

TOWN OF CHATHAM
488 Rte. 295, Chatham, NY 12037
Special Town Board Meeting
Final Meeting Minutes
2016 Budget
October 8, 2015 6:00 PM

PRESENT: Supervisor Jesse DeGroot, Councilman Maria Lull, Councilman Bob Balcom, Councilman Jean Rohde, Town Clerk Beth Anne Rippel, Highway Superintendent Joe Rickert, Recreation Director Shari Franks and Assessor Clerk Julia Horst

ABSENT: Councilman Henry Swartz

Others Present: Brian Fitzgerald, Julie Veronazi, Jeanette Linville, David Levow from the Citizen's Finance Committee

Supervisor DeGroot called the meeting to order at 6:00 PM and lead the pledge to the flag.

Highway Superintendent Joe Rickert came to the table to answer questions from the Board.

Balcom said that this is the first time he's gotten a budget ahead of time. He wants a breakdown of contractual expenses. Rickert said he'll have Tammy send it to them.

Lull asked what the difference was between 2014-15 at \$33k and \$85K in 2016

Rickert said that the garage was at \$85 K because it needed a new roof. Now we need a new building over the diesel and fuel tanks and upgrades to the electrical. After 25 years we need updating.

Lull what about the bridge line?

Rickert we normally carry \$30K but it went down to \$12K because we finished the I beam work and now it's to cover maintenance.

Lull why is Brush and Weeds \$15K

Rickert said \$15K is contractual to take down dead and dying trees along the roads, trees too dangerous for the highway to handle.

DeGroot DA1542 is tied to the union contract, the numbers are set. Salt went up.

Rickert .4 salt increased about \$56/ton, its geographic.

DeGroot DB general repairs.

Rickert in contractual it's all extra paving. He'd like to finish White Mills Rd, 2 miles to go. Shaker Museum Rd. wants to get half way done, did some paving on Riders Mills Rd. there have been some complaints about the uneven surface so they're asking to put money in the budget to finish. Paved Drowne Rd. now he is getting complaints on Pitts Rd. which will cost about \$110K to pave. The .2 line is money to outfit the skid steer

DeGroot what are we looking to replace?

Rickert the increase in that line is to blast rust off 2 trucks and repaint, increase in repair bills and filters.

Balcom Are you keeping up with the replacement schedule

Rickert yes, it's not bad. The only thing he didn't put in the budget is the new roller this year 2015 they rented. In 2015 the rental cost was about \$5K, he'll continue this for one more year. On the replacement list is the 20015 Case Loader. Pushed that off because it's not being used as much since we don't have a gravel bank. There are trucks which are going to need replacing at the same time.

DeGroodt pushing stuff off concerns me, things will begin to pile up and that's not good.

Rickert the 2004 tandem and the 2000 international are due to be replaced in 2017. The loader has 5000 hours on it and it should be replaced now. It'll be about \$138K to replace. We can sell the used one for 30 or 35 thousand. Truck numbers 68 and 69 are both 2009 and they're beating up the repair budget. Truck #75 is also experiencing problems.

DeGroodt is the CHIPs \$218K and what do you do with the money

Rohde said that we got winter recovery and a bonus. The 218K is a reality. How do we feel about replacement schedule? During the "depression" we had to borrow.

Rohde after hearing about repairs we shouldn't push back the repairs.

Rickert said he showed Lull the replacement schedule

DeGroodt asked where we're going to find the money.

Rickert stated that he didn't know. |

Balcom said that the equipment isn't lasting

Rickert said that the grader is pushing 4000 hours

DeGroodt said that after hearing that he's thinks we should just bite the bullet.

Fitzgerald asked if the Town had thought about leasing

Rickert said that they have talked about it and at the time Kels recommend that they borrow. The County leases.

Fitzgerald said there are other municipalities who are happy leasing.

DeGroodt said that the County is happy leasing and it seems to be working well.

Fitzgerald said he'd have the figures by Friday.

Recreation Director **Shari Franks** came to the table to answer questions from the Board.

