

Joseph P. Wilson Jr, Supervisor  
Robert M. Biesemeyer, Deputy Supervisor  
SPECIAL TOWN BOARD MEETING  
July 28th,2021  
9am  
Keene Town Hall

Minutes of the Town Board Meeting held Tuesday, July 28th, 2021 at 9:00 AM, at the town hall. The following Town Board Members were present: Joseph P. Wilson, Jr., Supervisor, Robert M. Biesemeyer and David R. Deyo, Councilmen, Teresa Cheetham-Palen and Jennifer G. Whitney, Councilwomen. Also present were: Ryan Hall, Water Superintendent, Cori-Anne Favro, Town Clerk. Town Residents: William Ferebee, Alan Carey.

The Chairman, Mr. Wilson called the meeting to order at 9:00 AM.

Mr. Wilson: I was pushing hard last week in the meeting and I appreciate everyone bearing with me. I'm stressed about all the work we have got to tackle and we are having troubles at the dump, the scale is not working and I have made 2 trips up there to fix the scale while we try to find a repair. I am stressed about getting this work covered so thanks for bearing with me and being here at another special meeting. Cori, will you read the tabled resolution where we left off.

Ms. Favro Town Clerk read the tabled resolution: RESOLUTION 166-21

The following resolution was offered by Mr. Wilson, where it was tabled for the next meeting. Be it resolved, that January 1st, 2022 we create a new position called facilities manager in the general fund with the duties outlined. The town will fund this by transferring the personnel and benefits cost from the Highway budget into the general fund, at the same time we will restructure the Water Superintendent so it is solely funded by the water districts and solely responsible for work in the water districts. This resolution was seconded by Mr. Biesemeyer.

Mr. Willson: Alright, so that is where we left off. Since the last meeting I did an outline of how this would look. I gave you all a hand out of the position restructuring of the 2022 budget. So that may be an easier place to start our discussion today because it's a little more clear and starts January 1. Did you all have a chance to look at that and did you have any questions?

Mr. Deyo: As far as the Water Superintendent salary I think Ryan is currently at \$51,000, and we would be starting someone out very close to that.

Mr. Wilson: Well he is \$54,090.00

Mr. Hall: I am \$52,000.00 a year.

Mr. Wilson: I looked at our organizational meeting and it shows \$54,090.00

Mr. Deyo: If we were going to discuss this, I know we are going to need a Water Superintendent no doubt, but right now Ryan does well beyond water duties. We are shooting real high to start someone out to do just water.

Mr. Wilson: You mean the salary is too high?

Ms. Whitney: Yeah, the salary.

Mr. Biesemeyer: I talked to Ryan about it earlier and we spoke about the breakdown of what work was water and what were other duties. Ryan said about \$40,000 of the work was water and \$10,000 was other duties.

Mr. Hall: I said without a water license it would be about \$40,000- \$45,000.

Mr. Biesemeyer: I was under the impression when we were looking for a new water person, \$40,000.00/ year would be around our starting point. Do you think that is too low?

Mr. Hall: I think that is too low.

Mr. Biesemeyer: I am not sure about what other towns are paying.

Mr. Hall: I am about in the range of what other towns are paying.

Mr. Deyo: And the other towns are just water?

Mr. Hall: Yes, just water.

Ms. Cheetham-Palen: Do you think \$45,000 would be a reasonable starting point?

Mr. Hall: I think without a license, yes \$45,000 is a good starting point. Then after licensing should be around \$50,000.

Mr. Biesemeyer: Bill, do you remember the years of what the town paid before for water?

Mr. Ferebee: Well, we didn't just pay directly for someone to do water. The water guy did plowing, mowing and didn't get involved in any other town operations. That's all he

did. I think it was in the \$40,000 range for some time. It would be very simple to ask the county.

Mr. Biesemeyer: What did we pay Kirk Bassarab?

Mr. Hall: He was paid \$15,000/ year. All he did was keep paperwork and worked as a contract operator.

Ms. Whitney: So is the water a full time position, if it's just water?

Mr. Hall: If you want it done right it is.

Ms. Cheetham-Palen: In my conversation with Ed Orsi from Wilmington, that is all he does and it's absolutely a full time thing and it's all he does 24/7. I do think it is the kind where there are periods where it's more and sometimes less.

