

REASONS BUILDINGS AND GROUNDS NEEDS ANOTHER FULLTIME EMPLOYEE

According to the Blue-Collar contract dating back to 1987, the buildings and grounds department had 13 full-time employees. In 1990 the department was raised to 14. We are still at that minimum number in staffing. Which at the time worked. Since then, in 1998 Harlem Road Park opened. A much bigger park than the previous Bellwood Park, with 3 ball diamonds, soccer fields, playground, and a working maintenance building with bathrooms, a full-time employee is staffed there from mid-March to sometimes late November depending on weather patterns.

In 1999-2000 era, Sunshine Park was created, which at the time was a four-diamond complex, with the same features as Harlem, but now has 7 ball diamonds. Another full-time employee is staffed there from mid-March to late November.

In 2001 the Burchfield Nature and Art building and park was created. While at the time was housed by AmeriCorps, which chipped in with the help of maintenance, we still had a full-time employee staffed on the property. This is a massive park with massive upkeep.

In 2005, the Buildings and Grounds Department took over the soccer park, primary reason was because the volunteer organization that was tasked with the upkeep, couldn't handle it. And rightfully so. This is a 46-acre complex, with 22 fields. This is staffed with 2 full-time employees and is also the moment when the department grew to 15 employees.

For a while, there wasn't much added to the town until 2018 when the community center opened, another massive building that is staffed with a full-time employee. Another full-time employee was added to bring us to sixteen.

At the time when I was a laborer and not a foreman, I had a partner in what we call "the Van", we were tasked with doing everything. Fixing equipment, remodeling offices, building shelters, plumbing tasks, filling in when people were off on vacations, etc. So, our summer process that was very successful looked like this for laborers:

1. Town Hall-1 full-time employee
2. Senior Center-1 full-time employee
3. Burchfield-1 full-time employee
4. CCL- 1 full-time employee
5. Sunshine Park-1 full-time employee
6. Firemans Park- 1 full-time employee
7. Soccer Park- 2 full-time employees
8. Pool- 1 full-time employee
9. Veterans Park- 1 full-time employee
10. 2 road tractor operators that cut the neighborhood parks and larger areas- 2 employees
11. Harlem Road Park- 1 full-time employee

12. Shop- 1 full-time employee to do the satellite diamonds and 36 small areas in town

13. The Van- 2 full-time employees

Currently we are at 14 which mean 2 of the main jobs for the summer is not being done right now, and in my opinion is the most important one, The Van.

The van is a year-round operation, and it's quite simple when something breaks, we fix it. Now we have been lucky this past year that things haven't been too bad, but it's coming, and its coming quick, and in my opinion, this will cost a lot more money, than simply not replacing the full-time position. These that have broken this year, I have tried my best to do the job myself, and it's getting hard to operate a department and fix things when they break at the same time. When David Marino and I operated that van, we would get prices from contractors for let's say a roof on the police garage, or a shelter, or whatever and we would then do that ourselves. The police garage we did and saved the town 11,600 dollars because we did the work. Now you may say, well we had to pay your guy's salary too. My argument is this, yes you did, but that 11,600 dollars would have been an extra expense. Now let's move to the storage tanks in the back of the ice rink, also done in house. The material for that job cost around 5,000 dollars, the estimate for that job, saved roughly 20,000 dollars for the town that year. And that was only 2 jobs that we did, totaling 2 weeks. I have countless examples of this. Whether its 100s of plumbing calls, remodeling offices, maintenance on heating systems, equipment, etc., etc., we did this in house, plus we had the extra flexibility to fill a spot where a full-timer was off on vacation. I can't list every job we took care of, because its literally everything. You never know what's going to happen. Someone could break into a building at night, and it needs immediate repair, they could put up a park, they could burn a playground, these things happen, and they happen all of the time. And pulling people out of their day-day operations, isn't the solution.

As far as the non-grass cutting season goes this is how we operated.

