

DAVID ENGELL

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EXPERIENCED ECOMMERCE AND RETAIL BUSINESS MANAGER

Digital Sales and Marketing • Product Development • MBA, Cornell University

EXECUTIVE SUMMARY

A dynamic eCommerce Director with success in eCommerce Sales, Digital Marketing, Tools and Technology, and Data Analysis. During 8 years in the eCommerce Industry I have lead initiatives and specialized in eCommerce, Digital Marketing, Omnichannel Sales, and Product Design. I am a creative problem solver with a proven track record of creating technical, yet approachable analyses that drive strategic decisions.

I received my MBA from the Cornell University Johnson School of Management in, May 2021, and graduated with distinction. In my career, in the classroom, and in my community, I am a natural leader among colleagues and friends with a passion for accomplishing set goals, while fostering a team environment.

- Sales Development
- Point of Sale and eCommerce Digital Marketing
- Operations & Supply Chain Management
- Product Development
- Patented Inventions
- Leadership and Team Building
- Project Management – New Product Introduction
- Inventory & Asset Management

PROFESSIONAL EXPERIENCE

Packable: New Hyde Park, New York

April, 2021 - Present

Senior Brand Manager

April, 2021 - Present

Actively managing 18 different Digitally Native Brands, a team of 4 Brand Managers, and a \$20MM book of business as I look to expand revenue and brand recognition across Amazon and other eCommerce Marketplaces.

- Deliver against quarterly and yearly growth objectives through collaborative work with Replenishment, Creative, Paid Media, Finance, and Business Development Teams.

Maytex Mills: New York City, New York

June, 2014 - Present

Director, eCommerce Business Intelligence

May, 2019 - Present

Business lead for key business intelligence capabilities, executive level reporting of business health, digital marketing efforts, and account management. Generated and drove actionable, business-focused insights by synthesizing data, and gaining organizational buy-in through effective communication.

- Designed, generated, and analyzed reports that allowed for accurate business reporting on eCommerce Sales, Budget, P&L, and Advertising metrics. Preliminary and post-program analyses against major initiatives.
- Project Manager of multiple website development initiatives. Liaison between external agencies and internal teams to create and launch “Zenna Home” and “Zenna Hospitality” commerce capable websites.

- Managed \$700K+ digital advertising budget to support strategic Amazon.com and Walmart.com businesses. Continually monitored KPI's to minimize ACOS, maximize ROAS and drive Impressions, Conversion and Click-Thru.
- Director of Wayfair's eCommerce business unit internally. Drove double digit sales growth digitally through account management, digital advertising, and execution of strategic growth initiatives.
- Led initiatives to generate new Ratings and Reviews through Bazaarvoice "TryIt", Amazon "Vine", Walmart "Spark", and other review generation and syndication programs. Create actionable reports through review monitoring software to highlight product design and product page improvements.

eCommerce Director

July, 2017 – May, 2019

Director of national eCommerce retail accounts. Managed and led efforts for increased online sales, brand recognition and overall growth through close work with Marketing, Operations, Replenishment, and Product Development teams.

- Directed, managed and coordinated daily tasks of 3-person eCommerce Team to update and grow the Maytex eCommerce catalog and overall business.
- Developed reporting systems for tracking online catalogues and sales, advertising impact, industry trends, and top items in order to drive increases in eCommerce business.
- Worked closely with retailers to build omni-channel brand presence via product additions, advertising and promotions.

Sales Representative

July, 2015 – July, 2017

Managing Director of national, regional and eCommerce-based retail accounts.

- Developed and launched successful business plans and solutions based upon POS analysis, industry knowledge, and supply chain optimization.
- Oversaw and coordinated successful implementation of new product lines and retail offerings through Brick and Mortar, eCommerce, and Omnichannel product rollouts.
- Interfaced with and led multidisciplinary teams to maintain, analyze, and grow retail businesses.

Industrial Designer

June, 2014 – July, 2015

Worked closely with Design, Sales, Manufacturing, Operations, and Marketing teams to modify existing products as well as to create new products.

- Developed multiple patented designs from initial concept through production and placement. Multiple products with ongoing retail placement at national Big Box Retailers.
- Executed creative problem solving through rapid prototyping, and industry analysis of sales, product mix and white space needs.

