

KENDALL TOWN BOARD
2024 ORGANIZATIONAL MEETING
KENDALL TOWN BOARD
Thursday, January 4, 2024, 7:00 p.m.
Kendall Town Hall – 1873 Kendall Road, Kendall, New York 14476

Supervisor Cammarata opened the meeting at 7:03 p.m. and led the Pledge of Allegiance.

ROLL CALL

Councilman Bentley	present
Councilwoman Flow	present
Councilman Jennings	absent
Councilman Martin	present
Supervisor Cammarata	present

SUPERVISOR’S REMARKS

Welcome to our 2024 organizational meeting.

I would like to welcome David Bentley to the town board and Eric Maxon, as Highway Superintendent. Welcome!

Congratulations to Councilwoman Flow on her re-election and appointment as Deputy Supervisor.

In 2024 we have many challenges facing us, but with challenges come opportunities. I am confident that we will be successful.

Currently we have “opportunities” such as:

Sewer, Water, Curtis Park, Kendall’s Medical Building, new septic system for the Town Hall and repairs at the highway garage.

The Comprehensive Master Plan rewrite.

We will work to obtain the best for our residents because we are results orientated.

Today I am happy to announce that the Town of Kendall, your town, has the lowest tax rate of all the towns in Orleans County.

Our goal is to keep the tax rate low and find ways to improve the lives of our citizens, because that is why we were elected and that continues to be our mission.

Thank You!

OATHS OF 2024 ELECTED

Highway Superintendent Maxon and Councilman David Bentley took their oaths, administered by Justice Kluth, as newly elected officials.

Councilwoman Flow and Town Supervisor Cammarata took their oaths, administered by Justice Kluth, as re-elected officials.

RESOLUTIONS

Martin made the following motion, which was seconded by Flow:

RESOLUTION 1-0124 REAPPOINTING ANDREW MEIER AS ATTORNEY FOR THE TOWN OF KENDALL

Be it resolved to reappoint Andrew Meier, ESQ as the attorney for the Town of Kendall for the year 2024. It is further resolved that the Supervisor is authorized to sign a legal services agreement for the year 2024 with Andrew Meier, Esq. on behalf of the Town of Kendall, for various types of legal services.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Bentley:

RESOLUTION 2-0124 REAPPOINTING JOHN SANSONE, Esq. AS SPECIAL PROSECUTOR FOR THE TOWN OF KENDALL

Be it hereby resolved to reappoint John S. Sansone, Esq. to act as an attorney for the Town of Kendall, in the capacity of Special Prosecutor, regarding code enforcement issues and agreed upon responsibilities. The term shall be January 1, 2024 through December 31, 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 3-0124 REAPPOINTING BRUCE NEWELL AS CHAIRMAN OF THE TOWN OF KENDALL PLANNING BOARD

Be it hereby resolved, to reappoint Bruce Newell as chairman, to the Town of Kendall Planning Board, for the year 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 4-0124 REAPPOINTING JON GAINER TO THE KENDALL PLANNING BOARD

Be it hereby resolved to reappoint Jon Gainer to the Kendall Town Planning Board, with a term ending 12-31-2028.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 5-0124 REAPPOINTING FLETCHER ROWLEY TO THE TOWN OF KENDALL ZONING BOARD OF APPEALS

Be it hereby resolved, to reappoint Fletcher Rowley to the Kendall Zoning Board of Appeals of the Town of Kendall to serve a five year term, expiring on December 31, 2028.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 6-0124 REAPPOINTING PATRICK BOLTON AS CHAIRMAN OF THE ZONING BOARD OF APPEALS

Be it hereby resolved to reappoint Patrick Bolton as Chairman of the Town of Kendall Zoning Board of Appeals for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Bentley:

RESOLUTION 7-0124 REAPPOINTING MICHELLE WERTH AND EDEN RODAS. AS CO- DIRECTORS OF YOUTH RECREATION

Be it hereby resolved to reappoint Michelle Werth and Eden Rodas as Co- Directors of Youth Recreation for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 8-0124 REAPPOINTING FRED CONRADT AS ADULT RECREATION REPRESENTATIVE

Be it resolved to reappoint Fred Conradt as Adult Recreation Representative for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 9-0124 REAPPOINTING AMY RICHARDSON AS WATER COLLECTIONS CLERK

Be it hereby resolved to reappoint 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 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 10-0124 REAPPOINTING STEVEN GIVERSON AS CUSTODIAN FOR BEECHWOOD CEMETERY

