

Bi-Monthly Town Board Meeting
May 31, 2022
5:30 p.m. Keene Community Center Pavilion

MTG #12
Res, #158-174

BOARD MEMBERS PRESENT

Joseph P. Wilson, Jr., Town Supervisor
Robert Biesemeyer, Deputy Supervisor
Teresa Cheetham-Palen, Council Member
David Deyo, Council Member
Jennifer Whitney, Council Member

TOWN OFFICIALS

Reginald Whitney, Deputy Highway Superintendent (in charge)
Kimberly Smith, Town Clerk

MEMBERS OF THE PUBLIC PRESENT: Donald Smith, Bill Ferebee, Alan Carey, Ann Whitney, Chris Hyson, Andrew Wadsworth, Ashley LeClair, Jerry Smith, Kristy Farrell, Barb Dumas, Molly Lawrence

SUPERVISOR WILSON called the meeting to order at 5:30 p.m.

APPROVE MINUTES:

RESOLUTION APPROVING TOWN BOARD MINUTES

RESOLUTION NO.: 158,2022

INTRODUCED BY: DAVID DEYO
WHO MOVED FOR ITS ADOPTION

SECONDED BY: ROBERT BIESEMEYER

RESOLVED, that the Town Board minutes from May 10, 2022 and the Town Board minutes from May 24, 2022 are accepted and approved.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Mr. Deyo, Ms. Whitney

NAYS: none

ABSENT: Ms. Cheetham-Palen

Ms. Cheetham-Palen joined the meeting at 5:31 p.m.

Supervisor Wilson had a few announcements to make prior to addressing the Town Board Agenda. They received the Dog Control Officer Inspection Report that was completed at the beginning of the month and they are found to be satisfactory regarding compliance of NYS Agriculture and Market's requirements. Last year they had trouble because ASPC was not certified and now they are. They have their new Animal Control Officer on and trained so they are back in compliance with all the Ags and Markets stuff. It is a good, positive step.

Supervisor Wilson addressed the topic of the grass and the mowing. He stated that he knows that was a touchy thing this weekend. He stated that it was interesting to see the response. Some people responded in a positive and helpful way. Sheila Ferebee went and mowed the Keene Library lawn. He asked Bill Ferebee to please pass along his thank you to her. That was a community oriented way to respond. Scott Purdy was out at the soccer field. He mowed the soccer field so that the kids could play. They did not ask for anything. They didn't ask for a thanks or gas money or anything. They just did it. That was very nice to see.

Supervisor Wilson continued to discuss the issue stating that others' responses were in direct contrast to it with their behavior on Nextdoor Keene. He thought it was unfortunate to see people attacking a Town employee who is out on FMLA leave right now. There was a big difference on how residents responded to the situation.

Supervisor Wilson thanked Sheila Ferebee, Scott Purdy, and also Jerry Smith. He stated that Mr. Smith spent Friday evening, a bunch of time on Saturday as well as today trying to fix the water at the Cemetery. They are still working on trying to get the water turned on there with air locks and other issues that need to be addressed. He really appreciates that type of community response from the people that stepped up and lent a hand to help the town when they needed it with mowing.

Supervisor Wilson discussed the Asset Management Plan. He explained that the Ventrac mower is broken and has been waiting for parts for 5 weeks. It was due to be replaced. He also explained that the bigger tractor that normally pulls the bat wing is busted. Reggie is going to truck it to be repaired, but they have no idea how long that repair will take. That equipment was due to be replaced 2 years ago. There was not much Board enthusiasm about replacing these items. Last week Supervisor Wilson chose to have the Veteran's Park and the Cemetery mowed for Memorial Day. Marcy Field had been mowed prior to the Kioti breaking. He explained that if he had made the opposite decision, and mowed Marcy Field instead, there would be different faces at the meeting angry. It was a tough decision. Supervisor Wilson gave examples of how long it takes to mow Marcy Field depending on which equipment was operational. He asked for the Town Board's perspective on the issues and then wanted to open it up to the audience.

Mr. Biesemeyer spoke and stated that he reached out to the company repairing the Ventrac. They did not have an anticipated repair date, but the cost of the repair is \$3,500.00. He asked them about possibly purchasing a new machine and trading the Ventrac. They had a fairly new machine that they could sell for \$24,000.00, but they would only give \$4,000.00 for the trade-in of the Ventrac, and that would only be after the town pays for the \$3,500.00 repair. So, that is not an option. He also reached out to Ryan Hall after trying to come up with a solution. Mr. Biesemeyer thinks they should get the Ventrac fixed, and to farm out the mowing. Perhaps go out to bid for a weekly fee that it would cost. As far as the equipment goes, the town does not have an internal way of maintaining it and they tend to spend a fortune on buying it and then fixing it. That Ventrac had an engine repaired in it two years ago, and they have only owned it for four years. He thinks it would have been better to get two separate pieces of equipment; one for mowing and one for plowing. That puts over 1,000 hours per year on that equipment which requires serious maintenance and upkeep. He stated that other towns farm out their mowing. They could start with Marcy Field and the Community Center this year and then add the Cemeteries next year. He stated that Ryan gave him a reasonable price, that he won't share publicly, to do those two areas for this year, and that next year he could take on the Cemeteries as well. He would use his own equipment but would request the use of the bat wing, which he would tow with his own tractor. In the short

term, Mr. Biesemeyer thinks this is the direction the town needs to move in because they do not have any equipment. They have nothing to mow with.

Ms. Whitney asked what they are doing with the two employees that they have.

Mr. Biesemeyer responded that one is on paternity leave until August. He thinks this year they have a contractual obligation for it. There is Bronson, who is part-time, to fill in for Roger's full-time position. They had no control over Roger being out during mowing season. He recommended that when it comes to the next budget season that they decide if they need two employees if they are going to choose to farm out for mowing.

Mr. Deyo spoke and stated that he thinks Mr. Biesemeyer is correct. He stated that he doesn't know if they have the time to put it out to bid. In the short term it needs to be done. He has hated going into the public for the past 3 days because he had no idea that they had all of this equipment that was not working. He went to the Valley Grocery and felt like people were going to start throwing things at him because he didn't have answers, but he didn't know. His own family came home from the Farmer's Market and told him that there was someone there in a wheelchair that couldn't get around because the grass was twelve inches high. It is embarrassing. It is disgraceful and he thinks that if Ryan can get it done by the weekend that they should hire him and then put it out to bid. We don't say what that is, but we need it done, period.

Ms. Whitney asked for clarification of what equipment they have that works.

Supervisor Wilson stated that they have the zero turn, which works in the Cemetery, and the John Deere, which is an older machine that would take 3 days to do Marcy Field.

Mr. Deyo asked if the town did any mowing today.

Supervisor Wilson stated no, that T.J. wasn't in today.

Ms. Whitney asked if with those two mowers, could they slowly get it done by the weekend.

Mr. Biesemeyer stated that you don't want to take the zero turn to Marcy Field and risk ruining that. He asked to go into Executive Session to discuss the quote that Ryan gave him and decide whether or not to just get it done.

Ms. Cheetham-Palen asked for a chance to speak. She stated that she is hearing a couple of things. If they had their two employees, one of which is on a leave which is a legal leave, but if they had them and they had all of their equipment working they would be able to do the mowing appropriately. But they don't have that. So, she doesn't want to blame employees right now. As far as equipment, if they have equipment down and it's taking five weeks to get parts it seems like it is out of their control. But she agrees, they need to do something in the short term to get things mowed. But she doesn't think that they should be saying they are going to be getting rid of employees. She doesn't think it's appropriate to say that.

