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Existing Conditions Summary--Rhinebeck Highway Study

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Public Management Program

Existing Conditions Summary Rhinebeck Highway Study

December 15, 2018

Draft Interim Report

Submitted to:

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The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK

DEPARTMENT OF PUBLIC ADMINISTRATION

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Existing Conditions Summary

Overview

This report summarizes the existing highway service conditions and resources in the Town and Village of Rhinebeck New York and outlines opportunities for further study. The information in this report was collected from the Town and Village of Rhinebeck, Dutchess County and other state and municipal sources. Project staff also conducted interviews and email communications with town and village staff, governing board members and county staff in preparing this report. Town and village public works/highway staff, municipal clerks, and treasurer/financial staff were interviewed. The report includes sections which provide information on the Town and Village of Rhinebeck in each of the following areas, respectively: road and bridge infrastructure, service delivery, highway equipment, municipal facilities, service personnel, town-village cooperation in highway and related services and service cost information. A final section of the report outlines opportunities for further study of highway services that will be investigated in the projects next phase.

Road and Bridge Infrastructure

Table 1 below provides a summary of all public road mileage in the Town and Village of Rhinebeck. The town maintains over five times the road centerline road mileage of the village. In addition, the town maintains four bridges and several large culverts in the town road network and contracts for winter maintenance on two miles of Dutchess County road within the town. With minor exceptions, all town and village roads are paved. Map 1 in the Appendix includes all public roads in the Town and Village.

Table 1: Public Centerline Highway Mileage in the Town and Village Rhinebeck

| Municipality | Local* | County | NYS DOT | Other** | Total | % Local |
|-------------------|--------|--------|---------|---------|-------|---------|
| Town Rhinebeck | 57.45 | 13.63 | 20.22 | 2.03 | 93.33 | 64% |
| Village Rhinebeck | 10.59 | 0 | 2.62 | 0 | 13.21 | 80% |

*Local: City, Town, or Village, the local mileage figure for the Town of Rhinebeck is 55.45 - in the source. In this table and other report calculations we revised the figure to coincide with Town records.

**Other: Authorities & commissions (including the Thruway), Reservations, state agencies (other than NYS DOT), parks, Federal agencies, etc.

Source: 2017 Highway Mileage Report for New York State. New York State Department of Transportation, Highway Data Services Bureau, 50 Wolf Road, 4-2. Albany, New York 12232

Highway managers from the town and village were asked to identify the most important community infrastructure issues in the near future. Managers from both communities identified

stormwater drainage infrastructure as their highest concern. Village leadership expressed concern about the aging and difficult to access stormwater drainage system in Rhinebeck. Town leadership expressed concern about a similar, neglected problem in the Hamlet of Rhinecliff.

Service Delivery

The Village and Town of Rhinebeck highway departments provide substantially different bundles of services. These differences reflect, in part, the different service needs of a more densely populated small urbanized area (the village) in contrast with the town outside village sections of the Town of Rhinebeck. There are some common service activities provided by both municipalities: winter maintenance (snow plowing and de-icing), signage, pothole repair, road and street striping, equipment maintenance, and needed investment in street improvement, repaving and repair.

The village highway department staff is primarily focused on a variety of maintenance activities - many of which extend beyond street maintenance. The department's responsibilities include: park maintenance (mowing, pool operation and maintenance), an extensive brush-vegetation - and leaf program, tree pruning maintenance, stormwater drainage maintenance and improvement, street sign replacement, village event management and support, maintenance of village police and other vehicles, dam maintenance, and assistance to the water and sewer departments in conducting line maintenance and repair. The village contracts out for major street paving and improvement projects. In the last several years, the village has been contracting with the Town of Rhinebeck for major paving projects - with support from village crew members.

In contrast the town highway department is primarily focused on highway maintenance, repair and construction. Annual road maintenance activities include: roadside mowing, ditch cleaning, shoulder repair, roadside brush removal, and guiderail replacement. The town focuses on the upgrade and resurfacing of approximately four miles of road per year. This capital investment work is completed primarily by town staff and the annual work on targeted roads varies depending on the road condition and needs. The Appendix contains a detailed profile of services provided and an estimate of the annual volume of work for each department.

Equipment

The Town and Village of Rhinebeck provided existing inventory information for major highway equipment. Major equipment for the two municipalities is summarized in Appendix Table 6. The Town of Rhinebeck has a general plan for replacement timing and estimates of replacement cost for the equipment in their inventory.

In addition to the equipment listed in the inventory, the town is a participant owner in three pieces of shared equipment acquired through funding from the Dutchess County's Municipal Innovation Grant Program. Table 2, below, summarizes the year the funds were awarded, the towns participating in sharing and the equipment purchased with county assistance. In 2018 the

participating towns, modified the Intermunicipal Agreements that govern the use of the Highway Paver and the Bucket Truck to permit the use of these county funded items within the villages in these towns, including the Village of Rhinebeck. In 2017, the Town and Village of Rhinebeck entered into an Intermunicipal Agreement granting the town a 25% share in the Village Highway Department's Bobcat Skidsteer and attachments. The Skidsteer IMA also involved the transfer of two used trucks from the town to the village.

Table 2: Town of Rhinebeck Shared Highway Equipment from Dutchess County

| Program Year | Awarded Municipalities | Equipment | County Allocated |
|--------------|--|---|------------------|
| 2014 | Towns of Amenia, Milan, North East and Rhinebeck | Highway Paver with Roll-up Curb Attachments | \$ 265,000.00 |
| 2015 | Towns of Clinton, Red Hook, Milan, and Rhinebeck | Compact Excavator | \$ 70,000.00 |
| 2015 | Towns of Milan, Clinton, and Rhinebeck | Bucket Truck | \$ 194,863.00 |

Source: Community Investment Program, Dutchess County Department of Planning and Development

Facilities

Village of Rhinebeck. The village highway facility is east of village. The site, with ample acreage is at a low relative elevation for access to State Route 308. Portions of the site appear to be in a flood zone. The main garage facility was constructed in the 1940s (village staff estimate). It is limited in size and there are limitations for both equipment storage and for an adequately sized maintenance area for all village equipment. The village site lacks fuel facilities for refueling village equipment. The site also lacks functional storage structures for salt and sand for winter street maintenance. There are two shed structures on the site in need of repair. The village street department currently uses town facilities for equipment refueling and for winter road salt and sand.

Town of Rhinebeck. The town's main garage was built in 2000 and is fully heated with six equipment bays. The town garage site has gasoline (1,000 gallons) and diesel (2,000 gallons) fuel tanks installed in 2000 for equipment refueling. Also, on the town site is an ample salt storage facility constructed in 1994. The town owns another 3-sided pole barn in need of repair and used for long term storage at a separate site on Stone Church Road.

There are no current municipal plans for new or upgraded highway facilities in the Town of Rhinebeck or the Village of Rhinebeck. The town highway managers did indicate the need for roof repair on the and painting on the materials storage facility and other needed upgrades/improvements of current facilities. Similarly, village staff noted the need to replace the roof on an existing materials (salt) storage facility.

We recommend that in the project's second phase we examine the potential for co-location of the Village Highway Department at the Town of Rhinebeck Highway facility site. The age of the village highway facility and the existing use by the village highway department of town fueling and salt storage are two important factors. In addition, a joint facility may prove valuable for equipment maintenance and the sharing of space for some functions.

We calculated a preliminary road network analysis to compare the time to access the complete village street network from the existing Village of Rhinebeck highway facility and the Town of Rhinebeck highway facility. This analysis computes the percentage of village roads that can be accessed in one-minute increments, from one to six-minute drive times from both municipal sites. While the current village public works site accesses the entire village road network somewhat more quickly, the access for two sites are very comparable based on this network analysis. Over 90% of the village road network can be reached within five minutes from either site and 100% from both sites within six minutes. The analysis assumes posted driving speeds, but is faster than what we would expect for normal drive times because existing stop signs and signals are not included in the network calculations of trip time. This analysis is summarized in two map-based figures at the end of the Appendix.