The ice rink is a building that most people don't know how dangerous it can be, it needs a lot of upkeep, and the Zamboni needs constant maintenance. We used to staff 2 full-time employees there for the season. it is a dangerous job, and the ice needs constant work. Lately, we have had 1 full-time guy down there, but that is a dangerous thing. There is a 6-foot razor sharp blade on that Zamboni that needs changing 2 times a week. Nobody should ever do that by themselves, and I don't have to explain why. Also, ice is very slippery, and needs constant maintenance. Part timers know how to operate the Zamboni, but they don't know how to operate the ice, and I don't expect them to. When ice gets too thick, the lines disappear, when it gets too thin, they sometimes get cut out. That is a massive building, and needs constant work all season long.

Ice rink- 1 full-time guy (prefer 2)

ccl-1 full-timer

town hall- 1 full-timer

senior center- 1 full-timer

The Van- 2 full-timers

1 mechanic- services all of the equipment to get ready for the upcoming summer season, and also when things break in the winter.

2 sidewalk crews- 4 full-time employees

5 plow drivers- 5 full-time employees

1 salt truck driver- 1 full-time employee

Now you may say, you never had 17 guys, and you are correct, we never did. We move around, the mechanic, can go plow, the van guys can hop in, that's where the flexibility and security of having a bigger work force comes in to play. It's important.

Now you may say, what do you do when it doesn't snow. We paint, we pick up trash, we clean the parks, we update offices, we clean gutters, we service equipment, etc. Tasks pop up all of the time. We are the town, as much as I wish we were only open from 7-3:30, we are not, and people don't care. Most, if not all of our parks are still used in the wintertime, and they are still maintained in the wintertime, just on a different degree than the summer. Paths need plowing, trees fall down, heck, every time there's a 25 mile an hour, a tree falls down in Burchfield.

We are struggling to keep up right now, there is very little maintenance being done to our exterior buildings, our fields, ball diamonds, playgrounds, shelters, etc. And this is major issue. I understand the notion of trying to replace with part time help, and I understanding the notion of keeping taxes down, I get it. But part timers are there for help, to assist, they don't run a crew, they don't usually pan out. they constantly call off of work, they are usually either 18 years old and very inexperienced, and don't accept responsibility, or they are retired and just want something to do. Replacing with part time help sounds good, but it is fiscally irresponsible. Full-time employees are here, there days off are scheduled and limited. We are a massive organization, with a lot of area, a lot of buildings, and a lot of equipment, they need proper upkeep, and they are not getting it right now.

Next week, we open the ice rink, the ice rink is staffed with part time employees in the evening and on weekends. They will also open and close parks until the season is over. Currently I have 6 part time employees that are willing to work the ice rink, 6, and we are losing one. So naturally we fill the shift with a full-time employee if they will take it. When overtime is readily available like it will be, people choose not to work it as often. So, we will have a hard time filling those shifts. I would love a full-time guy on at night as well. Again, part timers are there to help, but they are very irresponsible, and very unpredictable. The ccl also right now is only staffed 2 nights a week. One full-time employee to operate Monday through Friday with the help of a part timer, solves this problem. It also solves it in the summertime as well. We are an operation that starts at 6 in the morning and usually don't shutdown until 11:00 at night. I understand this

would need to be negotiated because our contract says 7-3:30, but for the betterment of the town, it's something we all should consider. A full-time employee, responsible for the Monday through Friday shifts, all year round, has you covered, all year round. If you add up the amount of O.T from the rink every year, and the amount of part time help you could reduce, it will probably pay for itself, and you can't put a price on the safety of someone you trust being there. It could even be the entry level job to get into our department for the day shift.

In closing, I tried to list many examples, and many things that we do, but there are many more. We are not just grass cutters and weed whackers, there is a perception out there that that is all we do. And truthfully, its bologna. When the phone rings, we answer, we try our best to get the job done. People will always complain about taxes, they will never be happy. But also, people will complain when things are neglected, and claim we don't do anything anyway. It's a double-edged sword. I have ideas, I want the best for the areas we maintain, and the best for the residents that pay for those areas. These are things that are already in place, and we should be trying our best to keep them going, not trying to take them away. I hope this helps, and I hope you really consider what I am suggesting.

