

An Organizational Meeting of the Town Board of the Town of Moreau was held on January 2, 2020 in the Town of Moreau Municipal Building, 351 Reynolds Road, Moreau, New York.

The Supervisor called the meeting to order at 6:07 p.m. following the swearing in of elected officials.

Town Board Members Present

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

Town Board Members Absent

None

Also present: Leeann McCabe, Town Clerk; Town Residents: Terry Donohue, Annika Kreppein, Rebecca Kreppein, Savannah Kreppein, John Farrell, Erin Trombley, Anne Kusnierz, Sarah Linehan, James Linehan, Raven Zimmerman, Aysha Zimmerman, Rachel & Ron Zimmerman, Tom & Adele Kurtz, Jacqueline Kusnierz, Dominic Tom and Reed Antis; Village Resident: John Hoey; Others: Daniel Hall of Glens Falls

The Supervisor welcomed newly elected Councilmember John Donohue to the Town Board as well as returning Councilmember Gina LeClair.

The Town Clerk read into the record resolutions #1 through #2 as follows:

1. Resolution setting 2020 salaries for elected officials:

Supervisor	\$48,305.00
Council people (each)	\$12,360.00
Town Justice (each)	\$28,589.00
Town Clerk	\$46,153.00
Highway Superintendent	\$59,644.00

2. Resolution setting the following respective annual salaries (52 Week) or hourly rate, as approved in the 2020 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	\$8,981.00
	Records Management Officer	\$1,067.00
	Registrar of Vital Statistics- [1/2 Birth & Death Certificate Filing Fees in accordance with NYS Public Health Law Section 4173(3)]	
Leah Cronin	Assessor (10/01/19-9/30/25) FLSA (Fair Labor Standards Act) EXEMPT	\$65,000.00
Riley McGuiggan	Senior Assessment Clerk, FT	\$40,000.00
Arthur Gadway	Crossing Guard (Moreau), PT	\$12.85 hour
John Hayes	Crossing Guard (Tanglewood), PT	\$12.85 hour
John Helwig	Crossing Guard (Tanglewood), PT	\$12.85 hour
Adeline Rivers	Substitute Crossing Guard (as needed)	\$12.00 hour
Matthew Dreimiller	Building Inspector/Code Enforcement Officer	\$55,724.00

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Kathy Perez	Building Inspector's Clerk	\$37,080.00
Peter Ghostlaw	Code Enforcement Officer, PT	\$20.25 hour
Theodore Monsour	Laborer/ Cleaner, Part-Time	\$15.61 hour
Art Gadway	Cleaner, Part-Time	\$13.91 hour
Michael Hastings	Laborer, PT	\$13.58 hour
Charles E. Mattison	Laborer, PT	\$13.31 hour
Jeffrey Stevens	Laborer, Part-Time	\$13.31 hour
Mary Vaillancourt	Transfer Station Clerk PT	\$12.85 hour
Elizabeth Hall	Transfer Station Clerk PT	\$12.85 hour
Stephen Rice	Transfer Station Laborer/Clerk PT	\$12.85 hour
Linda Hart	Transfer Station Laborer/Clerk PT	\$12.61 hour
Marsha Morehouse	Transfer Station Laborer/Clerk PT	\$12.36 hour
John McDermott	Transfer Station Laborer/Clerk PT	\$12.00 hour
Jeffrey Cruz	Principal Account Clerk/Typist	\$52,000.00
Rudolph Klick	Part-Time Account Clerk	\$15.00 hour
Jamie Hickey	Court Clerk Full-Time	\$32,994.00
Jennifer Miller	Court Clerk, FT	\$34,848.00
Ron Belisle	Court Clerk Part-Time	\$12.93 hour
Katrina Robinson	Court Clerk Part-Time	\$12.36 hour
Edward Scalo	Court Clerk Part-Time	\$12.61 hour
Edward Scalo	Court Officer	\$16.18 hour
Tom Geraghty	Court Officer	\$16.18 hour
Jesse Fish	Water Superintendent District 1	\$5,842.00
	Water Superintendent District 2	\$11,435.00
	Water Superintendent District 3	\$2,983.00
	Water Superintendent District 4	\$13,051.00
	Water Superintendent District 5	\$3,729.00
	Water Superintendent District 6	\$15,786.00
	Sewer District 1 Superintendent	\$9,322.00
	Total	\$62,148.00
Kristian Mechanick	Water Dept. Laborer	\$20.00 hour
Peter Olesheski	Recreation Leader, FT	\$44,000.00
David Jones	Working Supervisor	\$18.91 hour
Bruce Siergiey	Laborer, FT	\$16.57 hour
James Davenport	Laborer, PT	\$13.94 hour
	(Laborer, FT/Seasonal	
David Gould	Laborer, FT/Seasonal	\$13.11 hour
Royce Pixley	Laborer, PT	\$13.64 hour
Vincent French	Laborer, PT	\$12.36 hour
James Linehan	Laborer, PT	\$12.61 hour
Benjamin Sperry	Laborer, PT	\$12.61 hour
Nathan Weeks	Laborer, PT	\$12.36 hour
Kyle Holub	Laborer, PT	\$12.61 hour
Maureen Leerkes	Clerk Full-Time Highway Department	\$14.68 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
John Johnson	Laborer, PT Temp/on call as needed	\$12.00 hour
David Smith	Laborer, PT Temp/on call as needed	\$12.00 hour

