

**MINUTES OF THE SPECIAL MEETING (BUDGET WORKSHOP) OF
THE TOWN BOARD OF THE TOWN OF NEW LEBANON
HELD ON OCTOBER 18, 2018**

Present: Colleen Teal, Supervisor
Kevin Smith Sr., Councilmember
Jesse Newton, Councilmember
Mark Baumli, Councilmember
Norman Rasmussen, Councilmember
John Tingley, Attorney for the Town

Recording Secretary: Tistrya Houghtling, Town Clerk

Others Present: Jeff Winestock, Highway Superintendent
Hazel “Cissy” Hernandez, CEO/ZEO/Bldg Dept Admin
Jessica Byrne, Town Justice
Ed Godfroy, LVPA
Eugenia Browning, LVPA
Mary Young, LVPA
Whitney Pangburn, Marshall & Sterling

CALL TO ORDER:

The meeting was called to order at 6:05 p.m. by Supervisor Teal.

BIDS: HIGHWAY DIESEL FUEL STORAGE TANK:

Supervisor Teal made a motion to reject the bid received from Borderline Excavation and Fence LLC in the amount of \$72,750 for the Highway Diesel Fuel Storage Tank. Councilmember Newton seconded that motion.

Roll Call Vote:

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| Councilmember Norman Rasmussen | Aye |
| Councilmember Kevin Smith Sr. | Aye |
| Supervisor Colleen Teal | Aye |
| Councilmember Jesse Newton | Aye |
| Councilmember Mark Baumli | Aye |

COMPENSATION PLAN PROPOSAL:

Supervisor Teal read the following proposal aloud:

INTRODUCTION:

Several positions within the town were significantly under compensated. Some positions were adjusted in the 2018 budget (including Supervisor, Town Board, Deputy Town Clerk, Deputy Court Clerk, Park & Building Maintenance, Highway MEOs and Summer Youth Staff). The committee used duties, responsibilities and hours worked to evaluate positions and used comparisons with other towns in the County as a guide for reasonable compensation for each position to establish a base rate. Positions that were significantly under or over compensated were then reviewed for ways to bring them in line.

Most town employees are part-time (18 part-time:3 full-time – not including seasonal staff). Employee turn-over is costly both in dollars and in efficiency. It is beneficial for the town to retain good employees. Therefore, offering some type of benefits to part-time employees should be seriously considered.

OBJECTIVES:

1. Propose adjusting current pay-rates that are disproportionate (significantly under or over) and establishing appropriate starting rates for each position;
2. Propose an overall long-term compensation plan;
3. Propose partial benefits for part-time employees (20-35 hours) to make part-time employment with the town more appealing;
4. Propose Health Insurance Options that would provide good insurance for the employees while containing town's insurance cost and continuing to offer the option of the current plan for current employees if possible.

SOME GENERAL RECOMMENDATIONS:

1. Discontinue use of "COLA" increases in 2019; move to merit based increases. a. Under COLA, all employees are "rewarded" regardless of performance and it reduces the incentive for exceptional performance. Merit based increases applied reasonably and fairly establish a value basis for the employee and the employer for compensation increases that benefit the town and the taxpayers.
b. COLA increases to be considered in future as "across the board" increases but not simply as annual adjustments for all; if COLAs are given, base rates for all positions should be adjusted to maintain the long-term plan.
2. Discussed Longevity Pay – committee recommends all increases be based on merit or performance.
3. Allow for Merit adjustments of new employees after six months by use of contingency funds (does not apply to elected positions). Total cost for .25¢/hr adjustment for a 40 hr/wk employee for 6 months is \$260.

CONSIDERATIONS/RECOMMENDATIONS:

1. NEW LEBANON STATE POLICE BARRACKS MOVE TO CHATHAM
 - a. Recommend monitoring change in volume in court due to this change over the next several years; reduced volume will mean reduced need.
 - b. Data County-wide: significant clerical staffing: ave. Justice Comp. @ approx. \$5,000/yr; limited clerical staffing: ave. Justice Comp. @ approx. \$10,000/yr. Town has significant clerical staffing and high Justice compensation.
 - c. Recommend reducing one Justice compensation to \$5,000 per year for the 2020 budget; one judge is retiring and a new judge will be taking the position. The second Justice position would be reduced at the start of the next term (1/1/2022).
2. ELIMINATION OF TAX COLLECTOR (RESULTS IN TRANSFER OF DUTIES TO TOWN CLERK)
 - a. Would eliminate highly compensated position, reduce office space and technology costs.
 - b. Would require additional hours in Town Clerk's Office – 2nd Deputy for Tax Collection.
 - c. Requires resolution of Town Board eliminating Tax Collector Position – transfer of duties to Town Clerk is automatic by NYS Law.