Personnel

The two highway departments in this study provide a very different mix of services, as outlined above. The town highway department currently employs eight full time staff, including the elected highway superintendent and a working foreman. In addition, the town has a half-time administrative assistant. In comparison the village highway department employs five full time employees including a working supervisor with additional supervisory oversight from the Superintendent of Public Works, with no direct administrative/secretarial support in the department. The town has one staff person devoted to equipment maintenance, while one of the village staff spends a portion of his time maintaining highway equipment and provides maintenance for some other village vehicles. Both highway departments have experienced a modest reduction in staff size over the last 10 years.

Appendix Table 7 provides data on employee compensation in the two departments. There are four elements in Table 7 which compare the town and village, actual compensation for current employees, negotiated wage comparison for 2018 and 2019, and longevity schedules. Negotiated wage compensation is higher for the town highway employees for each job title. The longevity schedule generally reflects higher compensation for town employees until they reach 25 years of service.

Appendix Table 8 summarizes data on employee benefits for the town and village highway departments. In comparing the employee benefits provided by both the Town of Rhinebeck and Village of Rhinebeck, most of the benefits provided are broadly similar with other municipalities in New York State. In most cases, both municipalities offer the same categories of benefits, but contract language or policy language differs, but not to a large degree. For example, both municipalities offer paid holidays and almost match-up exactly while the benefit of New York

State Statutory Disability is offered by the Town but not offered by the Village (NYS does not mandate public entities to provide this benefit but does mandate the coverage to private sector employers).

Two examples of where the category of benefit is provided by both but differ substantially are overtime compensation and health insurance benefits for retirees. For overtime compensation, the Town of Rhinebeck has language indicating overtime is compensated when the employee actually works in excess of 40 hours. Time paid but not worked does not count toward overtime. The Village of Rhinebeck language provides for overtime pay when hours worked exceed 40 and hours worked include personal, vacation, sick or bereavement. The definition of overtime for these two municipalities is very different with varying compensation for employees.

The other area which presents a common category but very different administration of the benefit is medical insurance for retirees. The Town has age and years of service guidelines to qualify for the category of retiree medical insurance in which the retiree continues the same contribution toward premium at the same rate of their last day of employment. The Village does not pay toward the premium at all but allows the retiree to stay enrolled as long as they meet the eligibility of having worked 10 consecutive years. Retiree health insurance is treated very differently for each municipality.

Cooperation

The Town and Village of Rhinebeck Highway Departments cooperate in a variety of ways. As noted, they share in the use and/or ownership of multiple pieces of equipment on a formal basis through Intermunicipal Agreements (IMAs). The town has permitted the village to purchase both fuel for equipment and salt and sand for winter street maintenance from facilities maintained by the town. This reduces the need for the village to invest in comparable facilities on the village highway garage site. The village currently contracts with the town for paving on village streets (facilitated by the IMA on the use of the paver in the village).

The highway managers from both departments indicated a number of more routine sharing activities between the two departments in highway and other related services. For example, both participate in sharing trucks and drivers when a project requires larger scale materials hauling. Other related non-highway services are shared as well. For example, the Town and Village jointly own Thompson Mazzarella Park, but it is maintained by town staff.

The Town and Village of Rhinebeck also cooperate in sharing equipment, personnel and materials with surrounding town and village governments and benefit from county engagement with local municipalities. Dutchess County has proven to be valuable partner, supporting the purchase of shared equipment awarded the Town of Rhinebeck and its partner towns. The county also partners with local towns and villages in the county by conducting bi-annual surveys of road conditions in the all cities, towns and villages in the county. This effort provides a valuable benchmark of overall road condition and a useful guide to assist local road managers in prioritizing road project needs based on a consistent approach to the evaluation of all highway

segments. The town currently plows two mile of county highway through an IMA with Dutchess County.

The Village of Rhinebeck and the Town of Rhinebeck Highway Departments provide different bundles of services in meeting different public service needs. In addition, the Village Highway Department is integrated with other public works departments for particular village service needs and to some degree with other village departments in effectively providing community events and other services. Despite their differences, the two highway departments have cooperated to reduce the duplication of facilities (fueling facilities and salt/materials storage) and to benefit from the economic use of specialized equipment and skills (contracting for paving and shared use of skidsteer). As additional opportunities for wise facility, equipment and service sharing arise, intermunicipal avenues exist to take advantage of these cost saving. In our options for in-depth analysis we recommend a revised framework for town-village cooperation.

Service and Cost Information

Several available factors are valuable in understanding current service delivery and cost in the Town and Village of Rhinebeck. We will review information on road condition, per mile cost, current investment and several other items.

The condition of the road network is an important indicator of current road maintenance activities and the need for change in investment and repair. For several years the Dutchess County Department of Public Works has been conducting an assessment of road surface condition for all local municipal streets and highways in the county. Their goal is to continue this effort, revisiting municipal roads every other year. This is a cooperative activity conducted with software, training and other assistance from the Cornell University Local Roads Program.

The approach uses a consistent, multi-criteria grading system to rate each highway and street segment with a Pavement Condition Index, PCI. PCI values range from 8 to 94, with 94 being a newly paved road and 8 being a road that is deteriorated beyond repair and in need of complete reconstruction. The PCI ratings provide one indicator for local road managers to use in prioritizing road repairs and identifying needed treatments.

An average PCI rating across all road and street segments is calculated which provides a measure of overall pavement condition in the municipality. This average can be compared over time to gauge the effectiveness of investment and repair in the municipality. Decline or improvement in the average rating index provides one guide for assessing the need to change the level of investment and the effectiveness of repair, repaving and reconstruction. County rating were last completed for the Town and Village of Rhinebeck in 2017. In 2017, the town and village both received PCI simple average ratings above 80, with the town's slightly higher than the village (see Table 3 , below). The individual reports for each municipality have more detail, on ratings methods, road by road PCI ratings, and a graphical distribution of PCI ratings. Dutchess County does not provide comparative PCI ratings for all municipalities in the county.

Continued investment in appropriate repair strategies, paving and reconstruction help to sustain a road and street conditions as measured by the PMI overtime. If repairs and investment continue at adequate levels road infrastructure conditions can be maintained or improved. Strategies and treatment options vary based on base conditions, road surface and other factors. Currently, the village’s goal is to repave ten percent of municipal road per year and the town’s practice is to repave, resurface and reconstruct 7% of its mileage per year. This level of investment assumes a ten-year pavement life in the village and a fourteen to fifteen-year pavement life in the town. Given other factors like adequate drainage and road base conditions, the two municipalities can monitor if this level investment sustains or improves their average PCI overtime.

Table 3: Pavement Condition Index and Annual Repaving for Town and Village of Rhinebeck

| | Village | Town |
|--|---------|--------|
| PCI -Average Pavement Condition Index (2017)* | 80.3 | 82.1 |
| Repaving per year - miles (percent of total miles)** | 1 (10%) | 4 (7%) |

* Robert Schumacher and George Dewitt. 2017. Dutchess County Department of Public Works: Engineering Division. 626 Dutchess Turnpike, Poughkeepsie, NY 12603. Town of Rhinebeck and Village of Rhinebeck Reports.

** Repaving per year estimates from Town and Village of Rhinebeck Profiles in the report Appendix.

Cost per mile of road maintained is used to help assess street and highway spending for municipalities. But, per mile figures do not control for a variety of factors that can cause expected variation among municipalities in their road and street spending. For example, some municipalities may have previously gone through a period of substantial road improvement/investment and now can maintain their roads in good condition with a much lower annual cost per mile. Others may be in a position of needing to invest more to do significant work to upgrade the condition of their roads. Per mile budgeted expenditures for a single year or even a multiyear average does not adjust or account for such differences in service need and circumstances nor are they adjusted for differences in existing road condition across municipalities.

In the Table 4 we compare full per mile “highway” expenditures for: (1.) the Town and Village of Rhinebeck with (2.) the range (lowest to highest) of per mile costs in Montgomery County New York in 2012 and with (3.) the statewide median expenditures per mile from a New York statewide calculation of costs for fiscal years beginning in 2012. The per mile expenditures for the Village and Town of Rhinebeck fall with the range of per mile expenditures calculated for villages and towns in Montgomery County. In contrast, both are well above the statewide median per mile cost estimate for their municipal group. The statewide calculations based on NYS Comptroller data, excluded employee fringe benefit costs from their calculations. Employee benefits are a significant cost factor, representing approximately \$4,000 per mile for the Town of Rhinebeck and over \$15,000 per mile for the Village of Rhinebeck calculations. This demonstrates both the significance of employee benefits as a cost factor and the need for caution when comparing per mile costs or other metrics across municipalities and studies.

