

A budget workshop was held by the Town Board of the Town of Moreau on October 26, 2009 in the Town of Moreau Office Building, 61 Hudson Street, South Glens Falls, New York.

Supervisor Jenkins called the workshop to order at 7:00 p.m.

The Town Clerk called the roll, which resulted in the following Town Board Members being present or absent:

Town Board Members Present

Tom Cumm	Councilman
Gina LeClair	Councilwoman
Todd Kusnierz	Councilman
Preston Jenkins	Supervisor

Town Board Members Absent

Bob Prendergast	Councilman
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Also Present: Jeanne Fleury, Town Clerk; Fran Thibodeau, Account Clerk; Mike Montgomery, Deputy Highway Superintendent; Paul Joseph, Highway Laborer

Supervisor Jenkins started out by recapping what the board tentatively agreed to leave in for equipment and repairs for the Highway Department as follows:

\$44,025.00 is in DB5130 for repairs. The \$44,025.00 is for a new box for the 1998 Ford Tandem Dump Truck for \$36,325.00, Tires/Sweeper for trucks 16, 14 and 6 for \$4,500.00 and six grader tires for \$3,200.00. For equipment they left in \$4,300.00 for a plow for truck #1, \$79,500.00 for a tractor with mower and \$1,242.00 for two-way radios.

Paul Joseph informed the board members that the box on truck #14 fell apart last week and the truck is out of service.

Supervisor Jenkins stated they still have contingent funds of \$50,000.00 in DB1990.

Paul Joseph said that Maureen thinks we will tap into that for salt.

Councilman Cumm told Paul Joseph that they figured out that there is enough in contingency for 100 tons of salt per storm for seven storms @ \$59.00 a ton.

Supervisor Jenkins stated that the highway department has a request into the Town Board for tomorrow night's meeting to purchase salt with the remaining balance in their account.

Councilman Kusnierz asked what changed with the salt resulting in them having this discussion tonight. He thought they came to an agreement on what was needed for salt.

Fran Thibodeau advised him that they were talking about salt purchases for 2009.

Supervisor Jenkins stated that we have \$50,000.00 in the contingent account for highway and maybe we could use this to purchase a new box for truck #14 and still have \$13,000.00 plus in the account for salt purchases before the end of 2009 if needed.

Councilman Kusnierz asked if they were working on this year's budget or last year's budget and Supervisor Jenkins said both. Whatever decisions we make on the 2009 budget is going to impact the 2010 budget.

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Supervisor Jenkins stated the highway budget as it stands right now for 2010 is showing a 12.3% increase in appropriations from 2009.

Councilman Kusnierz asked what was driving such a significant increase in appropriations. The cost of blacktop is coming down and the cost of fuel is coming down.

Paul Joseph said equipment. Their equipment is old and dilapidated.

Fran Thibodeau pointed out that when they picked up \$129,067.00 last week in DB5130.4, \$44,000.00 of it is for repairs that are already included in the \$66,000.00 on line item DB5130.405. She said the board members could reduce it by \$44,000.00 or let the highway department buy something else.

Councilman Kusnierz said if it was in there twice then wouldn't the numbers be more in our favor if we reduced it by \$44,000.00 and Fran replied yes. He asked if we still would have a 12% increase and Fran said yes. Fran then said that if the board members didn't want that high of an increase they could drop the equipment dollar amount; because there is \$44,000.00 in that account that was agreed on last week that we don't need.

Councilman Cumm asked what the \$44,000.00 was for and Fran said the grader tires, sweeper tires and new the box. Maureen had included it in the \$66,000.00 under DB5130.405.

Fran stated that Paul Joseph told her that if they don't get the two trucks then rather than the \$1,242.00 for two-way radios for the trucks they would rather have the two portable two-way radios for \$800.00.

