

TOWN OF NEW BALTIMORE **Draft 11/6/18**
COUNTY OF GREENE **Adopted 11/12/18**
PUBLIC HEARING ON THE 2019 PRELIMINARY BUDGET
TOWN HALL, 3809 COUNTY ROUTE 51, HANNACROIX, NY 12087
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OPENING OF PUBLIC HEARING

Supervisor Ruso made a Motion to open the Public Hearing, seconded by Councilmember Irving at 6:45 PM.

AYES: Ruso, Briody, Downes, Irving, VanEtten

NAYS:

ABSTAIN:

ABSENT:

Motion Carried

Also attending Deputy Supervisor Dellisanti, Councilmembers Briody, Downes, Irving, and VanEtten, Town Clerk Finke, County Legislator Linger, Justices Farrell and Meacham, and 4 members of the public who signed the attendance book. Absent: Tax Collector Jordan and Deputy Supervisor VanWormer

Supervisor Ruso: We have before us our budget for 2019. A lot of details have gone into this; it's multiple pages. There are copies for the public at the tables at each side of the entrance. The significant issues this year have to do with, we have an up to 2 percent tax cap. We have taken our cost of 2019 extrapolated based upon experiences from 2018 and our estimates for each of the line items is identified in each line. I think some of the biggest challenges we had are the increases in our cost of health insurance which this year went up 13 percent which is difficult to do in any budget and that in years gone by has been our biggest struggle. Other than that, it's largely taking last year's -- with a few adjustments for some efficiencies and of the like -- that we're going to put into place for 2019. Inclusive of that for the full time staff and part time hourly staff, we have input a 2 percent wage increase for all of those. The people excluded will be the part time elected such as ourselves, the Board here and others, and the other Boards such as the Planning Board and the BAR and the Zoning Board. Those we did not have any increases in their remittance. So, folks, I hope you've all had a chance to review them. Have you folks any questions or concerns about details it contained? This is the best chance, last chance really; I mean we do have a final coming up, but this is a good chance to express your concerns. Scott, anything?

Councilmember Briody: No.

Supervisor Ruso: Kelly?

Councilmember Downes: I worked on this.

Supervisor Ruso: I know you worked on this with us so you don't have questions. If you had questions...

Councilmember Downes: You already heard them.

Councilmember VanEtten: I would have asked you already too.

Supervisor Ruso: What about you, Shelly? Nothing?

Councilmember VanEtten: I've already talked to you about it.

Supervisor Ruso: Chuck, how are you about the details contained?

Councilmember Irving: We're good.

Supervisor Ruso: 'Notice is hereby given that the Town Board of the Town of New Baltimore will hold a Public Hearing on Wednesday, October 31, 2018 at 6:45 PM at Town Hall, 3809 County Route 51, Hannacroix, New York to hear those members of the public who wish to be heard regarding the 2019 Preliminary Budget. The Work Meeting originally scheduled for October 22 will be held at 7PM. A copy of the proposed budget is available for public inspection in the Town Clerk's Office, 3809 County Route 51, Hannacroix, NY 12087

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Proposed salary figures of elected officials are as follows:

Town Council (4)	\$ 4,100
Town Justices (2)	10,610
Town Supervisor	7,925
Tax Collector	6,500
Town Clerk	30,800
Superintendent of Highways	53,530

By Order of the Town Board
Barbara M. Finke
Town Clerk'

Supervisor Ruso: Having opened up the meeting and heard from the Board, do we have any members of the public who'd like to speak regarding the material contained in our budget? Please, sir, set up.