Table 4: Town and Village Cost Per Mile of Municipal Road

| | Village | Town |
|--|---------------------|-------------------|
| 1. Rhinebeck Expenditures Per Mile (3 year average 2015-2017)* | \$63,554 | \$23,628 |
| 2. Range of Montgomery County Expenditures per Mile – 2012 ** | \$23,641 – \$71,733 | \$13,191 – 28,606 |
| 3. Statewide Median Expenditures Per Mile -2012 *** | \$27,000 | \$14,000 |

*Town and Village per mile calculations form local financial reports, see Tables 10 and 11 in the appendix.

** Source: Michael Hattery. 2012. *Montgomery County Efficiency Study for Share Local and County Highway Services – Existing Conditions Report*. Program on Local and Intergovernmental Studies, Rockefeller College of Public Affairs & Policy.

***Source: Orr, David, William Mobbs, and Jeff Tennyson. 2016. *Running Your Highway Department: Management, Administration, and Operations*. Cornell Local Roads Program - New York LTAP Center. (page 1 – Introduction). <https://cornell.app.box.com/v/clrp-ws-ryhd>. (The referenced table of per mile values is reproduced in Appendix Table 9).

Winter road maintenance is one of the large common components of municipal highway services. The Town and Village of Rhinebeck have plow routes (see Table 5) that are similar in length to those experienced by towns in other counties in the state. As indicated in Table 5, village plow routes are on average shorter than town routes to achieve comparable road clearing times and accommodate differences in the village street networks. Plowing in villages typically require slower truck speeds with tighter turning radii and smaller truck wheel bases. The service profile in the appendix provides additional detail on this important service.

Table 5: Town and Village Snow Plow Routes

| | Village | Town |
|---|---------|------|
| Snow Plow Routes (number) in Rhinebeck | 4.0 | 7.0 |
| Average miles per plow route in Rhinebeck | 2.6 | 8.2 |
| Average miles per route for municipalities in Albany County – 2014 * | 4.1 | 8.7 |
| Average miles per route for municipalities in Montgomery County -2012** | 3.0 | 16.0 |
| Average miles per route for municipalities in Ulster County – 2009*** | --- | 7.3 |

*Source: Laberge Group. 2014. *Albany County Countywide Shared Highway Services Feasibility Study, 2014*. 4 Computer Drive West Albany, New York 12205.

**Source: Michael Hattery. 2012. *Montgomery County Efficiency Study for Share Local and County Highway Services – Existing Conditions Report*. Program on Local and Intergovernmental Studies, Rockefeller College of Public Affairs & Policy.

***Source: Michael Hattery. 2009. *Identifying Opportunities for Highway Service Cooperation In Ulster County*. Center for Local Government, Binghamton University.

Our review of highway costs for the Village and Town of Rhinebeck indicated the importance of recordkeeping for services and functions. As we note earlier in this report the Rhinebeck Village highway department performs a number of non-highway functions. Village highway department personnel time reporting records do not parse out these distinct community services, as a result there are not separate budget categories that show the village financial resources committed to these services. Instead, all personnel costs for the Highway department employees are lumped in a single “Highway” personnel line in the budget which overstates the cost of highway services. In contrast, the Town of Rhinebeck highway department, which provides more exclusively highway services, has a modest list of service activity categories that are used to allocate daily personnel time and equipment use to highway service categories. We recommend a change in this village practice, to permit village personnel and equipment resources linked to the actual multiple services provided by the highway department. We highlight this need as an area for in-depth analysis below.

Options for In-depth Analysis

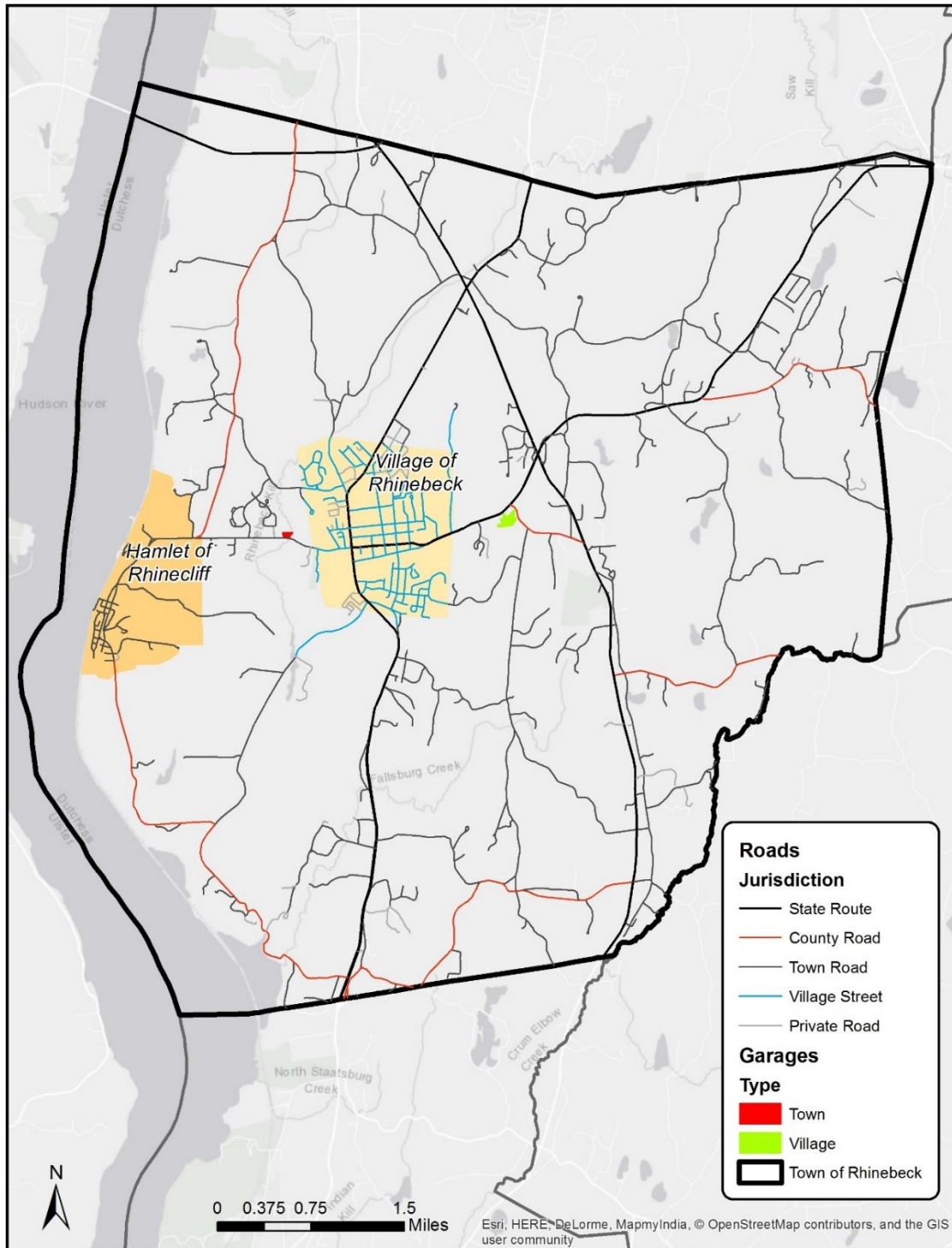
We are recommending the following areas for more in-depth analysis in the project’s second phase.

1. **Examine Co-location of the Village Highway Department at the Town of Rhinebeck Highway facility site.** Based on the current condition, site characteristics and age of the village highway facility and the opportunity to share key facilities -it seems prudent to conduct a preliminary assessment of this option. This assessment would include:
 - a. Review the approach, lessons and conditions for other similar town village facility co-locations - including the Town and Village of Red Hook.
 - b. Assess the viability and space on the current town highway site.
 - c. Project general village facility space needs.
 - d. Identify any potential for shared space, manpower, vehicle maintenance, sharing of backup vehicles (backup dump trucks), or specialty equipment.
 - e. Assess potential impacts on integration/sharing with other village services (water and sewer, police vehicle maintenance, etc.)
2. **Examine a cluster of Town and Village non-highway responsibilities for potential consolidation via contract for service between the town and village.** This could include: building and facility maintenance, park maintenance, cemetery maintenance and other related activities.
3. **Evaluate and recommend Improved service recordkeeping for assessing future opportunities.** Current service level reporting does not permit the ability to effectively allocate costs to service activities. Improved record keeping and reporting would be valuable for future decision-making and evaluation of service options. This would involve a review of cost-effective approaches and a recommendation of an alternative approach for the village and town.