Supervisor Jenkins asked again if the \$44,000.00 was part of the \$66,000.00 and Fran said yes. Supervisor Jenkins said that if they removed the \$44,000.00 then that would leave them \$22,000.00 for equipment repairs for 2010. Fran replied they used \$31,991.50 in 2008 and only \$4,300.00 in 2007.

Councilwoman LeClair stated that prior years were more in line with the 2007 budgeted amount for this line item.

Councilman Kusnierz said we were working with the premise that we put in everything the Highway Department could live with and essentially we are finding \$44,000.00 and it doesn't mean we have to spend it.

Fran also advised that the roads totaled more than what the board members came up with to the tune of about \$40,000.00 to \$50,000.00 so they kind of balance out. We said \$344,000.00 and it came to \$465,000.00

Councilman Cumm said that is with Michael Road and Jon Kay Road in there.

Councilman Kusnierz read from his notes as follows:

Grinding ½ Hatchery	\$ 48,750.00
Grinding Old Bend	\$ 23,000.00
No Nova Chipping	
Blacktop ½ Hatchery	\$ 97,800.00
Blacktop Old Bend Rd.	\$106,860.00
Overlay Paris Road	\$ 33,600.00
Overlay Sweet Road	\$ 40,800.00

Supervisor Jenkins said that Fran has **Michael Road and Jon Kay Road** included and Fran said this was correct.

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Councilman Kusnierz said that wasn't what they agreed to.

\$114,300.00 can come out of DB5112.493.4.

Councilman Cumm asked Fran to add the following:

\$ 74,400.00
\$ 72,000.00
\$204,660.00
\$351,060.00

Fran Thibodeau said this is the total for blacktop and nova chip and stated that this means we found \$114,300.00.

Councilman Kusnierz asked if that was coming out of improvements and Fran replied yes. He then calculated that this reduces the \$465,360.00 to \$351,060.00 and Fran concurred.

Councilman Kusnierz said in addition they have the \$44,000.00 that was counted twice. That makes a new found savings of \$158,300.00.

Councilman Kusnierz stated they could re-evaluate the equipment. He thought the highway appropriation number was way too high of an increase. He had a problem with a double digit increase in any account in, his personal opinion.

Supervisor Jenkins stated that we are facing a \$300,000.00 drop in sales tax revenues from 2008 to 2009. That doesn't help.

Supervisor Jenkins said he wanted to talk about the \$44,000.00 figure. He asked if there were any major repairs last year, because there was \$66,000.00 budgeted for 2009 in DB5130.405 Highway Machinery Equipment Repairs and according to Fran there are negative balance in this line item of the budget right now. We already spent \$42,000.00 through the end of September from this line item and that means another \$24,000.00 was spent in October.

Fran Thibodeau said something is negative and it could be the parts line item. She said she was working on it.

Supervisor Jenkins asked if there were any major repairs.

Paul Joseph and Mike Montgomery said the biggest expense was repairs to the sweeper.

Councilman Cumm said he knew the pickup truck was a priority for the Highway Department.

Paul Joseph said either the pickup truck or the mid-size one ton dump. They need a vehicle.

Councilman Cumm asked what their priority was.

Paul Joseph said the one ton dump truck it is more versatile. Money wise they know how tight things are so they can go with the pickup truck. They have two pickup trucks now. One is used by Mike Montgomery for checking roads and doing his job. The other one is used by the crew out either picking up limbs and cutting limbs or fueling other equipment.

Councilman Cumm said this would leave nothing for Paul Joseph to use except his own personal truck and Paul confirmed this was a correct statement.

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Mike Montgomery stated their biggest need is plows for the smaller trucks. He is driving a 550 dump truck. When that is down he has to use a pay loader to plow with. The two pickups have plows on them. He said that every truck should have a plow on it. He said the advantage of a dump truck with a sander is that it can be used as a back up in case a bigger truck goes down during a storm. If they could get a truck with a plow it is still an advantage. A pick up truck with a plow is primarily to plow parking lots and cul-de-sacs and to clean out driveways of snow that they deposit in them. He stated that he uses a pick up truck to check on complaints and the crew. Their shop mechanic needs a vehicle to go get parts. He has actually taken a dump truck to get parts and they get three miles per gallon.

