

**COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 1**

**DRAFT**

**OPENING OF MEETING**

Supervisor O'Rorke called the meeting to order at 7:30 pm and the Pledge of Allegiance was said. Also attending: Councilwoman Finke, Councilmen Byas, Meredith and Norris, Highway Superintendent Jordan, Deputy Town Clerk Loux, and 19 members of the public. Absent: Town Clerk Brooks (sick).

**MONTHLY REPORTS**

Supervisor reported receiving 2<sup>nd</sup> mortgage tax check, \$39,492, \$14,000 higher than projected; completed relevy for Sewer District 1 and Water District 2; with Councilman Norris, met with Greene IDA's Alexander Mathes regarding water park lodge, developers are in their financing stage, all positive, Planned Development District (PDD) training of New Baltimore's Planning and Town Boards will be given by Elan Planning (and paid by IDA); two Town Board members have not responded; Attorney General's Office representative will visit Town Hall on December 1 at 12noon regarding security freeze and credit monitoring; Roger and Pauletta Wilson have donated a holiday tree for Town Hall lawn, Highway Superintendent will move tree from their home to Town Hall. Often in past years, December (27) Work Meeting has not been held; Supervisor suggests having that public meeting and focusing Board discussion on better communication in 2011 and less struggle. Supervisor would like to hear suggestions, Councilman Norris suggests tables in center of room, and no public comment or questions. Councilman Byas asked for date of that meeting; answer: Monday, December 27. Councilman Byas said folks go away; Councilman Norris said it is a scheduled Work Meeting on calendar. Councilman Meredith is available. Councilwoman Finke had not heard about it. Councilman Byas said to find out if people would be away.

County Legislator reports a Greene County 2011 Tentative Budget with cuts to libraries, contractual services, and a chance to get through 2011. New Baltimore may see a .28% raise, under 1% at most, by equalization rate. The Legislature has pressure to give raises. Forty eliminated positions this year, most are by attrition but may need to lay off, less than ½ are retirements, must lower payroll as the retirement contribution and health care costs rise. Councilman Byas asked about youth program grants; Legislator VanSlyke said should be same as last year; hopes to help Ag Committee in 2011. Councilman Byas asked about combining services; Highway, yes, Legislator VanSlyke said to lower costs. Supervisor asked, if Greenville cancelled summer recreation program due to their dire straits, if New Baltimore got some Greenville residents would that increase our grant; Legislator VanSlyke is unsure, possibly not for a large increase and the money cannot be used for certain things. Councilwoman Finke read that Greenville's program was 9 days in length. Legislator VanSlyke thanks Town Board for their good hard work. The newly-hired Greene County administrator, Shaun Groden, a former county administrator in Michigan and western New York, for \$132,000 salary; he will start January 17, 2011. Legislator VanSlyke expects Mr. Groden will visit the towns, is looking for a home in Greene County, loves to ski and enjoys access to NYC. Councilman Byas asked what the interim county administrator was paid; answer: he was a contractor without benefits. New county treasurer is Peter Markou; the Governor withheld Medicare payments and appointee will resign December 1, so county hopes to begin receiving Medicare payments before January 1. Legislator VanSlyke, regarding senior tax exemptions, expects an increase from \$19,500 in 2008 to \$20,500 for 2011; public hearing scheduled for December 15, 2010 at 6 pm; in prior years, Town of New Baltimore has followed the county in this respect.

Councilman Norris asked about the prescription drug plan that was sent to Greene County residents; Legislator Van Slyke said it is a company offering a service. Ellie Alfeld spoke with CVS/Ravena; if a person does not have insurance it will help to reduce the price and it does not provide help for those with insurance.

**COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 2**

**DRAFT**

Town Clerk Brooks reported for the month of October: 5 building permits \$1,273.90; 3 certificate of occupancy searches \$45.00; 13 conservation fees \$73.48; 32 dog licenses \$205.05; 1 park permit \$25.00; 9 certified copies \$90.00; 196 photo copies \$54.50; and recycling fees of \$29.50; local revenues to the town supervisor \$1,796.43; to the county treasurer for dog licenses \$45.95, to NYS Ag and Markets for spay/neuter programs \$3.00, and to NYSDEC \$1,260.52, for total revenue for the month of \$3,105.90. Three FOIL requests were received in October, one is waiting payment of a deposit due to its large size, time spent working with the Town's attorney on current litigation; selling sporting licenses with the opening of popular hunting seasons, accounts payable are taking added time as many vendors call to determine payments' arrival dates and check numbers, and open enrollment period of the employee health and dental insurance requires time and attention. Park permit during October was for the 2011 Farmers' Market season.

