

A budget workshop of the Town Board of the Town of Moreau was held on October 26, 2015 in the Town of Moreau Municipal Building, 351 Reynolds Road, Moreau, New York.

The Supervisor called the workshop to order at 6:30 p.m.

**Town Board Members Present**

Bob Prendergast	Councilman
Todd Kusnierz	Councilman
Gina LeClair	Councilwoman [arrived at 6:35pm]
Robert J. Vittengl, Jr.	Councilman [arrived at 6:36pm]
Preston L. Jenkins, Jr.	Supervisor

**Town Board Members Absent**

None

**Also present:** Leeann McCabe, Town Clerk; Francine Thibodeau, Principal Account Clerk; Paul Joseph, Highway Superintendent; Jesse Fish, Water Superintendent and Reed Antis, Town Resident and Planning Board Member.

Paul Joseph was first to discuss his budget with the Board. He had requested in his A5132.1 account \$3,025 and it had been cut to \$2,025 and he stated that this was for needed equipment (portable air jacks and a ¾ air impact wrench). The amount was increased back to \$3,025.

Paul was aware that the Town Board had cut his paving budget and he stated that he would work within the budgeted amount of \$500,000 and that he would give a list of roads in the spring. He was concerned that the budget for road salt was cut by \$20,000. The Supervisor stated that between what gets rolled over from this year and what they have in contingency, they should be ok.

Paul reported on the Grant that was awarded for New York State pavement preservation on Feeder Dam Road. He stated that he can apply again next year for another grant for Harrison Avenue.

With regard to DB5140.480, miscellaneous- An amount of \$3200 was asked for in the tentative budget and it was reduced to \$2500. Paul explained to the Board that this account covers all the meal tickets and for the trapping of unwanted wildlife. He felt that the amount should go back up to \$3200. The amount was left at \$2500.

Paul next discussed his Highway Clerk's position and the need to make this a Full-Time position. The Supervisor agreed that this should be a Full-Time position as did Councilwoman LeClair. Councilman Kusnierz stated that when permanent positions are created, it's a heavy lift for the taxpayers. He doesn't support this change, even though he agrees that it's needed.

Councilman Vittengl asked if there were any other places that could be cut in order to offset this one. The Supervisor stated that they had made cuts to the budget last week and this was the tightest budget he's had yet.

There was discussion regarding cutting the Full-Time position in the Assessor's office to Part-Time and if this happens, there would be funds for the Full-Time position for the Highway Clerk.

It was agreed that the Highway Clerk position would be made a Full-Time position.

Fran asked if Insurance should be added into the budget even though it was told to her that it wouldn't be needed. Fran stated that she would be eligible for the buyout. If the Full-Time position is cut to Part-Time in the Assessor's office, she wouldn't be eligible for insurance any longer and would have to purchase COBRA on her own.

Paul Joseph left the workshop and Jesse was next to discuss portions of his budget. They discussed a telemetry unit for the sewer station in the Industrial Park. The Supervisor stated that this item had been approved in the past and asked the Town Clerk to see if she could find it in the minutes. If there's a

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problem in the system it would trigger an alarm that would call someone to let them know of the problem to avoid a big spill or backup.

Councilwoman LeClair stated that there's enough money in the reserve fund to cover this cost. Jesse explained how he had a problem with the pump over the weekend and that a part has been ordered to fix the problem. He stated that the station is 20 years old and the stuff is starting to wear out. It either works or it doesn't work. They have three pumps. They use two of them and one is a spare.

Supervisor Jenkins stated that we could put it in the budget for next year. Councilman Kusnierz stated that if we do it this year, it will make the numbers better for next year.

Councilman Vittengl asked if a new tenant comes in, would they have to upgrade everything. Jesse replied that they could be forced into hooking into a forced main.

The Board added \$16,000 to GI8110.2 for telemetry.

