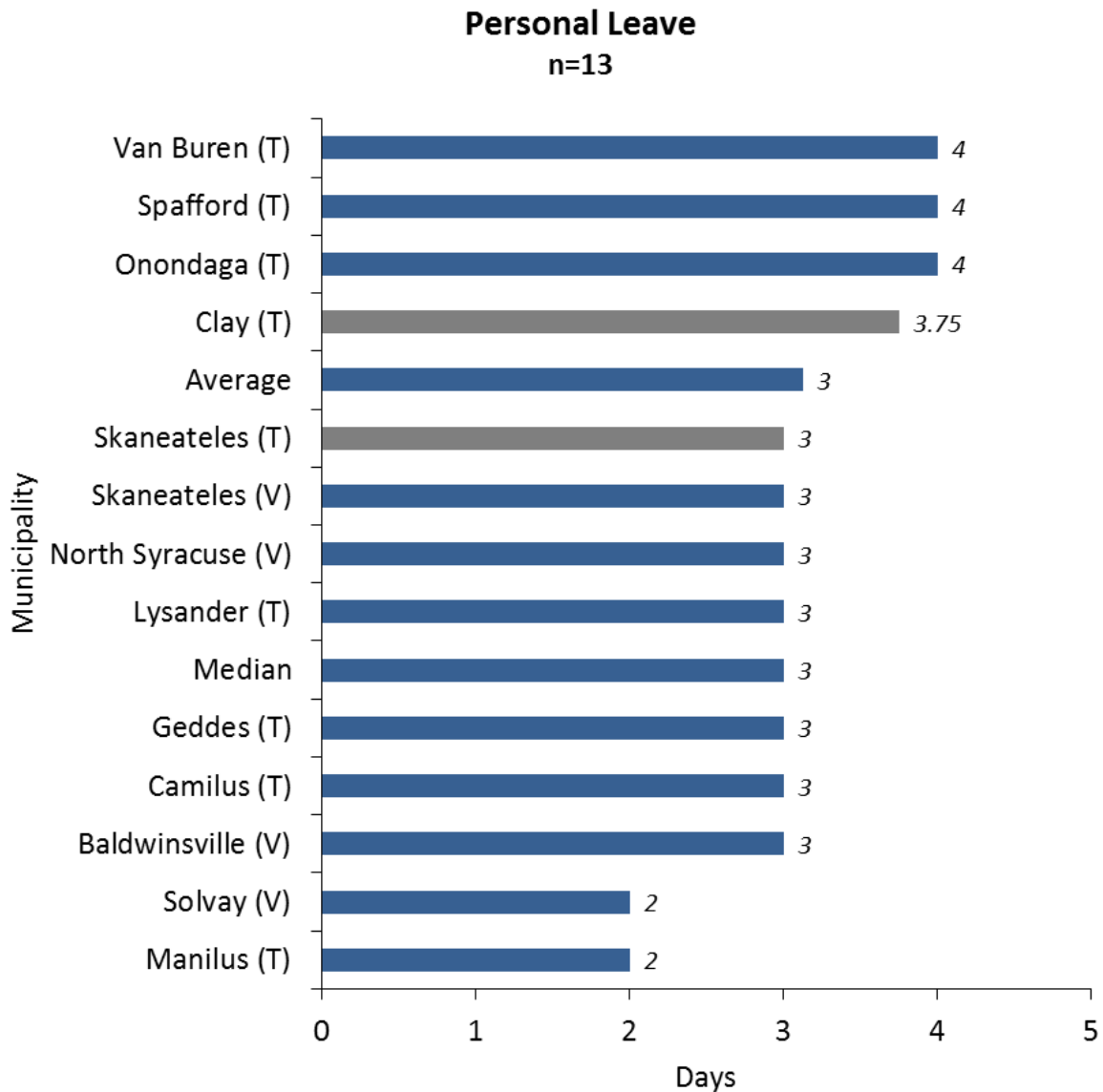
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Municipality	Reimbursement for unused time
<b>Towns</b>	
Camillus	Up to 165 days payout upon retirement
Cicero	Up to 50 days payout upon retirement or may take an extended leave of absence upon retirement.
Clay	Not available or not mentioned.
Dewitt	6 days maximum payout
Dewitt	6 days maximum payout
Geddes	See additional provisions
Lysander	Up to 165 days leave of absence upon retirement
Manlius	Not available or not mentioned.
Onondaga	50% payout or can use the 50% to pay retiree healthcare contribution
Liverpool	Not available or not mentioned.
Skaneateles	No
Spafford	Unused payout after two years of accumulation.
Van Buren	Up to 100 days payout at rate of \$10/hour.
<b>Villages</b>	
Baldwinsville	Payout upon retirement or layoff. See details,
Liverpool	Payout, in full or in part, upon retirement
Manlius	Not available or not mentioned.
North Syracuse	50% payout upon retirement
Skaneateles	No
Solvay	Must request payout upon retirement.

# Findings

## *Paid Leave and Time off – Personal Leave*

8. 3 days is the median number of paid personal days available to unionized highway and DPW employees in Onondaga County towns and villages, ranging from 2 to 5 days. No municipality allows employees to accumulate unused personal days.



# Findings

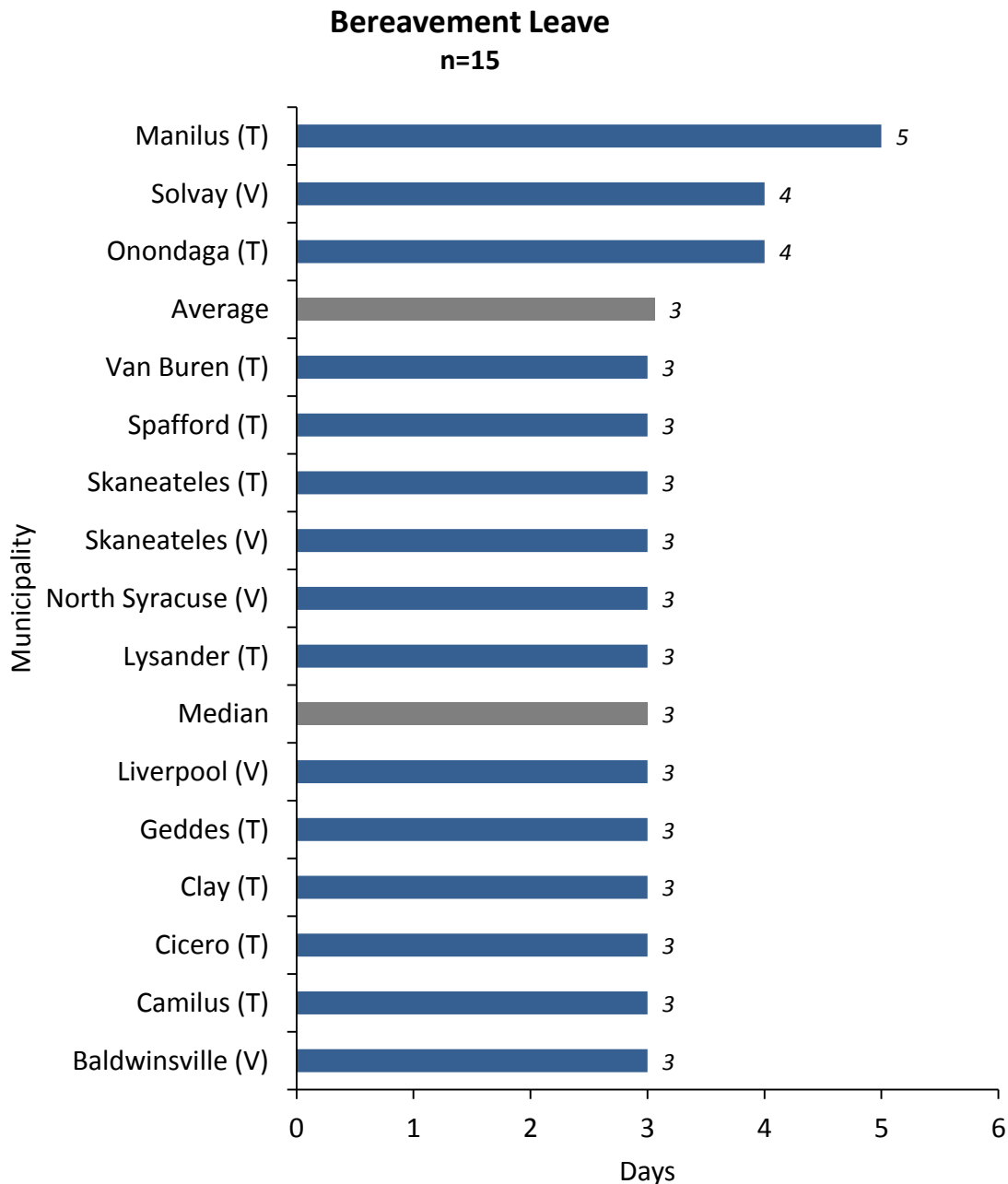
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Municipality	Personal Days
<b>Towns</b>	
Camillus	3
Cicero	Not available or not mentioned.
Clay	3.75
Dewitt	Not available or not mentioned.
Dewitt	Not available or not mentioned.
Geddes	3
Lysander	Not available or not mentioned.
Manlius	3
Onondaga	2
Liverpool	4
Skaneateles	Not available or not mentioned.
Spafford	3
Van Buren	4
<b>Villages</b>	
Baldwinsville	4
Liverpool	3
Manlius	Not available or not mentioned.
North Syracuse	Not available or not mentioned.
Skaneateles	3
Solvay	3

# Findings

## *Paid Leave and Time Off – Bereavement Leave*

- 3 days per year is the median number of days available for bereavement for unionized highway and DPW employees in Onondaga County towns and villages, ranging from 3 to 5 days.



# Findings

Municipality	Bereavement Leave Provisions
<b>Town</b>	
Camillus	Immediate Family Only - Includes parents (including foster & step), grandparents, grandparents-in-law, mother-in-law, father-in-law, spouse, children, brother, sister
Cicero	Parents, including foster or stepparents, grandparents, grandparents-in-law, mother-in-law, father-in-law, spouse, children, brother or sister of employee, spouse, or domestic partner. One day for aunt, uncle, niece, nephew, or first cousin
Clay	Immediate Family Only - father, mother, step-father, step-mother, father-in-law, mother-in-law, spouse, children, step children, brothers, sisters, brother-in-law, sister-in-law, grandparents, the employee's spouse's grandparents and anyone else in the employee's immediate household with approval, 4th day may be granted for immediate family
Dewitt-Blue Collar	See Earned Time Table
Dewitt-Supervisory	See Earned Time Table
Geddes	Immediate Family Only- current spouse, parent, parent of current spouse, child, brother and sister, stepmother, stepfather, stepchildren, grandchildren and grandparents when there was a lived with relationship
Lysander	Immediate Family Only - spouse, child, parent, sibling, grandparent, spouse's parent, or a person who is an actual member of the employee's household
Manlius	5 days includes spouse, parent, child 3 days for sibling, mother/father-in-law, grandparent 1 day for grandparent-in-law, aunt/uncle, niece/nephew
Onondaga	Immediate Family Only - spouse, child, parent, mother and father-in-laws, brothers, sisters, grandparents, sister-in-law, brother-in-law and stepchildren and any relative living permanently with the employee
Salina	Not available or not mentioned
Skaneateles	Immediate Family Only - Spouse, child, parent, sibling, mother-in-law, father-in-law, daughter-in-law, son-in-law, grandparent, grandchild In order to be eligible, an employee must have worked at least one full year of continuous service. One day for extended family of members not listed in the description for immediate family

## Findings

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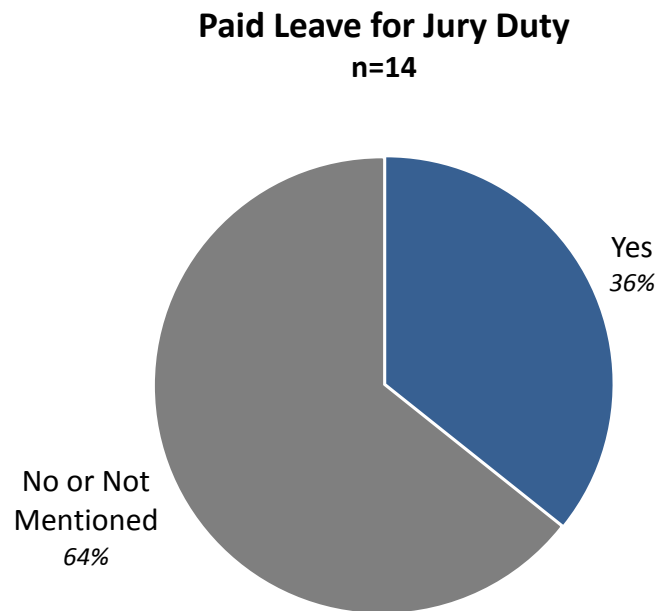
Towns	
Spafford	Immediate Family Only – spouse, parent, stepchild, grandparent, child, sibling, grandchild, spouse’s grandparent
Van Buren	Employee’s spouse, parents, children, sister, brother, grandparents for in-state funerals. 5 days shall be granted for an out-of-state funeral
Villages	
Baldwinsville	Immediate Family Only - Includes parents (including step), grandparents, mother-in-law, father-in-law, spouse, children, brother, sister
Liverpool	Immediate Family Only - includes spouse, parent, child, brother, sister, mother-in-law, father-in-law, grandparents, grandchildren, or a relative or significant other residing with the employee
Manlius	Not available or not mentioned
North Syracuse	Immediate Family Only - father, mother, step-father, step-mother, step-father-in-law, step-mother-in-law, father-in-law, mother-in-law, spouse, children, step-children, brothers, sisters, brother-in-law, sister-in-law, grandparents, grandchildren, foster parents, aunts, uncles, the employee's spouse's grandparents and anyone else in the employee's immediate household
Skaneateles	Parents, including foster or step-parents, spouse, children, brothers, sisters, or grandparents, mother-in-law, father-in-law
Solvay	1 day for brother in law, sister in law, aunt and uncle

# Findings

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## *Paid Leave and Time off – Jury Duty Leave*

10. 33% of unionized town and village highway and DPW departments in Onondaga County provide paid leave to employees serving on jury duty.



# Findings

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Municipality	Paid Leave for Jury Duty
<b><i>Towns</i></b>	
Camillus	Unlimited
Cicero	Unlimited
DeWitt	Not Mentioned
Manlius	Not Mentioned
<b><i>Villages</i></b>	
Baldwinsville	3
East Syracuse	Unlimited minus court compensation
Fayetteville	Not Mentioned
Liverpool	Not Mentioned
Manlius	Not Mentioned
Marcellus	No
Minoa	Not Mentioned
North Syracuse	Not Mentioned
Skaneateles	Unlimited minus court compensation
Solvay	Not Mentioned

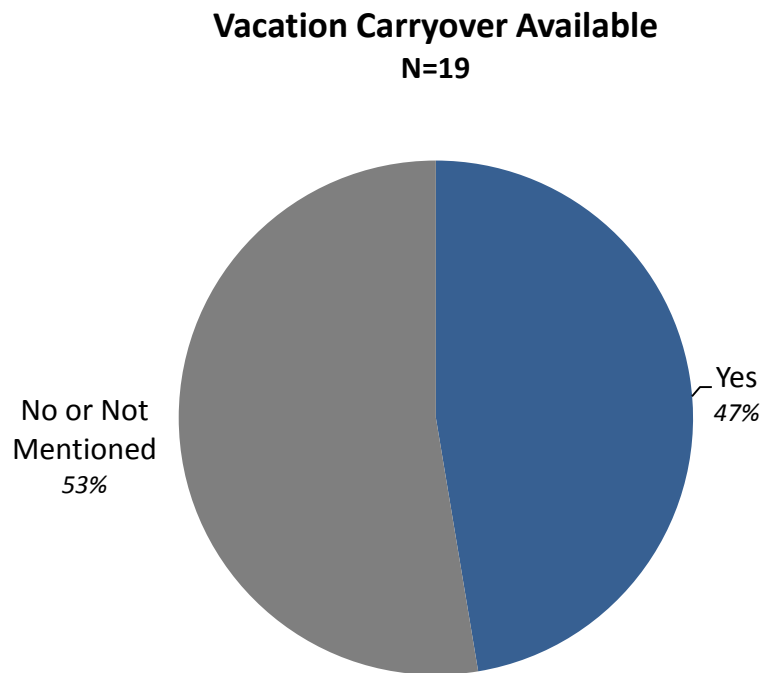


# Findings

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## *Paid Leave and Time Off – Accumulation of Vacation Leave*

11. 47% of towns and villages in Onondaga County that have unionized highway and DPW workers allow vacation carryover.



# Findings

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Municipality	Vacation Carryover
<b><i>Towns</i></b>	
Camillus	Yes
Cicero	Yes
Clay	Yes
Dewitt	See "Earned Time" table
Dewitt	See "Earned Time" table
Geddes	No
Geddes	Not Mentioned
Lysander	Yes
Manlius	No
Onondaga	Yes
Salina	Not Mentioned
Skaneateles	Not Mentioned
Spafford	Yes
Van Buren	Yes
<b><i>Villages</i></b>	
Baldwinsville	Yes
Manlius	No
North Syracuse	Yes
Skaneateles	Not Mentioned

## Findings

12. 56% of unionized highway and DPW employees in Onondaga County towns and villages receive longevity bonuses or pay increases.

	Clay (Town)	Geddes (Town)	Lysander (Town)	Skaneateles (Town)	Van Buren (Town)	Baldwinsville (Village)	North Syracuse (Village)	Skaneateles (Village)	Solvay (Village)
<b>Level 1</b>				After 1 year = \$50				After 1 year = \$100	
<b>Level 2</b>	After 5 years = \$.05/hr.	After 5 years = \$250	After 5 years = \$300	After 6 years = \$100	After 8 years = \$150	After 5 years = \$450	After 5 years = \$750	After 5 years = \$200	After 5 years = \$150
<b>Level 3</b>	After 10 years = \$.10/hr.	After 10 years = \$500	After 10 years = \$500	After 11 years = \$150	After 13 years = \$300	After 10 years = \$950	After 10 years = \$1,000	After 10 years = \$300	After 10 years = \$300
<b>Level 4</b>	After 15 years = \$.15/hr.	After 15 years = \$750	After 15 years = \$750	After 16 years= \$200	After 18 years= \$450	After 15 years = \$1,200	After 15 years = \$1,250	After 15 years = \$400	After 15 years = \$450
<b>Level 5</b>	After 20 years = \$.20/hr.	After 20 years = \$1,000	After 20 years = \$1,050	After 21 years = \$250			After 20 years = \$1,550	After 20 years = \$500	After 20 years = \$600
<b>Level 6</b>	After 25 years = \$.25/hr.		After 25 years = \$1,040	After 26 years = \$300				After 25 years = \$600	After 25 years = \$750
<b>Level 7</b>	After 30 years = \$.30/hr.			After 31 years = \$350					After 30 years = \$900

The towns of Camillus, Cicero, DeWitt, Manlius and Onondaga, and the villages of Liverpool and Manlius do not provide longevity bonuses or pay increases to their employees. This data was not available for the town of Salina.

# Findings

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## **Police, Fire & Rescue**

This study is an analysis of labor contracts of police, fire and rescue employees in Onondaga County towns and villages. The table on the next page provides information on the existence of bargaining units within each town and village, bargaining unit names and employees represented.

# Findings

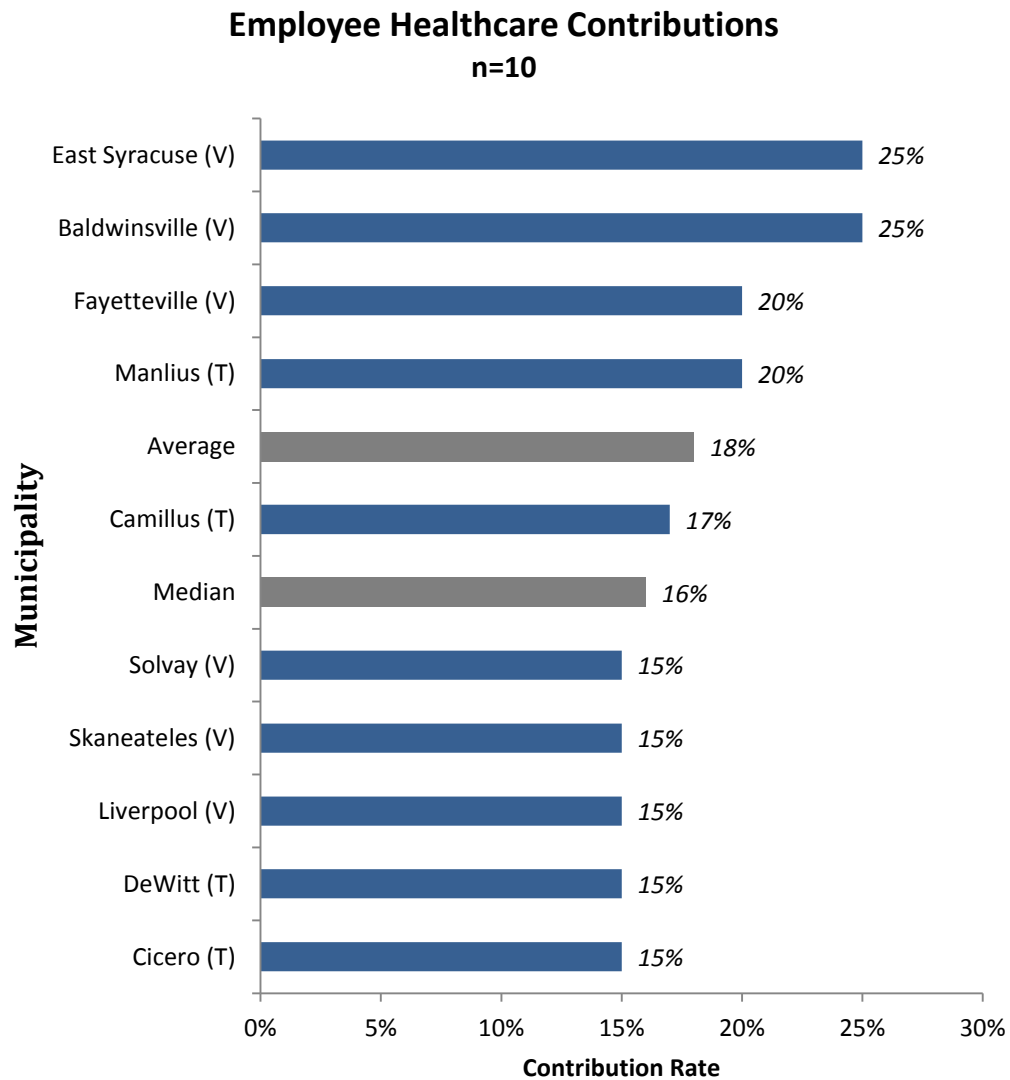
Municipalities	Union Name	Union Representation	Contract Term
<b>Towns</b>			
Camillus	Police Benevolent Association (PBA)	Police	1/01/09 - 12/31/10
Cicero	PBA	Police	01/01/08 - 12/31/10
DeWitt	PBA	Police	01/01/04 - 12/31/07
Manlius	Manlius Police Unit	Police	01/09/09 - 12/31/11
<b>Villages</b>			
Baldwinsville	PBA	Police	03/01/07 - 02/28/09 + arbitration agreement
East Syracuse	PBA	Police	05/31/06 - 06/01/12
Fayetteville	MPFFA #3316	Firefighters	03/01/07 - 02/28/11
Liverpool	PBA	Police	N/A
Manlius	IAFF Local 3316	Firefighters	N/A
Minoa	Manlius Firefighters Association Local 3316	Ambulance Department	N/A
North Syracuse	Teamsters Local 1149	Police	06/01/07 - 05/31/12 + 05/04/11 modification agreement
Skaneateles	AFSCME #82	Police	0/01/07 - 05/31/11
Solvay	PBA	Police	06/01/06 - 05/31/11

The following towns do not have unionized police or fire and rescue departments: Clay, Elbridge, Fabius, LaFayette, Marcellus, Onondaga, Otisco, Pompey, Salina, Skaneateles, Spafford, Tully and Van Buren. The following villages do not have unionized police or fire and rescue departments: Camillus, Elbridge, Fabius and Tully.

# Findings

## Health Care - Contribution Rate

1. 16% is the median healthcare contribution for unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 15% to 25%.



# Findings

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- The village of North Syracuse (Teamsters Local 1149) is not included in the graph because the contract provides employee contribution in dollar amounts rather than percentages.

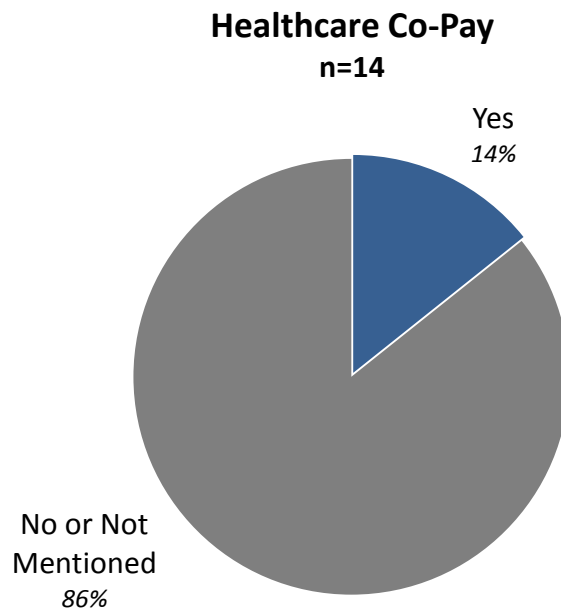
Police, Fire & Rescue Employee Healthcare Contribution	
<i>Municipality</i>	<i>Employee Contribution</i>
<b><i>Towns</i></b>	
Camillus	17%
Cicero	15%
DeWitt	15%
Manlius	20%
<b><i>Villages</i></b>	
Baldwinsville	25%
East Syracuse	25%
Fayetteville	20%
Liverpool	15%
Manlius	Not Available or not mentioned
Marcellus	Not Available or not mentioned
Minoa	Not Available or not mentioned
North Syracuse	\$155.80 - Single, \$299.15 - Two-person, \$406.80 - Family
Skaneateles	15%
Solvay	15%

# Findings

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## *Health Care – Copay*

2. 14% of union contracts for police, fire and rescue employees in Onondaga County towns and villages specify health insurance co-pays.





# Findings

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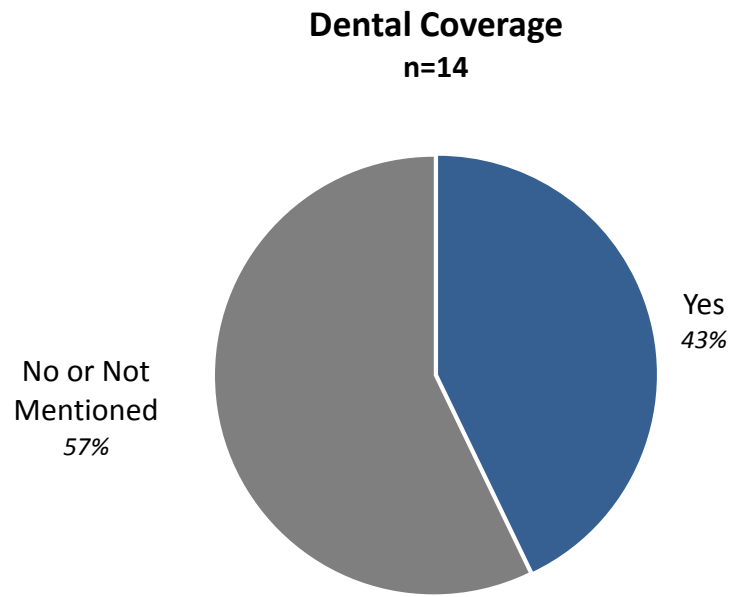
Municipality	Employee Health Care Co-pay
<b>Towns</b>	
Camillus	Not mentioned
Cicero	\$15
DeWitt	\$10
Manlius	Not mentioned
<b>Villages</b>	
Baldwinsville	Not mentioned
East Syracuse	Not mentioned
Fayetteville	Not mentioned
Liverpool	Not mentioned
Manlius	Not mentioned
Marcellus	Not mentioned
Minoa	Not mentioned
North Syracuse	Not mentioned
Skaneateles	Not mentioned
Solvay	Not mentioned

# Findings

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## *Healthcare – Dental*

3. 57 % of union contracts for police, fire and rescue employees in Onondaga County towns and villages specify dental coverage.



# Findings

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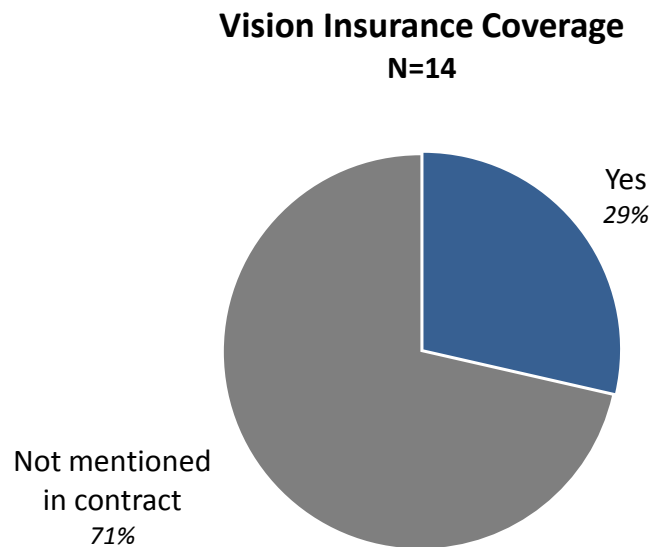
Municipality	Dental Insurance Coverage
<b><i>Towns</i></b>	
Camillus	Not mentioned
Cicero	Yes
DeWitt	Yes
Manlius	Not mentioned
<b><i>Villages</i></b>	
Baldwinsville	Yes
East Syracuse	Yes
Fayetteville	Not mentioned
Liverpool	Not mentioned
Manlius	Not mentioned
Marcellus	Not mentioned
Minoa	Not mentioned
North Syracuse	Not mentioned
Skaneateles	Yes
Solvay	Yes

# Findings

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## *Healthcare – Vision*

4. 29% of union contracts for police, fire and rescue employees in Onondaga County specify vision coverage in their contracts.