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Resolutions #2020-1 through #2020-2

A motion was made by Councilwoman LeClair, seconded by Councilman Noonan and carried, to adopt Resolutions #1 and #2 as read into the record by the Town Clerk.

Asked if all in favor, the following responses were given:

Councilman Hogan	Aye
Councilman Donohue	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye for all but the appointment of James Linehan, to avoid the appearance of a conflict of interest

The Supervisor stated that the At-Will appointments didn't require Town Board approval, however, he wanted them read into the record.

The Supervisor read as follows:

Supervisor's, At Will, Appointments:

Budget Officer		\$2,575.00
Lisa Sperry	Confidential Secretary/Assistant Bookkeeper	
	Annual Salary (52 Weeks):	\$44,000.00
	FLSA (Fair Labor Standards Act) EXEMPT	
Kyle Noonan	Deputy Supervisor	Unpaid
Robert Vittengl	Chairperson of Recreation 5-year Master Plan Committee	
Peter Olesheski	Town Representative for the Saratoga County Advisory Youth Board	

Supervisor's Committee Appointments: (See Attached 2020 Schedule)

Town Clerk's, At Will, Appointments:

Deputy Town Clerk and Receiver of Taxes:	Tammy Daley	
	Annual Salary (52 Weeks):	\$36,440.00
Deputy Town Clerk and Receiver of Taxes:	Jill Bennett	
	Annual Salary (52 Weeks):	\$31,228.00

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))

Highway Superintendent's Appointments:

Deputy Highway Superintendent: Christopher Abrams (Compensated per CSEA Contract)

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The Town Clerk read into the record Resolutions #3 through #11 as follows:

3. Resolution setting non-employee compensation per annum of \$1,000.00 for the Local Historian and requiring an annual report to be submitted prior to the request for a stipend.
4. Resolution setting stipend for Planning Board Members at \$50.00 per meeting for each attending member, including alternate members, and \$60.00 per meeting for the Chairperson.
5. Resolution setting stipend for Planning Board Secretary at an amount not to exceed \$75.00 per Meeting.
6. Resolution setting stipend for Zoning Board of Appeals Members at \$50.00 per meeting for each attending member, including alternate members, and \$60.00 per meeting for the Chairperson.
7. 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.
8. Resolution setting stipend for Zoning Board of Appeals Secretary at an amount not to exceed \$75.00 per meeting.
9. Resolution setting stipend for Board of Assessment Review Members at an amount not to exceed \$70.00 per meeting.
10. Resolution appointing Richard Noonan to the Board of Assessment Review for a term ending September 30, 2024.
11. Resolution authorizing the Supervisor to sign the following contracts and make payment in the amounts and terms stated in the contracts.

