

Village of Morristown

Dissolution Study

Existing Conditions: Municipal Employees and Local Laws
4-25-17



Visit the website:www.danc.org/operations/engineering/morristown-dissolution-study

Municipal Employees

Village Morristown Employees

Personal Services Expenditures: Salary & Benefits

General Fund Personal Services Expenditures FYE 5/31/16		
Position	Salary as Reported in FYE16 AUD	# of staff Individual Salaries
Legislative Board (Elected)	\$4,000	2 Trustees \$2,000 each
Mayor (Elected)	\$3,500	1 Mayor
Clerk/Treasurer	\$28,500	1 staff
Elections Inspector	\$160	1 staff
Street Admin - DPW Superintendent	\$48,925	1 staff
Snow Removal - Seasonal staff person	\$5,446	1 staff
DPW Staff (paid through sewer fund in FYE16)	\$62,624*	2 staff Operator: \$38,800 Laborer: \$23,504

* Total in FYE16 AUD reports both salaries together and is \$320 more than their combined salary, which includes overtime pay for staff working on Town Sewer District 1 or District 2. The Town reimburses the Village for any overtime incurred on sewer district work at \$40/hr, per the intermunicipal agreements. The Village pays the staff the overtime in their regular paychecks, and when the Town reimburses the Village for the those overtime expenses, the Clerk applies that reimbursement to that line item in the budget. Because of the fiscal year timing, the salary expense in the AUD may not reflect the reimbursements and may show higher salaries for these positions.

In the new 2017-2018 Fiscal Year, the Village will fund these two positions with a combination of Sewer and General funds.

Village Morristown Employees Personal Services Expenditures: Salary & Benefits

Total Employee Salaries	\$153,155
Total Benefits Paid	\$109,173
Benefits as % of Salary	71%
Total Compensation	\$262,328

Village	Total Salaries 6/1/15 - 5/31/16	Total Benefits 6/1/15 - 5/31/16	Benefits as % of Salary
Gouverneur *	\$775,748.28	\$983,959.30	127%
Hammond	\$29,345.00	\$3,178.00	11%
Hermon	\$52,095.00	\$14,307.00	27%
Heuvelton *	\$239,099.00	\$81,208.00	34%
Massena *	\$4,933,691.72	\$3,787,172.77	77%
Morristown *	\$153,155.00	\$109,173.00	71%
Norwood *	\$387,191.00	\$267,079.00	69%
Potsdam *	\$3,283,017.39	\$2,292,089.48	70%
Rensselaer Falls	\$28,712.28	\$6,862.61	24%
Richville	\$11,667.00	\$2,750.00	24%

* Village offers Medical Insurance Benefits

Note: Waddington FYE16 AUD data not available on Open Book NY

Village Morristown Employees - Benefits

Staff that are eligible for benefits: 4 full-time (FT) and 3 part-time (PT)

Benefit	Full-time Employees	Part-time Employees	FYE16 Expenditure
State Retirement System	Village Clerk DPW Superintendent DPW Operator DPW Laborer	2 Village Trustees Village Mayor (Currently none participate)	\$25,335
Social Security	Village Clerk DPW Superintendent DPW Operator DPW Laborer	2 Village Trustees Village Mayor	\$11,355
Workers Compensation Insurance	Village Clerk DPW Superintendent DPW Operator DPW Laborer	2 Village Trustees Village Mayor	\$12,709
Disability Insurance	Village Clerk DPW Superintendent DPW Operator DPW Laborer	2 Village Trustees Village Mayor	\$211
Medical Insurance	Village Clerk DPW Superintendent* DPW Operator DPW Laborer	-	\$59,563

*Note: The current DPW Superintendent receives medical benefits through the County, not the Village, and received a salary increase after he no longer received medical benefits from the Village.

Village Morristown Employees - Benefits

The Village Board drafts individual contracts with each employee outlining their holiday, vacation, sick leave, and other benefits. Contracts are renewed annually at the start of the fiscal year (June 1).

Full-time Village Employees - current contracts include:	
Paid Holidays	11 holidays
Paid Vacation	1-4 years: 5 days 5-9 years: 10 days 10 or more: 15 days
Sick Leave	13 days/year Maximum accrual of 65 days
Personal Leave	6 days/year No carryover year to year
Bereavement Leave	3 days
Medical Insurance	The Village pays 100% of the medical insurance premium for the employee, and a percentage toward the family premium plan (amount based on individual employee contract).
Other Benefits	Some employees receive travel reimbursements, clothing allowances, cell phone allowances, and other items in their individual contracts.

