

The Town of Moreau Organizational Meeting was held on January 3, 2019 in the Town of Moreau Municipal Building, 351 Reynolds Road, Moreau, New York.

The Supervisor called the meeting to order at 6:00 p.m.

The Town Clerk called the roll.

Town Board Members Present

John Hogan	Councilman
Alan VanTassel	Councilman
Gina LeClair	Councilwoman
Kyle Noonan	Councilman
Theodore T. Kusnierz, Jr.	Supervisor

Town Board Members Absent

None

Also present: Leeann McCabe, Town Clerk; Paul Joseph, Highway Superintendent; Steve VanGuilder, Moreau EMS; Reed Antis, Planning Board member and Town Resident.

The Supervisor stated that there were a few Highway Department requests that they could take care of before the Organizational agenda items.

Resolution 2019-55

A motion was made by Councilman VanTassel, seconded by Councilman Noonan and carried, authorizing an open purchase order for the purchase of Diesel Fuel from Sprague Operating Resources in the amount of \$20,000.00, under State Contract #PC68214. The purchase will be made from account DB5142.460, which has a balance of \$65,000.00 as of 1/1/19.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

Resolution 2019-56

A motion was made by Councilman VanTassel, seconded by Councilman Noonan and carried, authorizing an open purchase order for the purchase of Gasoline from Global Montello Group in the amount of \$10,000.00, under State Contract #PC68456. The purchase will be made from account DB5142.460, which has a balance of \$65,000.00 as of 1/1/19.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

Resolution 2019-57

A motion was made by Councilman VanTassel, seconded by Councilwoman LeClair and carried, authorizing an open purchase order for the purchase of Rock Salt from Morton Salt in the amount of

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\$80,000.00, under County Contract #18-PWS-10R. The purchase will be made from account DB5142.490, which has a balance of \$160,000.00 as of 1/1/19.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

1. Resolution setting 2019 salaries for elected officials:

Supervisor	\$46,898.00
Council people (each)	\$12,000.00
Town Justice (each)	\$28,589.00
Town Clerk	\$46,153.00
Highway Superintendent	\$57,907.00

2. Resolution setting the following respective annual salaries (52 Week) or hourly rate, as approved in the 2019 Budget except as otherwise provided under Town Law, Civil Service Law, or other applicable law, rule, or agreement.

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)]	\$8,981.00 \$1,067.00
Margaret Jenkins	Assessor (10/01/13-9/30/19) (FLSA EXEMPT)**	\$54,103.00
Helen Potter	Crossing Guard- Part-Time (Moreau)	\$12.48 hour
John Hayes	Crossing Guard (Tanglewood), PT	\$12.48 hour
John Helwig	Crossing Guard (Tanglewood), PT	\$12.48 hour
Matthew Dreimiller	Building Inspector/Code Enforcement Officer	\$54,101.00
Kathy Perez	Building Inspector's Clerk	\$36,000.00
Theodore Monsour	Laborer/ Cleaner, Part-Time	\$15.16 hour
Art Gadway	Cleaner, Part-Time	\$13.50 hour
Michael Hastings	Laborer, PT	\$13.18 hour
Charles E. Mattison	Laborer, PT	\$12.92 hour
Jeffrey Stevens	Laborer, Part-Time	\$12.92 hour
Mary Vaillancourt	Transfer Station Clerk PT	\$12.48 hour
Elizabeth Hall	Transfer Station Clerk PT	\$12.48 hour
Stephen Rice	Transfer Station Laborer/Clerk PT	\$12.48 hour
Linda Hart	Transfer Station Laborer/Clerk PT	\$12.24 hour
Jeffrey Cruz	Principal Account Clerk/Typist	\$50,000.00
Rudolph Klick	Part-Time Account Clerk	\$14.38 hour
Jamie Hickey	Court Clerk Full-Time	\$31,200.00
Jennifer Miller	Court Clerk, FT	\$33,000.00
Ron Belisle	Court Clerk Part-Time	\$12.55 hour

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Robinson, Katrina	Court Clerk Part-Time	\$12.00 hour
Edward Scalo	Court Clerk Part-Time	\$12.24 hour
Edward Scalo	Court Officer	\$15.71 hour
Tom Geraghty	Court Officer	\$15.71 hour