DeGroodt asked Franks to go through recreation budget requests;

.4 is supplies, staff training, maintenance supplies, utilities, goose abatement, repairs, uv system stuff...

Equipment line hasn't been used but we put money in there anyway just in case we need something done.

Lull asked if the dock needed to be replaced.

Franks said the dock 30 years old, it might be OK.

Lull 14K to 16.5 why the increase?

Franks the increase was to cover needs at the new pavilion, electric etc.

Here's the "Wish List"

New picnic tables, old ones have been repurposed

Tennis court resurfacing 10 to 18K but renovation could be 75 to 100K

basketball court renovation, \$6K paving job

Other immediate need is the building project., \$140K to finish up

Finish the skate park. All funding for the Skate park has been through fundraising and grants, no tax payers money.

Sidewalk into the park which is a project she's b working on with PS 21. It would be about \$50K
Soccer field renovation. We do collect fees from the Morris Association for each player. That money goes to pay for TruGreen.

Repurpose the soccer field to be used by a softball league

Expand the children's gardening program with grant money. They want to move out of the Community Garden and move up to PS21 if the soil is OK.

Maintenance equipment

Nick the maintenance worker at the park used his own tool at the park.

Disc golf, with a little help from the highway and volunteer from the Club things are going well.

The summer program generated 23K in revenue in 2015 and that goes back into the budget.

DeGroodt asked if anyone had any other questions, they did not so we'll discuss salaries.

Salary discussion

The salary schedule is up to date and we have the retirement numbers

Balcom they don't want to ask for a cost of living raise, is a negative, 2016 it will be up, 2% projected
Health insurance, we have to look for alternatives.

DeGroodt agrees.

Lull suggested we have a committee.

DeGroodt We have committees but they don't do anything. We have a union and highway contract coming up. Other towns have done different thing, self-insurance

Balcom said biggest problem is that we're dealing with the Teamsters. They want raises we have to do something.

DeGroodt we can get help from the Association of Towns

DeGroodt asked David Levow if he would work on the health insurance piece with Fitzgerald since he seems to be the most active member of the Finance Committee, Levow said he would. We can use Open Book as a starting place.

DeGroodt employees seem happy with their coverage.

Levow observation after listening to Rickert and Franks is that this place is falling apart.

DeGroodt said yes the park could use a lot of help. The thing with the trucks is to keep with the schedule.

Levow asked what the tax cap is for this budget, DeGroodt answered .73.

DeGroodt so do we want to go with no raises across the board, go with 1%, what shall we do?

Balcom let's look at them individually

Lull asked when the last raises were for the people who are asking for a raise now.

DeGroodt said last year, but not PPB and ZB.

Last year no increase for the TB or Justices, Court clerk is full time got 1% raise, part time court clerk got a large raise (35%), Tammy got 1%, Deb got \$5K, Assessors 1%, TC 1%, Zoning clerk 1% We'll go down the list for 2016

TB same Justices stay the same, fulltime court clerk 1%, how do we handle the part time court clerk who is now making as much as the full time court clerk?

Lull asked if they were doing comparable work.

DeGrootd said no, Sandy is full time and Joan is part time. Joan got a \$5/hr. raise because Sandy was out. Now Joan is back to part time and is making basically what Sandy is making.

Rohde did we not specify that the raise was only until Sandy returned full time, DeGrootd said no.

Balcom asked if they are doing the same work?

Lull said they are doing the same work but one works part time and one works full time.

DeGrootd said Sandy has been court clerk for 13 or 14 years when Joan has been part time clerk for only 3 or 4 years. Sandy has more experience. We (the Board) took a stable situation and skewed it. Sandy came back to work and Joan's salary didn't change.

Lull said that Sandy gets health insurance so she has a bigger package.

DeGrootd we shouldn't increase Joan but Sandy should get a raise.

Lull asked why. DeGrootd said it is based on her knowledge and seniority. Lull asked if Sandy asked for it?