Mr. Deyo stated that they weren't saying that.

Ms. Cheetham-Palen stated that it was implied.

Supervisor Wilson asked Jennifer if she wanted a chance to speak.

Ms. Whitney stated that she doesn't know why they can't just take the equipment that they have and just peck away at it.

Supervisor Wilson mentioned Marcy Field and Ms. Whitney stated, to mow where the Farmer's Market is. Supervisor Wilson said that they will always be behind with only one person and using a slow machine. That is the issue. Mowing the Cemeteries is a big commitment even when they are fully staffed. It takes three full days for two full-time people to do the Cemeteries. It's a lot of work up there because of the headstones. If Bronson can keep up with that now that it's set and T.J. is going to have to just mow all the time that he is here. That will be it and then we will still fall behind at something.

Mr. Biesemeyer stated that it's unrealistic to think that T.J. is going to do that. That's not going to work.

Supervisor Wilson stated that in the short term if they do, as an emergency, let someone do it, they would still need to go out to bid.

Mr. Biesemeyer stated to check with Liam, Town Attorney.

Supervisor Wilson said that it is in the Procurement Policy.

Mr. Biesemeyer said that for an emergency they could get someone.

Supervisor Wilson agreed and said yes, that's what he meant.

Ms. Whitney asked why they were choosing Ryan.

Mr. Biesemeyer stated that Ryan is familiar with it. But if they want to reach out and try to find someone else, that's fine. But he does know that Ryan has done it one hundred times before when he worked for the town. He is very familiar with what it requires and we don't have time.

Supervisor Wilson spoke and stated that T.J. works for Ryan, so then people are going to be asking why Ryan is getting paid to have T.J. mow our lawns.

Mr. Biesemeyer stated that he was throwing it out there. It was the best idea he could come up with. He stated that he called T.J. over the weekend and asked him why he didn't mow Marcy Field for the Farmer's Market, and T.J. told him that he didn't know it was the Farmer's Market. He didn't know it. It's not his fault. The other concern about Marcy Field not being mowed is the ticks. There is that issue. And the Cemetery. He heard from several people that they wanted to go up there and bring flowers to the graveside, and no water. He asked around. It's a 2,000 gallon tank that is gravity fed, so obviously it is air bound. There is no mechanical maintenance. He said that you need to start near the tank, open the spigot, if water comes out you work your way down. Correct, Jerry?

Jerry Smith, Cemetery Sexton, responded and said yes. He stated that they did that today.

Mr. Biesemeyer stated that he has seen where other people have needed to take a shopvac and hook it on. It seems to him, since there is water in the tank (the highway department verified that there was) that it has to be air bound.

Supervisor Wilson spoke and said that they were getting off track.

Mr. Biesemeyer stated that now T.J. will have to deal with that tomorrow.

Supervisor Wilson stated that he is going to get Savana to help him. He and Jerry already did all of the things that Bob was talking about. He found a broken pipe and Jerry found two, so they may need to replace some pipe up there.

Jerry Smith stated that they have to replace all of the pipe. They have too many small pieces.

Mr. Biesemeyer stated that T.J. is the only one they have to do this. Savana, he doesn't know.....

Supervisor Wilson said that he is going to have Savana help put some pressure to it. They got water to the first spigot but they can't get it past there. Back to the mowing, if he had T.J. mowing, and had him work on Saturday to get the field ready, he would need to use the John Deere, the old machine.

Andrew Wadsworth, highway employee, asked how long it takes to mow with the Ventrac.

Supervisor Wilson explained the times: 3 hours with the bat wing, 9 hours with the Ventrac, and the John Deere...

Mr. Wadsworth stated that the John Deere and the Ventrac have the same size deck.

Supervisor Wilson explained that the John Deere is belt driven and it just doesn't put the power to the mower.

Mr. Wadsworth stated that back when he used to work for Bill (Ferebee), it would take him 20 minutes to mow the whole inside of the oval, then 15 to 20 to mow around the Holt House, then an hour to do the air strip.

Supervisor Wilson stated that maybe they should have him do it then.

Mr. Wadsworth stated that he was just saying that the machine is a capable machine, and it's a machine that is not being used.

Supervisor Wilson stated that it's just a lot of space and that is the machine they have been using.

Jerry Smith asked about leasing a tractor and having T.J. do all the mowing.

Ms. Biesemeyer stated that once they see what it costs to have it farmed out, they have to see the numbers.

Supervisor Wilson stated that they did look for a farm tractor.

Ashley LeClair stated that then they are spending money on paying someone.

Mr. Biesemeyer stated that he is just one voice. If he were king, he would do it. But he's not.

Ms. Whitney asked if the highway could help out in the interim for one time. Reggie Whitney stated that they could not right now.

Supervisor Wilson stated that they are picking up sand right now.

Ms. LeClair stated that even if they could, they do not have equipment to be able to.

Ms. Whitney asked about using the equipment that Mr. Wadsworth was just talking about.

Mr. Wadsworth stated that he used that machine a lot. When he worked for Bill the bat wing was stuck in the hangar and he had to work on it for about a week. Him and Sean used to use a 50" cut and a 60" cut on Marcy Field and they would be done well before 2:30.

Mr. Biesemeyer explained how far behind all the mowing is. The Cemetery, the Community Center field, Marcy Field, there is just so much that all needs to be done.

Supervisor Wilson stated that he does think that they should contract for mowing but they should do it by the bid process.

Mr. Deyo asked if they could get bids by Friday. They can't go through another Farmer's Market without the field being mowed or he won't be able to show his face in town.

Supervisor Wilson wanted the public to take a deep breath and see how much T.J. can get done with the mower as Andrew has suggested, knowing that it isn't going to look perfect. Let's see if we can put a dent in it before we rush out to do a contract for it. If we don't get it done, then we know we have to take more severe steps. He asked the public to have a little bit of understanding and to refrain from attacking town employees on Nextdoor Keene. Give us a chance. This is something that we have got to work through. He asked if Bob was okay with that.

Mr. Biesemeyer asked for clarification. Does he want to just do nothing and wait and see what T.J can do?

Supervisor Wilson said yes. Marcy Field and the Community Center Fields need to be done.

Ms. Whitney said the Farmer's Market field first.

Supervisor Wilson said that he would rather have them do the Community Center first and then do Marcy Field on Saturday so that it is ready for the Farmer's Market on Sunday.

Jerry Smith asked why the Farmer's Market is so important. The town doesn't get any money for it.

Supervisor Wilson stated that it's for the image and Mr. Deyo stated that they get \$2,500 from the Farmer's Market.

Mr. Biesemeyer stated that you can't enter into a contract with them and then let the grass grow high where they want to set up tents.

Supervisor Wilson asked if the Town Board Members are okay and if the public is okay with seeing how it goes to try and get caught up with the soccer fields and Farmer's Market.

Kimberly Smith, Town Clerk, stated that she had an opinion. It is a mixture of what Bob is saying and what everyone else is saying. What if you move forward with trying to get caught up right now, but if you know you are going to be down a person all the way through August, still go out to bid. That way you can already have bids in, and if you decide that you need to bid out, you will already have bids received. Then you don't have to wait until you are behind again to go out to bid. That's just a recommendation.

Kristy Farrell, resident, stated that she agreed with Kim. She asked how do they move forward and why wouldn't they ask for bids right now.

Supervisor Wilson stated they were doing one step at a time here. He asked the Board if they wanted to move forward with trying to see what T.J. can get done.