Jesse Fish	Water Superintendent District 1	\$6,830.00
	Water Superintendent District 2	\$11,742.00
	Water Superintendent District 3	\$3,282.00
	Water Superintendent District 4	\$13,057.00
	Water Superintendent District 5	\$3,759.00
	Water Superintendent District 6	\$12,617.00
	Sewer District 1 Superintendent	\$9,051.00
	Total	\$60,338.00

Kristian Mechanick	Water Dept. Laborer	\$17.65 hour
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David Jones	Working Supervisor	\$18.36 hour
Bruce Siergiey	Laborer, FT	\$16.09 hour
James Davenport	Laborer, PT	\$13.53 hour

David Gould	Laborer, FT/Seasonal	\$12.73 hour
Royce Pixley	Laborer, PT	\$13.24 hour
Bradford Gordon	Laborer, PT/Seasonal	\$12.73 hour
Christopher Rich	Laborer, FT, Seasonal	\$12.73 hour
Sandra Mahoney	Recreation Director, PT	\$14.62 hour

Maureen Leerkes	Clerk Full-Time Highway Department	\$14.25 hour
Sean Dunbar	Laborer, PT Temp/on call as needed	\$12.00 hour
Royce Gilligan	Laborer, PT Temp/on Call as needed	\$12.00 hour

A motion was made by Councilman VanTassel, seconded by Councilman Noonan and carried, to approve Resolutions #1 and #2 as read into the record.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

3. Supervisor's, At Will, Appointments:

Budget Officer	\$2,500.00
Lisa Sperry	Confidential Secretary / Assistant Bookkeeper (FLSA EXEMPT) ** Annual Salary (52 Weeks): \$42,000.00
Deputy Supervisor	Alan VanTassel: Unpaid
Robert Vittengl	Chairperson of Recreation 5-year Master Plan Committee and Town Representative for the Saratoga County Advisory Youth Board

Supervisor's Committee Appointments See Attached 2019 Schedule

4. Town Clerk's, At Will, Appointments:
Deputy Town Clerk and Receiver of

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- Taxes: Tammy Daley Annual Salary (52 Weeks): \$34,560.00
Deputy Town Clerk and Receiver of
Taxes: Jill Bennett Annual Salary (52 Weeks):\$29,500.00
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(3)
5. Highway Superintendent's Appointments:
Deputy Highway Superintendent: Michael Montgomery (Compensated per CSEA Contract)
 6. Resolution setting non-employee compensation per annum of ~~\$500.00~~ \$1,000.00 for Mary Antis as Town Historian and requiring ~~an annual~~ monthly reports, and a final annual report to be submitted prior to the request for a stipend.
 7. Resolution setting stipend for Planning Board Members at \$50.00 per meeting for each of the six members, \$60.00 per meeting for the Chairperson.

After the foregoing resolutions were read aloud, Councilwoman LeClair discussed #6 and stated that she had a conversation with Mary Antis. Ms. Antis would like to do more with the Town's website. Councilwoman LeClair suggested that her stipend of \$500.00 be re-instated back to \$1,000.00. The Town Board was in agreement after a slight wording change to the resolution. The requested change was to add the requirement of a monthly report in addition to the annual report before payment is made.

A motion was made by Councilman VanTassel, seconded by Councilwoman LeClair and carried, to approve Resolutions #3-#6 with the above noted changes.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

8. Resolution setting stipend for Planning Board Secretary at an amount not to exceed \$75.00 per Meeting.
9. Resolution setting stipend for Zoning Board of Appeals Members at \$50.00 per meeting for each of the four members and \$60.00 per meeting for the Chairperson.
10. Resolution authorizing any Planning Board & Zoning Board of Appeals Member who sits as an Acting Chair in the absence of the appointed Chairperson, shall receive the \$60.00 Chairperson stipend for that meeting.
11. Resolution setting stipend for Zoning Board of Appeals Secretary at an amount not to exceed \$75.00 per meeting.
12. Resolution setting stipend for Board of Assessment Review Members at an amount not to exceed \$70.00 per meeting.
13. 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
City of Glens Falls Transportation Agreement

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14. 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.
15. Resolution authorizing the Town Clerk the right to accept bingo and games of chance licenses and amendments and the authority to approve same.