4. **Effective Town-Village Framework for Cooperation.** The Town of Rhinebeck and the Village of Rhinebeck cooperate in a variety of ways in providing highway and related services to citizens. It would be valuable to look at some basic approaches to maintaining financial fairness and simplicity in future cooperative efforts. We would propose:
 - a. An approach to cost issues in shared service activity
 - b. Evaluation and communication of cooperative activities, including provisions for resolving problems, assessment of outcomes and making change
 - c. Addressing risk management, including the potential for a generic Intermunicipal Agreement for the bulk of town-village intermunicipal sharing activities.
5. Guidance on key steps for more complete integration of the two highway departments in the future. (this item was not proposed by the consultants, but was added at the suggestion of local officials based on review of the proposed list of areas for more in-depth analysis in the projects second phase).

Appendix

Map1: Public Roads in the Town and Village of Rhinebeck



Rhinebeck Shared Highway Services Study Village of Rhinebeck Service Profile

For each of the items below indicate whether you do this activity or provide the service and then indicate the amount of work or service your department provides annually. If possible average your work output for the last three years as a benchmark. Please bring this to your interview in September. If you have questions about your answers or simply don't keep the information, we can discuss those during our interview or you can contact me in advance (585-395-5564). This table is continued on the back of the sheet.

| Summer maintenance | Provide (Yes/No) | Output: How Much do you do? |
|---|------------------|-----------------------------|
| Pothole repair (tons of premix applied) | Yes | |
| Mowing (miles of road) | No | |
| Ditch cleaning (miles per year) | No | |
| Culverts (# fixed or replaced per year) roadway/driveway | No | |
| Shoulder repair reshape (miles per year) | No | |
| Shoulder cleaning (miles) | No | |
| Brush Maintenance and Removal | Yes | Every week in season |
| Reshape Unpaved Roads (miles per year) | No | |
| Street Sweeping (miles of road swept)/# of times per year or week | No | |
| Guide Rail Replacement or new (in feet) | No | |
| Road litter and dead animal removal | Yes | As needed |
| Pesticide Application (days per year or miles per year) | No | |
| Equipment Repair - Only routine maintenance | | |
| -most needed repairs | Yes | |
| Driveway Permits (number of permits per year) | No | |
| Traffic Control | | |

| | | |
|--|-------------|-----------------|
| Signs (# replaced, # new) | Yes | 40 per year |
| <i>Where do you purchase signs ?</i> | | |
| Striping (miles) | Yes | Stop sign lines |
| Traffic Signals (number maintained) | Yes | 1 |
| Capital Projects | | |
| Paving (thickness, miles per year) | Yes | 1 mile per year |
| Type of paving (hot mix, etc.): hot mix, contract with town for paving, jointly owned paver, | | |
| Chip Seal -Stone and Oil (miles per year) | single coat | No |
| double coat (slurry seals and other wearing courses) | | No |
| Micro paving (miles per year) | | No |
| Reconstruct or Rebuild - paved (miles per year) | | No |
| Reconstruct or Rebuild – unpaved (miles per year) | | No |

| Service Area (output measure) | Provide (Yes/No) | Output: How Much do you do? |
|--|-------------------------|------------------------------------|
| Street | | |
| Curbing – new or replaced (feet per year) | No | |
| Stormwater Systems (miles & catch basins per year) | Yes | Basins only |
| Sidewalk (feet per year) typical width (property owners replace) | Yes | Repair only |
| Winter maintenance | | |
| Snow Plowing (miles) | Yes | 10.6 miles |
| De-icing with winter road mix (miles) | Yes | “ |
| Number of Plow Routes | | 4 |
| Snow Hauling (yes, you do it for most major accumulations, no otherwise) | No | |

What is Typical Mix Ratio for Winter Application? *If its simpler just indicate the ratio (for example, 1 part salt to 3 parts sand), indicate a second mix only if you use more than one.*

| Components: | 1 st Mix | | 2 nd Mix | |
|-------------|---------------------|------|---------------------|------|
| | Percent | Cost | Percent | Cost |
| Salt | 100% | | | |
| Sand | | | | |
| Cinders | | | | |
| Other | | | | |

Infrastructure Summary: Existing road mileage and type, bridges and large culverts

| | Road Type | Miles |
|---|---|----------------------------|
| 1 | Total Municipal Road Mileage (centerline) | 10.6 miles (21 lane miles) |
| 2 | Total Paved mileage | 10.6 miles (21 lane miles) |
| 3 | Total Unpaved (please provide a list of unpaved roads with their mileage) | .1 miles (Van Keuran Lane) |
| 4 | Total Seasonal Use Highway mileage | |
| 5 | County Mileage maintained in winter | |
| 6 | County Mileage mowed in summer Other? | |
| 7 | State Mileage maintained in Winter | |
| 8 | Bridges maintained (please provide and attach a list of bridges maintained with length) number | |
| 9 | Large Road Culverts maintained (not driveway culverts) # | |

From Interview with Village Highway Foreman, Mike Wolf, 9/5/2018

Rhinebeck Shared Highway Services Study Town of Rhinebeck Service Profile

For each of the items below indicate whether you do this activity or provide the service and then indicate the amount of work or service your department provides annually. If possible, average your work output for the last three years as a benchmark. Please bring this to your interview in September. If you have questions about your answers or simply don't keep the information, we can discuss those during our interview or you can contact me in advance (585-395-5564). This table is continued on the back of the sheet.

| Summer maintenance | Provide (Yes/No) | Output: How Much do you do? |
|--|------------------|-----------------------------|
| Pothole repair (tons of premix applied) | Yes | 1 ton of premix |
| Mowing (miles of road) | Yes | 57.5 miles |
| Ditch cleaning (miles per year) | Yes | .5 – 1mile |
| Culverts (# fixed or replaced per year) roadway/driveway | Yes | ? |
| Shoulder repair reshape (miles per year) | Yes | 5 miles |
| Shoulder cleaning (miles) | Yes | 5 miles |
| Brush Maintenance and Removal | Yes | 30 miles |
| Reshape Unpaved Roads (miles per year) | Yes | 1 mile |
| Street Sweeping (miles of road swept)/# of times per year or week | Yes | 57.5 miles |
| Guide Rail Replacement or new (in feet) | Yes | 100 yards |
| Road litter and dead animal removal | Yes | |
| Pesticide Application (days per year or miles per year) | No | |
| Equipment Repair - Only routine maintenance | | |
| -most needed repairs | Yes | |
| Driveway Permits (number of permits per year) | Yes | 8 / year |
| Traffic Control | | |
| Signs (# replaced, # new) | Yes | 85 |
| <i>Where do you purchase signs ? re-lamination facility in Putnam (?) County</i> | | |
| Striping (miles) | Yes | |

| | | |
|--|-------------|---------------------|
| Traffic Signals (number maintained) | No | |
| Capital Projects | | |
| Paving (thickness, miles per year) | Yes | 4.0 Miles (average) |
| Type of paving (hot mix, etc.): The town concentrates on 4 miles per year (15 year cycle). They do needed culvert, base work and signage and then use an appropriated treatment (paving, Chip-seal, etc..) | | |
| Chip Seal -Stone and Oil (miles per year) | single coat | Yes |
| | | See above |
| double coat (slurry seals and other wearing courses) | | |
| Micro paving (miles per year) | No | |
| Reconstruct or Rebuild - paved (miles per year) | Yes | See above |
| Reconstruct or Rebuild – unpaved (miles per year) | No | |
| | | |

| Service Area (output measure) | Provide (Yes/No) | Output: How Much do you do? |
|--|------------------|-----------------------------|
| Street | | |
| Curbing – new or replaced (feet per year) | No | |
| Stormwater Systems (miles & catch basins per year) | Yes | |
| Sidewalk (feet per year) typical width | No | |
| Winter maintenance | | |
| Snow Plowing (miles) | Yes | 57.5 |
| De-icing with winter road mix (miles) | Yes | 57.5 |
| Number of Plow Routes | | 7 |
| Snow Hauling (yes, you do it for most major accumulations, no otherwise) | | |

| | | |
|---|---------------------|---------------------|
| What is Typical Mix Ratio for Winter Application? <i>If its simpler just indicate the ratio (for example, 1 part salt to 3 parts sand), indicate a second mix only if you use more than one.</i> | | |
| Components: | 1 st Mix | 2 nd Mix |

| | Percent | Cost | Percent | Cost |
|--------------------------|---------|------|---------|------|
| Salt | 100% | | | |
| Sand (in ice storm only) | | | | |
| Cinders | | | | |
| Other | | | | |