Councilman Kusnierz wanted to verify what the board members have in the tentative budget for equipment right now and that is a tractor with a mower for \$79,500.00, a plow for truck #1 at \$4,300.00. He asked if they pulled out both radios.

Fran replied that they left \$1,242.00 in for radios, but if they aren't getting the other two trucks they won't need this, but they would need \$800.00 for two portable radios.

Councilman Cumm stated that they would need one radio if they buy a pickup truck.

Councilman Kusnierz asked Paul and Mike if they were making the argument that they needed a one ton pickup truck and the answer was yes with a plow. He asked how much and they responded about \$33,000.00.

Councilwoman LeClair asked if that was for a 2009 or 2010 truck. She recalled talking about a big increase in price after the first of the year. No audible response.

Councilman Kusnierz asked if they were looking for another bed for a truck.

Paul Joseph replied yes or they could buy one for \$16,000.00 now.

Mike Montgomery said it could be paid for out of contingency.

Supervisor Jenkins said that if the price is right in 2009 for the purchase of a truck maybe it would be better to buy a truck now. He then asked Paul and Mike if one box has to be replaced now.

Paul Joseph replied the box for truck #14.

Supervisor Jenkins said there is one box included in the budget now.

Councilman Cumm said there is no sense putting a \$205,000.00 truck down there when the truck engine and frame is good on the one we have now and only needs a box. We could wait on the truck for \$205,000.00 for another year.

Supervisor Jenkins agreed, but said it is a question of how and when we do it.

Councilwoman LeClair stated that if we are going to buy a truck and it costs us more to buy it in 2010 than 2009 maybe we can jiggle it so we can buy it now and still be okay with the storms through the end of the year.

Paul Joseph said it would be a 2010 truck.

Councilwoman LeClair asked what they discussed previously about an \$11,000.00 difference in 2010 and the answer was a big truck.

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Supervisor Jenkins said it all depends on what we can save on a truck in 2009.

Councilman Cumm asked if they were talking about buying a pickup truck this year and Paul Joseph said no the box.

Councilman Cumm asked what truck it would go on.

Paul Joseph said truck #16 is usable as a spare and truck #14 isn't usable at all.

Councilman Kusnierz said that staffing is our ~~greater~~ **greatest** resource and in his opinion we should make sure that Paul Joseph's spot is filled after the election. Secondly, we should pull the mower out. It is not a year-round item that is utilized down there, but a truck is. It is clear to him that a truck is needed sooner rather than later. We should buy a box now and budget for another for next year. We could use the contingency fund to order the box out of this year's budget. We included \$1,200.00 for two radios, but we can cut that in half. For the 2010 budget we would be including \$33,000.00 for a new truck. That will still reduce the reliance on fund balance and it would get them a new box this year. We could get one truck repaired and on the road this year and a new box in the next budget and a new truck to get the men where they have to go. **[Amended 11/10/09 jf]**

Supervisor Jenkins asked what we are going to do for a mower, they need one.

Councilman Kusnierz agreed they need a new mower, but we have one now.

Councilman Cumm asked what they need a new mower for.

Councilman Kusnierz said he knew why they needed a new mower, but he was making difficult choices and this is his position on how he thinks he can make it work best.

Councilman Cumm asked again for an explanation of what they need a mower for.

Paul Joseph and Mike Montgomery explained that the Heston with the arm on it has been down more than half the season this year. The grass was up over the guard rails.

Councilman Kusnierz said he would love to buy them a new mower and he thinks they need one, but they way he was prioritizing things was based on the way he hears things and the discussion and the economics and this is what he was coming forward with. **[Amended 11/10/09 jf]**

Supervisor Jenkins said he understands, but one of the things we are ignoring is that we already took out the truck purchase and if that comes back next year and the mower we will have the same discussion again.