Justice Farrell: Probably most of you know me, I'm Town Justice here. I've been a Town Justice for a number of years. I'd like to address one specific item in the budget and that is the Court Clerk's rate of pay. It seems to be a dark cloud that hangs over the Court. It's been a dark cloud for a number of years. I say it's a dark cloud because we have lost Court Clerks because of a monetary reason, for no other reason other than the amount of money that they get paid by the Town. Katrina Miller, Sherri Jordan, Shelly Cardinale, Kim Ruby – these are qualified people, but they move on because they don't get reimbursed fairly, in my opinion fairly, for what they do. What happens is that because of this we essentially become a training ground for court clerks. Once we finally get one that is competent and knowledgeable, they realize that they have a skillset that exceeds the amount of money that they get paid here and they, like anybody, would like to make more money so they move on. Now in Dawn's case she's going to get a 2 percent raise. So for 2019 she's going to make approximately \$28,455. That amount is \$178 more than the amount of money that she made in 2013. Now there's a lot of reasons for that. In 2014 she made \$29,000, just over \$29,000. It's going to take a number of years just for her to get back to that level if she stays here. When Sherri Jourdin left, Sherri Jourdin was making approximately \$31,000 a year. That was 10 or 12 years ago. Along that note, traditionally or for a number of reasons, the full time clerks in the Town -- which would be the Town Clerk, Barb, and the Court Clerk -- made approximately the same amount of money. That has gone by the wayside. I feel like we come here with our hat in our hand asking for money. What we're asking for is something that's fair and equitable. I have other rates of reimbursement for other Town Clerks, or excuse me, other Court Clerks. I really don't want to get into that, but I would like you to reconsider the wages that Dawn makes. I think it's prudent. It would be a disaster for us to lose another Court Clerk for the simple fact that she doesn't get paid enough money. Now we, both Judges and the Court as a whole, understand that you have a fiscal responsibility to the people of New Baltimore. We emphasize with that. We know that, but not paying people an appropriate wage for what they do, an appropriate salary for what they do, isn't a way to balance the budget. Just asking for fair pay for fair work. If we lose Dawn, we're really going to have a problem on our hands. And every time that happens, when we lose a Court Clerk, a competent Court Clerk, it just creates a nightmare for us. You don't see it because you don't have to live it, but we have to live it. There's an awful lot of work that goes into being a Court Clerk. An awful lot. There's a lot of training, it's going to be mandatory. It's a type of job that a mistake cannot be made because if a mistake is made, it impacts somebody's civil liberties or their life for the rest of their lives. So there's a series of checks and balances. It's a huge responsibility. So before you vote on the final budget, I know this isn't a final budget vote, I'm going to ask you to reconsider...

Supervisor Ruso: Well this is a good time to come so...

Justice Farrell: Ask you to reconsider what her rate of pay would be.

Supervisor Ruso: Anybody? Kelly, you're the new person on the Board. You may have more questions than the rest of us on the other hand. Any thoughts?

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Councilmember Downes: I don't understand why, I know you've put prior to this Board, you put 2 percent...

Supervisor Ruso: Or one percent some years, different years have received a different percent.

Councilmember Downes: Right, but different years. Why did her rate go down?

Councilmember VanEtten: For lunch.

Supervisor Ruso: The rate didn't go down.

Councilmember Downes: Or why did her money go down?

Supervisor Ruso: The amount that she receives went down. It had to do with back in 2014, the staff were paid for their lunches and there was a seven hour day if I recall correctly and the lunch half-hour was deducted and that took a half-hour a day which was 2½ hours a week of enumeration of paid time away. The rate didn't go down, but the 2½ hours a week less of whatever rate was less than that.

Councilmember Downes: So why did you not extend her day to make up for that half-hour?

Justice Farrell: We weren't allowed to. No. One of the ways that I suggested that could be circumvented was to pay her a salary instead of being paid by the hour, but that didn't seem to happen.

Supervisor Ruso: It might have been a number of years ago.

Councilmember Downes: I just don't understand how you can come here and ask us to take one person, one Town employee who continues to get pay raises, give that one Town employee more than everybody else. More than a man or a woman who goes out in the middle of the night, risk their lives on a snowplow for someone who does clerical work. I can't justify that.

Justice Farrell: I'm not advocating for anybody else. I'm only advocating for the Court. So that's my point.

