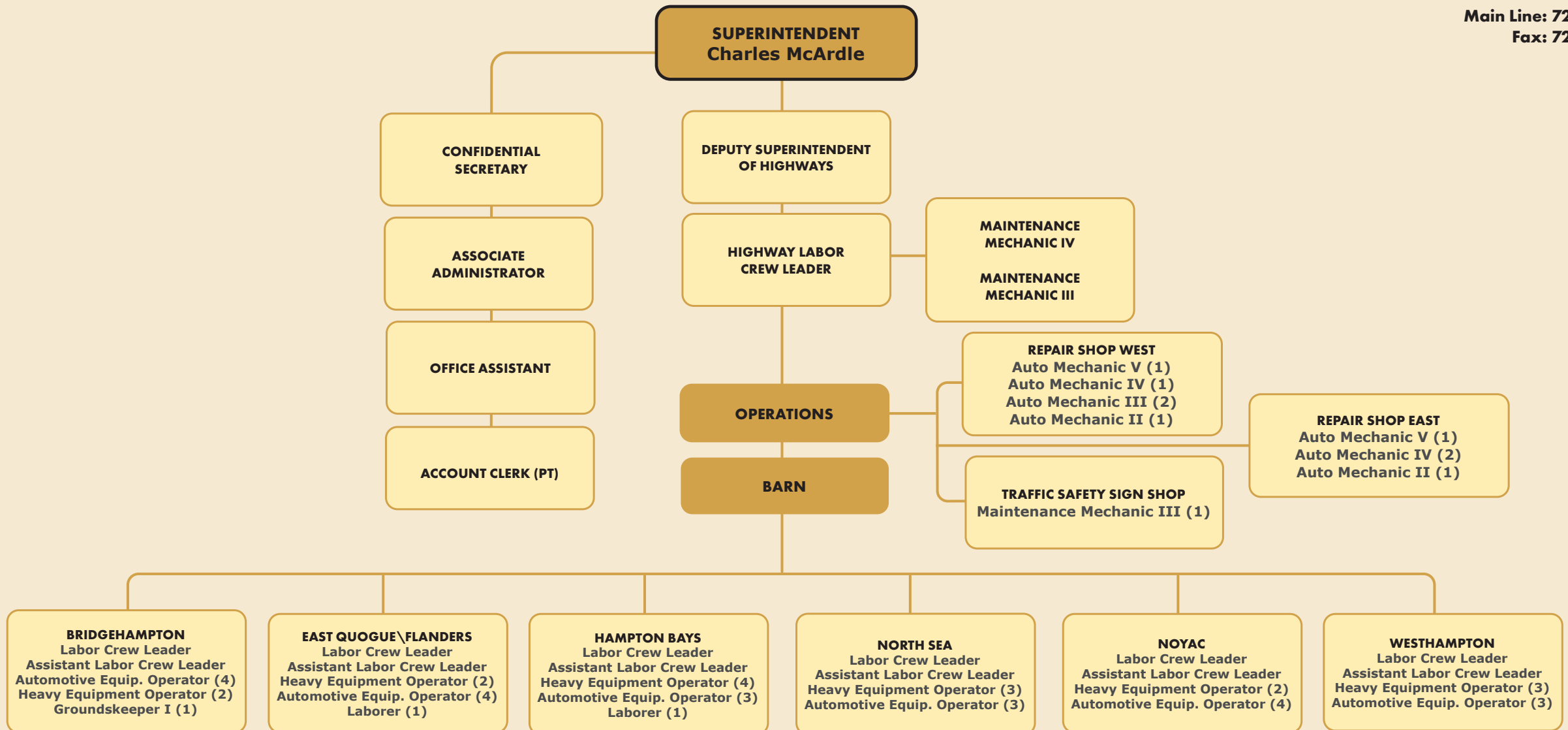


# 2026 ORGANIZATIONAL CHART HIGHWAY DEPARTMENT

Main Line: 728-3600  
Fax: 728-3605





# HIGHWAY ADMINISTRATION - SUMMARY

Department: Highway Administration

**Budget Year:** 2026  
**Division:** Highway Department  
**Tax District:** Full Town

**Cost Center #:** 5010  
**Manager:** Charles McArdle

**NOTES:**

## Departmental Mission & Responsibilities:

The Superintendent of Highways oversees the administrative office and various Town-owned facilities related to highway public works infrastructure. The day to day supervision of the Highway Maintenance Division is provided by the Highway Superintendent.

## Workload:

The Highway Department encompasses two divisions: (1) Highway Maintenance, and (2) Highway Garage.

In 2013, responsibility for for the Town's Street Lighting Districts was reassigned to the Parks and Recreation Department.

The Highway Department maintains 450 miles of road in an area that runs from Eastport to Sagaponack. Maintenance includes: Plowing snow; sanding and de-icing roadways; plowing sidewalks; patching potholes; sweeping roads; mowing shoulders of roads; trimming back overgrowth of trees and bushes; restoring shoulders of roads that are washed out; building or repairing asphalt or earth berms; removing litter in Town right of ways; repairing curbing and belgian block; painting stop lines and crosswalks; repairing drains; cleaning catch basins; repairing sidewalks; installing new or replacing existing street signs including stop and yield signs, directional signs, children at play signs, informational signs and any sign required by the Manual of Uniform Traffic Control Devices, as mandated by Federal Government; picking up Adopt a Road Program requests; repairing bridges; repairing bulkheads; picking up leaves and brush during the Spring and Fall Leaf Programs; picking up items that have been dumped on Town roads; picking up nondomesticated dead animals; picking up evictions and demolitions; emptying garbage cans; repairing guide rails; installing snow fences; maintaining sumps and removing dead trees or limbs.

The Highway Department is also responsible for ongoing Capital projects, such as Town-wide road resurfacing projects, drainage projects, sidewalk installation, bulkhead maintenance and new culvert installations. The Highway Department also works with State, County and other towns and villages to coordinate planning for emergencies.

The Highway Repair Shop repairs and provides maintenance to all Highway equipment, as well as maintenance support for Waste Management, Senior Services, Trustees, Parks and Recreation and Public Safety equipment.

The Highway Superintendent's administrative staff serves as a primary source of information for taxpayers' questions with regard to highway programs, procedures, applications and requests for work orders. The staff works with other departments within the Town, as well as County, State and Federal Agencies, other local towns, villages, schools and civic associations.

# Department Summary

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*Department: Highway Administration*

**Budget Year:** 2026  
**Division:** Highway Department  
**Tax District:** Full Town

**Cost Center #:** 5010  
**Manager:** Charles McArdle

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## **Goals & Objectives:**

The Superintendent of Highways has the opportunity to evaluate the various programs and methods of service delivery as they present themselves, including the redeployment of staff resources based upon skill and the needs of the taxpayers and residents. Objectives include:

1. Efficient operation of Highway Maintenance functions and administrative support requirements.
2. Review of the efficiencies of the Leaf Yard Waste Program within the Highway Department.

## **Legal Authority:**

Established pursuant to New York State Highway Law Section I to end.

As part of the 2014 Budget, Highway Administration is charged to the General Fund based on Highway Law Article Seven and New York State Comptroller opinions that interpret the statute and dictate that the salaries of the Superintendent and his deputies are to be paid from the General Fund.