3. CHANGE HIGHWAY SUPERINTENDENT POSITION TO APPOINTED UPON RETIREMENT OF CURRENT HIGHWAY SUPERINTENDENT

- a. Reduce compensation at time of retirement of current Highway Superintendent.
- b. Transfer duties of Park Maintenance Supervision to Highway Superintendent.
- c. Requires adoption of a local law subject to Mandatory Referendum.

HEALTH INSURANCE RECOMMENDATION:

1. Current Eligible Employees – 2 plan options: current CDPHP plan (5% increase over last year) or an MVP Plan w/ an HRA funding 100% of the deductible or a portion thereof. (*All current eligible employees were hired pre-January 1, 2011 and are covered 100%*). a. The MVP Plan is a better plan for the employee and a lower cost option for the Town. Allowing current employees a choice will eliminate stress of changing plans but value of new plan should encourage transition easily over time.
2. New Full-time Employees (35 or more hrs/wk) – Only option is lower cost MVP Plan with HSA or HRA. Town pays 80%/employee pays 20% of premiums and partially funds deductible with and HRA or HSA. (*Whitney*)
3. Part-time Employees (20-34 hours per week) – Only MVP Plan option and only for employee – town pays 40% of premium, employee pays 60% of premium and town provides 40% of deductible in an HSA and employee can contribute more if so desire.
4. All employees allowed self-pay option if ineligible or want to add spouse or children.

SICK, PERSONAL AND VACATION TIME FOR 20 HRS OR MORE:

1. Provide all 20-34 hr/wk employees half the sick/personal and vacation time given to full-time employees
 - a. Amend personnel policy to make sick/personal and vacation time in hours not days (this would include full-time employees).
 - b. Accountant can track with payroll.
 - c. 20-34 hour employees would become eligible for sick/personal and vacation time when they begin working 20 or more hours per week if already employed with the town. Therefore, vacation time accrual may not be based on hire date.
 - d. Recommend budgeting for half of the cost of this time and having departments figure out how to compensate for the other half.
 - e. No holidays would be paid to 20-34 hr/wk employees. If a work day falls on a holiday and employee wants to be paid, they would use sick/personal or vacation time.

SUMMER YOUTH PROGRAM:

1. Increase registration fees – still very low-cost option for parents.
2. Increase swim fees to offset increase swim costs.

FOLLOW-UP TO DO:

1. Base or starting rates have been established, need to consider developing range for the positions.
2. Develop merit based evaluation form.
3. Rates and ranges should be evaluated at least every three years and adjusted as needed. Adjustments to only one position should be avoided (ie. inability to fill position shows market rate is higher than town is currently offering; all positions should be adjusted as needed and re-evaluations of the long-term program should be done to preserve the plan.)

4. Job descriptions should be reviewed by department heads and amended as needed and Town Board should adopt all job descriptions. These should be reviewed and amended as needed.
5. Associated fees and revenues should be evaluated at least every three years and adjusted as needed.
6. Continue to look for creative ways to enhance the town's ability to attract and retain qualified employees while being cognizant of costs.

Supervisor Teal stated that the board has one spreadsheet that is two pages that shows each position and a grade that was assigned to each position based on responsibilities and obligations. She stated that the Town Board is listed in two places, as a one for the whole board and as a five individually as they have no authority individually. She stated that the spreadsheet has a column for any significant notes to a position. For each position it also lists the current rate, the proposed starting rate and the recommended rate for 2019 for the person currently in the position. To calculate the current rates, for anyone that is salaried, we used their current annual rate divided by the number of hours reported on their NYS Retirement to come up with an hourly rate so we could compare all positions on an hourly basis and have an apples to apples comparison with what each position is being paid for their time.

Supervisor Teal stated that since this is the first time the town board is seeing this proposal, she doesn't expect any decisions tonight but wanted to know if any board members have any initial questions.

