

RESOLUTION 5226/2026

VILLAGE OF WAPPINGERS FALLS RESOLUTION OCTOBER 1, 2026

WHEREAS, the Village of WAPPINGERS FALLS seeks to establish the terms and conditions of employment for James Patterson as Supervisor of Public Works, effective October 1, 2026; and

WHEREAS, the following terms have been reviewed and recommended for approval by the Mayor and the Village Board of Trustees;

NOW, THEREFORE, BE IT RESOLVED that the Village of WAPPINGERS FALLS hereby adopts the following terms and conditions of employment for James Patterson, Supervisor of Public Works, as outlined below:

1. Effective: October 1, 2026
2. Annual Salary:
 - The annual salary for James Patterson is set at \$100,000 (June 1st May 31st) prorated for 2026-2027.
 - There is no entitlement to overtime.
3. Vacation:
 - Mr. Patterson is entitled to two weeks of vacation annually (June 1st – May 31st).
 - All vacation time is prorated for any year of partial service.
 - Unused vacation time upon separation will not be bought out.
 - Vacation time is on a use-it-or-lose-it basis and cannot be banked or bought out on an annual basis.
 - Mr. Patterson may not take more than two consecutive weeks of vacation.
 - Vacation requests must be approved in advance by the Mayor or his/her designee.
3. Sick Leave:
 - Mr. Patterson will earn one sick day per completed month of service.
 - There is no buyout entitlement for unused sick days at the end of the fiscal year.

- There is no buyout entitlement for sick leave at the time of separation.

4. Personal Time:

- Mr. Patterson is entitled to three days of personal time annually (June 1st – May 31st).
- All personal time is prorated for any year of partial service.
- There is no buyout provision for unused personal days at the end of the fiscal year.
- Personal time is on a use-it-or-lose-it basis and cannot be banked or bought out on an annual basis (June 1st - May 31st).

5. Work Schedule:

- The workday for Mr. Patterson will generally consist of eight hours, inclusive of a one-half hour paid lunch.
- Additional hours (nights/weekends) may be required by the Mayor or his/her designee from time to time due to the nature of the position.
- Any flex time must be approved in advance by the Mayor or his/her designee.

6. Holidays:

- Paid holidays will be the same as are set forth from time to time in the CSEA Highway Unit Collective Bargaining Agreement.

7. Health Insurance:

- If Mr. Patterson opts to take the Village's health insurance plan, he will contribute 20% of the premium cost of the plan selected to meet his needs. Mr. Patterson will also pay 20% towards his copayments for medical appointments, procedures, prescription copays, deductibles and out of pocket costs through a reimbursement process established by the Village.
- If Mr. Patterson opts for the health insurance buyout, he will be paid quarterly at the following rates:
 - \$850 for a family plan
 - \$350 for a double plan
 - \$200 for a single plan

8. Retirement Health Benefits:

- Upon retirement, after 20 years of full-time service with the Village of Wappingers Falls, Mr. Patterson will contribute 20% towards his health insurance premiums, and copayments for medical appointments and procedures, prescription copays, deductibles and out of pocket costs, and 35% towards his spouse's (and/or dependents') health insurance health insurance premiums, copayments for medical appointments, prescription copays, deductibles and out of pocket costs through a reimbursement process established by the Village..
- Upon reaching the age of 65, Mr. Patterson will be required to enroll in Medicare as his primary insurance, which he will pay for himself. 9. Uniform Allowance:

9. Uniform allowance:

- Uniform allowance will be the same as is set forth from time to time in the CSEA Highway Unit Collective Bargaining Agreement.

10. Duration of Resolution:

- This Resolution is effective commencing October 1st, 2026.

11. Call-Out Time & Time Off Requests:

- All time off, including vacation or personal leave, must be approved by the Mayor or his/her designee prior to use except in an emergency.

12. Performance Evaluation:

- Mr. Patterson will be evaluated by the Mayor and /or Village Board at least once every fiscal year. This performance evaluation will assess his job performance and responsibilities.

13. Dispute Resolution:

- Pursuant to General Municipal Law Section 684-e.

14. Professional Licensing and Development:

- Mr. Patterson is required to maintain all necessary professional licenses and certifications relevant to his position(s) throughout the duration of his employment. Mr. Patterson must ensure that these licenses and certifications remain in good standing, including fulfilling any continuing education or renewal requirements.

- Additionally, the Village encourages Mr. Patterson to engage in professional development activities to enhance his skills and knowledge. The Village may, at its discretion, provide support for these activities including, but not limited to, financial assistance for courses, workshops and seminars that are directly related to Mr. Patterson's job. It is Mr. Patterson's responsibility to seek approval for any professional development activities in advance to qualify for potential support.

15. Monthly Reporting Requirements:

- Mr. Patterson is required to provide a monthly report to the Village Board .

16. Village Vehicle:

- Mr. Patterson will be provided with a Village vehicle for the performance of his duties and that he can take home at the end of the work day but not utilize for personal business. His use of the vehicle will be in conformance with the Vehicle Use Policy.

17. Employment Status:

- Per Dutchess County Civil Service, Mr. Patterson's employment is in the Non-Competitive Classification, at-will and not subject to Civil Service Law Section 75.

18. There are no other benefits provided to Mr. Patterson.

Adopted this 1st day of October, 2026.