Mr. Wilson: Don't forget we are facing big projects in both districts that are going to be multi-year with lots of effort.

Ms. Cheetham-Palen: More people with 2nd homes requiring shut offs and ons and all that stuff. I talked to Newcomb, most have a separate water person.

Mr. Deyo: I think we all agree that we need a separate water person.

Ms. Whitney: I think we just need a lower starting salary.

Mr. Wilson: Yeah, and I picked a number after the conversation we had last time about how hard it's going to be to hire someone, so I picked a salary a little on the higher end to give us a little more recruiting.

Mr. Biesemeyer: We should have someone in that position by september?

Mr. Hall: I would think yes, I would like to train 1 month on the job, or at least 2 weeks minimum.

Mr. Wilson: That information is on the 2nd page of the hand out I gave you all outlines budgeting for that. If we keep Ryan on for 3 weeks at \$25.00/ hr to train the new operator. We will also need to keep Ryan on for at least a year to be the license holder while the new hire gains their license. So we will be budgeting for 2 people for a year and a half.

Mr. Biesemeyer: Okay, so I think we need to prioritize things and number one is take care of water.

Mr. Deyo: Right, I think the real thing we are concerned about is this position you have carved out here.

Mr. Wilson: So, we are in agreement on water with the description as laid out here.

Ms. Whitney: Does water really need a new truck? Can't they have the truck Ryan has?

Mr. Wilson: No, Water doesn't get a new truck.

Ms. Whitney: Oh it says, number 3: Water Superintendent gets \$48,000 Salary and a truck.

Mr. Wilson: That's part of the conversation.

Ms. Whitney: Oh, they will get the truck Ryan has.

Mr. Wilson: Yes they get a vehicle so they don't have to use their own. So I put \$48,000 as a recruitment.

Ms. Cheetham-Palen: Could we start at \$45,000 and see?

Mr. Wilson: I am fine with that, I just picked a number. But I'll change that. So what you're saying is, I can go ahead and advertise?

Mr. Deyo: Yes, for water.

Mr. Hall: The other thing we should put in there is tools. I own 90% of all the tools on the truck personally. I have always had the hard time getting equipment so I would just buy it. There is probably \$20,000.00 worth of tools on that truck. That might be something you want to consider. When I came on the job the only tools I had were channel locks.

Ms. Whitney: Do you have a list of tools that are needed?

Mr. Hall: I think we can make a list out of what I have.

Mr. Wilson: And I think this would be part of the transition, where Ryan is showing the new operator.

Mr. Biesemeyer: Why do you just sell the Town the tools on the truck?

Mr. Hall: That's okay, I'll take them.

Mr. Wilson: Either way the districts are going to have to pay. Thanks for bringing that up. Okay so I have clearance to advertise for the job for \$45,000.00 I will get right on that.

Mr. Ferebee: Are we allowed to ask questions? Is there any way we can get a copy of the job description? Like on the truck as well, if we hire someone from Jay or Wilmington are they going to be able to take the truck home?

Mr. Willson: I don't think we have a description that includes that.

Mr. Ferebee: I am just curious.

Mr. Wilson: I haven't thought about vehicle use.

Mr. Biesemeyer We should work on a detailed water job description. I don't really know what you all do strictly in water, so if you could isolate your daily routines in water.

Mr. Ferebee: I just like to see that, the new water person is going to be doing only water related projects. Not specing trucks, not getting estimates for roofs, spending his daily time on non water related projects. Seeing it on paper would really convince me that it needs someone 5 days, all day long.

Mr. Biesemeyer: That is what I am wondering, does it need a full time person?

Mr. Hall: There are lots of things that fall through the cracks because I don't have enough time right now. So I think there is a need for 5 days a week. There are going to be some days that have down time, but then there are things that are going to happen and you will be working overtime.

Mr. Deyo: I agree with Bill, I think we do need to see a detailed job description to justify \$45,000 to the public and put details about the vehicle use written out depending where they live.

Ms. Favro: Do we have an official resignation from the current Water Superintendent that should be in the minutes?

Mr. Wilson: No, not yet.