DeGrootd said no, Sandy didn't ask for a raise but she deserves one. DeGrootd read the letter from James Borgia-Forster said they reviewed the budget and don't have any changes from 2015 but asked the Board to review the part time court clerk's salary because of the increase she was given this year. It was OK to bump Joan up when she had taken over the office but that's not the case anymore. Allowing the part time court clerk to make the same salary as the senior clerk is a slap in the face to Sandy. Same work or not this is not the system we've used.

Balcom Sandy is working 40 hrs./week and hourly rate is \$19 and change, so they're both now making exactly the same.

DeGrootd said that the salary should have reverted back to what she was making prior to covering Sandy's leave but we didn't.

Lull we don't need 2 full timers. Is Joan happy and asked if Sandy was not happy.

DeGrootd said he imagined that Joan was happy that Sandy was not. But Sandy wouldn't necessarily come out and tell you that.

Balcom said the clerks both make the same rate being that Sandy is more senior why we don't create a stipend for her.

Lull to show appreciation.

Rohde said it shouldn't be done on a whim

DeGrootd said this is not how it should be.

Balcom said when you make a policy it should be across the board. You could give senior employees something extra or keep it like it is and tell the employees to "get along". DeGrootd said that that wasn't a morale booster.

Levow said you would be setting a bad president

DeGrootd said that the Board created this situation.

Balcom said but she gets insurance.

DeGrootd said that if we're going to drag that into it we should be looking at everyone.

Lull said that it is a whole package.

DeGrootd said then we give Sandy a bump.

Lull said how much of a bump, 1%

Levow said then you'll have to build on the bump if you give one now.

Rohde we need some kind of a policy.

DeGroodt said it's not good to give a stipend.

Balcom said then the alternative is to reduce Joan back down to where she was.

Lull said it will be hard to do that, you'll have a very disgruntled employee. She is not in favor of that.

Let's move on, we can come back to this later

DeGroodt moved on. The Confidential Secretary, Assessor and the Assessor Clerk 1% increase.

Lull said 1% across both departments for Tammy. **DeGroodt** said yes.

Rohde said if employees are taking on extra duties they shouldn't have to come to the Board to ask for more money if they're taking the duties of someone else. We should be proactive in the future. Why is Tammy getting a raise? **DeGroodt** - she deserves it.

Lull said the Planning Board clerk should get 1% not the Board members.

The Board went down through the list;

1% increase for T. Shaw, S. LeClair, J. Horst, D. Horst, P. Latham, B. Rippel, Recreation, W. Simonsmeier, J. Rickert, T. Calyer and board clerks, **Lull** - not recreation.

Balcom – for recreation we have to talk about her request. It's not happening. **DeGroodt** – I think she knows that but we need to look at the numbers.

Lull did Walt put in for that?

DeGroodt he hasn't had a raise in a few years

Lull he gets \$35K and health insurance and he's working part time. **DeGroodt** said he wouldn't call it part time, he puts in a lot of hours and he does a good job.

Lull asked what Latham does and is he full time?

DeGroodt said he is full time, he's a non-bargaining employee.

Lull who does he report to?

DeGroodt said Latham does custodian duties at the Town Hall, grounds work and works at the highway garage too. He's doing a great job.

DeGroodt so we're talking 1% for Sandy, tammy, Dan, Julia, Beth Anne, Pete, Joe and TC and board clerks. Do we want to include rec. or not, **Lull** "no".

DeGroodt Dog Control – \$7,070/year it seems like a lot but Wes does a decent job with all animals. It's up to the Town if we want to make him an outside contractor rather than an employee.

Lull leave Wes alone

Levow asked how many dogs he catches. **DeGroodt** said quite a few but it's not limited to just the dogs he does other animals as well.

Balcom we need to get serious about finding money

DeGroodt let's wait for the revenue numbers and well meet next week.

Motion was made by Councilman Balcom, seconded by Councilman Rohde and carried to adjourn at 7:15 PM

Respectfully submitted by, Beth Anne Rippel, RMC, Town Clerk