A motion was made by Councilman Hogan, seconded by Councilwoman LeClair and carried, to approve Resolutions #8-#15 as read into the record.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

16. 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 Recreation purchases for paper products, cleaning supplies, garbage bags, sanitary items, hand soap and everyday supplies may be purchased up to \$1,000.00, subject to being competitively priced and except highway purchases may be made without prior Town Board approval up to \$2,000.00, subject to being competitively priced, and except Water Department purchases may be made without prior Town Board approval up to \$1,000.00, subject to being competitively priced.[Purchases over \$2,000.00 would require three written quotes and a Town approved purchase order]
17. Resolution designating Glens Falls National Bank and Trust as the depository for town monies.
18. Resolution designating the Glens Falls Post Star Newspaper and the Chronicle as the official newspaper to be used for all legal advertising.

A motion was made by Councilman Hogan, seconded by Councilwoman LeClair and carried, to approve Resolutions #16-#18 as read into the record.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

19. 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

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20 + years of service = 5 weeks vacation

Vacations: Full-time permanent employees hired on or after 1/1/07 will earn vacation leave upon the completion of their anniversary date of employment as follows:

1 st – 4 th anniversary =	2 weeks vacation
5 th – 11 th anniversary =	3 weeks vacation
12 th anniversary and beyond=	4 weeks vacation

Except that those Full-Time permanent employees that work less than a standard work week shall be prorated.

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 the 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.

Non-represented employees may use their own sick time to care for a sick family member.

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 receives. 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.

Any non-union employee that retires from the Town with an excess of 200 accumulated sick days, will be eligible to receive a monthly credit of either \$100.00 toward their co-payment of health insurance premiums or a \$100.00 monthly cash payment as a health insurance buyout, if they are not currently a member on the Town's health insurance plans, for every (20) days of accumulated sick leave in excess of the 200 accumulated days.

If any 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.

Personal Days: All full-time permanent employees shall receive four (4) personal days per year, prorated for new hires; grandfathered part-time, hired prior to January 1, 2005, shall be entitled to two (2) per year; which shall not carry over.

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-law).

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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 bi-weekly.

Time-Cards: It shall 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 termination of offending employee.

Holidays: All permanent full-time employees shall be granted twelve (12) 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 shall be offered medical, prescription, optical and dental insurance benefits pursuant to programs approved by the Town Board. An employee who declines such insurance shall be entitled to the health insurance buy-out. All current non-union employees will be required to contribute 20% towards their health care expenses, and all former non-union employees who retired from the Town on or after January 1, 2008 will be required to contribute 15% towards their health care expenses, effective April 1, 2019. All new full-time employees hired on or after January 1, 2019 will be required to contribute 25% towards their health care expenses. Those covered under the CSEA Contract will be covered as per their contract.

The above insurance benefits will also be extended to Town Supervisor, Town Clerk and Highway Superintendent and grandfathered part-time elected officials, except that eligibility for retirement health insurance benefit for elected officials, shall only apply to the Town Supervisor, Town Clerk and Highway Superintendent. 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.

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A motion was made by Councilman VanTassel, seconded by Councilwoman LeClair and carried, to approve Resolution #19 as read into the record.

The Supervisor noted some changes made to resolution #19 from last year. He stated that there was a clarification on the accrual for vacation time for those hired after January 1, 2007. The Floater holiday was eliminated entirely. The Supervisor stated that his personal belief was that the Town of Moreau has a very generous benefits package between vacation accrual, holidays and personal time. He stated that he removed the day as he didn't deem it a holiday. The Supervisor stated that he made some change to the contributions for health insurance benefits after finding that not all employees were paying fairly across the board for health insurance. He stated that health insurance is a significant cost to municipalities. He stated that health insurance is a benefit and not a right. He stated that the Town does care about its employees but that the Town needs to be fair in how they offer the employees to pay for the benefits, and to be more consistent between union and non-union employees.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

