KENDALL TOWN BOARD 2014 ORGANIZATIONAL MEETING KENDALL TOWN BOARD

Tuesday, January 7, 2014, 7:00 PM Kendall Town Hall – 1873 Kendall Road, Kendall, New York 14476

Supervisor Cammarata called the meeting to order at 7:00 p.m., and led the Pledge of Allegiance.

Public present, Attorney Meier, Clerk Richardson, Dan Gaesser, Al and Bev Lofthouse, Sharon Cammarata, Catherine Newell, Harry Butler, Tim Hungerford, John Becker, Jack Gillman, Tim Quintern, Gene Massey, Ray Wenzel, Ken DeRoller, Sue DeRoller, Paul Balcerzak, Charles Sorg, Dave Schuth, Stephen Seaman, Warren Kruger, Nadine Hanlon, Barbara Flow, Rg Bell, Tom Rivers, Justice Drennan, TJ Drennan, Justice Cliff, Kim Corcoran, CEO Hennekey, Chuck Patt, and several unidentified observers

CEREMONIAL OATHS OF OFFICE

Justice Cliff performed a swearing-in ceremony of Justice Debra Drennan. Justice Drennan performed a swearing-in ceremony of Justice Stephen Cliff. Justice Drennan performed a swearing-in ceremony of Councilman Bruce Newell. Justice Drennan performed a swearing-in ceremony of Councilman Patrick Snook. Justice Drennan performed a swearing-in ceremony of Supervisor Anthony Cammarata, with Mrs. Cammarata holding the Holy Bible.

ROLL CALL

Councilman Joseph	present
Councilman Newell	present
Councilman Snook	present
Councilwoman Szozda	present
Supervisor Cammarata	present

SUPERVISOR'S REMARKS

Welcomed all to the 2014 organizational meeting. Thanked former supervisor Gaesser, and councilmen Pritchard and Schuth for their service. Introduced Councilmen Newell and Snook.

"I have confidence that this Town Board will demonstrate a passion for prudence, to ensure that we have the ability to make good decisions for our town. We'll have to manage change, and anticipate versus react, to situations. We'll have to seek knowledge and proactively share it with others. We'll be a board that listens to our constituents' desires, while all the time conducting our affairs with integrity. And always, always treat people with respect, honesty, sensitivity and dignity. I am honored to be your town supervisor. Thank you."

PUBLIC COMMENTS

Jonathan Gillman – thanked the new board members

RESOLUTIONS

Councilman Joseph made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 1-0114- Appointing Andrew Meier as Attorney for the Town of Kendall

Be it resolved to appoint Andrew Meier, ESQ as the attorney for the Town of Kendall for the year 2014. It is further resolved that the Supervisor is authorized to sign a legal services agreement for the year 2014 with Andrew Meier, ESQ on behalf of the Town of Kendall. Such legal agreement is to include a minimum retainer of \$600.00 per month and descriptions of rates for different types of services.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Newell made the following motion, seconded by Councilman Joseph:

RESOLUTION 2-0114- Appointing Gay Smith as Chairman of the Zoning Board of Appeals

Be it resolved to appoint Gay Smith as Chairman of the Zoning Board of Appeals for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 3-0114- Appointing Raymond Wenzel as Chairman of the Planning Board

Be it resolved to reappoint Raymond Wenzel as Chairman of the Planning Board for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Newell:

RESOLUTION 4-0114- Reappointing Barb Flow as Director of Youth and Adult Recreation

Be it resolved to reappoint Barb Flow as Director of Youth and Adult Recreation for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 5-0114- Reappointing Joseph Canale to the Youth Recreation Commission

Be it resolved to reappoint Joseph Canale to the Youth Recreation Commission for a three year term expiring December 31, 2016.

