

September 15, 2015

Notes from the Budget Workshop held Tuesday, September 15, 2015, at 6:00 PM, at the Keene Town Hall. The following Town Board Members were present: William B. Ferebee, Supervisor, Paul R. Martin, Robert M. Biesemeyer, Michael J. Buysse and Jerry D. Smith, Members of Council. Also present was: Ellen Estes, Town Clerk.

The workshop began at 6:02 with the Chairman, Mr. Ferebee, saying that he had given everyone the first draft of the 2016 budget with the requests that had been submitted by department heads. He said other than the wage requests this draft is pretty much the same as the 2015 budget.

Mr. Ferebee said he was sure that the amount put into the 2015 Budget for zero-sort recycling could be reduced.

He said the amount he has put in for the medicare supplement has been reduced \$15,000.

Mr. Smith asked what was going to be put into the budget for insurance buyouts. Mr. Ferebee said nothing has been put in yet, this will need to be discussed further. When asked, Mr. Ferebee explained what had been previously discussed by the Board.

The next discussion was in regards to the salary increase requested by the Supervisor, Mr. Ferebee.

Mr. Biesemeyer said he was in favor of a 3% increase, not the different percentages requested by different individuals and not the \$10,000 requested by Mr. Ferebee.

Mr. Martin suggested raising the Supervisor's salary by \$5,000 this year and another \$5,000 next year.

Mr. Biesemeyer said no, he said Mr. Ferebee does a great job but said he is not in favor of this raise.

Mr. Buysse asked Mr. Biesemeyer if he thought Mr. Ferebee should be compensated for what he does.

Mr. Biesemeyer said he thought this increase would set a terrible precedent for other employees. He said it was the worst thing that could be done for moral. He said that individuals know what the job is paying when they take the job. He said he knows that Mr. Ferebee puts in a lot of time. He said he is trying to look at the position and not the person saying the next Supervisor may treat the job as part time. He said he is 100 percent opposed to this increase.

Mr. Martin said he would like to see a list of what the other Supervisors in Essex County are paid.

Mr. Buysse said he feels that the Supervisor should be compensated for what he does saying it should be compared to the highway salaries.

There was a discussion regarding the salary coming into office and cutting a salary that has gotten too high.

Mr. Buysse pointed out that raises, as opposed to hours worked, are the only thing the Town Board has control of. He said "the salary could be lowered for the next guy".

Mr. Biesemeyer again said the salary is posted and an individual knows how much it pays before taking the position. He also made reference to being a "public servant".

Mr. Smith asked about giving a bonus.

Mr. Biesemeyer and Mr. Martin said that can't be done.

Mr. Ferebee said Mr. Biesemeyer is right, he did know how much the position paid when he took it, but he said increases have been made in the past. He said the Tax Collector was compensated when her collection went from 3 months to 4 months. He said he is just looking for equality for the job, he said an employee working 35 hours a week is making \$10,000 more than he is.

Mr. Biesemeyer said as Supervisor the salary is posted, he said he feels that everyone getting a 3% increase is a good way to run government.

Mr. Martin said he does not agree.

Mr. Biesemeyer pointed out that a 3% cost of living raise is pretty standard.

Mr. Smith said he prefers to see dollar increases.

Mr. Biesemeyer again said that Mr. Ferebee is doing a terrific job but he doesn't want to reward it with this raise.

Mr. Ferebee said he does not think this is too much of an increase to ask for. He said he has Mike Mascaranus working on getting him the printout for the other Supervisor's salaries.

The Board discussed setting up another budget workshop. Mr. Ferebee suggested next Tuesday or Wednesday at 4:00, he said he would let the Board know by the end of the week.

This meeting was adjourned at 6:32 PM.

Ellen S. Estes, Town Clerk
September 17, 2015

William B. Ferebee, Supervisor
Paul R. Martin, Councilman
Robert M. Biesemeyer, Councilman
Michael J. Buysse, Councilman
Jerry D. Smith, Councilman