Councilmember Downes: I understand that, but how can you justify. I can't justify that. I cannot justify. She is doing her job that she was hired for, just like the guys on the plow. They do their job, they take their 2 percent. My thing is if it was anybody, I would go towards the guys on a plow than a clerk who has the choice to come to work or not. Everybody is equal. We did it across-the-board for all Town employees. She is a Town employee, she is not just a Court Clerk. She is a Town employee and we cannot pick and choose what employees are more important than others. Everyone across-the-board got 2 percent. I would like to go and say 'I do more work at my job than the guy that's sitting next to me so I get more.' It's not how it works when you work for a public entity. It just doesn't work that way. Everybody across-the-board gets a pay raise just like I get a pay raise at the State, my 2 percent. Some years it's zero. But it's not fair to all Town employees across-the-board. I don't understand how you can say she's been doing this job for years. She's been doing it for years. She knows how the increments work. She has a choice. I understand nobody likes to replace people, but if she's not happy here with the pay raise, we're a small entity. We are responsible to the Town people of this hamlet. That's who we're responsible to and I cannot justify that in my mind giving one person out of the whole Town a pay raise.

Councilmember VanEtten: A bigger pay raise.

Councilmember Downes: A bigger pay raise than anybody else.

Justice Farrell: May I address that, can I address that? You're comparing what Dawn does to the people that work at the Highway Department. When that half hour was

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enacted, the Highway Department was allowed to extend their day by a half an hour. Dawn was not.

Supervisor Ruso: No, that's not true. They always followed the process and had a half hour off. There was no change in their schedule.

Justice Farrell: There was no change in their schedule?

Councilmember VanEtten: They were taking a half hour lunch.

Supervisor Ruso: They had a half hour off throughout the history that we know of, at least what I know of. It was always pretty much the Town Hall employees had a paid lunch. The Highway Department did not get a paid lunch. They were paid during their lunch at the time. The Town Hall employees were the only ones that didn't.

Justice Farrell: So those hours weren't extended?

Supervisor Ruso: No, they always had a half hour off.

Justice Farrell: No, I mean for the day.

Supervisor Ruso: No, no.

Justice Farrell: Start time and end time.

Supervisor Ruso: They did have a change, but it had nothing to do with that. They had a schedule that was believe it or not they had an 8 hour and 36 minute day, four days a week, and a 4 hour and 24 minute day. I'm trying to remember the details of it. We sat and said 'who has a shift that's 8 hours and 36 minutes' so we evened it out. Aside from that it had nothing to do with the half hour lunch. They always had a half-hour lunch, prior to my arrival anyway.

Justice Farrell: Alright, so then the only person that was penalized by that was Dawn.

Supervisor Ruso: No, everybody in Town Hall.

Councilmember Downes: In the Town Hall.

Supervisor Ruso: Everybody in Town Hall which would include the Planning Clerk and the others.

Justice Farrell: She was the only full-time person.

Councilmember VanEtten: Well that way all of the employees, both the Highway and the Town Hall employees, were all treated equally. Again, in fairness.

Justice Farrell: But the people that were working part-time could extend their day.

Councilmember VanEtten: No, they didn't.

Supervisor Ruso: We didn't extend their day, but there were multiple people in Town Hall. It wasn't just one person. It may have affected Dawn more because she was the only five-day-a-weeker, but we had some people there three days a week and of the like so they had a proportional affect. It wasn't certainly at the same level. It was two-and-a-half hours a week. I would like to if you could make a copy, I don't know if you have it with you, the figures you received from other places. I certainly wouldn't mind seeing that. I would like to see that.

Justice Farrell: You know I have a short list here, but that information's been submitted year after year after year after year. Where it goes to, who knows.

Supervisor Ruso: I would like to see it nevertheless.

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Justice Farrell: Athens Town Court, the head Court Clerk makes \$49,000; Cairo Town Court \$27,600; Catskill is \$33,900; the Village Court is \$33,900, the Town Court's \$37,000; Cocksackie is \$36,000; Durham, which is part-time, is \$17,000; Coeymans is \$47,000; and Ravena is \$42,000. The numbers are...

Councilmember Downes: So let's just say Durham because I'm assuming Durham's probably the closest to size.

Supervisor Ruso: They're part-time.

Councilmember Downes: Okay, so she's making \$17,000 and Dawn's making what?