RESOLUTION 6-0114- Reappointing Shirley Cataldi as Adult Recreation Representative

Be it resolved to reappoint Shirley Cataldi as Adult Recreation Representative for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilman Newell:

RESOLUTION 7-0114- Reappointing Kim Corcoran as Town Historian

Be it resolved to reappoint Kim Corcoran as Town Historian for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Joseph:

RESOLUTION 8-0114- Reappointing Amy Richardson as Water Collections Clerk For 2014

Be it resolved to appoint Amy Richardson as Water Collections Clerk (PT) to collect, record, and turn over monies collected for water usage by Water District 6 consumers for the year 2014 at an annual salary of \$600.00, to be paid semi-annually.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 9-0114- Reappointing Charles Patt as Custodian for Beechwood Cemetery

Be it resolved to reappoint Charles Patt as Custodian for Beechwood Cemetery for the Town of Kendall at an annual salary of \$500.00 for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Newell made the following motion, seconded by Councilman Joseph:

RESOLUTION 10-0114- Reappointing Walter Steffen Jr. as Custodian for Greenwood Cemetery

Be it resolved to reappoint Walter Steffen Jr. as Custodian for Greenwood Cemetery for the Town of Kendall at an annual salary of \$500.00 for the year 2014.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 11-0114- Reappointing Cheryl Cole as Court Clerk

Be it resolved to reappoint Cheryl Cole as Court Clerk for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Newell:

RESOLUTION 12-0114- Reappointing Eileen Grah as Town of Kendall Librarian

Be it resolved to reappoint Eileen Grah as the Town of Kendall Librarian for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 13-0114- Reappointing Paul Hennekey as Code Enforcement Officer

Be it resolved to reappoint Paul Hennekey as the Code Enforcement Officer for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Newell made the following motion, seconded by Councilman Joseph:

RESOLUTION 14-0114- Reappointing Daniel Strong as Deputy Code Enforcement Officer

Be it resolved to reappoint Daniel Strong as the Deputy Code Enforcement Officer for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 15-0114- Reappointing Nicholas Schicker to the position of Building Maintenance Worker.

Be it resolved to reappoint Nicholas Schicker to the position of Building Maintenance Worker for the year 2014.

Be it further resolved that the wage for the position of Building Maintenance Worker remains at \$11.00 per hour for the year 2014.

Councilwoman Szozda made the following motion, seconded by Councilman Snook:

RESOLUTION 16-0114- Occu-Med of Western New York

It is hereby resolved that the Superintendent of Highways is authorized to sign an agreement for the year 2014 with Occu-Med of Western New York for the Town of Kendall's CDL Drug and Alcohol testing.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 17-0114- Naming the Bank of Deposit

Be it resolved that the First Niagara Bank is designated as the bank of deposit for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Newell made the following motion, seconded by Councilman Joseph:

RESOLUTION 18-0114- Deposit of Surplus Money

Be it resolved that the Supervisor is authorized to deposit surplus monies in time deposit accounts where the greatest amount of interest can be secured.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 19-0114- Contractual Bills and Invoices with Discount

It is hereby resolved that the Supervisor is authorized to pay all contractual bills and all invoices offering a discount, upon approval of the Department Head.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Snook:

RESOLUTION 20-0114- Delegation of Authority to Supervisor

WHEREAS, the Town of Kendall must function between regular town board meetings and...

WHEREAS, Town Law, Section 29(16) specifically provides for the delegation of the power and duties of administration and supervision to the Supervisor and...

WHEREAS, it is understood that by such delegation of the Town Board may not abdicate to the Supervisor or surrender to him the Board's basic statutory responsibilities...

Now be it hereby RESOLVED, that the Town Board of the Town of Kendall hereby authorizes and delegates to the Town Supervisor powers and duties of day to day administration and supervision of all Town and Special District Facilities and employees, consistent with and in furtherance of any and all State and Federal laws applicable thereto, and with any and all local laws, resolutions, or policies hereto or hereafter adopted by this Town Board.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 21-0114- Naming the Official Newspaper

Be it resolved that the **Hamlin-Clarkson Herald** is designated as the official newspaper for the Town of Kendall for the year 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Newell made the following motion, seconded by Councilman Joseph:

RESOLUTION 22-0114- Establishing the Regular Board Meeting Schedule

Be it resolved that regular meetings of the Town Board of the town of Kendall be held at the Kendall Town Hall, 1873 Kendall Road, on the third Tuesday of each month at 7:00 pm.

Be it further resolved that the Town Clerk shall place a notice in the Official Newspaper to notify the public about the regular board meeting schedule.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 23-0114- Establishing Regularly Scheduled Conference Sessions (Workshops)

WHEREAS, it is desired to provide opportunity for sufficient board member and public comment to define and develop the knowledge of, and content for, board resolutions in advance of regularly scheduled Town Board meetings and further to advance strategy and responsibilities for Town Board courses of action...