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**NOTES:**

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# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
<b>Highway Administration - 5010</b>													
Confidential Secretary	ADMINSUPPORT	86,904	3,476	0	90,380	42,396	7,001	12,821	1,147	63,364	153,745	17.9	100.0
Deputy Superintendent of Highways	ADMINSUPPORT	105,255	0	8,568	113,823	1,716	8,292	16,138	1,386	27,532	141,355	4.0	100.0
Superintendent of Highways	ELECTOFFICIALS	141,837	7,000	0	148,837	0	8,806	0	1,862	10,668	159,505	4.0	100.0
Office Assistant P/T	PART-TIME	15,600	0	0	15,600	0	1,209	0	220	1,429	17,029		100.0
<b>Total Highway Administration - 5010</b>		<b>349,596</b>	<b>10,476</b>	<b>8,568</b>	<b>368,640</b>	<b>44,112</b>	<b>25,308</b>	<b>28,959</b>	<b>4,615</b>	<b>102,994</b>	<b>471,634</b>		

NOTES:

# Town of Southampton

## 2026 Adopted Budget

### Highway Administration - 5010

Account Code	Description	2024 Adopted Budget	2024 Actual	2025 Adopted Budget	2025 Amended Budget	2025 Dec YTD Actual	2026 Requested Budget	2026 Tentative Budget	2026 Preliminary Budget	2026 Adopted Budget	2026 Adopted / 2025 Amended Difference	2026 Adopted / 2025 Amended % of Change	2027 Requested Budget	2027 Tentative Budget	2027 Preliminary Budget	2027 Adopted Budget
	<b>Real Property Taxes:</b>															
1001	Property Taxes	510,041	508,101	559,773	559,773	559,773	461,521	464,284	471,635	471,635	(88,138)	(15.75%)	468,846	471,659	479,154	479,154
	<b>Total Real Property Taxes</b>	<b>510,041</b>	<b>508,101</b>	<b>559,773</b>	<b>559,773</b>	<b>559,773</b>	<b>461,521</b>	<b>464,284</b>	<b>471,635</b>	<b>471,635</b>	<b>(88,138)</b>	<b>(15.75%)</b>	<b>468,846</b>	<b>471,659</b>	<b>479,154</b>	<b>479,154</b>
	<b>Total Revenue</b>	<b>510,041</b>	<b>508,101</b>	<b>559,773</b>	<b>559,773</b>	<b>559,773</b>	<b>461,521</b>	<b>464,284</b>	<b>471,635</b>	<b>471,635</b>	<b>(88,138)</b>	<b>(15.75%)</b>	<b>468,846</b>	<b>471,659</b>	<b>479,154</b>	<b>479,154</b>
	<b>Salaries:</b>															
6100	Salaries	353,236	328,791	375,113	375,113	309,184	327,996	327,997	333,997	333,997	41,117	10.96%	334,556	334,556	340,676	340,676
6101	Overtime	0	0	0	400	194	0	0	0	0	400	100.00%	0	0	0	0
6105	Part Time Salaries	6,898	15,066	15,600	15,200	12,255	15,600	15,600	15,600	15,600	(400)	(2.63%)	15,600	15,600	15,600	15,600
6110	Longevity	9,731	9,730	10,244	10,244	0	10,244	10,357	10,476	10,476	(232)	(2.26%)	10,244	10,357	10,476	10,476
6127	Cash in Lieu of Health Benefits	7,859	8,081	8,566	8,566	4,041	8,566	8,568	8,568	8,568	(2)	(0.02%)	8,566	8,568	8,568	8,568
	<b>Total Salaries</b>	<b>377,724</b>	<b>361,668</b>	<b>409,523</b>	<b>409,523</b>	<b>325,675</b>	<b>362,406</b>	<b>362,522</b>	<b>368,641</b>	<b>368,641</b>	<b>40,883</b>	<b>9.98%</b>	<b>368,966</b>	<b>369,081</b>	<b>375,320</b>	<b>375,320</b>
	<b>Employee Benefits - Current:</b>															
6810	Employee Retirement - Active	26,031	26,663	30,483	30,483	22,677	24,344	28,091	28,959	28,959	1,524	5.00%	24,802	28,619	29,504	29,504
6830	FICA Tax Expenditure	26,953	27,436	28,962	28,962	24,686	25,012	25,022	25,308	25,308	3,654	12.62%	25,214	25,224	25,515	25,515
6835	MTA Tax	1,288	1,219	1,409	1,409	670	1,247	0	0	0	1,409	100.00%	1,269	0	0	0
6840	Worker's Compensation	1,001	990	4,923	4,923	3,630	4,329	4,467	4,545	4,545	378	7.68%	4,412	4,552	4,632	4,632
6860	Medical Insurance - Active Employees	71,808	46,909	79,236	79,236	42,495	40,680	40,680	40,680	40,680	38,556	48.66%	40,680	40,680	40,680	40,680
6865	Dental & Optical	5,148	4,183	5,148	5,148	3,833	3,432	3,432	3,432	3,432	1,716	33.33%	3,432	3,432	3,432	3,432
6875	Disability	88	32	88	88	38	71	71	71	71	18	20.00%	71	71	71	71
	<b>Total Employee Benefits - Current</b>	<b>132,317</b>	<b>107,433</b>	<b>150,250</b>	<b>150,250</b>	<b>98,030</b>	<b>99,115</b>	<b>101,762</b>	<b>102,994</b>	<b>102,994</b>	<b>47,256</b>	<b>31.45%</b>	<b>99,880</b>	<b>102,578</b>	<b>103,834</b>	<b>103,834</b>
	<b>Total Employee Costs</b>	<b>510,041</b>	<b>469,101</b>	<b>559,773</b>	<b>559,773</b>	<b>423,705</b>	<b>461,521</b>	<b>464,284</b>	<b>471,635</b>	<b>471,635</b>	<b>88,138</b>	<b>15.75%</b>	<b>468,846</b>	<b>471,659</b>	<b>479,154</b>	<b>479,154</b>
	<b>Total Expenditures</b>	<b>510,041</b>	<b>469,101</b>	<b>559,773</b>	<b>559,773</b>	<b>423,705</b>	<b>461,521</b>	<b>464,284</b>	<b>471,635</b>	<b>471,635</b>	<b>88,138</b>	<b>15.75%</b>	<b>468,846</b>	<b>471,659</b>	<b>479,154</b>	<b>479,154</b>
	<b>Net Surplus (Deficit)</b>	<b>0</b>	<b>39,000</b>	<b>0</b>	<b>0</b>	<b>136,068</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

# HIGHWAY MAINTENANCE - SUMMARY

Department: Highway Maintenance

**Budget Year:** 2026  
**Division:** Highway Department  
**Tax District:** Part Town Highway

**Cost Center #:** 5110  
**Manager:** Charles McArdle

## NOTES:

### Departmental Mission & Responsibilities:

The Highway Division repairs and maintains over 450 miles of town roads. In addition, the Highway Maintenance Division is responsible for culverts, drains, recharge basins and traffic control devices under Town jurisdiction.

### Workload:

The Highway Division provides maintenance of all Town owned roads, including the repair of potholes; repair of culverts; sweeping; right of way maintenance; drainage structure cleaning; and road resurfacing. The Highway Division maintains a leaf and brush collection service for Town residents. The Highway Division also arranges and performs sanding, de-icing and plowing of snow, as needed, to address weather related conditions.

