Supervisor Jenkins called the meeting to order at 7:00 p.m.

The Town Clerk called the roll.

Town Board Members Present

Robert J. Vittengl, Jr. Councilman
Bob Prendergast Councilman
Todd Kusnierz Councilman
Gina LeClair Councilwoman
Preston L. Jenkins, Jr. Supervisor

Town Board Members Absent

None

Locann McCaba

Also Present: Leeann McCabe, Town Clerk; Paul Joseph, Highway Superintendent; Jesse Fish, Water Superintendent; Reed Antis, Planning Board Member and Town Resident; Donna Nichols, Executive Director from Moreau Community Center and Joe Orlow, President of Moreau Community Center.

Supervisor Jenkins welcomed everyone to the meeting.

Supervisor Jenkins read resolutions #1 through #45 as follows:

1. Resolution setting 2015 salaries for elected officials:

 Supervisor
 \$45,076.00

 Councilpeople (each)
 \$11,300.00

 Town Justice (each)
 \$27,478.00

 Town Clerk
 \$43,491.00

 Highway Superintendent
 \$54,567.00

Pagaiyar of Tayos and Assassments

2. Resolution setting the following respective annual salaries (52 Week) or hourly rate, as approved in the 2015 Budget except as otherwise provided under Town Law, Civil Service Law, or other applicable law, rule, or agreement.

¢ 9 460 00

Leeann McCabe	Receiver of Taxes and Assessments Records Management Officer Registrar of Vital Statistics – [1/2 Birth & Death Certificate Filing Fees in accordance with NYS Public Health Law Section 4173(3)]	\$ 8,463.00 \$ 985.00
Margaret Jenkins	Assessor (10/01/13-9/30/19) (FLSA EXEMPT)**	\$49,982.00
Susan Stockman	Assessment Clerk	\$27,050.00
Helen Potter	Crossing Guard – Part-Time (Moreau)	\$11,22 hour
Mary Wood	Substitute Crossing Guard	\$11.22 hour
John Hayes	Crossing Guard (Tanglewood)	\$11.22 hour
Joel Nolin	Substitute Crossing Guard	\$11.22 hour
John Helwig	Crossing Guard Part-Time (Tanglewood)	\$11.22 hour
Frank Joseph Patricke	Building Inspector/Code Enforcement Officer	\$53,445.00
Ben Marcantonio	Assistant Building Inspector/Code Enforcement Officer	\$36,200.00
Kathy Perez	Building Inspector's Clerk	\$30,825.00