Be it hereby resolved to reappoint Stephen Giverson as Custodian for Beechwood Cemetery for the Town of Kendall at an annual salary of \$ 600.00 for the year 2024.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 11-0124 APPOINTING STEVEN GIVERSON AS CUSTODIAN FOR GREENWOOD CEMETERY

Be it hereby resolved to appoint Steven Giverson as Custodian for Greenwood Cemetery for the Town of Kendall at an annual salary of \$ 600.00 for the year 2024.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Martin:

RESOLUTION 12-0124 REAPPOINTING DAVID STRASENBURGH AS CUSTODIAN FOR MORTON UNION CEMETERY

Be it hereby resolved to appoint David Strassenburgh as custodian for Morton Union Cemetery, at a salary of \$500.00 for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 13-0124 APPOINTING LAURIE KOELLE AS COURT CLERK

Be it hereby resolved to appoint Laurie Koelle, as Court Clerk for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Bentley:

RESOLUTION 14-0124 APPOINTING MEGAN GENTILE, AS BOOKKEEPER AND NORM ST.JOHN, AS CONSULTANT

Be it hereby resolved to reappoint Megan Gentile, as bookkeeper for the year 2024. In addition, Norm St. John will remain as a consultant, on an as needed basis at an hourly wage of \$25.00 per hour for the year 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 15-0124 REAPPOINTING EILEEN GRAH AS TOWN OF KENDALL LIBRARIAN

Be it hereby resolved to reappoint Eileen Grah as the Town of Kendall Librarian for the year 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 16-0124 REAPPOINTING PAUL HENNEKEY AS CODE ENFORCEMENT OFFICER

Be it hereby resolved to reappoint Paul Hennekey as the Code Enforcement Officer for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 17-0124 REAPPOINTING DANIEL STRONG AS DEPUTY CODE ENFORCEMENT OFFICER

Be it hereby resolved to reappoint Daniel Strong as the Deputy Code Enforcement Officer for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Martin:

RESOLUTION 18-0124 REAPPOINTING STEVE GIVERSON TO THE POSITION OF BUILDING MAINTENANCE WORKER.

Be it hereby resolved to reappoint Steve Giverson to the position of Building Maintenance Worker for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 19-0124 DRUG AND ALCOHOL TESTING BY OCCU-STAR OF WESTERN NEW YORK

Be it hereby resolved that the Superintendent of Highways is authorized to sign an agreement for the year 2024 with Occu-Star of Western New York for the Town of Kendall's CDL Drug and Alcohol testing.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Bentley:

RESOLUTION 20-0124 NAMING THE BANK OF DEPOSIT AS FIVE STAR BANK

Be it hereby resolved that Five Star Bank is designated as the bank of deposit for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 21-0124 DEPOSIT OF SURPLUS MONEY

Be it hereby resolved that the Supervisor is authorized to deposit surplus monies in time deposit accounts where the greatest amount of interest can be secured in 2024.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Bentley:

RESOLUTION 22-0124 CONTRACTUAL BILLS AND INVOICES WITH DISCOUNT

Be it hereby resolved that in 2024, the Supervisor is authorized to pay all contractual bills and all invoices offering a discount, upon approval of the Department Head, and with proper vouchering procedure.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 23-0124 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 **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.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Martin:

RESOLUTION 24-0124 NAMING THE OFFICIAL NEWSPAPER

Be it resolved that the **Hamlin-Clarkson Herald (Westside News)** is designated as the official newspaper for the Town of Kendall for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Bentley:

RESOLUTION 25-0124 ESTABLISHING THE REGULAR BOARD MEETING SCHEDULE

Be it hereby 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 p.m.

Be it further resolved that the Town Clerk is directed to place a notice in the official newspaper to notify the public about the regular board meeting schedule.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 26-0124 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 to advance strategy and responsibilities for Town Board courses of action, and to properly audit all claims for payment, so

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 first Tuesday of each month at 7:00 p.m., and on the Saturday preceding the third Tuesday of each month at 9:00 a.m., and on each Monday evening from 7:00 to 9:00 p.m., excluding holidays.