# Findings

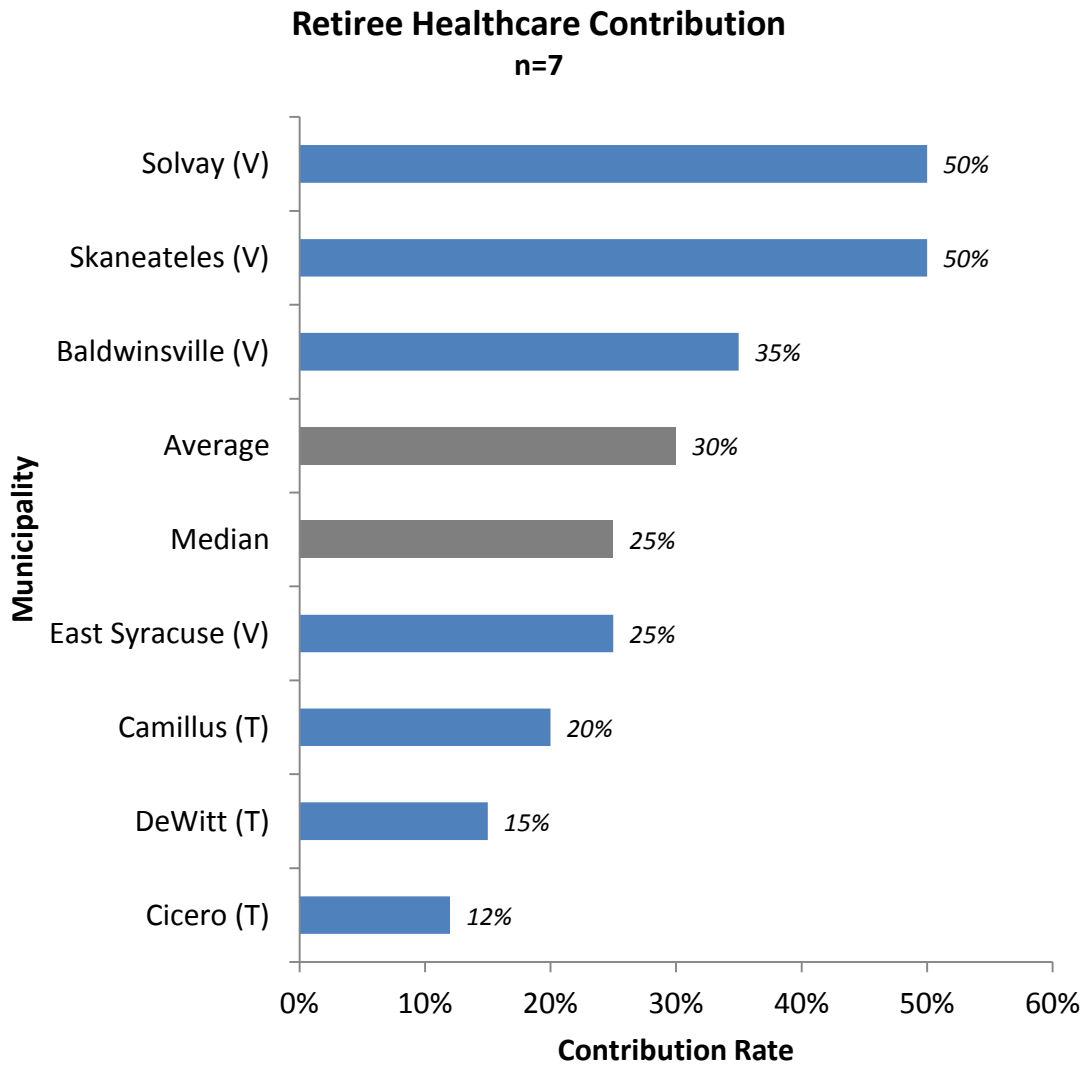
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Municipality	Vision Insurance Coverage
<b>Towns</b>	
Camillus	Not mentioned
Cicero	Yes
DeWitt	Yes
Manlius	Yes
<b>Villages</b>	
Baldwinsville	Yes
East Syracuse	Yes
Fayetteville	Not mentioned
Liverpool	Not mentioned
Manlius	Not mentioned
Marcellus	Not mentioned
Minoa	Not mentioned
North Syracuse	Not mentioned
Skaneateles	Not mentioned
Solvay	Not mentioned

# Findings

## Healthcare - Retirement Healthcare Contribution

- 25% is the median healthcare contribution for retired unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 12% to 50%.



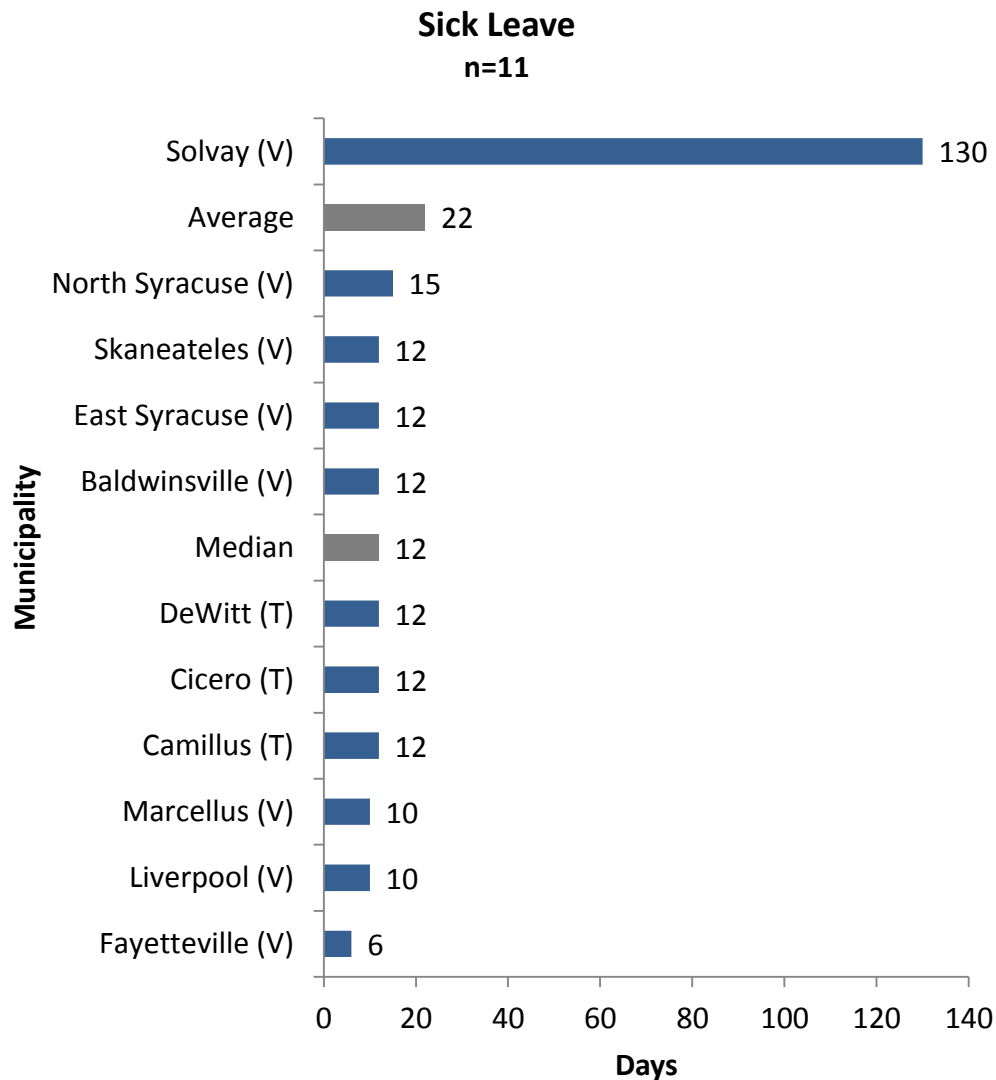
# Findings

Municipality	Retiree Contribution	Additional Provisions
<b>Towns</b>		
Camillus	20%	Must have at least 10 years of service and be hired in/after 2001 to qualify. If hired prior to 2001, 0% retiree contribution. Contribution for dependent coverage is 50%.
Cicero	12%	Must have at least 10 years of experience and be 63 years of age or older to qualify for 12% rate. If a retiree has at least 10 years of service, retiree contributions vary at the following ages at or after retirement: 55 years or younger = 50%, 56 years = 45%, 57 years = 40%, 58 years = 35%, 59 years = 30%, 60 years = 25%, 61 years = 20%, 62 years = 15%.
DeWitt	15%	Must have 20 years of service (at least 15 in DeWitt) and be at least 50 years of age to qualify.
Manlius	20%	Must have 17 years of service. 20% contribution was effective 2007 for all coverage types; prior to that, retiree contribution was 15%. Contributions are the same as active duty employees. Upon the death of the retiree, the spouse is entitled to continue coverage. Effective 2009, retirees can elect to waive health care coverage and be entitled to a \$1,200-1,800 payment for that year, depending upon coverage type. Municipal coverage can later be reinstated with retiree paying any pro-rated amount for reimbursement.
<b>Villages</b>		
Baldwinsville	35%	Must have 15 years of service to qualify.
East Syracuse	25%	Must have 10 years of service to qualify.
North Syracuse	\$155.80 - Single, \$299.15 - Two-person, \$406.80 - Family	Must have at least 10 years of service to qualify.
Skaneateles	50%	Must have at least 15 years of service to qualify. 0% contribution if 20 years or more of service.
Solvay	50%	Must have at least 20 years of service to qualify. Family/Dependent insurance contribution is 40%

# Findings

## *Paid Leave and Time Off - Sick Leave*

6. 12 days is the median number of paid sick days available to unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 6 to 130 days.





# Findings

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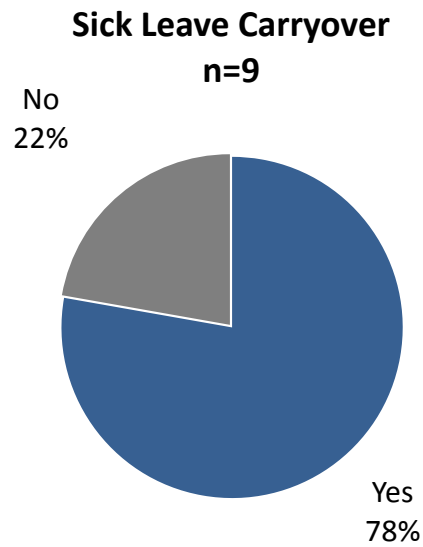
Municipality	Number of Sick Days
<b><i>Towns</i></b>	
Camillus	12
Cicero	12
DeWitt	12
<b><i>Villages</i></b>	
Baldwinsville	12
East Syracuse	12
Fayetteville	6
Liverpool	10
Marcellus	10
North Syracuse	15
Skaneateles	12
Solvay	130

# Findings

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## *Paid Leave and Time Off - Sick Leave Accumulation*

7. 78% of unionized police, fire and rescue employees in Onondaga County towns and villages can accumulate unused sick leave at the end of the year.



# Findings

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Municipality	Carryover	Maximum Accumulation
<b>Towns</b>		
Camillus	Yes	225 days
Cicero	N/A	N/A
DeWitt	No	N/A
Manlius	N/A	N/A
<b>Villages</b>		
Baldwinsville	Yes	Unlimited
East Syracuse	Yes	144 days
Fayetteville	N/A	N/A
Liverpool	Yes	150 days
Manlius	N/A	N/A
Marcellus	Yes	150 days
Minoa	N/A	N/A
North Syracuse	Yes	150 days
Skaneateles	Yes	165 days
Solvay	No	N/A

# Findings

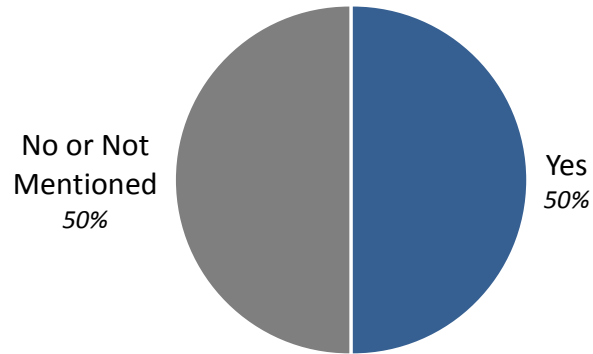
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## *Paid Leave and Time Off – Reimbursement of Unused Sick Leave*

8. 50% of unionized police, fire and rescue employees in Onondaga County towns and villages are reimbursed for unused accumulated sick leave upon retirement.

### **Reimbursement for Unused Sick Days**

**n=14**



# Findings

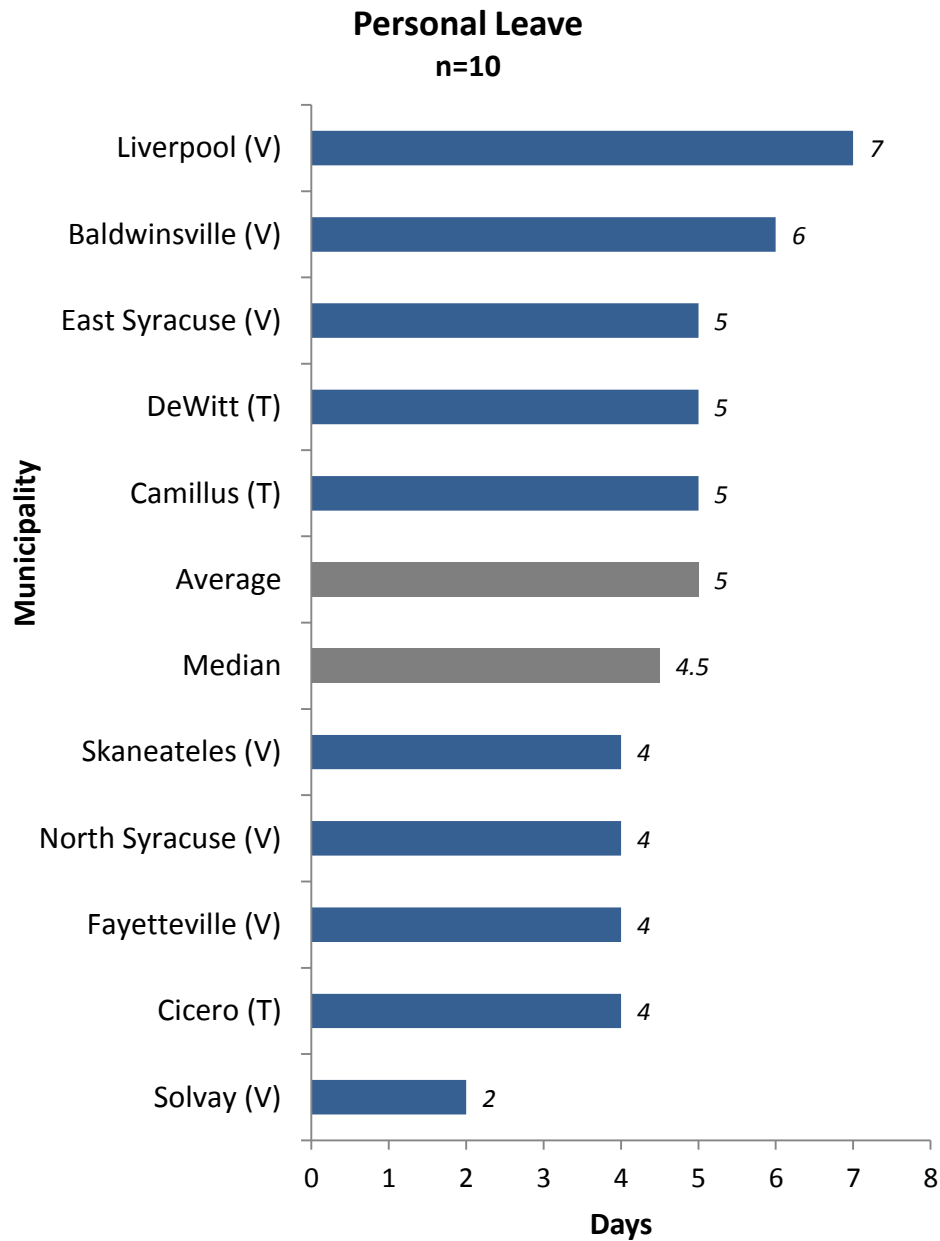
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Municipality	Carryover
<b>Towns</b>	
Camillus	Up to 40 days payout upon retirement
Cicero	Payout of accumulated hours over 350 hours of accumulation.
DeWitt	Paid for unused sick days at end of calendar year.
Manlius	Not mentioned
<b>Villages</b>	
Baldwinsville	Payout of up to 1320 hours upon retirement, at rate of \$40/day if having 15 years of service or \$60/day if having 20 years of service.
East Syracuse	Payout based on years of service: 1 to 4 years = 25%, 5 to 9 years = 50%, 10 to 14 years = 75%, 15 or more = 100%
Fayetteville	Not mentioned
Liverpool	Not mentioned
Manlius	Not mentioned
Marcellus	Payout of up to 50 days upon retirement.
Minoa	Not mentioned
North Syracuse	Yes
Skaneateles	No
Solvay	No

# Findings

## *Paid Leave and Time Off – Personal Leave*

9. 4.5 days a year is the median number of paid personal days available to unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 2 to 7 days.



# Findings

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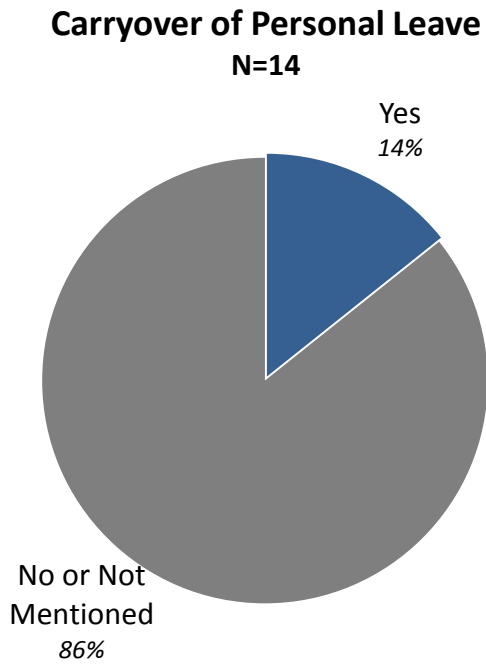
Municipality	Number of Personal Days
<b>Towns</b>	
Camillus	5
Cicero	4
DeWitt	5
Manlius	Not mentioned.
<b>Villages</b>	
Baldwinsville	6
East Syracuse	5
Fayetteville	4
Liverpool	7
Manlius	Not mentioned
Marcellus	Not mentioned
Minoa	Not mentioned
North Syracuse	4
Skaneateles	4
Solvay	2

# Findings

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## *Paid Leave and Time Off - Personal Leave Accumulation*

10. 14% of unionized police, fire and rescue employees in Onondaga County towns and villages allow for the accumulation of unused personal leave.





# Findings

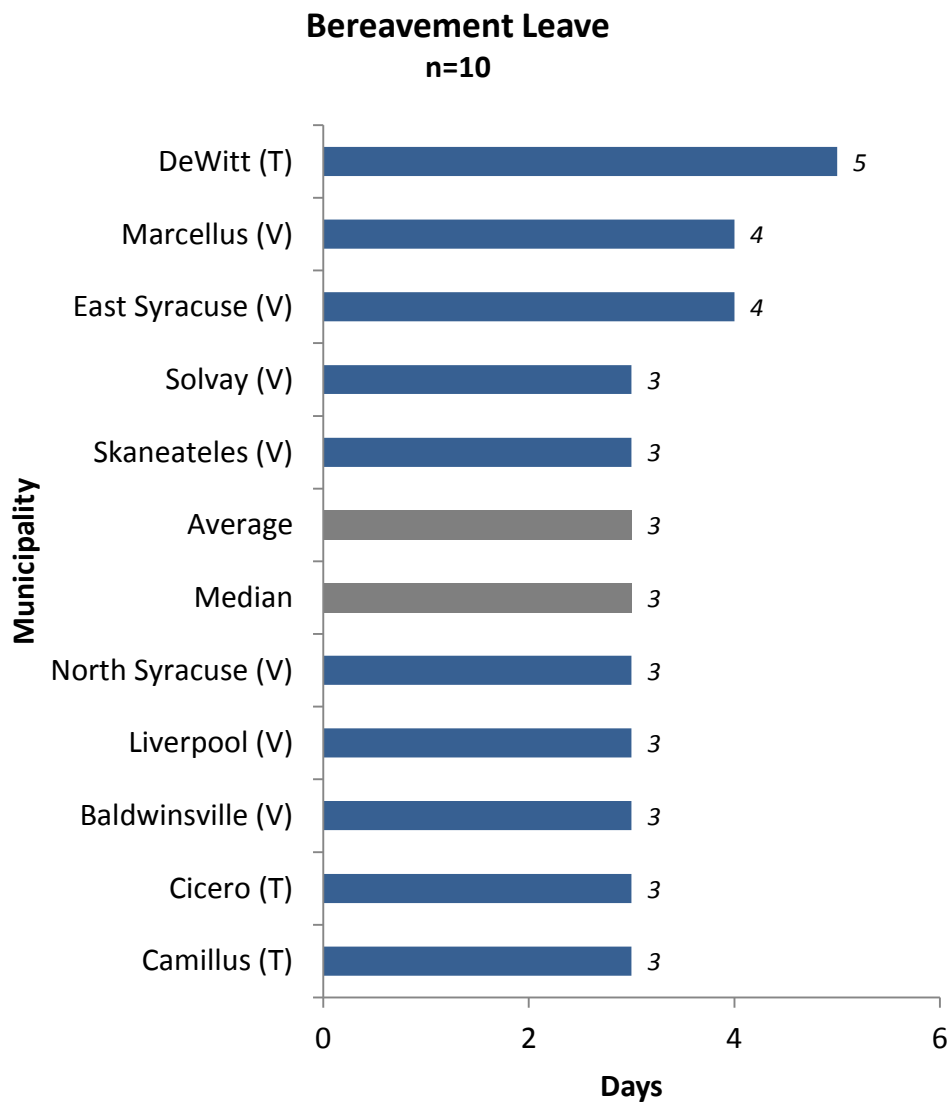
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Municipality	Accumulation of Unused Personal Leave
<b>Towns</b>	
Camillus	Unused personal days convert to accumulated sick leave at end of calendar year
Cicero	No
DeWitt	May convert up to 2 unused personal days to sick leave
Manlius	Not mentioned
<b>Villages</b>	
Baldwinsville	Not mentioned
East Syracuse	No
Fayetteville	Not mentioned
Liverpool	No
Manlius	Not mentioned
Marcellus	Not mentioned
Minoa	Not mentioned
North Syracuse	No
Skaneateles	Not mentioned
Solvay	Not mentioned

# Findings

## *Paid Leave and Time Off – Bereavement Leave*

11. 3 days a year is the median amount of bereavement leave available to unionized police, fire and rescue employees in Onondaga County towns and villages, ranging from 3 to 5 days.



# Findings

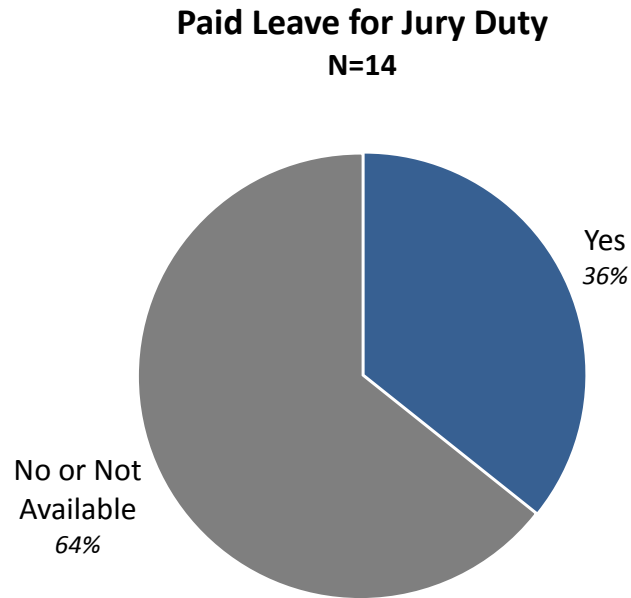
Municipality	Number of Bereavement Days	Details
<b>Towns</b>		
Camillus	3	Includes spouse, children, son/daughter in-law, grandchildren, parents, grandparents, brother/sister in-law, mother/father in-law. 1 day for aunts/uncles.
Cicero	3	Includes present spouse, parent, child, sibling and anyone else in the employee's household. 2 days for grandparents, any in-law, aunt/uncle and niece/nephew.
DeWitt	5	Includes spouse, child, parent, siblings. 1 day for grandparents, grandparent-in-laws, parent-in-law, brother/sister-in-law.
Manlius	N/A	N/A
<b>Villages</b>		
Baldwinsville	3	Includes parent, parent-in-law, spouse, sibling, and child. 1 day for grandparent, grandparent-in-law, brother/sister-in-law, aunt, uncle, niece, nephew.
East Syracuse	4	Includes spouse, parent, child, and sibling. 2 days for grandparent, grandchild, father/mother/brother/sister-in-laws.
Fayetteville	N/A	
Liverpool	3	Includes parent (including foster and step), sibling, spouse, child (including foster and step), grandparent, parent of current spouse, or anyone living in employee's household.
Manlius	N/A	N/A
Marcellus	4	Includes spouse, parent, sibling, child. 2 days for father/mother-in-laws, foster/step parent, grandparents, and grandparents-in-law.
Minoa	N/A	N/A
North Syracuse	3	Includes parent, sister, brother, spouse, child, father-in-law, mother in-law, foster or step parent, grandparents, and grandparents in-law. 1 day for brother/sister-in-law, aunts or uncles.
Skaneateles	3	Includes parent, including foster or step-parents, mother-in-law, father-in-law, spouse, children, brothers, sisters or grandparents. 2 days for brother-in-law, sister-in-law, or spouse's grandparents
Solvay	3	Includes spouse, children, son/daughter-in-law, grandchildren, parents (including step), grandparents, sibling of employee or spouse. 1 day for other family members.

# Findings

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## *Paid Leave and Time Off – Jury Duty Leave*

12. 36% of unionized police, fire and rescue employees in Onondaga County towns and villages pay employees serving on jury duty.



# Findings

---

Municipality	Paid Jury Duty Leave
<b>Towns</b>	
Camillus	Unlimited
Cicero	Unlimited
DeWitt	Not mentioned
Manlius	Not mentioned
<b>Villages</b>	
Baldwinsville	Up to 3 days
East Syracuse	Unlimited minus court compensation
Fayetteville	Not mentioned
Liverpool	Not mentioned
Manlius	Not mentioned
Marcellus	No
Minoa	Not mentioned
North Syracuse	Not mentioned
Skaneateles	Unlimited minus court compensation
Solvay	Not mentioned

# Findings

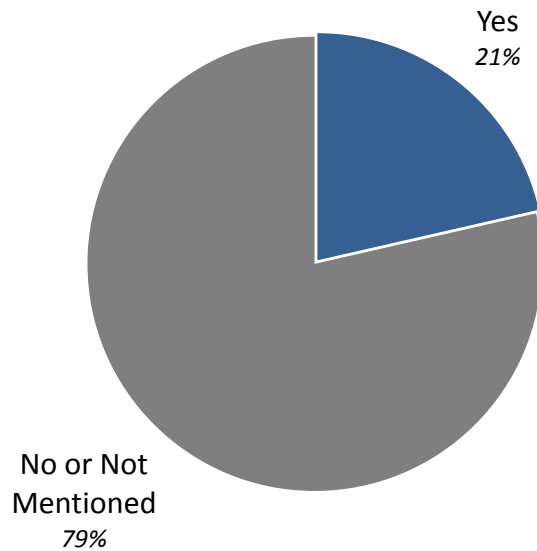
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## *Paid Leave and Time Off – Accumulation of Vacation Leave*

13. 21% of unionized police, fire and rescue employees in Onondaga County towns and villages can accumulate unused vacation leave.

### **Accumulation of Vacation Days**

**n=14**



# Findings

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Municipality	Accumulation of Unused Vacation Leave	Maximum Accumulation
<b>Towns</b>		
Camillus	No	Not mentioned
Cicero	Yes	Not mentioned
DeWitt	No	Not mentioned
Manlius	Not mentioned	Not mentioned
<b>Villages</b>		
Baldwinsville	Not mentioned	Not mentioned
East Syracuse	Yes	20 days
Fayetteville	Not mentioned	Not mentioned
Liverpool	No	Not mentioned
Manlius	Not mentioned	Not mentioned
Marcellus	Not mentioned	Not mentioned
Minoa	Not mentioned	Not mentioned
North Syracuse	Yes	5 days
Skaneateles	Not mentioned	Not mentioned
Solvay	No	Not mentioned

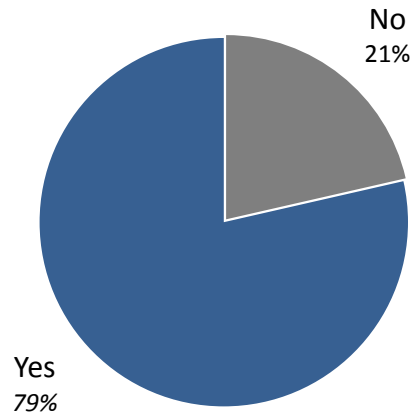
# Findings

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## *Allowances & Reimbursements – Clothing*

14. 79% of unionized police, fire and rescue employees in Onondaga County towns and villages receive a clothing allowance.

**Clothing Allowance or Reimbursement**  
**N=14**





# Findings

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Municipality	Uniform Allowance/ Reimbursement	Annual Allowance/Reimbursement Amount
<b>Towns</b>		
Camillus	Yes	\$1,275
Cicero	Yes	Up to \$400 reimbursement, town also provides clothing
DeWitt	Yes	Uniforms provided, up to \$100 reimbursement for damaged personal items
Manlius	N/A	N/A
<b>Villages</b>		
Baldwinsville	Yes	Village provides clothing, \$180 for cleaning
East Syracuse	Yes	Village provides clothing, \$250 annual allowance
Fayetteville	Yes	Village provides uniform
Liverpool	Yes	\$600 and Village provides clothing
Manlius	N/A	N/A
Marcellus	Yes	Village provides clothing
Minoa	N/A	N/A
North Syracuse	Yes	Reimbursement of \$1000, plus Village provides clothing
Skaneateles	Yes	Village provides clothing, \$375 for cleaning
Solvay	Yes	\$575, plus Village provides clothing

# Findings

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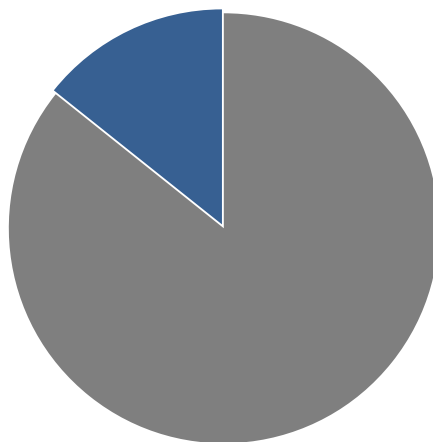
## *Allowances & Reimbursements – Shoes*

15. 14% of unionized police, fire or rescue employees in Onondaga County towns and villages receive an annual shoe allowance.

