

Regular Town Board Meeting held December 14, 2015 at 6:00 P.M. at the Town Hall

in Schroon Lake N.Y.

Present:

Town Supervisor: Michael Marnell

Councilpersons: Roger Friedman, Clara Phibbs, Don Sage and Meg Wood

Town Clerk: Patricia Savarie

Highway Superintendent: Dana Shaughnessy

Also Present: Albert May, Rosemarie Ritson, , Marcia and Jim Hartnett, Fran and Skip Mahler, Michel Michelsen, Joe Provoncha, Dave and Alana Clark
Dick Newell, Jon Senecal, Glen Repko, Denise Paradise, Lance Gould,
Paul Bessey, Dwayne Hammond and Brent DeZalia

Supervisor Marnell called the meeting to order at 6:00 P.M. with a salute to the Flag.

Public Participation

Jim Hartnett asked Supervisor Marnell about the article in the Times of Ti and stated it was quoted by you that the taxpayers would not see a additional cost in the Town Hall project and that the money would hopefully come from grants or a bond. Is this a misquote? Supervisor Marnell stated yes, Jim Hartnett stated so the taxpayers will have to pay for this in the future?, yes stated Supervisor Marnell. Jim Hartnett asked what is the status of the grant money? Supervisor Marnell stated that the Library Board had already applied for grants and the Courts can get a small grant. We could not go out for grants until we went out to Bond for the project, we hope to use in house employees and I hope the cost of the project comes in at \$650,000.00.

Mark Granger from the Schroon Lake Association presented Supervisor Marnell with a check for \$3797.44 to pay for the Lake Stewards as agreed upon and thanked the Town for supporting our lakes and staying ahead of other Towns on invasive species.

Resolution # 214 Approval of Minutes

Councilman Friedman moved a resolution to accept the minutes of November 5, 2015 at 5:00 P.M., 5:30 P.M., and 6:00 P.M., with the correction of the spelling of Cuttings to Cutting. November 23, 2015 at 6:00 P.M., 6:06 P.M. and 6:15 P.M. with the correction of Boat Control Resolution #209 to state since we did not get the full coverage in July we should request a reduction for next year, and have it applied to the 2016 bill , December 2, 2015 at 3:00 P.M. with the exception of adding in a resolution for the Elected Officials going from 8 years to 12 years before they can get paid insurance at retirement for

anyone hired after January 1, 2016, which is stated now in Resolution #222, and also add that we need to reevaluate the position of the Water Department and Sewer Department with all the changes in advanced technology that they need to know to operate those facility's, seconded by Councilwoman Wood; carried.

Resolution # 215 To Bond the Town Hall Addition

**RESOLUTION NO.: 215
INTRODUCED BY: Councilman Sage
SECONDED BY: Councilman Friedman
DATED: December 14, 2015**

RESOLUTION AUTHORIZING THE ISSUANCE OF UP TO \$1,100,000 IN SERIAL BONDS OF THE TOWN OF SCHROON TO PAY THE COST OF AN ADDITION TO TOWN HALL; AND AUTHORIZING THE ISSUANCE OF UP TO \$1,100,000 IN BOND ANTICIPATION NOTES OF THE TOWN FOR THE SAME PURPOSE

WHEREAS, the Town Board has determined that additional space is needed for the Town Library, Town Court and other purposes properly located within Town Hall; and

WHEREAS, SD Atelier Architecture L.L.C. has provided proposed options for design of the Town Hall addition and the Town Board has chosen Option B as the preferred design;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN BOARD OF THE TOWN OF SCHROON, ESSEX COUNTY, NEW YORK, AS FOLLOWS:

Section 1. The Town Hall addition described in Option B of the SD Atelier proposal is hereby authorized and approved.

Section 2. The specific object or purpose for which the obligations authorized by this Resolution (the "Bond Resolution") are to be issued is construction of an addition to Town Hall to provide space for the Town Library, Town Court and other Town Hall purposes, including related preliminary and incidental costs (the "Project"), and such specific object or purpose is hereby authorized at a maximum estimated cost of One Million One Hundred Thousand and 00/100 Dollars (\$1,100,000.00).