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

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Bentley:

RESOLUTION 27-0124 SETTING 2024 SALARY SCHEDULE

Be it hereby resolved, to adopt this salary schedule for 2024:

TOWN OF KENDALL 2024 SALARY SCHEDULE

Supervisor \$9,600
Budget Officer \$1,600
Deputy Supervisor \$300
Councilperson (4) \$3,550
Justice \$11,200
Court Clerk \$ 6,500
Assessor \$51,000.00 (shared with Town of Carlton)
Board of Assessment Review (4) \$130 each
Town Clerk \$34,250
Registrar of Vital Statistics \$600
Water Clerk for Water District 6, \$700
Code Enforcement Officer \$16,200
Deputy Code Enforcement Officer \$11,200
Superintendent of Highways \$58,500
Historian \$1,200
Youth Recreation Director (2) \$6,650
Zoning Board of Appeals Chairman \$1,690
Zoning Board of Appeals Members (5) \$1,000 each
Planning Board Chairman \$1,690
Planning Board Member (5) \$1,050 each
Orleans County Planning Board Member \$110
Election Inspectors \$15 per hour
Training Class \$25 per session
Building Person \$18.50 per hour

New York State Minimum Wage 2024 \$15.00

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 28-0124 2024 HIGHWAY WAGE SCHEDULE AND WORK AGREEMENT

Be it hereby resolved that the following Salary Schedule and Work Agreement for the Highway Department be adopted for the year 2024 as submitted by Superintendent of Highways Warren Kruger:

TOWN OF KENDALL HIGHWAY DEPARTMENT WAGE SCHEDULE AND WORK AGREEMENT FOR 2024

Full Time Motor Equipment Operators (MEO) - from federal minimum wage up to \$26.10 per hour

Part Time Motor Equipment Operators (MEO-PT) - from Federal minimum wage up to \$21.55 per hour

Full Time Laborer - from Federal minimum wage up to \$17.45 per hour

Part Time Laborer- from Federal minimum wage up to \$16.90 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 \$350.00 per year through a uniform service or reimbursement for employee purchases with documented receipts. The Town does not reimburse for sales tax paid.

Following completion of a two (2) month probation period, sick time benefits will be paid to full-time employees 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
- 5th year of employment up to twenty five (25) days paid

Beyond five (5) years: one (1) additional day per month worked, up to a maximum of one hundred eighty (180) days paid.

A certificate from the employee's physician will be required after being sick for three (3) consecutive days for benefits to be 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 in subsequent years. The Highway Superintendent may deny specific dates for vacation because of workload requirements.

Vacation time benefits as follows:

1st year of employment - one (1) paid day of vacation for each month worked after completing a two (2) month probation period, (maximum 10 days)

2nd -10th year of employment - ten (10) days paid vacation

After ten (10) years of employment - fifteen (15) days paid vacation

Holidays will be paid for Full Time Employees as follows:

New Year's Day, Dr. Martin Luther King Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Election Day, Veterans' 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.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 29-0124 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.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Martin:

RESOLUTION 30-0124 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 30-0123 established \$0.625 per mile as the reimbursement rate for Town of Kendall Officials for mileage expenses while on town business during 2023, 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 2024 mileage rate,

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

Change Item 4 from *“Transportation – The Internal Revenue Service has set mileage reimbursement for the year 2023 at the rate of \$0.625 per mile.”*

to now read *“Transportation – the Internal Revenue Service has set mileage reimbursement for the year 2024 at the rate of \$0.67 per mile.”*

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 31-0124 REQUIRING DEPARTMENT HEADS, BOARD CHAIRS, AND THE ENGINEER FOR THE TOWN TO OBTAIN ADVICE AND CONSENT OF THE SUPERVISOR TO ENGAGE THE ATTORNEY FOR THE TOWN

Be it resolved that Department Heads, Board Chairs, and the Engineer for the Town shall obtain advice and consent of the Town Supervisor, or in his absence, the Deputy Town Supervisor, to engage the Attorney for the Town.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 32-0124 APPOINTING ANTHONY CAMMARATA AS THE FAIR HOUSING OFFICER

Be it hereby resolved that the Town Board appoints Anthony Cammarata to serve as the Fair Housing Officer for the Town of Kendall for 2024. This will be properly publicized.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Bentley:

RESOLUTION 33-0124 APPOINTING LABELLA ASSOCIATES AS THE ENGINEERING FIRM FOR THE TOWN

Be it resolved that the Town Board appoints LaBella Associates, DPC, at 300 State Street, Rochester, New York 14614, as the engineering firm for the year 2024 for the Town of Kendall, New York.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 34-0124 PAYCHEX AS PAYROLL SERVICE

Be it hereby resolved that the Town Board of the Town of Kendall authorizes Supervisor Cammarata to execute an agreement with Paychex for payroll services for the year 2024.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 35-0124 AGREEMENT WITH THE ORLEANS COUNTY OFFICE OF THE AGING FOR 2024

Be it hereby resolved that the Town Board of the Town of Kendall authorizes Supervisor Cammarata to negotiate and execute an in kind agreement with the Orleans County Office Aging for use of building space in the Kendall Town Hall for the Orleans County Office of the Aging's Elderly Nutrition Program for 2024.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Martin:

