

# TOWN OF WEST SENECA



BRIAN J. ADAMS  
SUPERINTENDENT OF  
HIGHWAY DEPARTMENT

To: The Honorable Town Board

From: Brian Adams

Date: March 26, 2020

RE: Immediate Wage Increase for Part-Time Sanitation Employees

Dear Honorable Town Board Members:

I am seeking your approval for an **immediate wage increase to \$13.75 per hour for hours worked for all part-time sanitation employees.** (Effective March 31<sup>st</sup>, 2020)

The Sanitation Department is widely known as the gem of West Seneca's residential services, and the employees to which I'm referring are the exact reason for that designation. This is honorable work. These are the people doing the heavy lifting, working year-round in all weather conditions, handling undesirable materials, and regularly in the direct path of distracted drivers as they try to do their jobs. Long before executive orders associated with COVID-19 deemed their work "essential," these employees were critical to the residents of West Seneca and the functioning of my department.

- This work must be kept desirable and accompanied by a fair wage. I am requesting \$13.75 per hour.
- Using this request as an opportunity to stay ahead of the December minimum wage increase is important.
- This work does not fit the definition of minimum wage or entry-level work. Industry standard pay rates concur.
- We must consider the risks and rigors of this work and place those in perspective to other work options with comparable compensation.
- We must remain mindful of the extent to which we rely on these essential employees not only at this most critical time but always.
- It is critical to retain these employees not only now, but in the future to preserve the promotional structure and integrity of the department and the services it provides to residents.

I hope to have unanimous support of the Town Board

Sincerely,

Brian Adams

Superintendent of Highways

