

Special Town Board Meeting held May 17, 2022 at 1:00 P.M. at the Town Hall in Schroon Lake N.Y.

Present:

Town Supervisor: Meg Wood

Councilpersons: Richard Gero, Ethan Thompson, Lynn Donaldson and Leanna Welch

Highway Superintendent: Dana Shaughnessy

Town Clerk: Patricia Savarie

Also Present: Brian Ritching, Hunter Allison, William Jenks, Cindy
Anslow and Marion Weaver

Supervisor Wood called the meeting to order at 1:00 P.M. with a salute to the Flag.

Public Sector to Discuss Employee Handbook and Consumer Price Index

Supervisor Wood stated that Ronnie Travers, from Public Sector is here to give us a little history and go over the Employee Handbook and the Wage and Salary Statement and discuss the CPI and get us back on track where we should be for the pay scale.

Ronnie Travers stated that they were hired in 2004 as a Human Resource consultant for the Town of Schroon and we had each employee do a point system for there job and from there researched what other municipalities were doing for the same job and how many years experience they had. Each year the Town would come up with a percentage according to the consumer price index and the scale would go up but when they went to everyone getting the same increase it screwed everything up, because if you looked at what the raises were, the higher level positions were getting less of increase and they kept adding and adding to that every year and we said well its yours now and here we are with trying to figure out what we do to make this right for the employees. Ronnie stated she looked at what Councilman Thompson had done with all the spread sheets and he has done a great job putting it all together and stated your numbers are solid and supportable.

Councilman Thompson went over the spread sheet showing it on a projector and the Board asked him to put in different percentages and years of service to see how much it will cost the Town to bring it up to today's standards. There was much discussion and the Sewer and Water Department full time employees and Richard Hall were above the standards, which they will not be touched right now with increases, the rest of the full time employees will be brought up to where they need to be by the first pay period July 6, 2022. Part time employees and Elected will be discussed later.

Resolution #102 Approve the Revised Town of Schroon Wage and Salary

Administration Program

Councilman Thompson moved a resolution to approve the revised Town of Schroon Wage and Salary Administration Program structure based on a performance evaluation system for Full Time Employees to include a salary range spread of 20% a range of 25 years and a annual percentage rate of .732% effective the first pay period of July 6, 2022 , seconded by Councilwoman Donaldson; carried.

Resolution #103 Raises for Full Time Employees to meet Revised Town of Schroon Wage and Salary Administration Program

Councilman Thompson moved a resolution to bring the following Full Time Employees up to the Revised Town of Schroon Wage and Salary Administration Program, seconded by Councilwoman Welch; carried.

Increases

Graves, Gordy \$23.04 to \$25.51 an hour

Flores, Joe \$19.87 to \$22.54 an hour

Hammond, Duane \$19.87 to \$22.21 an hour

Lashway, Kevin \$19.36 to \$21.73 an hour

McCann, Paul \$18.84 to \$21.57 an hour

Christian, Dennis \$21.08 to \$24.08 an hour

New HEO \$21.26 an hour

New MEO Trainee \$17.57 an hour

Senecal, Jon \$21.59 to \$25.15 an hour

Armstrong, Phil \$19.49 to \$19.61 an hour

McCray, Rich \$17.54 to \$17.95 an hour

Shaughnessy, Pat \$18.30 to \$19.18 an hour

Anslow, Cindy \$18.96 to \$19.46 an hour

Stone, Chris \$20.58 to \$22.69 an hour

Bouchard, Jane \$20.58 to \$21.88 an hour

MID -2022 Grade Chart with 10% Differential and 20% Range Spread over 25 Years

Grade	Adj. Min.	Adj. Diff.	20% Range Spread	
			MIN.	25 Years
1	\$15.00*		\$15.00	\$18.00
2	\$15.97	6.48%	\$15.97	\$19.17
3	\$17.57	10.00%	\$17.57	\$21.08
4	\$19.33	10.00%	\$19.33	\$23.19
5	\$21.26	10.00%	\$21.26	\$25.51
6	\$23.38	10.00%	\$23.38	\$28.06
7	\$25.72	10.00%	\$25.72	\$30.87

(*Adopted by Resolution #71 by the Town Board, April 11, 2022)

Grade Differential 10%
Salary Range Spread 20%
Range Period in Years 25
APR for Range Spread 0.732%

ESTIMATED MID-2022 Increase with Grade Adjustment July 6, 2022-December 31, 2022

	Salary Increase	FICA	Total
Highway	\$17,989.21	\$1,376.17	\$19,365.38
Water			
Sewer			
General	\$9,141.52	\$699.33	\$9,840.85
		Total	\$29,206.23

Resolution #104 Approve Pay Increase for Four Employees

Councilman Gero moved a resolution to approve a pay increase effective

May 11, 2022 for the following part time employees:

Margaret Baranoff \$15.00 per hour

Laurie Bruce \$15.00 per hour

Tatianne O’Bradovic \$15.00 per hour

Alan Campbell \$15.00 per hour

Seconded unanimously; carried.

Councilwoman Welch made a motion to adjourn at 3:11 P.M., seconded by

Councilwoman Donaldson; carried.

I, Patricia J. Savarie, do hereby certify the foregoing to be a true and correct transcript from the minutes now on file in my office and of the whole such original minutes.

Dated: May 20, 2022

Town Clerk