Ms. Whitney: Do we need a resignation before we can move forward with advertising for a vacant position?

Mr. Wilson: No.

Mr. Ferebee: With the Vehicle, there may be a lot of kick back if you hire someone from the outside of Keene and they take the vehicle home, so I would just make sure that the vehicle protocol is set up.

Mr. Deyo: agreed.

Ms. Whitney: Is there going to be a cap on how long Ryan will train?

Mr. Wilson: Some of it is going to depend on what their background and knowledge is.

Mr. Deyo: Something could break in 2 months, Ryan will still come in and help.

Mr. Hall: We have a lot of weird things too. Yes we have the ons and offs but there are other things we are doing like town lines that are seasonal, and there is seasonal maintenance with that.

Ms. Favro: I have one quick question, the written plan states to raise the salary to \$51,000 once licensed. Are you still going with that since you lowered the starting salary?

Ms. Cheetham-Palen: Oh good point.

Mr. Biesemeyer: I think we leave that blank for now.

Mr. Wilson: Yeah, again I just put numbers in there, to just give a starting point. Something to work with. Okay, so that will be advertised and hopefully we have luck recruiting. So now we need to talk about creating the new position of facilities manager. So to refresh, that position is responsible for the transfer station, buildings, grounds and parks. Including events set up and breakdown, cleaning, cemeteries, sidewalk and parking lot snow removal. This is the second job that Ryan has been doing and it also includes supervising 3 employees. TJ, Roger and Laura ( transfer station attendant.) The transfer station is what needs the most dedicated attention. It's not running efficiently.

Mr. Biesemeyer: Instead of a facilities manager, wouldn't it be worth trying to have Roger and TJ step up and hire an assistant or temporary position to help Laura at the transfer station?

Mr. Wilson: What's missing at the transfer station is someone who could become an expert on it and help fix the problems we have. The structural problems with how that is run and be there 10-15 hours a week, which is what is needed.

Mr. Deyo: Why don't we work with the 2 laborers we have instead of just trying to hire a 3rd.

Mr. Wilson: I think we need someone with a different set of skills that can manage those people.

Mr. Biesemeyer: After talking with the highway and both sides, I think whoever is taking care of the sidewalks, if they coordinated with the highway and did the sidewalks after the roads were done then that would help some of the contentious relationship.

Ms. Whitney: We talked about that, but then the school needs to be done before the start of school etc.

Mr. Biesemeyer: Well it seemed to make sense to me, I don't want to get into the trees on this. I would like to try this to see if we actually really need this facilities manager. I really hesitate to create this new position.

Ms. Cheetham-Palen: I hear that, I did talk to newcomb and wilmington to see what they do with their parks and rec department. They have 1 head and 2 employees.

Ms. Whitney: Yes, but they also have a beach, skate park, bike park etc.

Ms. Cheetham-Palen: Newcomb has 3 people that work at the transfer station. It's just interesting to see what other towns are doing.

Ms. Whitney: Moriah has a year round part time employee, and I think that is the way we should go. They could help at the transfer station when it's busy and help with extra mowing if there is an event etc.

Mr. Wilson: Well who is going to take charge of them? With the number of events we have.

Mr. Biesemeyer: That would be you, the Town Supervisor.

Mr. Wilson: I am talking about the set up and break down of events. I've already been up twice this week to fix the scale. Who is going to do this?

Ms. Whitney: TJ, Roger and the new part time person and then you (Mr. Wilson) are the facilities manager.

Mr. Wilson: Well it turns out that there are just not enough people around and I am the one up at the dump on Sunday morning fixing the scale or dealing with the hands on stuff, and moving picnic tables up on the deck at the Holt House at the last minute to set up for events. It takes me away from other stuff I have to do.

Mr. Biesemeyer: Those little tasks do not justify a need for a full time manager.

Mr. Wilson: But it's organizing it all, and the transfer station. Everyone complains about the transfer station.

Mr. Biesemeyer: That's what we are saying, a part time person is needed at the transfer station.

Mr. Wilson: Are they going to deal with the systematic stuff, how it operates, how we are going to fix the recycling.

Mr. Biesemeyer: No, you would. That's the Town Supervisors job. We aren't going to hire someone to take care of that.