RESOLUTION 36-0124 COMPUTER/IT AGREEMENT

WHEREAS, the Town of Kendall is in need of certain computer and IT services and support on an ongoing basis, therefore, be it

RESOLVED, that the Supervisor is authorized to sign an agreement with C&H PC for the provision of such services for 2024, subject to review and approval by the Attorney for the Town as to form and content.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 37-0124 REAPPOINTMENT TO THE KENDALL MEDICAL OVERSIGHT BOARD

Be it resolved to re-appoint, Charles D'Agostino to the Kendall Medical Office Oversight Board, for a four year term, with such term expiring on December 31, 2027.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Bentley:

RESOLUTION 38-0124 AUTHORIZING AGREEMENT WITH FISCAL ADVISORS

Be it hereby resolved to authorize Supervisor Cammarata to sign an agreement with Fiscal Advisors & Marketing, Inc., for the purpose of undertaking a review of bond anticipation notes for the Town's NYS REDI projects and any other BANs which may be necessary in 2024. This is subject to review and approval by the Attorney for the Town as to form and content.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Bentley:

RESOLUTION 39-0124 REAPPOINTMENT OF ASSESSOR

Be it hereby resolved, to re appoint Lisa Hewitt as sole Assessor for the Town of Kendall, to complete the six year term left vacant by A. Eugene Massey's resignation. The term will expire September 30, 2025.

A vote resulted in all ayes. Motion carried.

Flow made the following motion, which was seconded by Martin:

RESOLUTION 40-0124 APPOINTING A. EUGENE MASSEY AS ASSISTANT TO THE ASSESSOR

Be it hereby resolved to appoint A. Eugene Massey as Assistant to the Assessor for the year 2023, at an hourly wage of \$ 30.00.

A vote resulted in all ayes. Motion carried.

Bentley made the following motion, which was seconded by Flow:

RESOLUTION 41-0124 APPOINTING MICHELE WERTH AND EDEN RODAS AS CO-DIRECTORS OF ADULT RECREATION DIRECTORS

Be it hereby resolved to appoint Michele Werth and Eden Rodas as Co- Directors of Adult Recreation for the Town of Kendall, for the year 2024.

A vote resulted in all ayes. Motion carried.

Martin made the following motion, which was seconded by Flow:

RESOLUTION 42-0124 RECOMMENDING TO THE ORLEANS COUNTY LEGISLATURE THAT BRUCE NEWELL BE REAPPOINTED AS A REPRESENTATIVE FOR THE TOWN OF KENDALL TO THE ORLEANS COUNTY PLANNING BOARD

Be it hereby resolved that Bruce Newell be recommended for reappointment as the representative for the Town of Kendall, to the Orleans County Planning Board for the year ending 2024.

A vote resulted in all ayes. Motion carried.

SUPERVISOR APPOINTMENTS FOR 2024

Budget Officer: Anthony Cammarata

Deputy Supervisor: Barbara Flow

Historian: Lydia Jayne

KENDALL TOWN BOARD STANDING COMMITTEES FOR THE YEAR 2024

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 Martin; Alternate: Flow; Dept. Head: Maxon.

Highway Includes TOK Highway Dept., Orleans Co. Highway Dept., and NYSDOT. Chair: Martin; Alternates: Flow; Dept. Head: Maxon.

Buildings & Grounds Includes the maintenance and upkeep of all town buildings, property and cemeteries. Chair: Martin; Alternate: Jennings; Dept. Head: Maxon.

Planning, Zoning and Agriculture Planning Chair: Jennings, Zoning Chair: Bentley, Dept. Heads: Newell and Bolton

Community Relations Liaison with schools, churches, medical office, and service clubs. Chair: Flow; Alternate: Cammarata , Dept. Head: Richardson

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

Information Services including computer systems, record management, copy equipment, document format, telephone system. Chair: Flow; Alternate: Jennings; Dept. Head: Richardson

Employee Benefits Chair: Bentley, Alternate: Flow

Culture & Recreation Youth Programs, Adult Recreation, Library, History, Celebrations.
Chair:
Flow, Alternate: Bentley , Dept. Heads: Werth, Grah, Corcoran, Richardson

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: Bentley.

Councilman Martin will be out of town until May 2024, but would like to stay in communication.

Highway Superintendent Maxon said he would like to appoint Jason Hardenbrook as his Deputy Highway Superintendent. Mr. Maxon read in his handbook that there should be a Deputy Highway Superintendent position in place. The Town Board stated it would research this and find out. The position may need to be created by resolution.

Meeting was adjourned at 7:52 p.m.

Respectfully Submitted,

Amy K. Richardson