Town of Morristown Employee Personal Services Salary & Benefits

General Funds Employee Cost FYE 12/31/2016

Position	Salary as reported in FYE 16 AUD	# of staff Individual Salaries
Legislative Board (Elected)	\$15,220	4 Council Members \$4,200
Municipal Court Justices (Elected)	\$28,876	2 staff Justice: \$13,500 Justice: \$15,376
Supervisor (Elected)	\$12,062	1 Spvs. \$12,300
Assessor	\$24,400	1 staff
Town Clerk (Elected)	\$34,480	1 Clerk
Deputy Town Clerk (part of "Personnel" expense)	\$73,066 AUD combines these positions and salaries as "Personnel"	1 staff \$14.50/hour, up to 500 hours
Senior Bookkeeper/Court Clerk (part of "Personnel" expense)		1 staff \$35,970
Bookkeeper/Court Clerk (part of "Personnel" expense)		1 staff \$30,415
Animal Control	\$5,175	1 staff
Safety Inspection (Code Enforcement)	\$30,000	1 staff
Historian (listed as contractual expenditure)	\$852	1 staff \$800 salary
Street Admin (Hwy Superintendent) (Elected)	\$58,400	1 staff

Town of Morristown Employee Personal Services Salary & Benefits

Highway Funds Employee Cost FYE 12/31/2016

Position	Salary as reported in FYE 16 AUD	# of staff Individual Salaries
Hwy Operators - Snow Removal	\$59,697	4 FT staff: 3 MEO*: \$19.36/hour 1 Foreman: \$19.86/hour 1 PT Seasonal: \$13.00/hour
Hwy Operators - Services Other Governments	\$29,128	
Hwy Operators - Maintenance of Streets	\$38,108	
Hwy Operators - Permanent Improvements Highway	\$49,499	

* MEO = Motor Equipment Operator

Town of Morristown Employee Personal Services Salary & Benefits

Sewer Fund and Youth Program Fund Employee Cost FYE 12/31/2016		
Position	Salary as reported in FYE 16 AUD	# of staff individual salaries
Sewer Administration - Highway or DPW staff working on sewer @ 40/hr	\$1,326	Hwy or DPW staff
Youth Program*	\$5,000	3 seasonal staff: Program Manager: \$2,500 Bus driver: \$1,500 Swim Supervisor: \$1,000

*The Youth Program is run by the Town of Morristown but includes the Village and the School District as partners who contribute funds to the program. The Youth Program has its own AUD that is submitted by the Town to the State Comptroller annually, along with the Town's AUD.

Total Employee Cost FYE 12/31/2016	
Total Salary	\$465,289
Total Benefits Paid	\$243,990
Benefits as Percent of Salary	52%
Total Compensation	\$709,279

Town of Morristown Employee Personal Services Salary & Benefits

Town	Total Salaries 1/1/16 - 12/31/16	Total Benefits 1/1/16 - 12/31/16	Benefits as % of Salary
Clifton	\$508,662.49	\$281,494.05	55%
Colton	\$1,012,572.89	\$637,346.17	63%
DeKalb	\$389,906.00	\$141,647.00	36%
Edwards	\$352,306.00	\$208,734.00	59%
Fowler	\$359,958.49	\$119,451.38	33%
Gouverneur	\$569,969.45	\$336,779.10	59%
Hammond	\$266,442.01	\$118,385.89	44%
Hermon	\$295,612.00	\$122,055.00	41%
Hopkinton	\$340,028.03	\$150,397.32	44%
Louisville	\$581,909.00	\$208,889.00	36%
Macomb	\$217,098.85	\$122,086.10	56%
Morristown	\$465,289.00	\$243,990.00	52%
Norfolk	\$611,411.97	\$247,895.19	41%
Oswegatchie	\$523,789.00	\$329,375.00	63%
Piercefield	\$238,149.97	\$144,456.79	61%
Potsdam	\$1,241,701.00	\$673,250.00	54%
Rossie	\$168,464.15	\$130,914.76	78%
Stockholm	\$455,128.50	\$192,103.99	42%
Waddington	\$361,957.00	\$213,184.00	59%

Note: all Towns offer some type of Medical Insurance Benefits to some employees. Towns not listed here do not have FYE16 data available on Open Book NY

Town Morristown Employees - Benefits

Staff that are eligible for benefits: 9 FT (30 or more hours/week), 12 PT, and 3 Seasonal Youth Program staff