EDUCATION AND CERTIFICATIONS

Cornell University – SC Johnson Graduate School of Management, Ithaca, NY

Executive MBA - May 2021

Rochester Institute of Technology, Rochester, NY

Bachelors of Arts – Industrial Design

Minor – Business Administration

PATENTS AND APPLICATIONS

Engell, David. 2017. “Shower caddies with adjustable baskets” US9770138B2. Granted: 9/26/2017

Engell, David. Scanlon, Benjamin. 2018. “Tilt resisting shower caddies” US10064523B2. Granted: 9/4/2018

Engell, David. Baines, David. 2018. “Curtain and hook assemblies” US2018029601A1. Patent Pending, Published

Engell, David. 2017. “Room darkening curtain rods” US20170073458A1. Patent Pending, Published

Introduction into computers started in 1984 learning Basic. Passion for technology grew from there. In 1992, during the dot-com bubble successfully managed the US division of the UK-based start-up company NetNames. Responsible for registration and upkeep of high-profile domain names for clients such as Disney, Pfizer and Eli Lilly.

After several jobs in the tech sector, combined my client relations, communications, technical skills and started IT² after a few ventures. Current passion is coaching clients to apply proven technologies and best practices that have lasting and significant impact in their business growth.

Work History

2020-06 -
Current

vCIO

Solarus Technologies, New York, NY

Responsibilities:

- Providing vCIO services to clients.
- Scheduled on-site tech-summary meetings with client point people.
- Rank and compile recommendations on best practices based on information collected during client visits.
- Present recommendations in report form to client point person(s) and decision makers during tech summary meetings.
- Building business relationships, understanding client workflows, evaluating business models, and using this information to drive recommendations.
- Identifying business risk based on technical alignment with industry best practices.
- Working with clients to establish best practice policies and compliance
- Working on long term strategic planning as client needs change.
- Creating and presenting proposals for projects including budgets and plans.
- Working with CTO, COO and CEO to evaluate and prioritize areas in need of improvement based on technical alignment with Solarus Technologies best practices.

Joe Feliciano

vCIO

Contact

Address

Pound Ridge, NY, 10576

Phone

(347) 421-4860

E-mail

handrelay@icloud.com

Skills

Critical Thinking



Conflict Resolution



Leadership



Excellent Communication



Collaboration



Software

ConnectWise

IT Glue

Kaseya

- Acting as an escalation resource for client issues arising from the Professional Services team when critically needed.
- Regularly meeting with the Sales team to review client and partner referral opportunities.
- Documenting and tracking all client contact activities, opportunities, and projects within ConnectWise.

Accomplishments:

- Brought in \$210K in new Managed Service clients in 2022.
- Brought in \$135K (net profit) in new projects from existing and new clients in 2021
- Brought in \$26K (net profit) in new projects from existing clients in 2nd half of 2020 during COVID pandemic.

Owner, CEO

IT2 Power Inc., Astoria, NY

- Started and ran a debt-free Managed Service Provider (MSP) company successfully for 20+ years
- Provided white-glove service to clients, which included onsite/remote and weekend/emergency support.
- Assembled and cultivated team with varied skillsets to meet the needs of our clients.
- Team managed over 50 clients, whose average monthly recurring revenue was \$2,500.
- Mentored employees on their career paths as they grew within the company.
- Retained clients (and their relationships) for 20 years.
- Successfully merged company, clients and employees to Solarus Technologies during the COVID pandemic in June 2020

2001-01 -
2020-06

Education

1990-09 - **Digital Communications And Media**

1992-06
*Sullivan County Community College - Loch Sheldrake,
NY*

1995-08 - **Business Administration and Management**

1996-05
*Borough of Manhattan Community College of The City
University of New York - New York, NY*

JED MCCANN

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Pound Ridge NY 20576
<https://www.linkedin.com/in/jed-mccann-strategic-sales-leader-30862b3/>

Direct 301.535.8813
jedmccann1@gmail.com

TECHNOLOGY SERVICES EXECUTIVE ADVANCED / PROFESSIONAL / MANAGED SERVICES

Strategic Services Sales Professional with core expertise in qualifying and crafting business solutions, designing POC's through use case, all with a focus on creating roadmaps to revenue. An intuitive leader with the ability to collaboratively engage the appropriate resources at the right time ensuring maximum results.