Section 3. The plan for the financing of such maximum estimated cost is issuance of up to \$1,100,000 in serial bonds and/or bond anticipation notes of said Town, hereby authorized to be issued pursuant to the Local Finance Law. The proceeds of the bonds or bond anticipation notes may be used to reimburse expenditures paid by the Town from other funds or otherwise on or after the date of adoption of this Bond Resolution. Pursuant to Local Finance Law Section 107.00(d)(9), a down payment from current funds is not required.

Section 4. The Town Board anticipates that the Town may pay certain capital expenditures in connection with the Project prior to the receipt of the proceeds of the Bonds. The Town Board hereby declares its official intent to use Bond proceeds to reimburse the Town for such Project expenditures. This section of the Resolution is adopted solely for the purpose of establishing compliance with the requirements of Section 1.150-2 of the Treasury Regulations and does not bind the Town to make any expenditure, incur any indebtedness or proceed with the acquisition, construction and installation of the Project.

Section 5. It is hereby determined that the period of probable usefulness of the specific object or purpose is fifteen (15) years, pursuant to Section 11.00[a](12)(a)(2) of the Local Finance Law. It is hereby further determined that the maximum maturity of the serial bonds herein authorized will exceed five (5) years.

Section 6. The faith and credit of the Town of Schroon, Essex County, New York, are hereby irrevocably pledged for the payment of the principal of and interest on such obligations as they become due and payable. An annual appropriation shall be made in each year sufficient to pay the principal of and interest on such obligations becoming due and payable in such years. There shall annually be levied on all the taxable real property in the Town of Schroon a tax sufficient to pay the principal of and interest on such obligations as they become due and payable.

Section 7. For the purpose of paying the cost of the Project, there are hereby authorized to be issued serial bonds of the Town up to a maximum amount of \$1,100,000 the maximum maturity of which shall not exceed the fifteen (15) year period of probable usefulness set forth above and which shall mature on or before such date as measured from the date of the bonds or from the date of the first bond anticipation note issued in anticipation of the sale of such bonds, whichever date is earlier. The bonds may be issued in the form of a statutory installment bond.

Section 8. There are hereby authorized to be issued bond anticipation notes for the specific object or purpose in an amount up to but not exceeding the \$1,100,000 maximum amount of serial bonds authorized to be issued, in anticipation of the issuance and sale of the serial bonds authorized, including renewals of such bond anticipation notes.

Section 9. Any bond anticipation notes shall be payable from the proceeds derived from the sale of the bonds or otherwise redeemed in the manner provided by Section 23.00 of the Local Finance Law. The faith and credit of the Town are hereby irrevocably pledged for the payment of the bond anticipation notes and the interest on them.

Section 10. There are no bond anticipation notes outstanding which have been previously issued in anticipation of the sale of these bonds. Neither are the bond anticipation notes hereby authorized renewal notes. These bond anticipation notes will not be issued in anticipation of bonds for an assessable improvement. These notes shall mature at such time as the Town may determine and may be renewed from time to time, provided that in no event shall such notes or renewals extend more than one (1) year beyond the original date of issue except as permitted in the Local Finance Law.

Section 11. Subject to the terms and conditions of this Resolution and of the Local Finance Law, and pursuant to the provisions of Sections 30.00, 50.00 and 56.00 to 60.00, inclusive, of the Local Finance Law, the power to authorize bond anticipation notes in anticipation of the issuance of the serial bonds authorized by this Resolution and the renewal of these notes, and the power to prescribe the terms, form and contents of the serial bonds and bond anticipation notes and the power to sell and deliver the serial bonds and bond anticipation notes issued in anticipation of the issuance of the bonds is hereby delegated to the Town Supervisor, the Chief Fiscal Officer of the Town. The Town Supervisor is hereby authorized to sign any serial bonds and bond anticipation notes issued in anticipation of the issuance of the serial bonds and bond anticipation notes issued pursuant to this Resolution by manual or facsimile signature, and the Town Clerk is hereby authorized to affix or impress or imprint a facsimile of the seal of the Town to any of the serial bonds or bond anticipation notes and to attest such seal by manual or facsimile signature. If executed by facsimile signature, such obligation shall be authenticated by the manual countersignature of the Town Supervisor or a designated fiscal agent. The Town Supervisor, as Chief Fiscal Officer of the Town, is authorized to execute and deliver any documents and to take such other action as may be necessary and proper to carry out the intent of the provisions of this Resolution.