Mr. Deyo stated to go ahead with T.J. but that he agreed with Kim and that they should at least get the bids in hand. They can always say no to them.

Supervisor Wilson spoke and stated that a second piece, before they move to that, is if they continue to repair the equipment and do they replace the Ventrac.

Mr. Biesemeyer stated that they are committed to repairing the Ventrac. They cannot leave it there.

Supervisor Wilson said imagine in January and that machine breaks down again and we are not replacing it. It is scheduled to be replaced.

Mr. Biesemeyer stated that they are not replacing it with another Ventrac.

Ms. Whitney asked if it was being maintained properly.

Supervisor Wilson stated yes, it was just getting used a ton.

Jerry Smith stated that the sidewalks in the Valley are not the greatest to use it on.

The Town Board Members discussed what to do with the two broken pieces of equipment. The Ventrac is already at the shop and they will continue with the repairs. The other machine will be loaded up and brought for repairs tomorrow.

Barb Dumas, resident, spoke and stated that if they are saying it is up for replacement, does the town have funds and a plan to replace it, and what is the timeframe for that.

Supervisor Wilson responded by saying that is the Asset Management Plan. They were supposed to replace the Kioti in 2020, but...let's wait, let's wait, let's wait. The Ventrac was originally scheduled to be replaced last year but we tried to get one more year out of it, so now we have it on to replace this year.

Ms. Dumas spoke and stated that maybe they should stop waiting.

Supervisor Wilson agreed, but the Board keeps saying not to replace machines.

Ms. Dumas stated they should repair the machines now, but make a plan to replace it. Supervisor Wilson stated that's what is in the Asset Management Plan and that's what he budgets for.

Mr. Biesmeyer stated that they bought a bunch of new equipment four years ago, and the Ventrac needed a new engine after two years, and now it needs a \$3,500.00 repair. It is practically worthless on a trade.

Supervisor Wilson stated that the first step is to get them repaired since they have nothing to use to get the lawns mowed. Next, they need to decide about going out to bid. What are they going out to bid for? The field and the Community Center?

Mr. Biesemeyer stated yes, for this year.

RESOLUTION TO GO OUT TO BID FOR WEEKLY MOWING

RESOLUTION NO.: 159,2022

**INTRODUCED BY: ROBERT BIESEMEYER
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: TERESA CHEETHAM-PALEN

RESOLVED, that the Town Board approves going out to bid for the mowing of Marcy Field and the Keene Community Center grounds for weekly mowing, as needed, for the remainder of the 2022 calendar year.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

Discussion prior to the vote:

Ms. Cheetham-Palen clarified that the bid was not for the whole summer, it was for week to week. That way if they get the equipment back and can resume doing it, it may not be needed.

Ms. Whitney asked for clarification that it means they have Bronson and T.J. do the Cemetery since they are not bidding that out.

Supervisor Wilson asked for clarification on the Community Center portion of the bid. Does it include the playground, up top, the hill....

Mr. Deyo responded yes, let's include all of it.

Ms. Whitney asked a second time, are T.J. and Bronson doing the Cemeteries all around town. They are not putting them in the bid.

Supervisor Wilson stated yes, and the library, the Town Hall, the small Cemeteries, Fairview Cemetery, we still have all of those to be maintained. He asked any other Board Members for questions or comments on the motion.

Bill Ferebee, resident, asked about Marcy Field being mowed this week prior to Farmer's Market.

Board Members responded and stated yes that it will be done this week.

Mr. Ferebee spoke and stated that he understands that there are issues with the larger equipment not working, but why haven't places like Point Park, the Library, the Town Hall, and those smaller areas been done with a push mower and a weed eater. What is the person doing without the tractor working?

Supervisor Wilson responded and stated that they are mowing on the 2520 trying to keep up with things.

Mr. Ferebee asked where.

Supervisor Wilson stated the Community Center, Marcy Field was mowed on Monday but the grass grew and he couldn't make it back. They have been working on the mowing with the equipment that they have. Reggie found the mowing deck for that machine. T.J. put it together. They have been trying to keep on top of it but it was a scramble.

Mr. Ferebee stated that Point Park hasn't been touched.

Supervisor Wilson stated that it is still on that list: the Library, Town Hall, Point Park, the other Cemeteries.

Mr. Ferebee stated that he also wanted to give a positive and that the Veteran's Park does look good. They did a good job there.

Supervisor Wilson thanked him for that.

Mr. Ferebee stated that he didn't understand with them knowing there was an issue with the tractor, why the smaller things weren't done ahead of time.

Supervisor Wilson responded and stated thank you for that input. He asked if there was any other public comment.

Alan Carey, resident, spoke and stated that he didn't understand how the Board Members could drive by these facilities and not notice that things are not being done. Why weren't they proactive in doing something about it before it got out of hand? He realized that they had problems with things breaking down, and possibly a problem with supervision. He didn't want to go into the things on Nextdoor, but there were some questions about supervision.

Mr. Deyo responded that he wanted to give Alan a brief answer. Mr. Deyo stated that he has been here. They do notice these things, but they were told point blank that the employees of the Town don't need (5) five bosses. So, when Jennifer was on Parks and Recreation she mentioned a few things to Ryan a couple of years ago and they were basically told; do not talk to them, the ultimate in charge person was Mr. Wilson. So yes, it was obvious that they needed to mow.

Mr. Carey responded that everybody that reports to the town somewhere, is under somebody else's supervision with one exception. And humbly, basic plumbing where hot is on the left and cold is on the right, and it runs downhill. In this case, it runs uphill. And you, my friend, are at the top.

Supervisor Wilson responded and stated that is why he said at the beginning of this meeting that he made the decision, not T.J., not Roger who is not here, he made the decision that the Cemetery was the priority. They took care of this, they did mow Marcy Field, and then took care of the Cemetery for Memorial Day weekend. He stated that Alan was right though. Dave can talk to him and Board Members do talk to him if they see stuff. They are not ignoring things or turning a blind eye.

Kristy Farrell and Barb Dumas stated that the Board Members were unaware of what was going on.

Mr. Deyo stated that he was not aware that the mowers were in that state of repair.

Supervisor Wilson stated that he would push back and say that was on Dave because he has talked about this, Roger has talked about this. Roger had a quote to replace the Ventrac with a brand new machine, but the delivery time on that is not until the fall, the current model year. The Kioti is old, but it broke down. That was not something that anyone was planning on. The decision was Supervisor Wilson's to have Marcy Field take the backseat on Memorial Day weekend so that the whole site, where people were going to visit their loved ones at that Cemetery, and the Ceremony at Veterans Park had to take priority. If they are saying that was a bad decision, he will just have to agree to disagree with them.

Ms. Whitney asked to say her peace. July 28th of 2021, the minutes that she posted on Nextdoor Keene, they had this same conversation. How are they going to hold the guys responsible? Maybe they could help come up with a list of things that need to be done each season, and pretty much Joe Pete said that he was the head of it and he could handle the facilities manager aspect. If you read the minutes. Before, like Dave said, she reached out to Ryan and said; Hey, she thought that this needed to be done, blah, blah, blah, (because she was on Parks and Rec). She was told, not so nicely, to back off and not bring up these things. So, she no longer brings them up. She is not going to get spoken to like that.

A resident asked if she was told that by the Supervisor or by Ryan.

Ms. Whitney responded and stated, by the Supervisor.

Supervisor Wilson responded and stated that if they were going to get into discussing their private conversations.....

Ms. Whitney stated that it wasn't private. It was at a meeting.