Councilmember VanEtten: \$29,000.

Councilmember Downes: \$29,000.

Justice Farrell: She's making \$28,000, \$28,000 and change.

Councilmember Downes: \$28,000.

Supervisor Ruso: You know we don't have it broken out by the individual on our sheet here, but we have a total budget of \$45,860.

Councilmember Downes: I mean we can't compare it to Catskill.

Councilmember Briody: I think fairly let's compare revenue to, I mean that would be the way I would look at it. What kind of revenue is their courts bringing in versus our court and that should be somewhat proportional on that.?

Justice Farrell: Okay. That's hard to do and I'll tell you why.

Councilmember Briody: Well it's not really, I mea it's just mathematics.

Justice Farrell: Let me explain something. Catskill Village Court has a police department. When you have a police department, I don't know how much it costs to run a police department, but the revenue that gets generated from the police department goes directly to the Court to the Town. Athens has a Police Department. Cocksackie has a police department. Ravena has a police department. These municipalities have their own police departments. That revenue passes through the Court.

Councilmember VanEtten: So what you're telling us is they have more revenue to draw from to pay their Courts because they have a local police department which we don't have.

Justice Farrell: They pay the police department which we don't have which generates revenue.

Councilmember VanEtten: Right. So they can more afford it is what you're telling us.

Justice Farrell: Well they have a revenue stream with the police department, but they have a tax liability with a police department also.

Councilmember Downes: Cocksackie has a Village, they're bigger than we are.

Councilmember VanEtten: So does Ravena.

Councilmember Downes: So does Ravena.

Justice Farrell: And they have police departments.

Councilmember VanEtten: So does Catskill for that matter.

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Councilmember Downes: Right and we generate ours from the Thruway.

Councilmember Briody: Thruway and Sheriff.

Justice Farrell: Well, they have Sheriffs too and they have Sheriffs, they have State Police, and they have their own police departments. They've got three different sources.

Councilmember Downes: Because they're bigger than we are.

Councilmember Briody: I guess what we're getting at is this. I think that it's very easy to come here with what other municipalities are paying their staff, but unless you truly normalize the data, it's not something that you could just apply it and say 'this is the number that they pay their people.' But you don't know what they're doing. Are they doing four times the amount of processing that our clerk has to do? That's important. That's important information that we would need to have. And so yeah you can peel back the revenue. It's a matter of reaching out to folks. I'm sure they'll talk to you about it.

Justice Farrell: I'm asking you to do that because I know what it is.

Councilmember Briody: You know what they're paying their clerks.

Justice Farrell: No, I know what the revenue...

Councilmember Briody: You know what they're bringing in. Do you know where the bottom line is, what is their net? You know all that?

Justice Farrell: I'll be honest with you, I don't.

Supervisor Ruso: Actually I could probably get some of that because it's on the Comptroller's website.

Councilmember Briody: Sure, absolutely.

Supervisor Ruso: But it's only valid through 2017. I don't believe 2018...

Councilmember Briody: But it will give you an opportunity to look at apples to apples because right now we don't know if we're looking at oranges to apples and that's really the true thing that we need to do here. People make more money, like from my industry. I have engineers that work for me and my engineers when they're not happy, they move on if I can't compensate them according to what they feel that they should be compensated. But sometimes there's only so much that you can do and at some point you gotta say 'this is the best I can do; I'm sorry.' We deal with that in private sector every day.

Councilmember VanEtten: All the time. We do, too, in our business. I mean we'd love to pay people a lot more money, but we simply can't afford it. It's simply economics.

Councilmember Briody: And when you do pay more, I hate to tell you, but it seems to be that a year later, you have the same conversation with the same person and you say 'okay, well is it a stop gap again?' Is it a stop gap again, again and again and when do you stop the stop gap? So, it is an unfortunate thing to train. I feel for you there. I do it every day.

Supervisor Ruso: Well vacancies are never welcomed. No, of course not.

Councilmember Irving: What was the amount of insurance increase you said there was this year?

Supervisor Ruso and Councilmember Briody: About 13 percent.