Fran asked the Board what their intentions were for the Hydro Rake and if it's to be a 2015 or 2016 expense. She stated that it was on the agenda for tomorrow night. If the Board doesn't agree to purchase this now, there will be a 2% to 5% increase in the cost after January 1<sup>st</sup>. The Supervisor stated that this purchase qualifies as a capital project for the park. Councilwoman LeClair stated that she and Councilman Vittengl talked about meeting with Sandy and Peter after budget to discuss tournament fees. Councilman Vittengl stated that the tournament fees should offset these costs. Councilman Prendergast stated that if it's something they need and they can save 2%-5%, then we should buy it now. Fran stated that this would have to come out of fund balance. Fran stated that it's on the agenda for tomorrow night and if this purchase is approved, a budget amendment would need to be done. The Board decided to discuss this matter at the regular meeting to be held tomorrow night. Fran will need to know if this purchase will come out of this year or next so she can amend the budget if need be.

Fran stated that on the tentative budget for Woodscape II, she had an error. On appropriations there is \$5,000 and \$200 for fund balance. There wasn't a formula in there and it lowered the rate from \$94 to \$90 and she wanted to let the Board know that she changed it.

The Supervisor mentioned an error in the Solid Waste LF Account. There was \$27,314 showing as a fund balance.

Fran asked what the Water Service Charges in Water District #1 and Water District #6 in the Revenues in the amount of \$100,000 each were. The Supervisor stated that Water District #1 would be ok to leave in the \$100,000 as they anticipate the fees coming in from Schermerhorn's project but he doesn't recall why he put that in for Water District #6. Fran will check into this tomorrow and remove it if need be.

Councilman Kusnierz asked about the Recreation Capital Project account. He stated that there was \$25,000 listed under the Adaptive Playground and it was explained that Sandy was to be applying to the South High Marathon Dance again this year.

Fran stated that Terry had received an email from Dave Meager. He stated that there will be a 3 1/2% increase in insurance so we might be able to lower the unallocated insurance A1910 to \$77,000 a drop of \$2,000.

Councilwoman LeClair addressed the need of a handicapped ramp at the Clerk's end of the building. She stated that there are over 100 signatures in the Clerk's office from people looking to get a ramp or a curb cut. She mentioned that we had received RFP's for legal services and Engineering services. She stated that it was mentioned that the Water Department might pay rent to the Highway for storing his equipment. The Supervisor stated that he would be speaking with the comptroller along with Karla after the elections to discuss this and other matters. On the matter of Water District 2, he stated that the Post Star had a past ruling on a similar situation. He stated that on the matter of the curb, they would need to get prices and decide if this would be a Town wide capital project subject to permissive referendum.

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The Supervisor asked if everyone had received copies of the proposals from Engineering firms and Law firms. He stated that there wasn't much of a change with regard to the law firms. One didn't give any price and the others were higher. He stated that he was comfortable leaving this in the budget.

The Supervisor stated that for Engineering, Tim Burley sent new rates. There were proposals received from three other firms. He stated that Tim Burley specializes in water. There was discussion relating to past performance and specializing.

Councilman Kusnierz asked about the \$40,000 from the trees. Fran stated that it was last year's budget. Councilman Kusnierz asked if this is something that needs to be built into the preliminary budget. He asked if we do nothing and then have to do something, will it be a budget amendment and the Supervisor replied yes.

Councilman Kusnierz asked for the Supervisor to refresh his memory on what they are planning to do with anticipated sales tax. The Supervisor stated that they have \$2,900,000. The Supervisor replied that right now they will put \$2,000,000 into Highway, \$100,000 to Town Outside Village, \$400,000 to General Fund and \$400,000 to the County, which is the same as last year. The Supervisor stated that we are using \$500,000 in fund balance and they should have \$1,200,000 by the end of the year.

Councilwoman LeClair asked how they will be funding the Fire System and the Sewer if something has to be done. The Supervisor stated that all the tests on the sewage issues have been done. We've been told that there's not enough water. It's on the agenda for tomorrow night to approve the purchase of two new toilets. After those have been replaced, they will test it to see if the volume makes a difference. After that, they may have to replace more. He stated that the pipes and pitch are both fine. Councilwoman LeClair asked if they looked at the venting and the Supervisor stated that they looked to see if the system was ok. He stated that they will be running a heat cable through the line to keep it from freezing.

Fran Thibodeau mentioned that she was told that all five furnaces have to have hard wired Carbon Monoxide detectors. This will have to be done by June 2016. The Town is waiting on a price from Saunders who had come in to fix a detector that was faulty.