Section 12. The exact date of issuance of the bonds and/or notes and the exact date upon which they shall become due and payable shall be fixed and determined by the Chief Fiscal Officer, provided, however, that the maturity of the notes or renewals shall not exceed one (1) year from the date of issue except as permitted by the Local Finance Law.

Section 13. The Chief Fiscal Officer shall prepare the bonds and/or notes and sell them at public or private sale and in accordance with the provisions of the Local Finance Law including, but not limited to, the provisions of Section 169.00, if applicable, and at such sale shall determine the interest rate to be borne by such bonds and/or notes, and whether fixed or variable. The Town Board authorizes the Chief Fiscal Officer to establish substantially level annual debt service or a declining

annual balance for the repayment of such Bonds if the Chief Fiscal Officer believes it is in the best interests of the Town. The Town Board authorizes the Chief Fiscal Officer to issue such serial bonds in the form of a statutory installment bond.

Section 14. The bonds and/or notes may be sold at public or private sale in accordance with the provisions of the Local Finance Law. If the bonds and/or notes are to be sold at public sale, the Chief Fiscal Officer is hereby authorized to engage the services of a qualified fiscal advisor to assist the District in matters relating to such public sale.

Section 15. If issued, the bonds and/or notes shall be in registered form, and shall bear interest at the determined rate.

Section 16. The Chief Fiscal Officer shall deliver the bonds and/or notes to the purchaser only against a certified check or other immediately available funds. The proceeds of the sale of the bonds and/or notes shall be deposited and/or invested as required by Section 165.00 of the Local Finance Law, and the power to invest the proceeds of sale is hereby delegated to the Chief Fiscal Officer and the power to invest in any instruments described in Section 165.00 is expressly granted.

Section 17. To the extent that it is permitted to do so under the Internal Revenue Code of 1986, as amended (the "Code"), the Town hereby designates the bonds and/or notes as "qualified tax-exempt obligations" under Section 265(b)(3) of the Code. The Town hereby covenants that, to the extent permitted under the Code in effect as of the date of issuance of any bonds and/or notes, it will (i) take all actions on its part necessary to cause interest on the bonds and/or notes to be excluded from gross income for purposes of Federal income taxes and (ii) refrain from taking any action which would cause interest on the bonds and/or notes to be included in gross income for purposes of Federal income taxes.

Section 18. The Town of Schroon is a town wholly within the Adirondack Park. However, State lands subject to taxation within the Town's boundaries are assessed at less than thirty percent (30%) of the total taxable assessed valuation of the Town, so permission of the State Comptroller to issue the bonds and/or notes is not required under Local Finance Law Section 104.10(3).

Section 19. This Resolution is subject to permissive referendum pursuant to Article 7 of New York Town Law and Section 35.00 of New York Local Finance Law, and shall not take effect until such time as provided. The Town Clerk is hereby authorized and directed to post and publish the notice required for Resolutions subject to permissive referendum.

Section 20. Miller, Mannix, Schachner & Hafner, LLC, Glens Falls, New York, is hereby designated bond counsel.

Section 21. The validity of these serial bonds and bond anticipation notes may be contested only if:

- (A) These obligations are authorized for an object or purpose for which the Town is not authorized to expend money, or
- (B) The provisions of law which should be complied with at the date of publication of this Resolution are not substantially complied with, and an action, suit or proceeding contesting such validity is commenced within twenty (20) days after the date of such publication, or
- (C) Such obligations are authorized in violation of the provisions of the State Constitution.