The Highway Superintendent oversees the administrative staff, the daily operations of the Highway Department and responds to constituent inquiries. The Highway Superintendent's administrative staff serves as a primary source of information for taxpayers' questions with regard to highway programs, procedures, applications and requests for work orders. The staff works with other departments within the Town, as well as County, State and Federal Agencies, other local towns, villages, schools and civic associations.

The Highway Department maintains 450 miles of road in an area that runs from Eastport to Sagaponack. Maintenance includes: Plowing snow, sanding and de-icing roadways; plowing sidewalks; patching potholes; sweeping roads; mowing shoulders of roads; trimming back overgrowth of trees and bushes; restoring shoulders of roads that are washed out; building or repairing asphalt or earth berms; removing litter in Town right of ways; repairing curbing and Belgian block; painting stop lines and crosswalks; repairing drains; cleaning catch basins; repairing sidewalks; installing new or replacing existing street signs, stop and yield signs, directional signs, children at play signs, informational signs and any sign required by the Manual of Uniform Traffic Control Devices, as mandated by Federal Government; picking up Adopt a Road Program requests; repairing bridges; repairing bulkheads; picking up leaves and brush during the Spring and Fall Leaf Programs; picking up items that have been dumped on Town roads; pick up no domesticated road kill; picking up evictions and demolitions; emptying Town garbage cans at road endings; repairing guide rails; installing snow fences; maintaining recharge basins; and removing dead trees or limbs.

The Highway Department is also responsible for ongoing Capital projects, such as Town-wide road resurfacing projects, drainage projects, sidewalk installation, bulkhead maintenance and new culvert installations. The Highway Department also works with State, County and other towns and villages to coordinate planning for emergencies.

# Department Summary

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*Department: Highway Maintenance*

**Budget Year:** 2026

**Division:** Highway Department

**Tax District:** Part Town Highway

**Cost Center #:** 5110

**Manager:** Charles McArdle

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## Goals & Objectives:

### Achievements:

The Highway Department's active participation in the cone program is essential to ensure smooth traffic flow and safety on public roads. By deploying traffic cones and other signage, the department helps traffic, minimize congestion, and improve the overall driving experience. Through their dedicated efforts, the Highway Department plays a vital role in maintaining safe and efficient traffic conditions for all road users.

### Goals:

The Town of Southampton Highway Department aims to improve the quality of life for residents, enhance the town's infrastructure, and promote sustainable practices.

## Legal Authority:

Established pursuant to New York State Highway Law Section I to end.

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**NOTES:**

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**2026 Highway Department Fee Schedule**

Fee Schedule	2026 Fee Schedule	Proposed Increase
<b>Road Opening Permit</b> (For work done on Town-owned roads and in rights-of-way)		
Residential	\$150	
Major Project (i.e. gas, water, electric, cable, etc.)	\$300	
<b>Potential for Flooding</b> (Drainage Inspections to determine whether parcel is apt to flood, requiring additional drainage, hold harmless, etc.)	\$250	
<b>Street Reports</b> (Fees paid to Highway Department for verification of Town/private roads)	\$50	

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**NOTES:**

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# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
<b>Highway Maintenance - 5110</b>													
Assistant Labor Crew Leader	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - G / Step 4	74,072	2,963	0	77,034	40,272	6,267	11,477	4,906	62,923	139,957	7.2	100.0
Assistant Labor Crew Leader	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - G / Step 2	72,061	2,882	0	74,944	18,660	6,097	11,166	4,774	40,697	115,640	8.3	100.0
Associate Administrator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - H / Step 4	78,381	3,135	0	81,516	40,272	6,314	11,563	1,037	59,186	140,702	9.0	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	40,272	4,516	8,271	3,673	56,732	112,112	0.7	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	18,660	4,516	8,271	3,673	35,120	90,500	1.5	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 3	56,152	0	0	56,152	18,660	4,579	8,386	3,724	35,349	91,501	2.0	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 8	59,654	2,386	0	62,040	18,660	5,047	9,243	3,955	36,905	98,945	7.8	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 3	56,152	0	0	56,152	40,272	4,579	8,386	3,724	56,961	113,113	2.4	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 8	59,654	2,386	8,568	70,608	1,716	5,703	10,444	3,955	21,817	92,425	9.3	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	18,660	4,516	8,271	3,673	35,120	90,500	1.0	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 8	59,654	4,772	0	64,426	40,272	5,230	9,578	3,955	59,034	123,460	18.5	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	18,660	4,516	8,271	3,673	35,120	90,500	2.7	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	18,660	4,516	8,271	3,673	35,120	90,500	0.8	100.0

## NOTES:

# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	40,272	4,516	8,271	3,673	56,732	112,112	0.6	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 3	56,152	0	0	56,152	40,272	4,579	8,386	3,724	56,961	113,113	2.1	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 8	59,654	3,579	0	63,233	40,272	5,139	9,411	3,955	58,776	122,009	10.3	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 8	59,654	2,386	0	62,040	18,660	5,047	9,243	3,955	36,905	98,945	7.8	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	18,660	4,516	8,271	3,673	35,120	90,500	1.8	100.0
Automotive Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 2	55,380	0	0	55,380	18,660	4,618	8,457	5,002	36,737	92,117	0.9	100.0
Automotive Equipment Operator - VACANT	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 1	54,619	0	0	54,619	40,272	4,454	8,157	3,623	56,506	111,125		100.0
Automotive Equipment Operator - VACANT	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - C / Step 1	54,619	0	0	54,619	40,272	4,554	8,341	4,933	58,101	112,720		100.0
Groundskeeper I	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - B / Step 8	55,179	2,207	0	57,386	18,660	4,601	8,426	2,777	34,464	91,850	8.6	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 2	67,927	0	0	67,927	18,660	5,664	10,373	6,131	40,828	108,755	3.8	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 1	66,946	0	436	67,382	40,272	5,616	10,284	6,043	62,215	129,597	3.0	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 2	67,927	0	8,568	76,495	1,716	6,320	11,573	6,131	25,740	102,234	1.9	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 3	68,870	0	0	68,870	40,272	5,743	10,517	6,216	62,748	131,618	3.8	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 2	67,927	0	9,088	77,015	1,716	6,359	11,646	6,131	25,853	102,867	3.7	100.0

**NOTES:**

# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 3	68,870	2,755	0	71,625	40,272	5,953	10,903	6,216	63,344	134,969	6.7	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 3	68,870	0	0	68,870	18,660	5,743	10,517	6,216	41,136	110,006	4.0	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 4	69,819	2,793	534	73,146	18,660	6,076	11,128	6,301	42,166	115,311	6.6	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 6	71,741	2,870	549	75,160	40,272	6,244	11,434	6,474	64,424	139,584	8.8	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 5	70,783	2,831	0	73,614	40,272	6,119	11,206	6,388	63,985	137,599	9.1	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 2	67,927	0	0	67,927	40,272	5,664	10,373	6,131	62,440	130,367	1.9	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 5	70,783	4,247	0	75,030	20,544	6,227	11,404	6,388	44,563	119,593	12.9	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 6	71,741	2,870	549	75,160	40,272	6,244	11,434	6,474	64,424	139,584	8.8	100.0
Heavy Equipment Operator	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - F / Step 5	70,783	2,831	0	73,614	40,272	6,119	11,206	6,388	63,985	137,599	8.3	100.0
Labor Crew Leader	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - H / Step 4	78,381	4,703	600	83,684	40,272	6,941	12,712	7,072	66,998	150,681	12.8	100.0
Maintenance Mechanic III	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - G / Step 5	75,078	4,505	0	79,583	18,660	6,605	12,096	6,775	44,136	123,719	9.9	100.0
Maintenance Mechanic III	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - G / Step 2	72,061	2,882	552	75,496	40,272	6,272	11,486	6,503	64,532	140,028	6.7	100.0
Maintenance Mechanic IV	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - I / Step 5	83,887	3,355	0	87,242	40,272	7,252	13,280	7,567	68,371	155,614	9.0	100.0
Office Assistant	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - B / Step 2	51,229	0	0	51,229	18,660	3,970	7,271	684	30,584	81,814	1.1	100.0