Mr. Willson: The complaints I get, I got 2 calls this week just about the small cemeteries. Demanding trees cut down and headstones be repaired. We don't have the people to do that stuff and go out. You know how labor crews are, they need someone supervising them, I can't go ride around with them and check on them.

Mr. Deyo: That's what I am saying. We should sit down with the 2 guys we have and say "do one of you want to be in charge?" We give a little more to them hourly, they step up and we evaluate how it's going in 1 month. I think to spend another \$50,000 a year plus another vehicle with benefits, we are telling taxpayers this is another \$80,000-\$90,000 a year bill.

Mr. Wilson: Well it wouldn't be because there is already \$47,000 of that and benefits. The new money would be small, it would be less than \$20,000.00 a year. That's what I have mapped out here. I get calls from taxpayers everyday saying they want more services. They want the sidewalks cleared, they want the cemeteries looking nice, they want parks and facilities ready to use. That's what I get every day.

Mr. Deyo: I say we meet with the 2 we have and say these are the tasks that need to be done, if you guys cannot handle this then maybe we need to post their position and we get a part time person at the dump. I don't think we should just throw money at this problem. There are hard months in July and August, we need help at the transfer station, I think just get a part timer. I do not think hiring someone for \$50,000.00 a year so we can have 3 full time guys, I cannot justify that.

Mr. Wilson: Well I am in the position of getting flack every day of stuff that is not getting done.

Mr. Deyo: I get that, that is part of the job as supervisor. I bet if we talked to the other town supervisors they would also get flack every day.

Mr. Wilson: Yes, we get the same consistent complaints about the transfer station. I get the same complaints. The place is a mess, the recycling is a problem, ect.



Mr. Biesemeyer: There is no question that our landfill needs a serious overhaul, but I don't think hiring someone is the answer. We as a board should be able to handle and fix the problems at the dump.

Ms. Whitney: If the biggest issue is the transfer station, then we need to get a part time person in there.

Mr. Wilson: So it sounds like we need to address the motion, and maybe I need to call a vote on that so we can move on. Cori, please read that resolution again.

Ms.Favro: RESOLUTION 166-21

The following resolution was offered by Mr. Wilson, where it was opposed 3-2. Be it resolved, that January 1st, 2022 we create a new position called facilities manager in the general fund with the duties outlined. The town will fund this by transferring the personnel and benefits cost from the Highway budget into the general fund, at the same time we will restructure the Water Superintendent so it is solely funded by the water districts and solely responsible for work in the water districts. This resolution was seconded by Mr. Biesemeyer.

Mr. Wilson: So I am going to modify this to only be the Water Superintendent.

Mr. Biesemeyer: That is a different resolution.

Ms. Favro: So maybe you should vote on this resolution and then create a new one.

Mr. Wilson: All in favor of the resolution as proposed.

Roll Call Vote:

Mr. Wilson: Yes

Mr. Biesemeyer: NO

Ms. Cheetham-Palen: Yes

Mr. Deyo: NO

Ms. Whitney: NO

RESOLUTION 168-21

The following resolution was offered by Mr. Biesemeyer be it resolved the Town Board has approved to create a detailed Water Superintendent position and advertise for the position with the starting salary of \$45,000/year with a vehicle. This resolution was seconded by Mr. Deyo.

Roll Call Vote:

Mr. Wilson: Yes

Mr. Biesemeyer: Yes

Ms. Cheetham-Palen: Yes

Mr. Deyo: Yes

Ms. Whitney: Yes

Mr. Wilson: Now we need to talk about a facilities manager.

Ms. Cheetham-Palen: Okay, if we don't need a 3rd person I still think we need a facilities manager. So can we ask Roger or TJ if they want to apply for that?

Mr. Deyo: Do we have a job description for Roger and TJ?

Mr. Wilson: Yeah, they are general laborers.

Mr. Biesemeyer: What I am most comfortable with, is not creating a new position. I think they can stay in their current position.

Ms. Whitney: So Teresa, are you saying not hire someone else but promote one of them to be facilities manager?

Mr. Biesemeyer: They should just answer to the board and to Joe Pete as the Supervisor and see how that goes. I think we should sit and talk to them and say Ryan is leaving.

