

TOWN OF CORINTH
ORGANIZATIONAL MEETING JANUARY 9, 2014

The Board met at 6:30 PM to audit the Justice, Town Clerk, Planning Department, Code Enforcement Office and Supervisor's financial books. At 6:45PM the Oaths of Office will be done for individuals who have not already been given to the following:

RICHARD B. LUCIA	SUPERVISOR AND BUDGET OFFICER
CHARLES BROWN	TOWN COUNCILMAN, DEPUTY SUPERVISOR/EMERGENCY MANAGEMENT COORDINATOR
EDWARD BYRNES	TOWN COUNCILMAN
SHAWN EGGLESTON	TOWN HIGHWAY SUPERINTENDENT
ROSE E. FARR	TOWN CLERK, TAX COLLECTOR AND REGISTRAR OF VITAL STATISTICS
ROBERT HAFNER	TOWN COUNSEL
LEON HICKOK	CODE ENFORCEMENT OFFICER/ BUILDING INSPECTOR/ZONING ADMINISTRATOR
LAURIE CROSSMAN	DIRECTOR SENIOR CITIZENS CENTER
DELBERT CLOTHIER	ANIMAL CONTROL OFFICER
ALICIA FLOUD	DEPUTY ANIMAL CONTROL OFFICER
CALVIN ERIC BUTLER	CHAIRMAN PLANNING BOARD
RACHAEL CLOTHIER	TOWN HISTORIAN/MUSEUM CURATOR
MARCIA BREAKEY	DEPUTY TOWN HISTORIAN

JOAN SMEAD	FIRST DEPUTY TOWN CLERK/ DEPUTY TAX COLLECTOR, DEPUTY REGISTRAR
CHERIE DELANCEY	ACCOUNT CLERK/TYPIST
LISA KISELICA-RUMPF	ACCOUNT CLERK/TYPIST
KATE HALLIDAY	BOOKKEEPER
DEBORAH ELMS	CHIEF COURT CLERK
COLETTE STRAIGHT	DEPUTY COURT CLERK
STACHIA WAGNER	DEPUTY COURT CLERK
BEVERLY JACON	ASSESSOR'S SECRETARY
LINDA HAMM	BUILDING DEPARTMENT SECRETARY/ZONING BOARD OF APPEALS SECRETARY/PLANNING BOARD SECRETARY
WILLIAM CLARKE	CHAIRMAN ZONING BOARD OF APPEALS/ MEMBER BOARD OF ASSESSMENT REVIEW
STEVEN SMEAD	CHAIRMAN BOARD OF ASSESSMENT REVIEW
CHRISTOPHER EGGLESTON	LANDFILL ATTENDENT
RICHARD BATES	LANDFILL ATTENDENT
JAMES YATTAW	LANDFILL ATTENDENT

Present: Richard B. Lucia, Supervisor
Charles Brown, Councilman
Edward Byrnes, Councilman
Jeffrey Collura, Councilman
Joshua Halliday, Councilman
Rose E. Farr, Town Clerk
Shawn Eggleston, Highway Superintendent
Robert Hafner, Town Counsel
Leon Hickok, Code Enforcement Officer

Public Present: John Collura, Carol Lucia, Chris Eggleston, Rose Butler, Michele Eggleston, Bob DeLong, Shelly DeLong, Rose DeLong, Mark Deuel, Kate Halliday, Marc Rich, Joel Jenkins, Louise Carney, Renee Baker, Bruce Baker and Ray Bush.

After roll call and Pledge of Allegiance the following business was conducted:

RESOLUTION #1
TRANSFERS

A motion was made by Councilman Brown and seconded by Councilman Halliday and the following resolution was

ADOPTED Ayes 5 Lucia, Brown, Byrnes, Collura and Halliday
 Nays 0

Resolved that the following Year End Transfers for Budget Adjustments be made:

From Medical Insurance (Town Share) Appropriation 90608.01 to increase Town Board PS Appropriation 10101.01, \$1075.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase Supervisor PS Appropriation 12201.01, \$1802.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase Town Clerk PS Appropriation 14101.01, \$344.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase Buildings CE Appropriation 16201.01, \$424.93

From Medical Insurance (Town Share) Appropriation 90608.01 to increase Dog Control PS Appropriation 35101.01, \$2041.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase Refuse/Garbage PS Appropriation 81601.01, \$601.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A1010.4, \$473.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A1220.4, \$479.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A1355.4, \$69.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A1620.4, \$4337.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A4789.4, \$5815.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A4989.1, \$78723.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A7450.4, \$4018.00

From Medical Insurance (Town Share) Appropriation 90608.01 to increase A9030.8, \$69.00

From Appropriation B3620.4 to increase B1680.4, \$2518.00

From Appropriation B3620.4 to increase B6772.4, \$1231.00

From Appropriation B3620.4 to increase B7310.4, \$66.00

From Medical Insurance (Town Share) Appropriation 90608.04 to increase General Repairs PS Appropriation 51101.04, \$13,486.00

From Medical Insurance (Town Share) Appropriation 90608.04 to increase Machinery CE Appropriation 51304.04, \$1107.00

From Medical Insurance (Town Share) Appropriation 9060.8 to increase Snow Removal PS Appropriation 51424.04, \$11,707.00

From Medical Insurance (Town Share) Appropriation 9060.8 to increase Snow Removal PS Appropriation 5110.4, \$5991.00

From Medical Insurance (Town Share) Appropriation 9060.8 to increase Snow Removal PS Appropriation 5130.2, \$571.00

RESOLUTION #2
APPROVAL OF MINUTES

A motion was made by Councilman Halliday, seconded by Councilman Collura and the following resolution was

ADOPTED Ayes 5 Lucia, Brown, Byrnes, Collura and Halliday
 Nays 0

RESOLVED that the minutes for December 12th, 19th, and 31st 2013 be approved.

