

TOWN BOARD MEMBERS PRESENT:

Steven J. Walters	Supervisor
Michael Quinn	Councilman
Cheryl Potter-Juda	Councilwoman

ALSO PRESENT: Catherine A. Rybczynski, Town Clerk
Walter Rooth III, Town Attorney; Mary Dosch, Sr. Account Clerk; Barbara Brach, Clerk of the Justice Court; Tom Best Sr., Highway Superintendent

Supervisor Walters calls the meeting to order at 9:00 am.

Supervisor Walters comments that overtime for the Highway and Buildings and Grounds Department has been a subject of discussion for many years off and on. Over the last four years there have been significant increases in the amount of overtime. In 2012, between the two departments, they had 8364 overtime hours, in 2013 they had 9499 overtime hours in 2014 they had 11,713 overtime hours and this year is trending to be the same as 2014. 1,000 hours of overtime equals about \$42,000. This upward trend, with a significant amount is a concern. They try to build a cushion into every budget to carry over into subsequent years but when you have a November storm like last year the cushion has been eaten up and sometimes exceeded the 100 line on his budget.

Superintendent Best comments that he just learned what was going to be discussed yesterday and he brought Pat Ryan, Deputy Superintendent of Buildings and Grounds, to help explain why this is happening. Saving money for next year's budget is fine, however, every year he has been Highway Superintendent they have increased venues, they have increased mileage (new roads), they continue to have good service and although he would love to have a surplus, he is not over on his total annual budget. He may be over on specific line items but he transfers money and balances the accounts. In the last month overtime has decreased, people have been moved, and he is working on items that were discussed at the last budget meeting. Last year he was questioned on the consumption of gas. He met with the auditors to try and figure out how to address it. They found out that one person was driving a lot going from building to building using a lot of gas. So, he put a foreman at each building and that has cut down on gas consumption and eliminated all overtime at Town Hall and the Senior Center. He has had the same budget for the last seven years and the Town Board has not increased overtime or payroll salary. That has been very hard to work with. He is open for suggestions and if they want to cut services to save money he will do it. They have had two rough years and his highway budget is dictated by snow and paving. The only overtime his employees get is for snow and paving.

Supervisor Walters responds that when he met with Mr. Best and the accountants two months ago, he has two more employees in the Buildings and Grounds Department this year.

Mr. Best responds that they are part-time cleaners.

Mr. Best responds that he has had two increases in his personnel in 7 years. That is unheard of in public and in private sector and they are cleaners.

Supervisor Walters responds that he has added full time employees and he gave him those statistics.

Mr. Best responds that they have been at 61 employees every year; that is contractual.

Pat Ryan responds that they have 32 B & G employees.

Mr. Best responds they have 29 Highway employees. That does not count the part-time cleaners.

Supervisor Walters and Superintendent Best discuss the fact that the Highway Department was over budget because of the November storm and the continued bad weather in the beginning of 2015.

Superintendent Best comments that he is more than willing to get advice from the Town Board as to how to handle his budget. He then discusses changes he has made within the department.

Supervisor Walters and Superintendent Best discuss the cost of seasonal personnel for the Buildings and Grounds Department.

Superintendent Best explains that they had an estimate of over \$30,000 to do the roof at the Nike Base. He and his foremen sat down and figured out, with overtime, they could save \$16,000 by buying the materials and doing it themselves so that is what they did. They didn't save on payroll but they were able to save \$12,000 overall.

Supervisor Walters states that there is a lot of overtime and would like an accounting of it.

Superintendent Best and Pat Ryan explain what they feel the reason for the Buildings and Grounds overtime is. They then comment that the Town has added more venues, Woodlawn Beach and the Community Center, and kept the same amount of employees.

Superintendent Best again states that any advice the Town Board can give him would be helpful. If they want him to cut back on services he will do that. However, he would hate to do that to the residents.

Supervisor Walters wants an explanation of where all the employees are working. He does not feel that they are properly allocating their personnel.

Superintendent Best explains that when they come to work on a daily basis they do not know what the assignments will be unless it is a continuation job. There may be a playground that was vandalized or painting that needs to be done. His crews have to be versatile. They do everything.

Supervisor Walters now questions the number of mechanics in the Highway Department.

Superintendent Best responds that for two to three months the mechanics are doing maintenance on the plows and then they are out paving roads and when the snow comes they will be in a snowplow. They also do the maintenance on the Police cars. He probably uses \$30,000 in overtime just on the ball diamonds and he has to cover all Recreation events.

Councilman Quinn asks how long Superintendent Best has been in charge of Buildings and Grounds.

Superintendent Best responds seven years.

Councilman Quinn questions if he is doing anything differently this year than he has been doing in years past?

Superintendent Best responds absolutely nothing.

Councilman Quinn comments that he feels the timing of this meeting is questionable.

Supervisor Walters comments that he met with Mary Dosch and Superintendent Best concerning the overtime, as they have in years past. Usually after they have a discussion the overtime will go down in the next payroll. That was not the case this year. That is the reason that they called this meeting, so that Superintendent Best could explain the reason for all the overtime this year.

Supervisor Walters comments that they need to discuss pay differential concerning specific employees and how it affects them.

1.

On a motion of Supervisor Walters, seconded by Councilman Quinn, the following resolution was

ADOPTED	Ayes 3	Walters, Quinn, Potter-Juda
	Noes 0	

RESOLVED, that the Town Board move into Executive Session at 9:44 am on specific employees.

2.

On a motion of Supervisor Walters, seconded by Councilman Quinn, the following resolution was

ADOPTED	Ayes	3	Walters, Quinn, Potter-Juda
	Noes	0	

RESOLVED, that the Town Board adjourn Executive Session at 10:20 am.

Catherine A. Rybczynski, R.M.C.
Town Clerk