## NOTES:

# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
Assistant Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - G / Step 6	77,689	7,769	0	85,458	40,272	6,930	12,691	5,145	65,038	150,495	20.5	100.0
Assistant Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - G / Step 6	77,689	7,769	0	85,458	40,272	7,072	12,952	7,010	67,306	152,764	22.1	100.0
Assistant Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - G / Step 4	75,474	6,038	564	82,075	20,544	6,660	12,197	4,999	44,399	126,475	19.2	100.0
Assistant Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - G / Step 6	77,689	6,215	8,568	92,472	1,716	7,466	13,674	5,145	28,001	120,473	17.3	100.0
Automotive Equipment Operator	CSEA40HOUR-NEW / CSEA40HOUR-NEW - C / Step 6	59,654	4,772	0	64,426	40,272	5,230	9,578	3,955	59,034	123,460	19.1	100.0
Automotive Equipment Operator	CSEA40HOUR-NEW / CSEA40HOUR-NEW - C / Step 6	59,654	5,965	0	65,619	40,272	5,321	9,745	3,955	59,293	124,912	20.3	100.0
Automotive Equipment Operator	CSEA40HOUR-NEW / CSEA40HOUR-NEW - C / Step 6	59,654	5,965	0	65,619	40,272	5,321	9,745	3,955	59,293	124,912	22.9	100.0
Heavy Equipment Operator	CSEA40HOUR-NEW / CSEA40HOUR-NEW - F / Step 6	73,147	5,852	0	78,998	40,272	6,547	11,990	6,601	65,410	144,408	17.8	100.0
Heavy Equipment Operator	CSEA40HOUR-NEW / CSEA40HOUR-NEW - F / Step 6	73,147	5,852	0	78,998	20,544	6,547	11,990	6,601	45,682	124,680	17.8	100.0
Highway Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - K / Step 2	89,458	8,946	683	99,087	40,272	8,175	15,010	8,069	71,526	170,613	23.8	100.0
Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - H / Step 4	79,848	7,985	610	88,443	20,544	7,316	13,398	7,204	48,461	136,904	20.1	100.0
Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - H / Step 6	82,186	6,575	633	89,394	40,272	7,405	13,560	7,414	68,651	158,046	17.8	100.0
Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - H / Step 6	82,186	8,219	0	90,405	40,272	7,482	13,702	7,414	68,870	159,275	23.4	100.0
Labor Crew Leader	CSEA40HOUR-NEW / CSEA40HOUR-NEW - H / Step 6	82,186	8,219	8,568	98,973	1,716	8,137	14,902	7,414	32,170	131,143	20.7	100.0

**NOTES:**

# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
Laborer	CSEA40HOUR-NEW / CSEA40HOUR-NEW - B / Step 6	55,179	4,414	0	59,593	40,272	4,837	8,859	3,659	57,628	117,221	19.1	100.0
Laborer	CSEA40HOUR-NEW / CSEA40HOUR-NEW - B / Step 6	55,179	5,518	0	60,697	20,544	4,922	9,014	3,659	38,139	98,836	24.7	100.0
Labor Crew Leader	CSEA40HOUR-OLD / CSEA40HOUR-OLD - 11 / Step 6	89,100	8,910	0	98,010	20,544	8,111	14,855	8,037	51,547	149,557	29.3	100.0
Laborer	PART-TIME	17,000	0	0	17,000	0	1,444	0	1,888	3,331	20,331		100.0
<b>Total Highway Maintenance - 5110</b>		<b>3,896,363</b>	<b>178,322</b>	<b>49,070</b>	<b>4,123,754</b>	<b>1,678,836</b>	<b>338,474</b>	<b>617,267</b>	<b>302,059</b>	<b>2,936,636</b>	<b>7,060,390</b>		