Councilmember Baumli asked who was on this committee. Supervisor Teal stated the committee was Supervisor Teal, Councilmember Rasmussen, Town Clerk Houghtling, Highway Superintendent Winestock, and Jack Lancto. Councilmember Baumli stated that he doesn't support making the Highway Superintendent an appointed position. He doesn't want people calling him because a road doesn't get plowed. The Town Board has no control over what the Highway Superintendent does. As an elected official, every two years, if the voters don't think he is doing a good job, they won't re-elect him, they will elect someone else. Highway Superintendent Winestock stated that he doesn't know where this came from and he had nothing to do with that recommendation. He stated that he has been in the position 34 years and if he was appointed he probably wouldn't have made it 4 years with some of the town boards we have had. Councilmember Baumli stated that he doesn't think 5 people should decide who the Highway Superintendent is. Supervisor Teal stated that the recommendations from the committee came from looking at positions and dollars, not who is in a position.

Councilmember Baumli stated that he doesn't agree with moving the tax collector in to the office of the town clerk. He stated that the town tried that before when Colleen Teal was the town clerk and it didn't work. He stated that he believes the tax collector position was moved into the town clerk and the pay increase went into the town clerk position but he doesn't believe the pay was decreased when the tax collector position came out of the town clerk's office. Supervisor Teal stated that was evaluated at the time. He stated that the only way, and he is not sure if we can, would be to outsource that position to someone like

the school does. Supervisor Teal stated that she believes the position can only be elected, or in the absence of an elected tax collector, the responsibility falls in the town clerk's office.

Town Clerk Houghtling stated that as a committee, the thinking behind that proposal was because in a lot of towns, the town clerk is the tax collector and when you look at the hourly rate of most town clerk/tax collectors it is \$16 to \$18 per hour. If you take our tax collector salary and divide it by the number of hours worked, we are paying close to \$45 per hour for this position. The other option to balance out the pay would be to leave it as an elected position, but bring the salary down to the \$16 to \$18 per hour range. We were looking at this strictly financially, how do we save money to bring some other positions that are extremely low up to where they should be to equalize the salaries across the positions in the town based on their assigned grade. When we looked at the town clerk and tax collector duties, they were similar and therefore were assigned the same grade, yet town clerk is at around \$18 and tax collector is at around \$43. That is where this idea came from. Councilmember Baumli stated that is something we can look at too, if we decide to keep the tax collector, maybe we need to drop that salary down some. He is just not in favor of bringing those duties into the town clerk's office.

Councilmember Baumli stated that those are the only two main concerns he had. He thinks the committee did a great job and it is a wealth of knowledge.

Councilmember Newton stated that he agrees with Councilmember Baumli about the Highway Superintendent position. He thinks we may want to extend the term to a 4 year term. He stated that we should definitely increase the Summer Youth Program fees and swim fees as it is still very inexpensive. He stated on the state police barracks moving to Chatham, we are going to be seeing the Sheriff's presence in town pretty soon. He stated that we are \$4,000 a year as volunteer, one night a week board members, \$5,000 for a Justice that is making decisions is incredibly cheap in his mind. He stated that he is not in favor of benefits for part time employees. He knows that we want to keep our staff here, but when you go out in the private sector, you don't see 20 something hour a week employees getting health benefits. Supervisor Teal stated that in the private sector, normally compensation rates are higher.

Councilmember Smith stated that he agrees with Councilmember Newton on the part time benefits and Councilmember Baumli with the clerk. He stated that the court, even though the state police barracks are moving, it's going to be well over a year so he doesn't know why we are proposing to change that. Supervisor Teal stated that the court changes are not proposing for this year. Councilmember Smith stated that we should wait until we know what is going to happen. Town Clerk Houghtling stated that there is a note that the proposed changes for the court are only if it slows down when the barracks leave. Supervisor Teal stated that all of the proposed changes for elected officials are not for 2019. They are either the next time the position is up for re-election or when the current elected official decides not to run again.

Councilmember Baumli stated that if the court is much less busy, they obviously don't need as much staffing. And if Supervisor Teal doesn't run again and the next Town Supervisor doesn't want to be a full time supervisor, we obviously won't pay them the same amount.

There are a lot of unknowns. Supervisor Teal stated that the committee tried to put all the relevant notes in the proposal so if those changes came up, the board would have details in front of them to do that.