The next topic of discussion was payroll and Fran stated that they have to add \$31,200 for the Highway Clerk. Councilman Kusnierz verified that they were going to cut the Assessor's clerk and the answer was yes. Councilman Kusnierz stated that there's a benefit cost if Maureen decides to take benefits or not. The Supervisor stated that something should be budgeted for part-time for the Assessor's clerk position or even a call in position. Councilwoman LeClair stated that Susan doesn't do much Assessor work. She doesn't have access to information so the position is more clerical. Councilman Kusnierz stated that there's no need there. The Supervisor stated that the Assessor does what she needs to do and if there's something she needs help with she asks. The Supervisor asked Councilman Kusnierz if he was asking to cut the Assessor Clerk position completely. Councilman Kusnierz stated yes and that the Highway Clerk position can become full-time with benefits. The Supervisor stated that if we're talking staffing issues, there are a lot of areas they could look at. Councilman Kusnierz stated that it's no secret what his position is on the position at Highway. He sees the need for it to be full-time but if he's going to be on board with this, it has to be paid for without an increase. Councilwoman LeClair stated that there are times when people come in and there's nobody available in the Building Department or Assessor's offices. She thought that by having a part-time person available during the lunch hours, there would be at least someone there to take calls and answer questions. She stated that people take lunch breaks to come into the Town Hall to take care of business and there's nobody in the Departments. The Supervisor stated that the clerk in the Building Department is off for six weeks per year with vacation and personal time. Councilwoman LeClair stated that there should be a part-time person. The Supervisor stated that people could go to the Clerk's office or Supervisor's office when nobody is available. The Clerk stated that they could do that, but they can't help them at all. They can only take names and numbers. The Supervisor stated that's all a part-time person would do. They wouldn't know anything about the departments either. Councilman Prendergast stated that he doesn't want to have to correct the same situation that they're trying to correct in the Highway Department. He hates it when people come in during business hours and the offices are closed. He stated that the problem we are trying to correct in the Highway Department we are going to create in the Assessor's office. Councilman Vittengl stated that the difference is that someone can take a note in the

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Town Hall building and there's no one that can at Highway. The Supervisor stated that if the position goes from full-time to part-time and the person doesn't want to work part-time, they may have an issue with unemployment. The Supervisor stated that we have to cut costs and if it doesn't happen this year it will happen next. Councilwoman LeClair stated that if we make the part-time position for the Building Department and Assessor's offices, they need to make sure that there's someone scheduled at all times. It was agreed that they would cut the Highway Clerk back down to part-time and to cut the Assessor's clerk to part-time and to let Paul Joseph know that they just can't afford the full-time position. The part-time position in the Town Hall will cover both the Building Department and Assessor's offices.

The Board went through the Water Department payroll next. The assistant Water Superintendent started at \$12.00 per hour and last year only received a .24 raise. In the tentative budget it shows \$14.15 per hour. His licensing was discussed in that he has a class D. He would like to get his class B license, which would entail a 45 hour course and 30 credit hours. He can get this by attending a class. For an A license you would need to work in a plant. Councilwoman LeClair asked what other places pay for this position. She's concerned that we're training him to go someplace else. Jesse Fish stated that he couldn't guarantee that wouldn't happen.

The rate of pay for the part-time Assistant Laborers will remain at \$18.57 per hour.

Jesse stated that his full-time assistant is happy to get a raise. Sure he would like more, but is ok with \$14.15 per hour. The next B license course will be in the spring. He would go at night for 2-3 nights per week. The course would be held at Hudson Valley Community College. It was asked if he likes his job and if we want to make a career out of it. Jesse replied yes and that he would eventually like to get an A license. In order to get an A license you need to work in an A facility. Councilman Kusnierz stated he would have no problem with the Town making an investment in him and getting him up to where they have him now with the contingency he gets his B license before his next salary increase. At that time they would increase his salary to \$31,500.00. It was agreed to give him \$14.15 with the agreement if he received a B license he is assured to go to \$31,500.

