

Town of Webster

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To: Webster Town Board

From: Brayton Connard, SPHR Director of Personnel

Date: November 7, 2025

Subject: 2026 Minimum Wage Impact on Part-Time Hourly Town Employees

Effective January 1, 2026, the New York State minimum wage will increase from \$15.50 per hour to \$16.00 per hour. This is a 3.2% increase. New York State has raised its minimum wage every year since 2013 (then \$7.25 per hour) and will be doing so again in 2026.

The current increase of 50¢ per hour will cause pay compression among existing Town of Webster employees and exacerbate recruitment and retention difficulties for positions with duties above minimum wage level. To counteract this, I am recommending the Town Board match the minimum wage increase of 3.2% for part-time hourly employees making more than \$15.50 per hour, but less than \$19.00 per hour. Those making \$19.00 or more per hour would receive a 2.0% increase, matching the CSEA contract increases. Those making \$15.50 per hour would move to the NYS minimum wage rate of \$16.00 per hour.

The 2026 adopted town budget contains the necessary funding for the recommended adjustments. The Director of Finance supports this recommendation.

Specific legislative action requested for November 20, 2025, is:

1. Adopt the \$16.00 per hour 2026 New York State minimum wage rate for part-time hourly employees making \$15.50 per hour.
2. Approve a 3.2% pay compression/recruitment/retention adjustment for part-time hourly employees making more than \$15.50 per hour but less than \$19.00 per hour.
3. Approve a 2% increase for part-time hourly employees making \$19.00 or more per hour.
4. Approve a 2% increase for non-union salaried employees and officials.