Full-time Job Descriptions

SUMMER

ROAD TRACTOR WORKER 1

Parks maintained are as follows:

Briarwood Park- Takes 1 whole day to cut

Knox park- Takes about 6 hours to cut

Russert park- takes about 5 hours to cut

Fisher court park- takes about 2 hours to cut

Whities- takes about 1 hour to cut

Dirkson- takes about 2 hours to cut

Generally speaking, 26 hours out of a 40-hour work week are spent actually cutting grass at these 6 areas, this doesn't include total drive time. Now sometimes it rains, and it is a grind when it does, but we try to keep it low enough so the headache doesn't start, sometimes it's not possible. Tractors need constant service, whether its blade changing, belts breaking, greasing 3 times a week, washing, etc. We switched to the smaller z-turn mower to get into areas under trees, and where the bigger mower can't get into. We had a 15-foot mower that takes just as long to cut with because you have to go back with a smaller piece of equipment to

get around certain things, trees, playgrounds, etc. on days they are caught up, they go and trim branches off trees at the areas that they maintain.

ROAD TRACTOR 2

Dorrance- 10 hours to cut

Little loop- 4 hours

Mill road park- 4 hours

West gate- 3 hours

Carriage- 4 hours

Generally speaking, 25 hours out of a 40-hour work week are spent actually cutting grass at these 6 areas, this doesn't include total drive time. Now sometimes it rains, and it is a grind when it does, but we try to keep it low enough so the headache doesn't start, sometimes it's not possible. Tractors need constant service, whether its blade changing, belts breaking, greasing 3 times a week, washing, etc. We switched to the smaller z-turn mower to get into areas under trees, and where the bigger mower can't get into. We had a 15-foot mower that takes just as long to cut with because you have to go back with a smaller piece of equipment to get around certain things, trees, playgrounds, etc. On days they are caught up, they go and trim branches off trees at the areas that they maintain.

POOL

1 Full-time laborer- 1 part time laborer

Season starts around April 15. The pool has arguably the biggest number of bathrooms in town, and the de-winterization is a process. If everything goes right, it could take a day, if pipes froze and broke, and need to be fixed it could take up to 2 weeks. The outside pool bathrooms are then on and ready for the park to use.

Next is the cover, getting that off, and folded up, and ready to be stored is a whole departmental effort, usually takes about an hour to get off and folded up. Once stored, we get the big pump from the sewer department, and start pumping out the pool. We can't do it all at once though, it's a gradual process which also involves power washing and acid washing the walls, and floor of the pool at the same time. This could take up to 3 weeks to get it ready to fill. Once ready to fill, it takes about 72 straight hours to fill.

Once filled, we have constant chlorine and acid monitoring. Acid helps control the ph, chlorine maintains the cleanliness of the water. We go through 7 to 11 55-gallon drums of chlorine every week. Chlorine usually shows up on Wednesday. When levels are off, we could spend a whole

day trying to get them back to where the health department sees it reasonable. Chlorine and ph. levels are tested 3 times a day.

Skimming/vacuuming the pool happens almost every day. This year was a down year, and there was more time to properly clean the pool, when summer is busy, and programs are in full swing, this isn't the case. You get to it when you can when there is down time in the pool. Compliment the maintenance with cleaning the bathrooms every morning, changing chlorine barrels, cutting the grass, fixing issues that arise, it can be quite a challenge to get done what needs to get done in the time that is allotted. With the splash pad being open now, the person at the pool also blitzes the area inside to get ready for the 8 o'clock opening.