Mr. Wilson: Are we saying then, we promote one to a new job description with more expanded responsibilities?

Mr. Deyo: No, I don't think we promote them.

Ms. Whitney: I think the Supervisor is the facilities manager.

Mr. Deyo: We get them to do these jobs, and if this is out of their skillset then maybe it's not a great fit for them.

Mr. Wilson: I don't think we should be punishing these guys.

Mr. Deyo: If we have to offer them a few more dollars to do a few more things they weren't used to, then we do that. I don't think we are promoting them.

Mr. Wilson: That's what I am saying, if we are paying someone to do more then that's a promotion.

Mr. Deyo: Well I am saying we aren't promoting them to \$51,000.00 and a new truck. They have a truck now.

Ms. Cheetham-Palen: One in charge, that's what I offered but you guys didn't like that. What are we asking them to do? And how do we hold them accountable?

Mr. Deyo: We are just asking them to pick up some of the slack.

Mr. Biesemeyer: One of them becomes forman and one becomes an assistant.

Mr. Wilson: That's a promotion.

Ms. Cheetham-Palen: Whatever you want to call it, but if we are going to ask someone to take on these roles. I think we need to distinguish one from the other.

Mr. Biesmeyer: Well we need to see if one is interested, or both.

Mr. Wilson: The expanded position has greater duties and greater pay. So if we say you have to take on the position.

Mr. Ferebee: What I don't understand is, there are things in this town that need to be done. They have been employed in this town long enough to know what needs to be done. Let me give you some examples. The low hanging brush at the end of Gristmill Road needs to be taken down. You cannot see.

Mr. Wilson: Well that is not a general fund job.

Mr. Ferebeejob.: Yes it is, it's those guys' jobs. They need to take care of buildings and grounds. Mowing and weed eating, pulling the trees that are growing out the vents. It all falls under the things that those guys used to do. They know what they are supposed to be doing. Kathy House's property was always mowed back to the other property line to keep the roadway looking nice. Now it's all grown up. The welcome to Keene sign, its visual stuff that they drive by multiple times a day. They mowed Marcy Field, the Library,

and returned to the highway garage at 1:30. What did they do for the rest of the day? They did not mow the cemetery, because the wild thyme is growing. Which looks great. So the hours that they used to spend mowing the cemetery is now freed up. What are they doing in those hours now? Maybe they just need a weekly list, to say this is what needs to be done. They have time, I know. I've been there and I've watched it. They just need oversight, from this building to say this is what you need to be doing. They need to be held accountable from this building. I was down at the community center last week and spoke to the county data collectors, they came out and said the bathrooms they are expected to use are nasty and there is no supplies of toilet paper. Who is over seeing that the buildings are being cleaned? There is no oversight.

Mr. Biesemeyer: If it seems this is too much you (Mr. Wilson) need to do, then we as a board can help you.

Mr. Wilson: Bill is here saying that this is my job, and I agree with him. But at the same time my job is also some of the bigger stuff that never got done before like taking care of the water. We have major projects in both districts we are playing major catch up on, and we are trying to get done. To keep them going, I make choices everyday. Do I keep the water going or do I weed eat at the signs. It's a lot, it's a trade off. Everytime I go to the dump to fix the scale there is stuff that I am leaving here. If we want it to look way you are describing, I have to leave other stuff to do that.

Mr. Ferebee: No you don't, it's a ride through 1 time a week and say here is a list.

Ms. Whitney: A also tried to help with that, creating a list of things that needed attention and I got spoken to about it.

Mr. Deyo: You created a work order box, I would be happy to help add to the list.

Ms. Cheetham-Palen: So are we going to offer one, somewhat of a management position?

Mr. Ferebee: I think that is going to make one look down on the other.

Mr. Deyo: I think when Bill left office, and the Deputy took over in the interim as Supervisor a lot got put on Ryan Hall and it never was taken off Ryans plate when Joe Pete took over. I think we have the people in place right now and we just need to manage them better. I am not comfortable with a new position, at \$50,000.00 just to oversee 2 laborers.

Mr. Willson: It's not to oversee those 2 guys, it's to oversee the work that the taxpayers call here and say they want done.

Mr. Deyo: I wouldn't be opposed to advertising for a part time person at the transfer station.

