

**Watertown Industrial Center Local Development Corporation  
Personnel Committee Meeting  
August 22, 2022  
Minutes**

The Watertown Industrial Center Local Development Corporation Personnel Committee held a meeting on Monday, August 22, 2022, at 8:30 a.m.

**Present:** Don Rutherford, Robert Cantwell III.

**Excused:** Michelle Capone

**Staff:** Billy Soluri

**Others Present:** None

- I. Call to Order:** The meeting was called to order at 8:45 AM.
- II. Meeting Minutes:**
- III. Financial Report:**
- IV. Correspondence:**
- V. Committee Reports**
- VI. Unfinished Business:**
- VII. New Business:** D. Rutherford presented the employee job descriptions and staff evaluation reports. D. Rutherford stated that he feels G. Santamarina is underpaid based on the job he performs. D. Rutherford noted G. Santamarina could take a job working in a restaurant or in the retail industry and make more than he currently does. R. Cantwell III agreed and he added G. Santamarina continues to show dedication to his job. R. Cantwell III noted the staff evaluation for G. Santamarina continues to show that he is doing a good job and would be in support of G. Santamarina continuing his education if he so chooses through BOCES. D. Rutherford stated G. Santamarina is an asset to the WIC and that should be reflected in his pay. D. Rutherford stated he would like to see G. Santamarina adjusted to \$18.00 per hour. R. Cantwell III stated that he supports that rate change as well.

R. Cantwell III asked if B. Soluri was good with this recommendation. B. Soluri stated from an employee's perspective having your hourly rate adjusted up by \$4.00 per hour is very positive and he feels that the recommended hourly rate is closer to where G. Santamarina should be at this time.

R. Cantwell III asked if B. Soluri was ok with the amount that had been budgeted for his merit increase. B. Soluri stated he would be willing to accept less if it allowed G. Santamarina to receive the \$18.00 per hour recommendation. B. Soluri stated that he feels as if he is reaching the top of what he will be able to make while working for the WIC although he feels he is worth more. D. Rutherford stated the value of an employee is based on what skills they have and B. Soluri is performing multiple roles for the WIC. D. Rutherford stated if B. Soluri was to leave, the WIC would have to hire at least two to three people to perform the work he does.

R. Cantwell III stated B. Soluri continues to perform his job duties with the best interest of the WIC in mind and recommends B. Soluri receive a 7% increase. D. Rutherford stated that he supports that recommendation as well. D. Rutherford stated the committee recommendation for both WIC staff members is more in line with the current economic environment and inflation.

The committee will recommend that G. Santamarina receive a \$4.00 per hour increase which will bring him to \$18.00 per hour and B. Soluri receive a 7% salary increase, both of which are retroactive to the first full pay period of July 2022.

The Committee will make their recommendation at the next Board Meeting.

**VIII. Adjournment:** the meeting was adjourned at 9:30 AM.