Councilman Kusnierz said the dynamics may be different too and less reliance on fund balance and more sales tax revenues.

Councilman Kusnierz said he wouldn't support a 12% increase in highway appropriations.

Supervisor Jenkins asked him if he was suggesting that they remove \$79,500.00 and put back in \$33,000.00.

Councilman Kusnierz replied we would also remove \$600.00 and only buy one radio for a truck and put in \$400.00 for one portable radio.

Councilman Cumm said they need two portables.

Councilman Kusnierz said he knows what they need.

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Councilman Cumm said this is a five member board

Councilman Kusnierz said we each have an equal voice and he was expressing his and Councilman Cumm said he was expressing his also.

Councilman Kusnierz told Councilman Cumm to go ahead and keep taking the taxpayers for a ride like he has been.

Councilman Cumm asked Paul and Mike if they need two portable radios and the answer was yes. They want a radio so when they are working on the roads they can communicate between the trucks and flaggers and the crew. The men are using their own cell phones right now and this isn't right.

Supervisor Jenkins said he wanted to clarify what they had discussed. He said they were going to take out the \$44,000.00 that was in twice and put in \$33,000.00 for a new truck with plow. Then we were talking about possibly taking out the tractor with mower for \$79,500.00.

Supervisor Jenkins stated that our increase in appropriations should be under 10% and the only answer to achieve this would be to take out the tractor with mower. He stated that the general fund is down 12.7%, the town outside fund is down 6% and we have a 2.9% decrease in the total budget. He said the taxpayers don't need a tax increase right now. We still have a public hearing process to go through, but right now we should take out the \$79,500.00 and put the one ton pickup in and two portable radios and one two-way radio. That will make sense and with those changes we should be under the 10% figure. There isn't any tax in the highway fund, but getting under double digits is more understandable to the public.

Supervisor Jenkins said for tomorrow night's agenda they should talk about ordering one box this year and then order another one in 2010.

Mike Montgomery and Paul Joseph left the meeting.

Fran Thibodeau stated that Joe Patricke gave her a new estimate for street lighting of \$13,081.39 for Bluebird Road, Farnan Road, Route 9 and Feeder Dam Road. We have in the Tentative Budget \$11,000.00 and she thought perhaps they should increase that budget another \$2,000.00.

Supervisor Jenkins said there are funds that haven't been used yet so we don't have to change it in his opinion.

No Change was made.

Supervisor Jenkins said the other topic is salaries.

Fran Thibodeau asked if they were going to hire a full-time rec. floater. She said that Councilman Prendergast said the other night he wasn't in favor of it.

Councilman Cumm stated that the big problem right now is that we don't have anyone to cover for Bruce Abare at the Transfer Station.

Supervisor Jenkins said they could have Royce Pixley fill in or one of the workers in the recreation department. He didn't see how they could afford it. We have three people working in the recreation department now and during the winter months they don't have very many duties. In the summer we have summer help where we can shift people around.

Councilman Cumm said he can't run a front-end loader.

Supervisor Jenkins said again he didn't see how they could justify the cost.

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Councilwoman LeClair asked if they could find someone like Royce who was willing to work when needed. Someone who has the skills we need.

Supervisor Jenkins said it is hard to find someone. It is not a critical issue and we should be able to make due. He said that he didn't think the two laborers in the rec. department could run a front-end loader let alone Steve Gram and the response from Councilman Cumm and Councilwoman LeClair was that Jeremy can. He stated that we can't afford \$26,000.00 plus benefits right now. It isn't being sensible. We need to hold the line the best we can. The whole budget has been to that approach.

Councilman Kusnierz said it would be difficult to justify. Especially when during the winter months the rec. staff doesn't have much to do and they can float. He is cognizant of the economic times we are in and every time we increase costs we all have to pay for it.

Supervisor Jenkins said he wouldn't support it.