Section 22. This Resolution or a summary thereof shall be published in the *Post Star*, which has been designated as the official newspaper of the Town, together with a notice of the Town Clerk in substantially the form provided in Section 81.00 of the Local Finance Law.

Section 23. This Resolution shall take effect immediately.

Section 24. The question of the adoption of this Resolution was duly put to a vote on roll call which resulted as follows:

AYES: 4

NAYS: 1

ROLL CALL

AYES: Supervisor Marnell, Councilman Friedman , Councilman Sage, Councilwoman Wood

NAYS: Councilwoman Phibbs

The Resolution was declared duly adopted by a vote of not less than two-thirds (2/3) of the full membership of the Town Board.

Resolution # 216 Standard Medical Contract

Councilwoman Phibbs moved a resolution to accept the contract with Standard Medical Services to perform urine drug screening \$60.00, alcohol breath testing \$35.00, for the Town of Schroon employees, seconded by Councilman Sage; carried.

Resolution # 217 Contract with HHHN for Employees Physicals

Councilman Friedman moved a resolution to accept the Physical Examination Agreement with HHHN for Employees Physicals, \$137.00 each for DOT physicals and \$100.00 for physical examinations, seconded by Councilwoman Wood; carried.

Set Date for Organizational Meeting Thursday, January 7, 2016

Resolution # 218 Seasonal Highway Laborers

Councilman Sage moved to approve seasonal employees, seconded by Councilman Friedman; carried.

Jaime Veitch MEO \$13.11

Jessie Shaughnessy Student Trainee \$9.58

Alex Shaughnessy Student Trainee \$9.58

Robert Leszyk MEO \$13.11

Alan Michelsen MEO \$13.11

Caleb Bauers Laborer \$10.63

Resolution # 219 Vander Wiele Bros. Water and Sewer Unit Reduction

Councilwoman Phibbs moved a resolution to reduce Vander Wiele Bros. Water and Sewer Unit by ½ a unit for account #701.000, SBL 147.45-3-3.000, seconded by Councilman Sage; carried.

Resolution # 220 Mega Contract for Electric Usage

Councilman Sage moved a resolution to accept the mega contract for a year with a rate of .05826/kWh, seconded by Councilman Friedman; carried.

Resolution #221 Usage Reduction for Water for 977 Nine LLC

Councilwoman Wood moved a resolution to reduce the water usage for 977 Nine LLC account #004.500 in the amount of \$495.18, seconded by Councilman Friedman; carried.

Resolution # 222 Employee Handbook for Elected Officials for Medical Insurance for Retirees

Councilwoman Phibbs moved a resolution to be eligible for medical coverage at retirement an Elected Officials must be age fifty-five or older. In addition the elected official must have met the following service requirements for 12 consecutive years before they can get paid insurance at retirement, all elected officials hire before January 1, 2016 will be grandfathered, this will go into effect for anyone hired after January 1, 2016, seconded by Councilman Sage; carried.

Resolution # 223 To Reduce Units to Richard Graves Property

Councilwoman Wood moved a resolution to reduce Richard Graves water units by one unit, due to a fire that destroyed the building on that property, account #604.200, seconded by Councilman Friedman; carried.

Resolution #224 Wages for Duane Hammond

Supervisor Marnell moved a resolution to increase Duane Hammond from \$10.63 an hour as a laborer to a MEO Trainee for \$12.80 an hour effective December 16, 2015, seconded by Councilman Friedman; carried.

Resolution #225 Increase Paul Bessey to Mid Point on Wage Statement

Councilman Sage moved to move Paul Bessey from minimum to mid point on the wage and salary statement, from \$16.54 an hour to \$17.33 an hour effective December 16, 2015, seconded by Councilman Friedman; carried.

Discussion on the Avaya Phone System at Town Hall

Councilwoman Wood moved to Table the discussion on the Avaya Phone System until there is more information, seconded by Councilman Friedman; carried.