**NOTES:**

# Town of Southampton

## 2026 Adopted Budget

### Highway Maintenance - 5110

Account Code	Description	2024 Adopted Budget	2024 Actual	2025 Adopted Budget	2025 Amended Budget	2025 Dec YTD Actual	2026 Requested Budget	2026 Tentative Budget	2026 Preliminary Budget	2026 Adopted Budget	2026 Adopted / 2025 Amended Difference	2026 Adopted / 2025 Amended % of Change	2027 Requested Budget	2027 Tentative Budget	2027 Preliminary Budget	2027 Adopted Budget
<b>Real Property Taxes:</b>																
1001	Property Taxes	8,458,027	8,445,186	10,501,073	10,472,211	10,472,211	10,923,435	10,940,838	10,940,838	10,940,838	468,627	4.47%	9,615,673	10,214,131	10,214,131	10,214,131
	<b>Total Real Property Taxes</b>	<b>8,458,027</b>	<b>8,445,186</b>	<b>10,501,073</b>	<b>10,472,211</b>	<b>10,472,211</b>	<b>10,923,435</b>	<b>10,940,838</b>	<b>10,940,838</b>	<b>10,940,838</b>	<b>468,627</b>	<b>4.47%</b>	<b>9,615,673</b>	<b>10,214,131</b>	<b>10,214,131</b>	<b>10,214,131</b>
<b>Other Revenue:</b>																
1081	Other Payments In Lieu Of Taxes	117,000	117,389	117,000	117,000	135,113	117,000	135,000	135,000	135,000	18,000	15.38%	117,000	117,000	117,000	117,000
1563	Engineering Fees	40,000	49,200	40,000	40,000	29,100	40,000	40,000	40,000	40,000	0	0.00%	30,000	30,000	30,000	30,000
2210	Intergovernmental Revenue	833,853	833,853	978,039	978,039	979,424	978,039	1,061,952	1,061,952	1,061,952	83,913	8.58%	994,263	994,263	994,263	994,263
2228	Revenue from Other Governments	20,000	34,969	20,000	20,000	36,531	20,000	30,000	30,000	30,000	10,000	50.00%	15,000	35,000	35,000	35,000
2553	Special Event Permits	4,000	2,876	6,000	6,000	0	6,000	6,000	6,000	6,000	0	0.00%	7,000	7,000	7,000	7,000
2680	Insurance Recoveries	0	46,748	0	0	5,471	0	0	0	0	0	0.00%	0	0	0	0
2701	Miscellaneous Tax Receipts	10,000	3,699	10,000	10,000	14,704	10,000	10,000	10,000	10,000	0	0.00%	0	0	0	0
2770	Miscellaneous	46,000	88,463	70,000	70,000	58,660	70,000	80,000	80,000	80,000	10,000	14.29%	75,000	80,000	80,000	80,000
3501	Consolidated Highway Aid	842,159	1,347,737	842,159	1,382,829	305,715	842,159	842,159	842,159	842,159	(540,670)	(39.10%)	842,159	842,159	842,159	842,159
3502	State Aid Hwy Improvement Projects	0	859,187	0	834,510	26,080	0	0	0	0	(834,510)	(100.00%)	0	0	0	0
5031	Interfund Transfer - Revenue	0	19,460	0	14,789	14,789	0	0	0	0	(14,789)	(100.00%)	0	0	0	0
	<b>Total Other Revenue</b>	<b>1,913,012</b>	<b>3,403,581</b>	<b>2,083,198</b>	<b>3,473,167</b>	<b>1,605,587</b>	<b>2,083,198</b>	<b>2,205,111</b>	<b>2,205,111</b>	<b>2,205,111</b>	<b>(1,268,056)</b>	<b>(36.51%)</b>	<b>2,080,422</b>	<b>2,105,422</b>	<b>2,105,422</b>	<b>2,105,422</b>
	<b>Total Revenue</b>	<b>10,371,039</b>	<b>11,848,767</b>	<b>12,584,271</b>	<b>13,945,378</b>	<b>12,077,798</b>	<b>13,006,633</b>	<b>13,145,949</b>	<b>13,145,949</b>	<b>13,145,949</b>	<b>(799,429)</b>	<b>(5.73%)</b>	<b>11,696,095</b>	<b>12,319,553</b>	<b>12,319,553</b>	<b>12,319,553</b>
<b>Salaries:</b>																
6100	Salaries	3,500,816	3,491,907	3,752,062	3,668,823	3,017,307	3,884,209	3,879,363	3,879,363	3,879,363	(210,539)	(5.74%)	3,997,278	3,993,814	3,993,814	3,993,814
6101	Overtime	375,000	382,686	375,000	444,789	465,149	375,000	375,000	375,000	375,000	69,789	15.69%	375,000	375,000	375,000	375,000
6103	Accumulated Sick/Personal Days	3,777	3,888	3,928	3,928	2,376	3,928	6,230	6,230	6,230	(2,302)	(58.60%)	3,928	6,230	6,230	6,230
6105	Part Time Salaries	6,120	17,315	6,120	16,120	13,213	6,120	17,000	17,000	17,000	(880)	(5.46%)	6,120	17,000	17,000	17,000
6110	Longevity	186,893	170,880	187,458	187,458	5,959	171,097	178,322	178,322	178,322	9,136	4.87%	175,435	182,977	182,977	182,977
6127	Cash in Lieu of Health Benefits	58,342	53,873	51,396	51,396	21,554	42,830	42,840	42,840	42,840	8,556	16.65%	42,830	42,840	42,840	42,840
	<b>Total Salaries</b>	<b>4,130,948</b>	<b>4,120,550</b>	<b>4,375,964</b>	<b>4,372,514</b>	<b>3,525,558</b>	<b>4,483,184</b>	<b>4,498,755</b>	<b>4,498,755</b>	<b>4,498,755</b>	<b>(126,241)</b>	<b>(2.89%)</b>	<b>4,600,592</b>	<b>4,617,861</b>	<b>4,617,861</b>	<b>4,617,861</b>
<b>Employee Benefits - Current:</b>																
6810	Employee Retirement - Active	454,047	465,380	518,730	518,730	381,976	532,889	617,267	617,267	617,267	(98,537)	(19.00%)	548,165	635,196	635,196	635,196
6830	FICA Tax Expenditure	339,100	305,042	355,813	355,219	260,708	364,711	367,174	367,174	367,174	(11,955)	(3.37%)	373,888	376,523	376,523	376,523
6835	MTA Tax	15,087	13,438	15,819	15,790	6,826	16,215	0	0	0	15,790	100.00%	16,642	0	0	0
6840	Worker's Compensation	312,796	309,463	275,019	275,019	202,786	284,335	301,018	301,018	301,018	(25,999)	(9.45%)	292,658	309,886	309,886	309,886
6860	Medical Insurance - Active Employees	1,363,644	1,453,794	1,647,432	1,637,432	1,144,142	1,570,572	1,579,308	1,579,308	1,579,308	58,124	3.55%	1,570,572	1,579,308	1,579,308	1,579,308
6865	Dental & Optical	92,664	88,396	97,812	97,812	71,667	99,528	99,528	99,528	99,528	(1,716)	(1.75%)	99,528	99,528	99,528	99,528
6875	Disability	970	24	1,023	1,023	158	1,041	1,041	1,041	1,041	(18)	(1.72%)	1,041	1,041	1,041	1,041
	<b>Total Employee Benefits - Current</b>	<b>2,578,308</b>	<b>2,635,535</b>	<b>2,911,648</b>	<b>2,901,025</b>	<b>2,068,263</b>	<b>2,869,290</b>	<b>2,965,336</b>	<b>2,965,336</b>	<b>2,965,336</b>	<b>(64,311)</b>	<b>(2.22%)</b>	<b>2,902,494</b>	<b>3,001,483</b>	<b>3,001,483</b>	<b>3,001,483</b>
	<b>Total Employee Costs</b>	<b>6,709,256</b>	<b>6,756,085</b>	<b>7,287,612</b>	<b>7,273,539</b>	<b>5,593,820</b>	<b>7,352,474</b>	<b>7,464,090</b>	<b>7,464,090</b>	<b>7,464,090</b>	<b>(190,552)</b>	<b>(2.62%)</b>	<b>7,503,086</b>	<b>7,619,344</b>	<b>7,619,344</b>	<b>7,619,344</b>
<b>Equipment:</b>																
6200	Equipment	0	0	250,000	278,000	275,469	250,000	250,000	250,000	250,000	28,000	10.07%	350,000	350,000	350,000	350,000
6241	Road Improvements	500,000	1,388,524	1,000,000	1,834,510	1,100,552	1,000,000	1,250,000	1,250,000	1,250,000	584,510	31.86%	600,000	1,100,000	1,100,000	1,100,000
6242	Road Reconstruction	842,159	1,347,737	842,159	1,382,829	1,017,819	842,159	842,159	842,159	842,159	540,670	39.10%	842,159	842,159	842,159	842,159
6246	Drainage Improvements	0	0	600,000	600,000	477,146	700,000	600,000	600,000	600,000	0	0.00%	0	0	0	0
	<b>Total Equipment</b>	<b>1,342,159</b>	<b>2,736,261</b>	<b>2,692,159</b>	<b>4,095,339</b>	<b>2,870,986</b>	<b>2,792,159</b>	<b>2,942,159</b>	<b>2,942,159</b>	<b>2,942,159</b>	<b>1,153,180</b>	<b>28.16%</b>	<b>1,792,159</b>	<b>2,292,159</b>	<b>2,292,159</b>	<b>2,292,159</b>