Fran Thibodeau asked about the newly hired employees such as crossing guards, rec. laborers and meter readers. We start them out at \$8.50 an hour for example. Then each year we give them a raise of 25 or 30 cents an hour. Then we bump up the new hires as well so every time we have someone who worked a season we have a new hire that gets the same pay. In order to keep this from happening **she suggested that this year they not raise any new hires so they don't get the same rate of pay as someone who has been here for at least one season. The board members agreed with her suggestion.**

Fran Thibodeau reported that Councilman Prendergast mentioned to her that he didn't realize that when the board members discussed salaries for elected officials that people who were elected and it was their primary job such as the Town Clerk that they weren't getting a raise and he thinks maybe they should get a raise and it may need more discussion.

Councilwoman LeClair stated that she agreed. She gave it more thought and he is right. If it is a full-time job it is different.

Councilman Kusnierz said he pointed out in that discussion that there is a difference between a full-time employee, part-time employee and an elected official. They aren't all in the same class.

Supervisor Jenkins and Fran Thibodeau agreed with this statement.

Councilman Kusnierz said you have to be fair. We are either "doing elected officials" or not. There is no class distinction within elected officials.

The Town Clerk stated it hasn't been done in the past that way.

Councilman Kusnierz said it doesn't matter how it was done, that was his position on it.

The Town Clerk said she understood that, but that isn't the way it has been done in prior years. This is a first.

Councilman Cumm asked Fran if what she was saying is that Paul Joseph and Jean Fleury would get a 3% raise, because it is their primary job.

Fran said yes, but she didn't know what they would do with Town Justices, because one has a full-time job in another job and the other one, Jeff, it is his only job.

Councilman Kusnierz said it doesn't matter what their other job is outside we all have different responsibilities outside our elected capacities. It shouldn't be part of the equation.

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Supervisor Jenkins said this is his full-time job too.

Councilman Cumm said his too.

Supervisor Jenkins stated that at first he put in the 3% for everybody and then he didn't feel it was right and didn't feel comfortable with it so that is why he went the way he did. He didn't know how to do it fairly. How do you justify giving one elected official a raise and none to the rest?

Councilwoman LeClair asked if the justices are considered full-time.

Councilman Kusnierz said full-time is not a classification for elected positions. They don't even have to show up.

Supervisor Jenkins thought they did for one hour a month. Then he said there isn't any definition. However, they should be keeping records for pension.

Councilwoman LeClair said for a position like the highway superintendent or town clerk it is expected that they are here full-time unlike council people who aren't expected to work a 40 hour week.

Supervisor Jenkins said the highway superintendent has the same status as him. He doesn't have to show up for work. He has to answer to the people not him or the board.

Councilman Cumm asked Fran if Councilman Prendergast was saying that the highway superintendent and town clerk should get a raise and Fran replied yes.

Councilman Kusnierz said that was interesting, because that isn't what he said when we discussed it here. Now he is discussing it behind wherever he is "a door". If he really is concerned about it he should discuss it in the open.

Fran said she didn't think he thought about it at the time.

Councilman Kusnierz responded, he didn't think about it when there were five board members here talking about it on the record?

Councilwoman LeClair said you think about it then you go home and think about it. She thought that in her elected position the expectation of time is different than for the town clerk or the highway superintendent. If the town clerk wasn't here two days a week or the highway superintendent wasn't here two days a week the public would be very upset. She spoke about herself and said if they don't see her, but feel she is doing her job they aren't saying they expect her to work, but the expectation is there that those two positions are full-time. If the community felt Preston was only working 25 hours a week it wouldn't settle well. The expectation is different than what they expect of a board member. In light of that when she went home and thought about it these are full-time employees for all purposes.

Supervisor Jenkins said his position when it was brought up before was that he wanted to remove his raise and the council people could make their own decision on theirs. He said he felt he wouldn't take one, it wasn't necessary. He gets a salary from the county too.

Councilman Cumm said he gave that away.