20. Resolution in relation to a Town Employee who is an active volunteer of the Moreau Emergency Squad or South Glens Falls Volunteer Fire Company and member responds to an emergency during the normal workday shall be covered by policy on Fire and Emergency Calls, as adopted by the Town Board on March 28, 2017.
21. Resolution authorizing the reimbursement to a Town Official and employee for use of his/her own personal vehicle for Town Business and setting that rate at the rate set by the Internal Revenue Service. However, Town employees must receive prior Town Board approval for mileage reimbursement. In addition, all employees, elected and appointed officials, must receive Town Board approval prior to attending a conference or seminar, if expenses for same are to be reimbursed by the Town.
22. 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 17-20, 2019 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 for the Town, and in the absence of the Deputy Supervisor, any designated member of the Town Board may cast the vote.
23. Resolution designating Amsure, 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.
24. 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.
25. Resolution authorizing and accepting as the official undertaking the following bonds for 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

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(2) FT Court Clerk each

\$140,000

All other elected and appointed official/town employees shall be bonded for \$90,000.00

Councilman VanTassel asked who the Senior Transfer Station Clerk was in resolution #25. It was thought that the senior should be removed as there isn't an employee in that position.

Councilman Hogan asked what changed in resolution #20. The Supervisor stated that it didn't change, it was taken from the page long policy that was adopted. Councilman Hogan asked about resolution #21. There was a very lengthy discussion relating to prior approval for mileage to be reimbursed. It was agreed that the resolution should stay as is and a blanket approval can be done at the next regular Town Board meeting.

A motion was made by Councilman VanTassel, seconded by Councilman Noonan and carried, to approve Resolution #20-#25 with the above noted change.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

26. Resolution designating the regular monthly meetings of the Town Board be set for the 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.
27. 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 audio recordings of Town Board Meetings be made available to the public via the Town's website within three official work days.
28. Resolution requiring all department heads to submit a monthly report to the Town Board three **business** days prior to its first regularly scheduled bi-monthly meeting outlining pertinent department activities, data and problems the Town Board should be made aware of.
29. 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.
30. Resolution authorizing diesel, oil, and gasoline for the highway department be purchased at State Bid Price or below.
 - a. Sprague Operating Resources (State Contract #PC68214)
Diesel Fuel for the 2019 Budget Year
 - b. Global Monticello Group (State Contract #PC68456)
Gasoline for the 2019 Budget Year
 - c. Morton Salt. (County Contract #18-PWS-10R)
Rock Salt for the 2019 Budget Year
31. Resolution authorizing South Glens Falls Fire Company, Civic Center of Moreau, Inc., South Glens Falls Central School, 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.

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32. Resolution authorizing the Highway Superintendent to hire temporary employees to help with snow and other operations as needed at \$12.00 per hour.
33. Resolution authorizing the Highway Superintendent to negotiate with the Superintendent of Highways of any municipality within the Counties 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.
34. 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 within monies budgeted for such purposes.
35. Resolution authorizing the expenditure of town highway funds in the amount of \$1,309,128.00 for General repair and improvement of 83.55 miles of town highways, sluices, culverts, and bridges having a span less than five feet and boardwalks or the renewals thereof and permanent improvement of town roads. No moneys set aside for such improvements shall be expended, nor shall any work be undertaken in such improvements, until the Highway Superintendent and Town Board approves the expenditures, specifications and estimates for such construction.
36. Resolution authorizing Supervisor to pay postage to refill postage meter, utility bills, state retirement, leases, Town Board approved cash advances and payments due on contracts, prior to audit.

Councilman Hogan stated that in resolution #28, it should be worded “three business days”.

A motion was made by Councilman VanTassel, seconded by Councilman Noonan and carried, to approve Resolutions #26-#36, with the above noted change.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

37. Resolution authorizing engaging the following firms for professional services ~~subject to having filed a current ethics disclosure statement on file with the Town~~ per 2019 rate schedule unless otherwise noted:

PS Technical Services @ \$110.00 per hour
Barton & Loguidice
C.T. Male Associates, P.C.
LA Group (per 2018 rate schedule on file)
Laberge Group
M.J. Engineering
Bartlett, Pontiff, Stewart & Rhodes, P.C.
Tabner, Ryan & Keniry, LLP
Lewis & Greer, P.C.