Theodore Monsour	Laborer/Cleaner, Part-Time		\$14.00 hour
Michelle Johnson	Cleaner, Part-Time		\$10.00 hour
Michael Hastings	Laborer, Part-Time On call –as needed Tr	ansfer Station	\$12.18 hour
William Coon	Transfer Station Laborer Part-Time	dilitier Station	\$12.18 hour
William Coon	Transfer Station Clerk Part-Time		\$12.18 hour
Kimberly Zupan	Transfer Station Clerk Part-Time		\$12.18 hour
Francine Thibodeau	Principal Account Clerk/Typist/Bookkeep	ner e	\$44,188.00
Rudolph Klick	Part-Time Account Clerk	, 01	\$13.28 hour
Linda Blackburn	Clerk Full-Time Court		\$31,824.00
Colleen Nichols	Clerk Full-Time Court		\$38,162.00
Jennifer Miller	Clerk Part-Time Court		\$11.22 hour
Suzanne MacMore	Clerk Part-Time Court		\$11.22 hour
Ron Belisle	Clerk Part-Time Court		\$11.59 hour
Thomas Geraghty	Court officer		\$14.51 hour
Jesse Fish	Water Superintendent District 1		\$ 5,795.00
	Water Superintendent District 2		\$ 9,106.00
	Water Superintendent District 3		\$ 4,529.00
	Water Superintendent District 4		\$ 9,934.00
	Water Superintendent District 5		\$ 2,094.00
	Water Superintendent District 6		\$ 9,934.00
	Sewer District 1 Superintendent		\$ 7,304.00
	Total		\$48,696.00
Earl Ruff	Deputy Water Superintendent, On Call		\$18.57 hour
Jamie Graul	Water Department-Assistant Laborer		\$12.24 hour
Christine Clifton	Water Meter Reader		\$13.23 hour
Denise Jones	Water Meter Reader		\$13.23 hour
Linda Blackburn	Water Meter Reader		\$13.23 hour
Stacy Evans	Water Meter Reader		\$12.97 hour
Jennifer Miller	Water Meter Reader		\$12.72 hour
Bruce Siergiey	Laborer		\$13.92 hour
Sandra Mahoney	PT Recreation Program Director		\$13.50 hour
Timothy Johnston	PT Recreation Maintenance Supervisor		\$15.92 hour
Peter Corlew	Recreation Working Foreman		\$15.00 hour
Kenneth Bushey	Laborer, FT, Seasonal		\$10.71 hour
Christopher Rich	Laborer, PT, Seasonal		\$10.71 hour
Keith Vance	Laborer, FT, Seasonal		\$10.71 hour
Maureen Leerkes	Clerk Part-Time Highway Department		\$12.76 hour
Royce Pixley	Laborer Rec. & Cemeteries		\$12.24 hour
Dexter Baker	Dog Control Officer Part-Time		\$12.24 hour
David Delong	Dog Control Officer Part-Time		\$12.24 hour
John Dixon	Assistant Water Superintendent		\$18.57 hour
Wing Person/Flag	Highway Department		\$12.00 hour
Person			,
James Greene	Laborer, PT, Transfer Station		\$12.18 hour
Michael Hastings	Laborer, PT, On-Call, As Needed Recreati	on Department	\$9.43 hour
James Davenport	Laborer, PT, Temporary On Call as neede		\$10.71 hour
	, At Will, Appointments:	T = -	
Budget Officer		Supervisor Unpaid	
Teresa McGuire		Confidential Secretary/	
		Bookkeeper(FLSA EXE	
D + 0 '		Annual Salary (52-Wee	
Deputy Supervisor		Councilman Vittengl U	npaid
Supervisor's Committ	ee Appointments	0 441 1	
		See Attached	
	MOREAU TOWN	BOARD	
	2015 COMMITTEE AP	POINTMENTS	

Buildings & Grounds	
Cable TV	
Cemetery	
Highway Department	Councilman Vittengl
	Councilwoman LeClair
Insurance	
	Councilman Prendergast
Mosquito Control	9
	Councilman Kusnierz
Personnel & Employee Benefits	
Recreation	
Transfer Station/Landfill	
	Councilwoman LeClair
Water 1,2,3,4,5,6, & Sewer 1	Councilman Prendergast
Crandall Library Liaison	Councilman Kusnierz
Fire Company Liaison	Councilwoman LeClair
Moreau Community Center Liaison	Councilwoman LeClair
	Councilman Kusnierz
Local Waterfront Revitalization	Councilwoman LeClair
Industrial Park	Councilman Vittengl
Zoning Liaison	Councilmon Vittonal

m ol 12 4 17711 4 1 1		
4. Town Clerk's, At Will, Appointments:		
Deputy Town Clerk and Receiver of Taxes:	Annual Salary (52-Weeks):	\$26,520.00
Tammy Daley		
Deputy Town Clerk and Receiver of Taxes: Diane	Annual Salary (52-Weeks):	\$26,000.00
Foster	, 10	. ,
Deputy Registrar of Vital Statistics: Tammy Daley	(1/2 of Birth & Death Certificate filing Fees paid to Registrar in	
accordance with NYS Public Health Law-Section 4173(w-Section 4173(3)
5. Highway Superintendent's Appointments:		
Deputy Highway Superintendent: Michael Montgomery (Per CSEA Contract)		
<u> </u>	<u> </u>	

- 6. Resolution setting non-employee compensation per annum of \$1,000 for Mary Antis as Town Historian and requiring an annual report to be submitted prior to the request for a stipend.
- 7. Resolution setting stipend for Planning Board Members at \$40.00 per meeting for each of the six members, \$50.00 per meeting for the Chairperson.
- 8. Resolution setting stipend for Planning Board Secretary at an amount not to exceed \$65.00 per meeting.
- Resolution setting stipend for Zoning Board of Appeals Members at \$40.00 per meeting for each of the four members and \$50.00 per meeting for the Chairperson.
- 10. Resolution setting stipend for Zoning Board of Appeals Secretary at an amount not to exceed \$65.00 per meeting.
- 11. Resolution setting stipend for Board of Assessment Review Members at an amount not to exceed \$70.00 per meeting.
- 12. Resolution authorizing the Supervisor to sign the following contracts and make payment in the amounts and terms stated in the contracts.