Highway Superintendent Jordan reports for mid-October to mid-November: Mixed up more sand and salt and put in shed; Hauled in more sand from Port of Coeymans; Picked up bagged leaves in hamlet; Cleaned leaves from ditches and drains with leaf machine; Cut fallen tree on Staco Road; Picked up rebuilt pump for sewer pump station in Albany and helped put back in place with backhoe; Mon, Oct 25 Central Hudson installed remaining poles and all lights at Town Garage; Hand patched with blacktop; Picked up dump truck load of garbage dumped on Haas Hill Road; Painted frame on F550; Cut brush at SR144 and Nodine Mountain Road to resolve visibility problem; Picked up about 30 paint cans on Haas Hill Road; Cleaned beaver dam from culvert pipe on West Deans Mill Road; Hauled more screenings from Callanan; Graded Staco Road to remove ripples; Replaced alternator on Champion grader; Put plows on all trucks; Oiled sander chains; November 8 snow, plowed and sanded all roads worked until 5pm- highway employees took compensatory time rather than overtime; Replaced throttle cable on 93 International; Washed all trucks and loader; Took 85 Oshkosh to W&W for clutch adjustment; Picked up brushhog donated to Town by Charlie Martinez, painted it bright red; Took tire from Recycling Center to W&J; Painted brush hog; Changed oil and filter on 2002 F350; Patched dirt roads with crusher run; Worked on old flail mower in case we need to use it for parks mowing.

Supervisor said 2 Highway vehicles need replacing; (O'Rourke/Norris) Highway Committee and Highway Superintendent concur that 2003 Ford F550, with 55,000 miles, that plows the hamlet must be replaced. When purchased it was expected to perform the load as gross vehicle weight is 17,000 pounds; empty it weighs 13,500, with a load of sand it weighs 23-24,000 pounds; Superintendent Jordan went to state bid, has an \$81,000 quote for a replacement vehicle. The Town paid \$34,000; it is still in working condition and could get \$10-15,000 for it resale. If it is run "into the ground", the Town would be looking at replacing transmission and more and does not have a backup truck to sand the hamlet. The budget for the Highway is looking good at this point to buy a new truck with 2010 budget and Highway Reserve Fund balance (\$30,000). If the Town Board is in agreement, they could look at bonding or lease quotes; those figures are all over the board. Councilman Norris suggests purchasing cab and chassis as the Highway will build its own dump; old model would be sold with the dump on it, unlike the last surplus equipment sale. Supervisor said the Town would have to buy another plow, about \$6,000, but this \$81,000 quote includes an extended warranty of 5 years for \$6,000. Superintendent Jordan feels problems are more likely to occur during the regular (3year) warranty period.

Supervisor commented that the truck Superintendent Jordan drives also needs to be replaced (109,000 miles), but it is a standard vehicle and easy to find when the need arises; Supervisor is not asking for a vote this night. Councilwoman Finke asked for a copy of Highway five-year plan; answer: the backhoe, too, it is being revised, and this piece is only for the sharp turns of the hamlet.

Supervisor said the Board is seeking to do long-range planning for all departments and budget for equipment purchases; in the past, some were 5yr or 3yr bonds, or paid by Reserve or leftover budget in Highway. She hopes to use the Equipment line in 2012.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 3

**DRAFT**

Councilman Meredith asked if the F550 was bought new; answer, yes, is low miles, but not quite heavy enough, all springs were replaced in first year of operation, ball joints replaced, and the transmission overheats with a wet snow. Superintendent found one used model, 2006, with 153,000 miles for \$45,000 and does not recommend.

Councilman Norris asked how many miles under the 3 year standard warranty; the extended (5yr) warranty is \$6,304 and is "bumper-to-bumper". This truck gets about 7,000 miles of use per year, depending on the winter. The 1980's trucks are performing better; we were told upon purchase of F550 that it was underrated and would not be a problem. Councilman Byas asked the model of the quoted truck: answer: International 4300, 4wheel drive. Councilman Meredith confirmed the Internationals are good vehicles. Councilman Norris said, without extended warranty, and if old model was sold for \$30,000, the quoted model would actually cost \$45,000 plus the cost of the plow. Superintendent Jordan expects \$8-12,000 for old model.

Wastewater Treatment Plant Chief Operator Polverelli reported processing 1,443,847 gallons, Oct 2-7 high flow due to rain events, cleaned auger and adjusted spray, removed and cleaned ultraviolet lamps for season; cleaned beds #3 and 2, performed preventive maintenance on rain gauge; received repaired pump for pump station; installed the pump station's pump; and cleaned flow meter at pit.

Councilman Byas was contacting Delaware Engineering for costs for changing pumps; Delaware did not get back to him, said there were other pumps that could be used, pump out completely, find out where sand is coming from, there are pumps that can handle the sand.