Infrastructure Summary: Existing road mileage and type, bridges and large culverts

| | Road Type | Miles |
|---|---|---------------|
| 1 | Total Municipal Road Mileage (centerline) | 57.5 |
| 2 | Total Paved mileage | |
| 3 | Total Unpaved (please provide a list of unpaved roads with their mileage) | ,25 |
| 4 | Total Seasonal Use Highway mileage | |
| 5 | County Mileage maintained in winter | 2 miles (IMA) |
| 6 | County Mileage mowed in summer Other? | |
| 7 | State Mileage maintained in Winter | |
| 8 | Bridges maintained (please provide and attach a list of bridges maintained with length) number | 4 |
| 9 | Large Road Culverts maintained (not driveway culverts) # | 3 |

Complete 9/6/2018 Interview with Barry Sherrod – Town Highway Superintendent

Table 6: Town and Village of Rhinebeck Major Equipment

| | Equipment Type/use | Make/Model | Year | Expected life span in years | Anticipated replacement | Estimated replacement cost (2018) |
|----|--------------------------------|------------------------------|------|-----------------------------|-------------------------|-----------------------------------|
| | Town Equipment | | | | | |
| 1 | 12-13 yard dump | Mack (10 Wheeler) Combo body | 2014 | 15 | 2029 | \$250,000 |
| 2 | 6-8 yard dump | International | 2014 | 15 | 2029 | \$170,000 |
| 3 | Small 3 yard dump pickup | Ford F-550 | 2014 | 10 | 2024 | \$75,000 |
| 4 | 4-6 yard dump | Ford F-650 | 2003 | 10 | 2013 | \$140,000 |
| 5 | 6-8 yard dump | International 7400 | 2005 | 15 | 2020 | \$170,000 |
| 6 | 6-8 yard dump with conveyor | Ford L8000 | 1991 | 15 | 2006 | \$170,000 |
| 7 | 6-8 yard dump (backup) | International 7400 | 2008 | 15 | 2023 | \$170,000 |
| 8 | Towing-Spreading | Mack | 2015 | 15 | 2030 | \$170,000 |
| 9 | Pickup | Ford F250 Crew cab (4WD) | 2017 | 9 | 2027 | \$42,000 |
| 10 | Pickup | Ford 350 (4WD) | 2017 | 9 | 2027 | 30,000 |
| 11 | Pickup | Ford 150 (4WD) | 2009 | 9 | 2016 | 25,000 |
| 12 | Pickup | Ford F-350 (4WD) | 2006 | 9 | 2027 | \$30,000 |
| 13 | Water Truck | Ford L-8000 | 1994 | 15 | | Replace with older vehicle |
| 14 | Loader | Caterpillar 930G | 2006 | 15 | 2021 | \$150,000 |
| 15 | Backhoe | Kamatsu 140N | 2006 | 10 | 2016 | \$70,000 |
| 16 | Paving, Shimming | Blaw Knox, PF65 - old | 1972 | 25 | 2022 | |
| 17 | Road sweeping | Elgin, Pelican | 2004 | 15 | 2019 | \$120,000 |
| 18 | Flail mower - Tractor | John Deere 5320 | 2004 | 10 | 2014 | 50,000 (w/ Flail Attachment) |
| 19 | Flail mower - Tractor (backup) | 1989 Case 489 | 1989 | 15 | 2021 | |
| 20 | Heavy equipment - grader | Caterpillar 140G | 1989 | 30 | 2019 | \$125,000 (used) |

| | Table 6 continued: Equipment Type/use | Make/Model | Year | Expected life span in years | Anticipated replacement | Estimated replacement cost (2018) |
|----|---|--|------|-----------------------------------|----------------------------|---|
| 21 | Surface compaction - 6 ton roller | Ferguson Model 46A | 1995 | 18 | 2013 | 50,000 (w/ tow package) |
| | Equipment Type/use | Make/Model | Year | Expected life span in years | Anticipated replacement | Estimated replacement cost (2018) |
| 22 | Surface compaction - 1 ton roller | Ferguson Model 46-A | 1995 | 20 | 2015 | \$20,000 |
| 23 | Chip Wood | Morbank | 1993 | 15 | 2008 | \$50,000 |
| 24 | Transport equipment | CC Trailer | 1999 | 12 | 2011 | \$3,000 |
| 25 | Spread materials - Conveyor | 1993 HTC Inc 1800 | 1993 | 15 | 2008(rebuilt to 2015) | \$12,000 |
| 26 | Transport equipment | Trailer 2007 Kaufman | 2007 | 15 | 2022 | |
| 27 | Demolition - Compressor | Grimmer Schmidt L423D | 1989 | 25 | 2014 | \$30,000 |
| 28 | Crack sealing | Tar Wagon | 20 | ? | | 12,000 new, 5,000 used |
| 29 | Cut stone and asphalt | Stone GX240 Saw (push) | 1999 | 15 | 2014 | \$2,500 |
| 30 | Sander on R12, Will go on new R3 | Tarco Highlander 6 yd #4784 | 1997 | 7 | 2004 | \$12,500 |
| 31 | Sander on R7 | Tarco Highlander 6 yd #1783 | 1997 | 15 | 2004 | \$12,500 |
| 32 | Sander on R8 | Tarco Highlander 6 yd #7701 | 2002 | 7 | 2009 | \$12,500 |
| 33 | Sander on R6 | 2006 Tarco Highlander 6 yd #1783 | 2006 | 7 | 2013 | \$12,500 |
| 34 | Sander on R4 | Tarco Salt N Pepper 4 yd stainless steel #9471 | 2006 | 15 | 2021 | \$7,000 |
| 35 | Sander on R11 | Tarco Highlander 6 yd Stainless Steel #10528 | 2011 | 15 | 2025 | \$12,500 |
| | | | | | | |
| | Village Equipment | | | | | |
| 1 | DUMP #7 | FORD F550 | 2003 | | | |
| 2 | 2x2 DUMP #11 | INTERNATIONAL 4200 | 2004 | | | |

| | Table 6 continued: Equipment Type/use | Make/Model | Year | Expected life span in years | Anticipated replacement | Estimated replacemen t cost (2018) |
|----|---|-----------------------|------|-----------------------------------|----------------------------|--|
| 3 | 4x2 DUMP #6 | INTERNATIONAL 7400SFA | 2008 | | | |
| 4 | 4x2 DUMP #5 | INTERNATIONAL 4300SBA | 2010 | | | |
| 5 | 4X2 DUMP #8 | INTERNATIONAL 7300 | 2012 | | | |
| 6 | 4X2 DUMP #9 | INTERNATIONAL 7300SFA | 2018 | | | |
| 7 | SIERRA1500 PICKUP #1 | GMC | 2011 | | | |
| | Equipment Type/use | Make/Model | Year | Expected life span in years | Anticipated replacement | Estimated replacemen t cost (2018) |
| 8 | Backhoe | NEW HOLLAND 4X4 | 1998 | | | |
| 9 | Trailer | HEAVY HAULER | 2014 | | | |
| 10 | Trailer | HOME MADE | 2013 | | | |
| 11 | Trailer U100000B16 | HEAVY HAULER | 2016 | | | |