RESOLUTION #3
PAY BILLS AS AUDITED WITH ANY EXCEPTIONS

On the motion made by Councilman Halliday and seconded by Councilman Brown the following resolution was

ADOPTED Ayes 5 Lucia, Brown, Byrnes, Collura and Halliday
 Nays 0

RESOLVED to pay all bills as shown below:

Abstracts For 12/31/2013

Voucher #917-#928, #1317- #1321 and #2309-#2315

<u>General A/Town Wide - A</u>	\$ 5,337.28
<u>General Fund/Outside Village - B</u>	\$ 2,108.75
<u>Community Development Grant - CD</u>	\$
<u>Highway/Part Town - DB</u>	\$ 41,495.86

<u>Trust & Agency</u>	\$ 65,983.65
<u>Fire - SF</u>	\$
<u>Sewer/Water</u>	
Eastern Avenue	\$
Tranquility	\$
Passarelli	\$
Dorset	\$
<u>Lighting</u>	
Eastern Avenue	\$ 285.03
Eggleston Street	\$ 150.98
South Corinth	\$ 251.40

The following items are filed in the Supervisor's office:

- Thank You Note from Peggy Ricci
- Tomahawk News
- Saratoga County EMS minutes from December

Supervisor Lucia spoke about the article in the newspaper regarding the Casino and several emails that were sent. He said that part of Mt. McGregor is in Corinth but however it is owned by the State of New York so the Town would not benefit. Supervisor Lucia said he felt that it would bring jobs but he thought it is a good spot where it is in Saratoga.

Supervisor Lucia said that the Town departments will be closed on January 20th in observance of Martin Luther King Day.

The following reports are on file in the Supervisor's office:

- Town Clerk
- Highway
- Animal Control
- Building Inspector
- Justices
- Planning Department
- Zoning Board – No Meeting
- Senior Center

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Public Input

Louise Carney

Louise Carney talked about the train. She said she thought the area where the Depot is going to be should be cleaned up and should at least have some kind of lighting so if people got on or off the train there it wouldn't be so dark. Supervisor Lucia told her that the bids had been awarded for the platform/depot to Saratoga Associates and they are working with Wayne LeMothe on that matter.

Louise said that she got the email on the casino and emailed Supervisor Lucia. She said she now understands where he stands on the matter. She also told the board that her family is working diligently to get the casino in Saratoga.

John Collura

John Collura asked if the board had thought about the effect the proposed Sr. Housing would have on other landlords. Councilman Byrnes spoke about how the study had been done and the outcome was that Corinth is in need of more Senior Housing. Councilman Byrnes also mentioned the Comprehensive Plan and questionnaire that people sent in about wanting to see more Senior Housing in the community. Councilman Byrnes said they tried to find a place for Senior Housing that was within walking distance of a store to buy groceries, a place to buy fuel, a library and a bank. Councilman Byrnes suggested that Mr. Collura share his thoughts with the committee by sending them a letter.

Mr. Collura said that the money the landlords take in as rent are spent in the community, such as taxes, fuel, groceries, etc. He said the federal rent does not stay in the community. He said he believed Adam Lawrence started out as only Senior Housing and not it is more that Senior Housing.

Renee Baker said she feels Corinth needs housing for seniors that are not low income. Councilman Byrnes said that he is working with some people on upper scale Senior Housing for seniors that are not low income.

Town Board

Councilman Collura and Councilman Halliday congratulated everyone that was sworn in.

Attorney

Nothing

Town Clerk

Town Clerk Farr told the board that her office has collected \$229,208.78 in taxes since January 2, 2014.

Highway Superintendent

Nothing

Code Enforcement

Nothing

The organizational meeting of the Town Board of the Town of Corinth was held January 9, 2014 at the Town Hall commencing at 700PM.

RESOLUTION #4
MOTION TO ADOPT ORGANIZATIONAL
RESOLUTION AS PRESENTED

A motion was made by Councilman Halliday, seconded by Councilman Byrnes the following Organizational Resolutions #5 through #76 as presented were approved, except as follows:

Richard Lucia – abstains from Resolutions #5. #6, #17 for Brian Lucia and yes for all the rest, and #32

Councilman Brown – abstain from Resolution #9 and #40

Councilman Halliday - abstain from Resolution #20

Resolution #8 each councilman abstained for their own salary

Roll Call: Richard Lucia - yes
Charles Brown - yes
Edward Byrnes - yes
Jeffrey Collura - yes to everything except Resolution #72
regarding Workplace Violence
Joshua Halliday - yes

Carried: 5 – Yes
0 – Noes

RESOLUTION #5
SUPERVISOR'S SALARY

BE IT RESOLVED, that the salary of Supervisor Richard B. Lucia at \$27,213.00 for the year 2014.

RESOLUTION #6
BUDGET OFFICER

BE IT RESOLVED, that Richard B. Lucia be named Budget Officer for the year 2013, at a salary that remains the same of \$3,075.00 for the year 2014.

RESOLUTION #7
JUSTICE SALARY

BE IT RESOLVED, that the salaries of the Town Justices Ambrose F. Clothier and Lane J. Schermerhorn be set at \$15,774.00 each for the year 2014.

RESOLUTION #8
COUNCILMAN'S SALARIES

BE IT RESOLVED, that the salary of Councilmen Charles Brown, Edward Byrnes, and Joshua Halliday each be set at \$6,459.00 and Jeffrey Collura remain at \$6,209.00 the year 2014.

RESOLUTION #9
DEPUTY SUPERVISOR

BE IT RESOLVED, that Councilman Charles Brown be named Deputy Supervisor at a salary of \$1,171.00 for the year 2014.

RESOLUTION #10
HIGHWAY SUPERINTENDENT SALARY

BE IT RESOLVED, that the Town Highway Superintendent Shawn Eggleston's salary be set at \$57,540.00 for the year 2014.

RESOLUTION #11
SOLE ASSESSOR'S SALARY

BE IT RESOLVED, that Tina Dimitriadis be named as Sole Assessor at a salary, that remains the same, of \$48,000.00 for the year 2014 plus paid health insurance for One (1) person for the remainder of her (6) year contract.