South Glens Falls Fire Company, Inc.
Moreau Emergency Squad, Inc.
Civic Center of Moreau, Inc.
Saratoga County Animal Shelter
Saratoga County Youth Bureau
Saratoga County Office for the Aging Nutrition Agreement
City of Glens Falls Transportation Agreement
Alicia Floud - Dog Control Services

Resolution #2020-3 through #2020-11

A motion was made by Councilwoman LeClair, seconded by Councilman Hogan and carried, adopting Resolutions #3 through #11 as read into the record by the Town Clerk.

Asked if all in favor, the following responses were given:

Councilman Hogan	Aye
Councilman Donohue	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye for all but Resolution #10 to avoid the appearance of a conflict of interest.
Supervisor Kusnierz	Aye

The Town Clerk read Resolutions #12 through #16 into the record as follows:

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12. Resolution allowing 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.
13. Resolution authorizing the Town Clerk the right to accept bingo and games of chance licenses and amendments and the authority to approve same.
14. Resolution requiring all purchases \$1,000.00 and over for all departments be made with properly approved purchase orders and not be purchased without prior Town Board approval, and that all purchases that may exceed \$500.00 be competitively priced with three quotes (preference given to local vendors), except highway purchases may be made without prior Town Board approval up to \$2,000.00, subject to being competitively priced. [Purchases over \$2,000.00 would require three written quotes and a Town approved purchase order]
15. Resolution designating Glens Falls National Bank and Trust as the depository for town monies.
16. Resolution designating the Glens Falls Post Star and the Chronicle as the official newspapers to be used for all legal advertising.

Resolution #2020-12 through #2020-16

A motion was made by Councilwoman LeClair, seconded by Councilman Noonan and carried, to adopt Resolutions #12 through #16 as read into the record by the Town Clerk.

Asked if all in favor, the following responses were given:

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

The Town Clerk read resolution #17 into the record as follows:

17. 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:

Vacation Leave: 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 of service =	5 weeks vacation

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

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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 heads 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 Leave: Sick leave is leave with full pay for an employee's absence due to his/her illness or disability. Sick leave may be used by an employee due to the illness of his/her spouse, child or parent or the illness of any person residing with the employee.

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 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.

Any employee out on disability 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 Leave: Personal leave is leave with full pay to enable employees to attend to personal business, including religious observance. Such leave is intended to provide employees with time to conduct their necessary personal affairs and it is not intended to be, and shall not be used as, additional vacation leave.

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

Bereavement Leave: Bereavement leave is leave with full pay for all full-time permanent employees for the purpose of attending the funeral, for religious observance or for such other purpose relating to the death of a member of an employee's immediate family. "Immediate family" shall mean a spouse, child, child's spouse, sister, brother, parent, grandparent, grandchild, mother-in-law or father-in-law of the employee and shall also include any person residing with the employee. Such leave must be approved by the Supervisor and should not extend more than 3 days.

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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 stamp another employee's time card. Such violation may result in termination of the offending employee.

Holidays: All permanent full-time employees shall be granted twelve (12) paid holidays, with "holiday" being the same as the employee's work day, as follows:

New Year's Day	Veteran's Day
President's Day	Memorial Day
Thanksgiving Day	Day after Thanksgiving
Fourth of July	Christmas Day
Labor Day	Good Friday
Columbus Day	
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 may not be carried over.

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. 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 the 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.

Resolution #2020-17

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A motion was made by Councilman Hogan, seconded by Councilwoman LeClair and carried, to adopt Resolution #17 as read into the record by the Town Clerk.

Asked if all in favor, the following responses were given:

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

The Supervisor read into the record Resolutions #18 through #23 as follows:

18. 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.
19. 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. A Town of Moreau Employee Conference Reimbursement/Expense Worksheet and receipt(s) must be submitted to the Supervisor's Office prior to Town Board approval.
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 16-19, 2020 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.
21. 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.
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 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 Clerk each	\$140,000

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

Resolutions #2020-18 through #2020-23

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A motion was made by Councilman Hogan, seconded by Councilwoman LeClair and carried, adopting Resolutions #18 through #23 as read into the record by the Town Supervisor.