Now be it hereby **RESOLVED** that the Town Board of the Town of Kendall establishes and provides for regularly scheduled work sessions to occur on the second Monday of each month at 7:00PM.

Be it further resolved that the Town Clerk shall place a notice in the Official Newspaper to notify the public about the regularly scheduled conference session (workshop) schedule.

Councilwoman Szozda made the following motion, seconded by Councilman Snook:

RESOLUTION 24-0114- Mileage Reimbursement

WHEREAS, the Internal Revenue Service has set mileage reimbursement for the year 2014 at the rate of \$0.56 per mile...

Now be it **RESOLVED**, that \$0.56 per mile is established as the reimbursement rate for Town of Kendall Officials for mileage expenses while on Town Business.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 25-0114-2014 Salary Schedule

A resolution adopting the salary schedule for 2014, as presented: TOWN OF KENDALL 2014 SALARY SCHEDULE Supervisor \$8,400.00 Deputy Supervisor \$300.00 Councilperson (4) \$3,120.00 Justice 1 \$7,500.00 Justice 2 \$7,500.00 Court Clerk \$5,500.00 Budget Officer \$1,600.00 Assessor \$52,000.00 Board of Assessment Review (4) \$130.00 each Town Clerk \$26,600.00 Code Enforcement Officer \$11,000.00 Deputy Code Enforcement Officer \$7,700.00 **Registrar of Vital Statistics \$500.00** Superintendent of Highways \$49,250.00 Historian \$750.00 Youth Recreation Director \$12,650.00 Adult Recreation Director \$875.00 Zoning Board of Appeals Chairperson \$1,040.00 Members (4) \$840.00 each **Planning Board** Chairman \$1,450.00 Members (4) \$875.00 each Orleans County Planning Board Member \$110.00 Election Inspectors \$8.25 per hour Training Class \$25.00 per session

RESOLUTION 26-0114- 2014 Highway Wage Schedule and Work Agreement

Be it resolved that the following Salary Schedule and Work Agreement for the Highway Department be adopted for the year 2014 as submitted by the Highway Superintendent, Warren Kruger:

TOWN OF KENDALL HIGHWAY DEPARTMENT SALARY SCHEDULE AND WORK AGREEMENT FOR 2014 The Town of Kendall Highway Department Employees will be paid on the following schedule for 2014;

Full Time Motor Equipment Operators (MEO) -	from Federal minimum wage up to \$19.21 per hour
Part Time motor equipment Operators (MEO-PT) -	from Federal minimum wage up to \$12.30per hour
Full & Part Time Laborer	from Federal minimum wage up to \$10.65 per hour

Employees are to be paid biweekly for an 80 hour pay period. Time and one half (1-1/2) wages will be paid for overtime beyond forty (40) hours worked in each week.

Employees will be provided work clothes up to \$300.00 per year through a uniform service or reimbursement for employee purchases with documented receipts. By law, the Town does not reimburse for sales tax paid.

Following completion of a two (2) month probation period, full-time employees will earn five (5) paid sick days per year. Unused sick days may be accumulated as follows:

1st year of employment up to five (5) days paid

2nd year of employment up to ten (10) days paid

3rd year of employment up to fifteen (15) days paid 4th year of employment up to twenty (20) days paid

Sick pay accumulation will NOT be paid out at retirement or termination. Vacation time benefits will be paid to full time employees as follows and may NOT be carried over or accumulated into the next year but otherwise may NOT be carried over or accumulated in subsequent years.

The highway superintendent may deny specific dates for vacation because of workload requirements;

1st year of employment May accumulate one(1) paid day of vacation for each month

worked after completing a two (2) month probation period, (maximum 10 days)

2nd through 10th year ten (10) days paid vacation

After 10 years fifteen (15) days paid vacation

Holidays will be paid for Full Time employees as follows: New Year's Day, Martin Luther King's Birthday, Good Friday, Memorial Day, Fourth of July, Labor Day, Election Day, Veteran's Day, Thanksgiving Day and Christmas Day. Saturday holidays will be observed on the Friday preceding the holiday, and Sunday holidays will be observed on the Monday following the holiday.

Discussion: Councilman Joseph asked if Highway Superintendent had reviewed this for accuracy.