### **Shoe Allowance or Reimbursement**

Yes  
14%

**N=14**



No or Not  
mentioned in  
the contract  
86%

# Findings

---

Municipality	Shoes Allowance/Reimbursement	Annual Allowance/Reimbursement Amount
<b>Towns</b>		
Camillus	Not mentioned	Not mentioned
Cicero	Yes	Up to \$150 reimbursement
DeWitt	No	
Manlius	Not mentioned	Not mentioned
<b>Villages</b>		
Baldwinsville	Yes	\$225
East Syracuse	Not mentioned	Not mentioned
Fayetteville	Not mentioned	Not mentioned
Liverpool	Not mentioned	Not mentioned
Manlius	Not mentioned	Not mentioned
Marcellus	No	
Minoa	Not mentioned	Not mentioned
North Syracuse	Not mentioned	Not mentioned
Skaneateles	No	
Solvay	No	Not mentioned

## Findings

Longevity Schedule for Unionized Police, Fire and Rescue Department									
	Camillus	Cicero	DeWitt	Baldwinsville	East Syracuse	Liverpool	North Syracuse	Skaneateles	Solvay
Level 1 increase		After 1 year= \$250							
Level 2 increase		After 3 years= \$350							
Level 3 increase	After 8 years= \$900	After 5 years= \$600	After 8 years= \$550	After 5 years= \$525	After 5 years= \$350	After 6 years= \$750	After 5 years= \$750	After 5 years= \$200	After 5 years= \$275
Level 4 increase	After 13 years= \$1,800	After 10 years= \$850	After 10 years= \$750	After 10 years= \$675	After 11 years= \$700	After 8 years= \$850	After 10 years= \$1,000	After 10 years= \$400	After 10 years= \$525
Level 5 increase			After 12 years= \$950			After 10 years= \$1,000			
Level 6 increase		After 15 years= \$1,000	After 14 years= \$1,150	After 15 years= \$1,275	After 16 years= \$1,050	After 16 years= \$1,250	After 15 years= \$1,250	After 15 years= \$600	After 15 years= \$775
Level 7 increase	After 18 years= \$2,700	After 20 years= \$1,050	See comment		After 21 years= \$1,400		After 20 years= \$1,550	After 20 years= \$800	After 17 years= \$1,025
Level 8 increase								After 25 years= \$1,000	After 22 years= \$1,275

# Findings

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## *Comments on Longevity Schedule for Unionized Police, Fire and Rescue Department*

### *Towns*

- Cicero-  
After 20 years of service, \$50 additional longevity bonus for each year worked.
- DeWitt-  
After 15 years of service, an additional \$50 (added to \$1,150) per year of service until the maximum amount is reached at 20 years of service: \$1,140.

### *Villages*

- Baldwinsville-  
Police agents, compared to officers, have additional increases.
- East Syracuse-  
Error in contract: Article 10, Section 3 stated that longevity bonuses are paid at \$700 between 11 and 15 years, and \$1,050 between 12 and 20 years. This possible mistake isn't included in the analysis but is changed to \$1,050 between 16 and 20 years.
- North Syracuse-  
May elect to take longevity benefit in compensatory time off.

# Findings

## Clerical, Office & Other Workers

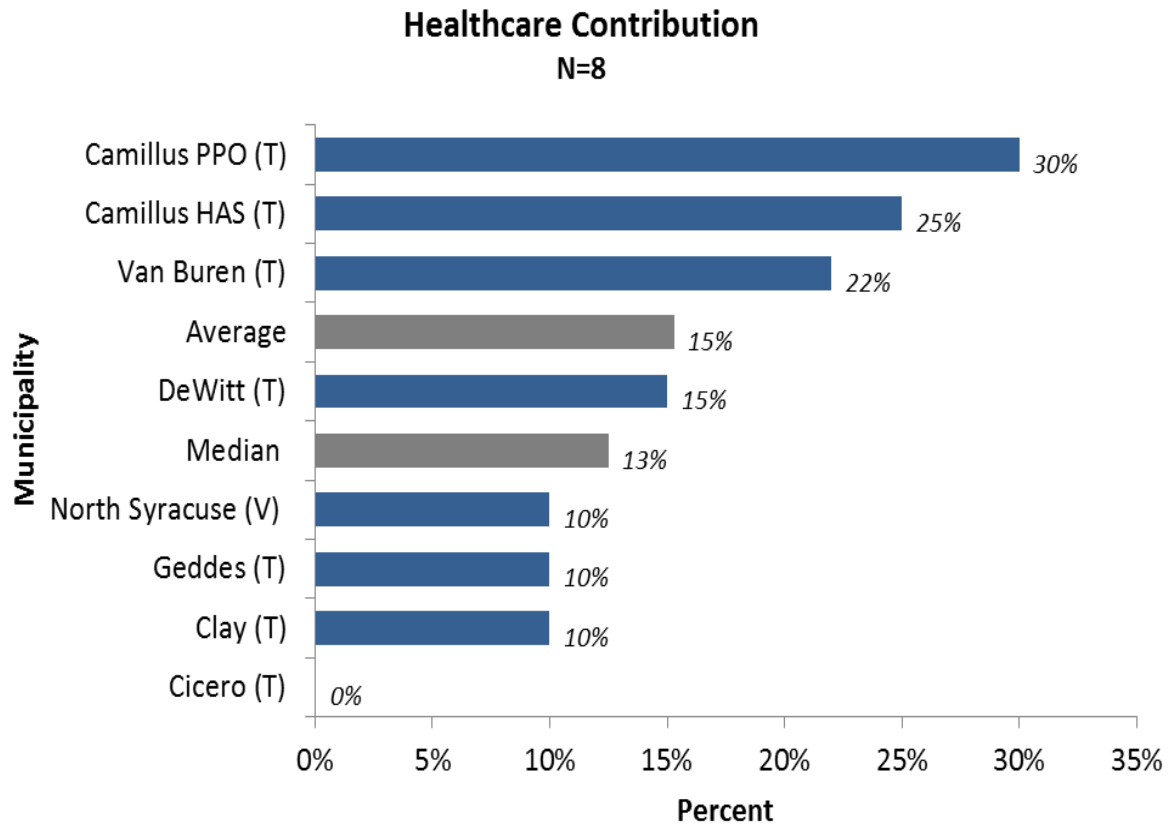
This section is an analysis of labor contracts of clerical, office and other employees in town and village offices. The table lists information on bargaining unit provisions in each municipality, bargaining unit names and employees represented. The information also indicates which contracts are current. Because clothing and shoe allowances are included in some contracts, which may seem unusual for this category, a specific breakdown of employees covered is included.

Municipalities	Union Name	Union Representation	Contract Term
<b>Towns</b>			
Camillus	Camillus Clerical Workers Association	Titles not specified	01/01/09-12/31/10
Cicero	Teamsters Local 317	Clerks, Data Collectors, Court & Assessment Clerks, Real Property Appraisal Aide, Code Enforcement Officers, Parks Dept. Labor Crew Leader & Laborers, Drainage Inspectors & Stenographers	01/01/10-12/31/13
Clay	Teamsters Local 317	Clerks, Information & Assessor's aides, Deputy Comptroller, Code Enforcement Officer & Asst. Commissioner/Codes, Planner, Athletic Coordinator, Water Maintenance employees	01/01/06-12/31/09
Dewitt	CSEA Local 1000	White Collar Unit: Clerks, Code Enforcement Officer & Deputy, Deputy Tax Receiver, Dog Control Officer, Information Aide, Program Site Manager, Recreation Attendant, Senior Recreation Leader, typists, Data Entry and Account Clerks and Data Equipment Officers	01/01/08-12/31/11
Geddes	USWA Local 14532-20	Administrative Aide, Clerks, Recreation Supervisor, Dog Control Officer, Custodial, & Deputy Tax Receiver	01/01/08-12/31/11
Salina	Teamsters Local 317	Clerks, Typists, Code Enforcement Officers, Maintenance Worker I, Deputy Tax Receiver & Assessment, Parks Laborer, Custodial, Dog Control Officer, Real Property Appraisal Aide, Permit Technician, Snr. Crew & Labor Crew leaders & Deputy Controller	01/01/09-12/31/13
Van Buren	Operating Engineers Local 545B	Crew Leader, Park Director, Recreation Supervisor, Clerks, Laborers 1, 2, 3, Codes Enforcement Officer and Deputy	01/01/09-12/31/11
<b>Villages</b>			
North Syracuse	Teamsters Local 317	Typists, Deputy Village Clerk, & Court Clerk	06/01/10-0531/13

# Findings

## Healthcare Contribution

1. 13% is the median healthcare contribution for unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 0% to 30%.



- The Town of Salina (Teamsters Local 317) is excluded from the graph because the contract only provides employee contributions in dollars and could not be converted for comparison purposes.
- The Town of Camillus employee contribution for the HAS plan was 17% until 2002.

# Findings

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Municipality	Union	Contribution Rates
<b><i>Towns</i></b>		
Camillus	Camillus Clerical Workers Assoc.	PPO: 30%, HAS: 25%
Cicero	Teamsters Local 317	0%
Clay	Teamsters Local 317	'09 10%, '08 12.5%, '07 15%, '06 20%
DeWitt	CSEA Local 1000	15%
Geddes	USW Local 14532-20	10%
Salina	Teamsters Local 317	\$3/week for single, \$5/week for two-person, \$6/week for family
Van Buren	Operating Engineers 545B	25%
<b><i>Villages</i></b>		
North Syracuse	Teamsters Local 317	10% (\$11/ week)

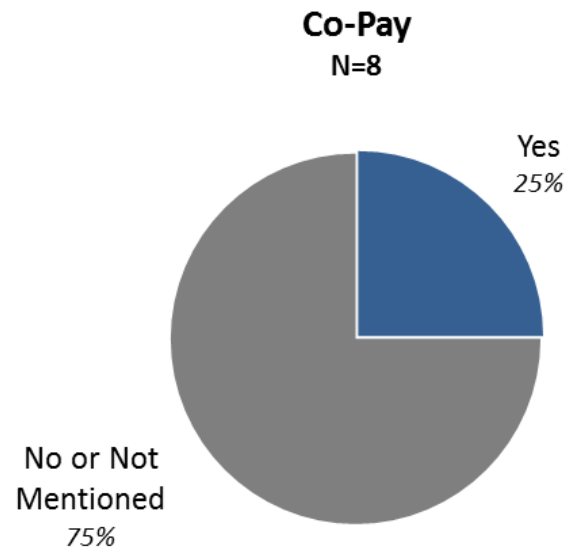


# Findings

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## *Healthcare – Copay*

2. 25% of contracts for unionized clerical, office and other employees in Onondaga County towns and villages specify a co-pay of \$5.



# Findings

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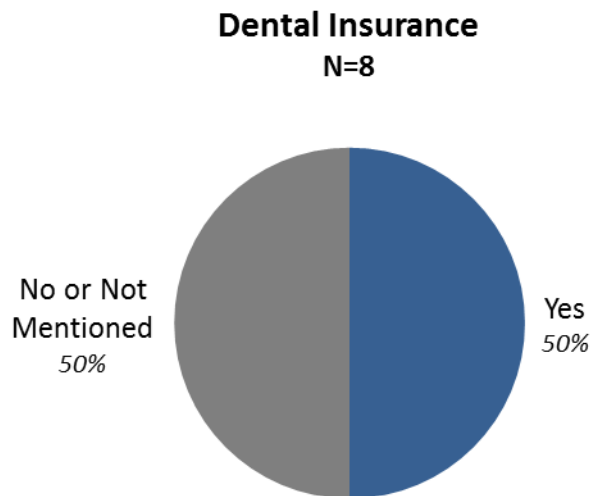
Municipality	Union	Co-Pay
<b><i>Towns</i></b>		
Camillus	Camillus Clerical Workers Assoc.	Not Mentioned
Cicero	Teamsters Local 317	Not Mentioned
Clay	Teamsters Local 317	Not Mentioned
DeWitt	CSEA Local 1000	\$5
Geddes	USW Local 14532-20	\$5
Salina	Teamsters Local 317	Not Mentioned
Van Buren	Operating Engineers 545B	Not Mentioned
<b><i>Villages</i></b>		
North Syracuse	Teamsters Local 317	Not Mentioned

# Findings

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## *Healthcare – Dental*

3. 50% of contracts for unionized clerical, office and other employees in Onondaga County towns and villages specify the availability of dental coverage.



## Findings

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Municipality	Union	Dental
<b>Towns</b>		
Camillus	Camillus Clerical Workers Assoc.	Not Mentioned
Cicero	Teamsters Local 317	Yes
Clay	Teamsters Local 317	Not Mentioned
DeWitt	CSEA Local 1000	Yes
Geddes	USW Local 14532-20	Yes
Salina	Teamsters Local 317	Not Mentioned
Van Buren	Operating Engineers 545B	Yes
<b>Villages</b>		
North Syracuse	Teamsters Local 317	Not Mentioned

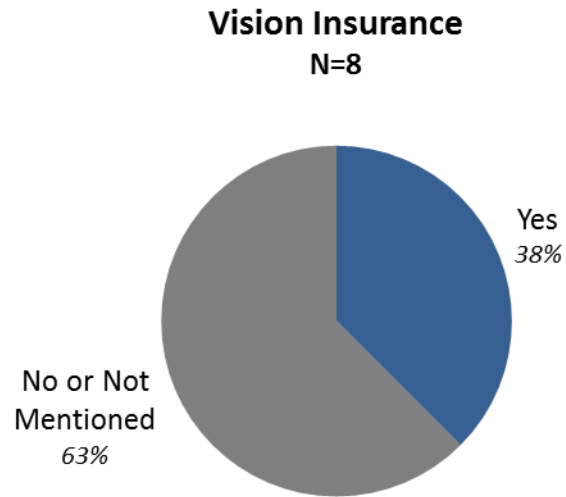
- Unionized workers of North Syracuse, Geddes and Clay are all on the New York Teamster Health and Hospital Fund Care Plan and details of this plan are not outlined in the contracts.
- Unionized workers Camillus are on either the United Healthcare PPO Plan or HAS plan and the details of this plan are not outlined in the contract
- Unionized workers of Cicero are also on the New York Teamster Health and Hospital Fund Care Plan but the contract specifies dental is included

# Findings

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## *Health Care – Vision*

4. 38% of contracts for unionized clerical, office and other employees in Onondaga County towns and villages specify the availability of vision coverage.



*Percentages do not equal 100 percent due to rounding.*

# Findings

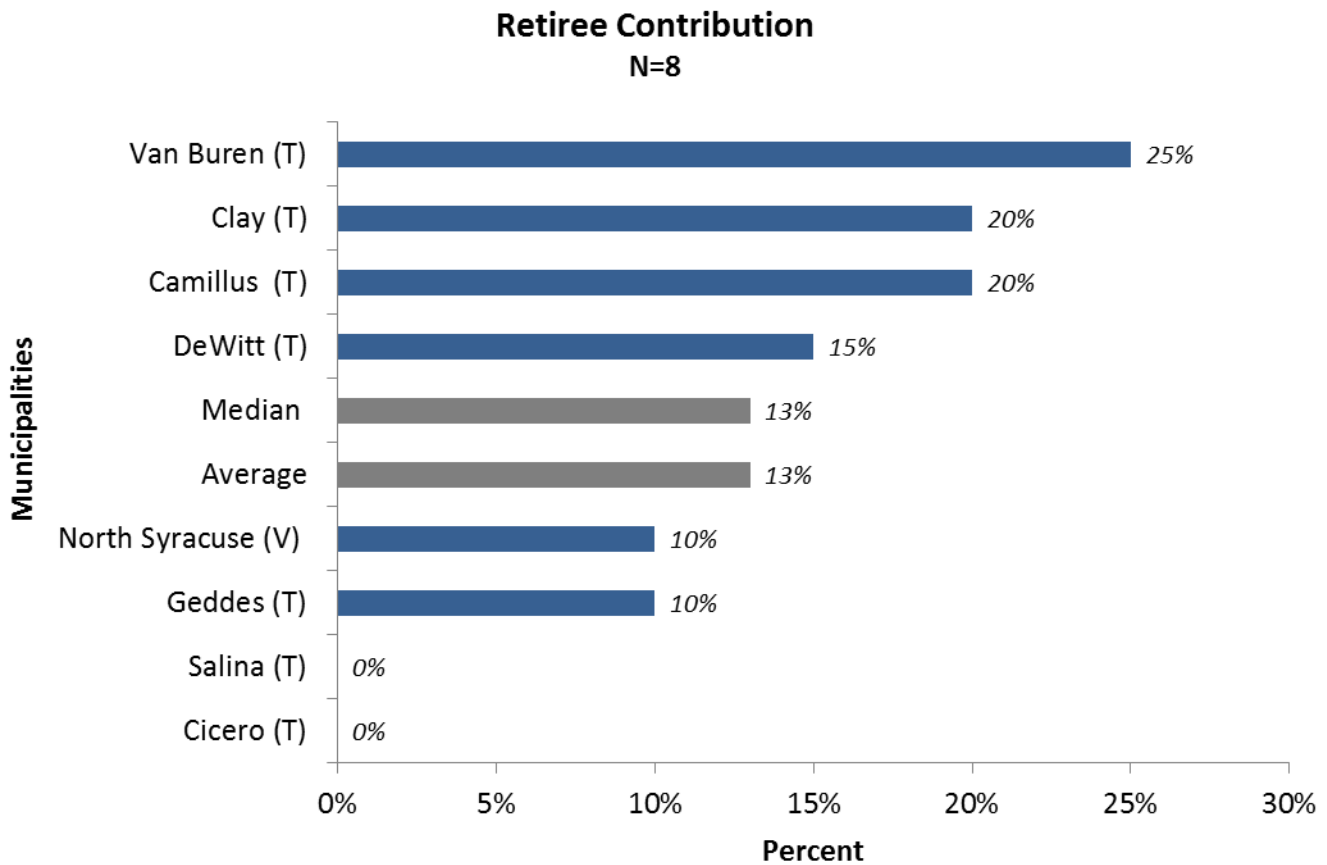
Municipality	Union	Vision	Additional Provision
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	Not Mentioned	
Cicero	Teamsters Local 317	Yes	If eyeglasses are broken, damaged, lost on the job, replacement offered by Town of up to \$300 per year and 1 pair maximum per year.
Clay	Teamsters Local 317	Not Mentioned	
DeWitt	CSEA Local 1000	Yes	
Geddes	USW Local 14532-20	Yes	
Salina	Teamsters Local 317	Not Mentioned	
Van Buren	Operating Engineers Local 545B	Not Mentioned	
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	Not Mentioned	

- Unionized workers of North Syracuse, Geddes and Clay are all on the New York Teamster Health and Hospital Fund Care Plan and details of this plan are not outlined in the contracts.
- Unionized workers Camillus are on either the United Healthcare PPO Plan or HAS plan and the details of this plan are not outlined in the contract
- Unionized workers of Cicero are also on the New York Teamster Health and Hospital Fund Care Plan but the contract specifies dental shall be included

# Findings

## Healthcare – Retirement Healthcare Contribution

5. 13% is the median healthcare contribution for retired unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 0% to 25%.



## Findings

Municipality	Union	Retiree Contribution	Additional Retiree Provisions
<b>Towns</b>			
Camillus	Camillus Clerical Workers Assoc.	20%	If hired after 2001, Individual: 20%, Dependents: 50%
Cicero	Teamsters Local 317	0%	Those who enter retirement after 2013 will contribute 50%
Clay	Teamsters Local 317	20%	
DeWitt	CSEA Local 1000	15%	Only qualify for 15% rate if retiree has 10 years of service and is 62 years of age or has 20 years of service and is 55 years of age. Must pay 50% contribution if employee retires before age 55 with 20 years of service. Must pay 100% premium if not meeting age or service criteria.
Geddes	USW Local 14532-20	10%	Must have at least 10 years of service to qualify. If over 65 upon retirement: 10-14 years of service = 10% retiree contribution, 15-19 years of service = 8% contribution, 20-24 years of service = 6%, 25-29 years = 4%, 30-34 years = 2%, 35 or more years of service = 0% contribution
Salina	Teamsters Local 317	0%	Must have at least 15 years of service to qualify; applies to both individual and spouse health insurance. Retirees over age 70 must enroll in Medicare, if eligible, or will lose healthcare benefits.
Van Buren	Operating Engineers Local 545B	25%	Minimum of 20 years of cumulative service with the town at 25%. Employees can also retire after serving 15-19 years of cumulative service and with a contribution ranging from 55%-43%, respectively. Spouses of deceased employees eligible for healthcare coverage for 12 months. Employees hired after Jan. 1, 2009 are not entitled to healthcare coverage upon retirement
<b>Villages</b>			
North Syracuse	Teamsters Local 317	10%	Must have at least 20 years of service and at least 55 years old to qualify. After age 65, retirees must enroll in Medicare.

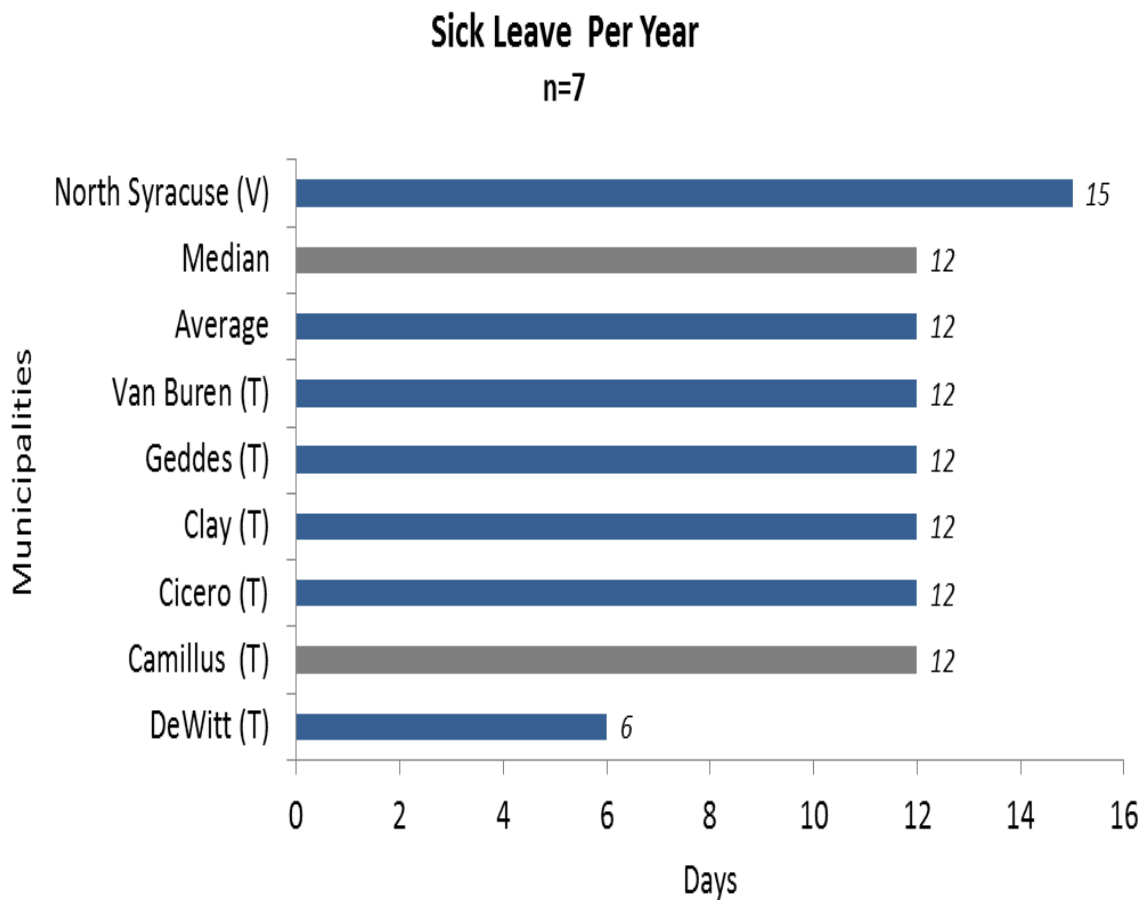


# Findings

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## *Paid Leave — Sick Leave*

- 12 days per year is the median number of paid sick days provided unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 6 to 15 days.



# Findings

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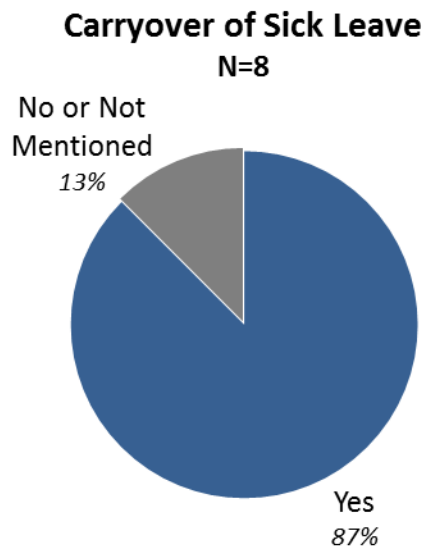
Municipality	Union	# of Sick Days per Year	Additional Provisions
<b>Towns</b>			
Camillus	Camillus Clerical Workers Assoc.	12	
Cicero	Teamsters Local 317	12	"Sick bank" is established where employees can voluntarily donate paid sick leave to other employees that have no sick leave available.
Clay	Teamsters Local 317	12	
DeWitt	CSEA Local 1000	6	During 1st year of employment, only 5 sick days are granted.
Geddes	USW Local 14532-20	12	Retirees may choose to take payout of unused sick days accumulated or contribute \$25 per unused day toward retirement healthcare contribution
Salina	Teamsters Local 317	Not Mentioned	
Van Buren	Operating Engineers 545B	12	Time earned is based on 7.5 hours a month after 90 days of employment
<b>Villages</b>			
North Syracuse	Teamsters Local 317	15	May convert 6 sick days into personal days each calendar year.

# Findings

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## *Paid Leave: Sick Leave Accumulation*

7. 87% of unionized clerical, office and other employees in Onondaga County towns and villages can accumulate unused sick leave at the end of the year.



# Findings

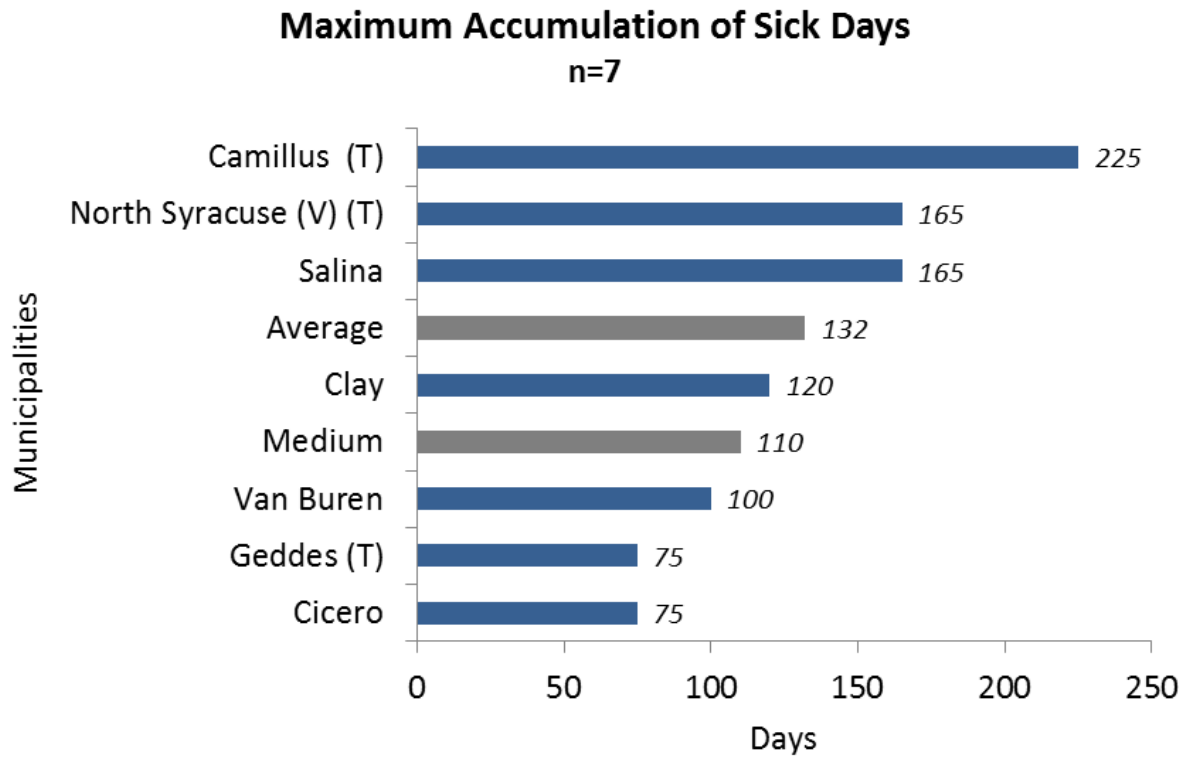
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Municipality	Union	Carryover
<b>Towns</b>		
Camillus	Camillus Clerical Workers Assoc.	Yes
Cicero	Teamsters Local 317	Yes
Clay	Teamsters Local 317	Yes
DeWitt	CSEA Local 1000	No
Geddes	USW Local 14532-20	Yes
Salina	Teamsters Local 317	Yes
Van Buren	Operating Engineers Local 545B	Yes
<b>Villages</b>		
North Syracuse	Teamsters Local 317	Yes

# Findings

## *Paid Leave — Maximum Accumulation of Sick Leave*

- 110 days is the median number of days unionized clerical, office and other employees in Onondaga County towns and villages can accumulate, ranging from 75 to 225 days.



# Findings

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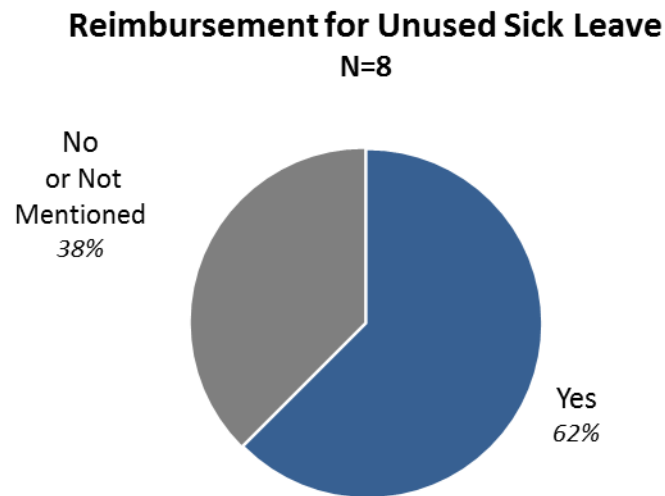
Municipality	Union	Maximum Accumulation
<b><i>Towns</i></b>		
Camillus	Camillus Clerical Workers Assoc.	225 days
Cicero	Teamsters Local 317	75 days
Clay	Teamsters Local 317	120 days
DeWitt	CSEA Local 1000	Not Mentioned
Geddes	USW Local 14532-20	75 days
Salina	Teamsters Local 317	165 days
Van Buren	Operating Engineers Local 545B	100 days
<b><i>Villages</i></b>		
North Syracuse	Teamsters Local 317	165 days

# Findings

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## *Paid Leave– Reimbursement of Unused Sick Leave*

9. 62% of unionized clerical, office and other employees in Onondaga County towns and villages can accumulate sick leave.