Asked if all in favor, the following responses were given:

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

The Supervisor read into the record Resolutions #24 through #30 as follows:

24. 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.
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 all audio recordings of Town Board Meetings be made available to the public via the Town's website within three official work days.
26. Resolution requiring all department heads to submit a monthly report to the Town Board three days prior to its first regularly scheduled bi-monthly meeting outlining pertinent department activities, data and issues 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.
 - a. Sprague Operating Resources, LLC (State Contract #PC68214)
Diesel Fuel for the 2020 Budget Year
 - b. Global Montello Group Corp. (State Contract #PC68456)
Gasoline for the 2020 Budget Year
 - c. Morton Salt, Inc. (County Contract #18-PWS-10R)
Rock Salt for the 2020 Budget Year
29. Resolution authorizing South Glens Falls Fire Company, Civic Center of Moreau, Inc., South Glens Falls Central School, Saratoga EOC Headstart, Saratoga County Public Health Nurse, Recreation and Building Departments, Transfer Station, Sewer Department and Water Departments to purchase diesel & gasoline from the Town of Moreau Highway Department and be invoiced appropriately.
30. Resolution authorizing the Highway Superintendent to hire temporary employees to help with snow and other operations as needed at \$12.00 per hour.

Resolutions #2020-24 through #2020-30

A motion was made by Councilman Hogan, seconded by Councilwoman LeClair and carried, adopting Resolutions #24 through #30 as read into the record by the Town Supervisor.

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Asked if all in favor, the following responses were given:

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

The Supervisor read into the record Resolutions #31 through #36 as follows:

31. 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.
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 within monies budgeted for such purposes.
33. Resolution authorizing the expenditure of town highway funds in the amount of \$1,218,205.00 for General repair and improvement of 84.32 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.
34. 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.
35. Resolution authorizing engaging the following firms for professional services subject to having filed a current ethics disclosure statement on file with the Town per a 2020 rate schedule unless otherwise noted:
 - PS Technical Services @ \$120.00 per hour
 - Barton & Loguidice
 - C.T. Male Associates, P.C.
 - LA Group
 - Laberge Group
 - M.H. Professional Engineering, PLLC
 - Bartlett, Pontiff, Stewart & Rhodes, P.C. (per 2019 rates)
 - Tabner, Ryan & Keniry, LLP
 - Lewis & Greer, P.C.
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 5-328

Resolutions #2020-31 through #2020-36

A motion was made by Councilman Hogan, seconded by Councilman Noonan and carried, adopting Resolutions #31 through #36 as read into the record by the Town Supervisor.

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Asked if all in favor, the following responses were given:

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

Before the Supervisor read into the record Resolutions #37 through #41, Reed Antis spoke from the audience and questioned if he should assume that he wasn't being re-appointed. The Supervisor told him that this wasn't a public comment period. He also stated that it was the Town Board's prerogative, to appoint members to the expired terms on the Planning and Zoning Boards. The Supervisor stated that it was his recommendation to fill Mr. Antis' vacant position with another individual.

The Supervisor read Resolutions #37 through #41 as follows and stated that he was tabling #39 at the request of some Board members.

37. Resolution appointing Ronald Zimmerman, Jr., Chairman of the Planning Board.
38. Resolution appointing Alan VanTassel to a 7-year term on the Planning Board.
39. Resolution appointing Matthew Manning to the Zoning Board for a term expiring 12-31-2024.
(Agenda item 39 was tabled)
40. 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.
41. Resolution requiring the following to file an Oath of Office prior to the commencement of their new term of employment:
 - Highway Deputy
 - Deputy Town Clerks
 - Building Inspector/Code Enforcement Officer
 - Planning and Zoning Board Members
 - Court Officers
 - Dog Control Officer

Resolutions #2020-37, #2020-38, #2020-40 and #2020-41

A motion was made by Councilwoman LeClair, seconded by Councilman Noonan and carried, adopting Resolutions #37, #38, #40 and #41 as read into the record by the Town Supervisor.

Councilman Hogan asked if there was only one position open on the Planning Board. The Supervisor replied yes. Councilman Hogan stated that there was no question he would like to keep Alan around, however, he wasn't aware that Mr. Antis wasn't being re-appointed. He stated that he's had good discussions with Mr. Antis and thought that he was very knowledgeable as to what's going on with the Planning Board. Councilman Hogan stated that he would be abstaining from the vote of Resolution #38.

Councilwoman LeClair stated that she agreed with Councilman Hogan's comments about Mr. VanTassel, but the remainder of her comments were inaudible.