Table 7: Personnel Compensation Comparison Of Village Of Rhinebeck And Town Of Rhinebeck

| ACTUAL SALARIES WITH EMPLOYEES IN THE TITLES LISTED FOR 2018 | | |
|--|-------------------------|---------------------------|
| | TOWN HIGHWAY DEPARTMENT | VILLAGE STREET DEPARTMENT |
| Superintendent of Public Works | N/A | ** |
| SUPERINTENDENT OF HIGHWAY (SALARY) | \$56,795.00 | N/A |
| WORKING FOREMAN/WORKING SUPERVISOR | \$30.00 | \$27.45 |
| MOTOR EQUIPMENT OPERATOR #1 | \$22.67 | \$17.23 |
| MOTOR EQUIPMENT OPERATOR #2 | \$22.67 | \$25.76 |
| MOTOR EQUIPMENT OPERATOR #3 | \$21.73 | \$22.23 |
| MOTOR EQUIPMENT OPERATOR #4 | \$21.53 | N/A |
| MOTOR EQUIPMENT OPERATOR #5 | \$21.00 | N/A |
| AUTO MECHANIC | \$24.62 | N/A |
| LABORER (TEMPORARY EMPLOYEES AS NEEDED IN HIGHWAY) | \$14.25 | N/A |
| MAINTENANCE WORKER | N/A | \$23.37 |
| ** The Village Superintendent of Public Works supervises staff in four village departments, a portion of his salary is allocation to supervision of the Highway Department | | |
| HIGHWAY DEPARTMENT WAGE COMPARISON PER COLLECTIVE BARGAINING AGREEMENTS | | |
| YEAR -2018 | | |
| TITLE | TOWN WAGES | VILLAGE WAGES* |
| LABORER | \$17.00 | \$11.00 |
| MEDIUM EQUIPMENT OPERATOR | \$21.00 | \$13.00 |
| HEAVY EQUIPMENT OPERATOR | \$21.50 | N/A |
| AUTO MECHANIC | \$24.00 | \$15.00 |
| FOREMAN/WORKING SUPERVISOR | \$24.25 | \$19.50 |
| CHIEF WATER TREATMENT PLANT OPERATOR | N/A | \$20.00 |
| WATER TREATMENT PLANT OPERATOR | N/A | \$16.00 |
| CHIEF WASTEWATER TREATMENT PLANT OPERATOR | N/A | \$20.00 |
| WASTEWATER TREATMENT PLANT OPERATOR | N/A | \$16.00 |
| WASTEWATER PLANT ATTENDANT | N/A | \$14.00 |
| MAINTENANCE WORKER | N/A | \$13.50 |
| WATER TREATMENT PLANT OPERATOR TRAINEE | N/A | \$13.00 |
| WASTEWATER TREATMENT PLANT OPERATOR TRAINEE | N/A | \$13.00 |
| * THE VILLAGE MAY HIRE OR PROMOTE EMPLOYEES WITH PRIOR WORK EXPERIENCE AT A HIGHER RATE | | |

| TABLE 7 cont.: PERSONNEL COMPENSATION COMPARISON OF VILLAGE OF RHINEBECK AND TOWN OF RHINEBECK (continued) | | |
|--|------------|----------------|
| HIGHWAY DEPARTMENT WAGE COMPARISON PER COLLECTIVE BARGAINING AGREEMENTS | | |
| YEAR - 2019 | | |
| TITLE | TOWN WAGES | VILLAGE WAGES* |
| LABORER | \$17.65 | \$11.00 |
| MEDIUM EQUIPMENT OPERATOR | \$21.65 | \$13.00 |
| HEAVY EQUIPMENT OPERATOR | \$22.15 | N/A |
| AUTO MECHANIC | \$24.65 | \$15.00 |
| FOREMAN/WORKING SUPERVISOR | \$24.90 | \$19.50 |
| CHIEF WATER TREATMENT PLANT OPERATOR | N/A | \$20.00 |
| WATER TREATMENT PLANT OPERATOR | N/A | \$16.00 |
| CHIEF WASTEWATER TREATMENT PLANT OPERATOR | N/A | \$20.00 |
| WASTEWATER TREATMENT PLANT OPERATOR | N/A | \$16.00 |
| WASTEWATER PLANT ATTENDANT | N/A | \$14.00 |
| MAINTENANCE WORKER | N/A | \$13.50 |
| WATER TREATMENT PLANT OPERATOR TRAINEE | N/A | \$13.00 |
| WASTEWATER TREATMENT PLANT OPERATOR TRAINEE | N/A | \$13.00 |
| * THE VILLAGE MAY HIRE OR PROMOTE EMPLOYEES WITH PRIOR WORK EXPERIENCE AT A HIGHER RATE | | |
| LONGEVITY SCHEDULE PER COLLECTIVE BARGAINING AGREEMENTS | | |
| 3 & 4 YEARS SERVICE | \$200 | N/A |
| 5 YEARS SERVICE | \$200 | \$250 |
| 6-8 YEARS SERVICE | \$400 | \$250 |
| 9 YEARS SERVICE | \$600 | \$250 |
| 10 YEARS SERVICE | \$600 | \$500 |
| 11 YEARS SERVICE | \$600 | \$500 |
| 12-14 YEARS SERVICE | \$800 | \$500 |
| 15 YEARS SERVICE | \$1,000 | \$750 |
| 20 YEARS SERVICE | \$1,000 | \$1,000 |
| 25 YEARS SERVICE | \$1,000 | \$1,250 |
| 30 YEARS SERVICE | \$1,000 | \$1,500 |

Table 8: Benefits Comparison - Village Of Rhinebeck & Town Of Rhinebeck

| BENEFIT | TOWN | VILLAGE |
|------------------------------------|--|--|
| HEALTH INSURANCE PLAN | MVP LIBERTY SILVER 8 HIGH DEDUCTIBLE | MVP LIBERTY SILVER 3 HIGH DEDUCTIBLE HEALTH PLAN WITH A DEDUCTIBLE OF |
| | EE RESPONSIBLE FOR FIRST \$250 OR \$500 OF THE | \$2,200/\$4,400. HRA FUNDS AVAILABLE IN THE AMOUNT OF \$2,250 (INDIVIDUAL) AND |
| | DEDUCTIBLE AMOUNT AND TOWN PROVIDES HEALTH | \$4,500 (2 OR MORE PERSONS). AFTER DEDUCTIBLE IS MET THEN CO-PAYS OR |
| | REIMBURSEMENT ACCOUNT (HRA) FUNDS FOR | CO-INSURANCE APPLY (MOST SERVICES ARE CO-PAYS AFTER DEDUCTIBLE). |
| | REMAINING DEDUCTIBLE. DEDUCTIBLE IS \$3,700/\$7,200. | |
| | EE RESPONSIBLE FOR ANY COST SHARING AFTER | |
| | DEDUCTIBLE IS MET. | |
| | | |
| CONTRIBUTION TOWARD PREMIUM (2018) | DOH PRE 9/1/2014 = 5% | 15% |
| | DOH 9/1/14 TO 12/31/12 = 10% | |
| | DOH 1/2/13 TO 12/31/16 = 12.5% | |
| | DOH AFTER 1/1/17 = 20% | |
| | (DOH=Date of Hire) | |
| | | |
| HEALTH INSURANCE BUY-OUT | 25% OF PREMIUM | 33% OF PREMIUM |
| | | |
| HEALTH INSURANCE UPON RETIREMENT | 20 YEARS & 62 AGE OR 30 YEARS & 55 AGE | 10 CONSECUTIVE YEARS WITH VILLAGE - CAN BE ENROLLED BUT PAYS 100% OF PREMIUM |
| | & RETIREE DIRECTLY FROM TOWN & COLLECTING | |
| | NYS PENSION - ELIGIBLE FOR SAME MEDICAL | |
| | INSURANCE PLAN AT SAME CONTRIBUTION OF | |
| | LAST DAY OF WORK (EX: IF EMPLOYEE WAS PAYING | |
| | 5% AND THEN RETIRED, CONTINUE TO PAY 5%. | |
| | | |
| | WHEN RETIREE AND/OR SPOUSE REACH | |
| | | |