CAREER EXPERTISE AND HIGHLIGHTS:

- Drove high profile Enterprise services sales deals with Fannie Mae, T Rowe Price, Dominion Resources, Freddie Mac through a highly complex sales process. Deals led to transformational wins for customers in Collaboration and Enterprise Project Management.
- Unique and successful track record selling both network and software application development services.
- Solution Sales expertise includes: Cloud Computing, XaaS, IT Strategy, Big Data/Analytics, Multi Site Application Development, Application Outsourcing, Application Management, Enterprise Collaboration, Network Optimization, Change Management, Adoption Services, Managed Services, IoT

- | | | |
|-------------------------|-------------------------------|----------------------------|
| ✓ ADVANCED SERVICES | ✓ ACCOUNT MANAGEMENT | ✓ BUSINESS DEVELOPMENT |
| ✓ PRESENTATION DELIVERY | ✓ SALES DEVELOPMENT | ✓ LEADERSHIP & DEVELOPMENT |
| ✓ STRATEGIC PLANNING | ✓ CXO RELATIONSHIP MANAGEMENT | ✓ COMPETITIVE ANALYSIS |
| ✓ RFP RESPONSE | ✓ RESOURCE MANAGEMENT | ✓ FORECASTING & PLANNING |

PROFESSIONAL EXPERIENCE

NETCRAFTSMEN

SALES DIRECTOR MD/DC/NOVA

2018 – 2019

Effectively drove revenue through Network Optimization, SD WAN, Network refresh, Enterprise Collaboration, Unified Communication across accounts mapping to Cisco Commercial and enterprise markets.

ACCOUNTS MANAGED: FTI Consulting, Fannie Mae, Glatfelter Paper, FINRA (Financial Industry Regulatory Association, INC.), Total Wine & More, LIPA (Long Island Power Authority).

CISCO SYSTEMS, INC.

2013 –2017

CLIENT SERVICES MANAGER – ADVANCED SERVICES

Effectively drove revenue through Technical Services contract renewal and Advanced Services in Global Enterprise Services group. Crafted pursuit strategy for either sell to, partner led or direct efforts within assigned accounts.

ACCOUNTS MANAGED: DXC Technology (formally Computer Sciences Corporation), CSRA Inc., T Rowe Price, Marriott International, Booz Allen Hamilton, Bechtel, Fannie Mae.

NOTABLE HIGHLIGHTS:

- FY14: Nov-March- Delivered \$20.5M on a \$20.4M quota (regional role), March – July- Delivered \$6.3M on a \$4.4M quota (named accounts) / 141% of plan.
- FY15- Delivered \$6.3M on a \$9M quota comprised of mostly new business with FY14 being largely a renewal year
Award: You Amaze (Transformational win at Fannie Mae)
Award: MVP Chesapeake Region (2 Transformational wins at T Rowe Price)
Award: You Inspire (Leadership – Unassigned account coverage)
- FY16- Delivered \$23M on a \$14M quota / 158% of plan.
- FY17 Delivered \$10M on an \$18M quota through 3 quarters.

AVANADE (JOINT VENTURE: ACCENTURE AND MICROSOFT), Reston VA
SERVICES BUSINESS DEVELOPMENT EXECUTIVE (MANAGER)

2008 - 2011

Spearheaded revenue and territory development of Mid Atlantic driving 100+ accounts mapping to Microsoft Enterprise Group, CAM, Public Sector and top tier SMS&P groups. Directly Supported Accenture accounts: AES, Pepco, and managed local channel relationships: Accenture, Microsoft, NetApp.

NOTABLE HIGHLIGHTS:

- Penetrated major accounts: Sodexo, Coventry Health Care, T. Rowe Price Group, Under Armor, International Monetary Fund (IMF), USO, Strayer Education, College Board, GAVI Alliance, Comtech Telecommunications Corp.
- Sold new revenue in Dominion Resources, Strayer Education, Montpelier Re Holdings, Simplicity, Severstal NA, GAVI Alliance.
- FY10/Q1 Team Selling: Dominion Resources Inc. (MOSS NGWP Roadmap).
- FY09/Q1 Team Selling: Dominion Resources, Inc. (Lotus Notes to Exchange 07, Sametime to OCS 07, Ofc 03 to Ofc 07, MOSS AD review).
- FY08/Q3 Team Selling: Strayer Education (Exchange 03 to Exchange 07).
- FY08/Q3 Delivery Excellence: Strayer Education (Exchange 03 to Exchange 07) Project delivered over margin target.