When the season is over, as in closed to the public, the job doesn't stop. The cover then goes back on, and the equipment gets worked on. Pipes re-ran, pumps get maintained, sometimes rebuilt, walls get repainted, and the building gets winterized once the season allows us to do it. Those are the only bathrooms technically in that park, so we try and wait, but I'd prefer to have them closed up and water drained out by November 1st. The pool is a lot of work for a short amount of time

Soccer Park

2-full-time laborers- 2 part time laborers

The Season starts in mid-March. In a perfect world, the snow has stopped flying and we can begin laying out fields immediately because soccer wants to start right away. But we live in buffalo, and I believe it snowed on May 4th this year. The first few weeks are spent getting ready for the season. Replacing parking blocks, rolling the fields, servicing equipment, getting the bathrooms ready, getting supplies and material ordered, etc. Usually grass starts flying in April, and usually, we can't keep up on it. Since most years our part time help is still consumed at the ice rink, we don't get the luxury of having an extra set of hands until late April. This gets very challenging when fields need to be laid out, and grass is growing 6 inches plus a week. It takes 2 guys 20-24 hours a week to cut that park, that doesn't include weed whacking, hand cutting the islands with a push mower, and picking up garbage. Each field takes roughly 2 hours to lay out if you can find the corners from the year before. If we can't find the markers, the process takes longer. Once the fields are laid out and sprayed, we can drive the nets out for the season. It takes roughly an hour to spray a field once it has originally been laid out, occasionally, throughout the year, the fields need to be restrung. There are 22 fields in total, ranging from 5-year-olds to adults. Smaller fields take less time to spray, but the process is the same. Paint needs to be mixed, brought out to the area, along with the sprayer, and then we go. Mind you, it is a huge park, nothing seems to be close. When fall starts, we try to do upkeep before the winter starts, rebuilding goal creases, laying grass seed, aerating every field. This maintenance helps, but soccer goes on for what seems like forever, and we are scrambling trying to get the fields right. Come November, the bathrooms get winterized, there is heat in the building, but

whoever designed it, put the pipes in the attic, which is just as cold up there as it is outside, so we are forced to drain the system, or face catastrophic failure when a pipe bursts.

Harlem Road Park

1 full-time laborer, 1 part time laborer

Season generally starts at the end of march. It's the same process as any other park. Bathrooms get painted every spring, along with a new coat on the floor. Water gets turned on once we know the low temp don't drop below 32. Once the bathrooms are up and running, they get cleaned every morning, first thing, and then garbage is picked up all throughout the park every day. Grass gets cut every week, which takes roughly 12-14 hours. Diamonds get dragged every day, regardless of if there is a game or not, this helps by keeping the material loose for when it rains. They get lined for games. If it does rain, we will wait until roughly 2 o'clock to get the diamond in, and usually we won't have to use quick dry. Other duties for the park include, striping the lot, spreading wood chips for the playground, cutting out the lips on the diamond, adding material to the diamond, painting guardrails, maintaining equipment, fixing park benches, weed whacking, cutting trees that fall, winterizing the bathrooms. This park has a walking path, basketball court, and soon to be bike pump track. This is one of our better-looking parks in town from the perspective of that it's really starting to fill in, and the upkeep over the years has been terrific

Firemans Park

1 full-time laborer, 1.5 part time laborers

3 ball diamonds, 2 picnic shelters, maintenance building, Gaelic games field, playground, basketball courts, tennis ball courts. I say 1.5 laborers because we have had a part timer working 20 hours a week up there this summer. Grass takes roughly 20-24 hours to cut. Weed whacking is a process since there are fences around the diamonds. When it rains, the diamonds tend to get washed out, especially on diamond 1. The park goes downhill from the parking lot, and the diamonds are on that path for water to go to. We take pride in getting our games in, and we have had very few cancellations. The Gaelic games field gets sprayed every week, which is about a 1.5-hour process. Crew is responsible for spreading wood chips every year for the playground. Parking lot gets striped once a season, but there is an aerosol paint shortage this year, so it will have to wait. On days it rains, tractors get greased, diamond machine gets worked on, the shop gets cleaned. Playground equipment gets painted every year, shelters get stained, bathrooms get a fresh coat.