| Table 8 Continued: BENEFITS COMPARISON - VILLAGE OF RHINEBECK & TOWN OF RHINEBECK | | |
|---|--|---|
| BENEFIT | TOWN | VILLAGE |
| | | |
| | MEDICARE ELIGIBILITY THEN TOWN WILL ENROLL | |
| | RETIREE/SPOUSE INTO MEDICARE SUPPLEMENTAL | |
| | PLAN PROVIDED BY TOWN. TOWN WILL ALSO | |
| | REIMBURSE RETIREE OF MEDICARE PART B | |
| | PREMIUM BUT NOT THE SPOUSE. IF RETIREE | |
| | PREDECEASES SPOUSE, SPOUSE CAN CONTINUE | |
| | COVERAGE BUT PAY 100% OF PREMIUM. | |
| | | |
| DENTAL | N/A | UPSEU DENTAL PLAN |
| CONTRIBUTION TOWARD DENTAL PLAN | N/A | VILLAGE FULLY FUNDS 2012-13 RATES FOR THOSE ELIGIBLE. |
| | | INCREASES ARE ABSORBED BY EMPLOYEE. |
| | | |
| VISION | TEAMSTER LOCAL NO. 445 EYEGGLASS PLAN | UPSEU VISION PLAN |
| CONTRIBUTION TOWARD VISION PLAN | TOWN FULLY FUNDS | VILLAGE FULLY FUNDS 2012-13 RATE FOR THOSE ELIGIBLE. |
| | | INCREASES ARE ABSORBED BY EMPLOYEE. |
| | | |
| VACATION | | |
| 1 YEAR | 5 DAYS (40 HOURS) | 40 HOURS |
| 2 YEAR | 10 DAYS (80 HOURS) | 80 HOURS |
| 3 YEAR | 10 DAYS (80 HOURS) | 96 HOURS |
| 4 YEAR | 10 DAYS (80 HOURS) | 96 HOURS |
| 5 YEAR | 10 DAYS (80 HOURS) | 120 HOURS |
| 7 YEAR | 10 DAYS (80 HOURS) | 140 HOURS |
| 8 YEAR | 15 DAYS (120 HOURS) | 140 HOURS |
| 10 YEAR | 15 DAYS (120 HOURS) | 160 HOURS |
| 12 YEAR | 20 DAYS (160 HOURS) | 180 HOURS |
| 15 YEAR | 20 DAYS (160 HOURS) | 200 HOURS |
| 17 YEAR | 20 DAYS (160 HOURS) | 220 HOURS |
| 20 YEAR | 20 DAYS (160 HOURS) | 240 HOURS |
| | | |

| Table 8 Continued: BENEFITS COMPARISON - VILLAGE OF RHINEBECK & TOWN OF RHINEBECK | | |
|---|---|---|
| BENEFIT | TOWN | VILLAGE |
| SICK | 48 HOURS CREDITED ON 1/1 | AFTER ONE MONTH OF EMPLOYMENT = 4 HOURS PER PAY PERIOD |
| | 48 HOURS CREDITED ON 7/1 | EX: 26 PAY PERIOD X 4 = 104 WHICH EQUALS 13 SICK DAYS |
| PERSONAL | 3 DAYS & ACCRUES ON 1/1 | AFTER TWELVE MONTHS OF SERVICE = 40 HOURS |
| BEREAVEMENT | 3 DAYS (SPOUSE OR DP, CHILD, PARENT, SIBLING, GRANDCHILD, GRANDPARENT, IN-LAWS TO INCLUDE MOTHER/FATHER - BROTHER/SISTER, DAUGHTER/SON) | 4 DAYS (FATHER, MOTHER, SPOUSE, SIBLING, GRANDPARENT, SON/DAUGHTER) |
| JURY DUTY | | NO TIME OR BENEFITS LOST -- MAY KEEP JURY DUTY COMPENSATION |
| HOLIDAYS | NEW YEAR'S DAY | NEW YEAR'S DAY |
| | MARTIN LUTHER KING DAY | MARTIN LUTHER KING DAY |
| | PRESIDENTS DAY | PRESIDENTS DAY |
| | N/A | GOOD FRIDAY |
| | MEMORIAL DAY | MEMORIAL DAY |
| | FOURTH OF JULY | FOURTH OF JULY |
| | LABOR DAY | LABOR DAY |
| | INDIGENOUS PEOPLES DAY | COLUMBUS DAY |
| | VETERANS DAY | VETERANS DAY |
| | THANKSGIVING DAY | THANKSGIVING DAY |
| | DAY AFTER THANKSGIVING | FRIDAY AFTER THANKSGIVING |
| | CHRISTMAS DAY | CHRISTMAS DAY |
| | (CHRISTMAS EVE - 3HOURS) | (CHRISTMAS EVE - RELEASED AFTER 4 HOURS OF WORK) |
| | FT EMPLOYEES CREDITED W/1 FLOATING HOLIDAY ON JANUARY 1ST OF EACH YEAR. | |
| UNIFORM | UNIFORMS, ONE SET PER DAY PROVIDED BY TOWN | \$130 OF VILLAGE PROVIDED PROTECTIVE CLOTHING & EQUIPMENT |

| Table 8 Continued: BENEFITS COMPARISON - VILLAGE OF RHINEBECK & TOWN OF RHINEBECK | | |
|---|--|--|
| BENEFIT | TOWN | VILLAGE |
| | TOWN PROVIDES RAIN GEAR, GLOVES, RUBBER BOOTS, | VILLAGE PROVIDES SHIRTS & PANTS |
| | SAFETY VESTS, SAFETY GLASSES, HARD HAT & EARPLUGS. | \$175 REIMBURSEMENT FOR SAFETY SHOES (OSHA APPROVED FOOTWEAR) |
| | \$225 FOR WINTER CLOTHING ALLOWANCE. | |
| | \$150 FOR TOWN APPROVED WORK SHOES. | |
| | | |
| ANNUAL PHYSICAL | N/A | UP TO \$150 REIMBURSEMENT FOR A PHYSICAL EXAMINATION PER OSHA REGULATIONS. |
| | | REIMBURSEMENT ONLY MADE IN EXCESS OF COVERAGE PROVIDED BY VILLAGE |
| | | HEALTH INSURANCE. |
| | | |
| FEES | N/A | FEES PAID BY EMPLOYEES IN ORDER TO MAINTAIN LICENSES & CERTIFICATIONS REQUIRED |
| | | BY THE VILLAGE WILL BE FULLY REIMBURSED. |
| | | |
| TUITION REIMBURSEMENT | N/A | VILLAGE WILL PAY FOR ANY COURSE OF STUDY, COURSE OF INSTRUCTION OR TRAINING |
| | | THAT IS REQUIRED FOR EMPLOYEE TO MAINTAIN LICENSE OR JOB STANDARDS. |
| | | |
| NYS DISABILITY INSURANCE | TOWN PROVIDE NYS DISABILITY INSURANCE | N/A |
| | FOR NON-JOB RELATED INJURIES/ILLNESSES. | |
| | | |
| OVERTIME | 1.5X RATE OF PAY FOR ALL HOURS WORKED | 1.5X RATE OF PAY FOR ALL HOURS WORKED WHICH INCLUDES PERSONAL, VACATION, SICK |
| | IN EXCESS OF 40 HOURS IN A WEEK. | OR BEREAVMENT. ALL HOURS WORKED IN EXCESS OF 16 CONSECUTIVE HOURS SHALL |
| | | BE PAID AT 3X THE RATE OF PAY. |
| | MAY CONVERT OT HOURS INTO COMPENSATORY | MAY ACCUMULATE UP TO 80 HOURS OF COMPENSATORY TIME PER YEAR AND CARRY |

| Table 8 Continued: BENEFITS COMPARISON - VILLAGE OF RHINEBECK & TOWN OF RHINEBECK | | |
|---|--|--|
| BENEFIT | TOWN | VILLAGE |
| | TIME BUT CAPPED AT 80 HOURS OF OT OR 120 HOURS | OVER BUT ANY EXCESS HOURS WILL BE PAID AT OT RATE. |
| | OF COMPENSATORY TIME AND MUST USE BETWEEN | |
| | 10/1 AND 9/30 OR RECEIVE PAYMENT THE 1ST PAY | |
| | PERIOD IN NOVEMBER. | |
| | | |
| OUT OF TITLE WORK | PAID AT HIGHER RATE OF PAY WHILE PERFORMING | 7% OUT OF CLASS PAY. |
| | OUT OF TITLE JOB DUTIES W/MINIMUM OF 4 HOURS PAID. | |
| | | |
| CALL-IN (VILLAGE)/CALL-OUT (TOWN) | IF CALLED-IN AFTER FINISHING WORK FOR THE DAY | EE SHALL RECEIVE A MINIMUM OF 2 HOURS OF OT PAY. SHALL NOT APPLY IF EE IS CALLED |
| | THEN MINIMUM OF 4 HOURS OF OT. IF CALLED-IN | OUT WITHIN 2 HOURS OF REGULAR SCHEDULED SHIFT. |
| | MORE THAN 1 HOUR PRIOR TO START TIME THEN | |
| | 4 HOURS OF OT. | |
| | | |