Councilmember Irving: We're at a juncture with health insurance too.

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Supervisor Ruso: 12 ½ is a better way to put it.

Councilmember Irving: We really don't know where from year to year where we're going to align with health insurance. Next year it could be 20 percent.

Supervisor Ruso: Yeah, I recognize that.

Councilmember VanEtten: And last year it was more.

Supervisor Ruso: In a lot of regards it has had an effect of compressing a lot of things in our budget. I mean you don't want to hold one person or any one line item in this whole budget hostage to that. Certainly something we have to think about.

Councilmember Downes: I got a problem with that statement. That statement is saying that we're holding the Court Clerk hostage. We are not. The Court Clerk is a Town employee who received 2 percent as everyone else did on all lines. I knew that when I took my position at the State, I could not just go in and ask for more money. I took a public position. That's the way it goes when she joined here. Some years I don't get anything, but my insurance and everything else goes up. I chose that position. She chose that position. She knew what this position entailed. So for us to say that she's more valuable than any other Town employee here and deserves more money just because, I can't justify that.

Justice Farrell: Well she wasn't expecting to get cut back in pay I can tell you that and I don't think anybody does. And she had to cut back.

Councilmember Downes: It happens all the time. It happens all the time.

Justice Farrell: Okay. Thank you for your time.

Supervisor Ruso: Thank you, thank you. Thank you, Justice Farrell. Justice Meacham, we have a card from yourself as well.

Justice Meacham: So the subject matter is the same as Justice Farrell. Just to introduce myself, I'm Justice Meacham, Town of New Baltimore as well. The part-time Court Clerk as you know is leaving. I want to make sure that the ad has been placed first of all, has it been added?

Town Clerk Finke: No, it's going to be.

Supervisor Ruso: It's on our agenda for tonight because at our last meeting we didn't have a quorum to do that.

Justice Meacham: Good. Alright, that's good. So, that's one of the things I wanted to touch on. So obviously she would be making just above minimum wage by the end of this year. As you know minimum wage is going to be around \$11.50 I think it is, \$11.15 something like that.

Supervisor Ruso: I don't remember what the pay scale is, do you?

Justice Meacham: Alright so she's pretty close to that minimum wage. So I think that we're going to need to have a replacement person to be interested in this we're going to have to offer some more money than that minimum wage-type pay for the part time Court Clerk. And so when you consider your budget, please consider that as well. In the meantime we have just one Court Clerk now and so she's going to be here solo. Also as Justice Farrell has mentioned training another Court Clerk as well as having a grant that we have to process and deal with. So there's going to be a heavy load on her shoulders at the same time as performing her daily functions. So obviously she's more than just a clerical person as Kelly had mentioned. So I'd like to take offense toward that.

Supervisor Ruso: Well it's a technical description, I mean it's certainly not...

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Justice Meacham: There's a lot more to do than just clerical. So there's a lot of laws that she has to learn. There's a lot of prerequisites for that position for someone to come in.

Councilmember VanEtten: Well I think Barb goes through the same thing.

Town Clerk Finke: Yes.

Justice Meacham: Yes. There's a lot of training and everything else.

Supervisor Ruso: It's not managerial is the point I'm getting at. I know she manages things like every other employee. It's just a technical description. Anyway, go ahead.

Justice Meacham: So we would like to have the Board consider to allow her to come back, to allow Kim Kirby to come back as as-needed position or timeframe because 1) our only Court Clerk is on vacation or is sick or something and we need to have something done, we would like to have someone be able to come in and perform those functions.

Councilmember VanEtten: On an on-call basis.

Justice Meacham: On an on-call basis only, that's correct until we can train somebody else alright because we're gonna need help because we're limited in our staff now and we've discussed this with her. She's not gonna come back for the same minimum wage-type pay that she's been hired for. That's why she left to begin with. So if we want her to come back to help us out, she's looking for a little bit more than that minimum wage.

Councilmember VanEtten: So just on an on-call basis, she wants us to pay her more to come in on an on-call basis.

Justice Meacham: Yes, correct, to help us out. To get us out of a pinch.

