



June 17, 2026

NEW PALTZ CONSOLIDATION: VILLAGE & TOWN EMPLOYEES

This document outlines what happens to non-elected Village and Town employees if consolidation occurs, with the specific Joint Consolidation Agreement (JCA) language that defines the Town Board's obligations. Among the reasons the Town and Village decided to pursue consolidation rather than dissolution is that consolidation ensures that Village employees retain their jobs and employment status after the Village government goes away.

Every current non-elected Town and Village employee is retained on their current contract.

What the JCA says: "The Municipalities agree that it is in the best interests of the consolidated Town of New Paltz that all Town employees employed by the Town immediately preceding consolidation remain as Town employees and that all Village employees employed by the Village immediately preceding consolidation shall be transferred to the consolidated Town government and become Town employees." (p9)

Village employees transfer to the Town without re-testing or re-qualifying.

What the JCA says: "Village employees so transferred shall be transferred without further examination or qualification and shall retain their respective civil service classifications and status." (p9)

Seniority is preserved for all employees.

What the JCA says: "All Village employees transferred shall be entitled to full seniority credit for all purposes for service rendered prior to such transfer from the Village of New Paltz." (p10)

Accrued leave carries over.

What the JCA says: "...the Town will... allow employees transferred hereunder credit for all or part of the unused vacation or annual leave and sick leave standing to their credit at the time of transfer, as may be determined equitable, but not in excess of the maximum accumulation permitted in the jurisdiction to which transfer is made. Unused vacation or annual leave not credited by the Town will be compensated for the balance accrued as a Village employee." (p10)

Union commitments are honored. The Town will work with collective bargaining units to honor existing obligations and negotiate in good faith.

What the JCA says: "The Town agrees to work with the collective bargaining units representing covered employees to honor applicable collective bargaining obligations and to negotiate in good faith the collective bargaining agreement terms and amendments necessary to safeguard the employee compensation and benefits in a manner that harmonizes compensation scales and benefit terms for the Village and Town employees in impacted departments and/or titles that are employed by the Town...." (p10)

Best efforts will be made so that all Town employees and all Village employees transferred to the Town experience no adverse impact on compensation and benefits.

What the JCA says: "The Municipalities agree that their best efforts should be made so that all Town employees and transitioned Village employees in impacted titles and/or departments and hired by the Town on or before January 1, 2028 experience no adverse impact on compensation, benefits and other terms of employment and that resulting wage scales and benefits are harmonized in fairness to both Town and transitioned Village employees in departments or titles impacted by consolidation." (p10)