# Findings

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Municipality	Union	Reimbursement for Unused Time	Details
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	Yes	Up to 12 days payout at retirement
Cicero	Teamsters Local 317	Yes	Up to 75 days payout at retirement
Clay	Teamsters Local 317	No	Not Mentioned
DeWitt	CSEA Local 1000	Yes	Full payout at end of each calendar year, not retirement.
Geddes	USW Local 14532-20	Yes	Retirees may choose to take payout of unused sick days accumulated or contribute \$25 per unused day toward retirement healthcare contribution
Salina	Teamsters Local 317	No	Not Mentioned
Van Buren	Operating Engineers Local 545B	Yes	Payout is \$10/hour upon retirement, up to a maximum of 750 hours
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	No	Not Mentioned

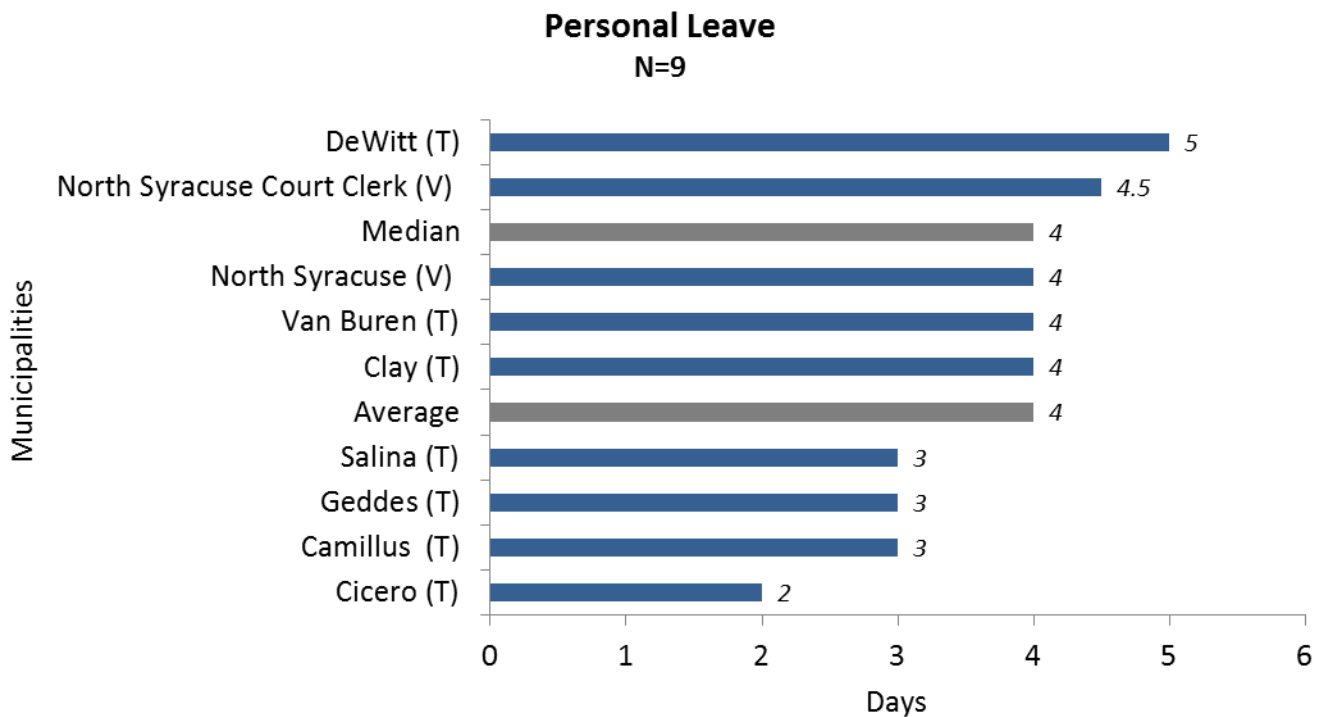


# Findings

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## *Paid Leave— Personal Leave*

10. 4 days a year is the median number of paid personal days available to unionized clerical, office and other employees in Onondaga County towns and villages, ranging from 2 to 5 days.



# Findings

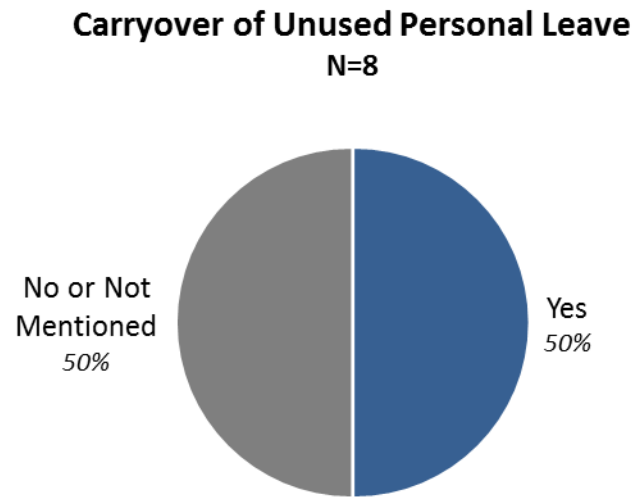
Municipality	Union	Personal Leave per Year	Additional Provisions
<b>Towns</b>			
Camillus	Camillus Clerical Workers Assoc.	3	Unused personal days convert to accumulated sick leave at end of calendar year
Cicero	Teamsters Local 317	2	
Clay	Teamsters Local 317	4	
DeWitt	CSEA Local 1000	5	
Geddes	USW Local 14532-20	3	Unused personal days convert to accumulated sick leave at end of calendar year
Salina	Teamsters Local 317	3	Unused personal days convert to accumulated sick leave at end of calendar year
Van Buren	Operating Engineers Local 545B	4	
<b>Villages</b>			
North Syracuse	Teamsters Local 317	4	Employees are entitled to 28 hours in personal leave. The court clerk is entitled to 32 hours

# Findings

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## *Paid Leave—Personal Leave Accumulation*

11. 50% of unionized clerical, office and other employees can accumulate personal leave.



# Findings

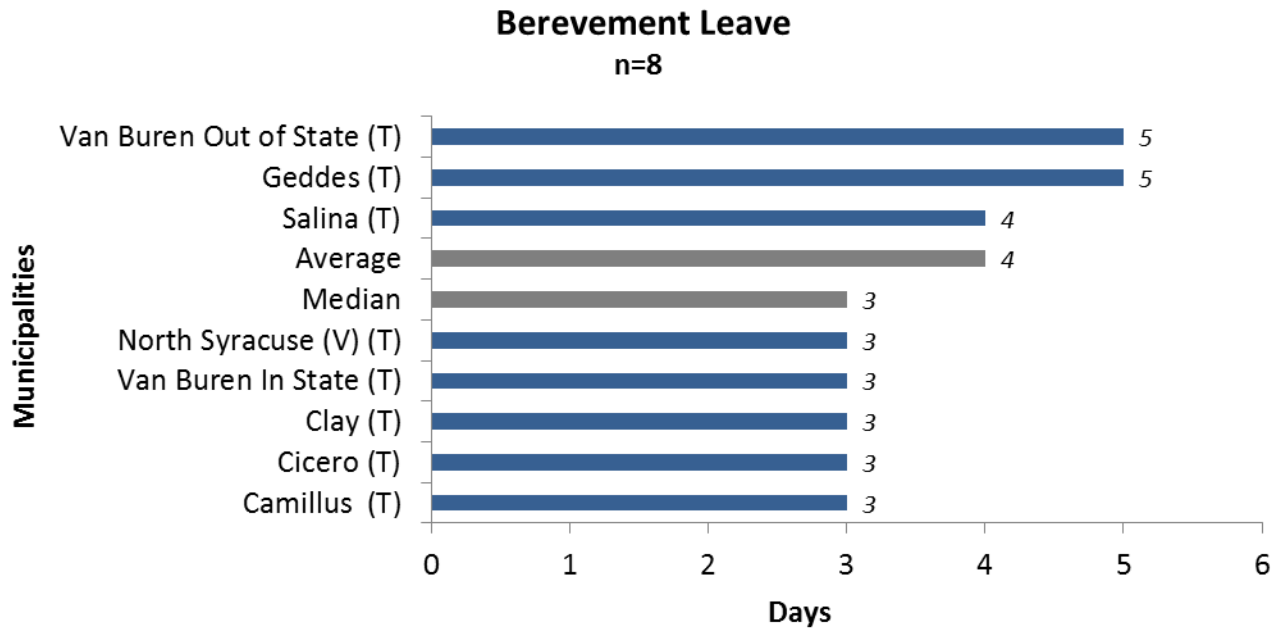
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Municipality	Carryover	Max. Accumulation	Additional Provisions
<b><i>Towns</i></b>			
Camillus	Yes	Unlimited	Unused personal days convert to accumulated sick leave at end of calendar year
Cicero	No	Not Applicable	
Clay	Not Mentioned	Not Applicable	
DeWitt	No	Not Applicable	
Geddes	Yes	Unlimited	Unused personal days convert to accumulated sick leave at end of calendar year
Salina	Yes	Unlimited	Unused personal days convert to accumulated sick leave at end of calendar year
Van Buren	No	Not Applicable	
<b><i>Villages</i></b>			
North Syracuse	Yes	Unlimited	

# Findings

## *Paid Leave— Bereavement Leave*

12. 3 days is the median number of days available to unionized clerical, office and other employees for bereavement, ranging from 3 to 5 days.



- In the town of VanBuren, three days are permitted for the funerals of family members within NYS and five days for those that occur out of state.

## Findings

Municipality	Union	Bereavement Leave per year	Details
<b>Towns</b>			
Camillus	Camillus Clerical Workers Assoc.	3	Immediate family, which includes spouse, children, step and foster children, son/daughter in-law, grandchildren, parents, grandparents, brother/sister, brother/sister in-law or mother/father in-law. 1 day for uncle/aunt, niece/nephew or first cousins.
Cicero	Teamsters Local 317	3	Immediate family, which includes father, mother, stepfather, stepmother, father-in-law, mother-in-law, spouse, children, stepchildren, brothers, sisters, brother-in-law, sister-in-law, grandparents, spouse's grandparents, domestic partner, and anyone else in the employee's household.
Clay	Teamsters Local 317	3	Immediate family, which includes father, mother, step father, step mother, father-in-law, mother-in-law, spouse, children, step children, brothers, sisters, brother-in-law, sister-in-law, grandparents, spouse's grandparents, and anyone else in the employee's household. 1 day for aunt, uncle, cousin and close friend.
DeWitt	CSEA Local 1000	0	3 days, granted from existing personal, comp, sick or vacation days, for spouse or significant other, child, grandchild, parent, stepparent, brother and sister. 1 day taken from available days listed above for grandparent, grandparent-in-law, parent-in-law, brother or sister-in-law, aunt, uncle niece or nephew.
Geddes	USW Local 14532-20	5	Immediate family which includes spouse, parent (including stepparent), grandparent, father-in-law, sibling, son-in-law, mother-in-law, grandchild, daughter-in-law, brother-in-law, child (including stepchild), sister-in-law. 1 day for aunt, uncle, niece, nephew or cousin.
Salina	Teamsters Local 317	4	Immediate family which includes father, mother, stepparent, father-in-law, mother-in-law, spouse, children, stepchildren, brothers, sisters, brother-in-law, sister-in-law, grandparents, spouse's grandparents, and anyone else in the employee's household.

## Findings

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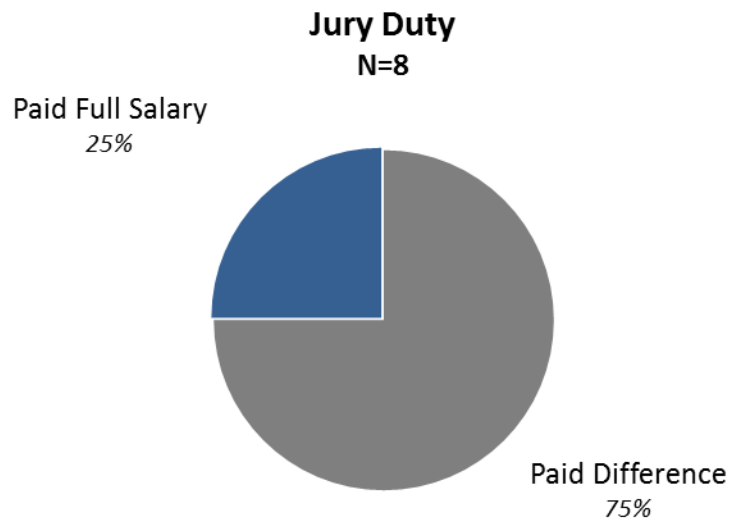
<b>Municipality</b>	<b>Union</b>	<b>Bereavement Leave per year</b>	<b>Details</b>
<b><i>Towns</i></b>			
Van Buren	Operating Engineers Local 545B	3 days with NYS and 5 days out of state	Immediate family, step family or in-law family
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	3	Immediate family which includes father, mother, stepparent, stepfather-in-law, stepmother-in-law, father-in-law, mother-in-law, spouse, children, stepchildren, brothers, sisters, brother-in-law, sister-in-law, grandparents, grandchildren, foster parents, aunts, uncles, spouse's grandparents and anyone else in the employee's household.

# Findings

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## *Paid Leave - Jury Duty*

13. 75% of unionized clerical, office and other employees serving on jury duty receive their salary minus any court compensation.





# Findings

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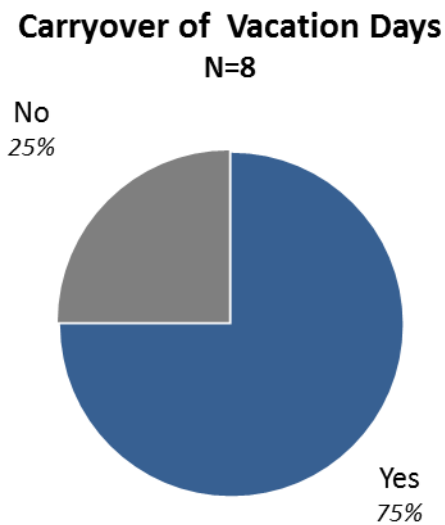
Municipality	Union	Paid Jury Duty Leave	Details
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	Unlimited	Difference between salary and jury duty compensation
Cicero	Teamsters Local 317	Unlimited	Difference between salary and jury duty compensation
Clay	Teamsters Local 317	Unlimited	Difference between salary and jury duty compensation
DeWitt	CSEA Local 1000	Unlimited	Full salary
Geddes	USW Local 14532-20	Unlimited	Full salary
Salina	Teamsters Local 317	Unlimited	Difference between salary and jury duty compensation
Van Buren	Operating Engineers Local 545B	Unlimited	Difference between salary and jury duty compensation
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	Unlimited	Difference between salary and jury duty compensation

# Findings

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## *Paid Leave - Accumulation of Vacation Leave*

14. 75% of unionized clerical, office and other employees can accumulate unused vacation leave.



# Findings

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Municipality	Union	Carryover
Towns		
Camillus	Camillus Clerical Workers Assoc.	Yes
Cicero	Teamsters Local 317	Yes
Clay	Teamsters Local 317	Yes
DeWitt	CSEA Local 1000	No
Geddes	USW Local 14532-20	No
Salina	Teamsters Local 317	Yes
Van Buren	Operating Engineers Local 545B	Yes
<i>Villages</i>		
North Syracuse	Teamsters Local 317	Yes

# Findings

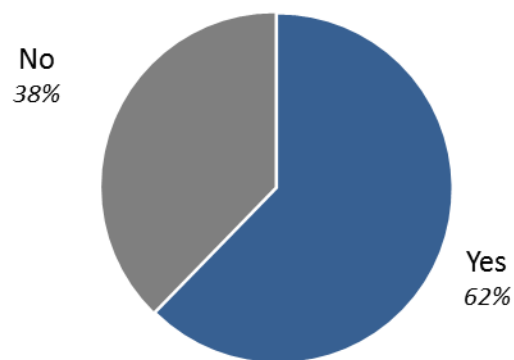
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## *Overtime*

15. 50% of unionized clerical, office and other employees can accumulate compensatory time in lieu of overtime pay.

### **Compensatory Time in Lieu of Overtime Pay**

N=8



All municipalities pay unionized clerical, office and other workers 1.5x pay for overtime

# Findings

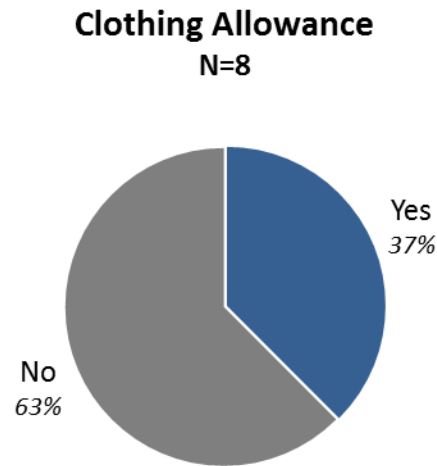
Municipality	Union	Overtime Pay	Additional Provisions
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	1.5x	Work exceeds 8 hours per day or 40 hours per week. Normal work week is 7 hours/day, 35 hours/week. If working over 12 hours/day, \$6 meal allowances.
Cicero	Teamsters Local 317	1.5x	Classified as compensatory time: may be paid or comp. time can be used in lieu of pay. Maximum accumulation is 240 hours/year. Unused time is paid at end of calendar year.
Clay	Teamsters Local 317	1.5x	May accumulate 37.5 hours of compensatory time, paid at the overtime pay rate, which can be used throughout the calendar year until December, at which time the compensatory time is given to employees.
DeWitt	CSEA Local 1000	1.5x	
Geddes	USW Local 14532-20	1.5x	
Salina	Teamsters Local 317	1.5x	Can be paid with paid or used as compensatory time in lieu of pay. Comp. time must be used before end of calendar year.
Van Buren	Operating Engineers Local 545B	1.5x and 2.5x on holidays	Based on time in excess of 40 hours
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	1.5x	Board meetings are exempt from overtime pay, but employees receive \$40 per meeting if required to attend. Employees may accumulate overtime as comp. time at 40 hours per year at same rate (1.5 hours per hours worked). Unused comp. time given at end of calendar year.

# Findings

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## *Allowances & Reimbursements: Clothing*

16. 50% of the unionized clerical, office and other employees receive a clothing allowance.



## Findings

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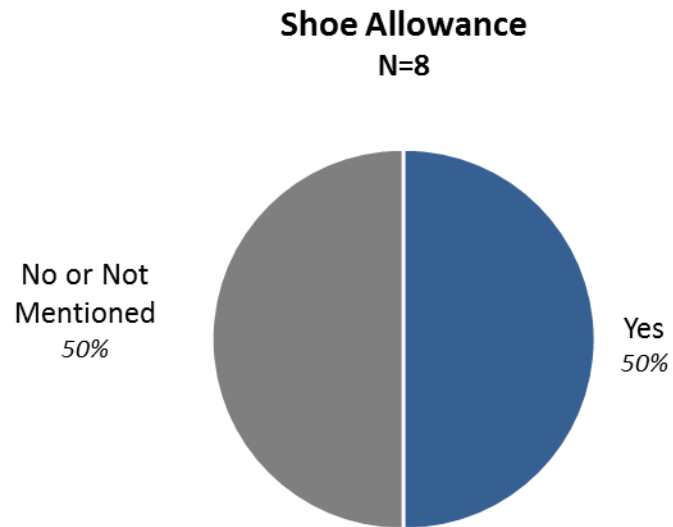
Municipality	Union	Clothing/ Uniform	Annual Allowance
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	No	Not Applicable
Cicero	Teamsters Local 317	Yes	Town provides clothing
Clay	Teamsters Local 317	Yes	Town provides clothing
DeWitt	CSEA Local 1000	No	Not Applicable
Geddes	USW Local 14532- 20	No	Not Applicable
Salina	Teamsters Local 317	Yes	\$150 boot allowance for eligible employees and \$100 clothing allowance for maintenance staff
Van Buren	Operating Engineers Local 545B	Yes	Annual for eligible employees; amount not specified
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	No	Not Applicable

# Findings

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## *Allowances & Reimbursement - Shoes*

17. 50% of unionized clerical, office and other employees receive a shoe allowance.





# Findings

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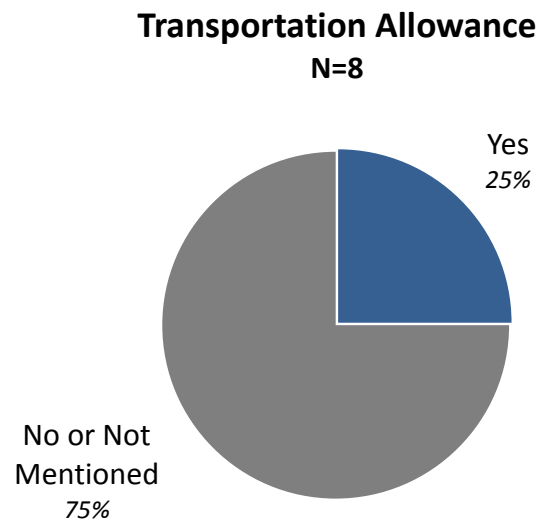
Municipality	Union	Shoes	Annual Allowance
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	No	Not Applicable
Cicero	Teamsters Local 317	Yes	\$200
Clay	Teamsters Local 317	Yes	Town provides boots where necessary
DeWitt	CSEA Local 1000	No	Not Applicable
Geddes	USW Local 14532-20	No	Not Applicable
Salina	Teamsters Local 317	Yes	\$150
Van Buren	Operating Engineers Local 545B	Yes	Annual for eligible employees; amount not specified
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	No	Not Applicable

# Findings

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## *Allowances & Reimbursements - Transportation*

18. 25% of the unionized clerical, office and other employees are reimbursed for transportation.



# Findings

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Municipality	Union	Transportation	Annual Allowance
<b><i>Towns</i></b>			
Camillus	Camillus Clerical Workers Assoc.	Yes	Reimbursement at IRS rate
Cicero	Teamsters Local 317	Not Mentioned	Not Applicable
Clay	Teamsters Local 317	Not Mentioned	Not Applicable
DeWitt	CSEA Local 1000	Not Mentioned	Not Applicable
Geddes	USW Local 14532-20	Not Mentioned	Not Applicable
Salina	Teamsters Local 317	Yes	Reimbursement at IRS rate
Van Buren	Operating Engineers Local 545B	Not Mentioned	Not Applicable
<b><i>Villages</i></b>			
North Syracuse	Teamsters Local 317	Not Mentioned	Not Applicable

# Findings

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## *Vacation Leave*

19. 10 days is the median number of vacation days unionized clerical, office and other employees receive after one year of employment, ranging from 5 to 10 days.

	Town of Camillus	Town of Cicero	Town of Clay	Town of DeWitt	Town of Geddes	Town of Salina	Town of Van Buren	Village of North Syracuse
After 1 year	10 days	10 days	10 days	10 days	10 days	10 days	5 days	10 days
After 5 years	15 days	15 days	14 days	15 days	10 days	10 days	15 days	15 days
After 10 years	20 days	20 days	19 days	17 days	15 days	15 days	20 days (after 9 yrs)	21 days
After 15 years	25 days	25 days	22 days	20 days	20 days	20 days	25 days (after 14 yrs)	27 days
After 20 years	25 days	25 days	25 days	21 days	25 days	25 days	25 days	27 days
After 25 years (or maximum)	30 days	25 days	25 days	22 days	25 days	26 days	25 days	27 days

# Findings

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## *Longevity Bonuses/Wage Increases*

Below are longevity bonuses and wage increases provided to unionized clerical and office employees. The towns of Camillus, Cicero, Clay, DeWitt and the village of North Syracuse do not provide or specify longevity increases in their collective bargaining agreements.

	Town of Geddes	Town of Salina	Town of Van Buren
Level 1	After 5 years: <b>\$250</b>	After 5 years: <b>\$0.05/hour</b>	
Level 2		After 7 years: <b>\$0.10/hour</b>	After 8 years: <b>\$150</b>
Level 3	After 10 years: <b>\$500</b>	After 10 years: <b>\$0.15/hour</b>	
Level 4		After 12 years: <b>\$0.20/hour</b>	After 13 years: <b>\$300</b>
Level 5	After 15 years: <b>\$750</b>	After 15 years: <b>\$0.25/hour</b>	
Level 6	After 20 years: <b>\$1000</b>	After 17 years: <b>\$0.30/hour</b>	After 18 years: <b>\$450</b>

# Findings

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## Municipal Handbooks

This section of the report is an analysis of labor handbooks of municipal employers in towns and villages of Onondaga County. The table on the next page lists unit which municipalities have handbooks.

### *Towns and Villages with Municipal Employee Handbooks*

Municipalities
<i><b>Towns</b></i>
Fabius
Geddes
Lysander
Marcellus
Pompey
Skaneateles
<i><b>Villages</b></i>
Camillus
East Syracuse
Jordan
Liverpool
North Syracuse
Solvay
Tully
Van Buren

# Findings

## *Healthcare - Retirement Healthcare Contribution*

1. 10% is the median healthcare contribution for employees in Onondaga County towns and villages, ranging from 0% to 50%.

Municipality	Retiree Contribution	Provisions
<b><i>Towns</i></b>		
Fabius	Not Mentioned	Not Applicable
Geddes	10%	Must have served 10 continuous years prior to retirement to receive benefits.
Lysander	Not Mentioned	Not Applicable
Marcellus	50%	Not Applicable
Pompey	Not Mentioned	Not Applicable
Skaneateles	Not Mentioned	Town will pay full premium for individual medical insurance coverage for each eligible retiree less any retiree contribution required by the policy of the Town Board. Retiree must be age 65 to receive these benefits if hired on or after March 1, 1997 and before January 1, 2008.
<b><i>Villages</i></b>		
Camillus	Not Mentioned	Not Applicable
East Syracuse	Not Mentioned	Not Applicable
Jordan	0%	Not Applicable
Liverpool	Not Mentioned	Village of Liverpool will pay the fixed dollar amount that was being paid prior to employee's retirement. If coverage changes (ex: from family to single person), the fixed dollar amount will be adjusted accordingly and if premiums increase the retiree is responsible for the difference (fixed dollar amount paid by the Village of Liverpool will not change).

## Findings

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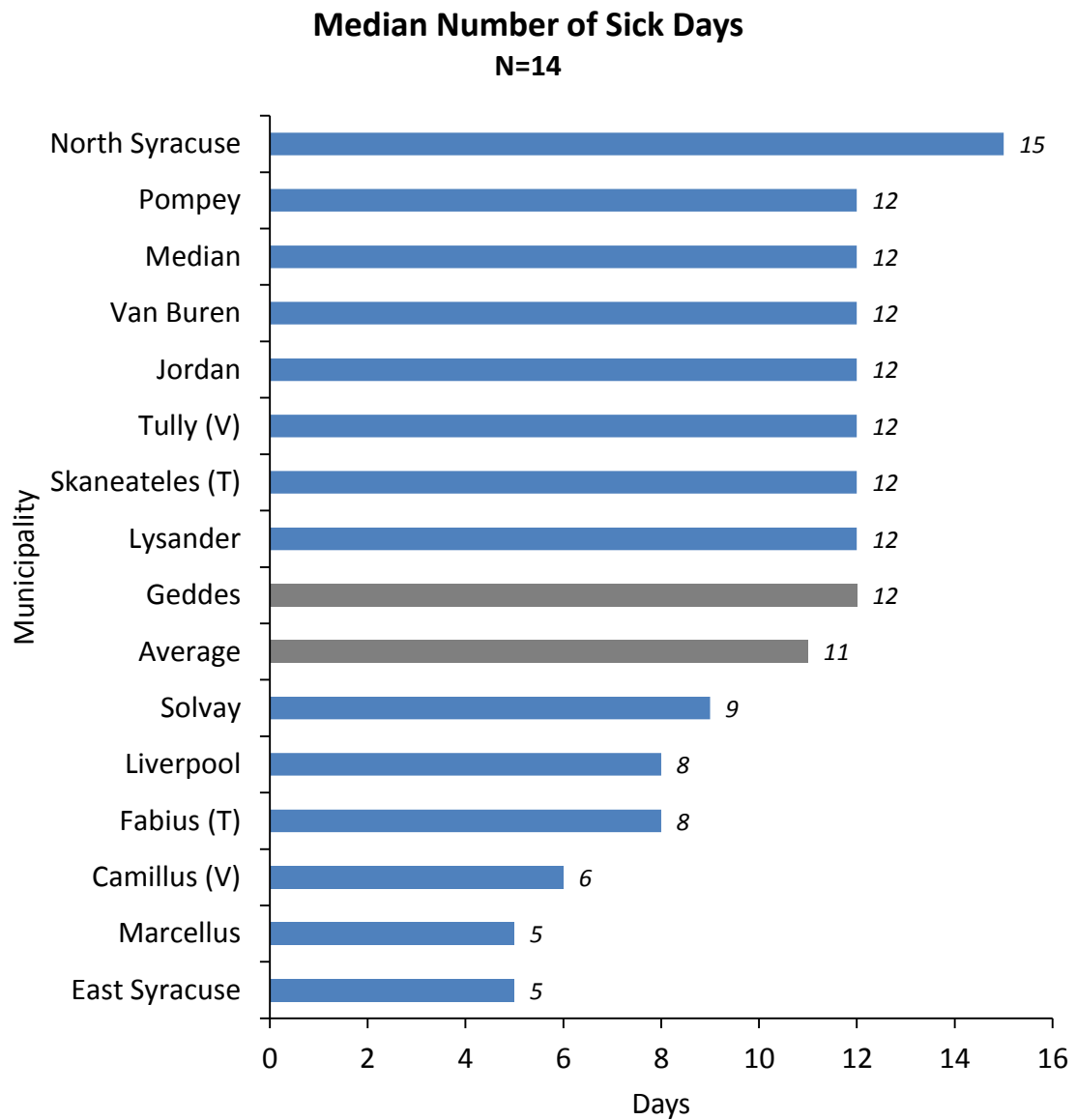
North Syracuse	10%	Must have at least 20 years of service and at least 55 years old to qualify. After age 65, retirees must enroll in Medicare.
Solvay	3%	Optional contribution
Tully	Not Mentioned	Not Applicable
Van Buren	Not Mentioned	Retiree must have been hired before 1/1/07, be at least 55 years of age, and have served at least 10 years for the town to receive benefits.



# Findings

## *Paid Leaves and Time Off - Sick Leave*

- 12 days is the median number of paid sick days available to employees in Onondaga County towns and villages, ranging from 5 to 15 days.



# Findings

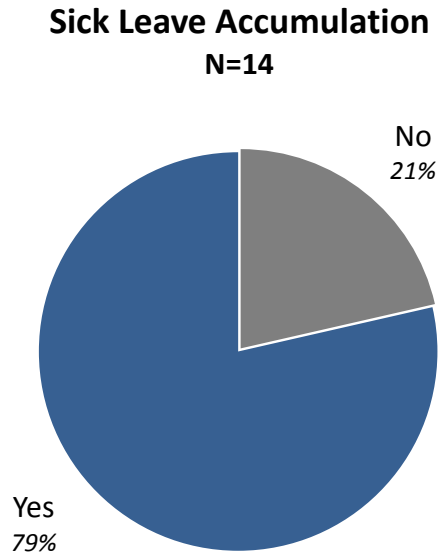
Municipality	# Of Paid Sick Days Allowed in a Year	Carryover/Maximum Accumulation (days)	Reimbursement For Unused Time
<b>Towns</b>			
Fabius	8	Yes/90	\$400 for no days used, \$320 for 1 day used, \$220 for 2 days used, \$100 for 3 days used.
Geddes	12	Yes/ 75	N/A
Lysander	12	Yes/ No limit	N/A
Marcellus	5	No	No
Pompey	12	Yes/160	No
Skaneateles	12	Yes/ 165	N/A
Van Buren	12	Yes/100	\$10 per hour of unused sick leave.
<b>Villages</b>			
Camillus	6	Yes/30	After age 62, employee will be compensated all unused and accumulated time.
East Syracuse	5	No	N/A
Jordan	5 in first year of employment, 12 after the first year	Yes/165	N/A
Liverpool	8	Yes/130	No
North Syracuse	15	Yes/150	6 days can be converted to personal leave days.
Solvay	9	Yes/130	N/A
Tully	12	Yes/150	N/A

# Findings

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## *Paid Leaves and Time Off - Sick Leave Accumulation*

3. 79% of Onondaga County towns and villages allow employees to accumulate unused sick leave at the end of the year.