Supervisor Wilson continued and stated that the way in which she was talking to the employees wasn't appropriate either. When they are coming and complaining, and are getting contradictory things. Supervisor Wilson stated that Bob said the direction needs to go to the employees through one person.

Ms. Cheetham-Palen stated that they have a process. They are supposed to fill out a form and it's supposed to go.....

Ms. Whitney interrupted and stated that they should not have to fill out a form that Marcy Field gets mowed.

Mr. Deyo stated that they all know that the grass grows in the spring. Or, do you need me to put a form in saying that after you get off the toilet, make sure you wipe. That's bull****.

Ms. Cheetham-Palen stated that they were saying that there isn't a process. There is a process.

Mr. Deyo stated that we all know that the grass grows in the spring. We don't need to put a memo in.

Ms. Cheetham-Palen responded and said that Dave did not even notice that Marcy Field even needed to be mowed.

Mr. Deyo stated that he sure as he** did.

Supervisor Wilson interrupted and stated that now Dave was turning this into an attack.

Mr. Deyo stated that he was not turning this into an attack.

Ms. Whitney and Mr. Deyo stated that no one is attacking the employees. Mr. Deyo stated that he does not even think that the people on Nextdoor Keene were even attacking employees.

Supervisor Wilson explained that no one is claiming that they didn't know what needed to be mowed. That was not happening.

Ms. Whitney asked the Supervisor if the bathrooms were opened at the Community Center that she asked two weeks ago to get opened for tee ball and tennis and everything. She stated that yesterday they were not open.

Supervisor Wilson responded and stated that he will get them open and thanked her for letting him know.

Ms. Whitney stated that she let him know two weeks ago though.

Supervisor Wilson stated that he had asked T.J. but that he had not followed up with him because they launched into the mowing stuff.

Molly Lawrence, resident, asked how T.J. was going to be able to get the bathrooms open if he has all this mowing to do.

Supervisor Wilson stated that they have to turn on the water and everything.

Mr. Biesemeyer stated that this is what he is saying, it's totally unrealistic.

Barb Dumas, resident, spoke and said it seems like they need to come up with a better solution. They need to come up with a plan, and it needs to be done now. The Town looks like sh*t, and everybody notices.

Supervisor Wilson stated that he thought that was what they were discussing; a plan for mowing, seeing if they can get it done, repairing the equipment they have,

Mr. Biesemeyer stated that they have a plan but he thinks they are a day late and a dollar short and hopefully it comes together.

Kristy Farrell, resident, asked why these discussions were not done in February and March and not in May and June.

Supervisor Wilson stated that he has an Asset Management Plan that he has been working on for years. He stated that the plan didn't fail, that there are Board Members that keep putting it off. The shuttle bus has been in the shop for four months. If Board Members won't sign checks the plan is not worth anything.

Mr. Biesemeyer stated that was a little bit extreme. They have never not signed a check.

Supervisor Wilson clarified and stated that the Board Members say no that they are not doing that.

Mr. Biesemeyer does not agree with going out and buying a bunch of stuff to end up having it all broken. I don't know if that's such a good idea.

Several residents all started talking over each other at once. Supervisor Wilson asked everyone to hold on. He asked Donald Smith if he had a point.

Donald Smith, resident, asked if the Town can use ARPA Funds to buy a mower.

Supervisor Wilson and Ms. Cheetham-Palen both stated no that they can't.

Mr. Smith asked them if they were sure.

Supervisor Wilson stated that they also have committed all of their ARPA money now. It's committed. Well, that's on our agenda to discuss.

Mr. Smith asked if they did the AEDs (Automated External Defibrillators). What happened about the AEDs that he had mentioned?

Supervisor Wilson stated that they are ordering them. They have committed funds to that.

Mr. Biesemeyer wanted to clarify that they are not denying spending money. The equipment is broken and they are fixing it.

Supervisor Wilson recommended moving onto the agenda, as they had not even started it and it is fairly full.

Ms. Smith brought it to the Board's attention that there is still a motion on the floor. There had not been a vote yet.

Mr. Deyo clarified that they will not be committed to it, that they are just simply getting bids.

Supervisor Wilson said yes.

Ms. Smith reminded the Board of the motion on the table, and that it was for weekly mowing.

PRIVILEGE OF THE FLOOR: (nothing additional)

OLD BUSINESS DISCUSSIONS

RESOLUTION TO APPROVE THE 2021 AUD

RESOLUTION NO.: 160,2022

**INTRODUCED BY: TERESA CHEETHAM-PALEN
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: ROBERT BIESEMEYER

RESOLVED, that the Town Board approves the 2021 AUD Report.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

Discussion prior to the vote:

Ms. Cheetham-Palen thanked Ashley LeClair for all of her hard work to get the AUD done. She stated that she asked Ashley questions, and Ashley was able to answer all of them.

Ms. Whitney asked for clarification on page 102 in regards to the Energy Cost and Consumption amounts listed. She asked specifically about the propane costs and fuel oil costs, and asked if the \$6,000.00 for propane was accurate and the \$7,000.00 for fuel oil. Supervisor Wilson stated that there is propane at the Assessor's office and for one generator. She inquired about the propane leak that had occurred at the Water Treatment Plant.

Ms. Smith, Town Clerk, stated that the propane leak occurred during the calendar year of 2022.

**RESOLUTION TO APPROVE THE 2022 ANTICIPATED WATER BILLING LISTS FOR
WATER DISTRICT #1 AND WATER DISTRICT #2**

RESOLUTION NO.: 161,2022

**INTRODUCED BY: ROBERT BIESEMEYER
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: TERESA CHEETHAM-PALEN

RESOLVED, that the Town Board approves the anticipated water billing lists for Water District #1 and Water District #2 for 2022.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

(see attached at end of meeting minutes)

Discussion prior to the vote:

Mr. Deyo, Ms. Whitney, and Ms. Cheetham-Palen stated that they had met individually with Ms. Smith earlier in the day and that their questions were answered.

**RESOLUTION TO AMEND TOWN BOARD RESOLUTION 148 AND TO ACCEPT THE
RESOLUTION FROM CHAMPLAIN NATIONAL BANK TO OPEN A CHECKING
ACCOUNT FOR THE YOUTH COMMISSION**

RESOLUTION NO.: 162,2022

**INTRODUCED BY: DAVID DEYO
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: TERESA CHEETHAM-PALEN

RESOLVED, that the Town Board amends Resolution 148 and is replacing it with this Resolution, as provided by Champlain National Bank, (see attached), approving the Youth Commission to open a checking account under the terms and conditions stated.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

Discussion prior to the vote:

Ms. Smith, Town Clerk, asked Ms. Cheetham-Palen for clarification in regards to signatures required for this account. Ms. Cheetham-Palen stated that the Town Supervisor is required to be one of the signatories on any checks, regardless of the terms from Champlain National Bank.

Mr. Deyo stated that the Town Law and Regulations supersede the resolution that is being filed with the bank.

**RESOLUTION OF INTENT TO ESTABLISH LEAD AGENCY FOR WATER
DISTRICT #1 CAPITAL IMPROVEMENTS PROJECT**

RESOLUTION NO.: 163,2022

**INTRODUCED BY: ROBERT BIESEMEYER
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: JENNIFER WHITNEY

WHEREAS, the Town of Keene, for Water District #1 has proposed a replacement of water treatment plant control equipment, including pumps, meters, valves, controls,

together with emergency repairs to water distribution main, and including incidental improvements referred to as, "Said Actions;" and

WHEREAS, Said Actions require review under the New York State Environmental Quality Review Act (SEQRA), per 6NYCRR Part 617; and

WHEREAS, Said Actions are defined as a Type II Action under SEQRA pursuant to 6NYCRR Part 617.5 and are further defined as a Type II Action under SEQRA pursuant to 6NYCRR Part 617.5(c)(1) and (2); and

WHEREAS, 6NYCRR Part 617.2(u) defines "Lead Agency" as, "an involved agency principally responsible for undertaking funding or improving an action, and therefore responsible for determining whether an environmental impact statement is required in connection with the action, and for the preparation and filing of the statement if one is required;" and

WHEREAS, the Town of Keene intends to act as Lead Agency in the coordinated review of Said Actions as Unlisted under SEQRA and further intends to implement and complete all responsibilities of that office.