Jim Polverelli contacted Safe Home; they did not return his call. Councilman Byas called Safe Home; they would call him when they were going to be there (plant). Supervisor called on bonds, 3 outstanding for plant, one is callable with USDA. NYS Environmental Facilities Corporation has given a 50% discount on the rate of our bond with them. The Sewer District has \$126,000 in bonds that could be refinanced; National Bank of Cossackie 3.75% and Bank of Greene County 3.49%, we are paying 5% currently. Bond counsel could cost \$1-2,000. Supervisor asked what the Board would like to do for Sewer District 1. Councilman Byas asked what the savings would be to use bond counsel; Supervisor used bond counsel in past year for Highway, approximately \$2500, and anticipates this would be less. Councilman Byas would like to do research on this. Councilwoman Finke said this was the first she'd heard about it. Supervisor is looking at same period, 7 years, and the savings resulting from lower interest, but the banks could hold, raise, or drop the interest rates. Councilman Byas will call around for bond counsel. Supervisor said sewer rates and roll (December meeting) must be established, preferably on a different night from the Dog local law; proposed rate increase is \$18/user, one parcel may be coming off the roll, and adjust the roll. Dog law public hearing is still open, sewer rates public hearing could be held earlier on the same night.

Historian- no report.

Building Inspector/Code Enforcement Officer Cashin reports for October, 2010: Building Inspections: 26; Building Permits Issued: 2; Building Permits Renewed: 0; Certificates of Compliance Issued: 7; Certificates of Occupancy Issued: 4; Court Appearances: 0; Junk Vehicle Complaints: 2; New Building Permit Applications Received: 5; Stop Work Orders Issued: 1; Code Violation Investigations: 5; Zoning Violation Investigations: 2; Application Fees for October, 2010: \$1,273.90; Total Fees for Year to Date: \$14,146.04.

Assessor Bennett reports for October: Enhanced STAR renewals were mailed at the end of October. The New York State Dept. of Tax and Finance IVP report was received; property owners have been notified by mail of their status. Disabled, Aged, Non-Profit and Agricultural renewals are being prepared for mailing by the end of November. All renewals are due back by March 1<sup>st</sup>, 2011 deadline. Gordon will be working with John Cashin on data collection. Ellie Alfeld commended Assessor's Clerk Julie Fisk, and said notices are sent to those who may have forgotten or on edge of deadline to help them.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 4

**DRAFT**

Agriculture Committee Chair Ted Flegel reported, for November 4, that Cossackie's Mike Tighe lost his barn and some equipment to fire; the cause may be a woodstove. There is a need for guest speakers and a schedule; speakers will come the same night (first Thursday of month) as the Ag Meetings. The first speakers will be NYS Ag and Markets' John Brennan and Ron Rouse on Thursday, December 2 at 6:30 pm at Town Hall. Other guest speaker/topic combinations may include: Ted Hilscher, estate planning, and Bob Knighton, Greene Land Trust. Councilman Norris and Planning Board's Dan Kelly attended roundtable for Farmland Trust, about 20-30 town council and supervisors; topics included agriculture protection plans, talked about owner match rentals and transfer of developmental rights. A CD will be presented to Ag Committee.

Ag Fest Committee Supervisor discussed the structure for 2011 and beyond, insurance issues, and counsel from Association of Towns; the town cannot fundraise, best suggestion was the Town could contract with Committee (getting 501C) to run the event, keep current contract in place, hold VanEtten family harmless, and continue to provide portajohns, electric, etc. Rob VanEtten was in attendance. With Town Board's approval, Supervisor will work with the Town's attorney re the contract. Councilwoman Finke thanked the VanEtten family. Rob hoped the whole Town would support the efforts of Historian Cless Bush to celebrate the Bicentennial of the Town. Councilman Byas asked for ideas for the cost of things like the tractor pull. Councilman Norris asked if the contract would actually change anything; Supervisor said operationally no, but behind the scenes, the protection will be there if there were an occurrence at the event. Councilman Byas asked about how we give the Farmers' Market money; Supervisor explained that the Farmers' Market is a separate entity, their own insurance, structure, all of which could be done with AgFest but the 'lynchpin' is insurance as it takes place on private property.

Planning Board Chair Lee Davis reported having met on November 18, 2010, and conducted the following business: Continued Site Plan discussion with William Brandt, his attorney and surveyor, regarding his plans to build an assisted living facility to be known as Bristol Manor on property he owns on Route 9W. Councilwoman Finke said there were Planning and Zoning Board appointments open at the end of year; she has prepared advertisements for the newspapers. Supervisor asked how many positions; answer: a 3yr and a 5yr appointment. Supervisor thought there were 3 appointments up. Ellie Alfeld asked, about reappointments, have these people indicated that they no longer want to serve; Councilwoman Finke said she would be contacting them, but there may be two who are not interested, preferring not to give names. Supervisor thought there were 3 appointments up; Councilwoman Finke said there could be one or none up, and is unsure why someone would put themselves through this. Supervisor asked how quarterly meetings are working out with the two Boards; Councilwoman Finke said they intend to start in January 2011, with business coming in.