Judge Byrne stated that she graduated from a tier 1 law school and her hourly rate at her day job is a lot higher than anything she makes here. It is because of her experience and the quality that she brings. She stated that she has not had the chance to crunch the numbers but if they are based on her retirement calendar, there are other things that she is responsible for; when she takes the time to write grant applications, when she is performing any duties for the community like weddings, those are not things that she would include on her retirement calendar, but those all fall into her job. She stated that her department is a self-sustaining department. They try to save money wherever they can. She is personally offended at the idea that if she decides to run for re-election, that her salary would then be cut in half. Her understanding is that somehow the committee looked at the number of hours of clerical staff and somehow compared it to other courts and she feels that is comparing apples to oranges. In the 9 years she has been on the bench here, they haven't fallen below the 25th percentile in the state in terms of volume. They are in the top quarter for volume in the state. So to say because she has 20 hours of clerical help and you compare it to the Town of Canaan who has 10 hours of clerical help, the man hours required to do different kinds of cases, you just can't compare them. They service over 2,000 people a year in this court. When you have a court with the Taconic running through it, you will get a lot of traffic tickets which don't require a lot of clerical work. We have a police agency in this community, whether it's the troopers or the sheriff's office, the percentage of their cases that require substantially more work because they are penal cases, you can't compare what other towns do when you aren't looking at the types of cases that they are. She stated that the court should not feel pressure that if they don't keep their numbers up, it is somehow going to directly impact them financially. For the 2019 or the 2020 budget, she has to present to the board all of her numbers.

Supervisor Teal stated that when these recommendations were made, who was in a position was removed. It was just looked at as a position. This was not based on what we thought someone deserved based on what they were doing or whatever. It was the position, and that is what we looked at. Town Clerk Houghtling stated that one of the committee's goals was to be able to get some of the employees who are paid very low wages, have no health insurance and no benefits some benefits, while keeping the budget as neutral as possible. Those were where we looked at some of these things to ensure that the court's clerical staff who is working really hard is being properly taken care of without the budget going up too much. Justice Byrne stated that even if you were to make Marcie and Jen and Cynthia all \$25 per hour, she would be curious to see how much of a budget amendment that would require across the board. We are talking about a few dollars of wages and she feels there are other places that people could look at cost saving measures or revenue increasing measures that don't involve taking from other people who work really hard.

INSURANCE PRESENTATION – MARSHALL & STERLING:

Whitney Pangburn from Marshall & Sterling presented the Town Board with various options for health insurance for the Town employees for 2019.

LVPA:

Supervisor Teal stated that she made the adjustments to the LVPA contract that the board had requested. She gave Ed Godfroy a copy for the LVPA to review. The only difference of substance is the section stating that budget and contract negotiations will begin no later than July 15 and having all the documents come in on July 15 instead of all scattered throughout the year. Ed Godfroy stated that there is a change needed on page 6 of the contract, where it lists the classifications as 3,2,1 it needs to be changed to A,B,C. That is how it is on the membership list he just submitted. Supervisor Teal stated she will change it. Supervisor Teal asked if the Town Board had any other changes to make to the proposed contract. Nobody spoke. Supervisor Teal asked Ed Godfroy to have the LVPA review it and let the board know if there is anything from their side.

A general discussion ensued regarding the member list, classifications and what they mean, fire call lists, trucks and truck usage, assets, etc.

A general discussion ensued regarding the firehouses and options to fix both the West Lebanon and New Lebanon stations versus options to build one station where the legion hall is. It is estimated to fix both stations would cost \$339,000 but you run the risk of going to repair the windows, siding and roof and finding structural issues which would then cost much more. It is estimated around \$1.6 million to build a new building at the legion hall. The difference from the original \$3 million proposal is that now there can be a differentiation between the fire truck area, which has to be built to essential facility standards, and the rest of the building whereas before the entire building was quoted at being built to essential facility standards.

Supervisor Teal asked if either liaison has a recommendation on where we want to go with numbers for the LVPA budget. Councilmember Baumli stated that in 2017, the LVPA spent \$99,000. As of 9/30/2018, the LVPA has spent \$68,000. With the expectation that spending will remain around the same for the last quarter, they should have a surplus again this year. He and Councilmember Smith spoke and their thoughts were around \$70,000 for 2019 as he believes they will have around \$30,000 left over in 2018 to use in 2019. Councilmember Baumli stated that he can't justify some of the proposed expenses in the LVPA 2019 proposed budget such as building maintenance because they are sitting on almost \$300,000 in their building fund. He brought that into the equation when recommending the \$70,000.

