

TOWN OF MARCELLUS
WORKSHOP MEETING MINUTES

November 21, 2013

7 PM

The meeting was called to order at 7:00 PM by Supervisor Ross. In attendance were Supervisor Ross and board members Hakes, Lathrop, O'Hara and Scanlon. Also, Recreation Director Coccia and Town Attorney Gascon. Also, Robert Banuski of HR One Consultants and residents B. Montgomery, K.Pollard, M.J. Paul and other residents. Matters discussed were:

- I. **HR One- Salary Study Proposal**
Robert Banuski of HR One Consultants presented board members with a proposal for a comprehensive study of the town's salary plan. The study will include a review of job duties and a comparison of other public and private employer's salaries for similar duties. In addition Mr. Banuski also gave a brief overview of HR One and additional services they provide to their many clients. Salary study proposal will be included on the December meeting agenda.

- II. **Employee Health & Dental Benefits**
The Board reviewed a quotation for a group dental plan. Details of the plan were discussed and a proposal to add Excellus DBOC-11-19/23 on a 50/50 cost basis will be on the December meeting agenda.

- III. **Other Matters**
The Board discussed residents issues related to the salary study, stipends for waiver of health benefits and concerns related to the ongoing personnel issues in the highway department.

Executive Session- Highway Personnel Issue

On a motion by Mr. O'Hara, second by Mr. Hakes with all voting aye, the board entered executive session at 8:10 PM to discuss Highway Department personnel issues.

On a motion by Mr. O'Hara, second by Mr. Hakes the board ended executive session at 9:30.

During executive session the Town Attorney reviewed ongoing negotiations relating to Highway personnel matters and discussed the status of the forensic investigation.

The workshop meeting was adjourned at 9:40 PM.