Zoning Board of Appeals Chair Meave Tooher reported having met on November 10, 2010, and continued deliberation on the Town Board's appeal to the ZBA of the Zoning Officer's interpretation of the Town's Zoning Ordinance requirements with regard to a motocross track. At the conclusion of deliberations, the Board issued a resolution requiring a Use Variance for continuation of the motocross track at the property. The property owner has been advised by certified mail, return receipt requested, that operation of track must cease and desist until such time as a Use Variance is applied for and granted. Supervisor asked if there was an opening on the ZBA; Councilwoman Finke said they'd find out. Supervisor knew there was one appointment up; Councilwoman Finke will contact them, unsure why someone would put themselves through this.

Building and Grounds/Recycling Operator Spencer Sebert reports 10 tires received for a total of \$20.00; 2 vehicle batteries, 17 60gallon bags of plastic, 13 55gallon drums of cans; 39 bundles of magazines; 55 bundles of newspaper; 6 bags of shredded paper; 32 bundles of cardboard. Also, 16 tires from Highway Department.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 5

**DRAFT**

Councilman Byas said there is a chance to have inmate labor; Ellie Alfeld said consider using at the town park pavilions. Councilman Byas said it would have to be for the town; if the Board agrees, get a letter to them.

Ellie noticed the motion light by sheriff satellite and asked did we get the parking lot lights under the justice grant; answer: yes.

Supervisor asked Councilman Byas for progress on door chimes being changed;

Councilman Byas said Safe Home will come and separate downstairs from upstairs.

Supervisor asked progress on dutch doors for the clerks' offices; Councilman Byas said we don't have those doors, we have the donated doors for the meetingroom vestibule.

Councilwoman Finke said Alan VanWormer can call Councilman Byas.

For stairs to basement, Councilman Byas said to get ahold of someone to see what kind of stairs to use and maybe move the window.

Supervisor said, regarding Greene County Historical Society's letter about the blackboards, the Town must pick up, mount them, and insure them. Supervisor needs an appraised value to insure them. Councilman Byas asked how these blackboards, lying in the hallway, were insured; Supervisor said no special coverage; Superintendent Jordan said they were purchased for \$200 in Schenectady. Councilman Byas said there is zero value to them; Supervisor said the Society is seeking a contract value; Councilman Byas said was no value to the blackboards, per Bob Hallock. Councilman Norris confirmed that they would be on loan to the Town, thus the need for insurance.

Councilman Byas said when the school was closed, the boards were taken from the building, and the school donated the boards to the historical society. Councilman Byas said it is important to the school's last class to have them returned; he will bring a letter to the December Town Board Meeting and expressed their wish to have a note beside them giving credit to where they had come from.

Councilman Byas said his mailpocket was closed with scotch tape and he'd just gotten the mail this night. Supervisor explained that it appeared someone has been taking items from his mail; this was a way to insure that all of his mail got to him. She suggested that all the mail could go to the Clerk's office but that would necessitate mail being picked up only when the Clerk's office was open, and asked if Councilwoman Finke had picked up a key for Town Hall. Councilwoman Finke asked what right Supervisor has to decide what to do with Councilman Byas' mail. Supervisor said she'd contacted Councilman Byas and hadn't heard back from him; Councilman Byas said she'd called him on Sunday, indicated that she was here, a good deal of mail was in his mailbox, and she was available to open the door if he wished to pick it up, or would have the Clerk mail his mail to him, but not about his having to sign for his mail. Supervisor also contacted him on Friday, October 29, leaving a long message, and had not heard back from him.

Councilwoman Finke didn't believe she had authority to do that; Supervisor answered that his mail was protected for him so it could be given to him. Councilman Byas wants his mail in his mailpocket; Supervisor said that was fine, an agreement can be made that if mail is missing it is not someone else's responsibility to duplicate it. Councilman Byas said that the mail used to be in Marjorie's office; Supervisor answered Marjorie's office is now locked, as she is not in every day during business hours. Councilman Byas said maybe to relocate the mail and, if one person has to sign, everybody has to sign for their mail; Supervisor said that could be done. Councilman Byas refuses to sign for his mail and have tape put on his pocket when no one else does; Supervisor said, since the only problem has been his mail pocket, she and he can agree that whatever mail is there is there, and if something is missing it is simply missing. Supervisor asked for ideas for new location for the mail. Councilman Norris said Councilman Byas had said, in public meeting, that his mail was missing; this was one way to protect it. Councilman Byas said no one discussed it with him. Supervisor said she's tried to have discussion, but phone calls are not returned or mail picked up; Councilman Byas said he always returns phone calls. Councilwoman Finke thinks [Supervisor] did not have that right; Supervisor said that could have been discussed. Councilman Byas said he didn't know it was being done until Monday; Supervisor said she had not heard from him on Monday. Councilman Byas said he didn't have to call her since she had told him he could come here and pick it up; Supervisor said she'd also said if he had any questions to please call her.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 6

**DRAFT**

Supervisor asked the Board how they would like the mail handled; Councilman Byas said in his mailpocket. Supervisor asked where he wanted the mailpocket; Councilman Byas thinks none should be by the front door.