Ed Godfroy stated that the LVPA is not going to fund their 2019 budget out of their savings accounts as they did last year. The only thing the town can justify with money is through their budget, the town doesn't control how the LVPA spends their savings. Supervisor Teal stated the town can't control that, they can only come to an agreement with the LVPA. If the LVPA agrees to it, then it can happen. The town cannot make the LVPA do it. Ed Godfroy stated that the LVPA will not fund any part of their 2019 budget with their savings.

Councilmember Newton stated that he would be inclined to go a little bit more than \$70,000. He has a number written down but he will wait for the rest of the board to weigh in.

Councilmember Rasmussen stated that he doesn't see the increase from \$100,000 to

\$126,000 over two years. The town's revenues haven't increased by that amount. That is a 26% increase. We can't increase our expenditures more than our revenues have increased. He stated that he is very confident that the LVPA does everything they can to keep their numbers reasonable but he is really concerned about the lack of accruals. We risk being very irresponsible if we are not at least beginning to make some effort towards accruing money for future asset purchases. He stated that we need to be putting money aside for future capital purchases. For 2019 he would like to fund operating at \$70,000 or \$75,000 and put \$50,000 to \$100,000 aside for capital.

Ed Godfroy stated the town only wants to give the LVPA less money than they have spent this year already for next year. Councilmember Rasmussen stated it says they have spent \$68,000 so far this year. Ed Godfroy stated that before the end of the year, they will have spent more than \$70,000. Councilmember Rasmussen asked where the LVPA thinks they will end up at the end of 2018. What are they going to spend in the next three months? Councilmember Baumli stated that as of 9/30, the LVPA has in their fire account \$35,000 and the town still owes them another payment for this year's contract which is roughly \$17,000. He asked if they plan on spending over \$50,000 in 3 months. Ed Godfroy stated they have to spend \$13,000 for tires and \$9,000 for insurance. Ed Godfroy stated you take the \$52,000 left and subtract the \$13,000 for tires, the \$9,000 for insurance and regular operating expenses. Councilmember Rasmussen asked how much per month, on average, their regular operating expenses are. Ed Godfroy stated they range between \$1,400 and \$2,000. Councilmember Rasmussen stated that if you call it \$2,000 per month times three months minus tires and insurance, the LVPA will end up with a cash surplus of around \$25,000 at the end of 2018. Ed Godfroy stated yes. Councilmember Rasmussen stated that would mean they will have spent around \$95,000 for 2018. If the town gives them \$70,000 plus they have \$25,000 left over, they will have exactly the same \$95,000 for 2019.

Ed Godfroy stated that the LVPA is not spending any money left over in their budget on next year's budget. Councilmember Rasmussen asked why. Ed Godfroy stated that if there is money left over in this year's budget, they aren't spending it towards next year's budget. Supervisor Teal asked what they plan to do with it. Ed Godfroy stated that it will be divided between the capital accounts as it always has been. Supervisor Teal stated that is the difference. The town wants to start doing the capital. Councilmember Rasmussen said we shouldn't be talking about our money, your money. Ed Godfroy stated that it is our money.

Councilmember Rasmussen stated that when you refer to ours and yours, then it becomes more difficult to have the collaborative conversation that we have actually been starting here. If any money that has been overbudgeted from one year to the next is gone forever, the board has to then be very frugal and not give a penny over what is actually needed. This money came from the taxpayers. He understands what the LVPA is saying, but if the concept is once the town pays the money, it's gone forever, then the board has to fight really hard to give the LVPA as little as possible so there is no money left over in their operating budget at the end of the year. He thinks the town has to give the LVPA a lot more towards their capital. He is trying hard to get there, but if what is budgeted is gone, whether spent or not, then the operating budget has to come down.

Supervisor Teal stated that any amount the town gives the LVPA above what they need to

operate is capital funding and has to be set out as such in specific amounts. We are funding the capital improperly by it being overfunded in operating, then being brought over to the capital accounts. Ed Godfroy stated he needs to see that in writing. The LVPA is not using leftover budget money to fund the next year's budget.

Councilmember Newton stated that he was looking at the numbers and divided down the money that has been spent so far and it comes up to \$92,866 on average for the year, not taking into account large expenses like the tires. He recommends budgeting the LVPA somewhere around \$85,000 for 2019. Ed Godfroy stated the town should send the LVPA a budget number that they think they are going to fund it and the LVPA will review it with their Attorney and their board of directors and get back to the town with a yes or no. No need going forward if they say no.