Councilman Snook made the following motion, seconded by Councilman Newell:

RESOLUTION 27-0114- Authorizing Engagement Letter with Amato, Fox & Company, PC

Be it resolved that the Supervisor is authorized to sign an engagement letter with Amato, Fox & Company, PC to have Amato, Fox & Company, PC conduct a single audit for the Town of Kendall for the year ended December 31, 2013 in accordance with U.S. generally accepted auditing standards; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; and provisions of OMB Circular A-133, and other procedures considered necessary to Amato, Fox & Company, PC. That said audit will be performed for a fee of \$6,500; that said audit will begin on approximately March 15, 2014; and Amato, Fox & Company, PC will issue their reports no later than April 15, 2014.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Snook:

RESOLUTION 28-0114- Authorizing the Filing of a Blanket Undertaking

Be it resolved that the Kendall Town Board authorizes the filing of a blanket bond to indemnify all officers required to file an undertaking. It is further resolved that a certified copy of this resolution authorizing the blanket bond will be attached to the bond and filed in the county clerk's office.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 29-0114- To Revise the Per Diem Rate for Town Business

WHEREAS, the Per Diem Rate for Town Business Policy has been created by Town Board Resolution 28-109 and...

WHEREAS, Resolution 24-0114 established \$0.560 per mile as the reimbursement rate for Town of Kendall Officials for mileage expenses while on town business during 2014, and ...

WHEREAS, after review of this policy by the Town Board, the following changes are recommended and designed to harmonize the Per Diem Rate for Town Business Policy with the establishment of the 2014 mileage rate,

Now, therefore, be it **RESOLVED** to make the following changes to the Per Diem Rate for Town Business Policy-

Item 4 now reads "*Transportation* - *The Internal Revenue Service has set mileage reimbursement for the year 2013 at the rate of \$.565per mile.*"

Change Item 4 to read "*Transportation* - *The Internal Revenue Service has set mileage reimbursement for the year 2014 at the rate of \$.560 per mile.*"

RESOLUTION 30-0114 Requiring Department Heads, Board Chairs, and the Engineer for the Town Shall Obtain Advice and Consent of the Town Board to Engage the Attorney for the Town

Be it RESOLVED that department heads, Board chairs, and the Engineer for the Town shall obtain the advice and consent of the Town Board to engage the attorney for the town. Advice and consent is obtained through the office of the Supervisor.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 31-0114 Appointing Anthony Cammarata as the Fair Housing Officer.

Be it RESOLVED that the Town Board appoints **Anthony Cammarata** to serve as the Fair Housing Officer for the Town of Kendall.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Snook:

RESOLUTION 32-0114 Appointing LaBella Associates, DPC, 300 State Street, Rochester, New York 14614, as the engineering firm for the year 2014 for the Town of Kendall, New York.

Be it RESOLVED that the Town Board appoints LaBella Associates, DPC, 300 State Street, Rochester, New York 14614, as the engineering firm for the year 2014 for the Town of Kendall, New York.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 33-0114 Appointing Timothy Hungerford, as bookkeeper.

Be it resolved to appoint Timothy Hungerford residing at Hungerford Vinton, LLC 200 Buell Road, Rochester, NY 14624, as BOOKKEEPER for the Town of Kendall New York for the year 2014, at a contractual rate of \$500.00 per month.

Supervisor Cammarata called for a roll call vote, with the following results:

Councilman Joseph	aye
Councilman Newell	aye
Councilman Snook	aye
Councilwoman Szozda	aye
Supervisor Cammarata	aye

Supervisor Cammarata declared the motion carried.

RESOLUTION 34-0114 ADP (AUTOMATIC DATA PROCESSING INC.) FOR PAYROLL SERVICE

Be it RESOLVED that the Town Board of the Town of Kendall authorizes Supervisor Cammarata to execute an agreement with ADP, for payroll services for the year 2014, cost not to exceed one thousand two hundred dollars (\$1,200.00) subject to attorney approval as to form, content and legal compliance.

Supervisor Cammarata called for a roll call vote, with the following results:

Councilman Joseph	aye
Councilman Newell	aye
Councilman Snook	aye
Councilwoman Szozda	aye
Supervisor Cammarata	aye
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Supervisor Cammarata declared the motion carried.