Sunshine Park

1 full-time laborer, 2 part time laborers

This park is bigger than it looks, arguably our second largest park. Grass cutting takes roughly 28-32 hours a week to cut. With all of the walking paths throughout, the fences around every diamond, and the sledding hill, and there is a small cemetery that gets cut every week. 7 softball diamonds that get used frequently, I'd be lying if I said they were used every day, but when summer is in full force, they are. When it rains, it is very challenging to get the games in when the crew is short staffed. There is just not enough manpower at this park to get the work done that needs to get done every week. Dry days are great, dry weeks are better. Paths need trimming because they get overgrown, and these paths are used by the schools' cross-country teams. Crew responsibilities, playground wood chips, spraying the parking lots, painting the bathrooms, maintenance of equipment, weed whacking (this is a 12-16 man hour process every week), ball diamonds and grass cutting

Burchfield nature and art center

1 full-time laborer, 1 part time laborer

This park has a comfort station with bathrooms, and a small garage that houses our equipment. The responsibilities at this park are, grass cutting, weed whacking, tree trimming, etc. This park has wooden walking paths with a gazebo that need constant work. Graffiti, trees fall and break the structures, boards pop all of the time. This park gets very busy around 10:00 a.m., every day. When this happens, it's hard to cut grass, when there are people around. Also, even though, it is at less than half capacity, the main building is still used, and is still maintained by the staff on hand. Also, the grounds at the Christian Metz house are maintained by the crew on hand. Because we are shorthanded, if needed I will pull the full-time guy out for the day to do odd jobs like spraying fields when the part timers are done for the summer. This is not an ideal situation, but the job needs to get done. Residents use this park all year round, they walk in the winter, summer, weddings take place here, people swim in the creek, and problems arise daily with the ash trees falling like they are.

Veterans

1 full-timer- 2 part timers

The ice rink is occupied by the day camp for 6 weeks, and this is primarily cleaned with the staff on hand during that time. 3 ball diamonds that get used daily. Farmers market that is used weekly that needs setting up for with garbage cans, picnic tables, stakes, and caution tape. The 90' diamond needs constant maintenance, sweeping the dugouts, rebuilding the pitcher's mound and batter's boxes, rolling the outfield, cutting out lips with the sod cutter, and straightening the baselines and arches. Garbage gets picked up daily, weed whacking takes place daily, along with cutting the islands with a push mower. If they get caught up, and have extra time, they can get over to the ccl and start cleaning up the beds. Town hall bushes and landscaping is maintained by this crew, along with cleaning gutters, and servicing their own equipment.

Town Hall

1 full-timer- 1 part timers all seasons

Town hall is a 24-hour operation. When the full-timer is off, we have the part timer to carry the load for that day. This building needs constant cleaning. Daily duties are garbage, cleaning the bathrooms, water fountains, lobby areas, foyers, dispatch, hallways, door handles, windows, offices, etc. Since covid started there is more emphasis on sanitizing objects that people touch. Jail cells need to be thoroughly cleaned once a week with a quat disinfectant that kills any pathogen and germ. Offices are run through daily but cleaned very well once a week. The windows get cleaned on the outside once a month. Air conditioning units get hosed out once a month in the summer. In the wintertime, there is much more emphasis on keeping the floors clean, and dry. With the salt that enters the building, this can be headache, and the last thing anyone wants is someone to fall.

Senior center

1 full-timer, 1 part timer all season

Very similar to town hall, less offices but bigger area. That crew on site sets up and breaks down the main room for lunch, cards, pickleball, anything really. We clean the kitchen after every lunch and get it ready for the next day. The gym gets cleaned 2 times a day, it was every 45 minutes when the covid regulations were stronger, but still was getting done every day before that. Accidents happen here all of the time, bathrooms need constant cleaning. In the summertime, the crew on hand maintains the grounds, the landscaping, also delivers records for the town clerk, and puts them in storage. We maintain the filters in the HVAC units and lubricate motors regularly. Our part timer on site, will cover the shift when a full-timer takes a vacation. Also, our part timer picks up all of the garbage at the satellite parks in town. This used to be done by a part timer out of the shop, but we didn't have many this year

Community Center

1-full-timer- all season, 1 part timer at night.