RESOLUTION #12
ASSESSOR'S OFFICE SECRETARY'S
SALARY

BE IT RESOLVED, that the Assessor's office will have regular hours at which time there will be an Assessor's Office Secretary to help the public. This secretary will be Beverly Jacon an hourly salary of \$12.92 an hour for actual time worked or benefited time earned for the year 2014.

RESOLUTION #13
TOWN HALL CUSTODIAN'S AND BUILDING AND GROUNDS
KEEPER'S SALARY

BE IT RESOLVED, that the salary for the Custodian and Grounds Keeper, Mark Deuel will be \$18.50 per hour for actual time worked or benefited time earned for the year 2014, and

BE IT FURTHER RESOLVED, that Emergency Part-Time Town Hall Custodial Help be paid \$10.50 per hour for the year 2014.

RESOLUTION #14
TOWN COUNSEL

BE IT RESOLVED, that Miller, Mannix, Schachner & Hafner, LLC. be named Town Counsel at a contract of \$29,000.00 for the year 2014.

RESOLUTION #15
ZONING BOARD OF APPEALS STIPEND

BE IT RESOLVED, that the Chairman of the Zoning Board of Appeals be paid a stipend of Sixty-Nine and 02/100 Dollars (\$69.02) per meeting that is attended, on a quarterly basis, for the year 2014 and the Zoning Board of Appeals Members receive a stipend of Fifty-Two and 43/100 (\$52.43) for each meeting attended, again on a quarterly basis, and

BE IT FURTHER RESOLVED that the following are the names and the terms of the members of the Zoning Board of Appeals:

William Clarke – 5 years – Chairman
Glenn Tearno - 4 years
Jeffrey Fedor - 2 years
Sigrid Koch - 1 year

RESOLUTION #16
ATTORNEY FOR ZONING BOARD OF APPEALS

BE IT RESOLVED that Martin Pozefsky be appointed attorney for the Zoning Board of Appeals for the year 2014, and be it further

RESOLVED that the attorney be paid Four Hundred Dollars (\$400.00) for each Zoning Board of Appeals meeting he attends and Two Hundred Dollars (\$200.00) if he does not attend a monthly meeting for the year 2014.

RESOLUTION #17
MACHINE OPERATORS' AND LABORERS' SALARY

BE IT RESOLVED, that the salary of machine operators in the Town of Corinth be set at \$20.81 per hour, and the salary of laborers in the Town of Corinth be set at \$18.62 per hour both plus longevity of 5 cents per hour after five years service, and an additional 5 cents per hour after ten years of service, and an additional 5 cents per hour after fifteen years of service for the year 2014.

BE IT FURTHER RESOLVED, that the following is a list of the individual highway employees and their hourly rate of pay not including longevity:

Jason Lent (MEO)	\$20.81
John Mann Jr.(MEO/Mechanic)	\$20.81
Kevin Mann (Welder/MEO)	\$20.81
Joseph Marcotte (MEO)	\$20.81
Wade Holmes (MEO)	\$20.81
Zen Baudoux (Laborer)	\$19.00
Jason DeLong (MEO)	\$20.81
Robert DeLong (MEO)	\$20.81
Christopher Eggleston (Full time Weigh Master)	\$16.65
Richard Bates (Part-time Weigh Master)	\$11.68
James Yattaw (Part-time Weigh Master)	\$11.68
Brian Lucia (Cleaner)	\$11.33

RESOLUTION #18
EMERGENCY HELP

BE IT RESOLVED that the Emergency Highway Help for the Town of Corinth be set at a salary of \$11.67 per hour for the year 2014 and

BE IT FURTHER RESOLVED that Summer Highway Help for the Town of Corinth be set at a salary of \$10.11 per hour for the year 2014.

RESOLUTION #19
SUPERVISOR'S ACCOUNT CLERK/TYPIST

BE IT RESOLVED, that Lisa Kiselica-Rumpf be appointed Account Clerk/Typist at an hourly salary of \$19.30 an hour for actual time worked up to twenty (20) hours a week for the year 2014.

BE IT FURTHER RESOLVED, that Cherie DeLancey be appointed Account Clerk/Typist at an hourly salary of \$14.00 an hour for actual time worked up to Twenty (20) hours a week for the year 2014.

RESOLUTION #20
BOOKKEEPER

BE IT RESOLVED, that Kate Halliday be appointed Bookkeeper at an hourly rate of \$20.40 for actual time worked up to 29 hours a week for the year 2014.

RESOLUTION #21
COURT CLERK

BE IT RESOLVED, that Deborah Elms be appointed Town of Corinth Court Clerk at an hourly rate of pay of \$21.84 an hour for 30 hours per week to be disbursed on an hourly basis for actual time worked plus benefits for the year 2014.

RESOLUTION #22
DEPUTY COURT CLERK

BE IT RESOLVED, that Colette Straight be appointed Deputy Court Clerk at an at an hourly rate of pay of \$12.92 an hour for 30 hours per week to be disbursed on an hourly basis for actual time worked plus benefits for the year 2014.

BE IT FURTHER RESOLVED, that Stachia Wagner be appointed Deputy Court Clerk for vacation and sick time at the hourly rate of \$12.92 per hour for the year 2014. She will work up to three (3) days per week.

RESOLUTION #23
TOWN CLERK'S SALARY

BE IT RESOLVED, that the salary of Town Clerk Rose E. Farr be set at \$33,553.00 for the year 2014.

RESOLUTION #24
DEPUTY TOWN CLERK

BE IT RESOLVED, that the Town Clerk be authorized to appoint Joan Smead as First Deputy Town Clerk at an hourly rate of \$12.92 per hour as needed for the year 2014.

RESOLUTION #25
REGISTRAR OF VITAL STATISTICS

BE IT RESOLVED, that the Town Clerk Rose E. Farr, be appointed Registrar of Vital Statistics at a salary of \$1,660.00 for the year 2014.

RESOLUTION #26
COLLECTOR OF TAXES

BE IT RESOLVED, that Rose E. Farr be named Collector of Taxes for the year 2014 with a salary of \$7,604.00.

