

TOWN BOARD MEMBERS PRESENT:

Steven J. Walters	Supervisor
Michael Quinn	Councilman
Cheryl Potter-Juda	Councilwoman

ALSO PRESENT: Catherine A. Rybczynski, Town Clerk
Walters Rooth III, Town Attorney; Michael Williams, Chief of Police, Tom Best, Sr., Highway Superintendent; Thom Taylor, Sr. Public Safety Dispatcher; Mike Reilly, Human Resources Consultant; Amy Ziegler, Deputy Supervisor

Supervisor Walters calls the meeting to order at 6:00 pm

The Town Board discusses the first quarter Town Board Meeting schedule for 2015.

Supervisor Walters comments that he just got the resolutions for the 2015 Association of Towns Annual Meeting. He hands out copies to other Board Members. He then questions if anyone is going to attend. Councilwoman Potter-Juda responds that she is planning on attending.

Brian and Chad from Newton Abbott Volunteer Fire Co. apologize for not being at the Budget Hearing. They request that the Town Board review their 1.8% increase request for 2015. They have done a lot to streamline their budget and keep it as low as possible. They did not ask for an increase from 2012 to 2013, they had a 1.8% increase for 2013 to 2014 and they are asking for the 1.8% increase for 2014 to 2015. They have had a 50% increase in personal protective equipment which adds up to \$40,000 extra they have to pay off over the next five years. The storm this year put them \$13,000 over budget. They ask the Town Board if they could review the budget again.

Councilman Quinn questions if it is possible to change the budget at this time.

Supervisor Walters responds that there are ways to amend the budget, it is possible.

Councilman Quinn comments that if there is a way he doesn't have a problem with it.

Councilwoman Potter-Juda responds that she doesn't have a problem with it either.

Supervisor Walters responds that he will review the options and will have them back to the Town Board as to what they can and can't do. They can make a decision at that time.

Brian comments that that they have a company coming to do an audit to see where they can cut utility costs, they have increases in insurance and they had a couple members on Workman's Compensation. They would appreciate anything that can be done.

Robert Hutchison, Town Assessor, hands out copies of quotes from various appraisal companies to provide some assistance to the office over the next 4 months. They would be on a month to month basis. They are at a very critical point. They need to get moving because they have a date of May 1 to finish everything by. This is a short term solution to a long term problem. His recommendation is to pass the resolution he submitted. Milt Bradshaw reviewed a lot of the proposals and he felt most comfortable working with GAR Associates. They will probably need to spend about \$20,000 minimum in the short term. The way to handle this in the long run is to bring in another Appraiser to fill the position that is vacant. It is the only way to address the situation and keep up with it. Having a full time person gives them not only the valuation end of it but also gives help with other aspects in the office. He submitted a memo to the Town Board on different projects and aspects of the Office. They need at least one more full time person.

Councilwoman Potter-Juda questions if it has to be a full time position?

Mr. Hutchison responds that the Office has 3.5 people handling 25,000 parcels. That puts it in the range of 7,000 parcels per person. The ideal number is about 3,000 parcels per person. Having a full time Appraiser with a part time Assessor will provide someone that can be relied on to keep the Assessor informed as to what is going on not only in the office but in the market and out in the field. Until they get caught up they will need both the full time Appraiser and the Consultant. There will be a good number of candidates to review. They can go off the list or do a transfer from another community.

Supervisor Walters responds that he is comfortable with hiring the Consultant and then waiting until after the first of the year and getting a recommendation from Mr. Bradshaw.

Mr. Hutchison comments that he talked with Mr. Bradshaw and he feels comfortable having that position filled. They need to put value on the roll and not just take it off.

Councilman Quinn comments that he agrees that February would be the latest to bring someone in.

Mr. Hutchison comments that the Town has to have everything in and valued as of May 1st. They then print the notices and then there is Board of Review at the end of May. It would be nice to have someone on board by January. They need to learn the system.

They agree to pass the resolution for the Consultant this evening and discuss the full time position later.

Thom Taylor questions if the Town Board had a chance to review the packets that he left them at the last meeting. He is hoping to have the new person start by January 4th, six months from that day is the 4th of July. The number one person in the packet is Katie. She is a part time dispatcher and has some training already. The other two people he is recommending are interested in part time work. However a background check needs to be performed. All three individuals reviewed for the last position and that is how he came up with the ranking. We are 3.5 weeks from January 4th. They need to make a decision so that present employers could be given a 2 week notice.

Supervisor Walters questions how many hours the part timers work.

Mr. Taylor responds that he tries to give them 9 hours a week. When he first started he was lucky to work once every three months. It is tough to come back after a couple months off and get back into it. They train part timers to watch prisoners also.

The Town Board discusses the hiring of dispatchers.

Chief Williams comments that the last time they talked they were going to review the resumes for new Police Officers for the Town. He is in the same position as Mr. Taylor. The Police Academy starts the 19th of January. If they are going to put people in the academy he needs to get them hired. He has 2 new hires and 2 transfers. The transfers need to give notice to their present employers.

Supervisor Walters comments that the transfers don't need to be hired in January. However they need to discuss the new hires.

The Town Board and Chief of Police discuss the hiring of police officers for 2015.

Highway Superintendent Best comments that he is there on behalf of six of his employees who are requesting that the Town Board consider reimbursing them back for time lost during the storm. These six employees were unable to get to work. They are all Buildings and Grounds employees that were unable to be picked up. They did not get 40 hours of work that week so they had to use some of their accruals to get the 40 hours. Since the white collars were granted the money these six individuals are respectfully requesting that the Town Board give them back time in accruals. This would not cost the Town any money it would be a replacement of sick or compensatory time. They are the only employees in the whole town that were not reimbursed and he thinks in the interest of fairness they should give them their hours back for accruals for next year.

Councilwoman Potter-Juda responds that this will open up a can of worms that will continue to spiral downward. She is not necessarily against this. She is against the potential problems that it will cause.

Mr. Best comments that it would be unfair if they did not do anything for these six people. They are not looking for money only time back.

Supervisor Walters responds that they followed suit with what the County did and also Orchard Park, Aurora, Elma and Boston. They paid non-essential employees as if they were at work. Essential employees were told that they should have been at work and should have found a way to get to work.

The Town Board discusses whether to reimburse time for the six employees.