# Findings

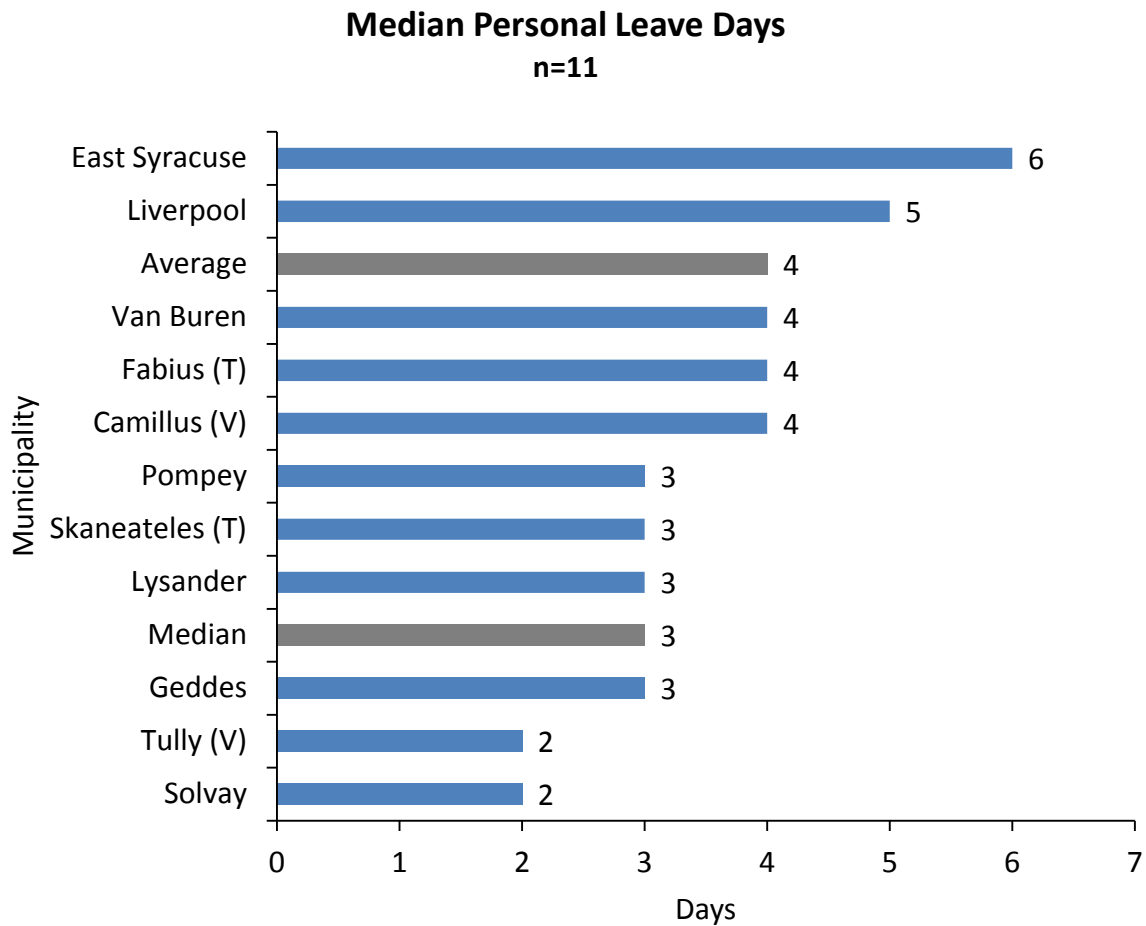
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Municipality	Accumulation of Unused Sick Leave	Maximum Accumulation
<b>Towns</b>		
Fabius	Yes	90 days
Geddes	Yes	75 days
Lysander	Yes	Unlimited
Marcellus	No	No
Pompey	Yes	160 days
Skaneateles	Yes	165 days
<b>Villages</b>		
Camillus	Yes	30 days
East Syracuse	No	N/A
Jordan	Yes	165 days
Liverpool	Yes	130 days
North Syracuse	Yes	150 days
Solvay	Yes	130 days
Tully	N/A	N/A
Van Buren	Yes	100 days

# Findings

## *Paid Leaves and Time Off – Personal Leave*

- 3 days is the median number of paid personal days available to employees in Onondaga County towns and villages, ranging from 2 to 6 days.



# Findings

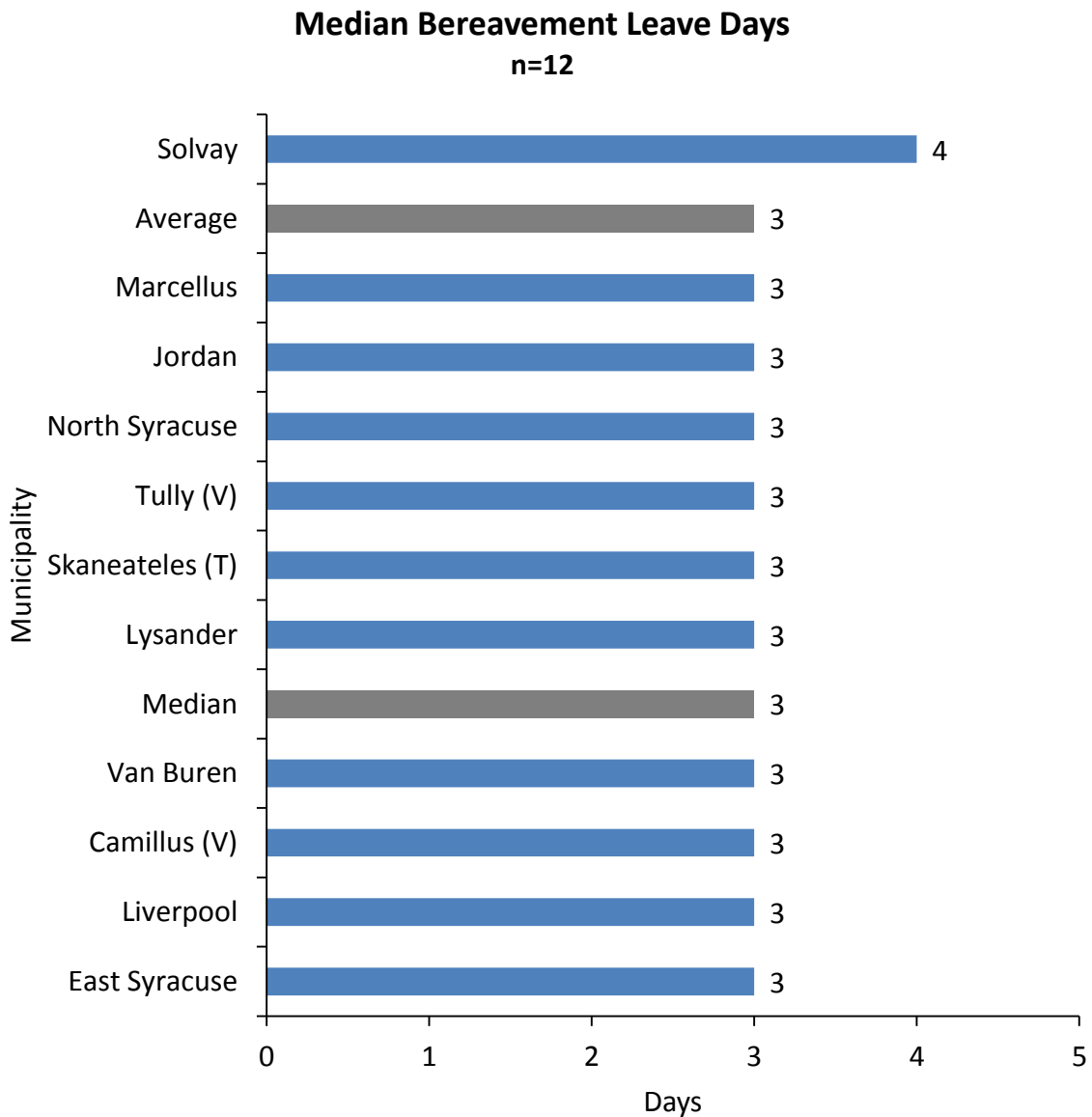
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Municipality	# Of Personal Days Allowed in a Year	Carryover/ Maximum Accumulation (days)
<b>Towns</b>		
Fabius	4	Not mentioned
Geddes	3	No
Lysander	3	No
Marcellus	Not mentioned	Not mentioned
Pompey	3	No
Skaneateles	3	No
Van Buren	4	No
<b>Villages</b>		
Camillus	4	No
East Syracuse	6	No
Jordan	Not mentioned	Not mentioned
Liverpool	5	No
North Syracuse	3	Not mentioned
Solvay	2	No
Tully	2	No

# Findings

## *Paid Leaves and Time Off – Bereavement Leave*

5. 3 days a year is the median number days available for bereavement for employees in Onondaga County towns and villages, ranging from 3 to 5 days.



# Findings

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Municipality	# Of Bereavement Days Allowed for Immediate Family	# Of Bereavement Days Allowed for Extended Family
<b>Towns</b>		
Fabius	Not mentioned	Not mentioned
Geddes	5	1
Lysander	3	May use personal and vacation leave credit
Marcellus	3	May use personal and vacation leave credit
Pompey	Not mentioned	Not mentioned
Skaneateles	3	1
Van Buren	3	Not mentioned
<b>Villages</b>		
Camillus	3	Not mentioned
East Syracuse	4	1
Jordan	3	1
Liverpool	3	Not mentioned
North Syracuse	3	1
Solvay	4	1
Tully	3	1



# Findings

## *Paid Leaves and Time Off – Vacation Leave*

6. 10 days is the median number of vacation days available to employees in Onondaga County towns and villages after completing their first year of employment, ranging from 0 to 10 days.

	Fabius	Geddes	Lysander	Marcellus	Pompey	Skaneateles	Camillus	East Syracuse	Jordan	Liverpool	North Syracuse	Solvay	Tully	Van Buren
After 1 year	10 days	10 days	10 days	10 days	5 days (2+ years, 10 days)	5 days	10 days for Highway 7.5 days for Clerical	5 days	0 days	8 days	10 days	10 days	10 days	5 days
After 5 years	10 days	10 days	13 days	10 days	15 days	11.5 days	15 days for Highway 11.25 days for Clerical	15 days	5 days	13 days	15 days	10 days	10 days	15 days
After 10 years	13 days	15 days	17 days	15 days	15 days	14 days	20 days for Highway 15 days for Clerical	15 days	15 days	19 days	20 days	15 days	10 days	20 days
After 15 years	15 days	20 days	21 days	20 days	15 days	16.5 days	20 days for Highway 15 days for Clerical	15 days	20 days	24 days	25 days	20 days	15 days	25 days
After 25 years or max.	15 days	25 days	25 days	20 days	15 days	25 days (after 26 years)	25 days for Highway 18.75 days for Clerical	20 days	20 days	24 days	25 days	25 days	20 days	25 days

# Findings

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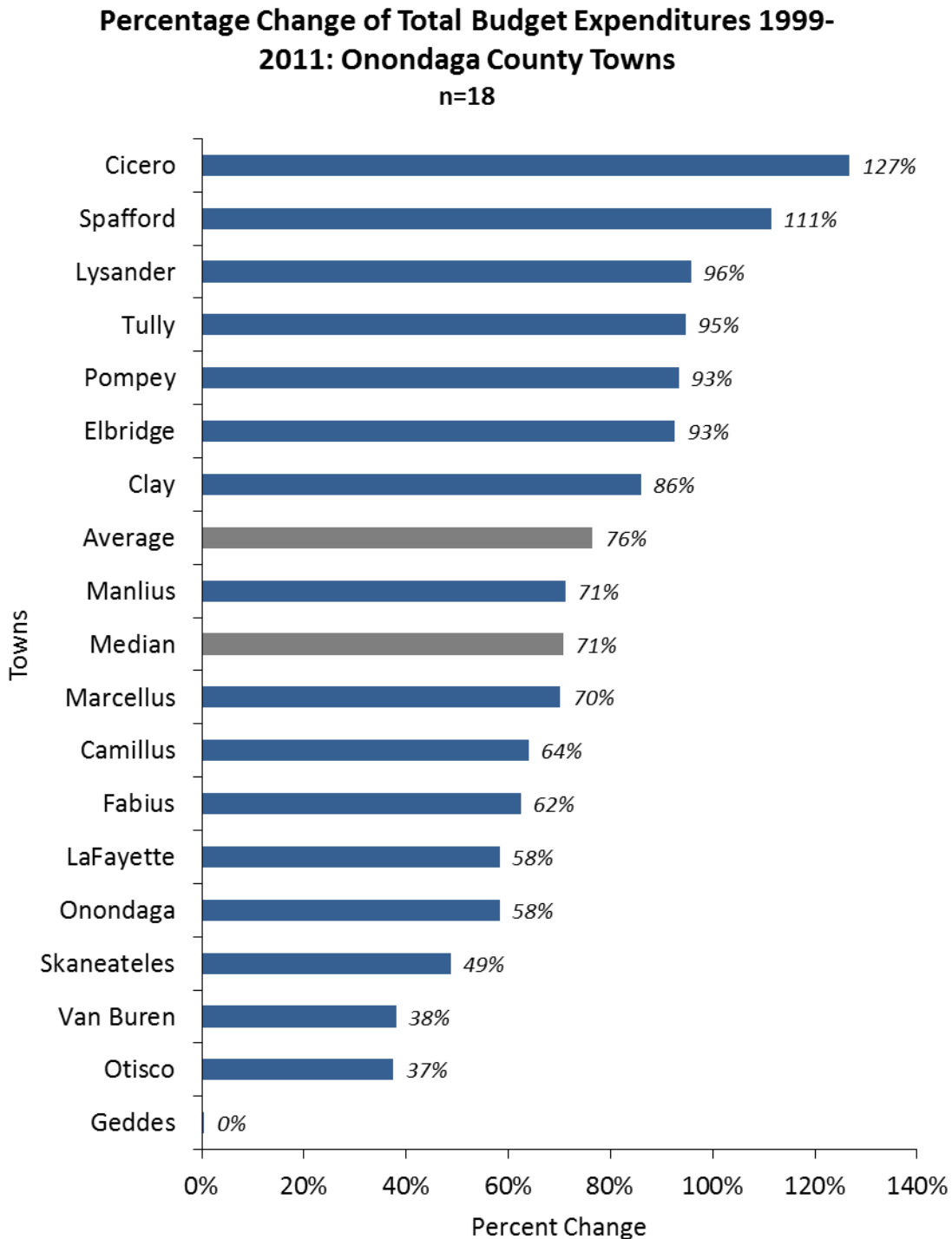
## Budget Expenditures

The information in this section contains budget expenditures along with census data for each town and village in Onondaga County. The information was obtained from [www.openbooknewyork.com](http://www.openbooknewyork.com) along with each year's respective census through the American Fact Finder. There is specific information for each town and village along with a comparative analysis. Because of the differences between towns and villages, they were examined separately.

# Findings

## *Budget Expenditures – Change of Town Budgets*

1. 71% is the median increase in total municipal expenditures in Onondaga County towns between 1999 and 2011, ranging from 0% to 127%.



# Findings

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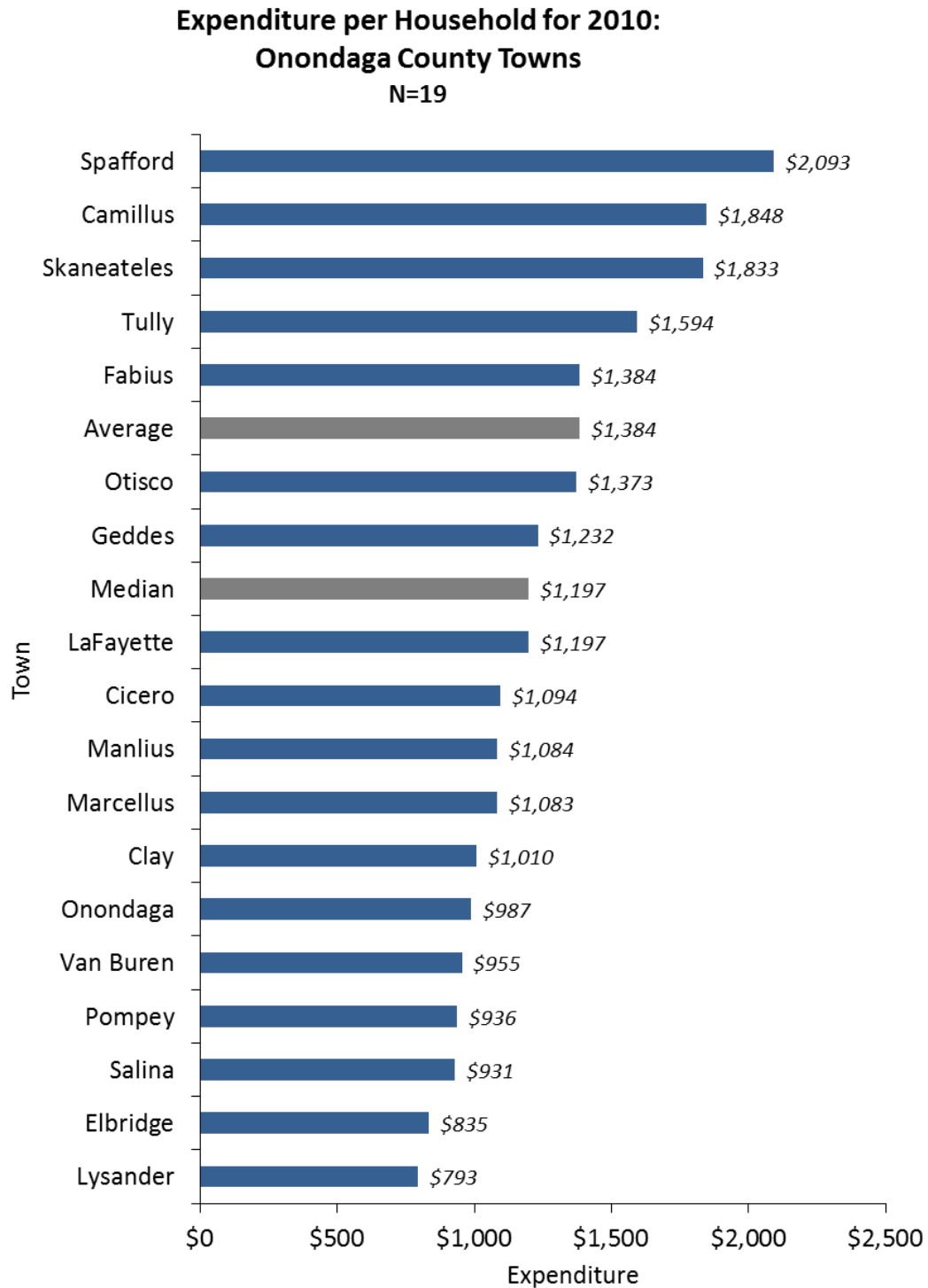
- DeWitt is not included because data was not available for 2011.

<b>Percentage Change in Budget from 1999 to 2011: Onondaga County Towns</b>	
<b>Town</b>	<b>Percent Change</b>
Camillus	64%
Cicero	127%
Clay	86%
Elbridge	93%
Fabius	62%
Geddes	0%
LaFayette	58%
Lysander	96%
Manlius	71%
Marcellus	70%
Onondaga	58%
Otisco	37%
Pompey	93%
Salina	167%
Skaneateles	49%
Spafford	111%
Tully	95%
Van Buren	38%

# Findings

## *Budget Expenditures – Town Budget Expenditures per Household*

2. \$1,197 is the median per household cost of 2010 municipal expenditures in Onondaga County towns, ranging from \$793 to \$2,093.



# Findings

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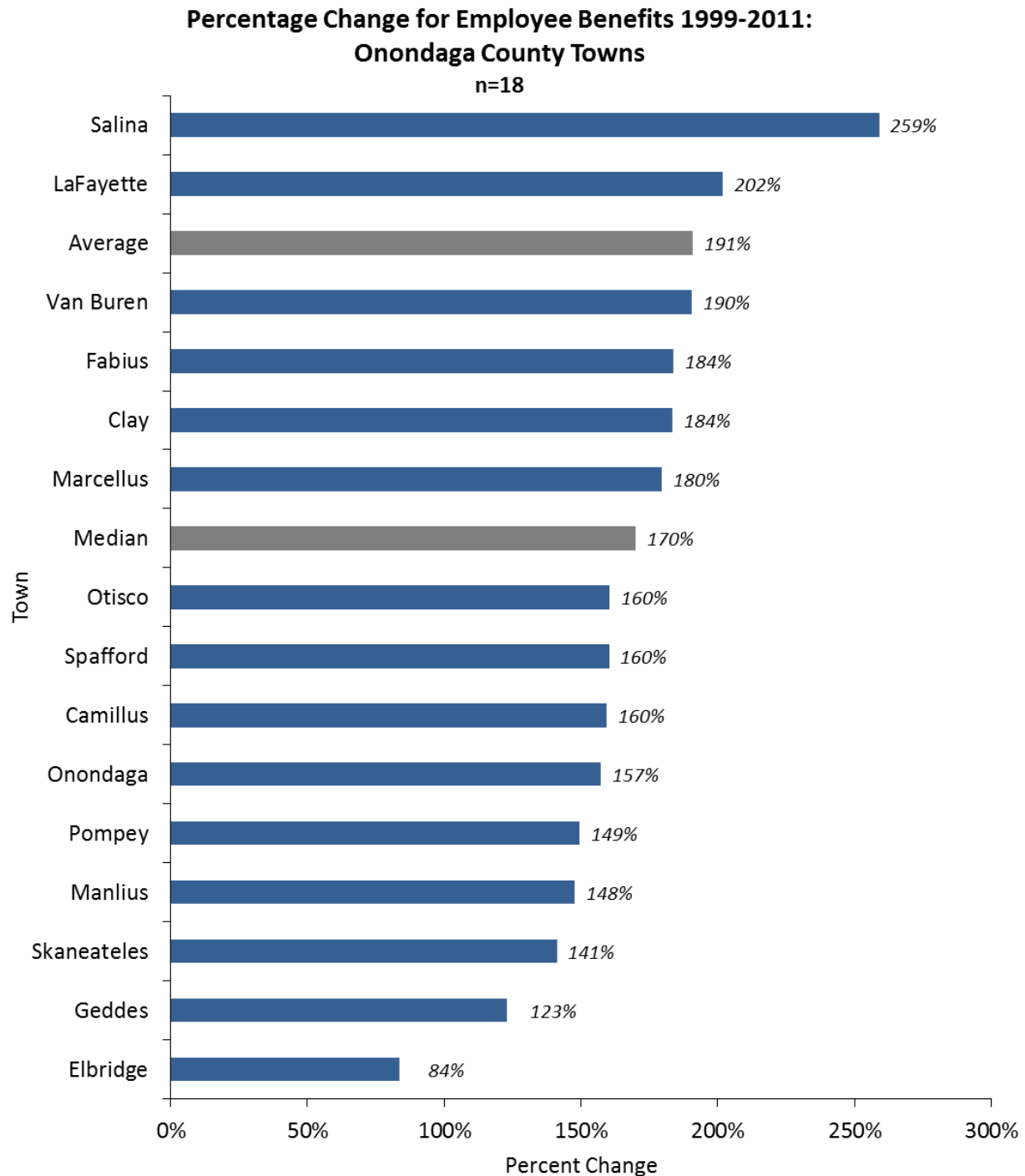
- Expenditure per household was calculated by dividing the total 2010 Budget Expenditure by the 2010 total number of households.

<b>Expenditure Per Household for 2010: Onondaga County Towns</b>	
<b>Town</b>	<b>Expenditures per Household</b>
Camillus	\$1,848
Cicero	\$1,094
Clay	\$1,010
DeWitt	\$2,355
Elbridge	\$835
Fabius	\$1,384
Geddes	\$1,232
LaFayette	\$1,197
Lysander	\$793
Manlius	\$1,084
Marcellus	\$1,083
Onondaga	\$987
Otisco	\$1,373
Pompey	\$936
Salina	\$931
Skaneateles	\$1,833
Spafford	\$2,093

# Findings

## *Budget Expenditures – Change in Town Expenditures for Employee Benefits*

- 170% is the median increase in the cost of employee benefits in Onondaga County towns between 1999 and 2011, ranging from 84% to 259%.



# Findings

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- DeWitt is not included because data was not available for 2011.

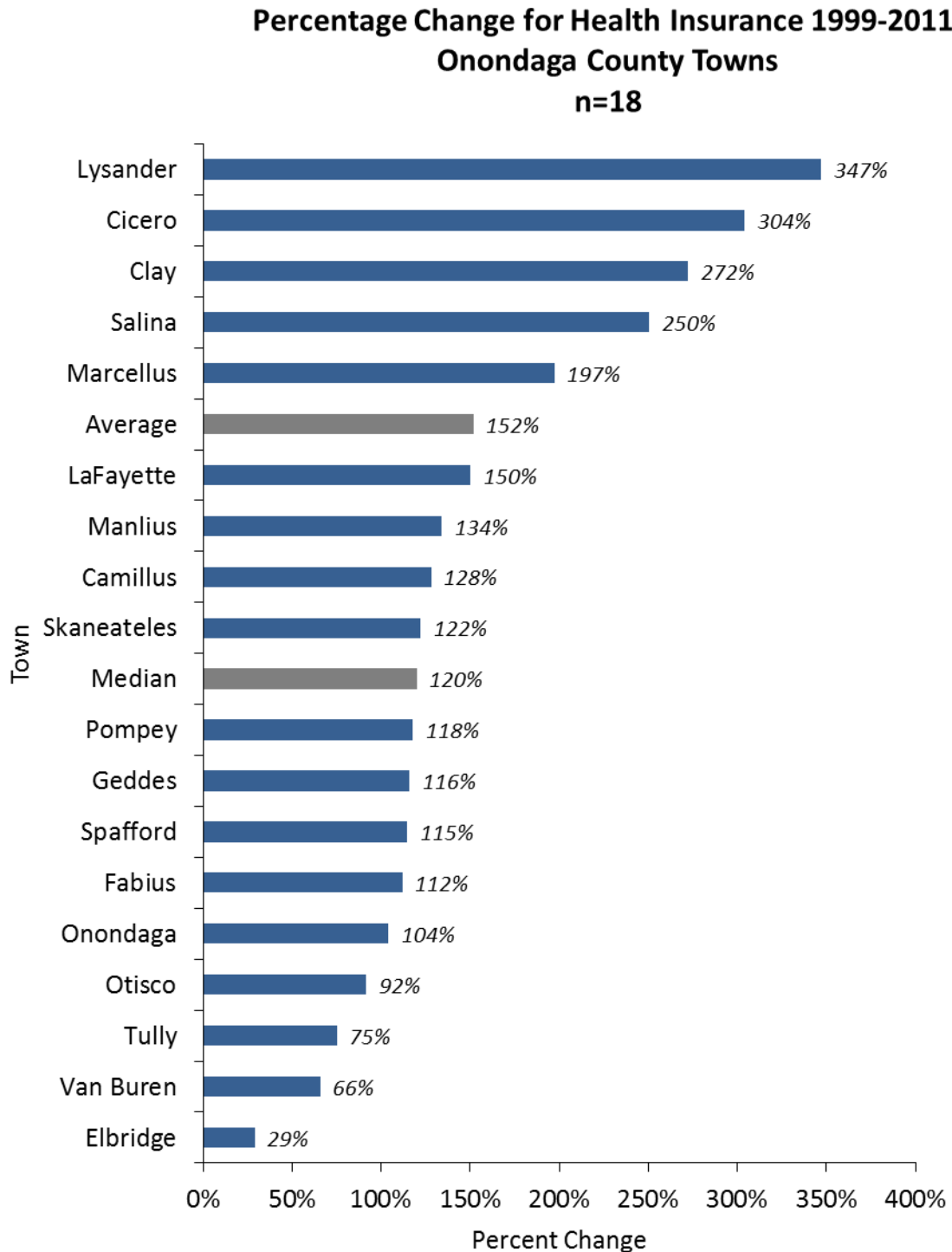
<b>Percentage Change for Employee Benefits 1999-2011: Onondaga Towns</b>	
<b>Towns</b>	<b>Percent Change</b>
Camillus	160%
Cicero	361%
Clay	184%
Elbridge	192%
Fabius	84%
Geddes	184%
LaFayette	123%
Lysander	202%
Manlius	270%
Marcellus	148%
Onondaga	180%
Otisco	157%
Pompey	160%
Salina	149%
Skaneateles	259%
Spafford	141%
Tully	160%
Van Buren	325%



# Findings

## *Budget Expenditures – Change in Town Expenditures for Health Insurance*

- 120% is the median increase in health insurance expenditures in Onondaga County towns between 1999 and 2011, ranging from 29% to 347%.