Mr. Wilson: That was going to be my follow up question, since that was mentioned prior. 40 hours a week in the summer? In the past Bill, how did you run the seasonal person that was working at the transfer station?

Mr. Ferebee: I didn't, I stayed on the person who was running the dump to come out of the shack and do their job.

Ms. Whitney: If we do decide to go with someone seasonal, we don't have a line in our budget for unemployment.

Mr. Wilson: Yes, we don't. We were spending a lot of money on unemployment for seasonal workers and that's how I made TJ full time without using new money. We weren't spending \$10,000.00 a year to keep someone home.

Ms. Whitney: So what happens now if we were for some reason needing to put someone on unemployment?

Mr. Wilson: Well right now, by not having seasonal workers who span the 2 quarters and rack up the benefits. We have removed the need for unemployment.

Mr. Ferebee: I think what she is asking is, if you had to lay someone off where would you get the money to pay it?

-Conversation changed when someone came into the town hall.-

Ms. Cheetham-Palen: Ryan, when you were hired what were you hired as?

Mr. Hall: Water and general laborer for buildings and grounds.

Ms. Cheetham-palen: did you end up becoming the manager of Roger and TJ at some point?

Mr. Hall: I think it was just seniority and when Paul was the deputy he asked me to take care of it.

Mr. Deyo: He is right, I think it fell on him and that is where it stayed.

Mr. Wilson: Well no, I budgeted to pay for Ryans time and we expected work for that time. So what we are talking about is eliminating a part time position. Thank you for pointing that out. So what you are saying is this part time job now should go to the supervisor.

Mr. Deyo: I think the guys know their job, if we put a list in their box and you just prioritize their list and they go out.

Mr. Willson: So what we are proposing is to eliminate the work that Ryan is doing, put some of it on to a parttime person at the transfer station and we need to go over what the hours and season will be. Also figure out what we are going to do with unemployment because that increases the cost. The rest of the work will be picked up by the Supervisor. That's what we are talking about.

Mr. Biesemeyer: Yes supervision.

Mr. Willson: Well its work too, you have to go out and fix the scale and move the tables and plow sidewalks. We were paying Ryan to do that so we are eliminating that. SO that work still exists and what everyone is saying is that it is the Supervisors job. So I just want to understand the expectation here. We are going to eliminate this position. I am going to take up that slack, but we are going to put a seasonal person at the transfer station.

Mr. Biesemeyer: For the interim.

Ms. Cheetham-Palen: So, what does that mean, "for the interim"? Like if this doesn't work?

Mr. Biesemeyer: Number one, stay focused on replacing water. Then the other stuff is a little bit on the back burner. Let's not rush to create this new position full time.

Mr. Deyo: I think during budget season, we also need to look at possibly adding back in unemployment. We put some money away.

Mr. Biesemeyer: I don't see why this unemployment is such a huge threat? I run a business with 12 employees and pay unemployment.

Ms. Whitney: The town no longer has unemployment, the town does not pay in because we are a municipality so we don't have to.

Mr. Biesemeyer: So you are saying our unemployment account is zero? We don't have a line item?

Ms. Whitney: Yes, we do not pay in. We no longer have a line item.

Mr. Wilson: Let me go over this again, we had a bunch of seasonal people who left so we got rid of unemployment and took that money to make TJ full time. We are self insured for unemployment. We aren't required to pay in and that was part of my strategy

Mr. Deyo: Are we really self insured, because we don't have any money set aside? We are uninsured.

Mr. Wilson: We were paying \$10,000 a year for people not to work, and I rather put that towards someone who is here working.

Mr. Biesemeyer: I think we need to re-examine this in the budget season.

Mr. Wilson: When Jenn brought this up about a seasonal worker, then yes we need to look at it again.

Ms. Whitney: What if it was a year round part time person?

Ms. Cheetham-Palen: I think it's going to be a year round. The need is there.

Mr. Deyo: I think that is what we need to look at for the 2022 budget season, is a year round part-time. No benefits and no unemployment.

Mr. Wilson: Then there is always the problem of filling the position.

Mr. Deyo: I think the main thing now is to hit the ground running on getting a water superintendent. That we need no matter what.