THEREFORE, BE IT RESOLVED by the Keene Town Board that the Town of Keene intends to act as Lead Agency, as defined in 6NYCRR Part 617.2(u), under the New York State Environmental Quality Review Act.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

**RESOLUTION OF INTENT TO ESTABLISH LEAD AGENCY FOR WATER
DISTRICT #2 CAPITAL IMPROVEMENTS PROJECT**

RESOLUTION NO.: 164,2022

**INTRODUCED BY: TERESA CHEETHAM-PALEN
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: JENNIFER WHITNEY

WHEREAS, the Town of Keene, for Water District #2 has proposed a water treatment improvement project to upgrade or replace the Water Treatment Plant, well field development, water connections, water meters, water storage upgrades as described in Preliminary Engineering Report titled "Water District #2 Well Field Evaluation" hereafter referred to as, "Said Actions;" and

WHEREAS, Said Actions require review under the New York State Environmental Quality Review Act (SEQRA), per 6NYCRR Part 617; and

WHEREAS, Said Actions are defined as Unlisted under SEQRA pursuant to 6NYCRR Part 617.2; and

WHEREAS, multiple agencies have approval and/or funding authority over Said Actions; and

WHEREAS, 6NYCRR Part 617.2(u) defines “Lead Agency” as, “an involved agency principally responsible for undertaking funding or improving an action, and therefore responsible for determining whether an environmental impact statement is required in connection with the action, and for the preparation and filing of the statement if one is required;” and

WHEREAS, the Town of Keene intends to act as Lead Agency in the coordinated review of Said Actions as Unlisted under SEQRA and further intends to implement and complete all responsibilities of that office.

THEREFORE, BE IT RESOLVED by the Keene Town Board that the Town of Keene intends to act as Lead Agency, as defined in 6NYCRR Part 617.2(u), for the coordinated review of Said Actions under the New York State Environmental Quality Review Act.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

RESOLUTION TO ACCEPT THE RECERTIFICATION OF RECORDS OF ACTIVITIES (ROA) FOR ELECTED TOWN EMPLOYEES

RESOLUTION NO.: 165,2022

**INTRODUCED BY: TERESA CHEETHAM-PALEN
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: DAVID DEYO

RESOLVED, that the Town Board accepts the Recertifications for the Records of Activities for Supervisor Joseph P. Wilson, Jr, Deputy Supervisor Robert Biesemeyer, and Highway Superintendent Scott Smith.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

ABSTAINED: Mr. Biesemeyer

NEW BUSINESS DISCUSSIONS

Presentation on Baxter Mountain project by Megan Zack Stevenson and Mike Carr from Adirondack Land Trust:

Megan Zack Stevenson, Land Protection Manager, gave a brief background on Adirondack Land Trust. Since 2017, when they separated from the Adirondack Chapter of the Nature Conservancy they have grown from 3 (three) full-time employees to 11 (eleven) and are hiring 3 (three) more full-time staff. They have completed 8 projects in the Town of Keene in which they have protected 330 acres.

Their next project is protecting 107 acres on Baxter Mountain. It contains about 2,000 feet on the East Branch of the Ausable. When you are driving down Route 73, across from Marcy Field, it is the land there. The property is being donated to Adirondack Land Trust from Chris Hyson. The Adirondack Land Trust plans to transfer the land to the Hammond Pond Wild Forest. Once Adirondack Land Trust takes over the property from the Hyson's they will take over paying the taxes for the property. They will work with the State to get the property transferred to forest preserve.

The major benefit to this project is that it is under a 480a management plan and it will continue to be managed under the 480a management plan. It is due to be updated in 2024, but there are no harvests to be planned between now and then. Keeping the property in its forested state has many natural benefits, it is within the flood plain and is not suitable for development. Another benefit is recreation. Once the property is owned by the forest preserve it will be open for fishing, hunting and any other recreational opportunities. And lastly, protecting the scenic view of Marcy Field and the Town of Keene beach. Keeping the property as is, is seen as a big benefit for people in the community.

Ms. Cheetham-Palen stated that it is very exciting and thanked them for the project.

Mr. Biesemeyer asked for clarification about the 480a classification of the property. Can they keep the 480a classification if the property is not being logged? He inquired about the timeframe of the 480a. How long will it be before the property is turned over to the State and will become forest preserve, two years or five years?

Mike Carr responded and said that it is closer to five years. Even though it is a gift from the Hyson's, it will still be a gift out to the state.

Mr. Biesemeyer clarified that the Adirondack Land Trust does not plan to log it and that the 480a classification is transferable to Adirondack Land Trust and they will get the tax benefit.

Ms. Stevenson stated that yes, it is transferable to them.

Supervisor Wilson thanked both Ms. Stevenson and Mr. Carr for attending and giving the presentation. He also thanked the Hyson's for their generosity and commitment to protecting the forest and the flood plains.

Supervisor Wilson asked if during the time that the Adirondack Land Trust owns the property, will they be looking into opening up the access for recreational purposes, such as trails, before it goes into forest preserves.

Ms. Stevenson stated that their policy is not to advocate for public access during their ownership. They do not have the capacity to manage recreation on properties. They do have public recreation on other preserves. They are happy to get involved with any community members or task force members to plan things with them.

Supervisor Wilson stated that there is a task force that is still very active in the Town of Keene, which originated from the Town of Keene Master Plan. They are currently working on a trail system in the next year, so he will follow up with that group.

Mr. Carr asked if Ms. Stevenson had an idea of when the closing would be on the property.

Ms. Stevenson stated that they should be closing within the next couple of weeks. She also stated that the Adirondack Land Trust works on all types of projects. They have been working with Teresa and the Housing Task Force and the Housing Assistance Program of Essex County. There is property on Gilmore Hill that is not property for conserving. It is a property suitable for developing. When properties make sense for developing, they are all for it for housing to be built for residents. They are available for a variety of different things.

Mr. Carr explained that the property on Gilmore Hill was from the French family. It is approximately 7 (seven) acres and they are trying to decide if it would be appropriate to be used to possibly build 2 (two) homes for Keene residents.

Supervisor Wilson and Ms. Cheetham-Palen thanked them again for coming to the meeting. Ms. Stevenson stated that she had handouts for anyone that wanted one.

(Attached to the meeting minutes is a copy of the Land Map for the Hyson property/Baxter Mountain 107 acres that they are acquiring).

Discussion on town pay scale by Ashley LeClair, Clerk to the Supervisor:

Supervisor Wilson stated that Ashley had information to share in regards to pay scale, inflation, and it being hard to find labor and the cost to pay people.

Ashley LeClair asked the Board to consider raising Tina Preston's pay. Tina is a clerk at the Town Hall who was hired in November of 2021. Tina covered for Ashley's maternity leave and she is an excellent worker, an EMT, and she deals with the public a lot. She realized that the Youth Commission counselors are being paid the same amount as Tina. She feels that with her experience, her positive attitude, her flexibility and the fact that she (Ashley) is not always able to come because of her two small kids, that Tina deserves a pay increase and that also she deserves to be full-time at the Town Hall.