# Findings

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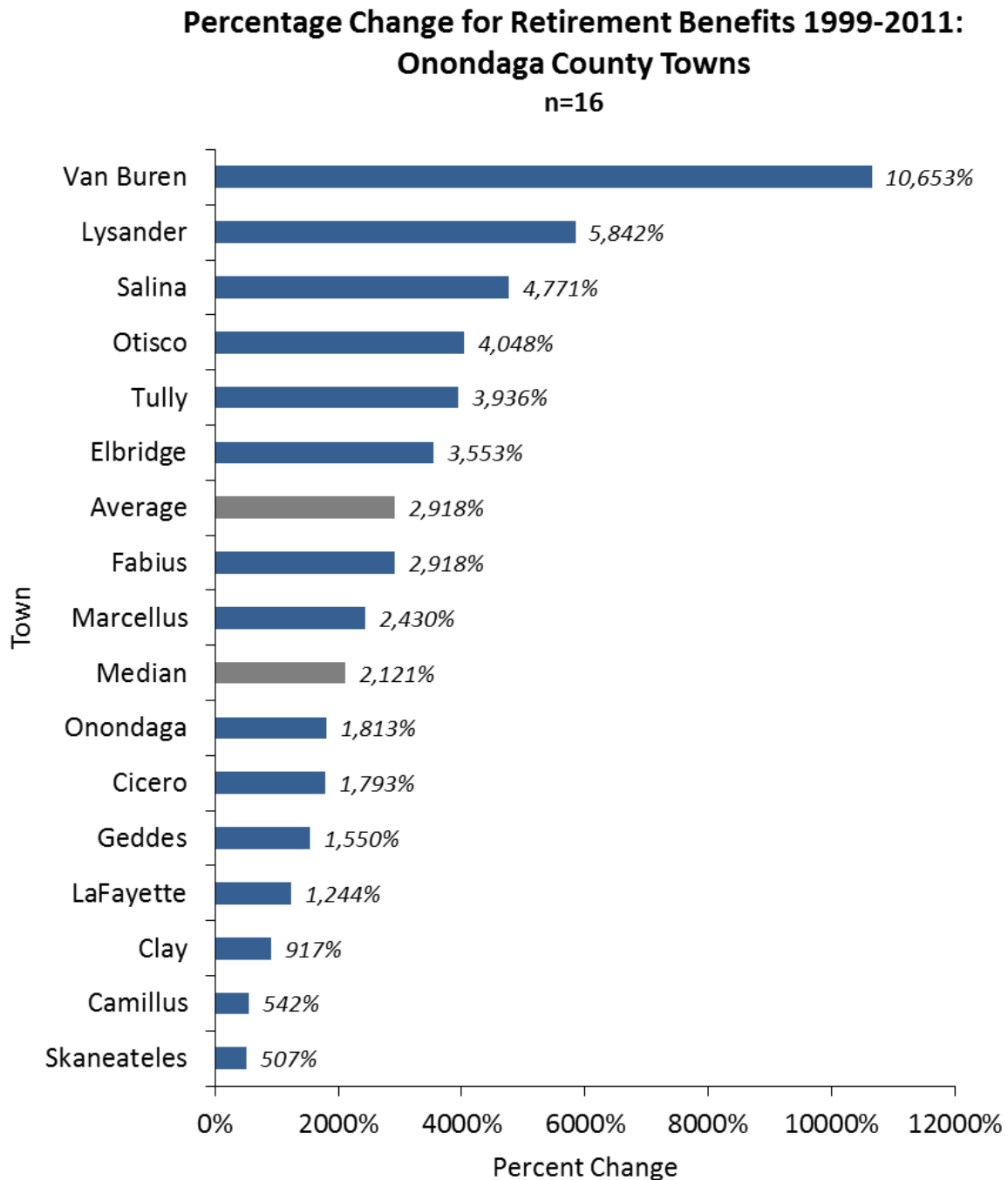
- DeWitt is not included because data was not available for 2011.

<b>Percent Change for Health Insurance 1999-2011: Onondaga County Towns</b>	
<b>Town</b>	<b>Percent Change</b>
Camillus	128%
Cicero	304%
Clay	272%
Elbridge	198%
Fabius	29%
Geddes	112%
LaFayette	116%
Lysander	150%
Manlius	347%
Marcellus	134%
Onondaga	197%
Otisco	104%
Pompey	92%
Salina	118%
Skaneateles	250%
Spafford	122%
Tully	115%
Van Buren	75%

# Findings

## *Budget Expenditures – Change in Town Expenditures for Retirement Benefits*

- 2,121% is the median increase in retirement benefits in Onondaga County towns between 1999 and 2011, ranging from 507% to 10,653%.



# Findings

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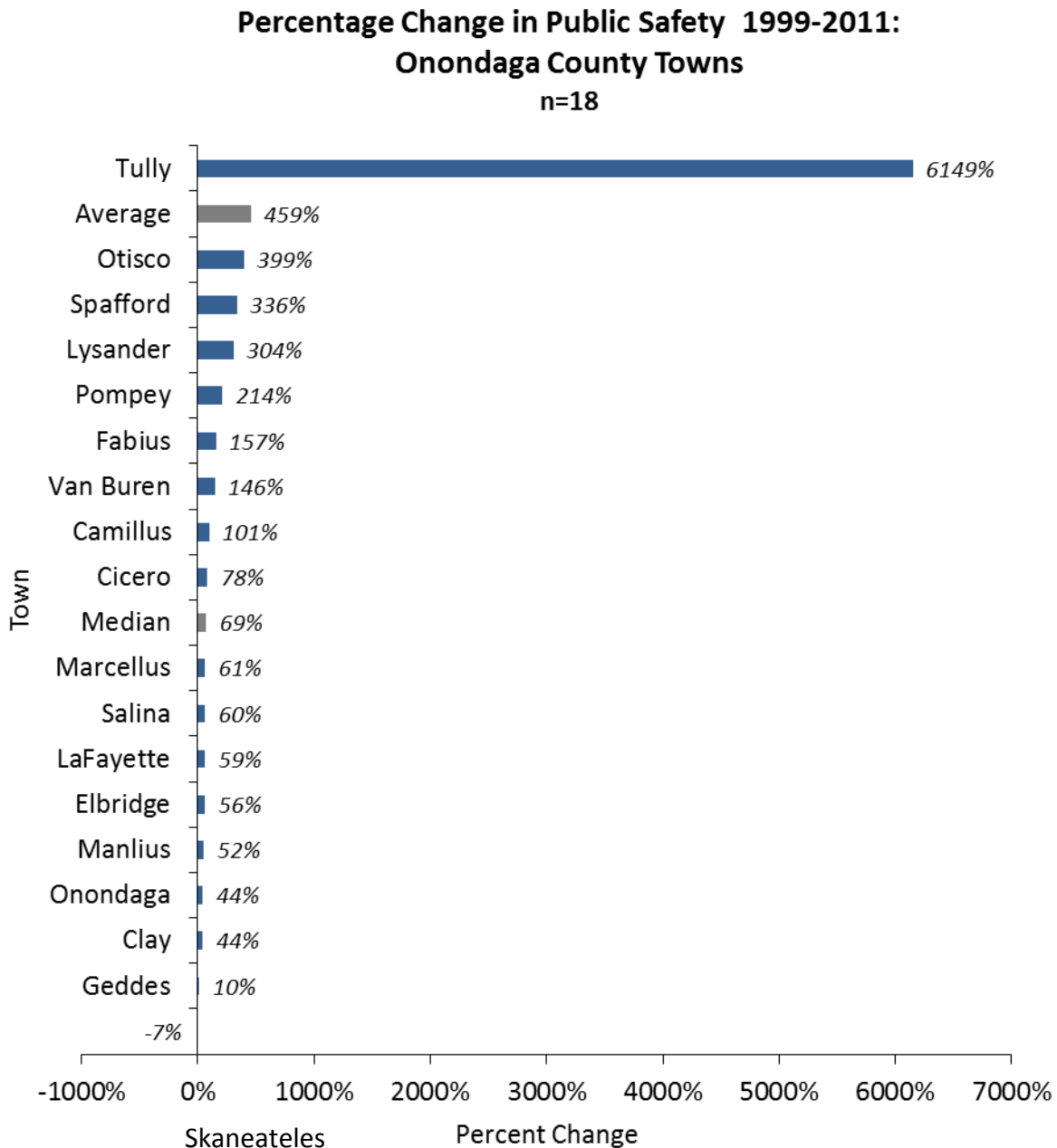
- Spafford and Pompey were not included in this graph because retirement spending data was only available for 2002.
- DeWitt is not included because data was not available for 2011.

<b>Percentage Change for Retirement Benefits 1999-2011: Onondaga Towns</b>	
<b>Towns</b>	<b>Percent Change</b>
Camillus	542%
Cicero	1793%
Clay	917%
Elbridge	3553%
Fabius	2918%
Geddes	1550%
LaFayette	1244%
Lysander	5842%
Manlius	181%
Marcellus	2430%
Onondaga	1813%
Otisco	4048%
Salina	4771%
Skaneateles	507%
Tully	3936%
Van Buren	10653%

# Findings

## Budget Expenditures – Change in Town Expenditures for Public Safety

6. 69% is the median change in public safety expenditures in Onondaga County towns between 1999 and 2011, ranging from -7% to 6,149%.



## Findings

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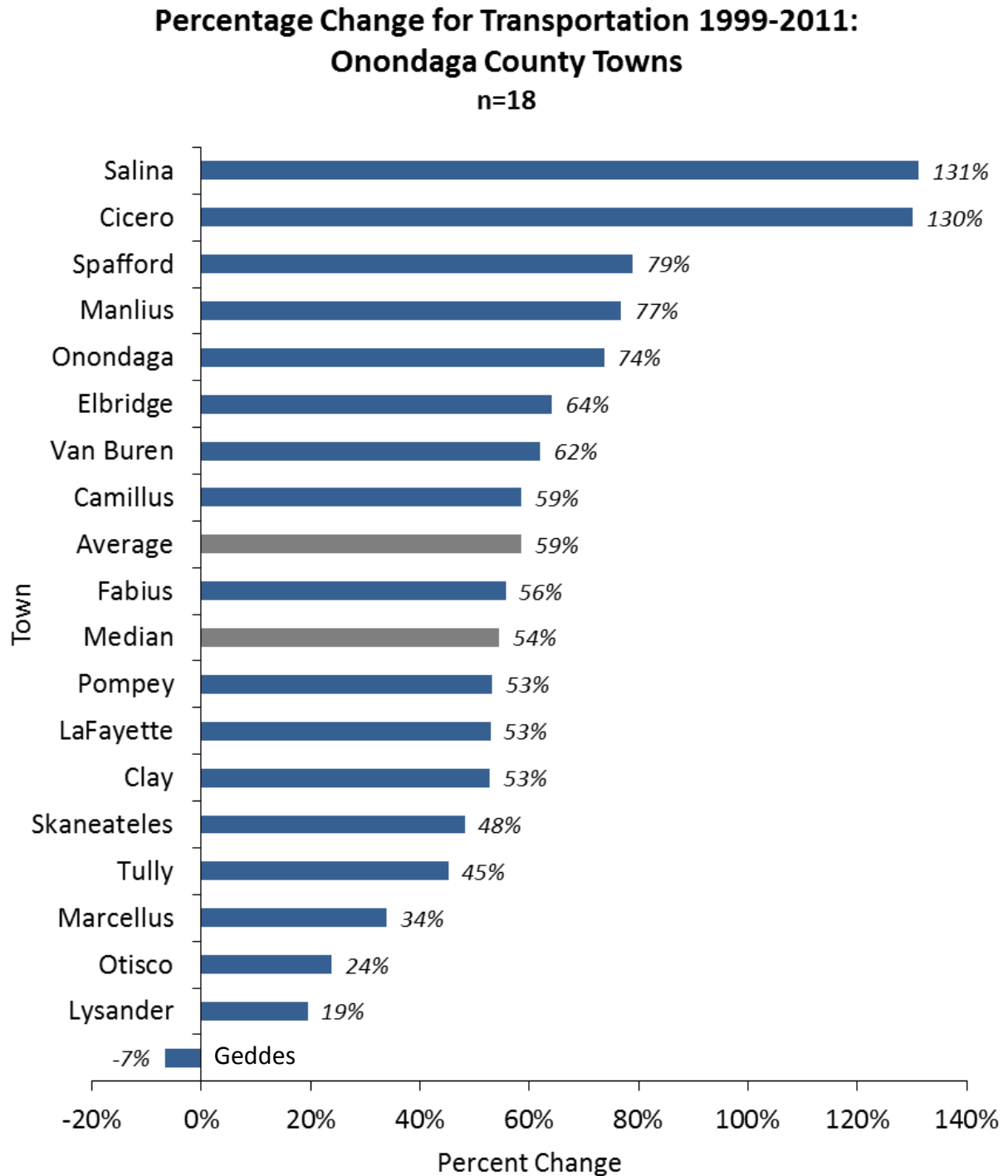
- DeWitt is not included because data was not available for 2011.

<b>Percentage Change for Public Safety 1999-2011: Onondaga Towns</b>	
<b>Towns</b>	<b>Percent Change</b>
Camillus	101%
Cicero	78%
Clay	44%
Elbridge	56%
Fabius	157%
Geddes	10%
LaFayette	59%
Lysander	304%
Manlius	52%
Marcellus	61%
Onondaga	44%
Otisco	399%
Pompey	214%
Salina	60%
Skaneateles	-7%
Spafford	336%
Tully	6149%
Van Buren	146%

# Findings

## *Budget Expenditures – Change in Town Expenditures for Transportation*

7. 54% is the median change in transportation expenditures Onondaga County towns between 1999 and 2011, ranging from -7% to 131%.



## Findings

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- DeWitt is not included because data was not available for 2011.

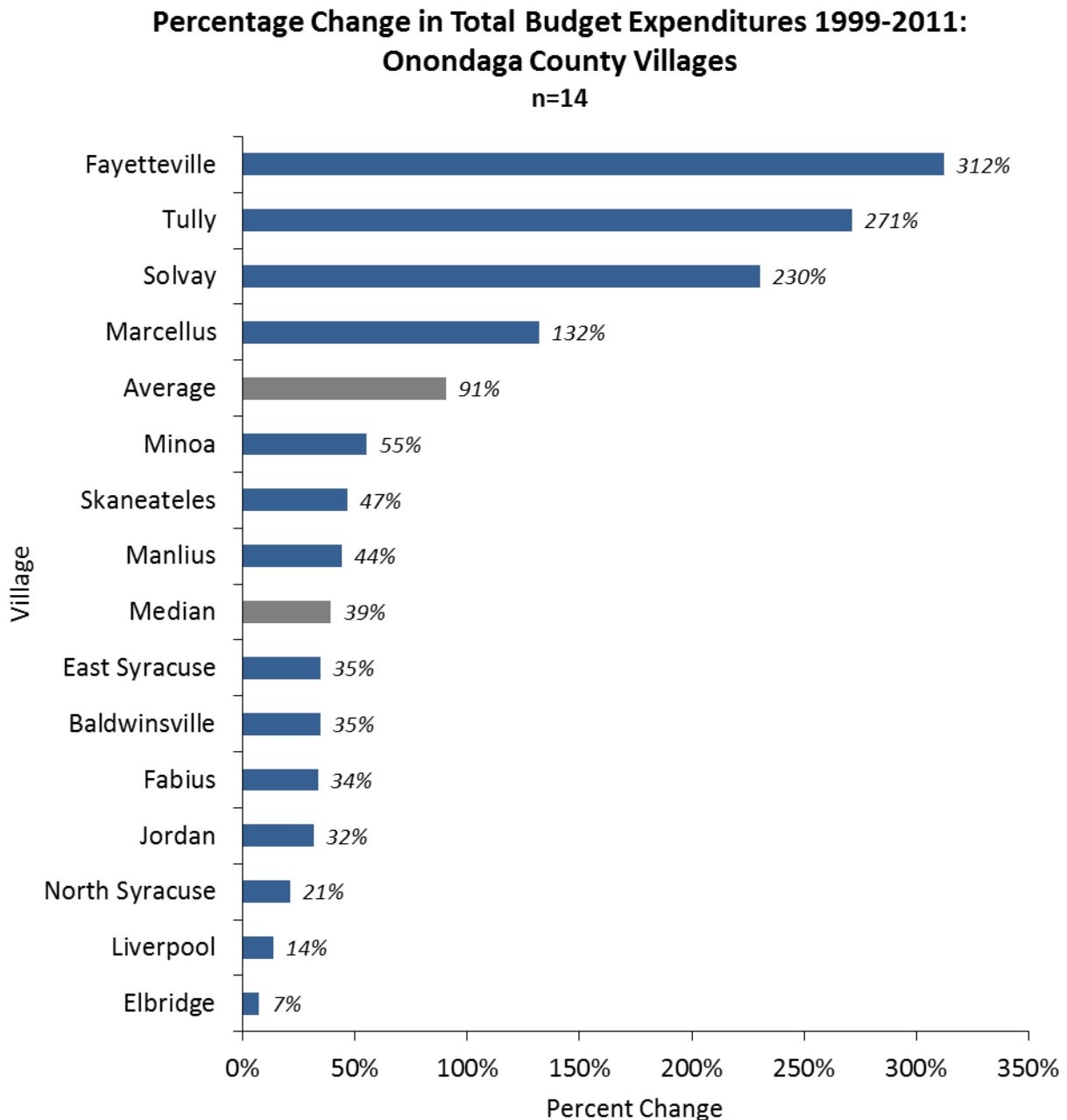
<b>Percentage Change for Transportation 1999-2011: Onondaga Towns</b>	
<b>Towns</b>	<b>Percent Change</b>
Camillus	59%
Cicero	130%
Clay	53%
DeWitt	43%
Elbridge	64%
Fabius	56%
Geddes	-7%
LaFayette	53%
Lysander	19%
Manlius	77%
Marcellus	34%
Onondaga	74%
Otisco	24%
Pompey	53%
Salina	131%
Skaneateles	48%
Spafford	79%
Tully	45%
Van Buren	62%



# Findings

## *Budget Expenditures – Change of Village Budgets*

8. 39% is the median percent increase in municipal expenditures in Onondaga County villages between 1999 and 2011, ranging from 7% to 312%.



# Findings

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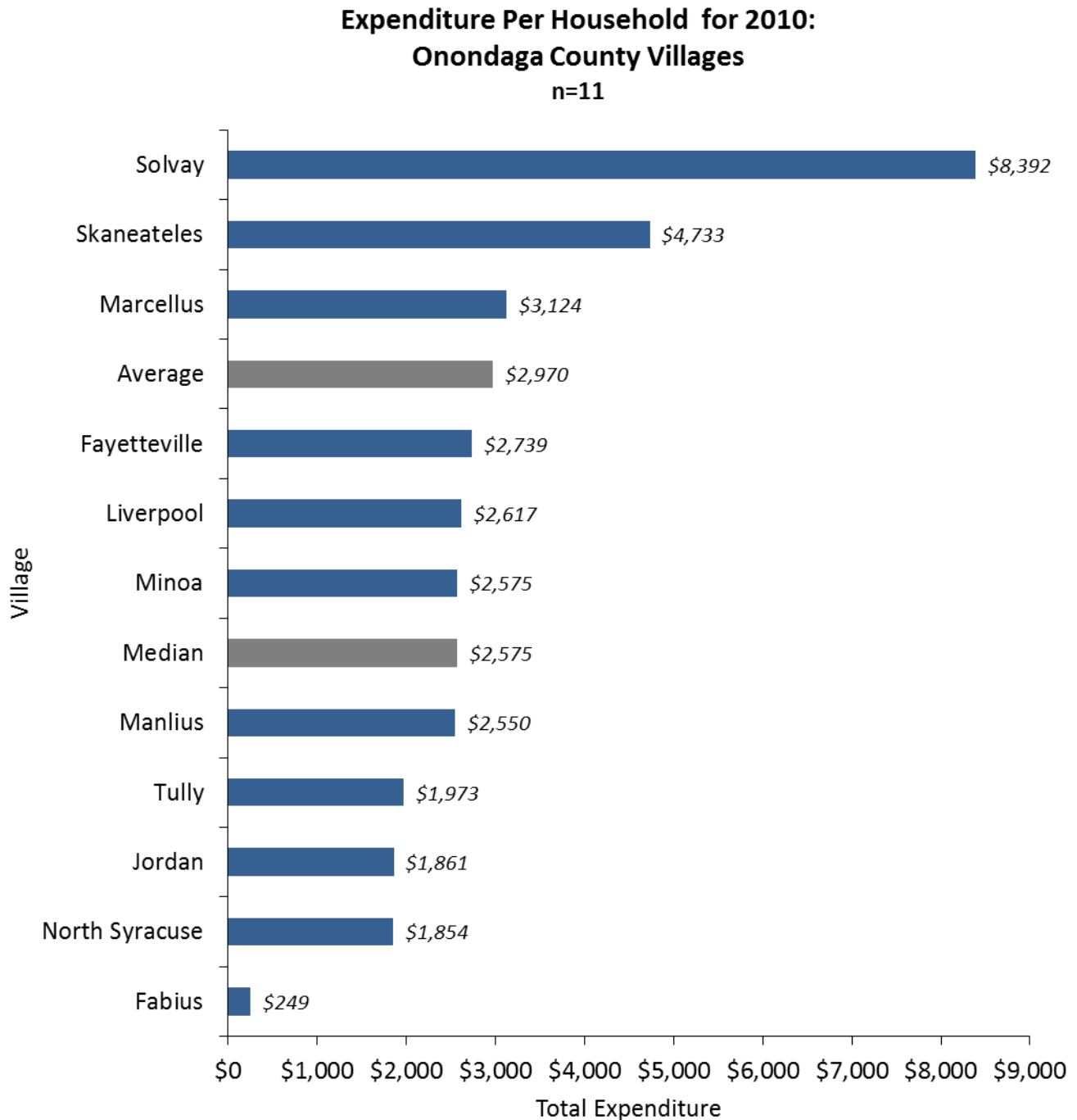
- Camillus was not included because data was not available for 2011.

<b>Percentage Change of Total Budget Expenditures 1999-2011: Onondaga County Villages</b>	
<b>Villages</b>	<b>Percent Change</b>
Baldwinsville	35%
East Syracuse	35%
Elbridge	7%
Fabius	34%
Jordan	32%
Liverpool	14%
Manlius	44%
Marcellus	132%
Minoa	55%
North Syracuse	21%
Skaneateles	47%
Solvay	230%
Tully	271%

# Findings

## *Budget Expenditures – Village Budget Expenditures per Household*

9. \$2,575 is the median per household cost for 2010 municipal expenditures in Onondaga County villages, ranging from \$249 to \$8,392.



# Findings

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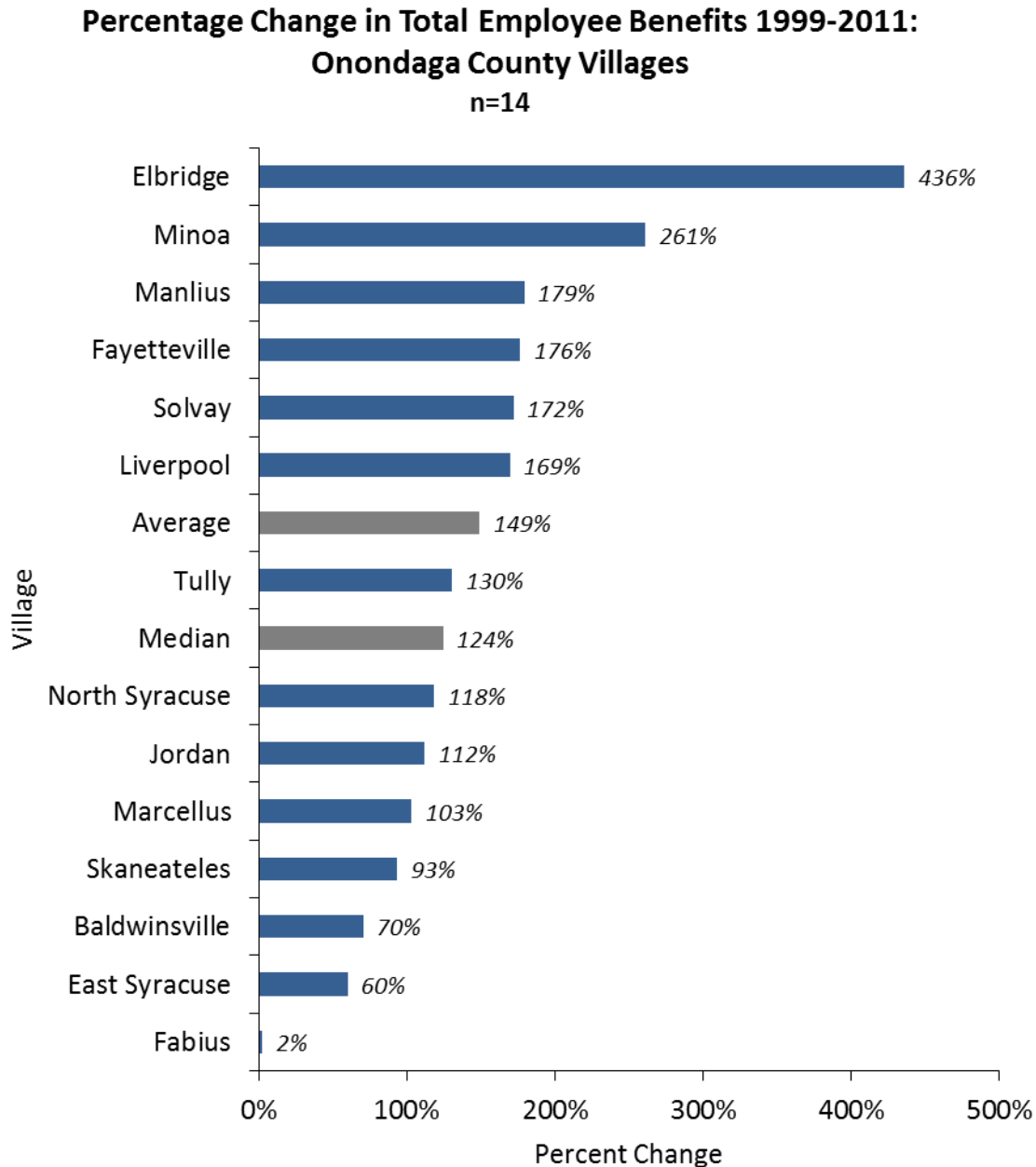
- Baldwinsville, Camillus, East Syracuse and Elbridge were not included because data was not available for 2011.

<b>Expenditure Per Household for 2010: Onondaga County Villages</b>	
<b>Villages</b>	<b>Expenditures per Household</b>
Fabius	\$249
Fayetteville	\$2,739
Jordan	\$1,861
Liverpool	\$2,617
Manlius	\$2,550
Marcellus	\$3,124
Minoa	\$2,575
North Syracuse	\$1,854
Skaneateles	\$4,733
Solvay	\$8,392
Tully	\$1,973

# Findings

## *Budget Expenditures – Change in Village Expenditures for Employee Benefits*

10. 124% is the median increase in employee benefits in Onondaga County villages between 1999 and 2011, ranging from 2% to 436%.



## Findings

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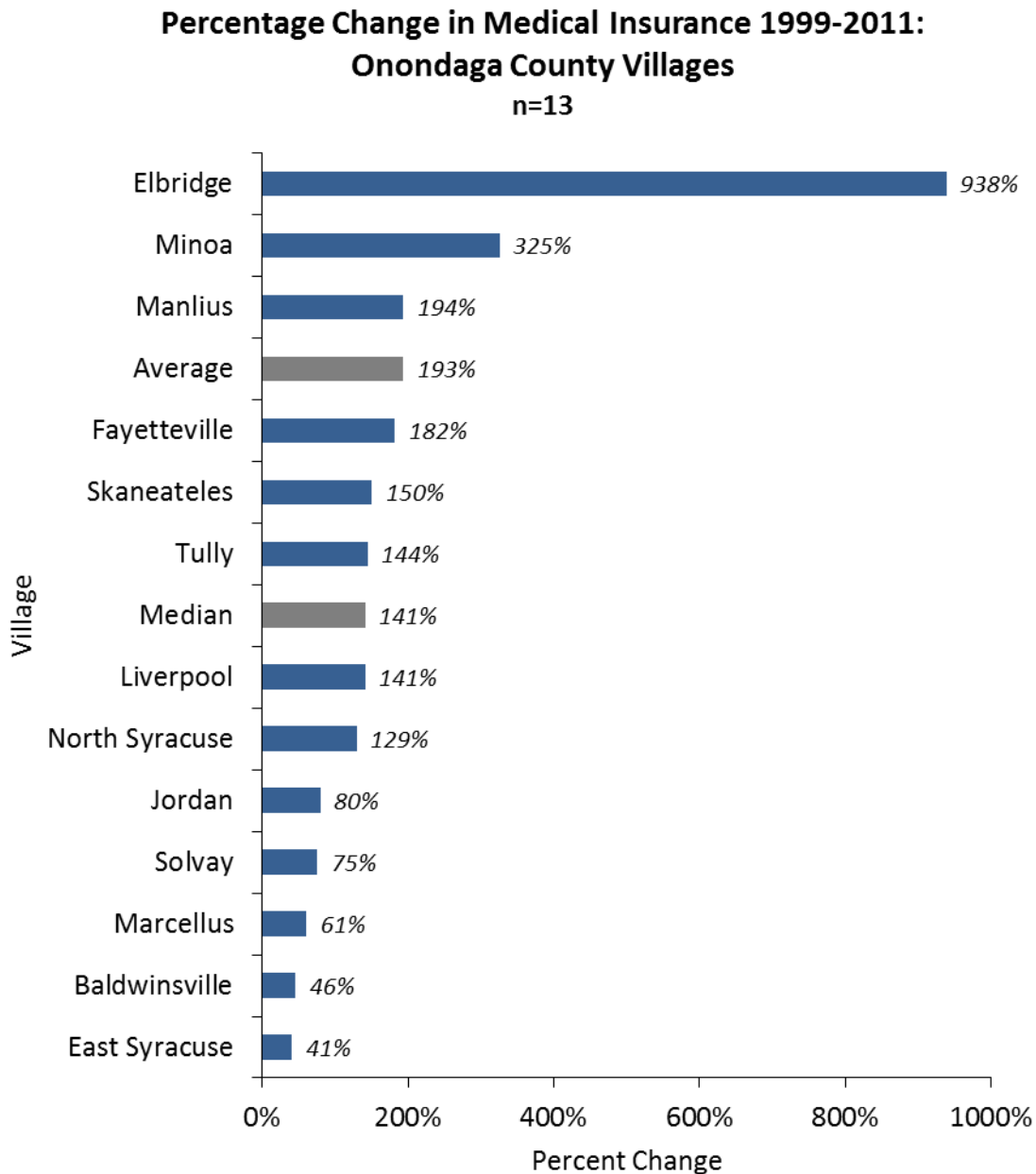
- Camillus was not included because data was not available for 2011.

<b>Percentage Change for Employee Benefits 1999-2011: Onondaga County Villages</b>	
<b>Villages</b>	<b>Percent Change</b>
Baldwinsville	70%
East Syracuse	60%
Fabius	2%
Fayetteville	176%
Jordan	112%
Liverpool	169%
Manlius	179%
Marcellus	103%
Minoa	261%
North Syracuse	118%
Skaneateles	93%
Solvay	172%
Tully	130%

# Findings

## *Budget Expenditures – Change in Village Expenditures for Health Insurance*

11. 141% is the median increase in employee health insurance expenditures in Onondaga County villages between 1999 and 2011, ranging from 41% to 938%.



## Findings

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- Camillus and Fabius were not included because data was not available for 2011.