# Town of Southampton

## 2026 Adopted Budget

### Highway Maintenance - 5110

Account Code	Description	2024 Adopted Budget	2024 Actual	2025 Adopted Budget	2025 Amended Budget	2025 Dec YTD Actual	2026 Requested Budget	2026 Tentative Budget	2026 Preliminary Budget	2026 Adopted Budget	2026 Adopted / 2025	2026 Adopted / 2025	2027 Requested Budget	2027 Tentative Budget	2027 Preliminary Budget	2027 Adopted Budget	
											Amended Difference	% of Change					
	<b>Contractual:</b>																
6401	Contracts	280,000	158,360	580,000	580,000	416,244	640,000	640,000	640,000	640,000	(60,000)	(10.34%)	500,000	500,000	500,000	500,000	
6402	Recharge Basins	50,000	0	50,000	20,000	0	100,000	50,000	50,000	50,000	(30,000)	(150.00%)	50,000	50,000	50,000	50,000	
6403	Gasoline	90,000	97,736	115,000	115,000	49,174	120,000	120,000	120,000	120,000	(5,000)	(4.35%)	110,000	110,000	110,000	110,000	
6404	Electric	42,000	39,020	48,000	48,000	28,531	48,000	42,000	42,000	42,000	6,000	12.50%	45,000	42,000	42,000	42,000	
6405	Fuel Oil	75,000	38,631	70,000	70,000	29,962	70,000	70,000	70,000	70,000	0	0.00%	70,000	70,000	70,000	70,000	
6406	Repair Equipment	25,000	125,720	50,000	65,000	50,777	65,000	60,000	60,000	60,000	5,000	7.69%	20,000	20,000	20,000	20,000	
6407	Repair Building	67,000	15,497	63,000	35,000	18,980	65,000	45,000	45,000	45,000	(10,000)	(28.57%)	46,500	46,500	46,500	46,500	
6410	Postage	5,000	2,628	4,000	4,000	1,200	4,000	4,000	4,000	4,000	0	0.00%	5,300	5,300	5,300	5,300	
6412	Publications	3,300	8,953	3,300	8,300	8,086	3,300	8,000	8,000	8,000	300	3.61%	3,300	8,500	8,500	8,500	
6414	Rentals	40,000	25,672	40,000	24,000	14,546	40,000	40,000	40,000	40,000	(16,000)	(66.67%)	40,000	40,000	40,000	40,000	
6415	Telephone	7,700	12,968	9,700	10,700	10,076	9,700	13,200	13,200	13,200	(2,500)	(23.36%)	10,200	15,200	15,200	15,200	
6418	Uniforms	5,500	4,771	5,500	5,500	2,949	5,500	5,500	5,500	5,500	0	0.00%	750	750	750	750	
6420	Other	25,000	35,854	35,000	75,500	44,726	35,000	35,000	35,000	35,000	40,500	53.64%	25,000	25,000	25,000	25,000	
6421	Legal Notices	5,000	3,026	5,000	5,000	0	8,000	5,000	5,000	5,000	0	0.00%	5,000	5,000	5,000	5,000	
6423	Small Equipment (Non-Capital)	38,000	58,558	38,000	38,000	23,321	60,000	45,000	45,000	45,000	(7,000)	(18.42%)	6,000	6,000	6,000	6,000	
6425	Office Supplies	2,000	2,309	2,000	6,500	6,014	2,000	2,000	2,000	2,000	4,500	69.23%	1,500	1,500	1,500	1,500	
6426	Supplies - Other	58,000	61,804	58,000	56,500	43,763	58,000	58,000	58,000	58,000	(1,500)	(2.65%)	58,000	58,000	58,000	58,000	
6432	Tree & Stump Removal	50,000	39,209	0	0	0	0	0	0	0	0	0.00%	0	0	0	0	
6433	Safety Equipment	25,000	20,550	25,000	25,000	16,158	25,000	25,000	25,000	25,000	0	0.00%	25,000	25,000	25,000	25,000	
6436	Hardware	75,000	24,491	75,000	72,000	32,263	81,000	75,000	75,000	75,000	(3,000)	(4.17%)	75,000	75,000	75,000	75,000	
6440	Traffic Mitigation	50,000	52,761	50,000	45,000	27,503	50,000	40,000	40,000	40,000	5,000	11.11%	100,000	100,000	100,000	100,000	
6441	Diesel Fuel	300,000	262,153	300,000	300,000	159,137	300,000	300,000	300,000	300,000	0	0.00%	245,000	245,000	245,000	245,000	
6444	Mileage Reimbursement	3,000	0	2,000	0	0	2,000	2,000	2,000	2,000	(2,000)	(100.00%)	3,500	3,500	3,500	3,500	
6446	Sand	110,000	0	110,000	94,215	0	110,000	110,000	110,000	110,000	(15,785)	(16.75%)	115,000	115,000	115,000	115,000	
6447	Salt	450,000	459,291	450,000	465,785	465,785	450,000	450,000	450,000	450,000	15,785	3.39%	450,000	450,000	450,000	450,000	
6448	Chemicals	10,000	0	10,000	5,000	0	10,000	10,000	10,000	10,000	(5,000)	(100.00%)	10,000	10,000	10,000	10,000	
6449	Road Repairs	130,000	73,354	130,000	132,000	56,532	130,000	130,000	130,000	130,000	2,000	1.52%	120,000	120,000	120,000	120,000	
6450	Schools & Training	13,500	4,262	13,500	8,000	0	8,000	7,000	7,000	7,000	1,000	12.50%	2,500	2,500	2,500	2,500	
6466	Telephone - Wireless	4,500	5,005	4,500	4,500	3,012	4,500	5,000	5,000	5,000	(500)	(11.11%)	4,500	4,500	4,500	4,500	
6476	Town Wide Line Striping	270,000	218,314	250,000	250,000	236,001	350,000	340,000	340,000	340,000	(90,000)	(36.00%)	250,000	250,000	250,000	250,000	
6477	Copier Leases	10,123	0	8,000	8,000	200	8,000	3,000	3,000	3,000	5,000	62.50%	3,800	3,800	3,800	3,800	
	<b>Total Contractual</b>	<b>2,319,623</b>	<b>1,850,896</b>	<b>2,604,500</b>	<b>2,576,500</b>	<b>1,744,939</b>	<b>2,862,000</b>	<b>2,739,700</b>	<b>2,739,700</b>	<b>2,739,700</b>	<b>(163,200)</b>	<b>(6.33%)</b>	<b>2,400,850</b>	<b>2,408,050</b>	<b>2,408,050</b>	<b>2,408,050</b>	
	<b>Debt Service:</b>																
6900	Interfund Transfer Expense	0	357,000	0	105,000	105,000	0	0	0	0	105,000	100.00%	0	0	0	0	
	<b>Total Debt Service</b>	<b>0</b>	<b>357,000</b>	<b>0</b>	<b>105,000</b>	<b>105,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>105,000</b>	<b>100.00%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>Total Expenditures</b>	<b>10,371,039</b>	<b>11,700,242</b>	<b>12,584,271</b>	<b>14,050,378</b>	<b>10,314,746</b>	<b>13,006,633</b>	<b>13,145,949</b>	<b>13,145,949</b>	<b>13,145,949</b>	<b>904,428</b>	<b>6.44%</b>	<b>11,696,095</b>	<b>12,319,553</b>	<b>12,319,553</b>	<b>12,319,553</b>	
	<b>Net Surplus (Deficit)</b>	<b>0</b>	<b>148,526</b>	<b>0</b>	<b>(105,000)</b>	<b>1,763,052</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>Appropriated Fund Balance:</b>																
9090	Appropriated Fund Balance	0	0	0	105,000	0	0	0	0	0			0	0	0	0	
	<b>Net Surplus (Deficit)</b>	<b>0</b>	<b>148,526</b>	<b>0</b>	<b>0</b>	<b>1,763,052</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

# HIGHWAY GARAGE - SUMMARY

Department: Highway Garage

**Budget Year:** 2026  
**Division:** Highway Department  
**Tax District:** Part Town Highway

**Cost Center #:** 5132  
**Manager:** Charles McArdle

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## NOTES:

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### Departmental Mission & Responsibilities:

The Town Highway Garage plays a crucial role in the maintenance and upkeep of various equipment. As an integral part of highway operations, the shop is responsible for managing a vast amount of work to ensure smooth and efficient operations.