Councilmember Baumli stated that his concern is that any town department that has money left over at the end of the year, it is not that department that gets to decide what to do with the leftover money. It goes back into the general account of the town. The fire company seems that they want to take the leftover money and do as they please with it. He doesn't think we should do that. The only other way around that is to under fund them and in November or December when they run out of money, they come back to the town and say how much their monthly expenses are and the town funds them for their monthly expenses at that point. Ed Godfroy stated that they can't do that because they have to account for their total fire budget numbers that they bill the tax payers when they put their billing out. You can't bill the taxpayers the \$50,000 then pay the LVPA another \$10,000 at the end. Supervisor Teal stated that we can do that out of our surplus.

Ed Godfroy stated that when a town department ends up with money left over, it is the town's money. The LVPA is a not for profit, contracted corporation. Once the town signs the contract and writes the LVPA the check, the money belongs to the LVPA. Supervisor Teal stated she understands that but the other piece that the LVPA has to understand is that they chose to be a not-for-profit company that funds only with taxpayer money and that makes a whole different situation. If you want to be a private industry out there doing something on your own, that's one thing. The town board is accountable to the taxpayers and to say oh well, we overfunded you \$25,000 this year and then you get to go spend it however you want, is not fair to the taxpayers. Councilmember Baumli stated it is not responsible to the taxpayers. Ed Godfroy stated the town board should send the LVPA a budget proposal that they feel comfortable with as a board and they will discuss it and get back to the town before the 20th.

Councilmember Smith asked how other board members feel about Councilmember Newton's proposal of \$85,000. He stated that if we did that, he wouldn't put anything into a reserve. Councilmember Rasmussen stated that would be very irresponsible. We have to put money in capital to at least begin preparing to buy more equipment. His concern is that they should have been asking for an operating amount and capital amount each year. Since we haven't been doing that, we need to start now. Supervisor Teal stated that she is inclined to go with Councilmember Rasmussen's proposal of \$70,000 for operating and \$50,000 for capital, that the town retains in a capital account set aside for fire equipment. Supervisor Teal stated that OSC has advised her and Councilmember Smith that we do need to fund their capital,

but the town should retain the money until the purchase is needed. When the town establishes a capital reserve fund, the money is limited as to how it can be spent. When the LVPA takes leftover operating expenses and puts it in their capital account, there is nothing that prohibits it from being spent differently.

Councilmember Smith stated that he wouldn't do any capital this year but rather just give them their exact operating budget and not fund any capital. Councilmember Baumli stated that he agrees with Councilmember Rasmussen that we should give them their operating budget and then we hold the capital in a capital reserve fund within the town's budget for fire buildings/vehicles. A general discussion ensued regarding capital accounts for buildings and fire trucks, how much money they need, where the money should be allocated, etc. Councilmember Newton suggested giving them \$95,000 to operating and \$25,000 to capital. Councilmember Smith agreed.

Supervisor Teal made a motion to propose a budget to LVPA for 2019 in the amount of \$70,000 for operating budget in the contract and to allocate \$50,000 for capital to be retained in a capital reserve account in the town's budget defined for fire equipment. Councilmember Rasmussen seconded that motion.

Roll Call Vote:

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| Councilmember Norman Rasmussen | Aye |
| Councilmember Kevin Smith Sr. | Nay |
| Supervisor Colleen Teal | Aye |
| Councilmember Jesse Newton | Nay |
| Councilmember Mark Baumli | Aye |

Mary Young asked where the LVPA can go look to find out where it says that the town has to hold their capital reserves because that is what their truck and building fund have been for 80 years, the capital reserves. The LVPA would like to look and find where the State says that now that role goes to the Town. Supervisor Teal stated it doesn't have to. What the LVPA is doing is not incorrect but this is how the State prefers that it be done because the Town retains the control. The Town has much higher standards and accountability to the taxpayers when they expend those funds and because it's taxpayer money and the LVPA is a private corporation, this is the way they encourage us. Supervisor Teal offered to send the LVPA the contact at OSC that she has gotten the information from. She stated that she can also write to the Association of Towns and get a written response with the recommendation and share it with the LVPA.

ADJOURNMENT:

A motion was made by Supervisor Teal and seconded by Councilmember Baumli to adjourn the meeting at 9:00 pm.

Respectfully submitted,

Tistrya Houghtling
New Lebanon Town Clerk