

**Minutes Of The Wayne County Soil & Water  
Conservation District Board Of Directors**

**Special Meeting of the Board – April 19, 2013  
SWCD Office, Lyons, NY, 14489**

**Directors:**

Steve Brownell  
Bob VanLare  
Bill Hammond  
Tom Caprilla  
Steve LeRoy

**Staff:**

Lindsey Gerstenslager  
Cathy Comfort

**Guests:**

Pat VanLare

**Special Meeting**

**Call to order at 1: 07 pm by S. Brownell Chair**

**Orders of the Day Motion to Suspend**

**A Motion** to suspend the orders of the day was moved by B. Hammond, seconded by B. VanLare; carried.

**Other Business**

A Motion was made to submit the Plan of Work for Ag NPS Rd 19 Grant by B. Hammond, seconded by T. Caprilla; carried.

**A Motion** was made to participate in FLOWPA 12/13 based on the plan submitted by T. Caprilla, seconded by B. Hammond; carried.

B. VanLare inquired about the schedule of release of FLOWPA money; L. Gerstenslager stated that once the contracts are approved the DEC is the final release.

B. VanLare told the Board about the Tree Care Class 101 that was given last night (April 18, 2013) in partnership with CCE and presented by Master Gardener Dana Marsh; he felt it was well received and very informative.

S. LeRoy entered the meeting at 1:15 pm.

L. Gerstenslager advised the group that M. Nozzolio will be hosting a water quality discussion on Saturday April 27, 2013 and that there will be information pertaining to Wayne County; she will send information out to the Board members.

**Personnel Compensation Policy**

S. LeRoy requested a handout of the current employees pay rates, which L. Gerstenslager provided.

Approved Minutes for April 19, 2013 Board of Directors Meeting -

L. Gerstenslager explained the two options to the group (see attached addendums).

- Option A is similar to the current schedule with the exception of allowing for longevity increments.
- Option B is more succinct for budgeting however does not follow the pay structure the Board originally set up for Soil & Water Employees.

B. Hammond stated that with Option A the longevity should be given at years 10, 15, 20 & 25 not every year in between as well that way it is more of an incentive.

T. Caprilla is concerned with Option B and sticking with a chart based system thereby locking the District into a set schedule. B. Hammond is also concerned about Option B as it is a basic increase with no incentive. L. Gerstenslager expressed to the Board that Wayne County has one of the lowest paid Soil & Water District's. B. Hammond talked about a method called "Top Pay" where an employee achieves there top pay quicker and maintains that, similar to what we currently have. S. LeRoy stated his concern as Wayne County is a lower paying County all around.

**A Motion** was made to go into executive session by B. VanLare, seconded by S. LeRoy; carried.

The Board came out of executive session at 2:05 pm.

The Board decided to continue with our current Employee Policies section 404 with the attached amendment:

Longevity Recognition – After an employee has completed 10, 15, 20 and 25 years of full-time, continuous service, the employee may receive a onetime longevity benefit equal to 5 percent of their current salary. Such longevity payment will be tendered to the employee in the payroll period after completion of the anniversary date.

Further discussion was brought up that there is one employee who had reached his ten year longevity in 2012 and the District would like to recognize this employee.

A Motion was made to make a onetime ten year longevity payment for an employee that attained this anniversary in 2012 by T. Caprilla, seconded by B. VanLare; carried.

Next Meeting is scheduled for Wednesday May 15, 2013 at 9:00 am at the SWCD Office Conference Room.

**A MOTION** was made to adjourn at 2:10 pm by B. VanLare.