Supervisor Wilson asked if the Board Members wanted to ask any questions, and that then they could go into Executive Session to discuss things more.

Mr. Deyo stated that it is always a consideration. He likes the job that Tina is doing, she has been great. He said that as he expressed to Tina, to debate these things mid-session is not something that he likes to do. There is a budget season in which these things are discussed, which is in two months. He would like to discuss this there. He is not saying no. He is not saying yes. He wants to discuss it further, but then. He is one of five. He thinks it should be discussed in a budget workshop and not at a public meeting.

Ms. Whitney stated that she thinks Tina is doing a great job. She has cleaned up the Town Hall and has made things so much more efficient. She does agree with Dave that they should wait. She is curious why Tina is not asking the Board for a raise.

Ms. LeClair stated that she didn't think that was appropriate. Ms. LeClair enters the new employees' information into the computer software and when she saw it, she was shocked. When she was growing up, her first job was minimum wage. It was not \$18.00 per hour. She was blown away at the amount of money that the Board approved for 16 year olds. She understands that the town does have a hard time but they are paying the Camp Director \$9,000.00 this year for a week less than previous years. They are paying shuttle bus drivers \$30.00 an hour.

Ms. Whitney stated that it was not comparable to her with the Youth Commission people... they are only working six weeks. They are not giving them any benefits or anything.

Ms. LeClair stated that they do not need benefits. They are kids.

Molly Lawrence, resident, spoke and stated that they (Youth Commission employees) are also in charge of their children's safety. She sends her kid there and she expects them to come home.

Ms. Whitney stated again that it is only six weeks, it's not for a long timeframe.

Ms. LeClair stated that it went from \$13.00 per hour last year and increased \$3.00 to \$16.00 per hour this year for Camp Counselors. The rest of the town employees only got a 3% raise. Lifeguards are now making \$18.00 per hour. You raised Shuttle Bus Drivers from \$25.00 to \$30.00. So if everyone else is getting a \$3.00 to \$5.00 raise, she thinks every employee for the town should be considered for that as well.

Supervisor Wilson spoke and clarified the response to the original question that Ms. Whitney asked. Ashley is bringing this forward, because Tina spoke to Ashley, Ashley spoke to him, and that Ashley is not just talking about a raise for Tina but to look at the town's pay scale for all employees.

Mr. Biesemeyer asked Ashley if she was just talking about Tina or is she talking about everyone. He thought that she was specifically asking about Tina.

Supervisor Wilson stated that Ashley brought this up because it leads to everything else.

Mr. Biesemeyer stated that this is a whole different dialogue if she is talking about all employees. He asked again if the matter at hand was Tina. Or, are we talking about more than Tina?

Ms. LeClair stated that it is about both, to be honest. You cannot say that every employee only gets a 3% raise but then blame that it is hard to get employees into these positions. It was never hard before to get Camp Counselors. She understands that about the Shuttle Drivers. But to raise the pay to \$3.00 to \$5.00 over, when it is hard to get someone in Tina's position. Last year it was very hard to get someone for Tina's position at \$14.00 per hour. It was raised to \$18.00 per hour without benefits and she is doing an excellent job.

Supervisor Wilson stated that his big concern is that Tina can walk outside the Town Hall tomorrow and make \$8.00 more. She is actively being recruited.

Mr. Biesemeyer stated that he honestly thinks that if they had not offered the Youth Commission Counselors what they offered them, there may not have been a program this year.

Ms. LeClair stated that the Youth Commission employees did not come forward and demand \$18.00 per hour.

Ms. Whitney stated that the Youth Commission brought the Town Board the numbers. They were not something that the Town Board chose.

Ms. LeClair asked if the Town Board looked at the numbers and thought whoa, these are much higher than they were before?

Ms. Whitney stated that if they don't have the program then people would be sitting there complaining.

Ms. LeClair again stated that they are not asking for \$18.00 per hour. She stated that it is insulting.

Supervisor Wilson stated that during budget season they need to have the pay scale conversation about the overall pay scale. But, in the meantime, he is really concerned that the town is going to lose a valuable employee.

Mr. Biesemeyer stated that he thinks they are going to lose Tina if they don't give her an increase.

The Board Members spoke amongst themselves about other employees threatening to leave if they don't get increases. They also spoke about sustainability of employees. They explained that if they give every employee \$3.00 to \$5.00 an hour increase, that the budget could increase \$200,000 and there goes the 2% tax cap for the year. They also compared how they wanted to keep the Youth Commission going, and that if they want to keep Tina, it may come down to this.

Supervisor Wilson stated that if Tina leaves it is physically impossible for the Clerk to the Supervisor to do the payroll, reconcile the checking, keeping up with the insurance, the budget... It is impossible for one person to do all of that. If they lose a good employee, they are starting over again. There is a good chance that they will be in the same place. Say they have to pay more to recruit. They need to look at the full picture and the pay scale. What are they paying across the board to all of their full-time employees?

Mr. Deyo stated that he thinks that needs to be done during budget season.

Mr. Biesemeyer stated that they have short term and they have long term. He is normally in complete agreement about sticking to what is on paper or the contractual amount that is decided for the year. Youth Commission, he went along with because he was afraid they were not going to have a program. With regards to Tina leaving, he believes that it is a very strong possibility if they do not give her her request. He asked for clarification of what Tina was asking for.

Mr. Deyo stated that she is currently at \$18.00 per hour. She wants \$22.00 per hour if she stays part-time and \$20.00 per hour if they make her full-time. He doesn't think this should be a quick decision to make her full-time.

Ms. Cheetham-Palen stated that going back in time, they had discussed the restructuring in the Town Hall. Things changed. There used to be a part-time Town Clerk who was also a part-time clerk/typist. By losing those hours, they as a Board were not sure how many hours they wanted to factor back in. They decided last summer to start with a part-time clerk and to see how that went. It became apparent very quickly to her that those hours needed to be increased. Perhaps they should revisit that conversation and discuss how many hours would best serve the Town Hall, and that Tina is doing a great job.

**RESOLUTION TO INCREASE TINA PRESTON'S, PART-TIME CLERK,
SALARY TO \$22.00 PER HOUR**

RESOLUTION NO.: 166,2022

**INTRODUCED BY: JOSEPH PETE WILSON, JR
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: JENNIFER WHITNEY

RESOLVED, that the Town Board approves to increase the Part-Time Clerk salary of Tina Preston's to \$22.00 per hour.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen

NAYS: Mr. Deyo, Ms. Whitney

Discussion prior to the vote:

Mr. Biesemeyer stated that he does not think that is what Tina wants. His understanding is that she wants to go full-time.

Mr. Deyo stated that this discussion is a huge mistake to have at a public meeting like this. He thinks that many employees will come forward requesting an increase as well.

Town Board members discussed whether they should move into Executive Session rather than a public discussion. Mr. Biesemeyer stated that this could not go into Executive Session. Salaries are public, personnel issues can go into Executive Session. They also discussed whether to wait until budget season to discuss overall changes. And also to speak directly to Tina.

Kristy Farrell, resident, asked if it is unreasonable to ask the employees to do a request at the proper time of the year. That season is 2 months off from right now. Is it so inconvenient to ask them to wait, if they want to be a part of Keene, to ask at the appropriate time for this.

Supervisor Wilson stated that if they are being offered well over their pay, it is not practical for them to wait.

Ms. Farrell stated that basically employees can hold the town over a barrel to get a raise that they want.