They discussed Jesse's salary next. Jesse proposed to go to a flat \$60,000 without any overtime. Councilman Kusnierz stated that they can't legally hold him to that. If he works overtime, he would have to get paid for it. It was explained that he would only be working 40 hours per week. Councilman Kusnierz stated that he understood that but legally if he works the overtime, the Town has to pay it. Jesse stated that \$60,000 is more than what Mike would be making if he was here. He stated that if you give him what Mike would be making and leave everything as such, he would be happy with that. Councilwoman LeClair stated that with 2% raises, Mike would have been making \$56,858. Jesse stated that would be a \$4,000 decrease from what he's asking for. He would still try to cut some of the overtime. He works weekends because he needs the money and because he's in town anyway. He also stated that a lot of times he takes care of things that come up that they can't take care of anyway. Jesse stated that his salary has been discussed for years. He never got Mike's salary when he came on. The difference in salary over 7 years is \$35,000. This is how much the Town saved over 7 years by not giving him what Mike's salary was when he was hired. Councilman Kusnierz stated that he doesn't know why we're comparing what someone was making before. Councilman Kusnierz replied that he knew where Jesse was going with this. He had a conversation with one Board member and he doesn't know why that member would have told him that he would get Mike's salary. He didn't have the authority to do that on his own and it was never discussed at a Board meeting. Councilman Prendergast stated that he was at the meeting with Tom. Councilman Kusnierz stated that the Board offered a salary and he didn't have to take the job. Councilman Kusnierz also stated that when they back fill jobs where he is, the new person comes in way less than the one that left. Jesse stated that when the Highway Superintendent and Town Clerk came in, the salaries stayed the same and Councilman Kusnierz replied that they were elected positions and also that he's looking out for the people that he was elected to represent. Councilwoman LeClair stated that Jesse was hired as a laborer and then moved up and took over a sewer and a way larger water district. Jesse was hired as an assistant to Mike @ \$42,000 and when he took over for Mike the salary never changed. Supervisor Jenkins stated that he would agree to \$60,000 without overtime or leave it as it is with overtime. Jesse stated that he would take Mike's salary and make some of the overtime disappear. He can make other people work. If they make Jamie work it he would get paid overtime at \$22 and change per hour. If they have the part-time assistants work the extra hours, they would get the \$18.57 per hour. Fran asked Jesse with his

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\$60,000 request if he was going to change the hours that are worked. Jesse explained that he would work Monday through Thursday and until 9:00 am on Friday and then come in on Saturday and Sunday for three hours each day and this would be a 40 hour work week. The next week Jamie would work Monday through Thursday and until 9:00 on Friday and work Saturday and Sunday. This would eliminate the overtime. Jesse stated that he would accept the \$56,858 leaving everything the same. He wouldn't work every Saturday and Sunday like he is now. The discussion continued between overtime and no overtime and the salary rate. Councilman Prendergast asked why they wouldn't go with that schedule anyways. The Supervisor stated that overtime isn't paid for emergency overtime only mandated overtime. Supervisor Jenkins stated that with the 2% increase and overtime it would come out to \$62,000 and change. If they go with \$56,858 and have people scheduled for Saturday and Sunday, this would eliminate overtime costs. It was asked that Jesse have Jamie enroll in the next available class. Fran asked if they would still need to leave money in the budget for overtime and the answer was yes. Councilman Kusnierz asked why we can't have the lower cost employee's work the weekends now. He stated that the issue is the \$12,000 overtime. Why can't the lower paid be swapped out from time to time. Jesse replied that he didn't have a problem with that and he was asked if that's what he does now. Jesse replied that he does have them work weekends from time to time so he doesn't have to. He doesn't want to work every weekend. He enjoys the money that he makes but he has to work overtime to get it. He stated that he was kept up to what Mike was making salary wise by working the overtime and getting paid for it. Councilman Prendergast asked if Mike worked the weekends. Jesse replied that he and Bob Lemery worked a lot of the weekends. Jesse stated that Mike made a salary and received comp time. Jesse stated that he didn't want to break the bank, he just wants to make a decent living and not have to work 7 days a week. Jesse offered to the Board to get Mike's salary, what he would be making today and they can make up the schedule however they want. He stated that's what he's been asking for 7 years. The Supervisor asked if he would be ok with \$56,858 with the schedule being rearranged so that there is no overtime. Jesse was ok with this. Councilman Kusnierz stated that he has to be fair with all the employees and he didn't think this was fair. The other Board members were in agreement with the offer of \$56,858 and to have Jesse rearrange the schedules so that there isn't any overtime scheduled.

The next salary they discussed was the Assistant Building Inspector. His salary in the tentative budget reflects a 4% increase. The Board members were in agreement with this increase in salary. Supervisor Jenkins didn't have a problem with this increase.