### Workload:

#### Equipment Maintenance

One of the primary responsibilities of the Town Highway Garage is to maintain the equipment used in highway operations. This involves inspecting, repairing, and replacing various components to ensure the equipment is functioning optimally. This can involve tasks such as repairing mechanical issues, replacing worn-out parts, and conducting routine servicing.

#### Emergency Repairs

The Town Highway Garage must be prepared to handle emergencies that may arise on the road. This includes responding to breakdowns and malfunctions promptly to minimize disruptions to traffic flow. The shop staff must be skilled in troubleshooting and repairing equipment quickly.

#### Inventory Management

Efficient inventory management is crucial for the smooth operation of the Town Highway Garage. The shop staff must to keep track of the various equipment, parts, and supplies required for maintenance and repairs. This involves regular stock checks, ordering supplies, and maintaining accurate records.

#### Safety Inspections

Safety is of utmost importance in the highway industry, and the Town Highway Garage plays a vital role in ensuring the safety of equipment. Regular safety inspections are carried out to identify any potential issues or hazards. The shop staff must be knowledgeable about safety standards and regulations, and ensure that all equipment meets the necessary requirements.

### Goals & Objectives:

#### Collaboration with Other Departments

Maintaining equipment is just one aspect of the overall highway operations. The Town Highway Garage often collaborates with other departments, such as offering maintenance support for Waste Management, Senior Services, Trustees and Parks & Recreation, to ensure effective coordination and communication. This collaboration helps to ensure that equipment maintenance aligns with the broader goals and objectives of the highway department.

In conclusion, the work load at the Highway Garage is diverse and multifaceted. From routine maintenance and repairs to emergency repairs and inventory management, the shop staff plays a vital role in keeping highway equipment running smoothly and efficiently. By focusing on safety, collaboration, and ongoing training, the Highway Garage ensures the smooth operation of highway operations.

### Legal Authority:

Established pursuant to New York State Highway Law Section I to end.

# Employee Compensation & Benefits Schedule

Position	Class/Grade/Step	Base Salary	Longevity	Other Comp	Total Comp	Medical Benefits	Employer FICA	Retirement	Other Benefits	Total Benefits	Total Comp. & Benefits	Yrs Srv 1/1/26	Alloc. %
<b>Highway Department</b>													
<b>Highway Summary</b>													
<b>Highway Garage - 5132</b>													
Automotive Mechanic II	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - E / Step 2	63,737	0	8,568	72,305	1,716	6,015	11,015	3,205	21,951	94,256	0.9	100.0
Automotive Mechanic II	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - E / Step 3	64,646	0	0	64,646	18,660	5,432	9,948	3,250	37,291	101,936	1.8	100.0
Automotive Mechanic III	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - G / Step 7	77,143	3,211	0	80,354	18,660	6,918	12,669	6,960	45,207	125,561	6.4	100.0
Automotive Mechanic III	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - G / Step 5	75,078	3,128	8,568	86,775	1,716	7,257	13,290	4,973	27,236	114,011	9.4	100.0
Automotive Mechanic IV	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - I / Step 8	86,684	3,593	9,261	99,537	1,716	8,223	15,477	7,819	33,236	132,773	6.6	100.0
Automotive Mechanic IV	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - I / Step 6	85,039	5,290	0	90,329	44,556	7,579	13,880	5,630	71,646	161,975	12.2	100.0
Automotive Mechanic V	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - L / Step 4	95,589	5,923	0	101,513	40,272	8,230	15,545	6,327	70,374	171,886	10.8	100.0
Automotive Mechanic V	CSEA40HOUR - 7-1-2010 / CSEA40HOUR - 7-1-2010 - L / Step 8	100,221	4,134	8,568	112,923	1,716	8,435	17,523	9,038	36,712	149,635	7.2	100.0
Automotive Mechanic IV	CSEA40HOUR-NEW / CSEA40HOUR-NEW - I / Step 6	86,684	7,185	0	93,869	40,272	7,858	14,391	5,739	68,260	162,129	16.4	100.0
<b>Total Highway Garage - 5132</b>		<b>734,822</b>	<b>32,465</b>	<b>34,965</b>	<b>802,252</b>	<b>169,284</b>	<b>65,948</b>	<b>123,739</b>	<b>52,940</b>	<b>411,911</b>	<b>1,214,163</b>		