Supervisor Wilson stated that the whole pay scale for the town employees is out of whack and that the whole thing needs to be looked at.

Ms. Whitney stated that she is more comfortable with waiting until budget season.

Barb Dumas, resident, spoke and stated that the Town of Keene, just like all small businesses, needs to realize that getting employees is very difficult. If they have joined you, they know that they are working for a town and that there are certain times of the year that you negotiate for your pay. You are going to be held over a barrel more times than you can count if you make this a precedent.

Molly Lawrence, resident, spoke and asked that if they make this position up to \$22.00 per hour now and then decide to put it full-time, they are going to have a hard time putting it down to \$20.00 for the same job duties.

Supervisor Wilson responded and said no, because they renegotiate salaries every year. On January 1, there are new pay salaries.

Ms. Lawrence asked if the employee would be okay with going down to \$20.00 per hour if on January 1 they were made full-time.

Supervisor Wilson said yes, because if they go full-time they get paid time off, sick days, and benefits. That is all part of the compensation package.

Ms. Lawrence stated that she understands the compensation part but does it make sense to say that the work is worth more hourly now than if the person is doing the same duties but goes full-time.

Supervisor Wilson and Ms. Cheetham-Palen stated that the package compensates for the pay difference.

Mr. Deyo stated that he understands Ms. Lawrence's point. It's hard to go backwards with someone's pay. He stated again that he feels firmly on this, that it needs to wait until budget season. He feels there will be a line of employees out the door requesting the same thing.

Mr. Biesemeyer was unsure of how he wanted to vote. He does not want the town to lose Tina.

Mr. Deyo stated that he doesn't think they will lose her, they just need to have a conversation with her.

Jerry Smith, resident, asked what the town did when Tina wasn't there.

Mr. Biesemeyer stated that the Town Hall is slowly now having hours. Kim, the Town Clerk, has her hours posted. People know when she is there. Ashley is back from maternity leave. And Tina is there.

Jerry Smith stated that Tina was not there when he was on the board.

Mr. Biesemeyer stated that Mr. Smith was right, but that they cannot go back to how it used to be.

Ms. Whitney stated that they had Ellen, and Susan and Kate.

Mr. Biesemeyer stated that since all of them, we have had Covid and everyone's pay has gone dramatically up. Tina could get a job, boom, just like that.

Ms. LeClair spoke and explained that she did call around to other towns and asked them what they were paying their counselors and lifeguards. If other towns can put it on their camp programs, why can't Keene?

Mr. Biesemeyer stated that right now he is just focusing on Tina.

Mr. Deyo asked Ms. LeClair if she asked what part-time clerks are making in other towns.

Ms. LeClair stated that no she did not.

Mr. Deyo stated that it would be a good question to ask.

Mr. Biesemeyer stated that it is a difficult decision, because he is a strong advocate for not re-negotiating salaries in the middle of budget season. But he is going to vote for the \$22.00.

Discussion on Premium Pay for Town employees using ARPA Funds:

Supervisor Wilson stated that the town has \$25,741.66 in ARPA money from the county to go towards Premium Pay for Town employees who worked through Covid. That's \$25,000 that they can write checks for. So, it's two questions; do they want to use the ARPA money for that, and how do they calculate that? They have two highway employees here that worked all the way through it. Ashley is here and she started working in the middle of it. Do they want to use the money for this? And how do they structure this so that it is fair?

Mr. Deyo asked where the AED's were getting ordered out of.

Supervisor Wilson stated they are getting ordered out of the Town's ARPA Funds. This is money from the county. It was paid out for Premium Pay. So it addresses some of the pay scales that people are concerned about. People feeling like they are getting left behind. We have \$25,000 to work with.

Mr. Deyo stated that they do not have to spend that money. He asked if they could just take some time and go over it and not decide there at the meeting. They should look at how many employees there are and how much they worked during that time. Otherwise, if one employee gets more than another, there will be an issue and complaints.

Ms. Cheetham-Palen stated that she thinks the Supervisor was asking if the Board wants to consider doing that at all.

Supervisor Wilson stated that this was the third time that they had talked about this. Are they going to proceed and come up with a pay scale for this money to try and decipher full-time versus part-time and all of that. The first thing that has to be decided is if the Town Board approves using this for this purpose.

Mr. Deyo asked about using it this way as opposed to how else.

Supervisor Wilson answered and said by using it towards more water or something else.

Mr. Deyo stated that he was fine with using it that way (premium pay) as long as they have a discussion of how it will be applied towards the employees.

Supervisor Wilson asked if Reggie, Deputy Highway Superintendent (in charge), wants to add anything and if he wants the Board to work on this, or no.

Mr. Whitney stated that it would be foolish to say no.

Supervisor Wilson asked Andrew Wadsworth, Highway employee, if he had anything to add about this.

Mr. Wadsworth stated that in regards to service time, Reggie has been there 30 years, he has been there 10 years, but they all do the same job duties regardless of service time. They all worked during Covid regardless of the number of years of service. It might grind a little gears if some people get more than others if they all worked.

Supervisor Wilson stated that they would look at several variables to come up with the figures.

Donald Smith, resident, asked what was considered Covid time.

Supervisor Wilson stated that it started in March of 2020, whenever New York State declared the emergency.

Mr. Smith recommended finding out how many months each employee worked during it, and if they worked each month, they get that pay.

Supervisor Wilson stated that was a good start. That they also have to look at if they worked full-time or if they worked part-time.

Molly Lawrence, resident, spoke and stated that Essex County had done this already. It went from the beginning of the pandemic until December for the first payment. They had to work a certain amount of hours during that time frame, and if they did they got the stipend and if they didn't it got pro-rated. It didn't matter what their job title was or what their salary was, it was based on if they worked the set amount of hours.

Mr. Deyo asked Ms. Lawrence if she could get that criteria information for them.

Ms. Lawrence replied yes that she would.

Mr. Deyo recommended getting the information, looking at it, and following suit.

Supervisor Wilson asked if the Town Board was in agreement to proceed with this.

Ann Whitney, resident, asked to speak. She stated that she can get information from Dan Palmer tomorrow. The County has been all taken care of. The Town of Elizabethtown has been all taken care of. Everyone has been all taken care of and then they (Town of Keene) are still trying to figure out what to spend the money on. And also,

the part-time clerk in Elizabethtown, she does know what she makes and it is \$15.00 per hour.

Supervisor Wilson stated that it was the Town Clerk though.

Ms. Whitney clarified and said no, it is the clerk that works in the Town Hall office.

Supervisor Wilson asked, so not the elected Town Clerk.

Ms. Whitney stated no, the clerk that does the same thing that Tina does. She knew this information and felt that everyone should know that. She also stated that Mountain Lake Services employees received their bonuses.

Supervisor Wilson stated that he has brought this (premium pay) up several times and it's been deferred. Let's wait, let's wait.

Mr. Deyo stated that he thinks they should move forward with it but they need a fair way to do it.

Supervisor Wilson stated that they need to develop a scale. He then asked Ashley LeClair to discuss the inflation on the Town Budget.

Impact of Inflation on the Town Budget:

Ms. LeClair spoke and wanted to make the Board aware of the increase in the cost of the town bills. She had Tina prepare a few examples to share. Casella now charges a \$95.00 per month container fee which they did not charge previously. Gordon Oil and diesel increased from \$4.46 to \$5.56. It was \$1,300.00 to \$3,000.00 in a 3 week period of time. For NYSEG, the water department went from \$1,100 to \$1,900 in one billing cycle. Commercial Sales added a \$3.00 delivery charge and also our Amazon stuff has gone up. She wanted to be sure that the Board was aware that every day Tina notices that there are increased charges for things. Prices really are increasing and they are seeing that.