Councilmember Briody: Are you at liberty to tell us what that amount is?

Justice Meacham: \$14 an hour.

Councilmember VanEtten: So that's a...

Town Clerk Finke: \$2.50.

Councilmember VanEtten: \$2.50 an hour, wow.

Justice Meacham: So please consider that as well.

Supervisor Ruso: Obviously we'll have to have some conversations about this and we won't have an answer for you tonight.

Justice Meacham: So if you think about it obviously she's not here on a daily basis so you're not paying that money daily anyways so it's not like you're draining the resources that have already been budgeted for that pay alright.

Councilmember Briody: What kind of timeline do you think it's going to take?

Justice Meacham: I think probably, depends on how long Dawn is out for. She gets sick and she's out for awhile then obviously...

Councilmember Briody: But we can't forecast that, but what's realistic weekly?

Justice Meacham: Right and the same way as a vacation. Weekly maybe, on Court night, there's going to be probably four hours and the day after maybe two hours after that. So maybe six hours a week if Dawn was gone for the whole week. Just to give you rough numbers because even I don't know for sure. It really depends on what the

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workload would be during that timeframe. Does she need to come in to do an emergency.

Supervisor Ruso: This is only during the absence of Dawn, not continually.

Justice Meacham: We may not need her at all, I don't know. It depends on the requirements. I'm just asking for that contingency in case it's required. Alright.

Councilmember Briody: She was part time before right?

Justice Meacham: Yes.

Councilmember Briody: How many hours a week?

Supervisor Ruso: Twenty hours a week.

Justice Meacham: She's at twenty hours a week when she left.

Councilmember Briody: What kind of duration do you think that, assuming that this was like a back up contingency plan, how long? A couple months?

Justice Meacham: Until we can train a part-time Court Clerk.

Councilmember Briody: With the ad, but like what do you think?

Justice Meacham: I hope the ad fills rather quickly.

Councilmember Briody: No, no I'm saying like as the point of which that you get a part time clerk in there, how long do you think the training process will take?

Justice Meacham: That depends on the individual, but normally...

Councilmember Briody: Roughly six months, a year, two years?

Justice Meacham: To be independent?

Councilmember Briody: Well, I mean you gotta have an answer to some degree.

Councilmember Downes: You have to have some answer, it's gonna take six months to get somebody else.

Councilmember Briody: You can't just say 'hey I don't know how long it's gonna take.'

Justice Meacham: It usually takes a year for them to be competent if they're coming in without any background at all.

Councilmember Briody: Fair enough.

Justice Meacham: If they have some background obviously that makes them more valuable.

Councilmember Briody: Worst case scenario a year.

Justice Meacham: Yes.

Councilmember Briody: Okay.

Councilmember VanEtten: So have we ever had like when a Court Clerk, because Kim has not been with us that long, training has ever had backup for them? I'm just curious. No, that's never been done before.

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Town Clerk Finke: No.

Supervisor Ruso: I don't think we can take up to \$14.50 tonight, I mean you have to consider a lot of things.

Councilmember Briody: \$14, not \$14.50.

Councilmember VanEtten: It says \$14.50 on there.

Supervisor Ruso: I don't know why I wrote \$14.50. And what is she paid this time?

Town Clerk Finke: \$11.50. I think it was the Judges that suggested the \$11 and then she was given that \$0.50.

Supervisor Ruso: Yes, after six months.

Councilmember VanEtten: And how long was she with us overall? Overall, I know she's left and come back and left and come back. How long was she with us? She's not been a year in total?

Justice Meacham: She was here when I came and I've been here almost two years.

Councilmember VanEtten: But with the time that she's been out and gone? It wasn't that much longer.

Supervisor Ruso: She was here long enough to get the six month...

Councilmember Downes: Pay raise.

Supervisor Ruso: Pay raise (unable to understand).

Justice Meacham: Now with regards to Dawn, Kelly mentioned that she was hired to do a job at a certain pay and I understand that. She was hired to come in here at a certain pay. Obviously it was pay that was still on that same schedule, but right now she's making less than what she was hired for. She was hired to make x amount of dollars.