**NOTES:**

# Town of Southampton

## 2026 Adopted Budget

### Highway Garage - 5132

Account Code	Description	2024 Adopted Budget	2024 Actual	2025 Adopted Budget	2025 Amended Budget	2025 Dec YTD Actual	2026 Requested Budget	2026 Tentative Budget	2026 Preliminary Budget	2026 Adopted Budget	2026 Adopted / 2025 Amended Difference	2026 Adopted / 2025 Amended % of Change	2027 Requested Budget	2027 Tentative Budget	2027 Preliminary Budget	2027 Adopted Budget	
<b>Real Property Taxes:</b>																	
1001	Property Taxes	1,528,430	1,457,430	1,429,502	1,421,055	1,421,055	1,482,272	1,811,211	1,811,211	1,811,211	390,156	27.46%	1,413,893	1,843,075	1,843,075	1,843,075	
	<b>Total Real Property Taxes</b>	<b>1,528,430</b>	<b>1,457,430</b>	<b>1,429,502</b>	<b>1,421,055</b>	<b>1,421,055</b>	<b>1,482,272</b>	<b>1,811,211</b>	<b>1,811,211</b>	<b>1,811,211</b>	<b>390,156</b>	<b>27.46%</b>	<b>1,413,893</b>	<b>1,843,075</b>	<b>1,843,075</b>	<b>1,843,075</b>	
<b>Other Revenue:</b>																	
2801	Interfund Transfer	0	0	0	0	0	0	150,000	150,000	150,000	150,000	100.00%	0	0	0	0	
5031	Interfund Transfer - Revenue	0	2,727	0	245,393	245,393	0	0	0	0	(245,393)	(100.00%)	0	0	0	0	
	<b>Total Other Revenue</b>	<b>0</b>	<b>2,727</b>	<b>0</b>	<b>245,393</b>	<b>245,393</b>	<b>0</b>	<b>150,000</b>	<b>150,000</b>	<b>150,000</b>	<b>(95,393)</b>	<b>(38.87%)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>Total Revenue</b>	<b>1,528,430</b>	<b>1,460,157</b>	<b>1,429,502</b>	<b>1,666,448</b>	<b>1,666,448</b>	<b>1,482,272</b>	<b>1,961,211</b>	<b>1,961,211</b>	<b>1,961,211</b>	<b>294,763</b>	<b>17.69%</b>	<b>1,413,893</b>	<b>1,843,075</b>	<b>1,843,075</b>	<b>1,843,075</b>	
<b>Salaries:</b>																	
6100	Salaries	558,524	486,311	507,334	662,218	512,429	511,604	763,010	763,010	763,010	(100,791)	(15.22%)	525,873	783,635	783,635	783,635	
6101	Overtime	2,000	0	2,000	2,000	0	2,000	2,000	2,000	2,000	0	0.01%	2,000	2,000	2,000	2,000	
6103	Accumulated Sick/Personal Days	1,200	0	0	0	0	0	693	693	693	(693)	(100.00%)	0	693	693	693	
6110	Longevity	17,320	16,542	25,074	27,760	0	25,820	33,165	33,165	33,165	(5,405)	(19.47%)	26,493	34,003	34,003	34,003	
6127	Cash in Lieu of Health Benefits	15,718	16,162	17,132	22,843	12,124	25,698	34,272	34,272	34,272	(11,429)	(50.03%)	25,698	34,272	34,272	34,272	
	<b>Total Salaries</b>	<b>594,762</b>	<b>519,015</b>	<b>551,540</b>	<b>714,821</b>	<b>524,553</b>	<b>565,122</b>	<b>833,140</b>	<b>833,140</b>	<b>833,140</b>	<b>(118,318)</b>	<b>(16.55%)</b>	<b>580,064</b>	<b>854,602</b>	<b>854,602</b>	<b>854,602</b>	
<b>Employee Benefits - Current:</b>																	
6810	Employee Retirement - Active	72,569	74,380	70,357	92,654	65,955	71,999	123,739	123,739	123,739	(31,085)	(33.55%)	73,917	126,947	126,947	126,947	
6830	FICA Tax Expenditure	49,727	38,949	44,430	57,239	40,235	45,110	66,108	66,108	66,108	(8,869)	(15.49%)	45,972	67,372	67,372	67,372	
6835	MTA Tax	2,213	1,793	1,979	2,576	970	2,025	0	0	0	2,576	100.00%	2,078	0	0	0	
6840	Worker's Compensation	63,875	63,195	30,230	42,644	22,290	30,162	52,781	52,781	52,781	(10,137)	(23.77%)	31,007	54,211	54,211	54,211	
6860	Medical Insurance - Active Employees	156,648	126,528	134,064	156,144	105,735	119,952	153,840	153,840	153,840	2,304	1.48%	119,952	153,840	153,840	153,840	
6865	Dental & Optical	12,012	6,774	10,296	13,728	7,119	10,296	15,444	15,444	15,444	(1,716)	(12.50%)	10,296	15,444	15,444	15,444	
6875	Disability	123	7	106	142	21	106	159	159	159	(17)	(11.93%)	106	159	159	159	
	<b>Total Employee Benefits - Current</b>	<b>357,168</b>	<b>311,626</b>	<b>291,462</b>	<b>365,127</b>	<b>242,325</b>	<b>279,650</b>	<b>412,071</b>	<b>412,071</b>	<b>412,071</b>	<b>(46,945)</b>	<b>(12.86%)</b>	<b>283,329</b>	<b>417,972</b>	<b>417,972</b>	<b>417,972</b>	
	<b>Total Employee Costs</b>	<b>951,930</b>	<b>830,642</b>	<b>843,002</b>	<b>1,079,948</b>	<b>766,878</b>	<b>844,772</b>	<b>1,245,211</b>	<b>1,245,211</b>	<b>1,245,211</b>	<b>(165,263)</b>	<b>(15.30%)</b>	<b>863,393</b>	<b>1,272,575</b>	<b>1,272,575</b>	<b>1,272,575</b>	
<b>Equipment:</b>																	
6200	Equipment	0	0	0	0	0	0	100,000	100,000	100,000	(100,000)	(100.00%)	0	0	0	0	
	<b>Total Equipment</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100,000</b>	<b>100,000</b>	<b>100,000</b>	<b>(100,000)</b>	<b>(100.00%)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Contractual:</b>																	
6406	Repair Equipment	450,000	445,933	450,000	469,000	362,035	450,000	450,000	450,000	450,000	19,000	4.05%	450,000	450,000	450,000	450,000	
6407	Repair Building	30,000	100	20,000	1,000	606	50,000	40,000	40,000	40,000	(39,000)	(3900.00%)	10,000	10,000	10,000	10,000	
6414	Rentals	5,000	5,251	5,000	5,000	3,294	7,500	6,000	6,000	6,000	(1,000)	(20.00%)	5,000	5,000	5,000	5,000	
6420	Other	6,500	9,045	6,500	8,500	7,333	7,000	7,000	7,000	7,000	1,500	17.65%	7,500	7,500	7,500	7,500	
6423	Small Equipment (Non-Capital)	6,000	1,152	6,000	4,000	0	6,000	6,000	6,000	6,000	(2,000)	(50.00%)	4,000	4,000	4,000	4,000	
6425	Office Supplies	1,000	781	1,000	1,000	0	1,000	1,000	1,000	1,000	0	0.00%	1,000	1,000	1,000	1,000	
6426	Supplies - Other	8,000	5,350	8,000	6,000	1,475	8,000	8,000	8,000	8,000	(2,000)	(33.33%)	8,000	8,000	8,000	8,000	
6485	Uniform Cleaning	10,000	11,413	10,000	10,000	8,429	13,000	13,000	13,000	13,000	(3,000)	(30.00%)	10,000	10,000	10,000	10,000	
6491	Tires	35,000	36,500	55,000	55,000	38,955	70,000	60,000	60,000	60,000	(5,000)	(9.09%)	35,000	55,000	55,000	55,000	

# Town of Southampton

## 2026 Adopted Budget

### Highway Garage - 5132

Account Code	Description	2024	2024	2025	2025	2025	2026		2026	2026	2026	2026	2027	2027	2027	2027
		Adopted Budget	Actual	Adopted Budget	Amended Budget	Dec YTD Actual	Requested Budget	Tentative Budget	Preliminary Budget	Adopted Budget	Adopted / 2025 Amended Difference	Adopted / 2025 Amended % of Change	Requested Budget	Tentative Budget	Preliminary Budget	Adopted Budget
6492	Lube Oil	25,000	13,710	25,000	27,000	24,393	25,000	25,000	25,000	25,000	2,000	7.41%	20,000	20,000	20,000	20,000
	<b>Total Contractual</b>	576,500	529,234	586,500	586,500	446,520	637,500	616,000	616,000	616,000	(29,500)	(5.03%)	550,500	570,500	570,500	570,500
	<b>Total Expenditures</b>	<b>1,528,430</b>	<b>1,359,876</b>	<b>1,429,502</b>	<b>1,666,448</b>	<b>1,213,398</b>	<b>1,482,272</b>	<b>1,961,211</b>	<b>1,961,211</b>	<b>1,961,211</b>	<b>(294,763)</b>	<b>(17.69%)</b>	<b>1,413,893</b>	<b>1,843,075</b>	<b>1,843,075</b>	<b>1,843,075</b>
	<b>Net Surplus (Deficit)</b>	<b>0</b>	<b>100,281</b>	<b>0</b>	<b>0</b>	<b>453,050</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>