Mr. Deyo spoke and thanked Ashley for bringing that up and he said that he had spoken with Tina in regards to it as well. It is good that she is keeping them informed. Communication is always important.

Mr. Biesemeyer spoke and stated that there is not much they can do about it.

Mr. Deyo stated that it is good to be made aware, but as they keep paying more here and paying more there, there is a 2% tax cap that they have to meet next year. So, they need to grind things down somewhere, and all they have been talking about tonight is spending.

Supervisor Wilson asked if there were any more questions for Ashley. He stated that they are going to have to make some hard choices, it is not going to get easier. Things are going to continue to get more expensive. It is going to be tough budgeting this year.

**RESOLUTION TO APPROVE THE USE OF THE KEENE
COMMUNITY CENTER PAVILION**

RESOLUTION NO.: 167,2022

**INTRODUCED BY: DAVID DEYO
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: ROBERT BIESEMEYER

RESOLVED, that the Town Board approves the use of the Keene Community Center Pavilion by the Keene Fire Department Auxiliary for a Softball Tournament on Saturday, August 13th from 10:00 a.m. until 9:00 p.m. at no charge.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

Discussion held prior to the vote:

The Fire Department Auxiliary intends to have alcohol at the event and are prepared to get a license for it. If said license is obtained, the Town Board does not have any issues with it. This event will also require several picnic tables, so no tables should be removed or brought to the Marcy Field for a wedding that day.

Bill Ferebee recommended that the residents on Church Street should be personally notified by the Auxiliary members that they intend to hold an event until 9:00 p.m. that day as a courtesy.

**RESOLUTION TO APPROVE THE USE OF THE KEENE
COMMUNITY CENTER BASEBALL FIELD**

RESOLUTION NO.: 168,2022

**INTRODUCED BY: DAVID DEYO
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: ROBERT BIESEMEYER

RESOLVED, that the Town Board approves the use of the Keene Community Center Baseball field on the following Thursday evenings at 6:00 p.m. for the Keene Fire Department Auxiliary to hold Community Kickball Games:

- June 16th and 30th
- July 14th and 28th
- August 11th and 25th

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

RESOLUTION TO APPROVE THE USE OF MARCY FIELD

RESOLUTION NO.: 169,2022

**INTRODUCED BY: DAVID DEYO
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: JENNIFER WHITNEY

RESOLVED, that the Town Board approves the use of Marcy Field by Marcy Post 1312 American Legion for the Flaming Leaves Car Show from 10:00 a.m. to 2:00 p.m. on either Sunday, September 25th or Saturday, September 24th, depending on the layout design with the Farmer's Market already booked for Sunday, September 25th.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

RESOLUTION TO APPROVE A DONATION TO THE KEENE VALLEY LIBRARY

RESOLUTION NO.: 170,2022

**INTRODUCED BY: ROBERT BIESEMEYER
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: TERESA CHEETHAM-PALEN

RESOLVED, that the Town Board approves a donation in the amount of \$6,365.00 for their continued support of the Keene Valley Library.

Duly adopted this 31st day of May, 2022 by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

Town Clerk discussion in regards to Town Hall hours:

Kimberly Smith, Town Clerk, spoke and wanted to remind everyone what the Town Clerk hours are: Monday, Tuesday, and Thursday from 8:30 a.m. to 3:00 p.m. They do not coincide necessarily with the Town Hall hours. Supervisor Wilson sets the Town Hall hours. Ashley and Tina are the ones that cover the Town Hall hours. If she is not there, they cannot do what she does, and if they are not there, she cannot do what they do. She would have been in favor of Tina being full-time. On Tuesdays and Thursdays she (Tina) leaves at 11:30 a.m. and she thinks it would benefit the town if she was there everyday all day so that there was at least one there continuously. Ashley is there most days all day too, but Tina has been a great help. She was glad that they decided on a raise for her. With Ellen doing both jobs before, as Teresa said doing Clerk and Town

Clerk, some people/residents get confused and think that if the Town Clerk is not there, they can still do Town Clerk business with the other staff. So she just wanted to clarify that there is a difference between the hours and the duties.

Mr. Deyo stated that making sure things are posted on the Town Website and to post a sign on the outside of the Town Hall entrance stating the Town Clerk hours would be helpful so that people do not go in and ask Ashley where she is.

Ms. Smith stated that she does have her days and hours posted on the Town Clerk bulletin board outside her office.

Mr. Biesemeyer stated that the way the Town Hall is running right now with Ashley, Tina, and Kim, that the three of them are getting things running smoothly for people and it is going good.

Mr. Deyo stated that yes, not to sound negative, but that the Town Hall is running much better than it was a year ago.

Ms. Smith thanked Mr. Deyo and Mr. Biesemeyer for their comments.

Supervisor Wilson thanked Ms. Smith for discussing the hours and for being a voice of support for Tina.

RESOLUTION TO TRANSFER FUNDS WITHIN THE GENERAL FUND

RESOLUTION NO.: 171,2022

**INTRODUCED BY: ROBERT BIESEMAYER
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: TERESA CHEETHAM-PALEN

RESOLVED, that \$459.04 is approved to be transferred out of #A019904.01.004.00 Contingency Line with \$102.04 moved into #A016604.01.004.00 Central Supply CE and \$357.00 moved into #A074104.01.004.00 Library CE.

Duly adopted this 31st day of May, 2022, by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

RESOLUTION TO TRANSFER FUNDS WITHIN SW #1 FUND

RESOLUTION NO.: 172,2022

**INTRODUCED BY: ROBERT BIESEMAYER
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: JENNIFER WHITNEY

RESOLVED, that \$1,299.55 is approved to be transferred out of SW#1 83202.7.002 Source Power Pump EQ and moved into SW#1 83204.7.004 Source Power Pump CE.

Duly adopted this 31st day of May, 2022, by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

SUPERVISOR'S REPORT: (none)

AUDIT BILLS:

RESOLUTION TO AUDIT THE BILLS

RESOLUTION NO.: 173,2022

INTRODUCED BY: DAVID DEYO
WHO MOVED FOR ITS ADOPTION

SECONDED BY: ROBERT BIESEMEYER

RESOLVED, that the Town Board approves the following bills for payment, including those that were prepaid.

Multi-Fund Vouchers numbered 22-433 to 22-477, totaling \$90,978.36, as follows:

General Fund Bills	\$ 31,165.22
Highway Fund Bills	42,041.08
Library Fund Bills	43.66
Water District #1 Bills	9,007.64
Water District #2 Bills	8,720.76

Duly adopted this 31st day of May, 2022, by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo

NAYS: none

ABSTAINED: Ms. Whitney

ADJOURNMENT:

RESOLUTION TO ADJOURN

RESOLUTION NO.: 174,2022

**INTRODUCED BY: JENNIFER WHITNEY
WHO MOVED FOR ITS ADOPTION**

SECONDED BY: ROBERT BIESEMEYER

RESOLVED, that the Town Board of the Town of Keene has completed all business and hereby adjourns the Bi-Monthly Meeting at 7:14 p.m.

Duly adopted this 31st day of May, 2022, by the following vote:

AYES: Supervisor Wilson, Mr. Biesemeyer, Ms. Cheetham-Palen, Mr. Deyo, Ms. Whitney

NAYS: none

Respectfully submitted,

Kimberly E. Smith
Town Clerk
Town of Keene