Civic Center of Moreau, Inc.
Saratoga County Animal Shelter
Saratoga County Youth Advisory Council
Saratoga County Office for the Aging Nutrition Agreement

- 13. Resolution instructing the Supervisor to extend a loan to the Town Clerk in the sum of \$200.00 for one year for the purpose of making change and petty cash and the Receiver of Taxes \$250.00 for the purpose of making change.
- 14. Resolution authorizing the Town Clerk the right to accept bingo and games of chance licenses and amendments and the authority to approve same.
- 15. Resolution requiring all purchases \$500.00 and over for all departments be made with properly approved purchase orders, and that all purchases that may exceed \$500.00 be competitively priced and not purchased without prior Town Board approval, except highway purchases relating to emergency repairs to equipment

may be purchased without prior Town Board approval up to \$1,000.00, subject to being competitively priced.

- Resolution designating TD Bank of Glens Falls, Glens Falls National Bank and Trust and NBT Bank as depositories for Town monies.
- 17. Resolution designating the Glens Falls Post Star Newspaper and the Chronicle as the official newspaper to be used for all legal advertising.
- 18. Resolution setting forth the following employee policies for all full-time employees hired prior to 1/1/07 (not applicable to elected officials or those employees covered under CSEA contract), and defining "full-time" as any permanent employee working twenty (20) hours per week or more on a regular, continuing basis and "part-time" as any permanent employee working less than twenty (20) hours per week on a regular basis:

Vacations: Full-time permanent employees will earn vacation leave upon Completion of the employee's anniversary date of employment as follows:

1-5 years of service = 2 weeks vacation
6-10 years of service = 3 weeks vacation
11-19 years of service = 4 weeks vacation
20 + years = 5 weeks vacation

Vacations: Full-time permanent employees hired on or after 1/1/07 will earn Vacation leave upon completion of the employee's anniversary date of Employment as follows:

1–5 years of service = 2 weeks vacation
6-12 years of service = 3 weeks vacation
13 and forward years of service= 4 weeks vacation

Unused accrued vacation time may be carried over annually up to 10 work days not to exceed a maximum of 30 days accrued vacation, but unused vacation time will not be paid in cash. Vacation schedules shall be approved in advance by each department head. The department head will notify the Town Supervisor of all vacation schedules approved for all employees in their Department. All department head's should request approval of their vacation Schedule in advance by the Town Supervisor. Grandfathered Part-Time Employees hired prior to January 1, 2005 will be eligible for same vacation Schedule with "week" being the same as that employee's work week.

Sick Days: All employees after six months of continuous service shall be entitled to one (1) day of paid sick leave for each month of service commencing from the first day of employment. Grandfathered Part-Time employees hired prior to January 1, 2005 will be eligible for sick leave with "week" being the same as that employee's work week. Unused sick leave may be accumulated but cannot be paid in cash at any time. Any employees calling off sick shall notify their department head. The department head will in turn notify the Town Supervisor. A department head calling off sick shall notify the Town Supervisor.

After five (5) working days of sick leave or seven (7) calendar days, the Employee must apply for NYS Disability Insurance Benefits and his/her sick

leave pay shall be reduced by the amount of disability benefits he/she received. For each day of sick leave after the fifth (5th) working day or seventh (7th) calendar day, the employee shall be able to utilize their leave accruals and be paid their full salary by the Town. The Town will retain the employee's Disability payment and credit the employee's leave accruals accordingly.

Employee is out on disability they shall not accumulate additional sick time and shall pay the percentage of health insurance co-pay established by Town Board resolution while on disability if they are not receiving town wages.

Employee shall pay the percentage of health insurance co-pay established by Town Board resolution while on disability.

Personal Days: All full-time permanent employees after six months of Employment shall be entitled to four (4) personal days per year; grandfathered Part-time hired prior to January 1, 2005 shall be entitled to two (2) per year. If an employee fails to use his/her personal days, all unused days shall be added to the employee's accumulated sick leave.

