

Public Works Staffing Request (1 of 2)

Truck driver/ laborer

To:

Shaun Mulholland, Town Manager

From:

Dave Wholley, Department of Public Works

Date:

October 1, 2025

Subject:

Request for Additional Staffing in FY27 Budget

1. Position Requested

- Title of Position: Truck Driver/Laborer
- FTE 45 hours/wk. : 1.0 of 2.0 FTE request
- Department/Division: Department of Public Works, Highway Division
- Proposed Start Date: July 1, 2026

2. Fiscal Impact (Full-Year Cost Analysis)

Cost Component	Family	2-Person	Single
	Annual Cost	Annual Cost	Annual Cost
Salary (Grade/Step)	\$55,931.20	\$55,931.20	\$55,931.20
Contractual OT Wages (if not part of base)	\$10,487.10	\$10,487.10	\$10,487.10
Health Insurance	\$47,756.00	\$35,894.00	\$17,697.00
Dental Insurance	\$2,197.00	\$1,253.00	\$652.00
Short-Term Disability	\$234.00	\$234.00	\$234.00
Long-Term Disability/Life Insurance	\$207.00	\$207.00	\$207.00
Retirement Contribution	\$7,131.23	\$7,131.23	\$7,131.23
Payroll Taxes (FICA, etc.)	\$4,278.74	\$4,278.74	\$4,278.74
Total Annual Cost	\$128,222.26	\$115,416.26	\$96,618.26

Note: Costs reflect a full fiscal year of service. If position begins mid-year, costs will be prorated.

3. Justification and Value of Position

We currently have 2 supervisors that perform the work of a truck driver/laborer while we are conducting winter emergency operations. Those supervisors should be utilized for emergency operational assistance performing duties such as pull outs, covering routes experiencing mechanical breakdowns, assisting with more complex routes, and supervising storm and roadway conditions.

During normal weekly and year-round operations, we are falling behind in many of our required tasks that are in general labor intensive, i.e. clearing brush in detention basins, filling potholes, clean and lining ditches, catch basin repairs, etc. In 2021, the DPW took on the responsibility of Town facilities and cemeteries with no additional staffing added for these deeply involved responsibilities. Thus, we have been directing workforces to accommodate this additional workload or that work often is conducted by the DPW director, whereas those hours should be focused more on future planning and departmental needs.

4. Alternatives Considered

We have streamlined other positions to reallocate and siloed some work into respective responsibility categories whereas we now have a Chief Mechanic, Highway Foreman and a Building and Grounds foreman. However, they end up performing more remedial tasks that lessen their time to track efficiencies, costs, and erode productivity. We are planning on some technology to those efforts with OpenGov, however, this will require more time for the planners to stay focused and utilize the information it generates for us. We've considered seasonal hires as well, but that has mostly fallen flat due to the tough labor market.

5. Alignment with Strategic Goals

We are excited about the beginning of OpenGov which will enable us to track, plan and manage our assets in a more careful and deliberate manner. Londonderry has many immediate and near future infrastructure challenges as growth is at a challenging pace and our duties and responsibilities are growing as rapidly as the community we serve. This position will support the Town Council goals of protecting our infrastructure by maintaining it efficiently, which is always cheaper than letting it deteriorate to a position that we must replace it at much higher financial costs than those proposed here.

Recommendation

Approval of 1 of 2 additional truck driver/laborers staffing position(s) for inclusion in the FY27 budget.

Dave Wholley

Director of Public Works