Mr. Biesemeyer: At our next meeting we can discuss a year round part time employee. Helping TJ and Roger and at the transfer station.

Mr. Wilson: So also our next step is meeting with both guys, do we want to do it together or separate? It will be a formal personnel meeting, not open to the public. We won't be making any decisions, not discussing any money. Just to discuss their work. This is not a public meeting. We are talking about their jobs. Ryan will not be at that. It will be the board.

Mr. Ferebee: Joe Pete and the Board, these guys just need to take their blinders off. Its very simple. They ride through Keene and Keene Valley Daily. You can't tell me they don't see things like the grass growing up around the signs. Come on. Now you are directing people to park at the Holt house, go to the Holt house and try to pull out of there. The bushes are so overgrown that it blocks vision going south. They are weed eating around the buildings but the vents on the building have little trees growing out of them. Just have them open up their eyes. I don't think anyone gets criticized for doing more than expected.

Mr. Willson: You're right.

Ms. Favro: Are you making a motion on doing anything else?

Mr. Wilson: No, because we are not doing anything else. We are not hiring anyone, not making any decisions. Okay so we can do the meeting Monday morning at 9am?

Ms. Cheetham-Palen: If we are not happy with how this goes, I am still not opposed to having a facilities manager and I just want that stated for the record. I am keeping this as a consideration.

Mr. Deyo: We may get our answer from them on Monday. They may be opposed to it all.

Ms. Favro: I think that you all could make this a positive experience for them. Sometimes people don't know exactly what they should be doing and they may be just floundering without knowing their exact job description. They have no leadership.

Mr. Deyo: I think we should say what if we came up with a list every other week and could you work on it when you have some down time.

Mr. Biesemeyer: I go to the landfill a lot, and when they covered for Laura they did an excellent job. I think we should make sure we are also praising them for the good things they are doing and not be on their case.

Ms. Whitney: Maybe we should ask them their opinion. How could this work better for you? Do you have any suggestions to make things go better?

Mr. Carey: I just had a thought. Joe Pete, you are complaining about how much responsibility falls on your shoulders. Could the board relieve you of some of that? Someone helps oversee the landfill and someone parks?

Ms. Whitney: Yes, each board member is assigned during the organizational meeting.

Mr. Carey: But are you doing it, is it being done or is it just on paper.

Ms. Whitney: That is what I was going to bring up in the next meeting. We need a more clear understanding of what the actual job is.

Mr. Carey: Lets not just have it on paper, lets have common sense work.

Ms. Whitney: Well I am parks and grounds and I was seeing issues and I was telling Ryan about them and then I was reprimanded saying I was bossing Ryan around and telling him what to do.

Mr. Carey: Well that shouldn't happen. If you are seeing things that need to be done and you tell Ryan then that should be the end of it. You shouldn't have to answer to anyone else. You are the person overseeing the buildings.



Mr. Biesemeyer: There is one problem with that, there are 5 of us. If 5 of us are telling them different things and then Joe Pete doesn't have a clue and sends them up to the landfill. So there has to be some coordination, it needs to go through the Supervisor and the Supervisor can prioritize.

Ms. Whitney: I think it should be more organized, with a list and Joe Pete needs to prioritize and manage them.

Mr. Wilson: Allan your point is a good one. So it needs to be more organized.

Ms. Favro: There are also programs that can help with this like Asana and google teams to keep everyone knowing what they should be doing and organized.

Mr. Wilson: Like Cori said we have something like that called Diamond maps but we need someone technically advanced to use the software. It's a great asset management program.

Mr. Biesemeyer: You just need to have your feet on the ground.

Ms. Cheetham-Palen: There is nothing wrong with using technology to help.

Mr. Ferebee: Just one more thing, as Supervisor just takes 30 minutes a week and looks around and sees what needs to be done.

Mr. Wilson: I am aware of that, there is just only so much time. If I am going to take care of the macro stuff.

Ms. Cheetham-Palen: I want to make sure that our Supervisor has time to do some of the bigger picture items like writing grants.

Mr. Ferebee: The visual and up-keep of our town's not big picture?

Mr. Biesemeyer: There is day to day routine stuff and there is also big picture. The last year or 2 with all the master planning and such you spent a lot of time on that and maybe you need to put a little of that on the back burner and deal with daily routine stuff until we can get a routine back.