Bob Knighton offered that many meetings there's something Councilman Byas hasn't got; Councilman Byas said he could talk that way to someone at home, but not to this Town Board.

Supervisor expects response from Town Board regarding where they would like their mail pockets.

Animal Control Councilman Norris reported the dog licensing local law was still in public comment, asked Councilwoman Finke if it was still on the website; answer: yes. Councilman Norris and Clerk Brooks have ordered the new dog license tags and the Animal Control Officer's chip reader (at a \$35 savings). Councilwoman Finke asked if a resolution was needed for the chip reader; answer: no, under the Town's procurement policy.

Fire, EMS and Law Enforcement Chair Councilman Norris reported a November 16th Greene County EMS meeting where discussion included future locations of all the EMS stations (Catskill, Cairo, Windham and Coxsackie) and a review of the proposed 5 year contract with Greene County. In October the Town had 2 ALS calls; as of Oct. 31, 2010, the total year-to-date calls are 53. Town Emergency Management Officer/Workplace Violence Coordinator VanWormer reports that the security door issue for the remaining clerks' offices has not been resolved; he recommends funds be allocated from 2011 Budget. In 2011 Greene County Sheriff satellite report 24hour coverage by four deputies, from January to December: calls for service 1177, traffic stops 561, traffic tickets 329, DWI's 8, total arrests 130, violation charges 83, misdemeanor charges 64, felony charges 18 civil papers served 271, auto accidents investigated 70. Councilwoman Finke said the patrols of the reservoir were her request of the Sheriff.

Supervisor asked, if any arrangements are made with the substation to leave the building open, that the entire Board and the staff of the building be notified, if security measures will be changed, must come to the Board for resolution.

Parks Councilman Meredith repeated that Legislator VanSlyke expects the youth grant will be the same. Supervisor asked that the copies of the employment applications be returned to Clerk's office; Councilman Meredith has them all, including duplicates.

Promotion and Economic Development/Grants Councilman Norris and Supervisor reported having attended a function at Crossroads Brewery, Second Street, Athens; Senator Seward has provided monies to help farmers grow hops in the Mabey Farm incubator, the hops are sold to the Brewery. Brewery is open; the pub/restaurant will open in January.

Newsletter/Web Site and Technology Councilwoman Finke said the newsletter is progressing, asked for budget and senior survey (feedback is very important). Councilwoman Finke asked if Supervisor has investigated monitoring for employees. Supervisor said no one has come forward. (See later in meeting.)

Representative from NYS Attorney General's Office will come December 1. Councilwoman Finke is interested in monitoring and met with Joe Wolodkevich, Intelligent Technology Solutions, and there is a difference between credit block (pay \$30.00 each time and very labor intensive) and credit monitoring- said she can't wait, must protect our people now and has asked him to come to a Board meeting regarding updating the computers and servers. Four credit monitoring companies (Identity Guard; also True Credit, Equifax and Experion). and Joe recommends Identity Guard at \$14.99/month, 30-day free trial, and quarterly updates. Councilwoman Finke has a resolution and read.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 7

**DRAFT**

**RESOLUTION**

**RESOLUTION AUTHORIZING FUNDING FOR ACCOUNT MONITORING  
FOR TOWN OFFICIALS, SPOUSE OF TOWN OFFICIAL, EMPLOYEES, AND  
FORMER EMPLOYEES WHOSE PERSONAL IDENTIFYING INFORMATION  
WAS INADVERTENTLY RELEASED BY THE SUPERVISOR**

**RESOLVED**, that the Town Board does hereby recognize the need for account monitoring for Town officials, the spouse of a town official, employees, and former employees whose personal information was inadvertently released by Supervisor's email security breach.

**RESOLVED**, that the Town Board wishes to protect its town officials, spouse of a town official, employees, and former employees by authorizing up to a minimum of one year and maximum of three year monitoring of accounts.

**RESOLVED**, the Town Board shall revisit the need for continued security monitoring after on year period and made determination as to continued need or threat to Town officials, the spouse of a town official, employees, and former employees whose personal information was released.

**RESOLVED**, if certain town officials, spouse of a town official, employees, or former employees wish to opt out of this monitoring, they must sign a waiver approved by the Attorney for the Town releasing the Town of New Baltimore of any and all responsibility.

**NOW THEREFORE BE IT RESOLVED**, that the Town Board authorizes the monitoring by Identity Guard at \$14.99 per month per employee for minimum one year and up to three years effective immediately.