This is one of our busier buildings. Daily duties are cleaning every day. Bathrooms, floors, windows, door handles, garbage, vacuuming etc. With covid going on still, the demand to disinfect everything is at a premium still. The electrostatic sprayer is used every morning to fog areas touched in the building. That includes tabletops, filing cabinets, sinks, water fountains, door handles, etc. The community room always has something going on, and that needs set up which the employee takes care of. In the winter months, the salt and water that enters the building needs constant upkeep, or it gets slippery. This employee monitors the HVAC computer and determines whether to raise or lower depending on demand, we do not have thermostats that are controlled in a specific room, this is controlled at a computer upstairs.

Filters need changing, units need lubricating. This building has a library, a restaurant, offices, a gym, and it is starting to get used even more. Things get spilled, accidents happen in the bathroom, it is very important to have someone on site for when it does, and that includes in the evening. Whenever the building is occupied, someone should be there that can take care any problem that arises.

Small Areas and Ball Diamonds

1 full-timer, 1 part timer

There were 36 small areas in town but switching to the smaller mowers in town for the road crews dropped this down to 24. Small areas had their own crew at one point, and this involves a riding mower, a trimmer, and a blower, on a trailer. This crew takes care of any area in town that is technically owned by the town. It could be in a subdivision, or a cemetery, or on the corner of a roadway. Pretty self-explanatory, grass cutting, weed whacking, and blowing the debris off the road. Garbage gets picked up in the way, before the grass gets cut. The part timer handles the trimming and the blowing, while the full-timer handles the cutting. We try to get these areas cut every week. When diamonds are scheduled, they also do the diamonds for the games that day which there are currently 7 diamonds that this crew would maintain. 2 at Knox, 1 at briarwood, 1 at Dirkson, 1 at Dorrance, 1 at Allendale, and 1 at west senior. On days that it rains, they would be servicing equipment, cleaning the shop, or anything that we find for them to do.

Maintenance Crew (the Van)

2 Full-time guys (preferred) all season

This crew would be tasked with fixing any problems that arise that would be mechanical in nature. They would also be responsible for anything construction related. Whether it was an office remodel, an HVAC project, a new floor, building picnic tables, crossing guard shanties, anything really. Putting on new roofs for picnic shelters, building new shelters, filling in when someone is off. Nothing lasts forever, everything eventually will fail, and will need to be fixed. This crew would handle that. The cube van is loaded with power tools and plumbing supplies, parts for showers, flush valves, gaskets for toilets, supply lines, pipe fittings, nails, screws, concrete anchors, etc. There is always something that needs fixing or something that needs to be made or hung up. If someone is off, they could potentially fill in and keep the main jobs going

Full-time night guy

1 laborer

This is an idea, and something that should be considered, it would have to be negotiated, but I believe it would go through if we really wanted to do this. By estimation the ice rink is open for

roughly 37 weeks out of the year. Starting in late August and going into late April. There are talks of the association wanting to stay open year-round. If that happens, then we lose most of our part time help because they would need to work the rink in the summertime, and that would really hurt us, from a labor perspective. Its already too hard to find help as it is to cover these shifts. But for the sake of the rink not staying open all summer, I ran some figures, and this is an estimate. Each night there are 2 shifts, 3-11 usually, and on the weekends, there are 2 shifts from 6 am- 3pm. My idea would have a full-time guy on 3-11 every night during the week, for the whole year, with a part timer for the rink operation, and have part timers staff the weekend shifts. Let's assume a part timer is going to make 14 dollars an hour this coming year.

52 weeks @ 40 hrs. a week x 14 dollars an hour = \$29, 120

52 weeks @ 40 hours a week x 22.58= \$46,966

46,966-29,120= 17,846.4, this is the cost to have a full-time guy on, (plus benefits)

Every time a part time guy calls off during the week for the rink, it gets staffed with a full-time laborer. For the sake of never being able to determine who would be working the shift, I took the overtime rate of step 5 in the blue-collar contract which is $26.42 \times 1.5 = 39.63$

$17,846/39.63 = 450$ hours of overtime shifts during the year for shift coverage because a part timer called off or couldn't work. Currently, this year alone we have already had 64 hours of overtime for the ice rink, and we are in week 3. As I said before, part timers are unreliable, they go to college, there schedules change, they call off whenever they want to because they don't make a lot of money, and this job is just something to do.