Supervisor Jenkins said that doesn't matter. He felt he got a reasonable pay for what he does here. If he was in the private industry maybe he would want a lot more money. It is all part of the job if you can do it. He would not have a problem with it. He started out with his and then it was brought up about all elected

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officials, but he could go either way. If the majority of the board wanted to go that way and he voted last he would probably vote with the majority. If the town clerk didn't work every day he didn't know what would happen in her office. It would be different. As for the highway superintendent it is a full-time commitment and he tends to work over-time at times and doesn't get over-time pay. As for the justices, they work part-time. Jeff McCabe at times chooses to be there everyday, but his position doesn't require him to be there everyday. He sees that as a difference. We are all elected officials however. He said we have to publish the elected official's salaries this week.

Councilman Kusnierz said that he would like to point out that full-time elected officials are entitled to benefits and part-time elected officials are not so if you want to make a class distinction with elected officials that makes a difference.

Supervisor Jenkins said under our health insurance policy justices are considered part-time, because we have a policy to that effect.

Councilman Cumm asked Councilwoman LeClair what she thought.

Councilwoman LeClair said she went home and thought about it. She considered the people who are here full-time even though they are elected it is a different situation and she did agree in the beginning that none of them would take a raise. She didn't see the public being upset that the town clerk or highway superintendent got the same raise that they gave other employees. They see them as a full-time employees in those positions.

Supervisor Jenkins said the number isn't so significant that it breaks their budget position, but they have to make a decision.

Councilman Cumm asked if they are talking four people two justices, town clerk and highway superintendent.

Supervisor Jenkins said they weren't talking about the justices, they are part-time. Jeff McCabe doesn't have to be there everyday. He chooses to be.

Fran Thibodeau asked why they would give one to the highway superintendent we don't even have one yet. Why not freeze his for 2010.

Councilman Cumm said we will have one in 2010.

Supervisor Jenkins said we have to establish his salary and Fran said right give him the same rate as 2009.

Supervisor Jenkins said we just said new employees should get 2009 rates.

Councilman Cumm said he isn't a new hire rather newly elected.

Supervisor Jenkins said he didn't have a problem giving a 3% raise to the town clerk and highway superintendent. He would waive his. He said the question is if it is the right policy. When he did the tentative budget he put in 3% for everybody across the board and then he decided he shouldn't get one. The budget is okay, he doesn't want to raise taxes and people don't need anymore taxes. That is why he didn't take one and he didn't want one. He left it up to the board. He would support 3% for the two full-time elected officials. If three board members vote no he would vote with them. He didn't have a problem either way. There are two sides to a story.

Councilwoman LeClair said Councilman Prendergast isn't here to get a say.

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Supervisor Jenkins said we have to establish the salaries tonight in order to publish the notice of public hearing.

Fran Thibodeau asked the Town Clerk when the ad has to be published.

The Town Clerk said the notice has to go to press Wednesday morning.

It was then noted that Councilman Prendergast was gone all week and wouldn't be at the meeting tomorrow night to discuss it.

Councilman Cumm said his position was to give the town clerk and highway superintendent 3% like everybody else. As for the justices he could go either way. As for his own salary he didn't want an increase. He was at the point where he would take a decrease.

Councilman Kusnierz said that was the first he heard of that.

Councilman Cumm stated he said it last year too. He didn't get in it for the money.

Councilman Kusnierz asked him why it should be decreased and asked what it should be decreased to. He told Councilman Cumm if he was going to talk to get it out there, was he a gunslinger or what.

Councilman Cumm said \$10,000.00.

Supervisor Jenkins said personally he thought it should be the way it was and not cut it. He wouldn't support a cut. It isn't the right move. Not taking an increase is great, but nobody should take a cut.

Councilman Kusnierz said he could support cutting council members salaries and he agreed with Councilman Cumm on the \$10,000.00.

Councilwoman LeClair agreed with Supervisor Jenkins.

Councilman Cumm said it would stay where it is then.

Supervisor Jenkins asked Councilwoman LeClair what she would do with the two full-time elected officials.

