

Town of Dix
Public Hearing Meeting
June 9, 2025

DRAFT

Town of Dix Public Hearing on a proposed Local Law to change the Highway Superintendent position from elected to hired.

Present: Supervisor Dominick Smith
Deputy Supervisor Brian Ervay
Councilman Alec Moore
Councilman Jeff Meehan
Councilman Alan Gregory
Town Clerk Naomi Kingsley
Highway Superintendent Scott Yaw

Supervisor Smith called the meeting to order at 5:45 Pm followed by the Pledge of Allegiance. Approximately 50 members of the public were present.
The following chart was presented as a power point presentation.

Comparison: Elected vs. Hired Officials

This chart outlines the key differences between elected and hired positions for the Highway Superintendent roles:

| Category | Elected | Hired |
|---------------------|---|--|
| Qualifications | No legal job-related qualifications required. Any town resident aged 18+ may run. Candidate qualifications are shared through campaign materials. | Minimum qualifications are defined in a formal job description. Residency may be required or waived by the Town Board. |
| Accountability | Cannot be removed unless laws are broken. Not subject to supervision, discipline, or performance reviews by the Town Board. No required work hours or on-site presence. | Subject to performance evaluations. Can be disciplined or removed for poor performance. Work hours and on-site presence can be mandated. |
| Compensation | Salary set by the Town Board. Cannot be reduced during the term unless approved by referendum. | Salary based on qualifications and experience. Set and adjusted by the Town Board. |
| Public Input | Voters directly elect the official. | Town Board, elected by the public, appoints and oversees based on performance and community feedback. |
| Job Security | Fixed 4-year Term | May be appointed for a renewable term or under Civil Service, which offers job protections. |
| Time Off | No formal restrictions on vacation or sick leave, come and go as they want | Must follow the Town's Personnel Policy for time off. |
| Financial Oversight | Broad discretion over spending within budget limits. | Spending decisions are made collaboratively with the Town Board, based on legal and budgetary guidelines. |

Several attendees spoke and asked questions. Supervisor Smith responded to the questions. With all persons desiring to be heard, Supervisor Smith closed the hearing at 6:29 PM.

Respectfully submitted,

Naomi C. Kingsley, Town Clerk