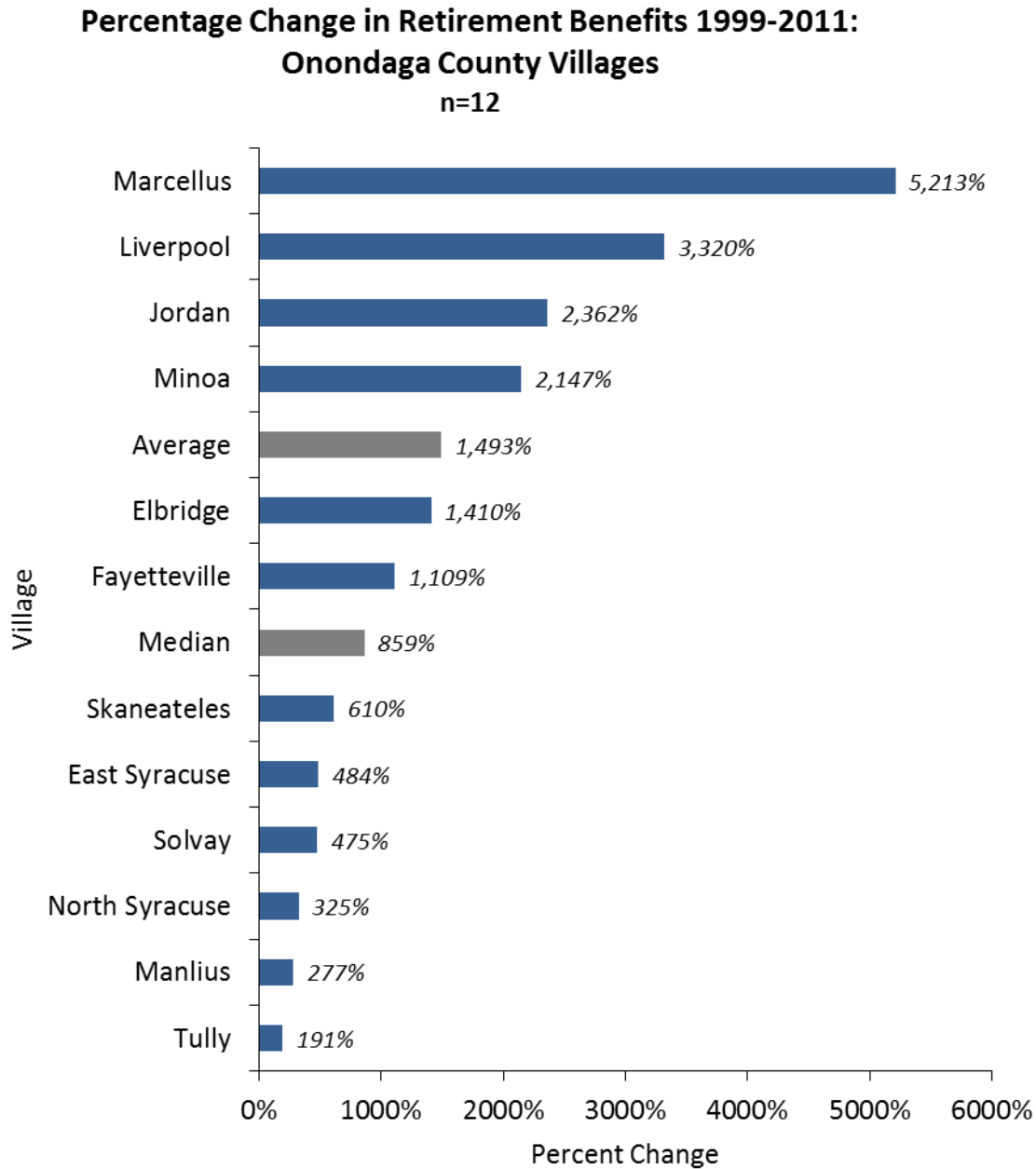
<b>Percentage Change for Health Insurance Benefits 1999-2011: Onondaga County Villages</b>	
<b>Villages</b>	<b>Percent Change</b>
<b>East Syracuse</b>	41%
<b>Baldwinsville</b>	46%
<b>Marcellus</b>	61%
<b>Solvay</b>	75%
<b>Jordan</b>	80%
<b>North Syracuse</b>	129%
<b>Liverpool</b>	141%
<b>Tully</b>	144%
<b>Skaneateles</b>	150%
<b>Fayetteville</b>	182%
<b>Manlius</b>	194%
<b>Minoa</b>	325%



# Findings

## *Budget Expenditures – Change in Village Expenditures for Retirement Benefits*

12. 859% is the median increase in retirement expenditures for Onondaga County villages between 1999 and 2011, ranging from 191% to 5,213%.



# Findings

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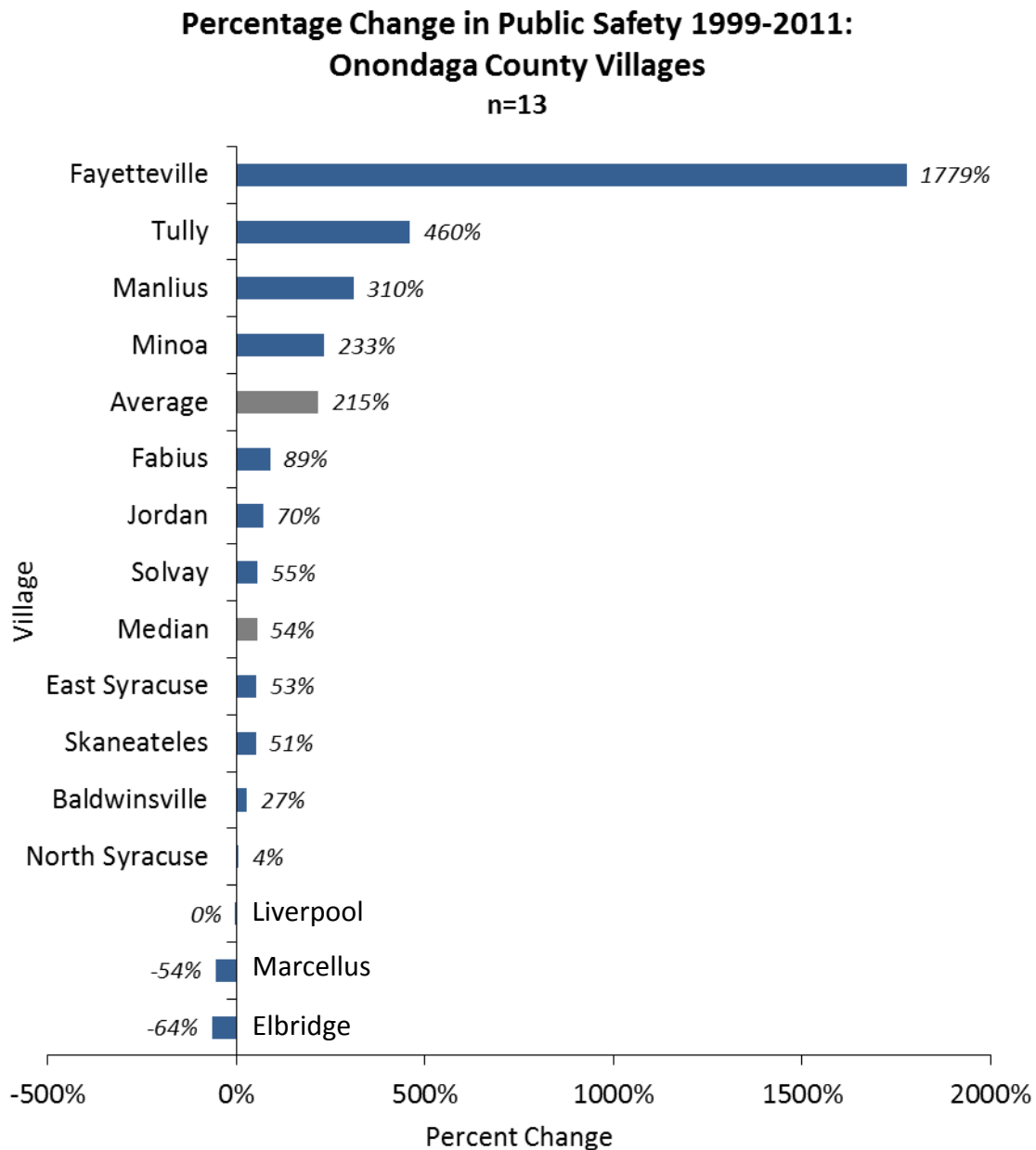
- Baldwinsville, Camillus and Fabius were not included because data was not available for 2011.

<b>Percentage Change for Retirement Benefits 1999-2011: Onondaga County Villages</b>	
<b>Villages</b>	<b>Percent Change</b>
East Syracuse	484%
Elbridge	1410%
Fayetteville	1109%
Jordan	2362%
Liverpool	3320%
Manlius	277%
Marcellus	5213%
Minoa	2147%
North Syracuse	325%
Skaneateles	610%
Solvay	475%
Tully	191%

# Findings

## *Budget Expenditures – Change in Village Expenditures for Public Safety*

13. 54% is the median change in public safety expenditures in Onondaga County villages between 1999 and 2011, ranging from -64% to 1,779%.



## Findings

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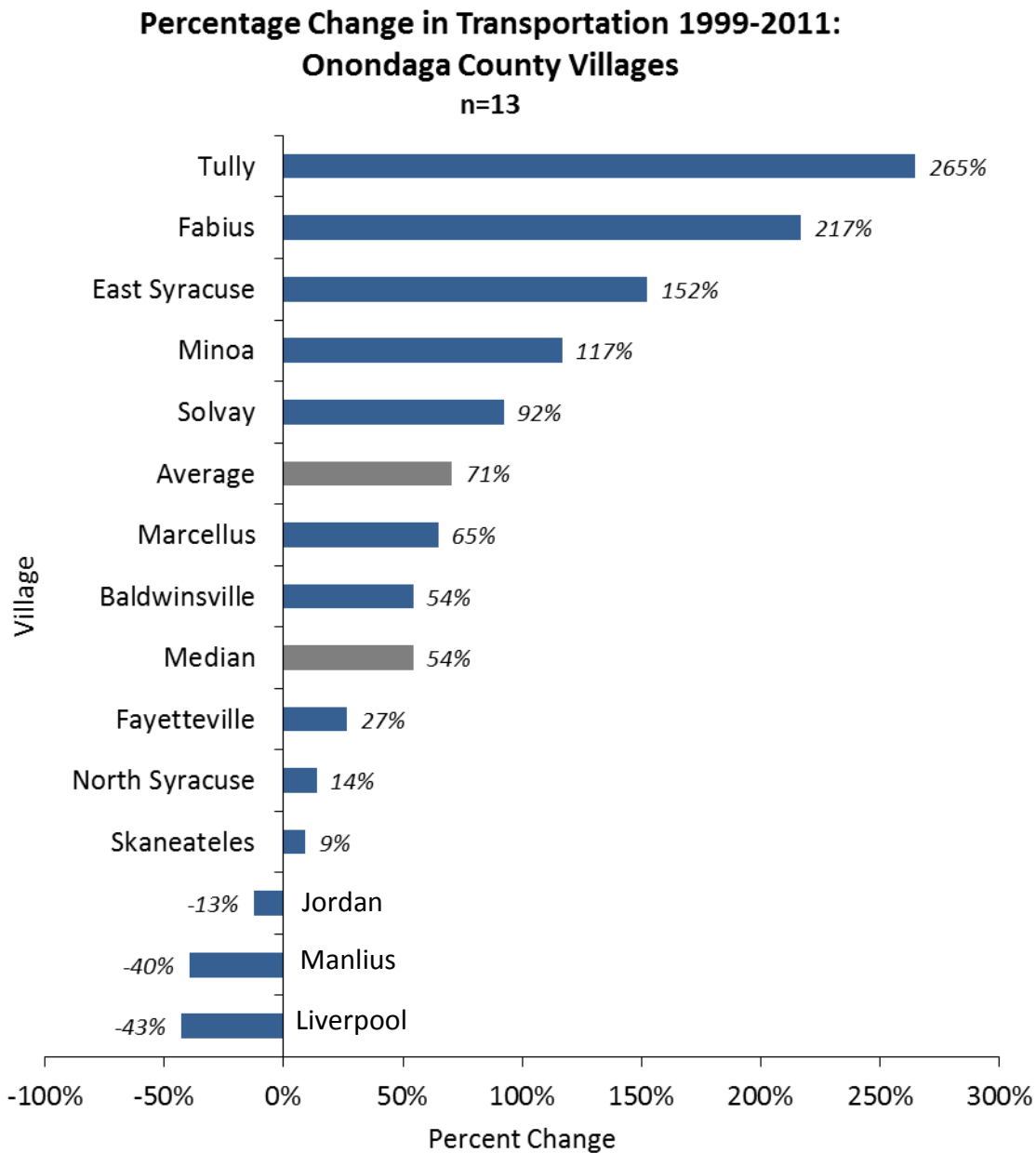
- Camillus was not included because data was not available for 2011.

<b>Percentage Change for Public Safety 1999-2011: Onondaga County Villages</b>	
<b>Villages</b>	<b>Percent Change</b>
Elbridge	-64%
Marcellus	-54%
Liverpool	0%
North Syracuse	4%
Baldwinsville	27%
Skaneateles	51%
East Syracuse	53%
Solvay	55%
Jordan	70%
Fabius	89%
Minoa	233%
Manlius	310%
Tully	460%

# Findings

## Budget Expenditures – Change in Village Expenditures for Transportation

14. 54% is the median change in transportation expenditures for Onondaga County villages between 1999 and 2011, ranging from -43% to 265%.



# Findings

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- Camillus was not included because data was not available for 2011.

<b>Percentage Change for Transportation 1999-2011: Onondaga County Villages</b>	
<b>Villages</b>	<b>Percent Change</b>
Baldwinsville	54%
East Syracuse	152%
Fabius	217%
Fayetteville	27%
Jordan	-13%
Liverpool	-43%
Manlius	-40%
Marcellus	65%
Minoa	117%
North Syracuse	14%
Skaneateles	9%
Solvay	92%
Tully	265%

# Municipal Pages

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## *Introduction*

1. Property taxes are computed by taking the 2012 average home value in Onondaga County of \$124,400 and using the calculator at *SeeThroughNY* to determine the taxes paid by the property owner in each of the 19 towns and 15 villages in Onondaga County in 2011. The link for this information is <http://seethroughny.net/benchmarking-ny/#/>. The municipal pages list the 2011 property taxes for the largest school district within each town. The appendices include 2011 property tax information for the 34 municipalities in Onondaga County. The average property housing value is based on 2006-10e census data.
2. The benchmarking tool on the *SeeThroughNY* database provided 2011 property tax rates for county, town, village, school district, library and special district property tax rates. 2011 data were used for all municipal pages as it was the most current and inclusive information for the categories listed above. 2012 data were not used on the municipal pages as special district taxes were not included; these rates are included in the appendices as a comparison to the 2011 data.
3. For a complete list of steps to determine property taxes, follow the example below:
  - a. Go to this web page: <http://seethroughny.net/benchmarking-ny/#/>
  - b. At the dropdown, selection Property Taxes by Location.
  - c. A new dropdown will appear asking what you would like to do; select: Compare Property Taxes in Multiple Locations.
  - d. A new dropdown will appear, entitled Type. Select from that. For example, Villages.
  - e. A new dropdown will appear with Date. Select 2011.
  - f. Another dropdown will enable you to select the villages. When the dropdown appears, begin typing the name to move it to the general area of the village you want. Up to four can be picked to compare.
  - g. Type in the Property value of \$124,400.
  - h. The final figures used are indicated as: Calculated Taxes.
4. North Syracuse and Baldwinsville are both villages that lie in two different towns. For this reason, there will be two separate calculations for property taxes. North Syracuse is within the towns of Cicero and Clay. Baldwinsville is within the towns of Van Buren and

# Municipal Pages

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Lysander.

5. The average of total expenditures for each town is based on the average of the total of all towns in the county. The average of total expenditures for each village is based on the average of all villages in the county.
6. Average and percent changes (as shown in table) for each type of expenditure are calculated from 1998–2011.
7. A average for 2011 only is determined for the villages and towns and comparisons made with each relevant municipality.
8. The latest Median Household Income data is from 2009 found at [city-data.com](http://city-data.com).

## Towns & Villages

Towns
1. Camillus
2. Cicero
3. Clay
4. DeWitt
5. Elbridge
6. Fabius
7. Geddes
8. LaFayette
9. Lysander
10. Manlius
11. Marcellus
12. Onondaga
13. Otisco
14. Pompey
15. Salina
16. Skaneateles
17. Spafford
18. Tully
19. Van Buren

Villages
1. Baldwinsville
2. Camillus
3. East Syracuse
4. Elbridge
5. Fabius
6. Fayetteville
7. Jordan
8. Liverpool
9. Manlius
10. Marcellus
11. Minoa
12. North Syracuse
13. Skaneateles
14. Solvay
15. Tully



# Municipal Pages

## Town of Camillus, Onondaga County

### Basic Information

2010 Population: **24,167**

Population Change 2000-10: **4%**

Total Land Area (In Sq. Miles): **34.5**

2010 Total # of Households: **10,507**

2009 Median Household Income: **\$43,835**

2011 Property Taxes<sup>1</sup>: **\$4,450**



### Budget Expenditures

2011 Total Budget Expenditures: **\$22,600,444**

Average Percent Change in Camillus' Total Expenditures from 1998 to 2011: **63%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Camillus <sup>3</sup>
Employee Benefits	191%	159%
Medical Insurance	154%	128%
Retirement	2,722%	541%
Worker's Competition	152%	212%
Public Safety	443%	101%
Transportation	57%	58%

--Departments--	--Unions--
Highway	CSEA Local 1000
Clerical and Office	Camillus Clerical Workers Association
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Camillus, 1998-2011.

# Municipal Pages

## Town of Cicero, Onondaga County

### Basic Information

2010 Population: **31,632**  
Population Change 2000-10: **13%**  
Total Land Area (In Sq. Miles): **48.5**  
2010 Total # of Households: **12,947**  
2009 Median Household Income: **\$50,055**  
2011 Property Taxes<sup>1</sup>: **\$3,476.90**



### Budget Expenditures

2011 Total Budget Expenditures: **\$14,401,227**  
Average Percent Change in Cicero's Total Expenditures from 1998 to 2011: **126%**  
Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Cicero <sup>3</sup>
Employee Benefits	191%	361%
Medical Insurance	154%	304%
Retirement	2,722%	1,793%
Worker's Competition	152%	260%
Public Safety	443%	77%
Transportation	57%	130%

--Departments--	--Unions--
Highway	CSEA Local 1000
Clerical and Office	Teamsters Local 317
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Cicero, 1998-2011.

# Municipal Pages

## Town of Clay, Onondaga County

### Basic Information

2010 Population: **58,206**

Population Change 2000-10: **-0.51%**

Total Land Area (In Sq. Miles): **48.8**

2010 Total # of Households: **24,195**

2009 Median Household Income: **\$61,748**

2011 Property Taxes<sup>1</sup>: **\$4,424**



### Budget Expenditures

2011 Total Budget Expenditures: **\$25,925,634**

Average Percent Change in Clay's Total Expenditures from 1998 to 2011: **85%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Clay <sup>3</sup>
Employee Benefits	191%	183%
Medical Insurance	154%	272%
Retirement	2,722%	916%
Worker's Competition	152%	76%
Public Safety	443%	43%
Transportation	57%	52%

--Departments--	--Unions--
Highway	Teamsters Local 317
Clerical and Office	Teamsters Local 317
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Clay, 1998-2011.

# Municipal Pages

## Town of DeWitt, Onondaga County

### Basic Information

2010 Population: **25,838**

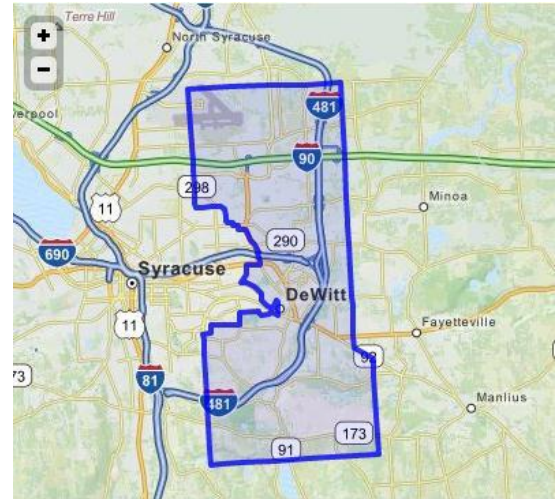
Population Change 2000-10: **7%**

Total Land Area (In Sq. Miles): **33.9**

2010 Total # of Households: **10,853**

2009 Median Household Income: **\$57,273**

2011 Property Taxes<sup>1</sup>: **\$4,441**



### Budget Expenditures

2010 Total Budget Expenditures: **\$25,553,633**

Average Percent Change in DeWitt's Total Expenditures from 1998 to 2010: **78%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of DeWitt <sup>3</sup>
Employee Benefits	191%	192%
Medical Insurance	154%	198%
Retirement	2,722%	1,945%
Worker's Competition	152%	47%
Public Safety	443%	80%
Transportation	57%	43%

--Departments--	--Unions--
Highway – Laborers	CSEA Local 1000
Highway - Supervisory	CSEA Local 1000
Clerical and Office	CSEA Local 1000
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of DeWitt, 1998-2010.

# Municipal Pages

## Town of Elbridge, Onondaga County

### Basic Information

2010 Population: **5,922**

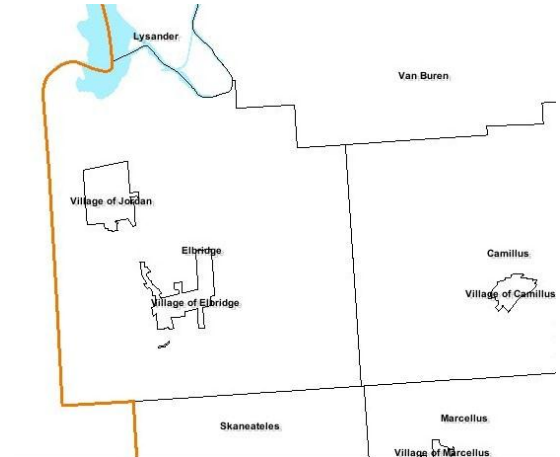
Population Change 2000-10: **-2%**

Total Land Area (In Sq. Miles): **38.3**

2010 Total # of Households: **2,558**

2009 Median Household Income: **\$41,250**

2011 Property Taxes<sup>1</sup>: **\$4,516**



### Budget Expenditures

2011 Total Budget Expenditures: **\$2,630,862**

Average Percent Change in Elbridge's Total Expenditures from 1998 to 2011: **92%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Elbridge <sup>3</sup>
Employee Benefits	191%	83%
Medical Insurance	154%	29%
Retirement	2,722%	3,552%
Worker's Competition	152%	40%
Public Safety	443%	56%
Transportation	57%	64%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

## Municipal Pages

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<sup>3</sup> Percent change in expenditures in the Town of Elbridge, 1998-2011.



# Municipal Pages

## Town of Fabius, Onondaga County

### Basic Information

2010 Population: **1,964**

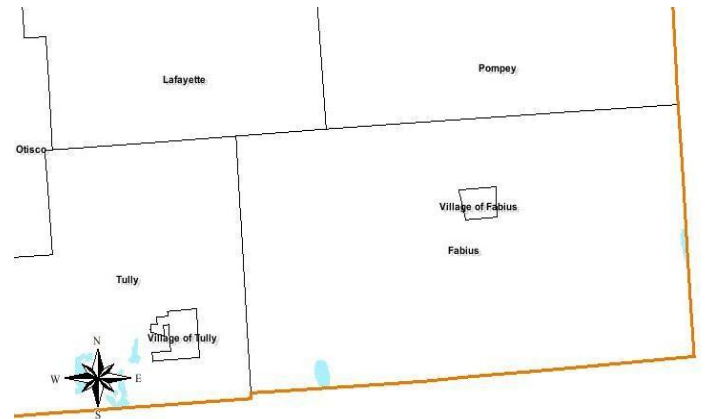
Population Change 2000-10: **-0.51%**

Total Land Area (In Sq. Miles): **46.8**

2010 Total # of Households: **824**

2009 Median Household Income: **\$46,438**

2011 Property Taxes<sup>1</sup>: **\$5,077**



### Budget Expenditures

2011 Total Budget Expenditures: **\$953,888**

Average Percent Change in Fabius' Total Expenditures from 1998 to 2011: **62%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Fabius <sup>3</sup>
Employee Benefits	191%	183%
Medical Insurance	154%	111%
Retirement	2,722%	2,917%
Worker's Competition	152%	205%
Public Safety	443%	157%
Transportation	57%	55%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

## Municipal Pages

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<sup>3</sup> Percent change in expenditures in the Town of Fabius, 1998-2011.

# Municipal Pages

## Town of Geddes, Onondaga County

### Basic Information

2010 Population: **17,118**

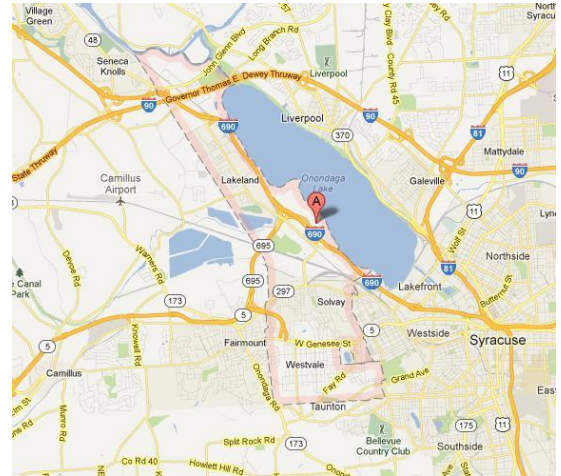
Population Change 2000-10: **3%**

Total Land Area (In Sq. Miles): **12.7**

2010 Total # of Households: **7,697**

2009 Median Household Income: **\$51,263**

2011 Property Taxes<sup>1</sup>: **\$5,145**



### Budget Expenditures

2010 Total Budget Expenditures: **\$9,461,713**

Average Percent Change in Geddes' Total Expenditures from 1998 to 2010: **0.34%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Geddes <sup>3</sup>
Employee Benefits	191%	123%
Medical Insurance	154%	116%
Retirement	2,722%	1,549%
Worker's Competition	152%	21%
Public Safety	443%	9%
Transportation	57%	-6%

--Departments--	--Unions--
Highway	USW Local 14532-11, Teamsters 815
Clerical and Office	USW Local 14532-20
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Geddes, 1998-2010.

# Municipal Pages

## Town of LaFayette, Onondaga County

### Basic Information

2010 Population: **4,952**

Population Change 2000-10: **2%**

Total Land Area (In Sq. Miles): **39.6**

2010 Total # of Households: **2,099**

2009 Median Household Income: **\$61,462**

2011 Property Taxes<sup>1</sup>: **\$3,988**



### Budget Expenditures

2011 Total Budget Expenditures: **\$2,426,491**

Average Percent Change in LaFayette's Total Expenditures from 1998 to 2011: **58%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of LaFayette <sup>3</sup>
Employee Benefits	191%	201%
Medical Insurance	154%	150%
Retirement	2,722%	1,244%
Worker's Competition	152%	358%
Public Safety	443%	58%
Transportation	57%	52%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

# Municipal Pages

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of LaFayette, 1998-2011.

## Town of Lysander, Onondaga County

### Basic Information

2010 Population: **21,689**

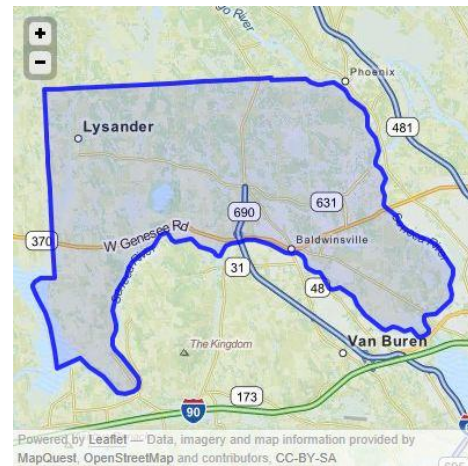
Population Change 2000-10: **12%**

Total Land Area (In Sq. Miles): **64.6**

2010 Total # of Households: **8,845**

2009 Median Household Income: **\$72,424**

2011 Property Taxes<sup>1</sup>: **\$4,135**



### Budget Expenditures

2011 Total Budget Expenditures: **\$6,471,875**

Average Percent Change in Lysander's Total Expenditures from 1998 to 2011: **95%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Lysander <sup>3</sup>
Employee Benefits	191%	270%
Medical Insurance	154%	346%
Retirement	2,722%	5,841%
Worker's Competition	152%	141%
Public Safety	443%	304%
Transportation	57%	19%

--Departments--	--Unions--
Highway	Teamsters Local 317

## Municipal Pages

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Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Lysander, 1998-2011.

# Municipal Pages

## Town of Manlius, Onondaga County

### Basic Information

2010 Population: **32,370**

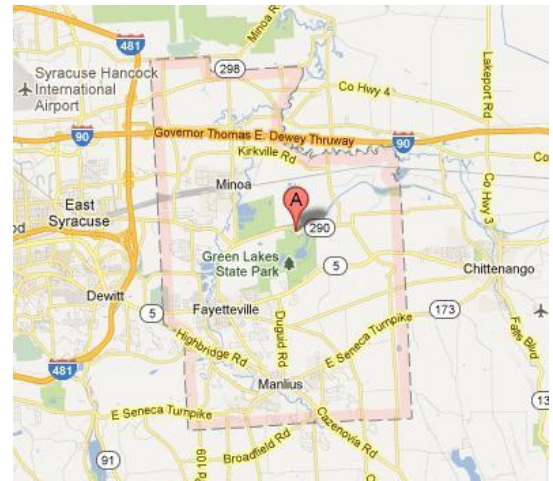
Population Change 2000-10: **1%**

Total Land Area (In Sq. Miles): **49.6**

2010 Total # of Households: **14,047**

2009 Median Household Income: **\$57,091**

2011 Property Taxes<sup>1</sup>: **\$4,692**



### Budget Expenditures

2011 Total Budget Expenditures: **\$15,847,484**

Average Percent Change in Manlius' Total Expenditures from 1998 to 2011: **71%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Manlius <sup>3</sup>
Employee Benefits	191%	147%
Medical Insurance	154%	133%
Retirement	2,722%	180%
Worker's Competition	152%	39%
Public Safety	443%	52%
Transportation	57%	76%

--Departments--	--Unions--
Highway	CSEA
Clerical and Office	N/A
Police, Fire & Rescue	Manlius Police Unit

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and



## Municipal Pages

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multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Manlius, 1998-2011.

# Municipal Pages

## Town of Marcellus, Onondaga County

### Basic Information

2010 Population: **6,210**

Population Change 2000-10: **-1%**

Total Land Area (In Sq. Miles): **35**

2010 Total # of Households: **2,623**

2009 Median Household Income: **\$41,218**

2011 Property Taxes<sup>1</sup>: **\$4,370**



### Budget Expenditures

2006 Total Budget Expenditures: **\$2,841,567**

Average Percent Change in Marcellus' Total Expenditures from 1998 to 2006: **70%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Marcellus <sup>3</sup>
Employee Benefits	191%	179%
Medical Insurance	154%	197%
Retirement	2,722%	2,429%
Worker's Competition	152%	86%
Public Safety	443%	60%
Transportation	57%	33%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Marcellus, 1998-2006.

# Municipal Pages

## Town of Onondaga, Onondaga County

### Basic Information

2010 Population: **23,101**

Population Change 2000-10: **9%**

Total Land Area (In Sq. Miles): **57.8**

2010 Total # of Households: **8,870**

2009 Median Household Income: **\$65,433**

2011 Property Taxes<sup>1</sup>: **\$4,541**



### Budget Expenditures

2011 Total Budget Expenditures: **\$9,049,974**

Average Percent Change in Onondaga's Total Expenditures from 1998 to 2011: **53%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Onondaga <sup>3</sup>
Employee Benefits	191%	157%
Medical Insurance	154%	103%
Retirement	2,722%	1,813%
Worker's Competition	152%	-13%
Public Safety	443%	44%
Transportation	57%	73%

--Departments--	--Unions--
Highway	Teamsters Local 317
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Onondaga, 1998-2011.