**Councilman Norris moved, seconded by Supervisor.** Attorney for the Town has not reviewed. Lisa Benway recommended opting in, rather than out, is not concerned; Ellie Alfeld agreed, and for the budget, this can be expensive for the Town. Councilwoman Finke said she has three businesses and a lot to lose; Ellie also had the monitoring for three years from a large company. Supervisor said loss was regardless of economic status. Member of the public suggested keeping it as the employee must opt out; Supervisor said should be reviewed by Attorney for the Town. Member of the public said the 2005 law kind of mandates that you will do this, no option for the town employee. Bob Knighton asked what level of expertise Joe Wolodkevich has; Councilwoman Finke said he knows a number of companies to whom this has happened, he has a background in credit monitoring, and feels the Board must act. Councilman Norris said if folk are concerned, they should start a program, and the town will reimburse. Member of the public asked why not do this quicker, be proactive, and the Board should be fighting for the employees. Councilman Norris said one employee has come forward, if member of public feels strongly they should act now. Supervisor does not want to single out employee; is concerned about liability and responsibility in that the attorney has not reviewed this. Bob Knighton said the Attorney General does not recommend the credit monitoring; Councilwoman Finke asked Ellie Alfeld her opinion. Ellie received a letter stating her credit had been compromised, each quarter she received a report for 36 months, she understands Councilwoman Finke has a lot to lose, that Joe Wolodkevich has a computer background, but Councilman Norris suggests starting a program for peace of mind and not be out any expense, due to Town's willingness to reimburse, if Supervisor needs to have review of the attorney. Ellie Alfeld came out on Saturday, read the Greene County paper, sorry that the reporter left, the way it was published was not what occurred at the meeting that she attended- that so many employees were upset, one other employee that was vocal, no more, and that was not what was in the paper. Member of the public recommended checking into which reporting agency to go to, has heard a lot of negative things about the company suggested, has one company for \$5/month per person.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 8

**DRAFT**

Supervisor is concerned about the spouse inclusion and sign-off; Councilwoman Finke said Councilman Byas' spouse's social security number was on it. Supervisor said that one would be different. Ellie was notified of a breach, and was provided with quarterly reports for 3 years. Councilwoman Finke spoke to District Attorney Terry Wilhelm about this and it happened to him, his bank, and monitored him for 3 years, a nervous wreck. Councilman Norris asked what had happened. Member of the public said Bank of Greene County had sent out cancelled checks to incorrect addresses. Member of the public said when you're getting into legal things, it should be reviewed by the attorney, had happened to her also, in school district, most people have something already. Supervisor said attorney would be at December meeting, if employees wanted to go out and get monitoring, and then reimburse. Ellie asked if she would be comfortable starting the process til the December meeting, and get the process, and Board gets what they need. Supervisor said freeze costs nothing the first time that she learned at the Food and Fun luncheon presentation. Member of the public asked if someone didn't go out and get what they need, what would be the liability to the Town? Supervisor is unsure whether phrasing is protecting the Town, we do have insurance, without the attorney, unsure, and the inclusion of spouses; Councilwoman Finke said only one spouse, Councilman Byas' wife. Councilman Meredith agreed to have the attorney review the resolution. Councilman Byas said it should have been done yesterday and this needs to be reviewed by attorney. Supervisor was certain Councilwoman Finke would have the copy to the attorney.

**MOTION TO PROVIDE FOR REIMBURSEMENT FOR CREDIT MONITORING**

**Councilman Norris made a motion to provide for reimbursement by Town any employee on the list, retroactive, reimburse for the fee from whichever monitoring agency they choose, up to \$14.99/month for the length of time it takes to adopt a policy, Supervisor seconded.**

Councilman Byas asked if that was for one year; there is need to be careful of the choice; Supervisor answered to choose the company Councilwoman Finke is recommending. Member of the public asked Councilman Byas if he'd seen the paper copy with the member of the public's social security number on it; he answered yes, he has it and he wasn't asked to get rid of it. Member of the public, and then Superintendent Jordan, asked him to get rid of it. Supervisor said every councilperson was asked by mail to dispose of the list; Councilman Byas said that wasn't in his mail and he never received a letter about this. The adoption of the foregoing Motion was duly put to a vote, and upon roll call, the vote was as follows:

**ROLL CALL VOTE: BYAS-AYE      FINKE- AYE      MEREDITH- AYE  
                         NORRIS- AYE      O'RORKE-AYE**

**Motion Carries**

Technology (continued) Supervisor asked for an inventory of the technology equipment and asked whether a 5yr plan is done; Councilwoman Finke said Joe Wolodkevich had given her an update and passed it around. Supervisor was looking for an inventory of all computer equipment and added that the eQuote included a computer server.

Councilwoman Finke will check with Joe Wolodkevich tomorrow. Councilman Norris asked if this eQuote was for all new equipment; Councilwoman Finke said the first includes a donated server, with 1 year warranty, but would require the migration fee (\$1500) be incurred again in a few years when a new server, with a 5 year warranty, was bought. For twice the price, \$8900, we'd get 5-6 years and have everything on the server. Supervisor asked for the Committee's recommendation; Councilwoman Finke would like Joe Wolodkevich to come to a meeting and do a presentation. Supervisor asked for the date; Councilwoman Finke will check his schedule, adding that Town of Catskill just did all this and they think it is great, they no longer have time clocks, they have handprints. Supervisor added that the Town of New Baltimore doesn't have timeclocks. Councilman Norris thinks this is a good idea, but ironic to suggest \$9000 on a new server after having trimmed the 2011 budget to the bone. Councilwoman Finke said there was a security



COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 9

**DRAFT**

issue to address; Supervisor said the security issue wouldn't relate to the server. Councilwoman Finke will check with Joe Wolodkevich for a date. Ellie Alfeld asked if there was a five-year plan; Councilwoman Finke said it was in process and that she would talk to Joe Wolodkevich tomorrow.

