



Revised Memorandum of Understanding / Compensatory Time Option

Effective: January 29, 2026, through December 31, 2026 (Trial basis for 2026)

Town Highway Department

2026 Adopted Budget Allowed for Personal Time to Be Increased to 30 hours / No Fuel Stipend or Longevity, this will now be included in hourly pay rates.

Compensatory Time may be accrued as an alternate for receiving overtime pay. One hour of overtime accrued as Compensatory Time will be equivalent to 1.5 Hours of Paid Time off, paid at Straight Rate.

Upon resignation, accumulated Compensatory Time will not be paid out. Accrued Compensatory time must be used by October 31, 2026, and any unused portion will be forfeited. Regarding the 3-hour minimum call-in, employee decides if the entire 3 hours will be paid as 3 hours of overtime or accrued as 4.5 hours Compensatory Time.

Accrued Compensatory Time will be capped at 53 1/3 Hours Earned , which is the equivalent of 80 hours paid time off.

Upon Adoption of the Annual Budget, all hourly rates become effective 1/1 of the upcoming calendar year. All Compensatory Time will be calculated based upon these approved pay rates.

William Rivera Jr.

Town Supervisor

Cody Schmitt

Highway Superintendent