Resolution #226 Service Agreement with Corrpro

Councilman Friedman moved a resolution to accept the annual service agreement with Corrpro for the Water Storage Tank for \$845.00 for a period of February 1, 2016 – January 31, 2017, seconded by Councilman Sage; carried.

Resolution # 227 To approve Budget Transfers

Councilman Sage moved a resolution to approve the following budget transfers, seconded by Councilwoman Wood; carried.

**GENERAL
FROM****TO****AMOUNT**

A00-01-1990-400	Contingent	A00-01-1420-400	Attorney	\$7,000.00
A00-01-1680-200	Central Data	A00-01-1680-100	Cent. Data	\$860.04
A00-01-1680-200	Central Data	A00-01-1680-400	Cent. Data	\$889.96
A00-01-1910-400	Insurance	A00-01-1950-400	Judge/Claims	\$838.58
A00-03-4068-400	Insect Control	A00-03-4989-400	Lake Study	\$150.00
A00-03-4068-400	Insect Control	A00-03-4020-400	Vitals	\$100.00
A00-03-4068-400	Insect Control	A00-02-3620-400	Codes	\$1,000.00
A00-01-1990-400	Contingent	A00-02-3310-400	Traffic Cont	\$1,500.00
A00-02-3660-100	Cross Guard	A00-02-3510-400	Dog Cont	\$300.00
A00-04-5410-400	Sidewalks	A00-04-5182-400	Str. Lights	\$4,000.00
A00-04-5410-400	Sidewalks	A00-04-5132-400	High Garage	\$5,000.00
A00-01-1990-400	Contingent	A00-04-5132-400	High Garage	\$6,500.00
A00-06-7180-401	Golf Course	A00-04-5132-400	High Garage	\$1,504.09
A00-06-7180-100	Golf Course	A00-04-5132-400	High Garage	\$3,000.00
A00-06-7560-400	Other arts	A00-06-7140-400	Ski Tow	\$200.00
A00-06-7145-400	Snowmobile	A00-06-7140-400	Ski Tow	\$520.00
A00-07-8020-400	Planning	A00-07-8010-400	Zoning	\$125.00
A00-08-9050-800	Unemployment	A00-07-8160-400	Transfer St	\$3,000.00
A00-08-9060-800	Health Ins	A00-08-9055-800	Disabilty	\$53.60
A00-06-7560-400	Arts Other	A00-07-8510-400	Beautification	\$6.69
A00-007-8110-400	Cemetaries	A00-07-8160-400	Transfer St	\$400.00
A00-01-1355-200	Assessors	A00-07-8160-400	Transfer St	\$1,500.00
A00-01-1410-200	Town Clerk	A00-01-1410-400	Town Clerk	\$300.00
A00-06-7180-100	Golf Course	A00-06-8160-400	Golf	\$6,000.00

HIGHWAY FUND

DA0-04-5142.100	Snow Removal	DA0-04-5110.100	General	\$5,212.39
DA0-08-9060-800	Health Ins	DA0-04-5112.200	Cap Imp	\$14,000.00
DA0-04-5142.-100	Snow Removal	DA0-04-5112.200	Cap Imp	\$30,391.92

SEWER FUND

SS0-07-8120.400	Collection	SS0-07-8110-400	Adminis	\$5,000.00
SS0-07-8130-400	Treatment	SS0-07-8110-400	Adminis	\$5,000.00
SS0-07-8130-100	Treatment	SS0-07-8110-400	Adminis	\$500.00

For Board approval budget transfers to account for additional costs.

Note:

General Fund – Attorney fees up due to the formation of the Ambulance District and extention of Fire District

Highway Garage expenses up due to the repair of the furnace

Traffic Control Expenses up due to the new speed limit Charlie Hill Road

Transfer Station Expenses up due to the recycling changes, lease card board compactor

Highway Fund- Cap. Improvement will receive additional funds of \$17,944.30

Resolution #228 Approval of Audit of Claim

Councilman Sage moved a resolution to pay the bills as reviewed, seconded by Councilman Friedman; carried.

