

Village of Sherman –Special Board Meeting
Village Office-111 Mill St
May 15th, 2017

Present: Mayor Patterson, Trustees: Gratto, Reyda, Higginbotham and Fisher
Others: Doug Crane, Clerk Ramm and members of the public.

Mayor Patterson called the meeting to order at 7:00 pm.

Mayor Patterson clarified that the purpose of this special meeting was to discuss and resolve the issue of letting Josh Courtney go; and to relook at the hourly wage increases for the Village Employees.

WAGE INCREASES: Mayor Patterson began by apologizing to Dennis Sweatman for not considering the strife and anxiety these increases would have created between the Village and Town workers. These wage increases could suggest that the Village Workers are worth more, and that is not the case. Also, after further examination Mayor Patterson concluded that although the Village can afford these increases now, to carry these increases into the next four or five years could put the Village under financial stress. Mark Persons follows the guidelines of Governor Cuomo who has set increases at 2% per employee, per year, and this is what Mayor Patterson is going to recommend to the Board.

In terms of employee overtime and comp time, we try to keep these down. Employees work eighty hours over two weeks. So if, for example, we have a huge snowstorm and Mr. Crane plows two 16 hour days, he will then take time off over the next few days. He will come in and do what needs to be done, and then take time off so that no overtime is accrued or needs to be paid. Mayor Patterson added that we are installing a new biometric time machine which both the Water and Wastewater employees would be using to eliminate any future discrepancies regarding hours worked.

Mr. Ayers asked why the Board agreed to these increases to which Trustee Gratto replied that he too, felt these were big increases. So he investigated to make sure we were doing the right thing, and found that we hadn't kept up with wage increases and our employees were below the average.

RESOLUTION #1: On motion made by Trustee Gratto and seconded by Trustee Higginbotham to rescind the previous approved wage increase of \$2/hour and give a straight 2% wage increase to all Village employees except for the Clerk.

AYES: 4 Gratto, Reyda, Higginbotham, Fisher

NAYES: 0

RESOLUTION #2: On motion made by Trustee Gratto and seconded by Trustee Reyda to approve the Clerk's wage increase to \$18.50/hour.

AYES: 3 Gratto, Reyda, Fisher

NAYES: 1 Higginbotham

RESOLUTION #3: On motion made by Trustee Higginbotham and seconded by Trustee Gratto to move into executive session at 7:39 PM to discuss the personnel issue involving Josh Courtney.

AYES: 4 Higginbotham, Gratto, Reyda, Fisher
NAYES: 0

RESOLUTION #4: On motion made by Trustee Reyda and seconded by Trustee Fisher to exit executive session at 7:52 PM.

AYES: 4 Reyda, Fisher, Gratto, Higginbotham
NAYES: 0

JOSH COURTNEY: Mayor Patterson stated that they were going to reinstate Josh Courtney. Mr. Courtney has definite areas where he needs to improve which have been addressed. The Mayor added he would personally check up with Mr. Courtney and make sure he is on the right track. Mr. Irwin will continue to show Mr. Courtney how to do his job, but Mr. Courtney has studying and bookwork which is his homework, which he should be doing at home. If he has questions he can ask Mr. Irwin who will help him with those. Mr. Courtney knows what changes he needs to make and after speaking to both Mr. Irwin and Mr. Courtney, Mayor Patterson feels that they can move forward professionally.

RESOLUTION #5: On motion made by Trustee Fisher and seconded by Trustee Gratto to adjourn the meeting at 8:10 PM.

AYES: 4 Fisher, Gratto, Higginbotham, Reyda
NAYES: 0

Respectfully submitted,
Jeanette Ramm
Clerk/Treasurer