Personnel Supervisor reported there was a workplace violence situation and the Town's Coordinator, Alan VanWormer, handled situation well and his work is appreciated. Councilwoman Finke said, as he is an employee, does he abide by the same rules as the staff? Supervisor said if a situation were to be created by Alan, he would be investigated and we would use a Town Board member, as there is only one point person. Councilwoman Finke felt it shouldn't be an employee and that it should be a Board member. Supervisor said that was how the policy was set up and is common within towns for it to be a fellow employee. Councilwoman Finke said Town of Catskill's point person is their human relations person; Supervisor said they contract out with Public Sector HR, and so could the Town of New Baltimore, and the attorney was involved in this situation as well and, for a fee, the attorney could be more involved.

For Insurance, Supervisor reviewed Clerk Brooks' words, busy finishing open enrollment for health insurance. For tonight: the HRA policy for December 1, 2010 effective date, must be covered within the current health insurance policy, per the handout of a month ago. Councilwoman Finke's comment was regarding dependents to age 26; Councilman Meredith said that was now federal law as part of the new health plan. Supervisor said there were other things that could be done to reduce costs, Town of Coxsackie is now using a contribution of 80%/20%, Greenville is still at 100% contribution, Catskill is 80%/20%, and Athens is 90%/10%. The Town Board had discussed going to 25%; Supervisor's concern was putting the highway in a non-competitive situation. Supervisor has asked for their plans, is unsure of their retirement age, and talked to Public Sector HR about the trends they were seeing. There are many municipalities still at 100%, some are looking at the retiree issues; the Town of New Baltimore is ahead of the curve. Councilman Norris suggests changing the contribution to 75%/25% and increasing the years of service to 15 years. Ellie Alfeld remembered 20 years of service and 62 years of age from service to NYS. Supervisor said the insurance would provide an avenue for the spouse to get insurance, but not free insurance. Councilman Norris said it could become difficult to get good workers without good benefits. Supervisor asked, considering the hour, to just pass what is needed for the HRA for the December 1 effective date. Supervisor read.

**RESOLUTION  
NOVEMBER 22, 2010**

**RESOLUTION ADOPTING NEW HEALTH INSURANCE POLICY  
FOR FULL TIME ELECTED OFFICIALS AND FULL TIME EMPLOYEES**

RESOLVED, that the Town Board of the Town of New Baltimore does hereby REPEAL the Health Insurance Policy for Full Time Elected Officials, dated December 7, 2007 and adopts the attached Health Insurance Policy for Full Time Elected Officials and Full Time Employees dated November 22, 2010.

**TOWN OF NEW BALTIMORE HEALTH INSURANCE POLICY FOR FULL TIME  
ELECTED OFFICIALS AND FULL TIME EMPLOYEES**

**§ 1. Statement of purpose.**

The Town Board hereby finds that it is in the best interest of the taxpayers of the Town of New Baltimore and to those who seek full time elective office or full time employment to adopt formal health insurance policies that relate to individuals who serve in these capacities.

**COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 10**

**DRAFT**

**§ 2. Applicability.**

This policy shall apply to elected officials and employees who serve in a full time capacity for the Town of New Baltimore. For purposes of this policy, the elected officials who serve in a full time capacity for the Town of New Baltimore are the Town Clerk and the Town Superintendent of Highways, and the employees who serve in a full time capacity for the Town of New Baltimore are the regular employees of the Town Highway Department whose normal work week is 40 hours, the Justice Clerk whose normal work week is 35 hours. These elected officials and employees who serve in a full time capacity as defined above are hereinafter referred to as "eligible full time individual".

**§ 3. Medical insurance.**

- A. The Town will make available medical insurance coverage to each eligible full time individual and their spouse and/or dependents to age 26, as provided by the Town's current health insurance coverage.
- B. Coverage will begin on the eligible full time individual's first day of service, provided all eligibility requirements of the insurance plan are met.
- C. The Town will pay the full premium for individual or family medical insurance coverage, as the case may be, for each eligible full time individual whose first day of service in full time status commenced prior to January 1, 2003. The Town will pay 80% of the premium for individual or family medical insurance coverage, as the case may be, for those full time elected officials whose first day of service in full time status commenced on or after January 1, 2003.
- D. Effective December 1, 2010 the Town shall establish a Health Reimbursement Account (HRA). This account will reimburse eligible employees and retirees who participate in the CDPHP EPO plan for their co insurance payments, after appropriate deductibles have been met. The maximum payout for each for each individual/family is \$2000/\$4000 respectively.

