

A workshop meeting was held on this day in the Clinton Town Hall. Present were Supervisor Whitton and Councilmen Juliano and Werner, along with Town Clerk Carol Mackin. Councilwoman Mustello and Town Councilman Michael were absent. There were three people in the audience.

At 6:30 PM, Supervisor Whitton called the meeting to order and led the Pledge of Allegiance.

### **BUSINESS**

- Supervisor Whitton explained that this is a Town Board Workshop on the 2023 Town of Clinton salaries. He read aloud a letter from Town Resident Kat Maxianova encouraging the Town Board to invest in our employees' salaries to ensure they are motivated and high performing employees. He stated he will take statements from those in the audience and there will be an executive session special meeting for discussion on each individual position after next Tuesday's Town Board meeting.

Dan Harkenrider – Rec Director, asked for an Assistant Recreation Director working 12 – 16 hours per week. He said we've established what programming we can do this year with the help of Carol Mackin and the Rec Committee volunteers; we are putting \$140,000 into Friends Park and we need to start to build on this. We can charge for programs and rent out the fields for revenue. Chris Juliano supports the Rec programming and suggests we put signage in the ball park for revenue.

Colleen McGarry – Court Clerk – asks for \$25 per hour. Colleen cited the 5 – 6 years that the employees received no raise, she suggested if she received just a cost-of-living increase that would add .95 cents per hour to her wage times for that time period. She is required to attend trainings to learn new tasks and there are added responsibilities after Covid. The Court Clerks reporting affects peoples' lives by sealing records, suspending licenses, lifting suspensions, etc. The average wage is \$23 to \$29 per hour.

Junior Clerk – current wage is \$17 per hour, asks to raise that to \$21 per hour. She fills in for the Clerks doing the same level of work.

Ray Oberly – commented that he had no access to the information the Board members are using tonight. Feels that a 2% increase is out of line. The Board should stop kicking the can down the road and consider 4% raise.

Arlene Campbell – feels the long-time dedicated employees need to be appreciated.

### **Board discussion:**

Mike Whitton – feels a 4% cost of living increase should be considered.

Chris Juliano – feels we need to go beyond a 2% increase with some positions needing more of an increase this year. He would also like to include longevity in the wage increase.

Eliot Werner – suggests starting a 4 % increase and consider 5%.

### **Longevity –**

Mike Whitton feels the current system is unfair citing two 25-year employees both received \$1500; one works 25 hours a week, the other works 5 hours a week. He proposes longevity table with three options showing a % increase based on the number of hours worked given at certain years of service intervals and add that to the weekly paycheck. Eliot and Chris agree with Option 3 on the chart.

### **Holidays –**

Mike Whitton explained the current part time benefit structure that includes 8 paid holidays, which part timers get paid for whether they work that day or not. He suggests changing the number of paid holidays to 13, the same as the highway department, and paying only those part time employees who actually are scheduled to work on that holiday. Eliot Werner is concerned about who will be affected by this change. Carol Mackin explained that the part time benefits were created due to low wages – our hourly rates were lower than the county wages - and the stagnant wage for six years of no raises. So each part timer got four hours of additional pay for those eight holidays whether they worked them or not. Mike Whitton said vacation pay should also be addressed as it does not carry over to the new year and it accrues beginning every January.

### **ADJOURNMENT**

MM Supervisor Whitton, 2nd Councilman Juliano that the Town Board adjourns the meeting. All aye. Motion carried.

The meeting was adjourned at 7:43 PM.

Respectfully submitted,

Carol-Jean Mackin,  
Town Clerk