Councilmember Downes: But she's not making less.

Justice Meacham: She's making less now per year than when she was hired.

Councilmember Downes: She's not making less per hour though.

Justice Meacham: True, but she's making less per year. She was willing to work additional hours, but that didn't ever pan out either. So again in review I just want you to be aware that the Court is short-staffed. We have a grant that we're trying to get through as well if the budget gets approved with that grant approval as well. So there's going to be a lot of load on this woman and I'm gonna feel bad for her with all this work that's gonna be on her shoulders.

Supervisor Ruso: I know that. We have countered a point in the past and I certainly would like it to be considered. Originally Dawn was at a 35 hour a week number of hours and currently she's normally at 32.5 which is the source of her reduction. I know that we have suggested that it wouldn't be troublesome for us if she were to work up to 35 hours. She has chosen though those extra hours of each week to use as comp time which doesn't add to her 32.5. She stays at 32.5. I mean she may work for 35 hours if last night there were 2.5 hours, I have no idea what it was. She could have worked to 35. We would pay her for that. She likes the comp time. So there could be means by which she could have some of that monies back.

Justice Meacham: Yes, but she was hired with that understanding as well that she'd be able to have comp time and that's...

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Supervisor Ruso: I have to add a point. We've kind of let it go. She might have been hired, but there were a number of things that were never approved by the Town Board even way back when and that is comp time such as that, routine comp time. We're not troubled by it, I don't want to suggest we are. I've never really been. But that is something that just grew out of nowhere, comp time.

Councilmember Downes: How does comp time work here? Do they have to take it off during the week?

Supervisor Ruso: No, she accumulates it.

Councilmember Downes: Or she just accumulates.

Supervisor Ruso: And use it here and there. I mean sometimes in batches and sometimes here and there.

Justice Meacham: It's basically added vacation time really is what it turns out to be.

Councilmember Downes: So it doesn't have to be used in the pay period.

Supervisor Ruso and Councilmember VanEtten: No.

Supervisor Ruso: We have no policy on it is my point.

Councilmember Briody: Here's the problem.

Supervisor Ruso: There's no policy on it. We really should have a policy.

Councilmember Briody: Yeah, you should have.

Councilmember Downes: No, it was just a question and if she walked out the door what would happen to that comp time? Would it go away or would we...? What would happen with that?

Deputy Supervisor Dellisanti: She doesn't get paid.

Councilmember Downes: Thank you.

Councilmember VanEtten: And I might add, too, that the half an hour lunch is a law, that's a State mandate.

Councilmember Briody: It's a State mandate.

Councilmember VanEtten: It wasn't something that we came up with. It wasn't being done correctly; it had to be corrected.

Justice Meacham: That was before my time. I really don't know about that. So what did you say, Jeff, that was payable? Comp time's not payable if she were to leave? Vacation time is? Sick time?

Supervisor Ruso: Vacation is the only paid time off that's provided upon resignation of, appropriately provided resignation. That's a longstanding policy.

Justice Meacham: How about sick time?

Supervisor Ruso: No, not sick time.

Justice Meacham: No, only vacation time.

Supervisor Ruso: Just vacation. Sick time, no. Personal time, no. Well, thank you.

Justice Meacham: I don't have anything to say unless you have questions for me.

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Councilmember Briody: I just have a couple quick notes that I calculated real quick that I think are pretty important to think about. So essentially she went from 20 hours a week that she was making \$11.50 an hour just a part timer who's gonna come back to help you out. She's going to 6 hours at \$14 an hour, that's a \$2.50 raise in a sense per hour. That's a 22 percent difference. She's working 30 percent of the time, but getting paid 37 percent for it.

Justice Meacham: The six hours was a general number though. Also remember that I don't know if she would even be required at all.

Councilmember Briody: That's fine. No, that's why I would like the boundaries of what kind of timeline you think it's gonna take and also the longevity of she'll be here to train people because the reality is that when we go and vote on something like this obviously you could say 'well you said six hours a week is fine for a year.' So we just want to make sure that that's all fully framed out what we're discussing.

