

**COMMITTEE MEETING
LAKE PLEASANT, NY
TUESDAY
NOVEMBER 10, 2015**

**INTERNAL MANAGEMENT/FINANCE COMMITTEE
1:15 PM**

Members present: Bob Edwards, John Frey, Neil McGovern and Brian Wells

Also present: Bill Farber, Brian Towers, Clark Seaman, Phil Snyder, Rick Wilt and Frank Mezzano

Mr. Farber explained that they called this joint meeting together to discuss department head salary budget requests. There are several departments this year where the board is seriously entertaining their salary requests. He wanted Budget Officer Mezzano take them through all of the outstanding budget requests that we received.

Officer Mezzano read off the following departments asking for additional requests: Board of Elections for both commissioners, Real Property Tax Director Baker, all County Clerk employees, Buildings Dan and Mark.

Mr. Towers asked if they all had a certain percentage they used or just a specific amount, yes replied Mr. Farber. Real Property Tax Director Baker asked for an amount as well as County Clerk who asked for all of her employees and Superintendent Eldridge for Dan and Mark.

Officer Mezzano reported Highway also had an increase in for himself, his administrative assistant and the account clerk Mr. Farber stated he thought that Superintendent Eldridge said at both the meetings he wasn't asking for an increase for himself or his account clerk.

Mr. Towers stated according to his notes the account clerk was only down for the 2% increase but the numbers don't jive.

Mr. Farber stated in reality Superintendent Eldridge is one of the department heads that needs to come in and talk about it in greater detail of his increases.

Officer Mezzano reported Superintendent Eldridge didn't make any specifics, he left his salary blank. With respect to his administrative assistant the note he has is moving her to grade 11 and staying at the 40 hour a week and that is why it is higher than the 2%.

Mr. Towers stated that is the one he is aware of; his issue is with his account clerk.

Mr. Farber thought he just used the wrong number for the base, but he will be coming in and they can confirm that then.

Office Mezzano stated the Sheriff asked for a 12% increase across the board for all his employees.

Mr. Farber made the correction that didn't include the confidential secretary.

Mr. Farber asked what requests did he have from District Attorney; Office Mezzano replied none, she just wanted to meet with the committee.

Mr. Towers stated he thought the Sheriff was one of the departments that they need to meet with, the members agreed.

Mr. McGovern asked to be brought up to speed.

Mr. Farber explained that the Sheriff made a request about the deputies and his reaction after looking at their salaries is its less about the hire rate and less about how long they have been with the county but more about the interim period where you can't hold them. Superintendent Eldridge has pitched to them a few times and to do away with the step system and give a range for some of the positions. With the Sheriff and his deputies it's a finite number of people. The Sheriff generally does good evaluations of his employees, if he has a struggle within an evaluation he would tell you. It really tracks with steps because he starts the new ones at a lower rate etc. Maybe we should do away with steps for certain individuals and it would make it easier to hold onto people.

Mr. Farber stated this meeting is more for formulating a strategy to bring in departments we feel we need more explanations on.

Mr. Towers stated as he has said before there are a few of the department heads that they really need to sit down with the purpose of working together not against each other and if the answer is no to some of their requests it not because we don't like you but we need to figure out how to work together.

Mr. McGovern wanted to know if it was worth them mentioning how close we are to the cap and that it's a factor.

Mr. Towers has a little bit of a different perspective, he knows we are near or just below the cap but the decision for him whether they get a grade increase or not shouldn't be based on whether or not they make the cap. It's done because it's the right thing to do and they are doing their job.

Mr. Farber agreed with Mr. Towers, but he also feels Mr. McGovern's point has some leverage if you have a department that has asked for 10% or 12% across the board, then we could talk about the implications for that.

Mr. Farber stated they identified that they want to hear more from the Sheriff and Superintendent Eldridge and who else? The discussion continued on what other departments they want to come in and it was decided just the two.