**§ 4. Dental plan.**

- A. The Town will make available a dental plan to each eligible full time individual and their eligible family members, as provided by the Town's current dental plan.
- B. Coverage will begin on the eligible full time individual's first day of service, provided all eligibility requirements of the dental plan are met.
- C. The Town will pay the amount of the full premium for individual dental plan coverage for the eligible full time individual. The eligible full time individual may opt to pay for additional coverage for family members by reimbursing the Town for the difference between the family premium and the individual premium through payroll deduction.

**§ 5. Medical insurance for full time elected official retirees.**

- A. The Town will make available medical insurance coverage to an eligible full-time individual who retires from the Town on or after January 1, 2008 (hereinafter referred to as "retiree"). Family coverage is available for an eligible spouse and/or dependents if the spouse and/or dependents were covered under the Town's medical insurance plan at the eligible full time individual's date of retirement. In the event the retiree predeceases the spouse and/or dependents, the spouse and/or dependents may continue medical insurance coverage until such time that the spouse remarries, dies, or becomes otherwise ineligible under the plan documents. Coverage of a spouse at the time of divorce or legal separation is in accordance with plan documents.
- B. To be eligible for coverage, the retiree must be age 55 or older at the time he or she retires from the Town, and must have at least 10 years of continuous, uninterrupted service with the Town. In addition, the eligible full time individual must meet the requirements for benefits from the New York State Employees Retirement System.
- C. Premium payment. The Town will pay the full premium for individual or family medical insurance coverage, as the case may be, for each eligible retiree. For each eligible full time individual whose first day of service in full time status commenced prior to January 1, 2003.

COUNTY OF GREENE  
TOWN OF NEW BALTIMORE  
WORK MEETING  
NOVEMBER 22, 2010-page 11

**DRAFT**

the Town will pay 80% of the retiree's premium for individual or family medical insurance coverage. Upon death of the retiree, the Town will cease to pay the full premium or 80% respectively for coverage of the surviving spouse and/or dependents, but said surviving spouse and/or dependents shall be eligible for insurance coverage as long as premiums are paid by spouse and/or dependents and received within 30 days of the due date.

- D. Changes in premium contributions. The amount of the insurance premium a retiree or retiree's spouse is required to contribute is subject to change by resolution of the Town Board. The Town Board will provide a three-month written notice of such change.
- E. Medicare Part B reimbursement. The Town will reimburse an eligible retiree and the retiree's spouse in the amount of \$66.60 per month towards the cost of the Medicare Part B premium. The Town Board may, through resolution of the Town Board and in compliance with applicable insurance plan documents, modify or eliminate this reimbursement for any retiree or retiree's spouse. The Town Board will provide a three-month written notice of such change.

**§ 6. Changes.**

The Town reserves the right to make changes to the medical insurance and dental plans referenced herein, including changes that result in a reduction in coverage/and or benefit level. Moreover, this policy is intended to provide guidance and general information and should not be interpreted or construed as contractual in nature.

**Supervisor moved, seconded by Councilman Norris.** Councilwoman Finke asked was it just for [HRA]; answer: yes. The adoption of the foregoing Resolution was duly put to a vote, and upon roll call, the vote was as follows:

**ROLL CALL VOTE:** BYAS-AYE      FINKE- AYE      MEREDITH- AYE  
                                 NORRIS- AYE      O'RORKE-AYE

**Adopted**

Town Courts report a letter from the full-time Justice Clerk following the 6 month probation of Pam Trombley, recommendation of a raise of \$.50 per hour; this was the intention of the justices. A resolution will be presented at December meeting. Also, the court security officer, Dan Rubino, a letter requesting an hourly increased from \$10.50 to \$15.00 per hour; he is a contractor.

Bicentennial Committee had no report.

Farmers' Market liaison Councilman Norris reported that Farmers' Market surveys were sent out to the vendors and they replied they were happy with the way the market was run, were pleased with the market manager, most made a profit, and all, but one, will return next year. Fundraising ideas include: weekly raffles with prizes and/or a 50/50 each week. Next meeting is December 2, 2010 at 7:30pm at Town Hall.

Seniors survey, 6 questions, will appear in the newsletter with one change; the senior Food n Fun luncheons need more volunteers. Councilman Byas asked how the luncheons are working out; Ellie Alfeld said a little problem with lack of volunteers, no luncheons since end of spring, last year they took a summer hiatus, and continued again in September, need 6 in diningroom and 6 in kitchen and the day-before prep staff. Principal volunteers last year became employed. Councilwoman Finke asked how many attend; Supervisor said 50-60. January 12, February 9 and March 16 are scheduled luncheons; Elle said luncheon costs have been covered by donations; the Town is no longer contributing as of 2010. Councilman Byas said he attended one but wasn't aware of the 12 people needed.

**ADJOURNMENT**