General Fund \$37,858.86 Water \$4,986.10 Highway \$44,392.79 Sewer \$10,869.50

Resolution #229 Re-Appoint Library Board of Trustee Member

Councilwoman Phibbs moved to re-appoint Anne Durkee to the Schroon Lake Library Board of Trustees for a term of five years January 1, 2016 – December 31, 2020 seconded unanimously; carried.

Code Officers Request

Jon Senecal stated that his department responded to a complaint from James Graves Jr., 11 Shufelt Way on Monday 12-7-15, between the hours of 2-4 pm. Jim's complaint was several fold and pertained to his neighbor at 21 Shufelt Way. Please find enclosed the written complaint.

Jim says he paid for a land survey of his property, then showed me what looked to be a galvanized pipe sticking out of the ground on the east side of his property with a tax map number of 136.18-1-17.000, saying it was his north boundary line. It's his contention that the property of Jerry Emery, with a tax map number 136.18-1-18.000 has a mobile home that is within the setbacks.

Mr Graves says the property was unused for several years and that about 3 years ago, Mr Emery started using it again, but only a few times a year. Jim says he told Mr Emery that Emery's septic tank, and the power pole were on Jim's land, and that he wanted them moved.

Mr. Graves said he took down the power pole after National Grid disconnected the power to it. He also admits to digging up Mr. Emery's septic tank. Mr Graves also says he is worried about "black mold" on the Emery property.

I then went to see Jerry Emery. Jerry's late mother Grace Rieben bought the property in 1982. Jerry says there was different mobile home on the property at the time and it was replaced with the current structure around 1987. Mr. Emery believes that his property has a septic tank on it and agreed to try to physically locate it.

1. Infringement into the setbacks:

Mr. Graves says the Emery trailer was installed, he guesses somewhere around 1991, well before Jim took over his property. I believe if Mr Graves had a stamped survey done, then he could present a copy of it to help verify his findings. Concerning a setback infringement, I can not find town policy that would require someone to move a structure that has been in the same location, especially for 24 to 28 years. Maybe you know of one.

2. Removal of your neighbor's septic tank, and power pole:

Sounds like a legal issue between two individuals to me.

3. Black Mold:

I really didn't get on my hands and knees, but I could not see and abnormal signs of mold.

My view:

1. I feel at the outset, if there is indeed an encroachment into the setback, it has been a quarter of a century since this existing structure was installed and now if you move it to the north, you will encroach on that setback. So does that leave Mr. Emery with a structure he can't use? Then he must be burdened with the cost and hassle of the removal of this structure, purchase and installation of another.
2. Section 505.1 of NYS Property Maintenance Code states that the only exception to plumbing codes dealing with a running water source is a single family owner occupied dwelling. Thus giving the local CEO the approval to a system. The same hold true in section 506.1 in dealing with the sanitary drainage system.

I explained to Mr Emery if he can not find his septic tank, we can do a test to see if it has been breached and if so, then he would have to explore other alternatives to insure a sanitary system was working before the structure could be used.

3. Black mold. It appears the Emery's are making attempts to clean up this property. The lawn has been mowed, brush has been cleared. The clutter on the front porch is gone. A gallon of clorox can treat a lot of mold. It is my opinion more "black mold" can be found on the north side of the many pine trees that dot the landscape of Mr. Graves property.

I await your response to this formal complaint report.

Board Comments

Councilwoman Wood stated that the Town Board meetings are regularly held on the second Monday of each month or at a time when special considerations are needed to conduct Town business; The purpose of the Town Board Meeting agenda is to know and assess in advance any topics to be discussed and acted upon;

The Town Board is comprised of a group of "part time employees" regularly engaged in other pursuits. Therefore, anticipating required time frames to review and, if necessary, fully research the implications of items to be voted upon at Town Board meetings,

suggestions include -

Any topic submitted by an individual or group of individuals that may require a vote by the Schroon Town Board must be received by the Town Clerk at the Town Hall and acknowledged by the Clerk in writing or by email no later than seven days prior to the designated meeting date. The item(s) will then be included in the formal meeting agenda to be presented to members of the Board and to the public five days prior to the date of the public meeting.