SOGETI USA (Member of the Capgemini Group), McLean VA

2005 - 2007

ACCOUNT EXECUTIVE

Penetrated major account targets: Freddie Mac, National Electronics Warranty Corporation, Navy Federal Credit Union, E-Trade Financial, Dept. of Veterans Affairs, DISA, SWIFT (Society for Worldwide Interbank Telecommunications).

NOTABLE HIGHLIGHTS:

- Drove initiative to open new market with quasi government agencies, Pension Benefit Guaranty Corporation, FDIC leading to \$50 million in new opportunities.
- Led demand generation campaigns with Microsoft to present Microsoft Enterprise Project Management seminars increasing revenue on Microsoft Project Server solution.
- Created and drove demand generation campaigns with IBM: Rational Unified Process, IBM CIO Forum (SOX Compliance), Sogeti /IBM co-authored book: SOA For Profit, IBM Balanced Configuration Unit (BCU).
- Negotiated speaking engagement, developed content for VERIFY International Software Testing conference.
- Member of DC Unit Leadership Committee & Leadership group for Microsoft practice.

INFORMATION CONCEPTS INC. Herndon VA

2004 - 2005

ACCOUNT EXECUTIVE

Managed 62 accounts mapping to Microsoft Mid Atlantic Corporate Account Sector (CAS), Microsoft Public Sector, Microsoft Small Mid-Market Solutions & Partner (SMS&P) Top 100 account sector.

NOTABLE HIGHLIGHTS:

- Penetrated major account targets: Microsoft Bearing Point Public Sector Teams (Dept. of Health & Human Services, Civilian Solutions Group), Corporate Executive Board (CEB), American Chemical Society leading to opportunities of \$1,000,000 in new revenue.
- Sold new revenue in Sunrise Senior Living for outsourced application development of data warehouse (Microsoft SQL Server 05) and collaboration (Microsoft SharePoint Portal Server).
- Successfully partnered with Microsoft Public Sector Bearing Point team leading to Microsoft funded proof of concept at National Institute of Health.
- Teamed with Microsoft to promote Case Management solution at Microsoft/Bearing Point Civilian Awareness Day.
- Engaged Microsoft Consulting Services leading to Information Concepts inclusion on the MCS/C Orange badge program.

WATKINS IT, (Subsidiary of accounting firm of Watkins Megan and Drury), Bethesda MD
SENIOR MANAGER, NEW BUSINESS DEVELOPMENT

2003 - 2004

GLOBAL COMMERCE & INFORMATION INC., Columbia MD
VICE PRESIDENT

1999 - 2003

EDUCATION

LaSalle University, Philadelphia, PA – Bachelor of Science Marketing

Memo

To: Town Board

Date: 06/16/2022

From: David Goldberg, Recreation Dept.

Re: Resident pool refund

I hereby request the refund of \$300.00 pool resident fee for Marla Malcolm. They are moving out of town.

Marla Malcolm
460 Long Ridge Road
Bedford, NY 10506

Thank you,
David Goldberg
Superintendent

Memo

To: Town Board

Date: 06/21/2022

From: David Goldberg, Recreation Dept.

Re: Resident pool refund

I hereby request the refund of \$780.00 camp resident fee for Ian Archibald. They will not around for most of the summer.

Ian Archibald
67 S. Bedford Road
Pound Ridge, NY 10576

Thank you,
David Goldberg
Superintendent

Memo

To: Town Board

Date: 06/27/2022

From: David Goldberg, Recreation Dept.

Re: Resident pool refund

I hereby request the refund of \$380.00 camp pool fee for Elior Coleman. They bought a non-resident pool membership and do not need to purchase a camp pool membership.