RESOLUTION #27
SENIOR CITIZEN DIRECTOR

BE IT RESOLVED, that Laurie Crossman shall be named Director of the Corinth Senior Citizens Center Program for the year 2014 at a salary of \$35,127.00 and the person substituting for the Director be paid the hourly rate of \$11.22 per hour.

BE IT FURTHER RESOLVED, that Ida Hicks shall be named van driver and will be paid the hourly rate of \$12.92 per hour for the year 2014. The person substituting for the van driver will be paid \$10.55 per hour.

RESOLUTION #28
ANIMAL CONTROL OFFICER

BE IT RESOLVED, that Delbert Clothier shall be named Town of Corinth Animal Control Officer at a salary of \$73.77 per day plus full benefits for the year 2014 and \$11.22 per hour weekends during the year 2014 and holidays on the honor system, and

BE IT FURTHER RESOLVED, that Alicia Floud be named Deputy Animal Control Officers at a salary of \$59.69 per day and \$11.22 per hour weekends as needed when Animal Control Officer is absent on the honor system for the year 2014. Mr. Clothier is also appointed to dispose of road kill animals at the rate of \$17.00 per carcass, and

BE IT FURTHER RESOLVED, that the person on call on Saturday, Sunday and holidays will also be paid Thirty and 56/100 Dollars (\$30.56) per day for the year 2014.

RESOLUTION #29
BUILDING INSPECTOR, CODE ENFORCEMENT OFFICER AND
ZONING ADMINISTRATOR

BE IT RESOLVED THAT Leon Hickok. be named full-time Building Inspector/ Code Enforcement Officer and Zoning Administrator for the Town of Corinth at a salary of \$33,085.00 plus benefits for the year 2014 and \$4,647.00 as Zoning Administrator for th year 2014.

RESOLUTION #30
ATTORNEY FOR PLANNING BOARD

BE IT RESOLVED that Martin Pozefsky be appointed attorney for the Planning Board for the year 2014, and be it further

RESOLVED that the attorney be paid Four Hundred Dollars (\$400.00) for each Planning Board meeting he attends and Two Hundred Dollars (\$200.00) if he does not attend a monthly meeting.

RESOLUTION #31
PLANNING BOARD CHAIRMAN STIPEND

BE IT RESOLVED that the Chairman of the Planning Board be paid a stipend of \$69.02 per meeting that is attended, plus \$75.00 per month for work performed at home, on a quarterly basis, for the year 2014 plus telephone charges while on town business only and the Planning Board Members receive a stipend of \$52.05 for each meeting attended, again on a quarterly basis.

BE IT FURTHER RESOLVED that the members of the Planning Board served as board members for the following terms:

Louise Reed	-	3 years
Joan Beckwith	-	1 year
Philip Giordano	-	5 years
Althea Rivette	-	4 years
Calvin E. Butler	-	2 years
Daniel Willis	-	Alternate

RESOLUTION #32
BUILDING DEPARTMENT CLERICAL
AND ZONING BOARD OF APPEALS/PLANNING BOARD SECRETARY

BE IT RESOLVED that Linda Hamm be named Building Department Secretary, Zoning Board of Appeals Secretary and Planning Board Secretary at a combined hourly salary of \$15.37 per hour including all jobs to be disbursed on an hourly basis for actual time worked or benefited time earned plus full time benefits for so long as this position remains at full time status.

RESOLUTION #33
TOWN BOARD'S MEETING WITH PLANNING BOARD AND ZONING
BOARD OF APPEALS

BE IT RESOLVED that the Town Board will meet with the Planning Board and Zoning Board of Appeals twice a year as follows:

- The Town Board will meet separately with the Planning Board and Zoning Board of Appeals once in early Fall and once in late Winter 2014.

RESOLUTION #34
YOUTH COMMISSION CHAIRMAN

BE IT RESOLVED that Craig Falkenbury be appointed as Youth Commission Chairman for the Town of Corinth for the year 2014 a salary of \$1,720.00. The Village of Corinth also pays Craig Falkenbury compensation for this.

RESOLUTION #35
BOARD OF ASSESSMENT REVIEW

BE IT RESOLVED that the Chairman of the Board of Assessment Review be paid the sum of Two Hundred Dollars (\$200.00) and the members be paid One Hundred Dollars (\$100.00) for the year 2014, and

BE IT FURTHER RESOLVED that the names of the members of the Board of Assessment Review and their terms are as follows:

William Clarke	-	01/07/2010 to 09/30/2014
Steven Smead	-	02/28/2013 to 09/30/2017
David R. Woodcock	-	02/28/2013 to 09/30/2015

RESOLUTION #36
HIGHWAY FOREMAN

BE IT RESOLVED that Highway Superintendent Shawn Eggleston be authorized to appoint a Highway Foreman at his discretion as needed for the year 2014. The Foreman Position pays an additional 50 cents per hour during time served in that position.

RESOLUTION #37
TOWN HISTORIAN

BE IT RESOLVED that Rachel Clothier be named Town Historian for the year 2014 and to be paid a salary of \$1,000.00 and

BE IT FURTHER RESOLVED that Marcia Breakey be appointed Deputy Historian.

RESOLUTION #38
MUSEUM CURATOR

BE IT RESOLVED that Rachel Clothier be appointed Museum Curator for the year 2014 with a salary of \$1,000.00.

RESOLUTION #39
TOWN COURT ATTENDANT

Be it resolved that the Town appoint Robert Eggleston as court attendant and security for the year 2014 to be paid \$18.73 per hour to attend Court nights and Town Board, Planning Board and Zoning Board of Appeals meetings as needed with a minimum of two hours per meeting.

RESOLUTION #40
EMERGENCY MANAGEMENT COORDINATOR

Be it resolved that the Town appoint Deputy Supervisor Charles Brown as Emergency Management Coordinator for the year 2014 with a salary of \$1,200.00 for the year 2014.