Bereavement Leave: All full-time permanent employees shall be entitled to three (3) days bereavement leave for a death in the employee's immediate family or employee's spouse's immediate family (including nieces and nephews and brother-in-law and sister-in-laws).

Employee Leave Records: All employees will be responsible for maintaining an accurate, on-going, accounting of his/her used and unused leave time on forms provided by the Town. These forms shall be submitted (with written approval of department heads) to the Supervisor's Office <u>bi-weekly</u>.

Time Cards: It will be a violation of Town Policy for any employee to card stamp another employee's time card other than their own. Such violation may result in disciplinary action.

Holidays: All permanent full-time employees shall be granted thirteen(13) paid holidays. Grandfathered Part-time employees hired prior to January 1, 2005 will be eligible for the following Holidays schedule with "holiday" being The same as employee's work day:

New Year's Day	Veteran's Day
President's Day	Memorial Day
Thanksgiving Day	Day after Thanksgiving
Fourth of July	Christmas Day
Labor Day	Floater
Columbus Day	Good Friday
Martin Luther King Day	

If a holiday falls on a Saturday, the day of observance shall be the previous Friday. If a holiday falls on a Sunday, the day of observance shall be the following Monday. Unused holidays cannot be carried over to next year.

Employee Benefits: All full-time, year-round, permanent employees (see definition) and their eligible dependents will be entitled to receive the following benefits:

- NYS Employees' Retirement Plan (unused sick leave may be converted as Additional service credit upon retirement).
- NYS Disability Insurance.

Saratoga County Self-Insurance Plan (Workman's Compensation).

Insurance Benefits:

All full-time, year-round, permanent employees (see definition) and their eligible dependents will be entitled to receive medical, prescription, optical and dental insurance benefits pursuant to programs approved by the Town Board and continue to pay the same percentage they are currently paying. The health insurance benefits listed above are not applicable to those receiving the insurance buy-out. Those covered under the CSEA Contract will be covered as in their contract.

The above insurance benefits will also be extended to Town Supervisor, Town Clerk and Highway Superintendent and grandfathered part-time elected officials. Unless the Town Board designates a probationary "waiting period" at the time of hire, these benefits will become effective within a thirty (30) day period after the day of employment.

- 19. Resolution authorizing the reimbursement of Town Officials and Employees who use their own Vehicles for Town Business and setting that rate at the rate set by the Internal Revenue Service and also requires that all elected and appointed officials gain Town Board approval prior to attending a conference or seminar, if expenses for same are to be a Town charge.
- 20. Resolution designating the Supervisor as the representative from the Town to attend the Annual Business Session of the Association of Towns of the State of New York, to be held in New York City, on February 15-18, 2015 and to cast the vote of the Aforesaid Town, pursuant to Sect. 66 of Article III of the Constitution and By-laws of said Association and in the absence of the Supervisor, the Deputy Supervisor is designated to cast the vote of said Town and in the absence of the Deputy Supervisor any member of the Town Board may cast the vote.
- 21. Resolution designating Adirondack Trust for the term of our current policy as the insurance broker of record for commercial package policy and umbrella, including general liability, public official's liability, auto, fire, inland marine and Town Officers and Employees Bonds currently in effect.
- 22. Resolution authorizing the Town Clerk to collect all water and sewer rents and receive all applications and fees for taps in Water District I,II,III,IV,V,VI and Sewer District I.
- 23. Resolution authorizing and accepting as the official undertaking the following bonds for the Town Officers and Employees:

Supervisor	\$140,000
Deputy Supervisor	\$140,000
Town Clerk/Tax Collector	\$140,000
Deputy Town Clerk/Tax Collector	\$140,000
Bookkeeper	\$140,000
Senior Transfer Station Clerk	\$140,000
(2) FT Court Clerks each	\$140,000

All other elected and appointed officials/town employees will be bonded for \$90,000.