Elior Coleman
88 5th St.
Stamford, CT 06905

Thank you,
David Goldberg
Superintendent

RESOLUTION # _____
TO APPROVE A REQUEST FOR GRANT FUNDING
FROM ASSEMBLYMAN CHRIS BURDICK
THROUGH THE STATE AND MUNICIPAL FACILITIES PROGRAM (SAM)

WHEREAS, the Town of Pound Ridge is considering building a town community center for the use of recreation programs, arts, library-related functions, senior programs, and an Office of Emergency Management shelter;

AND WHEREAS, the Town of Pound Ridge is requesting funding for a feasibility study related to the planning or design, construction, demolition, replacement, major repair or renovation of a fixed asset or assets, including the preparation and review of plans and specifications including engineering and other services, field services, and related subsurface investigations;

NOW, THEREFORE, be it resolved that the Town Board of the Town of Pound Ridge hereby approves the above-subject request; and it is hereby further

RESOLVED, that the Town of Pound Ridge Supervisor be authorized to execute all necessary agreements, certifications or reimbursement requests on behalf of the Town of Pound Ridge with NYS Assembly and the Dormitory Authority of the State of New York.

DATED: July 5, 2022

Pound Ridge, New York

Kevin Hansan, Town Supervisor



TOWN OF POUND RIDGE

Proposal for EMPLOYEE HANDBOOK

Contact Person:

*Jeff Travers, Principal
Public Sector HR Consultants LLC
14 Knollwood Drive
Glenville, NY 12302
(518) 399-4512
jtravers@publicsectorhr.org*

TOWN OF POUND RIDGE EMPLOYEE HANDBOOK PROPOSAL

WHY AN EMPLOYEE HANDBOOK?

A well-written Employee Handbook will help ensure compliance with government regulations, establish better communication with employees, and gain consistency in the application of work rules.

COMPLIANCE WITH GOVERNMENT REGULATIONS

Many municipalities do not have the financial resources or the need for a full-time HR Director. As a result, personnel decisions are often made without professional guidance and without consideration for the long-term effects. This can create confusion among employees, inconsistencies in policy application, and, in many cases, violations of state and federal regulations which can result in lawsuits and fines.

The Employee Handbook developed and implemented by Public Sector HR Consultants LLC (PSHRC) incorporates information, policies and procedures pertaining to the following state and federal regulations (partial list):

- The Americans with Disabilities Act
- Discrimination
- Harassment and Fair Treatment
- Sexual Harassment
- Drug-Free Workplace
- Drug & Alcohol Testing
- Smoking in the Workplace
- Workplace Violence Prevention
- Civil Service System
- Disciplinary Action (Section 75)
- Code of Ethics
- Wage & Hour Standards
- Family and Medical Leave Act
- Workers' Compensation
- Safety & Health and Hazardous Materials
- Fair Labor Standards Act

COMMUNICATION WITH EMPLOYEES

It is important that each employee understands the Town's policies and procedures as they pertain to employee benefits and work rules. A well-written employee handbook explains the benefits, including eligibility requirements, filing procedures, notification requirements, restrictions, scheduling procedures, etc. Work rules are addressed in the next section.

The Employee Handbook developed and implemented by PSHRC incorporates information, policies and procedures pertaining to the following employee benefits (partial list):

- Holidays
- Vacation Leave
- Personal Leave
- Sick Leave
- Family & Medical Leave
- Jury Duty Leave
- Medical Insurance
- Employee Assistance Program
- Workers' Compensation
- Disability Insurance
- Meal & Rest Periods
- Payroll Policies

CONSISTENT APPLICATION OF WORK RULES

The consistent application of work rules helps establish a sense of fair treatment in the workplace and will contribute to the overall success of the Town in delivering services to the public effectively and efficiently.

Further, successful disciplinary action is based on three basic factors: (1) there must be a mutual understanding of the work rules by the employee and the supervisor; (2) there must be uniform and consistent application of the work rules; and, (3) the discipline must be corrective and progressive with uniform and consistent penalties. Understandably, a well written Employee Handbook is essential in successful disciplinary action.

The Employee Handbook developed and implemented by PSHRC incorporates information, policies and procedures pertaining to the following work rules (partial list):

- General Rules of Conduct
- Personal Appearance
- Use of Equipment & Supplies
- Use and Care of Vehicles
- Time Records
- Time & Attendance
- Sick Leave Abuse
- Notification of Absences
- Meal & Rest Periods
- Unauthorized Work

LEGAL DEFENSE

A well-written Employee Handbook can be of great assistance in defending legal actions based on the employment relationship. For example, in Sexual Harassment cases, the Employee Handbook may be able to prove that the Town took proactive and preventative action against sexual harassment in the workplace.