RESOLUTION #41
REGULAR MEETING NIGHTS

BE IT RESOLVED that the Town Board of the Town of Corinth shall meet on the second Thursday of every month at 7:00 P. M. A bill paying meeting will be held on the first and third Thursday of each month at 4:30 P.M. The first portion will deal with pending business, and public input. The Board will then adjourn the meeting into a bill paying session. For Vouchers to be paid that date they must be

to the Town Clerk by 12:00 noon the Tuesday before bill paying meeting. When necessary there will also be a workshop meeting on the fourth Thursday of the month at 4:30 PM.

RESOLUTION #42

BE IT RESOLVED that Resolution #66 sets forth that full time Town Hall employees will work five days a week for a total of 37.5 hours per week except for the court that will work a total of 30 hours per week. Actual work hours may vary with flex time at the discretion of the Town Board or Supervisor.

RESOLUTON #43
OFFICIAL DEPOSITORY

BE IT RESOLVED that Saratoga National, the Corinth Branch, be designated as the official depository for all funds for the Town of Corinth for the year 2014.

RESOLUTION #44
OFFICIAL NEWSPAPER

BE IT RESOLVED that the Glens Falls Post Star be designated as the Official Newspaper of the Town of Corinth for the year 2014.

RESOLUTION #45
INVESTMENT POLICY

BE IT RESOLVED that the Town Supervisor and/or the Deputy Supervisor be authorized to invest moneys not immediately needed as prescribed by the Town of Corinth's Investment Policy adopted December 28, 2005. A copy of said Investment Policy is on file in the Town Clerk's Office.

RESOLUTION #46
HIGHWAY SUPERINTENDENT EXPENDITURES

BE IT RESOLVED that the Town of Corinth Highway Superintendent be authorized to expend money according to a Procurement Policy adopted on January 6, 2006. A new Procurement Policy will be forth coming in January,

2014. Said Procurement Policy is on file in the Town Clerk's Office and the Town Clerk shall give a copy yearly to the department heads, and

BE IT FURTHER RESOLVED on motion of Councilman Halliday and seconded by Councilman Byrnes to waive the reading of the Procurement Policy since only the amounts have changed.

RESOLUTION #47
TOWN EXPENSES

BE IT RESOLVED, that any Town Department purchase must be according to the terms in the Procurement Policy adopted by the Town of Corinth on January 6, 2006. A copy of said Procurement Policy is on file in the Town Clerk's Office. A new Procurement Policy shall be forth coming in the month of January, 2014.

RESOLUTION #48
MONTHLY FINANCIAL REPORT

BE IT RESOLVED that the Town Supervisor be authorized to make monthly financial reports as prescribed by Article 4 Section 50F of the General Municipal Law. Each Member of the Town Board is to receive a copy of such report, and

BE IT FURTHER RESOLVED that the Town Board will be adopting a policy requiring the bookkeeper to produce the following three reports: Operating Statement, Balance Sheet and A Budget/Actual Comparison, along with a Fund Analysis on a monthly basis along with any notes or anecdotal information that will inform the Town Board.

RESOLUTION #49
TOWN BOARD COMMITTEES

BE IT RESOLVED that the Town Supervisor appoints the following persons listed on the following committees for the year 2014 and they will hereby work with and report on said committees at the Town Board meetings.

Emergency Management

Councilman Brown and Collura

Town Buildings and Lands	Councilmen Halliday and Collura
Town Roads	Councilmen Byrnes and Brown Highway Supt. Shawn Eggleston
Town/Village Relations (includes Fire Department)	Councilman Brown and Councilman Byrnes
Equalization and Assessment	Councilman Halliday and Councilman Collura
Town Youth Committee	Councilman Byrnes and Councilman Halliday
Town Insurance	Melanie Denno, Lori Hay, Town Board and Town Employees
Landfill	Councilmen Collura and Byrnes Highway Supt. Eggleston
Records Management Advisory Committee	Supervisor Lucia, Councilman Brown and Town Clerk Farr
Chaplain	Supervisor Lucia
Town Web Page	Steven Smead-Web Master
Senior Citizen Board	Councilman Brown
Advisor to County Youth Bureau & Senior Housing	Councilman Byrnes
Land Use/Zoning Liaison	Councilman Halliday
Advisory to County Fire Council	Raymond Bush

RESOLUTON #50
ASSOCIATION OF TOWNS & TRAINING

BE IT RESOLVED, that no Town Officers are authorized to attend the Association of Towns meeting in New York City.

RESOLUTION #51
PARAMEDICS

BE IT RESOLVED that the Town of Corinth hire paramedics at an hourly rate of \$18.83 and a paramedic director at the annual salary of \$18,353.00 for the year 2014. Expense accounts must be by itemized vouchers.

RESOLUTION #52
VILLAGE FIRE PROTECTION

BE IT RESOLVED that the Town Board of the Town of Corinth and the Village of Corinth duly enter into a contract for fire protection to said district of the Town of Corinth upon terms and provisions set forth, amount of said contract for the year 2014 is \$340,240.00. A copy of said contract to be filed in the office of the Town Clerk.

RESOLUTION #53
WATER RENT PENALTY

BE IT RESOLVED, that the Town of Corinth, after the end of the month in which the water rent is due, shall charge a 5% penalty for late payment of water rent for the first month, and 2% additional each month thereafter, for late payment of water rents for Eastern Avenue, Dorset Drive, Tranquility Estate and Passarelli Water Districts up to a total of 10% penalty for the year 2014.

RESOLUTION #54
BUDGET APPROPRIATIONS

BE IT RESOLVED that except as authorized by law, no officer, board (does not mean Town Board), department, or commission shall incur any liability or enter into any contract without its provision, therefore shall have been made in the annual budget, and in case, in excess of the amount appropriated for such year, and

BE IT FURTHER RESOLVED that pursuant to Section 117 of Town Law of New York State, any contract, verbal or written, and in violation of this section shall be null and void as to the Town and no money belonging to the Town shall be paid therefore, and

BE IT FURTHER RESOLVED that if funds appropriated for a particular Town Department are completely depleted before the close of a fiscal year, no further expenditures shall be made for liabilities incurred for that Department unless the amount of the appropriation is increased by the town board, and funds are available to finance the increase, and

BE IT FURTHER RESOLVED that each Elected Official and Employee, paid and non-paid, shall be given a certified copy of this resolution by the Town Clerk.