24. Resolution designating the regular monthly meetings of the Town Board be set for

- second and fourth Tuesdays of each month at 7:00 p.m. and Month-End Meetings will be held at 6:30 p.m. on the fourth Tuesday of each month before the regular meeting of the Town Board unless otherwise designated by Town Board resolution.
- 25. Resolution establishing the policy that, minutes of all Town Board Meetings be completed and made available for review by the Town Board within two weeks following the meeting and further establishing that all minutes from all regular and special meetings be subject to approval at the following Town Board meeting and all audios of Town Board Meetings be mad available to the public via the Town's website within three days of the meetings.
- 26. Resolution requiring all department heads submit a monthly report to the Town Board three days prior to its regular monthly meeting outlining pertinent department activities, data and problems the Town Board should be made aware.
- 27. Resolution designating the Town Clerk as the official responsible for notifying the media of regular and special Town Board Meetings in compliance with the New York State Open Meetings Law.
- 28. Resolution authorizing diesel, oil, and gasoline for the highway department be purchased at State Bid Price or below.
- 29. Resolution authorizing South Glens Falls Fire Department, Civic Center of Moreau, Inc., South Glens Falls Central School, Corinth Headstart, Saratoga EOC Headstart, Saratoga County Public Health Nurses, Recreation, Building Department, Sewer Department and Water Departments to purchase diesel & gasoline from the Town of Moreau Highway Department and be invoiced for same.
- 30. Resolution authorizing the Highway Superintendent to hire temporary employees to help with snow and other operations as needed at \$12.00 per hour.
- 31. Resolution authorizing the Highway Superintendent to negotiate with the Superintendent of Highways of any municipality within the County of Saratoga, Warren or Washington to provide for the reciprocal use of town owned highway machinery, tools or equipment, upon such terms and conditions as agreed upon by the parties, including the Town Board of the Town of Moreau.
- 32. Resolution authorizing the Highway Superintendent to attend the New York State Transportation and Federal Surplus Auctions and be authorized to purchase items for the highway department, pending approval of the Town Board for all items purchased costing \$3,000.00 or more.
- 33. Resolution authorizing the expenditure of town highway funds in the amount of \$1,029,588.00 for General repair and improvement of 84.10 miles of town highways, sluces, culverts and bridges having a span less than five feet and boardwalks for the renewals thereof and permanent improvement of town roads. No monies set aside for such improvements shall be expended, nor shall any work be undertaken on such improvements, until the Highway Superintendent and Town Board approves the expenditures, specifications and estimates for such construction.
- 34. Resolution authorizing Supervisor to pay postage to refill postage meter, utility bills, state retirement, leases, Board approved cash advances and payments due on contracts, prior to audit.
- 35. Resolution authorizing engaging the services of the following engineering and consulting firms as follows and subject to the engineers for the Town having filed a current ethics disclosure statement:

C2ae (Per 2014 Rate Schedule) (2015 Rate Schedule Not Available Yet)

Kost IT (Per Contract)

Wade Sherman/JR Pettis Computer Consultant/Technician (PS Technical Services)

@ \$95.00 per hour

Environmental Design Partnership, LLP (Per the 2014 rate schedule)

C.T. Male Associates (Per the 2015 rate schedule)

Garry Robinson, P.E. (Per the 2014 rate schedule)(2015 Rate Schedule Not Available Yet)

- 36. Resolution authorizing Town Officers/Employees who collect Town fees or other payments to impose a service charge on all returned checks as per General Municipal Law Section 85.
- 37. Resolution appointing G. Peter Jensen, Chairman of the Planning Board.
- 38. Resolution appointing Gerhard Endal, Chairman of the Zoning Board.
- 39. Resolution conferring the benefits of Section 18 of the Public Officer's Law upon the Town's employees, as that term is defined in Section 18(1)(b) of the Public Officer's Law, and to be held liable for the costs incurred under Section 18 of the Public Officer's Law.
- 40. Resolution requiring the following to file an Oath of Office prior to the commencement of their new term each year.

All Deputies
Building Inspector/Code Enforcement Officer
Assistant Building Inspector/Code Enforcement Officer
Special Police Officer
Planning and Zoning Board Members whose terms expired 12/31/2014
Court Officer
Dog Control Officer

- 41. Resolution to pay employees who serve on active jury duty their normal wages with the understanding that if they only have to serve on jury duty for a portion of their work day that they will return to work and also that they provide proof of service.
- 42. Resolution authorizing the Saratoga County Animal Shelter to issue dog licenses on behalf of the Town of Moreau prior to the release of any impounded dog to a Town of Moreau resident pursuant to Article 7 of the NYS Agriculture & Markets Law.
- 43. Resolution setting a time limit of 5 minutes per person to speak during the public comment periods at each Regular Town Board Meeting with additional time to be allowed after all others have been heard.
- 44. Resolution setting a time limit of 5 minutes per person to speak during Public Hearings with additional time to be allowed after all others have been heard.
- 45. Resolution authorizing payment of the budgeted amount to the Historical Society.