Benefit	Full-time Employees	Part-time Employees		FYE 16 Expenditure
State Retirement System	Town Clerk Hwy Superintendent 4 Hwy Staff Senior Court Clerk/Bookkeeper* Court Clerk/Bookkeeper Code Enforcement*	Town Supervisor* 4 Legislators* 2 Justices* (only 1 participates) Assessor		\$102,611
Social Security	Town Clerk Hwy Superintendent 4 Hwy Staff Senior Court Clerk/Bookkeeper Court Clerk/Bookkeeper Code Enforcement	Town Supervisor 4 Legislators 2 Justices Assessor Deputy Town Clerk Animal Control Officer Historian 1 Hwy Part-time staff 3 Youth Program Staff		\$35,351.57
Workers Compensation Insurance	Town Clerk Hwy Superintendent 4 Hwy Staff Senior Court Clerk/Bookkeeper Court Clerk/Bookkeeper Code Enforcement	Town Supervisor 4 Legislators 2 Justices Assessor Deputy Town Clerk Animal Control Officer 1 Hwy Part-time staff		Paid through County Chargebacks tax
Disability Insurance	Town Clerk Hwy Superintendent 4 Hwy Staff Senior Court Clerk/Bookkeeper Court Clerk/Bookkeeper Code Enforcement	2 Justices Assessor Deputy Town Clerk Animal Control Officer 1 Hwy Part-time staff 1 Youth Program Staff		\$350.88
Medical Insurance	Senior Court Clerk/Bookkeeper Hwy Superintendent 4 Hwy Staff	No Part-time	6 Retirees	\$105,676.06

*Note: The current employee in this position does not participate

Town Morristown Employees - Benefits

The Town Employee Handbook outlines employee benefits for all employees that are not in the Teamsters Union.

Full-time Town Employees (not Highway)	
Paid Holidays	11 holidays
Paid Vacation	1-3 years: 1 week 4-9 years: 2 weeks 10 or more: 3 weeks
Sick Leave	10 days/year Maximum accrual of 65 days
Personal Leave	5 days/year No carryover year to year
Bereavement Leave	3 days
Medical Insurance	Full-time employees hired before 12/31/14 may be eligible for medical insurance, at the discretion of the Town Board. The Town pays 100% of the medical insurance premium for individual plans.

Town Morristown Employees - Benefits

The Town Highway Employees are part of a union and the Teamsters Contract outlines their benefits.

Town Employees - Highway	
Paid Holidays	14 holidays (includes week of Independence Day)
Paid Vacation	1-3 years: 1 week 4-10 years: 2 weeks 11-19 years: 3 weeks 20 or more: 4 weeks
Sick Leave	12 days/year Maximum accrual of 70 days
Personal Leave	6 days/year
Funeral Leave	3 days
Clothing Allowance	\$200/year
Medical Insurance	The Town pays 100% of the cost of employee's health insurance and 50% of the cost of family health insurance coverage.

Local Laws

A review of the current local laws in the Town and Village was conducted to identify any laws that are relevant to Village Dissolution.

If the Village were to dissolve, are there any Village laws that should continue to exist?

Town and Village Local Laws

Similar Laws

Town Law	Village Law
Dog Control Law	Restraint and Confinement of Animals
	Dog Control
	Ban Dogs from July 4 Parade and Fireworks
Firefighters Exemption	Volunteer Firefighters Tax Exempt
Games of Chance	Games of Chance
Junk Storage	Regulation of Junk
Highway Right of Way Debris	Prohibiting Clutter, Litter, and Debris
	Garbage and Refuse
Building and Fire Code	NYS Uniform Fire Prevention and Building Code
Land Use Law	Zoning and Subdivision*

* There are some similar zones between the Town and Village, and so the process to combine the two laws would not be overly complicated. Definitions would have to merged, and the "Village Center" and "Planned Waterfront Development" zones could be kept.

Town and Village Local Laws

Laws to Consider Keeping for Former Village Area (if dissolution occurs)
Parking (regarding restrictions for snow removal)
Curfew Law
Village Parks (regarding hours of operation)
Use of Village Docks
Speed Limit
Prohibition of Loitering
Banning Open Containers
Flood Damage Prevention
Sewer Use
Amendment to 1987 Sewer Use
Water Supply
Prohibition of Outdoor Furnaces
DEC Open Burning Law
Waterfront Consistency Review*

* This law is part of the joint Town/Village Local Waterfront Revitalization Plan that was adopted in 1991. The Town should consider revisiting the recommended strategies from the LWRP if dissolution occurs.

Town and Village Local Laws

Laws that are Void if Village Dissolves

Salaries for Mayor and Trustees

Residence of Village Clerk

Termination of Village Status as Assessing Unit

Requiring Notice before Civil Action

Override Property Tax Cap

Town and Village Local Laws

- Local Laws will be important during the Alternatives Phase of the study.
- If the committee recommends Village dissolution as an option to consider, the Town may want to create relevant laws in the former Village area.
- Local law review can be included as an implementation task in the Final Dissolution Plan for the Town to complete before the dissolution date.

Questions or Comments?



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