Mr. Wilson: The CFA deadline is this week, are you saying we should neglect that. Its all a choice. If I am going to mow a lawn and trim brush that is the highway's job, not general fund. Then I am going to put a \$750,000.00 grant on hold to go do that. It's a tough choice.

Mr. Biesemeyer: Speaking of river jobs, are we on the hook to pay for that river project?

Mr. Wilson: No, we got a grant from Lake Champlain River Basin to cover that and the town paid \$5,000.00

Ms. Favro: I think he is asking about the water line one, not that one that is going on now.

Mr. Deyo: Yes, the Halloween Storm water line issue in the river. We still do not funds for that right?

Mr. Wilson: We are waiting to hear on FEMA for that one. That's one of those things. I spent a lot of time filing, putting together an appeal on FEMA's denial to try to get us our \$200,000.00. Now you're saying that I should be fixing the scale instead.

Mr. Biesemeyer: No, you have to do both.

Ms. Whitney: So did that project go out for bid?

Mr. Wilson: Well, we contracted with the Ausable River Association because we had AES prepare options. There were 4 options. 3 of the options were twice as expensive and would take twice as long so we didn't even pursue them. We took the Ausable River Associations because it was the cheapest and the only one that could be finished before winter.

Mr. Biesemeyer: So if for some reason we don't get the funding from FEMA does that mean we need to float a bond?

Mr. Wilson: What we have discussed in a couple of meetings was right now the general fund has leant water district one the money to pay the bills. The bills are all paid.

Ms. Favro: What was the total on the loan from the general fund to the water district one?

Mr. Wilson: I would have to go look, I've told you this a couple of times. It's around \$200,000.00 This is probably the 3rd or 4th time I have answered this for you.

Ms. Favro: I just wanted it in the meeting minutes, you don't have to be like that.

Mr. Wilson: The loan from the general fund comes due December 31st, 2021. If we have not heard from FEMA or we are denied. We will have to take out a BAN to pay for this project. Which gives us 5 years to then go for a bigger loan grant program or a bond to pay for the emergency repair, plus the other work that needs to be done from the years of no maintenance.

Mr. Biesemeyer: What is the drop dead date when we know we have to take out a BAN or we don't.

Mr. Wilson: We have got some room, we have all of this year and I would wait till January to do it.

Mr. Biesemeyer: But then it will impact the budget that we have not budgeted for.

Mr. Wilson: Just in the water district one. Either way.

Mr. Biesemeyer: Well that's a lot of money.

Mr. Wilson: It doesn't affect the general fund at all, the loan will just be water.

Mr. Biesemeyer: Well that greatly affects the users in that district. Which has a bigger impact.

Ms. Whitney: Let me clear this, this project didn't have to go out to bid because the Ausable River Association took it?

Mr. Wilson: Well, we took their proposal. Basically we had 4 proposals.

Ms. Whitney: Don't you need 3 bids for a project that size?

Mr. Wilson: There is no guarantee how many bids you will get, it just has to be an open process. So ideally you get 3 bids. They were the only ones who could meet the bid spec.

Mr. Biesemeyer: My concern is we might not get the money from FEMA.

Mr. Willson: Mine too, and that is why I spent a lot of time and Ryan helped me, the ausable river association helped and Essex County has helped putting an appeal into FEMA. It's a lot of money.

Ms. Favro: What was FEMA's original denial reason?

Mr. Wilson: That it was outside of the reporting time, because we did not discover it until June 14th and the reporting ended that week. We missed the reporting time. We put in a line item request. They called it a DILI and they denied that. So that is what the appeal was for.

RESOLUTION 169-21

The following resolution was offered by Mr. Wilson be it resolved the Town Board has completed all business for this meeting and will adjourn. This resolution was seconded by Mr. Deyo.

Roll Call Vote:

Mr. Wilson: Yes

Mr. Biesemeyer: Yes

Ms. Cheetham-Palen: Yes

Mr. Deyo: Yes

Ms. Whitney: Yes

Meeting adjourned at 10:08 AM.

Respectfully submitted Cori-Anne Favro, Town Clerk

8/10/2021