The meeting agenda will be available in hard copy at the Town Hall five full days prior to the meeting date (e.g. Wednesday for a Monday meeting), as well as on the Town of Schroon web site, in order to provide full and timely access for any interested individuals to participate in the discussion held at the public meeting prior to a possible vote on the issue.

Any reasonable issue may be presented for discussion during the designated portion of any public meeting by members of the public; elected officials or Schroon Town employees; and public, private and civic organizations. However, if timely notification is not received and acknowledged by the Town Clerk, and made public according to the required time frame, any final decisions may be tabled until the appropriate public meeting where a formal vote by the Schroon Town Board will be recorded.

Councilman Friedman stated that the Town needed to update the website and update the information. Supervisor Marnell stated that Jane Bouchard would be doing it after the first of the year.

Public Participation

David Clark stated I went to Budget Workshops to discuss mid term and max and there was nothing discussed then and then I went to the next board meeting and you said we are going to start doing things right. You didn't know if ten years was mid point or not but you proved that again tonight that ten years is mid way. You have five employees over 20 years and your going to let them hold off. I feel it is wrong and you just keep letting it go and now you want us to wait. Its not anything new that Don is bringing up we have talked about it at several meetings and we keep hearing the same thing, we

will table it. Skip has 29 years in right now and still isn't at max. Supervisor Marnell stated aren't you at max right now? David Clark stated no. Supervisor Marnell stated according to Chris Stone you are. Dave Clark stated that Chris is wrong, if you look at the sheet I'm not, your the one who said we are going to start doing things right. Councilwoman Wood stated I think this needs to be done by Public Sector so we can clean up everything with a new manual. Councilwoman Phibbs stated your point is well taken Meg, we have talked about this many times and what has happened again we have rushed through a process and we pushed it across and we acted on it and now we are going backwards. Councilman Sage stated that part of the problem is, we haven't been doing business right in following the wage statement, if we had been following it we would not have this issue now. Councilman Sages recommendations are as follows:

Name	Years	Title	Recommended Wage
General			
L. Gould	25	MEO	\$18.02
J. Bouchard	18	Lib. Manager	\$17.53
R. Hall	14	Recycle Attd.	\$14.54
C. Stone	16	Secretary	\$17.11
C. McCray	8	Transfer Attd.	\$12.23
P. Shaughn	6	Laborer	\$13.11
D. Paradis	8	Cleaner	\$12.23
J. Senecal	7	Build. Codes	\$38,235.20/ yr.
Highway			
R. Mahler	29	HEO	\$20.08
G. Graves	20	HEO	\$20.08
P. Bessey	10	HEO	\$17.33
R. McCray	10	HEO	\$17.33
J. Flores	2	MEO	\$14.58
B. Dezalia	3	Auto Mech.	\$17.16
D. Hammond	0.5	MEO Trainee	\$13.00
W. Welch	11	HEO	\$17.66
Sewer			
J. Roblee	30	Chief Operator	\$46,550.00/ yr.
B. Jenks	9	Operator	\$15.36
Water			
D. Clark	27	Chief Operator	\$46,550.00/ yr.

Lance Gould stated he had called all the towns that Ronnie, from Public Sector, had compared us to and none of them had heard of her. She is not doing what you think she is doing. Supervisor Marnell stated that she can get all that information without calling the towns, she would just go to the county for that information.

Councilwoman Wood moved to adjourn at 6:55 P.M., seconded by Councilwoman Phibbs; carried.

I, Patricia J. Savarie, do hereby certify the foregoing to be a true and correct transcript from the minutes now on file in my office and of the whole such original minutes.

Dated: December 21, 2015

Town Clerk