Councilman Snook made the following motion, seconded by Councilwoman Szozda:

RESOLUTION 35-0114 Reappointing Amy Richardson as Records Manager for the Town of Kendall,

Be it resolved to reappoint Amy Richardson as Records Manager for the Town of Kendall with a term of office that is coterminous with that of Town Clerk.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilwoman Szozda made the following motion, seconded by Councilman Snook:

RESOLUTION 36-0114-Extension of the Snow and Ice Contract with NYS-DOT

Be it RESOLVED that the Town Board of the Town of Kendall authorizes Supervisor Cammarata to execute an agreement with the New York State Department of Transportation to extend the Municipal Snow and Ice Contract between the Town of Kendall and the New York State Department of Transportation for the 2015/2016 contract year, subject to attorney approval as to form, content and legal compliance.

Councilman Joseph made the following motion, seconded by Councilman Newell:

RESOLUTION 37-0114 Agreement with the Town of Carlton for Shared Services

Be it RESOLVED that the Town Board of the Town of Kendall authorizes Supervisor Cammarata to execute an agreement with the Town of Carlton for shared services, for Assessor between the Town of Kendall and the Town of Carlton, subject to attorney approval as to form, content and legal compliance.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Newell made the following motion, seconded by Councilman Joseph:

RESOLUTION 38-0114 Advertise Vacancies on the Town of Kendall Planning and Zoning Boards

Whereas the Town of the Kendall Planning and Zoning Board each have a vacancy,

Be it RESOLVED the Town Board directs the Town Clerk to place an ad in the official newspaper and on the Town web site seeking interested Town of Kendall residents to serve on the Planning or Zoning Board. Individuals should direct their letter of interest to the Amy Richardson, Town Clerk P.O. Box 474, Kendall, New York 14476 on or before 4:00 p.m. February 27, 2014, or hand deliver to 1873 Kendall Road, Kendall, New York during normal business hours.

The Town Board of the Town of Kendall reserves the right to accept or reject any or all candidates.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

Councilman Snook made the following motion, seconded by Councilman Newell:

RESOLUTION 39 -0114 Appointments to the Orleans County Planning Board

Be it RESOLVED to Appoint Raymond Wenzel as the Town of Kendall representative to the Orleans County Planning Board with Andrew Kludt as the alternate for a three year term expiring on December 31, 2016.

Supervisor Cammarata called for a vote, resulting in all ayes, and declared the motion carried.

SUPERVISOR APPOINTMENTS FOR 2014

Budget Officer: Anthony Cammarata Deputy Supervisor: no appointment made

KENDALL TOWN BOARD STANDING COMMITTEES FOR THE YEAR 2014

Public Safety/Emergency Services & Occupational Safety Includes liaison with Fire Dept., Law Enforcement, Code Enforcement, OCHD, NYDEC, Workplace and Property safety for all locations and activities of the Town of Kendall. Chair Joseph; Alternate: Snook; Dept. Head: Kruger

Highway Includes TOK Highway Dept., Orleans Co. Highway Dept., and NYSDOT. Chair: Snook; Alternates: Joseph; Dept. Head: Kruger

Buildings & Grounds Includes the maintenance and upkeep of all town buildings, property and Cemeteries. Chair: Joseph; Alternate: Newell; Dept. Head: Kruger

Planning, Zoning and Agriculture Chair Newell; Alternate Szozda; Dept. Heads: Wenzel, Smith

Community Relations Liaison with Schools, Churches, Medical Office, and Service Clubs. Chair **Snook**, Alternate: **Szozda**. Department Head Richardson

Finance, Taxes and Special Districts: Chair: Cammarata, Alternate Joseph

Information Services including Computers Systems, Record Management, Copy Equipment, Document Format, Telephone system. Chair: Joseph, Alternate: Newell, Department Head Richardson

Employee Benefits Chair; Szozda, Alternate Joseph

Culture & Recreation Youth Programs, Adult Recreation, Library, History, Celebrations. Chair Szozda, Alternate Snook, Department Head Flow

Human Resources & Ethics Including but not limited to Drug & Alcohol Testing, Substance Abuse, Related Counseling & Rehabilitation, Discrimination, Work Place Behavior, Conflicts in the Workplace, and Conflicts of Interest. Chair Szozda, Alternate Newell

With no further business being brought forward, Councilwoman Szozda motioned for adjournment, seconded by Councilman Newell; all ayes. Meeting adjourned at 7:40 p.m.

Respectfully Submitted,

Amy Richardson, Kendall Town Clerk