Now having a full-time guy on during the evenings keeps you covered all year round. Let's say we can't get a diamond in by 3 o'clock because we leave by 330. With a full-timer, you have that extra flexibility. We haven't been able to staff the shifts at the ccl lately, this would cover that. This covers the night guy for the summer, and quite honestly, having a responsible full-timer on at night, gives me the security of not having to come in every time the phone rings because the part timers just don't know what to look for. It could be, and should be entry level, when a position opens in the department, he moves to days, and the next person moves to evenings. This is a much bigger issue if the Ice Rink stays open all year round. Plus, on top of that, a newly hired full-time person, is very limited on how many days he can take off during the year.

Winter Seasons

Sidewalk Routes

Town Hall Route- 2 laborers

The whole complex at Town Hall and CCL is either shoveled or snowblown every time it snows. It is also salted every time there is a freeze. Snow may melt, but then freezes, and we have to add salt, it's a constant battle. This has to start right at 7:00 a.m. before people start getting in.

you cannot let anything freeze, because if people fall, they tend to sue. This route also includes union road in front of the ccl and town hall, main street at town hall, union road in front of highway, and the historical center. The state plows are never predictable, and sometimes union needs to get done multiple times a day because they just came down after we cleared it. If union gets too heavy, or is icy, we will get the riding snowblower down there to clean it up.

Senior Center Route- 2 laborers

Burchfield complex, Metz house, Senior Center, Dorrance Park sidewalk, corner of Orchard Park and Seneca, and the Brookside cut through. Same as above.

Plow routes

Driver 1- town hall complex, ice rink and soccer park, path included

Driver 2- town hall complex, ice rink, historical and soccer park

Driver 3- senior center, sunshine

Driver 4- senior center, firemans, mill road

Driver 5- town hall, Burchfield, Metz, Harlem, Knox, Russert (path included)

Driver 6- salter, every lot with a building has to be salted, and unless it's down to pavement and running water, it is not good enough. Driver is responsible for cleaning the salter out after every shift because it will rot out the bed.

When it snows, this is what it takes to get our areas done, 10 laborers, that is a standard morning shift when the weather calls for it. The buildings are still occupied which is the ice rink, senior center, town hall, and ccl. That is exactly 14 laborers. Now it gets interesting when people call off, or we have 4 people on vacation when the holidays start. This is a big issue because timing is everything. If we only have 8 guys in, which has happened in the past, then the working crew chief and I have to prioritize what gets done first. The main areas are town hall, and senior center. The others have to wait. If it snows before we get in, and stops for the day, what I have listed takes us until lunchtime to open up, if it continues, it's an ongoing battle. Now, this past year, we started clearing all of the walking paths, people use these parks all year round, and they should be done for them, they pay for it. These paths get marked with plow markers every October, and get cleared, whenever we can get to them. The ones we can do with a plow are Russert and soccer, everything else has to be done with a tractor/plow setup. The same tractor has the blower attachment, so it will need to be swapped out, to clear the rest of the paths. We cannot plow sidewalks with the tractor/plow, sidewalks are too narrow.

One of our biggest pieces of equipment is our backhoe. With a heavy snowfall, or continuous snowfall, this piece of equipment is used to open up areas, clearing out blind spots, moving snow from one place to another. Every place we plow tends to build up to where we can't push it anymore with a pickup.

My preference would be to have everyone out of their parks by mid-October, but if we have an Indian summer, then this isn't possible. Once everyone is back, if the weather cooperates, gutters get cleaned, leaves get picked up, paths and parking lots get marked for plowing. Equipment needs to come back to the shop for the winter, plows need to be put on and ran through, trucks need to be converted to be sidewalk equipped. Parks need to be winterized. Right now, currently, our laborer that maintained and handled all the plows and salter, is out on comp, with no timetable to come back. We will figure it out, but if we go into the winter season with 13 guys, with expected scheduled days off, potential covid furloughs, etc., it could get very challenging.