^{**} FAIR LABORS STANDARDS ACT.

A motion was made by Councilman Vittengl and seconded by Councilman Prendergast to adopt Resolutions #1 through #45.

Roll call vote resulted as follows:

Councilwoman LeClair Yes
Councilman Kusnierz Yes
Councilman Vittengl Yes
Councilman Prendergast Yes
Supervisor Jenkins Yes

Moreau Community Center Bingo License Renewal

Supervisor Jenkins stated that since the last meeting, the Town has done a sex offender check on all the members of the Moreau Community Center. He has also spoken with Joe Orlow and Tom Cumm, who are both officers for the Moreau Community Center and they've assured him that all the members are in trust with them and they keep adequate record keeping to maintain that trust. Donna Nichols stated that she understands the need for the Town to conduct checks and noted that the list of actual people that participate in the operations of Bingo are only about 8-10. The list they had given with their application has any person from the beginning who had signed up to help with Bingo and in actuality there are only 8-10 people. Councilman Kusnierz stated that there wasn't a full Board when this came before them the last time. He explained that the reason this issue came up was that in the Senate District a few weeks ago, it was brought to his attention, a similar application came up and the City of Watertown Police Department had informed the group that they would no longer be performing background checks due to the cost. The group came to him and explained the situation. He told the group that he didn't think that actual background checks needed to be done. He then spoke with Racing and Wagering and asked if a formal criminal background check needed to be done and they responded ves. So when the application came before the Board the first time and was asked to be ratified he was being asked to certify that a background check had been done. He wasn't comfortable certifying a background check had been done and it hasn't been brought to his attention that a formal background check has been done. Donna Nichols stated that according to the rules and regulations that she has from Racing and Wagering, the members' only need to sign the Affidavit of Good Moral Character and that there's no mention of a background check. Councilman Kusnierz stated that the Findings and Determinations form that the Town Board is being asked to complete states that all members are of good moral character and that they have never been convicted of a crime. He can't attest to that. Councilman Prendergast asked that in the future can the Community Center narrow their list down to the people that routinely handle the Bingo. Donna Nichols stated that shouldn't be a problem. Recently, it was brought to her attention that there were 50 names on the list of members in charge and they couldn't possibly bear the cost of background checks but 8-10 is possible, she'll have to check with her Board.

A motion was made by Councilwoman LeClair and seconded by Councilman Vittengl approving the Bingo License Renewal for the Moreau Community Center and for the Town Clerk to issue the renewal.

Roll call vote resulted as follows:

Councilman Kusnierz Abstain
Councilman Vittengl Yes
Councilman Prendergast Yes
Councilwoman LeClair Yes
Supervisor Jenkins Yes

HIGHWAY DEPARTMENT REQUESTS

A motion was made by Councilman Prendergast and seconded by Councilwoman LeClair authorizing the following purchase requests:

A Blanket Purchase Order for Rock Salt in the amount of \$80,000.00 under County Contract #14-PWS-10R, to be paid from account DB5142.490, which had a balance of \$190,000.00 as of January 1, 2015.

Diesel fuel at a cost of \$20,000.00 from Mirabito Holdings, Inc. under State Contract PC66161, to be paid from account DB5142.460, which had a balance of \$110,000.00 as of January 1, 2015.

Gasoline at a cost of \$10,000.00 from Global Montello Group under State Contract #PC66184, to be paid from account DB5142.460, which had a balance of \$110,000.00 as of January 1, 2015.

Roll call vote resulted as follows:

Yes
Yes
Yes
Yes
Yes

A motion was made by Councilman Vittengl and seconded by Councilwoman LeClair to close the meeting at 7:25 p.m.

Roll call vote resulted as follows:

Councilman Kusnierz	Yes
Councilman Vittengl	Yes
Councilman Prendergast	Yes
Councilwoman LeClair	Yes
Supervisor Jenkins	Yes

Meeting adjourned.

Respectfully submitted,

Leeann McCabe Town Clerk