SCOPE OF SERVICES

EMPLOYEE HANDBOOK – PSHRC will develop and implement an **Employee Handbook** for the Town of Pound Ridge. The specific professional services to be provided by PSHRC will include:

1. Review current employee benefits, personnel policies, procedures and established practices, and collective bargaining agreements.
2. Attend one meeting on-site at the Client's location to interview designated Town personnel to review current policies and procedures and established past practices, and to ascertain needs and make recommendations for additions and modifications to such policies, procedures and practices.
3. Produce an executive draft of Employee Handbook for review by appropriate Town representatives. This draft will include content as represented above, customized to the Town's specific circumstances.
4. Produce one master copy of the finalized Employee Handbook. Bulk printing of the Employee Handbook is not included in this proposal.

5. Provide unlimited telephone / e-mail support with respect to implementation, application and questions on the Employee Handbook, for a period of one year from the signing of the Employee Handbook Agreement.
6. Provide updates when requested by the Town or when a compliance change occurs, at no additional cost, for a period of one year from the signing of the Employee Handbook Agreement.

FEE FOR PROFESSIONAL SERVICES

The fee for the development and implementation of an Employee Handbook for the Town of Pound Ridge will be \$6,250.

Additionally, the Town of Pound Ridge will be responsible for reimbursing PSHRC for travel expenses (limited to mileage and tolls) directly related to providing services detailed in this proposal. The mileage rate that will be charged shall be the IRS mileage rate in effect at the time of travel.

Employee Handbook
Sample Table of Contents

100	INTRODUCTION	_____
101	Welcome Message	_____
102	Our Heritage	_____
103	Definitions	_____
104	The Purpose of this Employee Handbook	_____
200	EMPLOYEE CLASSIFICATIONS	_____
201	Full-Time Employees	_____
202	Part-Time Employees	_____
203	Temporary Employees	_____
204	Seasonal Employees	_____
205	FLSA Exempt Employees	_____
206	FLSA Non-Exempt Employees	_____
300	THE CIVIL SERVICE SYSTEM	_____
301	The Unclassified and Classified Services	_____
302	Civil Service Appointments	_____
303	Examinations and Promotions	_____
304	Veteran's Credits	_____
400	EMPLOYMENT MATTERS	_____
401	Oath of Office	_____
402	Procedure for Filling Vacancies	_____
403	Probationary Period	_____
404	Performance Appraisal	_____
405	Corrective Action and Discipline	_____
406	Civil Service Law Section 75	_____
407	Code of Ethics	_____
408	Personnel File	_____
409	Separation of Employment	_____
500	OPERATIONAL POLICIES	_____
501	Departmental Hours	_____
502	Emergency Situations	_____
503	Meal and Rest Breaks	_____

- 504 Time Records _____
- 505 Bonding _____
- 506 Expense Reimbursement _____
- 507 Vehicle Usage _____
- 508 Driver's License _____
- 509 Supplies, Tools and Equipment, and Fuel Usage _____
- 510 Telephone / Cell Phone Usage _____
- 511 Computer Systems and Internet/On-Line Service _____
- 512 Social Media _____
- 513 Personal Appearance _____
- 514 Solicitations/Distributions _____
- 515 Visitors _____
- 516 Purchasing / Credit Cards _____
- 517 Maintenance of Work Area _____
- 518 Personal Property _____
- 519 Town Property _____
- 520 Unauthorized Work _____
- 521 Outside Employment _____

600 ABSENCE POLICIES _____

- 601 Attendance _____
- 602 Jury Duty Leave _____
- 603 Bereavement Leave _____
- 604 Military Leave and Military Leave of Absence _____
- 605 Leave for Cancer Screening _____
- 606 Family and Medical Leave Policy _____

700 COMPENSATION _____

- 701 Wage and Salary _____
- 702 Overtime / Compensatory Time _____
- 703 Out-of-Title Pay _____
- 704 Call-In Pay _____
- 705 Pay Period and Check Distribution _____
- 706 Payroll Deductions _____
- 707 Deferred Compensation Plan _____