They discussed the salary of Judge McCabe's clerk, Jennifer Miller. The Supervisor stated that the Judge had wanted more for Jennifer. Fran stated that it was Sue MacMore's position that the Judges were asking for a larger pay increase. Supervisor Jenkins stated that Sue has worked for the Town for over 5 years and the new person who just started will only be making .44 less than her. Ron Belisle has been with the Town for over 15 years. Councilman Prendergast stated that he wouldn't give her any more than what has been budgeted. Supervisor Jenkins stated that he was fine with that.

They discussed Pete Corlew's salary next. Councilwoman LeClair stated that we still don't have a signed contract with Tim Streeter. She stated that Sandy had called and asked if the Board wanted to meet and renegotiate the contract. She was told that the Board had made their decision to keep the contract the same and if he wanted something he needs to approach the Board. If the contract isn't signed we may be taking over soccer next year. There won't be flexibility in Pete and Sandy's schedules to do the soccer and they may need another part-time person. Someone to do the paperwork that Pete can't do and to work on the Soccer. Councilman Prendergast stated that he would like to see someone else take over the Soccer program other than us. Councilwoman LeClair stated that Sandy had told her she might know someone who would be interested. Councilwoman LeClair stated that there have been about 35 complaints about the program and Supervisor Jenkins replied that the complaints are less than softball and little league. Supervisor Jenkins stated that there are no records and that they should show their records. Councilman Prendergast stated that if hiring a part-time person is all because of soccer, he's not for that. Councilwoman LeClair repeated that it would be to do paperwork that Pete can't do such as vouchers and it would also help Sandy as she works more hours than what she's charging the Town for. The Supervisor stated that she could work over the standard hours as long as it's not all the time. The Supervisor wants to see the records from the Soccer Club to see where the money is being spent. If he's not willing to do that, then it might be time for a change. Councilman Kusnierz asked if Pete's title would remain working foreman. The Supervisor stated that they would need to wait a while to change his title because of Civil

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Service. Councilman Kusnierz asked if Pete was doing his own job and taking on the job of the maintenance supervisor, is a \$1 increase appropriate. Councilwoman LeClair agreed with this comment because she knows what he has taken on. It was asked what they wanted to move it to. The Supervisor stated that Tim was making \$15.92 per hour. It was agreed to leave the working foreman salary at \$16.00 per hour.

Councilman Prendergast stated that he wasn't jumping at Ben Marcantonio getting more than a 2% raise. Councilman Kusnierz asked if the Department heads turned in evaluations for their employees. The Supervisor stated that he had. Councilwoman LeClair stated that even with the complaints made about the building department, people are always saying how nice Ben is. The Supervisor stated that even the people that he has given trouble to like him. Councilman Vittengl stated that he has much knowledge with technology. The Supervisor stated that he does a super job. Councilman Prendergast asked if Joe was planning on staying a long time. The Supervisor stated that he would say no and that he thought he might work until he was 70. Everyone agreed with the 4% increase.

Councilman Prendergast stated that he doesn't feel the Board should be getting a raise but he did feel that the Clerk, Highway Superintendent and the other elected officials shouldn't be singled out to get no raise. He stated that he says this every year. This is their only job. Councilwoman LeClair agreed and stated that they don't have the flexibility to do their jobs as the Board members do. The Town Clerk stated that she was giving up a raise for the good of the team but also stated that it's insulting for all other department heads to get raises and for herself to get nothing. Councilman Kusnierz stated that he doesn't have a problem keeping the other department heads flat as well. The Town Clerk doesn't want to see the other department heads not get a raise because of her request. There weren't three Board members in agreement to give the 2% raise and therefore the salaries for all elected officials will remain the same as in 2015.

Councilman Prendergast asked if they were still planning on sending \$400,000 to the County and the Supervisor replied yes. He asked what would happen if \$400,000 didn't go into the general fund. The Supervisor stated that he didn't know what we would do and gave an explanation as to what would happen.

The workshop adjourned at 9:40 p.m.

Respectfully submitted,

Leeann McCabe  
Town Clerk

The above minutes are not intended to be a complete transcript, only a summary. To hear the complete audio, you may visit the Town's website at: [www.townofmoreau.org](http://www.townofmoreau.org).