# Municipal Pages

## Town of Otisco, Onondaga County

### Basic Information

2010 Population: **2,541**

Population Change 2000-10: **-0.8%**

Total Land Area (In Sq. Miles): **30**

2010 Total # of Households: **963**

2009 Median Household Income: **\$54,682**

2011 Property Taxes<sup>1</sup>: **\$3,897**



### Budget Expenditures

2011 Total Budget Expenditures: **\$1,071,195**

Average Percent Change in Otisco's Total Expenditures from 1998 to 2011: **37.5%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Otisco <sup>3</sup>
Employee Benefits	191%	160%
Medical Insurance	154%	92%
Retirement	2,722%	4,048%
Worker's Competition	152%	204%
Public Safety	443%	399%
Transportation	57%	24%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Otisco, 1998-2011.

# Municipal Pages

## Town of Pompey, Onondaga County

### Basic Information

2010 Population: **7,080**

Population Change 2000-10: **15%**

Total Land Area (In Sq. Miles): **66.5**

2010 Total # of Households: **2,509**

2009 Median Household Income: **\$72,500**

2011 Property Taxes<sup>1</sup>: **\$4,451**



### Budget Expenditures

2011 Total Budget Expenditures: **\$3,060,981**

Average Percent Change in Pompey's Total Expenditures from 1998 to 2011: **93%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Pompey <sup>3</sup>
Employee Benefits	191%	149%
Medical Insurance	154%	118%
Retirement	2,722%	973% <sup>4</sup>
Worker's Competition	152%	228%
Public Safety	443%	214%
Transportation	57%	53%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.



## Municipal Pages

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<sup>3</sup> Percent change in expenditures in the Town of Pompey, 1998-2011.

<sup>4</sup> Reflects 2002-2011 Percent Change

# Municipal Pages

## Town of Salina, Onondaga County

### Basic Information

2010 Population: **33,710**

Population Change 2000-10: **1%**

Total Land Area (In Sq. Miles): **14.9**

2010 Total # of Households: **14,999**

2009 Median Household Income: **\$49,607**

2011 Property Taxes<sup>1</sup>: **\$4,761**



### Budget Expenditures

2011 Total Budget Expenditures: **\$25,235,565**

Average Percent Change in Salina's Total Expenditures from 1998 to 2011: **167%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Salina <sup>3</sup>
Employee Benefits	191%	259%
Medical Insurance	154%	250%
Retirement	2,722%	4,771%
Worker's Competition	152%	363%
Public Safety	443%	60%
Transportation	57%	131%

--Departments--	--Unions--
Highway	SEIU #200
Clerical and Office	Teamsters Local 317
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Salina, 1998-2011.

# Municipal Pages

## Town of Skaneateles, Onondaga County

### Basic Information

2010 Population: **7,209**

Population Change 2000-10: **-2%**

Total Land Area (In Sq. Miles): **8.8**

2010 Total # of Households: **2,939**

2009 Median Household Income: **\$72,360**

2011 Property Taxes<sup>1</sup>: **\$2,754**

### Budget Expenditures

2011 Total Budget Expenditures: **\$4,412,495**

Average Percent Change in Skaneateles' Total Expenditures from 1998 to 2011: **49%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**



Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Skaneateles <sup>3</sup>
Employee Benefits	191%	141%
Medical Insurance	154%	122%
Retirement	2,722%	507%
Worker's Competition	152%	122%
Public Safety	443%	-7%
Transportation	57%	48%

--Departments--	--Unions--
Highway	Teamsters Local 118
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Skaneateles, 1998-2011.

# Municipal Pages

## Town of Spafford, Onondaga County

### Basic Information

2010 Population: **1,686**

Population Change 2000-10: **2%**

Total Land Area (In Sq. Miles): **39.2**

2010 Total # of Households: **669**

2009 Median Household Income: **\$167,539**

2011 Property Taxes<sup>1</sup>: **\$3,874**



### Budget Expenditures

2011 Total Budget Expenditures: **\$1,319,600**

Average Percent Change in Spafford's Total Expenditures from 1998 to 2011: **111%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Spafford <sup>3</sup>
Employee Benefits	191%	160%
Medical Insurance	154%	115%
Retirement	2,722%	2,116%
Worker's Competition	152%	274%
Public Safety	443%	336%
Transportation	57%	79%

--Departments--	--Unions--
Highway	Teamsters Local 317
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Spafford, 1998-2011.

# Municipal Pages

## Town of Tully, Onondaga County

### Basic Information

2010 Population: **2,738**

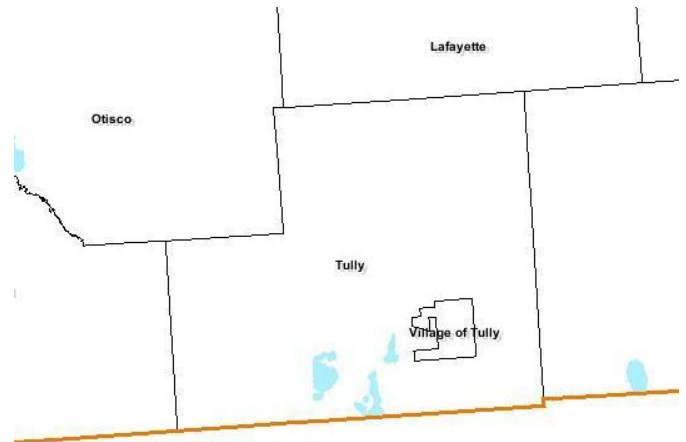
Population Change 2000-10: **1%**

Total Land Area (In Sq. Miles): **0.7**

2010 Total # of Households: **1,071**

2009 Median Household Income: **\$38,675**

2011 Property Taxes<sup>1</sup>: **\$3,934**



### Budget Expenditures

2011 Total Budget Expenditures: **\$1,716,674**

Average Percent Change in Tully's Total Expenditures from 1998 to 2011: **95%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Tully <sup>3</sup>
Employee Benefits	191%	325%
Medical Insurance	154%	75%
Retirement	2,722%	3,936%
Worker's Competition	152%	145%
Public Safety	443%	6,149%
Transportation	57%	45%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Tully, 1998-2011.



# Municipal Pages

## Town of Van Buren, Onondaga County

### Basic Information

2010 Population: **13,185**

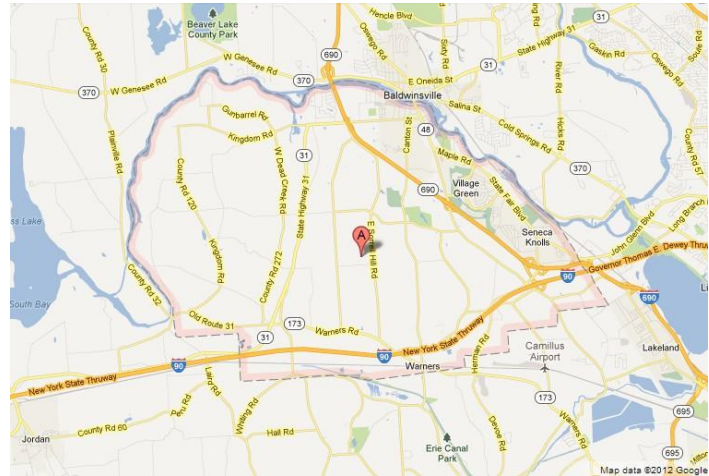
Population Change 2000-10: **4%**

Total Land Area (In Sq. Miles): **36.1**

2010 Total # of Households: **5,737**

2009 Median Household Income: **\$52,673**

2011 Property Taxes<sup>1</sup>: **\$4,572**



### Budget Expenditures

2011 Total Budget Expenditures: **\$5,115,969**

Average Percent Change in Van Buren's Total Expenditures from 1998 to 2011: **38%**

Average Percent Change in Countywide Towns' Total Expenditures: **160%**

Type of Expenditure	Percent Change of All Towns <sup>2</sup>	Percent Change of Van Buren <sup>3</sup>
Employee Benefits	191%	190%
Medical Insurance	154%	66%
Retirement	2,722%	10,653%
Worker's Competition	152%	72%
Public Safety	443%	146%
Transportation	57%	62%

--Departments--	--Unions--
Highway	International Union of Operating Engineers Local 545B
Clerical and Office	AFSCME Local 2660 NY Council 66
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each town.

<sup>2</sup> Average of the percent change in expenditures for the 19 towns in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Town of Van Buren, 1998-2011.

# Municipal Pages

## Village of Baldwinsville, Onondaga County

### Basic Information

2010 Population: **7,378**

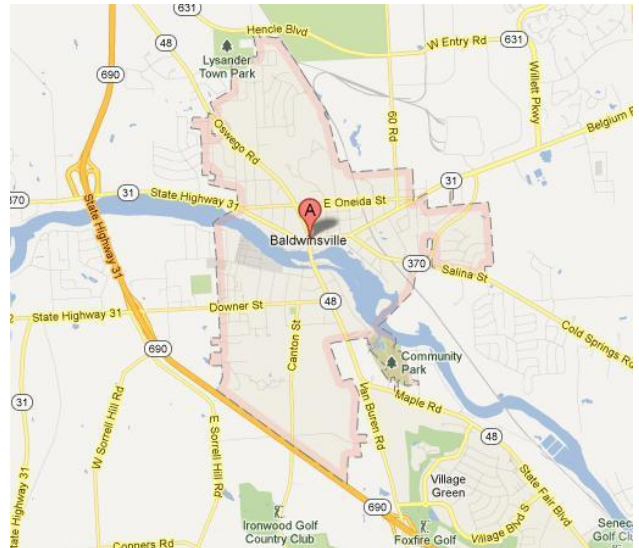
Population Change 2000-10: **5%**

Total Land Area (In Sq. Miles): **3.2**

2010 Total # of Households: **3,099**

2009 Median Household Income: **\$44,570**

2011 Property Taxes<sup>1</sup>: **\$4,496 (Lysander)**  
**\$4,626 (Van Buren)**



### Budget Expenditures

2011 Total Budget Expenditures: **\$4,803,596**

Average Percent Change in Baldwinsville's Total Expenditures from 1998 to 2011: **35%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Baldwinsville <sup>3</sup>
Employee Benefits	160%	70%
Medical Insurance	186%	46%
Retirement	1,525%	416%
Worker's Competition	152%	N/A
Public Safety	221%	27%
Transportation	88%	54%

--Departments--	--Unions--
Highway	AFSCME Local 2970 NY Council 66
Clerical and Office	N/A
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

## Municipal Pages

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<sup>3</sup> Percent change in expenditures in the Village of Baldwinsville, 1998-2011.

# Municipal Pages

## Village of Camillus, Onondaga County

### Basic Information

2010 Population: **1,213**

Population Change 2000-10: **-3%**

Total Land Area (In Sq. Miles): **0.4**

2010 Total # of Households: **569**

2009 Median Household Income: **\$43,835**

2011 Property Taxes<sup>1</sup>: **\$4,605**



### Budget Expenditures

2011 Total Budget Expenditures: **\$3,106,996**

Average Percent Change in Camillus' Total Expenditures from 1998 to 2011: **319%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Camillus <sup>3</sup>
Employee Benefits	160%	319%
Medical Insurance	186%	97%
Retirement	1,525%	3,025%
Worker's Competition	152%	704%
Public Safety	221%	302%
Transportation	88%	283%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

## Municipal Pages

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<sup>3</sup> Percent change in expenditures in the Village of Camillus, 1998-2011.

# Municipal Pages

## Village of East Syracuse, Onondaga County

### Basic Information

2010 Population: **3,084**

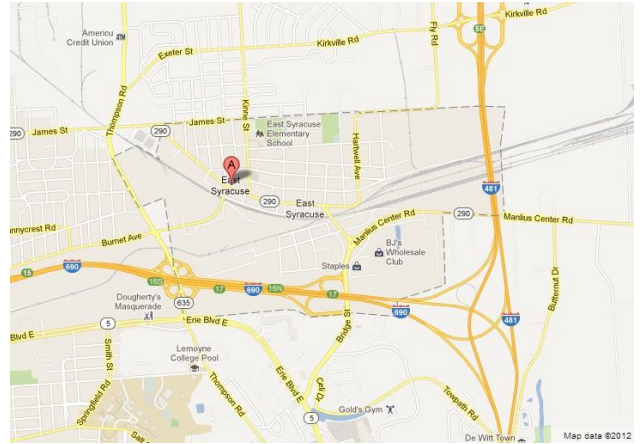
Population Change 2000-10: **-3%**

Total Land Area (In Sq. Miles): **1.6**

2010 Total # of Households: **1,364**

2009 Median Household Income: **\$39,054**

2011 Property Taxes<sup>1</sup>: **\$5,930**



### Budget Expenditures

2011 Total Budget Expenditures: **\$5,429,636**

Average Percent Change in East Syracuse's Total Expenditures from 1998 to 2011: **35%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of East Syracuse <sup>3</sup>
Employee Benefits	160%	60%
Medical Insurance	186%	41%
Retirement	1,525%	484%
Worker's Competition	152%	65%
Public Safety	221%	53%
Transportation	88%	152%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	Teamsters Local 317

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of East Syracuse, 1998-2011.

# Municipal Pages

## Village of Elbridge, Onondaga County

### Basic Information

2010 Population: **1,058**

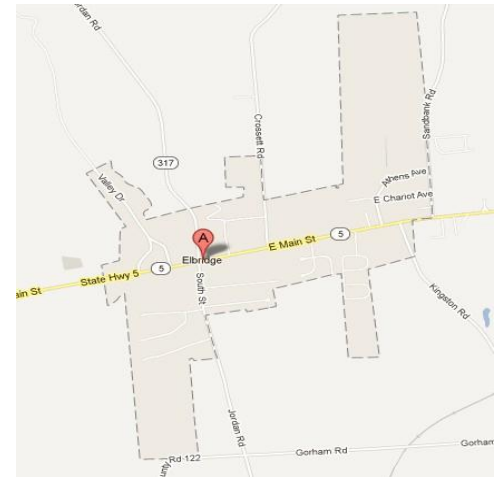
Population Change 2000-10: **-4%**

Total Land Area (In Sq. Miles): **1.0**

2010 Total # of Households: **422**

2009 Median Household Income: **\$55,206**

2011 Property Taxes<sup>1</sup>: **\$4,483**



### Budget Expenditures

2011 Total Budget Expenditures: **\$911,461**

Average Percent Change in Elbridge's Total Expenditures from 1998 to 2011: **7%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Elbridge <sup>3</sup>
Employee Benefits	160%	436%
Medical Insurance	186%	938%
Retirement	1,525%	1,410%
Worker's Competition	152%	488%
Public Safety	221%	-64%
Transportation	88%	125%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and



## Municipal Pages

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multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Elbridge, 1998-2011.

# Municipal Pages

## Village of Fabius, Onondaga County

### Basic Information

2010 Population: **352**

Population Change 2000-10: **-0.85%**

Total Land Area (In Sq. Miles): **0.4**

2010 Total # of Households: **135**

2009 Median Household Income: **\$46,438**

2011 Property Taxes<sup>1</sup>: **\$4,598**



### Budget Expenditures

2011 Total Budget Expenditures: **\$88,130**

Average Percent Change in Fabius' Total Expenditures from 1998 to 2011: **33%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Fabius <sup>3</sup>
Employee Benefits	160%	1%
Medical Insurance	186%	N/A
Retirement	1,525%	N/A
Worker's Competition	152%	87%
Public Safety	221%	88%
Transportation	88%	216%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Fabius, 1998-2011.

# Municipal Pages

## Village of Fayetteville, Onondaga County

### Basic Information

2010 Population: **4,373**

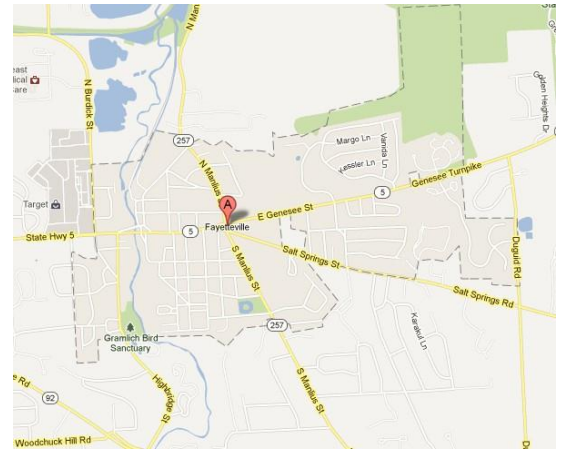
Population Change 2000-10: **4%**

Total Land Area (In Sq. Miles): **1.7**

2010 Total # of Households: **1,912**

2009 Median Household Income: **\$67,369**

2011 Property Taxes<sup>1</sup>: **\$5,156**



### Budget Expenditures

2011 Total Budget Expenditures: **\$11,143,184**

Average Percent Change in Fayetteville's Total Expenditures from 1998 to 2011: **312%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Fayetteville <sup>3</sup>
Employee Benefits	160%	176%
Medical Insurance	186%	181%
Retirement	1,525%	1,108%
Worker's Competition	152%	24%
Public Safety	221%	1,778%
Transportation	88%	26%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	MPFFA #3316

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Fayetteville, 1998-2011.

# Municipal Pages

## Village of Jordan, Onondaga County

### Basic Information

2010 Population: **1,368**

Population Change 2000-10: **4%**

Total Land Area (In Sq. Miles): **1.04**

2010 Total # of Households: **554**

2009 Median Household Income: **\$47,276**

2011 Property Taxes<sup>1</sup>: **\$4,848**



### Budget Expenditures

2011 Total Budget Expenditures: **\$994,473**

Average Percent Change in Jordan's Total Expenditures from 1998 to 2011: **31%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Jordan <sup>3</sup>
Employee Benefits	160%	111%
Medical Insurance	186%	80%
Retirement	1,525%	2,361%
Worker's Competition	152%	118%
Public Safety	221%	69%
Transportation	88%	-12%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

## Municipal Pages

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<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Jordan, 1998-2011.

## Municipal Pages

## Village of Liverpool, Onondaga County

## Basic Information

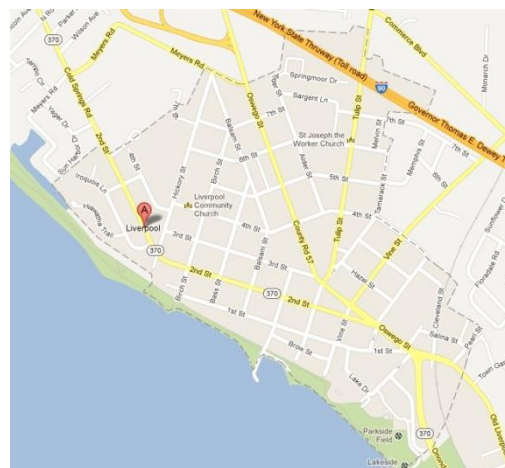
**2010 Population: 2,347**

Population Change 2000-10: **-6%**

**Total Land Area (In Sq. Miles): 1**

2010 Total # of Households: **1,118**

2009 Median Household Income: **\$50,614**

2011 Property Taxes<sup>1</sup>: **\$5,178**

### **Budget Expenditures**

**2011 Total Budget Expenditures: \$2,178,700**

Average Percent Change in Liverpool's Total Expenditures from 1998 to 2011: **13%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Liverpool <sup>3</sup>
Employee Benefits	160%	169%
Medical Insurance	186%	141%
Retirement	1,525%	3,320%
Worker's Competition	152%	-9%
Public Safety	221%	-0.4%
Transportation	88%	-42%

--Departments--	--Unions--
Highway	Teamsters Local 182
Clerical and Office	N/A
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and



## Municipal Pages

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multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Liverpool, 1998-2011.

# Municipal Pages

## Village of Manlius, Onondaga County

### Basic Information

2010 Population: **4,704**

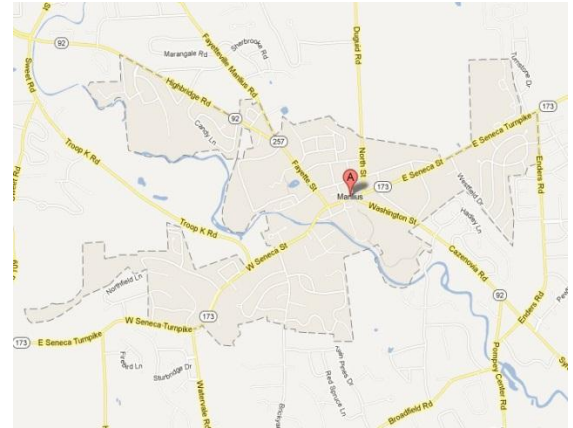
Population Change 2000-10: **-2%**

Total Land Area (In Sq. Miles): **1.71**

2010 Total # of Households: **2,053**

2009 Median Household Income: **\$57,091**

2011 Property Taxes<sup>1</sup>: **\$5,238**



### Budget Expenditures

2011 Total Budget Expenditures: **\$5,258,238**

Average Percent Change in Manlius' Total Expenditures from 1998 to 2011: **43%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Manlius <sup>3</sup>
Employee Benefits	160%	178%
Medical Insurance	186%	194%
Retirement	1,525%	276%
Worker's Competition	152%	15%
Public Safety	221%	309%
Transportation	88%	-39%

--Departments--	--Unions--
Highway	Teamsters Local 317
Clerical and Office	N/A
Police, Fire & Rescue	IAFF Local 3316

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Manlius, 1998-2011.

# Municipal Pages

## Village of Marcellus, Onondaga County

### Basic Information

2010 Population: **1,813**

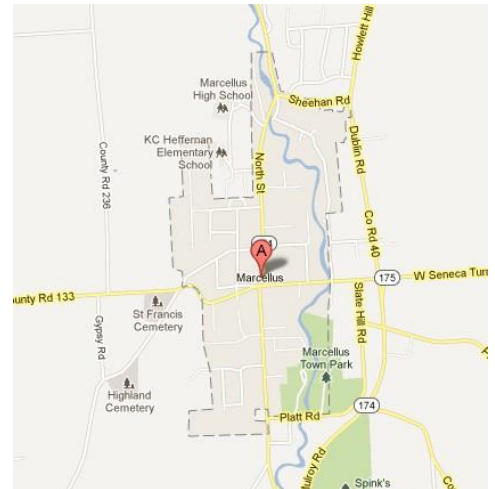
Population Change 2000-10: **-0.7%**

Total Land Area (In Sq. Miles): **0.62**

2010 Total # of Households: **811**

2009 Median Household Income: **\$41,218**

2011 Property Taxes<sup>1</sup>: **\$4,506**



### Budget Expenditures

2011 Total Budget Expenditures: **\$3,098,836**

Average Percent Change in Marcellus' Total Expenditures from 1998 to 2011: **131%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Marcellus <sup>3</sup>
Employee Benefits	160%	102%
Medical Insurance	186%	60%
Retirement	1,525%	5,212%
Worker's Competition	152%	11%
Public Safety	221%	-53%
Transportation	88%	64%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and

## Municipal Pages

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multiplying by the 2011 municipal tax rate for each village.

<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Marcellus, 1998-2011.

# Municipal Pages

## Village of Minoa, Onondaga County

### Basic Information

2010 Population: **3,449**

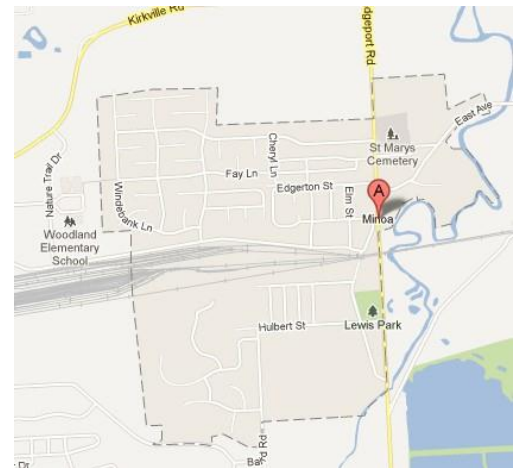
Population Change 2000-10: **3%**

Total Land Area (In Sq. Miles): **1.23**

2010 Total # of Households: **1,401**

2009 Median Household Income: **\$53,396**

2011 Property Taxes<sup>1</sup>: **\$5,181**



### Budget Expenditures

2011 Total Budget Expenditures: **\$3,773,445**

Average Percent Change in Minoa's Total Expenditures from 1998 to 2011: **55%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Minoa <sup>3</sup>
Employee Benefits	160%	260%
Medical Insurance	186%	325%
Retirement	1,525%	2,146%
Worker's Competition	152%	95%
Public Safety	221%	232%
Transportation	88%	116%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	Manlius Firefighters, Association Local 3316

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Minoa, 1998-2011.

# Municipal Pages

## Village of North Syracuse, Onondaga County

### Basic Information

2010 Population: **6,800**

Population Change 2000-10: **-0.1%**

Total Land Area (In Sq. Miles): **2.0**

2010 Total # of Households: **3,069**

2009 Median Household Income: **\$51,107**

2011 Property Taxes\*: **\$3,409 (Cicero)**  
**\$4,440 (Clay)**



### Budget Expenditures

2011 Total Budget Expenditures: **\$4,643,149**

Average Percent Change in North Syracuse's Total Expenditures from 1998 to 2011: **20%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of North Syracuse <sup>3</sup>
Employee Benefits	160%	118%
Medical Insurance	186%	129%
Retirement	1,525%	324%
Worker's Competition	152%	75%
Public Safety	221%	3%
Transportation	88%	13%

--Departments--	--Unions--
Highway	CSEA Local 1000
Clerical and Office	Teamsters Local 317
Police, Fire & Rescue	Teamsters Local 1149

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.



## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of North Syracuse, 1998-2011.

# Municipal Pages

## Village of Skaneateles, Onondaga County

### Basic Information

2010 Population: **2,450**

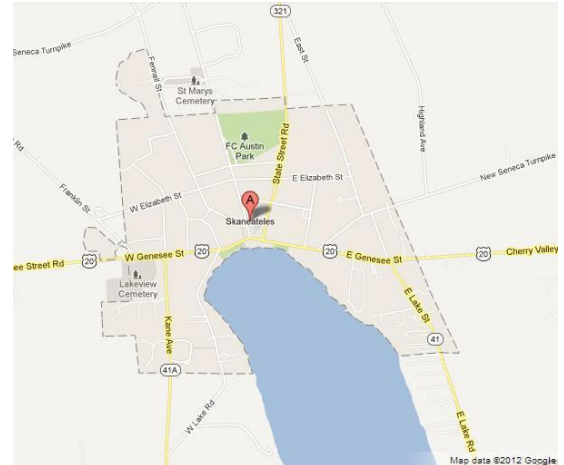
Population Change 2000-10: **-6%**

Total Land Area (In Sq. Miles): **N/A**

2010 Total # of Households: **1,094**

2009 Median Household Income: **\$72,360**

2011 Property Taxes<sup>1</sup>: **\$3,019**



### Budget Expenditures

2011 Total Budget Expenditures: **\$5,275,475**

Average Percent Change in Skaneateles' Total Expenditures from 1998 to 2011: **46%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Skaneateles <sup>3</sup>
Employee Benefits	160%	93%
Medical Insurance	186%	149%
Retirement	1,525%	609%
Worker's Competition	152%	220%
Public Safety	221%	51%
Transportation	88%	9%

--Departments--	--Unions--
Highway	CSEA Local 1000
Clerical and Office	N/A
Police, Fire & Rescue	AFSCME #82

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Skaneateles, 1998-2011.

# Municipal Pages

## Village of Solvay, Onondaga County

### Basic Information

2010 Population: **6,584**

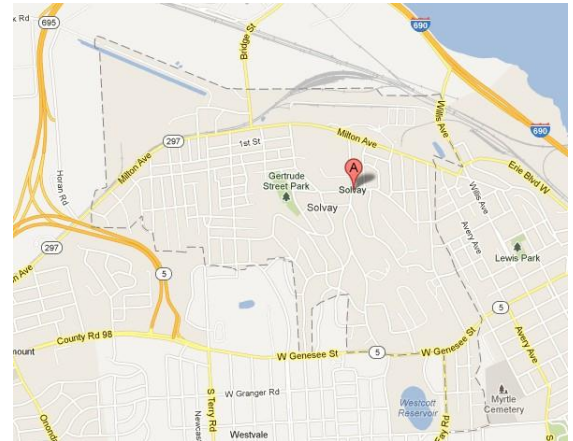
Population Change 2000-10: **-3%**

Total Land Area (In Sq. Miles): **1.6**

2010 Total # of Households: **2,961**

2009 Median Household Income: **\$40,722**

2011 Property Taxes<sup>1</sup>: **\$5,377**



### Budget Expenditures

2011 Total Budget Expenditures: **\$30,267,025**

Average Percent Change in Solvay's Total Expenditures from 1998 to 2011: **230%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Solvay <sup>3</sup>
Employee Benefits	160%	171%
Medical Insurance	186%	75%
Retirement	1,525%	475%
Worker's Competition	152%	39%
Public Safety	221%	55%
Transportation	88%	92%

--Departments--	--Unions--
Highway	Teamsters - AFSCME Local 815
Clerical and Office	N/A
Police, Fire & Rescue	PBA

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Solway, 1998-2011.

# Municipal Pages

## Village of Tully, Onondaga County

### Basic Information

2010 Population: **873**

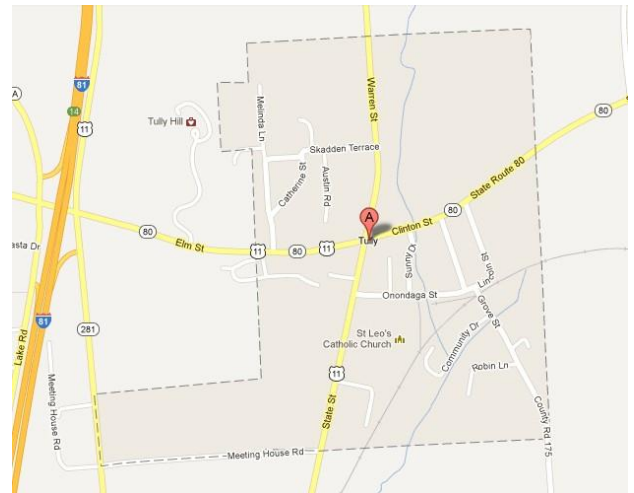
Population Change 2000-10: **-5%**

Total Land Area (In Sq. Miles): **N/A**

2010 Total # of Households: **406**

2009 Median Household Income: **\$38,675**

2011 Property Taxes<sup>1</sup>: **\$3,866**



### Budget Expenditures

2011 Total Budget Expenditures: **\$1,537,180**

Average Percent Change in Tully's Total Expenditures from 1998 to 2011: **271%**

Average Percent Change in Countywide Villages' Total Expenditures: **105%**

Type of Expenditure	Percent Change of All Villages <sup>2</sup>	Percent Change of Tully <sup>3</sup>
Employee Benefits	160%	130%
Medical Insurance	186%	144%
Retirement	1,525%	190%
Worker's Competition	152%	191%
Public Safety	221%	460%
Transportation	88%	264%

--Departments--	--Unions--
Highway	N/A
Clerical and Office	N/A
Police, Fire & Rescue	N/A

<sup>1</sup> Calculated by using the 2012 average home value of \$124,400 in Onondaga County and multiplying by the 2011 municipal tax rate for each village.

## Municipal Pages

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<sup>2</sup> Average of the percent change in expenditures for the 15 villages in Onondaga County, 1998-2011.

<sup>3</sup> Percent change in expenditures in the Village of Tully, 1998-2011.