Councilwoman LeClair said she would go with raises for the two full-time elected officials. When she left afterwards she wondered if she made the right decision. She thought about it like Councilman Prendergast. She didn't talk to Councilman Prendergast about it, but she did think about it like he did and she didn't feel like she made the right choice.

Supervisor Jenkins asked Councilman Kusnierz if he was against it.

Councilman Kusnierz said it is all about fairness. It is discriminatory against the other elected officials. The policy should be across the board and he wouldn't support an increase unless it is for everyone and his feeling on that this year is that it shouldn't be for elected officials period, in these difficult economic times and when we put the tentative budget together that is what the board agreed on. Here we are at the eleventh hour and he is sure there are pressures from different aspects of the community and that is the way it works, but he wasn't going to support it. He said the residents would love to know that they are going to get a 3% raise in their own personal life and there are people out there just praying to have a job next year.

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Town Clerk stated that the \$800.00 they were going to give her isn't going to make her or break her. She could care less about that. The other night when they discussed it she wasn't going to say anything or bring it up, because she wasn't going to get into a fight over it. If you are doing it because of "hard economic times" if that is the real reason then there shouldn't be any raises given to any employee. The public isn't even going to be aware that the board members aren't taking a raise. She stated again that it makes no sense not to take a raise and give out raises to the rest of the employees.

Councilman Cumm asked if this has ever been done before where they didn't give raises across the board to elected officials.

The Town Clerk replied no. Over the years there have been times sporadically when board members didn't take a raise. They normally give them to the justices, town clerk and highway superintendent.

Councilman Cumm looked at the budget and said the council people took a raise every year from 2003 through 2007.

Councilman Kusnierz asked the Town Clerk what her recommendation was.

The Town Clerk said she didn't understand what sense it made for her not to take a raise if they were going to give the other employees raises. If we are that tight with money then they shouldn't be giving any raises and she didn't want to see that happen really. Everybody is entitled to a little something. She stated again that it wasn't the money. She hadn't intended to come back and ask for it, but it is the fact that it is the first time this has been done in the 32 years she has been here and the fact that they were giving raises to everybody else.

Councilman Kusnierz asked the town clerk and the board members if they considered the members of the legislature full-time or part-time, because they haven't received a raise in 15 years. They are at \$79,500.00.

The town clerk asked Councilman Kusnierz if he was getting a raise at the state level and Councilman Kusnierz said no.

The Town Clerk said if this is going to go on for years then she would probably have a problem with it. This one time she wasn't going to make a big deal over it, it isn't worth it. She didn't see the sense to all of it. She didn't think they were doing any favors by the board not taking a raise when they are giving raises to everyone else.

Supervisor Jenkins said he does what he does, because he wants to be a public servant and give back to the community that has helped him over the years to get an education and help him run a business and the public supported his business. He could have worked as a CPA for another three or four years and make two to three times what he makes here. It isn't about an income for him. He again stated that he put in 3% for everybody.

The Town Clerk stated that if they could split up her raise and give it to her two clerks it would make her happy, but she knew that wasn't going to happen either.

Supervisor Jenkins said Councilman Prendergast isn't here and he didn't know what he said, but if the tentative budget is what he thinks we should go with then maybe we should stick with that.

The Town Clerk also noted that when she advertises the elected official's salaries the only salary that is advertised for her is her town clerk salary. The receiver of taxes and records management salaries are appointed positions and not part of her elected official's salary. Those two positions can be taken away from her at any time.

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Supervisor Jenkins said that Councilman Prendergast isn't here so we should stick with the tentative budget amount. That is what Councilman Kusnierz wants and the other two are split. We should leave it the way it is.

Councilman Cumm asked what he meant about them being split.

The town clerk said to leave her salary as is for this year and they would discuss it next year.

Councilman Kusnierz asked about the other employees salaries and asked if they were all on board with them.

Councilman Cumm said he was satisfied with what Councilman Kusnierz put together.