RESOLUTION #55
HEALTH OFFICER

BE IT RESOLVED that George Siniapkin, MD shall be named Health Officer for the Town of Corinth for the year 2014.

RESOLUTION #56
CORINTH FREE LIBRARY

BE IT RESOLVED that the Town of Corinth shall contribute \$14,500.00 for the year 2014 to the Corinth Free Library.

RESOLUTION #57
PAY PERIODS

BE IT RESOLVED that all wages of hourly Town Employees be paid on a bi-weekly basis for the year 2014.

BE IT RESOLVED that all wages Department Heads and Elected Officials be paid on a semi-monthly basis on the 15th and the last day of the month for the year 2014.

RESOLUTION #58
TOWN ENGINEERS

BE IT RESOLVED that Clough Harbour & Associates and LA Group be named Town Engineers on an as needed basis, and

BE IT FURTHER RESOLVED that the Town Supervisor can seek other local qualified engineers for some areas of work.

RESOLUTION #59
INDEPENDENT AUDITORS

BE IT RESOLVED that Thomas Bodden be appointed as Independent Auditor for the Town of Corinth for the year 2014 at a fee of \$40.00 per hour and \$20.00 per hour travel time each way pursuant to his contract with the Town of Corinth.

RESOLUTION #60
MEMORANDUM OF UNDERSTANDING

BE IT RESOLVED that the annual memorandum of understanding including culverting, bridge repairs, channel clearing and/or realignment of streams for a distance of 100 feet or less, be entered into with the Regional Office of the Department of Environmental Conservation under Article 15 of the Environmental Conservation Law.

RESOLUTION #61
LANDFILL CLOSURE PROVISION

BE IT RESOLVED that the Town Supervisor be authorized to sign any D.E.C. mandates on Landfill Closure that may come about.

RESOLUTION #62
SMOKING AREAS

BE IT RESOLVED that the Corinth Town Hall is a NO SMOKING HALL other than designated smoking area. This area is outside. All smoking to be done at least twenty (20) feet away from the doorways. Also all breaks are to be taken on premises.

BE IT RESOLVED that smoking breaks need to be limited to two (2) 15 minute breaks per day. The recommended times for these breaks are 10:00 AM and 2:00 PM. These breaks must be limited to two (2) per day. These breaks are to be staggered by personnel so someone is in the building to cover each office and not everyone is out of the building at once. A copy of this resolution shall be given to each person working in the Town Hall and will be enforced. Those violating the designated breaks could be docked time.

RESOLUTION #63
HOSPITAL RECORDS

BE IT RESOLVED that fees for obtaining old hospital records will be a search fee of \$5.00 and 25 cents each for a copy, plus postage and handling for a patient's own request, a legal request will have a \$15.00 search fee, and a 25 cents per copy, plus postage and handling. A patient is urged to sign out his or her own records to keep.

BE IT FURTHER RESOLVED that Donna Balcom be appointed as ARH Records Manager at the rate of \$15.00 per hour for hours spent in this capacity.

RESOLUTION #64
COMMITTEE CHAIRMAN

BE IT RESOLVED that committees working for the Town of Corinth listed below will be continued and the persons listed below will serve as Chairman of said Committees for a term of one year each, up for re-appointment each year.

Planning Board

C. Eric Butler

Zoning Board of Appeals	William Clarke
Assessment Board of Review	Steven Smead
Landfill C & D	Jeffrey Collura
Scenic Rail	Richard Lucia
County Senior Advisory Committee	John Randall
County Fire Advisory Board	Raymond Bush
County Youth Board	Edward Byrnes

RESOLUTION #65
DEPUTY HIGHWAY SUPERINTENDENT

BE IT RESOLVED the Town Board appoint Robert DeLong to be Deputy Highway Superintendent and assume the duties of that office when the Highway Superintendent (Shawn Eggleston) is absent in 2014.

RESOLUTION #66
OTHER PRACTICES

BE IT RESOLVED the Town Hall Business Hours will be as follows:

Monday through Wednesday	-	7:30 AM to 4:00 PM
Thursday	-	8:00 AM to 4:00 PM
Friday	-	8:00 AM to Noon

Justice Court hours will be the same except they will be open on Friday from 8:00 AM to 12:30 PM.

BE IT FURTHER RESOLVED that the Town Board requests Town Hall employees to dress accordingly for an office job serving the public. Jeans and sneakers may be worn only on dress down day. (Friday)

RESOLUTION #67
TOWN HALL EMERGENCY CLOSURE

BE IT RESOLVED that in the event of an emergency closure due to inclement weather. All employees scheduled to work at that given time will be compensated for any time off. Any employee not scheduled to be at work at the time of closure will not be compensated in any way.

RESOLUTION #68
PETTY CASH FUND

BE IT RESOLVED that there be established a petty cash fund in the Bookkeeper's office of \$100.00 for the year 2014, for use in small items such as extra postage, miscellaneous and such.

RESOLUTION #69
CODE OF ETHICS

BE IT RESOLVED that each and every employee of the Town of Corinth receive a copy of the adopted Town of Corinth Code of Ethics by the Town Clerk.

RESOLUTION #70
CODE OF ETHICS

On motion made by Councilman Brown and seconded by Councilman Halliday the reading of the Code Of Ethics is hereby waived.

ADOPTED Ayes 5 Lucia, Brown, Byrnes, Collura and Halliday
 Nays 0

SECTION 1: Pursuant to the provisions of Section 860 of the General Municipal Law, the Town Board of the Town of Corinth recognizes that there are

rules of ethical conduct for public officers and employees which must be observed if a high degree of moral conduct is to be obtained and if public confidence is to be maintained in our unit of local government. It is the purpose of this resolution to promulgate these rules of ethical conduct for the officers and employees of the Town of Corinth. These rules shall serve as a guide for official conduct of the officers and employees of the Town of Corinth. The rules of ethical conduct of this resolution as adopted, shall not conflict with, but shall be in addition to any prohibition of Article 18 of the General Municipal Law or any other general or special law relating to ethical conduct and interest in contracts of municipal offices and employees.