Mr. Antis commented that it would have been nice to be notified ahead of time that he wasn't being re-appointed.

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Asked if all in favor, the following responses were given:

Councilman Hogan	Aye for all but Resolution #38, which he abstained
Councilman Donohue	Aye
Councilwoman LeClair	Aye
Councilman Noonan	Aye
Supervisor Kusnierz	Aye for all but Resolution #37, which he abstained to avoid the appearance of a conflict of interest.

The Supervisor read into the record Resolutions #42 through #56 as follows:

42. Resolution to pay an employee who serves on active jury duty his/her 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.
43. 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.
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 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.
46. Resolution authorizing payment of \$16,000.00 to the Historical Society of Moreau & South Glens Falls.
47. Resolution authorizing the Supervisor's Office to accept block, faxed, scanned and electronic signatures from vendors on vouchers for payment, including photocopied signatures.
48. Resolution that a terminating Town employee shall receive their final pay check upon return of all Town property in his/her possession.
49. 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, required in his/her work duties, the employee shall reimburse the Town for the cost of the training incurred by the Town as determined by the Training Reimbursement Agreement signed by the employee.
50. 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).
51. Resolution specifying that a prospective 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 as a Town employee.
52. 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.
53. Resolution allowing any employee an excused leave not to exceed four (4) hours on an annual basis, to undertake a screening for cancer.

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- 54. Resolution prohibiting the use of all tobacco products and vaping, in or on all Town owned or operated property and vehicles, to provide a safe and healthy work environment for all employees. Vaping includes the use of electronic nicotine delivery systems or electronic smoking devices such as e-cigarettes, e-pipes, e-hookahs and e-cigars.
- 55. Resolution pursuant to Town Law Section 158, the Town Board of the Town of Moreau establishes the office of peace officer and/or special police officer, who shall be appointed on a temporary basis from time to time as the Town Board determines the services are necessary, with the compensation and uniform and equipment purchase as the Town Board shall fix.
- 56. Resolution requiring all department heads to submit requests for a Town Board Agenda by 12:00 p.m. of the Friday preceding the regularly scheduled board meeting.

Resolutions #2020-42 through #2020-56

A motion was made by Councilman Hogan, seconded by Councilman Noonan and carried, adopting Resolutions #42 through #56 as read into the record by the Town Supervisor.

Asked if all in favor, the following responses were given:

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

The Supervisor read the Committee Appointments as follows:

**SUPERVISOR
2020 COMMITTEE APPOINTMENTS**

Buildings & Grounds.....	Councilmember Hogan
.....	Councilmember Noonan
Cable TV.....	Councilmember Noonan
.....	Councilmember Donohue
Cemetery.....	Councilmember Hogan
.....	Councilmember Donohue
Economic, Small Business and Technology Development.....	Councilmember LeClair
.....	Councilmember Noonan
Highway Department.....	Councilmember Hogan
.....	Councilmember Donohue
Industrial Park.....	Councilmember Noonan
.....	Councilmember LeClair
Insurance.....	Councilmember Hogan
.....	Councilmember Donohue
Local Waterfront Revitalization.....	Councilmember LeClair
.....	Councilmember Donohue

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Personnel & Employee Compensation.....Councilmember LeClair
..... Councilmember Noonan

Recreation..... Councilmember LeClair
..... Councilmember Hogan

Transfer Station/Landfill..... Councilmember Hogan
.....Councilmember Donohue

Water 1, 2, 3, 4, 5, 6 & Sewer 1..... Councilmember Noonan
.....Councilmember LeClair

Fire Company Liaison..... Councilmember Noonan

Crandall Library Liaison..... Councilmember LeClair

Moreau Community Center Liaison.....Councilmember LeClair
.....Councilmember Donohue

Moreau Emergency Squad Liaison.....Councilmember Hogan

Zoning Liaison..... Councilmember Noonan
..... Councilmember Hogan

A motion was made by Councilwoman LeClair, seconded by Councilman Noonan and carried, to close the Organizational Meeting for the evening at 6:46 p.m.

Asked if all in favor, the following responses were given:

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

Respectfully submitted,

Leeann McCabe
Town Clerk