Table 9: Appended Table of Budgeted Cost per Mile

| Government Level | Median Highway Budget (\$ per centerline mile) | Quartile Range* |
|----------------------------|---|-------------------|
| Urban Town | ~\$29,000 | \$25,000-\$46,000 |
| Suburban Town | ~\$22,000 | \$18,000-\$26,000 |
| Rural Town | ~\$14,000 | \$9,000-\$16,000 |
| County | ~\$35,000 | \$21,000-\$51,000 |
| Villages | ~\$27,000 | \$16,000-\$43,000 |
| Cities (not including NYC) | ~\$31,000 | \$27,000-\$50,000 |

*The Quartile Range shows the budget per mile for half of all of a particular government level. Variations exists due to differences in the level of service and the scope of activities of a particular Department.

Source: Orr, David, William Mobbs, and Jeff Tennyson. Running Your Highway Department: Management, Administration, and Operations. Cornell Local Roads Program - New York LTAP Center. (page 1 – Introduction, Table 2). <https://cornell.app.box.com/v/clrp-ws-ryhd>

Author’s comment: we have reproduced the above table as it appears in the source document. The data used to compute the dollars per centerline mile reflect actual 2012 municipal expenditures, not municipal “budget” figures for fiscal year 2012. In this existing condition report we refer to these as municipal “expenditure” calculations not “budgeted costs.”

Historically, village streets have generally higher per mile costs, from 40-45% higher, to maintain overtime than rural town roads.

Table 10: Summary of Town Expenditures, 2015-2018

| DESCRIPTION | 2015 Expenditures | 2016 Expenditures | 2017 Expenditures | 2018 Budget |
|------------------------------------|----------------------|----------------------|----------------------|---------------------|
| TOWN HIGHWAY PART-TOWN FUND | | | | |
| TOTAL GENERAL REPAIRS | \$ 385,576 | \$ 341,221 | \$ 328,878 | \$ 457,674 |
| TOTAL IMPROVEMENTS | \$ 106,017 | \$ 198,322 | \$ 194,206 | \$ 240,000 |
| TOTAL MACHINERY | \$ 157,812 | \$ 163,005 | \$ 124,094 | \$ 146,969 |
| TOTAL BRUSH & LEAVES | \$ 35,570 | \$ 46,392 | \$ 8,091 | \$ - |
| TOTAL SNOW REMOVAL | \$ 195,393 | \$ 148,614 | \$ 194,571 | \$ 140,900 |
| SERVICES OTHER GOV'TS | \$ 79,827 | \$ 51,496 | \$ 78,867 | \$ 75,689 |
| TOTAL BENEFITS: | \$ 223,304 | \$ 211,799 | \$ 254,592 | \$ 284,725 |
| DEBT SERVICE - BAN | \$ 90,990 | \$ - | \$ - | \$ - |
| DEBT SERVICE - BAN | \$ 22,670 | \$ 22,670 | \$ 22,670 | \$ 22,670 |
| TOTAL TRANS OTH FUND: | \$ - | \$ - | \$ - | \$ 1,000 |
| TRANSFER:TO CAPITAL FUND | \$ 299,330 | \$ 65,904 | \$ - | \$ - |
| TOTAL HIGHWAY P-T FUND: | \$ 1,596,488 | \$ 1,249,422 | \$ 1,205,969 | \$ 1,369,627 |
| TOWNWIDE HIGHWAY FUND | | | | |
| TOTAL MAINT. OF BRIDGES | \$ 5,912 | \$ 4,189 | \$ 5,234 | \$ 8,495 |
| TOTAL BRUSH & LEAVES | \$ - | \$ - | \$ 43,152 | \$ 44,631 |
| TOTAL SNOW REMOVAL | \$ - | \$ - | \$ 1,789 | \$ 80,562 |
| TOTAL BENEFITS: | \$ 593 | \$ 473 | \$ 174 | \$ 500 |
| TOTAL HIGHWAY TOWNWIDE | \$ 6,505 | \$ 4,662 | \$ 50,349 | \$ 134,188 |
| TOTAL TRAFFIC CONTROL: | \$ 8,188 | \$ 7,977 | \$ 144 | \$ 10,000 |
| TOTAL SUPT OF HWAYS: | \$ 101,069 | \$ 83,724 | \$ 86,866 | \$ 93,404 |
| TOTAL GARAGE: | \$ 20,425 | \$ 15,115 | \$ 16,599 | \$ 23,650 |
| TOTAL GENERAL FUND | \$ 129,681 | \$ 106,816 | \$ 103,609 | \$ 127,054 |
| TOTAL HIGHWAY - ALL FUNDS | \$ 1,732,674 | \$ 1,360,900 | \$ 1,359,927 | \$ 1,630,869 |
| Less Cost of Shared Equipment | \$ 67,836 | \$ 80,861 | | |
| Less Intergovernmental | \$ 102,149 | \$ 51,496 | \$ 78,867 | \$ 75,689 |
| Adjusted Total | \$ 1,562,690 | \$ 1,228,543 | \$ 1,281,060 | \$ 1,555,180 |
| EXPENDITURES PER MILE | \$ 27,201 | \$ 21,385 | \$ 22,299 | \$ 27,070 |
| Three year total (2015-2017) | \$ 1,357,431 | | | |
| Total Town Miileage | 57.45 | | | |
| Expenditures Per Mile | \$ 23,628.04 | | | |

Table 11: Summary of Village Expenditures, 2015-2018

| General Ledger Name | Prior Year Act | Prior Year Ac | Prior Year Ac | Budget |
|---|--------------------|---------------|---------------|-----------|
| | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| HIGHWAY- CENTRAL GARAGE | \$17,927 | \$15,698 | \$29,407 | \$12,350 |
| HIGHWAY DEPARTMENT | \$358,157 | \$345,910 | \$369,696 | \$397,000 |
| HIGHWAY CHIPS | \$0 | \$83,060 | \$109,834 | \$50,000 |
| SNOW REMOVAL | \$10,020 | \$39,193 | \$37,959 | \$30,000 |
| OFF-STREET PARKING | \$1,361 | \$1,678 | \$1,428 | \$2,300 |
| PARKS/RECREATION | \$19,096 | \$4,753 | \$9,771 | \$11,300 |
| TREES | \$9,568 | \$11,472 | \$7,876 | \$11,500 |
| | \$416,128 | \$501,764 | \$565,970 | \$514,450 |
| Debt Service - Street Department Truck | \$22,872 | \$23,245 | \$0 | \$15,030 |
| Transfers to Capital Projects | \$0 | \$0 | \$0 | \$32,500 |
| Benefits Street Only | | | | |
| 9010.8 - State Retirement | \$56,589 | \$54,654 | \$58,412 | \$62,726 |
| 9030.8 - Social Security (Village Share) | \$27,399 | \$26,462 | \$28,282 | \$30,371 |
| 9040.8 - Workers Comp | \$7,521 | \$7,264 | \$7,764 | \$8,337 |
| 9050.8 - Unemployment Insurance | \$337 | \$3,139 | \$2,095 | \$5,200 |
| 9055.8 - Disability Insurance | \$0 | \$0 | \$0 | \$0 |
| 9060.8 - Medical Insurance (Village Share) | \$78,881 | \$60,895 | \$69,452 | \$97,547 |
| EMPLOYEE BENEFITS | \$170,727 | \$152,414 | \$166,005 | \$204,180 |
| Total Expenditures | \$609,727 | \$677,424 | \$731,975 | \$766,160 |
| Total Expenditures Per Mile | \$57,576 | \$63,968 | \$69,119 | \$72,348 |
| 3 Year Average Expenditures Per Mile | \$63,554.49 | | | |