SECTION 2. DEFINITIONS: (a) Municipal officers or employees means an officer or employee of the Town of Corinth, whether paid or unpaid, including members of any administrative board or other agency thereof. No person shall be deemed to be a municipal officer or employee solely by reason of being a volunteer fireman or civil defense volunteer, except a chief engineer or assistant chief engineer.

(B) Interest” means a pecuniary or material benefit accruing to a municipal officer or employee unless the context otherwise requires.

SECTION 3. STANDARD OF CONDUCT: Every officer or employee of the Town of Corinth shall be subject to and abide by the following standards of conduct:

(a) GIFTS: He shall not directly or indirectly, solicit any gift or accept or receive any gift having a value of Seventy-five Dollars (\$75.00), whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence or could be reasonably expected to influence him, in the performance of his official duties or was intended as a reward for any official action on his part.

(b) CONFIDENTIAL INFORMATION: He shall not disclose confidential information acquired by him in the course of his official duties or use such information to further his personal interest.

(c) REPRESENTATION BEFORE ONE’S OWN AGENCY: He shall not receive, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before any municipal agency of

which he is an officer. Member or employee of any municipal agency which he has jurisdiction or which has power to appoint any member, officer or employee.

(d) REPRESENTATION BEFORE ANY AGENCY FOR A CONTINGENT FEE: He shall not receive or enter into any agreement, expressed or implied for compensation for services to be rendered in relation to any matter before any agency of his municipality, whereby his compensation is to be dependent or contingent upon any action by such agency with respect to such matter, provided that this paragraph shall not prohibit the fixing at any time of fees at any time of fees based upon the reasonable value or the services rendered.

(e) DISCLOSURE OF INTEREST IN LEGISLATION: To the extent that he knows thereof, a member of the Town Board and any officer or employee of the Town of Corinth, whether paid or unpaid, who participates in the discussion gives official opinion to the Town Board on any legislation before the Town Board shall publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he has in such legislation.

(f) INVESTMENTS IN CONFLICT WITH OFFICIAL DUTIES: He shall not invest or hold any investment directly or indirectly in any financial, business, commercial or other private transaction, which creates a conflict with his official duties

(g) PRIVATE EMPLOYMENT: He shall not engage in, solicit, negotiate for or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his official duties.

(h) FUTURE EMPLOYMENT: He shall not, after termination of service or employment with such municipality, appear before any board or agency of the Town of Corinth in relation to any case, proceeding or application in which he personally participated during the period of his service or employment which was under his active consideration.

SECTION 4: Nothing herein shall be deemed to bar or prevent the timely filing by a present or former municipal officer or employee or any claim, account, demand or suit against the Town of Corinth, or any agency thereof on behalf of himself or any member of his family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.

SECTION 5: DISTRIBUTION OF CODE OF ETHICS. The Supervisor of the Town of Corinth shall instruct the Town Clerk to distribute a copy of this Code of Ethics to every officer and employee of the Town of Corinth within thirty (30) days after the adoption of this resolution. Each officer or employee elected or appointed thereafter shall be furnished a copy before entering upon the duties of his office or employment.

SECTION 6. PENALTIES In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of this code may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

SECTION 7. EFFECTIVE DATE This resolution shall take effect January 1, 2011.

RESOLUTION #71
CORINTH INDUSTRIAL AGENCY APPOINTMENTS

BE IT RESOLVED that the Town of Corinth hereby appoints the following people for the following terms to the Corinth Industrial Agency:

- B. Beverly Towers –1 year – 2011-2014
- Melanie Denno - 2 years – 2011-2015
- Brenda Peris - 3 years – 2011-2016
- Richard B. Lucia - 4 years - 2013-2017
- David Barrass - 5 year – 2014-2018

RESOLUTION #72
TOWN OF CORINTH BENEFITS FOR FULL TIME EMPLOYEES

On motion made by Councilman Halliday and seconded by Councilman Brown the reading of the Town of Corinth Benefits for Full Time Employees is hereby waived.

ADOPTED Ayes 4 Lucia, Brown, Byrnes, and Halliday
 Nays 0

I.WAGE COMPENSATION:

- A. Hourly rate for Town hourly employees and yearly annual salary for appointed employees shall be established by the Town Board annually.
- B. Full time employment should be defined as 40 hours per week for the Highway Department and 37-1/2 hours per week for Town Hall employees and 30 hours per week for Court employees..
- C. Highway Department employees shall be paid time and one half for any hours worked in excess of forty hours per week. The need for employees to work overtime will be decided on a daily basis and will be authorized by the Superintendent of Highways.
- D. All full time and part time employees of the Town of Corinth will be paid a longevity of 5 cents per hour after five years service, and an additional 5 cents per hour after ten years of service, and an additional 5 cents per hour after fifteen years of service for the year 2014. This will not include elected officials.
- E. According to State Law regardless of the defined full time hours, overtime will only be paid after the employee has worked 40 hours or 10 hours per day. Except for jobs having 12 hour days.

II – VACATION TIME

- A. Vacation time is based upon the following:
(All based on forty hours per week/5 days per week – highway)
(All based on 37-1/2 hours per week/5days per week – Town Hall employees)
(All based on 30 hours per week/4 days per week – Court employees)

Vacation Time will be deducted in hourly increments.

After an anniversary date of 1 year; 5 years or 10 years vacations will be paid as follows:

- 1. Length of employment by Town 1-4 years = 2 weeks paid
- 2. Length of employment by Town 5-9 years = 3 weeks paid
- 3. Length of employment by Town 10+ years = 4 weeks paid

B. Vacation time is to be requested one (1) week in advance. In case of emergency, subject to the Department Head, an exception may be made.