Councilwoman LeClair said she liked it and thanked him for doing it.

Supervisor Jenkins agreed and told Councilman Kusnierz he did a little bit of that last year too. He said the lower paid people got a dollar figure instead of a percentage.

Councilman Cumm said as long as the gap wasn't getting any bigger he was fine with it.

Councilman Cumm asked if when Councilman Prendergast comes back they can revisit the elected official's salaries.

He was told that once the elected official's salaries are published they can't be changed.

Councilwoman LeClair asked if they could talk in executive session about one item and Supervisor Jenkins told her it wasn't an executive session item. They were going to talk about a salary level and that isn't an executive session item.

Councilwoman LeClair then went on to discuss the hourly rate for Jeremy Tripp. He is a laborer and she wondered if the board knew all that Jeremy has done. He makes \$12.36 per hour. She would like his title changed whether it is to working foreman, grounds keeper or mechanic. He does more than a laborer. Today he is working on the computer inputting information on soccer and teams. He is regularly looking for ways to save money. He has done repairs on equipment. He is going to come up with a program on fertilizer and give the board spec sheets and information so if the board chooses to move forward with him doing the fertilization we will know what his licenses are and what he proposes to do. There would be a significant savings if we have him do this. He is constantly looking to save money. When we were looking for someone to run the backhoe to help with the pipe problem we had this spring he was capable of doing that. He is capable of going to highway and running a backhoe if needed. His role is more of a working foreman than a laborer. If you talk to Steve Gram he will tell you what an asset he is. He works well under direction, but he works with Steve on many things. He is a major asset. This is not to say that Bruce isn't a great worker.

Fran Thibodeau explained that they have to make sure that he fits those qualifications.

Supervisor Jenkins asked what Mike Laney had for qualifications that made him a working foreman other than he transferred from highway to recreation.

No audible reply.

Councilwoman LeClair stated that when the sprinkler system was shut down last fall whatever happened caused us major problems this year. Jeremy fixed all the broken lines and he is capable of putting in more sprinkler system lines.

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Councilman Kusnierz said he wasn't saying one individual works better or worse than another one, but if that is the road they are going to go down we have to create a budget item with a title and it has to be advertised. These individuals are more than welcome to interview for it, but to go in and pick one individual out and do a bump up when we aren't doing employee evaluations or re-classifications. You have to be careful of civil service law. It can get messy.

Supervisor Jenkins asked Fran to call civil service in the morning.

Fran Thibodeau stated that she has the qualifications downstairs.

Councilman Cumm asked if it was for working foreman and Fran said yes.

Councilman Kusnierz said you need to make it fair to both co-equal employees. We have to interview them and talk to them and spell out what we are looking for.

Councilwoman LeClair asked how we can do that without a classification and can we do that.

Fran Thibodeau responded that they would create a position.

Supervisor Jenkins said there wouldn't be any test.

Fran Thibodeau said we are supposed to send it to the county and have them classify it. She said there isn't any test or list for it.

Councilwoman LeClair said if we create a position and we don't hire someone from within then we would end up with three positions. Example: We look to hire a working foreman and we have two laborers.

Councilman Kusnierz said we could do a promotion class and both could be interviewed.

Councilwoman LeClair said Bruce does a good job too. He does what he is supposed to.

She said it is something we should look at over the next couple of months.

In response to Supervisor Jenkins, Fran Thibodeau stated that right now they get \$12.00 per hour.

Supervisor Jenkins said he is in the tentative budget at \$12.76 an hour.

There was some discussion on this and it was finally determined in looking at the budget figures that he was correct in that the tentative hourly rate for both was \$12.76.

Following discussion this hourly rate it was dropped back to \$12.36 per hour and would go into the preliminary budget at \$12.36 per hour.

Following brief discussion on health insurance and budget in general the budget workshop was concluded at 8:35 p.m.

Respectfully submitted,

Jeanne Fleury
Town Clerk

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