800 EMPLOYEE BENEFITS _____

- 801 Holidays _____
- 802 Vacation Leave _____
- 803 Sick Leave _____

- 804 Personal Leave _____
- 805 Disclosure of Insurance Benefits _____
- 806 Medical Insurance _____
- 807 Medical Insurance Buy-out _____
- 808 Medical Insurance for Retirees _____
- 809 Dental Plan _____
- 810 Prescription Drug Plan _____
- 811 Optical Plan _____
- 812 Continuation of Health Insurance Benefits (COBRA) _____
- 813 Section 125 Plan _____
- 814 Short-Term Disability Benefits _____
- 815 Workers' Compensation Benefits _____
- 816 Unemployment Benefits _____
- 817 Social Security _____
- 818 The New York State Employees' Retirement System _____
- 819 Education Assistance _____
- 820 Employee Assistance Program _____

900 COMPLIANCE POLICIES _____

- 901 Equal Employment Opportunity _____
- 902 The Americans with Disabilities Act _____
- 903 Non-Discrimination and Harassment (Including Sexual Harassment) _____
- 904 Workplace Violence Prevention _____
- 905 Drug-Free Workplace _____
- 906 Controlled Substance and Alcohol Testing _____
- 907 Smoking _____

1000 SAFETY _____

- 1001 Workplace Safety _____
- 1002 Hazard Communication Program _____

1100 COMMUNICATION PROCEDURES _____

- 1101 Organizational Communications _____
- 1102 Adverse Communications _____
- 1103 Suggestions _____
- 1104 Reporting of Improper Activities _____

1200 DISPUTE RESOLUTION _____

- 1201 Dispute Resolution Procedure _____

PUBLIC SECTOR HUMAN RESOURCE CONSULTANTS LLC

Sample Client List

As our reputation has grown, so has our list of clients. Here is just a small sample of the hundreds of municipalities that have retained our HR consulting services.

TOWNS

Town of Amenia	Town of Farmington	Town of Philipstown
Town of Ancram	Town of Greenburgh	Town of Rotterdam
Town of Batavia	Town of Hartwick	Town of Sand Lake
Town of Bethlehem	Town of Huron	Town of Saratoga
Town of Blooming Grove	Town of Kent	Town of Schroon
Town of Bolton	Town of Lake George	Town of Seneca Falls
Town of Bridgewater	Town of LeRay	Town of Sennett
Town of Canandaigua	Town of Long Lake	Town of Skaneateles
Town of Carmel	Town of Malta	Town of Southeast
Town of Caroline	Town of Marcy	Town of Southport
Town of Catskill	Town of Mamaroneck	Town of Ticonderoga
Town of Champlain	Town of Monroe	Town of Vestal
Town of Charlton	Town of Mount Pleasant	Town of Victor
Town of Cicero	Town of Newcomb	Town of Webb
Town of Clarence	Town of Niskayuna	Town of Webster
Town of Clay	Town of North Salem	Town of Wheatland
Town of Clifton Park	Town of Oswegatchie	Town of Willsboro
Town of Coeymans	Town of Owego	Town of Woodbury
Town of Cortlandt	Town of Patterson	Town of Woodstock
Town of Eastchester	Town of Pawling	Town of Yorktown

CITIES & VILLAGES

City of Auburn	Village of Brockport	Village of Owego
City of Canandaigua	Village of Cato	Village of Pawling
City of Ithaca	Village of Croton-on-Hudson	Village of Pleasantville
City of Kingston	Village of Cornwall-on-Hudson	Village of Saranac Lake
City of Newburgh	Village of Dobbs Ferry	Village of Scotia
City of New Rochelle	Village of East Syracuse	Village of Schuylerville
City of Peekskill	Village of Fayetteville	Village of Skaneateles
City of Port Jervis	Village of Harriman	Village of Sleepy Hollow
City of Saratoga Springs	Village of Irvington	Village of Spencerport
City of Schenectady	Village of Lake Success	Village of Tarrytown
City of Utica	Village of Lewiston	Village of Tupper Lake
City of Watertown	Village of Massapequa Park	Village of Wappingers Falls
Village of Boonville	Village of Massena	Village of Watkins Glen
Village of Briarcliff Manor	Village of Monroe	Village of Woodbury

COUNTIES

Albany County	Greene County	Rockland County
Allegany County	Hamilton County	Schenectady County
Broome County	Madison County	Seneca County
Cattaraugus County	Oneida County	Sullivan County
Cayuga County	Onondaga County	Washington County
Chemung County	Ontario County	Wayne County
Essex County	Oswego County	Yates County