Supervisor Ruso: Well especially when you're taking about a budget. I know you're throwing a dart at the wall and this week may be zero, and maybe twelve next week for all I would know. I mean in terms of a budget we have to have a rough idea so we'd have to sort some of that out because that's the whole topic here is the budget.

Justice Meacham: I'm not expecting her to last a year.

Supervisor Ruso: Throughout, yeah.

Justice Meacham: Right, you were asking me about how long's it take for a part time person to be trained in that field.

Councilmember Briody: No, no, no don't mix the words. I mean the words are this. I mean you have to have an idea of what this person's gonna be around for in order to ask for stuff like that because otherwise you're asking for a blank check and we need to kind of have boundaries on it to understand it. So that was your professional opinion.

Justice Meacham: Yes, yes, but remember I think you're mixing the two together and let me make it clear.

Councilmember Briody: No, no, no I'm not mixing them.

Justice Meacham: I said also that until the part time Clerk gets hired.

Councilmember Briody: Well no, but I mean there's no...

Justice Meacham: Because then she would be trained also...

Councilmember Briody: Correct, correct.

Justice Meacham: On being able to pick up that spot so Kim wouldn't have to come back once she's here.

Councilmember Downes: Now wait a second you said while the new person who is hired, Kim would be here during training.

Councilmember VanEtten: Exactly.

Councilmember Downes: Now you just said as soon as the new person is hired that Kim would be gone. Which is it? Right?

Councilmember VanEtten: That is what you said. So what you're telling us is...

Supervisor Ruso: Let him clarify it.

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Justice Meacham: So what I'm saying is the part time Court Clerk position, until that position gets filled, Kim would be coming in as an as-needed basis. Once the part time Court Clerk gets hired, we're hoping that her training process would be such that Kim would not need to come back in at all. Alright. There might be an occasion where if Dawn is on vacation, she might have to come back in. But, again, that would not last one year. It would last maybe a month while that new person's being trained because during that first month, I think she can get the emergency things taken care of first.

Councilmember Briody: So really the real gig is that we really need to have somebody in here to fulfill that job as quickly as possible to get them trained up so that we don't have this open-ended.

Justice Meacham: Correct, I would agree with that.

Supervisor Ruso: Anybody else with questions?

Justice Meacham: But those were good points, Scott, thank you.

Supervisor Ruso: Thank you, sir.

Justice Meacham: Thank you, folks.

Town Clerk Finke: Can I clarify, go to the podium and clarify?

Supervisor Ruso: Oh, certainly. You're in the public, you can.

Town Clerk Finke: Thank you. I'd like to clarify a point that was made that I took great offense to. Last year in Rochester I went to the Town Clerks Association Conference and one of the speakers that we listened to was someone from the Magistrates Association. And one of the things she said is 'as you find your place in your offices where do you think you belong? Are you on par with the Court Clerks? Are you on par with anyone else?' And she told us emphatically 'you are an Elected Official. You are on par with the Judge or Judges. You are not on par with the Clerk just because you're a Town Clerk.' I took great offense to that and have. (To the Justices) So now I'd like to let you know I am on par with you. Thank you.

Supervisor Ruso: Any other public comments? We have two other guests here tonight, three excuse me. So we have a lot to consider between now and the Final which is on November 12. So in the meantime I would like to move this budget from the Tentative to the Preliminary and we can take into consideration all points made tonight before we do the Final. So I'm going to make a Motion to move this budget from the Tentative to the Preliminary, do I have a second?

Councilmember Briody: I'll second.

AYES: Ruso, Briody, Downes, Irving, VanEtten

NAYS:

ABSTAIN:

ABSENT:

Motion Carried

Motion by Councilmember VanEtten seconded by Councilmember Downes to close the Public Hearing at 7:21 PM.

AYES: Ruso, Briody, Downes, Irving, VanEtten

NAYS:

ABSTAIN:

ABSENT:

Motion Carried

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Supervisor Ruso: Thank you everybody for your input.

Respectfully Submitted,

Barbara M. Finke RMC
Town Clerk