VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA

MEETING DATE: SEPTEMBER 22, 2020
AGENDA ITEM SECTION: MATTERS REQUIRING ACTION
AGENDA ITEM NO. : 6
AGENDA ITEM: CONSIDER A MOTION TO APPPOINT MR. JAMES TRAILL AS A STARTING LABORER AT AN ANNUAL SALARY OF $47,340.00, EFFECTIVE SEPTEMBER 23, 2020, AS RECOMMENDED BY MR. STEPHEN TREZZA/DPW GENERAL FOREMAN
ITEM BACKUP DOCUMENTATION: 1. MEMORANDUM DATED SEPTEMBER 14, 2020 FROM MS. JENNIFER VIERA/SENIOR OFFICE ASSISTANT TO MAYOR ROSSILLO AND THE BOARD OF TRUSTEES

VILLAGE OF DOBBS FERRY
Department of Public Works
112 Main Street
Dobbs Ferry, New York 10522
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Memorandum

To: Mayor Rossillo & the Board of Trustees

CC: Ed Manley, Village Administrator

Jeff Chuhta, Village Treasurer

From: Jennifer Viera, Senior Office Assistant

Date: 9/14/2020

Re: Appointing Mr. James Traill & Mr. Chris Bucci

In June 2020, Richard Legath resigned as a Laborer in the Department of Public Works to pursue a new career in Virginia. Due to the budgetary concerns that the COVID pandemic has caused, we have not asked to fill this vacancy. We hired two seasonal workers (Mr. Chris Bucci and Mr. James Traill) this summer and we are requesting to hire them full-time to replace Richard.

In 2009, the Department of Public Works had 24 fulltime employees and 1 Superintendant. As of today, the DPW has 19 fulltime employees and 1 General Foreman. Every year the DPW takes on additional initiatives and new projects, such as, increased garbage/recycling bins in the downtown and at bus stops, composting site, traffic and pedestrian safety measures, tree maintenance and beautification of the Village, etc. In order to keep up with the demanding day to day schedule, we need to hire additional staff.

Today, the DPW has one employee who is out on Workers Compensation and one other will be out in the near future due to injuries. Winter is approaching and we are highly concerned about being down three employees overall. As of August 31st we will be forced to let both Mr. Bucci and Mr. Traill go as our seasonal employees budget runs out on that date. Our intention with this request is to continue to provide all of the services that Village taxpayers have come to expect from the DPW.

We have met with Ed and Jeff to discuss the possibility of adding staff. In order to gain everybody's support, Ed recommended that we implement a training program for DPW staff in areas such as tree trimming, electrical, plumbing, etc. because of the cost saving benefit of having

this type of work done "in-house". We agree with that and are considering how to implement such an educational program. The DPW, Ed and Jeff are also discussing further staffing improvements which we plan on presenting to the Board at a future meeting.

We currently have approximately $116,060 (Richard's budgeted salary and benefits), and we would like to hire Mr. Bucci and Mr. Traill as full time laborers. As you know, a Starting Laborer salary is $47,340 for two years and then after that period the salary goes up to $74,984 (these figures will change once the contract negotiations are settled). For this fiscal budget year, hiring both of these laborers would cost the Village an estimated additional amount of $20,202 because they are both almost entirely covered under Richard's budgeted salary and benefits. Please see attached cost analysis and proposed budget changes. We realize that in two years, their salaries will increase, however there are 2 long time employees with higher salaries and benefits costs who can retire at any time, and we believe that their retirements would offset these costs and the budget will actually decrease over time.

The DPW Teamsters Contract expired on May 31, 2020 and negotiations will begin soon and both of these new laborers have agreed to sign a stipulation stating that whatever the cost of the medical is decided on, they will pay. We are recommending that we hire Mr. Chris Bucci and Mr. James Traill,as Starting Laborers, effective September 23, 2020 at annual salaries of $47,340.00.

Mr. Bucci and Mr. Traill are both hardworking, attentive employees and go above and beyond their daily duties to help other departments within DPW. They are both ready, willing and eager to learn and excel in any task that is given to them. Mr. Bucci is working towards getting his CDL and Mr. Traill has his CDL and can help fill in with driving the larger equipment, plowing and driving the sanitation trucks. The DPW would be a better overall if we add them to our team.

Thank you for your consideration of this important matter.