38. 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 5-328.

The Supervisor stated that he had a conversation with Counsel and she noted that anyone who contracts with the Town doesn't have to file an Ethics Disclosure form. The form is for actual employees of the

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Town. He asked that the words “subject to having filed a current ethics disclosure statement on file with the Town” be stricken from the resolution.

A motion was made by Councilman VanTassel, seconded by Councilwoman LeClair and carried, to approve Resolutions #37 & #38 with the above noted change.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

39. Resolution appointing Ronald Zimmerman, Jr., Chairman of the Planning Board.

A motion was made by Councilwoman LeClair, seconded by Councilman Noonan and carried, to approve Resolution #39 as read into the record.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Abstain

The Supervisor abstained as Mr. Zimmerman is his brother-in-law.

40. Resolution appointing Gerhard Endal, Chairman of the Zoning Board.

41. 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.

42. Resolution requiring the following to file an Oath of Office prior to the commencement of their new term or employment:

Highway Deputy
Deputy Town Clerks
Building Inspector/Code Enforcement Officer
Planning and Zoning Board Members
Court Officers
Dog Control Officer

43. 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 subject to proof of service from the Commissioner of Jurors.

44. 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.

45. 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.

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46. Resolution setting a time limit of 3 minutes per person to speak during the privilege of the floor, after recognition by the Supervisor or presiding officer, at Town Board Meetings and after first identifying his/her name and address. The nature of the conversations shall be for the purposes of legitimate Town business.

A motion was made by Councilman VanTassel, seconded by Councilwoman LeClair and carried, to approve Resolutions #40-#46 as read into the record.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

47. Resolution authorizing payment of \$15,500.00 to the Historical Society of Moreau & South Glens Falls.
48. Resolution authorizing the Supervisor's Office to accept block, faxed, scanned and electronic signatures from vendors on vouchers for payment.
49. Resolution that a terminating Town employee shall receive their final pay check upon return of all Town property in his/her possession.
50. Resolution that if a Town employee voluntarily terminates employment with the Town within two (2) years following the date of the completion of the training, the employee agrees to reimburse the Town for the cost of the training incurred by the Town as determined by the Training Reimbursement Agreement signed by the employee.
51. Resolution that an Elected, Appointed Official or Town employee shall be prohibited from accepting gifts in his/her official capacity with the Town with a value that exceeds fifteen dollars (\$15).
52. Resolution specifying that a Town employee who fails to appear at a pre-employment physical shall be subject to a deduction of such costs associated with the exam, from their compensation.
53. Resolution that a salaried Town employee that is not a Department Head, and is requested to attend a Town Board meeting or workshop, by a member of the Town Board or a Department Head, shall accrue compensation time equal to the duration time of the meeting. Such accrued time can only be used within the calendar year it is earned.
54. Resolution allowing any employee an excused **paid** leave not to exceed four (4) hours on an annual basis, to undertake a screening for cancer.

****FAIR LABOR STANDARDS ACT**

It was asked that the word "paid" be added after the word excused in resolution #54.

A motion was made by Councilman VanTassel, seconded by Councilman Noonan and carried, to approve Resolutions #47-#54 with the above noted change.

The Town of Moreau Organizational Meeting was held on January 3, 2019 in the Town of Moreau Municipal Building, 351 Reynolds Road, Moreau, New York.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

Resolution #2019-58

A motion was made by Councilman VanTassel, seconded by Councilwoman LeClair and carried, to accept the resignation of Dexter Baker from his position of Dog Control Officer effective December 29, 2018.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

Councilwoman LeClair suggested that we let the Veterinarian offices as well as the SPCA and the County know that we need a new Dog Control Officer. They might be able to help in getting the word out.

The Supervisor stated that he's had a conversation with someone who is currently a part-time dog control officer and he's waiting to hear back from him.

A motion was made by Councilwoman LeClair, seconded by Councilman Noonan and carried, to close the meeting for the evening at 7:05 p.m.

Roll call vote resulted as follows:

Councilman Hogan	Aye
Councilman VanTassel	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye

Meeting adjourned.

Respectfully submitted,

Leeann McCabe
Town Clerk