All advance requests for time off must be made in writing on the Time-Off Request form and submitted first to the Department Head and thereafter to the Town Supervisor for final approval. Vacation time is not intended to be used to change the employee's normal work schedule.

III – FUNERAL LEAVE

Permanent-Full Time employees are eligible to three (3) days funeral leave for the death of the following: mother, father, sister, brother, spouse, significant other, child, grandmother, grandfather, mother-in-law, father-in-law, or the grandparent of the employee's spouse. These three (3) days must be sequential and include the date of the funeral.

IV – JURY DUTY

Permanent, full time employees will be paid the difference between his jury duty pay and his or her regular pay. Employees are to return to regular duties provided he or she has four or more hours left of his or her regular day.

V – HOLIDAYS

A. All permanent, full time employees shall have the following paid holidays (following Sararoga County):

- | | |
|-----------------------------------|--------------------------------------|
| 1. New Year's Day-01/01/2014 | 7. Columbus Day-10/13/14 |
| 2. Martin Luther King Day-1/20/14 | 8. Veterans Day-11/11/14 |
| 3. President's Day-2/17/14 | 9. Thanksgiving Day – 11/27/14 |
| 4. Memorial Day-05/26/14 | 10. Day after Thanksgiving -11/28/14 |
| 5. Fourth of July-07/04/14 | 11. Christmas – 12/25/14 |
| 6. Labor Day-09/01/14 | |

B. When Highway Department employees are called in on an emergency basis on a paid holiday, the employee would receive holiday pay plus time and one-half for the hours worked.

C. Employees must work the regular day before and after the holiday in order to receive holiday pay if scheduled to work.

VI – PERSONAL DAYS

Permanent, full time employees are entitled to two (2) days per year. This time to be used within the year not accumulative.

VII – SICK LEAVE

All permanent, full-time employees of the Town accumulate one (1) day of sick leave per month, at the completion of the month. Sick leave may be used only in the event of the employee's own illness, or in the event the employee needs to care for a family member who resides in the employee's household. Sick days may not be used before they are accrued. Sick leave may be used in one hour increments. Employees are encouraged to schedule doctors' appointments outside of their regular working hours. In the event this is not possible, sick leave for doctors' appointments may be used with advance approval of the employee's supervisor.

Employees hired before January 1, 2011, may accumulate up to a maximum of one hundred twenty (120) days of sick leave. Employees hired prior to January 1998 who have accumulated sick days beyond 120 days will have such excess accumulated days held in reserve to be available to the employee in the event his/her accumulated sick leave falls below the 120 day cap.

Employees hired on or after January 1, 2011 may accumulate up to a maximum of sixty (60) days of sick leave.

If an employee retires from employment with the Town, and qualifies for retirement under the New York State Retirement System, he/she may be paid for unused sick leave up to the 120 day cap. (For employees hired January 1, 2011 and after the cap will be 60 days). Payment will be calculated as follows: The hourly rate of the employee will be determined based upon the average base hourly salary for the three years prior to retirement. No adjustment will be made for shift differentials, overtime, stipend or other payments that may have been paid above and beyond the hourly base rate.

If an employee is terminated from employment for any reason other than retirement or disability retirement, the employee shall have no claim for pay in lieu of unused sick leave.

Employees returning to work after three consecutive sick days shall provide written documentation from their doctor of their illness and their fitness to return to

work. If the absence was due to a family member's illness, written documentation of illness, from a doctor, shall be provided.

If an employee calls in sick the last scheduled working day before a holiday or the first scheduled working day after a holiday he/she is required to have a written confirmation of illness from a doctor in order to be paid for the holiday.

At the employee's option, three (3) sick days per year can be converted to personal days. The employee must notify his/her supervisor, and obtain approval, by noon of the previous work day if a personal day is to be taken. With prior approval, a personal day can be used the day before or after a holiday.

All leaves must be reported to the Supervisor and the Bookkeeper on a daily basis. Work place accidents must be promptly reported on a form provided by the employer.

If an employee is eligible for leave under the Family Medical Leave Act (FMLA), such employee must use all available paid sick leave before taking unpaid leave for the remainder of the FMLA leave. The employee may, at his/her option, use accumulated vacation or personal leave during an FMLA leave. Employees on FMLA leave will not accrue additional sick or vacation days.

Abuse of sick leave may result in discipline up to and including discharge.

VIII – NEW YORK STATE RETIREMENT COVERAGE

A three (3) percent contribution will be paid by any employee who has not been in the retirement system for 10 years and who are in Tiers 3, 4 and 5. Also part time employees may join if they desire. Employees in the New York State retirement system more than 10 years do not have to contribute as per new rule set forth by the New York State Retirement as of October 1999.

When a permanent, full time employee reaches 55 years of age, AND has been a Town employee for a minimum of 15 consecutive years, he will be eligible for paid medical insurance upon retirement, for the employee only as long as the retiree is under the town's insurance plan and the cap set by Town Board. A surviving spouse may purchase their insurance through the Town Plan at their own expense.

A Town permanent, full time retired employee is eligible for Medicare eligibility medical insurance upon retirement, for the employee only as long as the

retiree is under the cap set by Town Board. A surviving spouse may purchase their insurance through the Town Plan at their own expense.

A Town permanent, full time retired employee is eligible for Medicare eligibility reimbursement from the S.S. check on a year to year motion by Corinth Town Board.

All town retirees retiring prior to the 1998 resolution will have paid insurance only as long as they remain under the town's insurance plan.

IX DEFERRED COMPENSATION

All employees of the Town of Corinth if they wish are entitled to enroll in New York State Deferred Compensation Plan.

X – HEALTH INSURANCE

A. Permanent, full time employees shall have their health insurance benefits paid by the Town of Corinth as follows:

Individuals and retirees at no cost for the year 2014

Two person and family the Town pays 80% of the monthly premium and the employee pays 20% as a payroll deduction.

If any permanent, full time employee chooses not to participate in the health insurance plan for an entire year they will receive a payment of \$1,000.00 at the end of the year.

XI – FAMILY MEDICAL LEAVE ACT

The Town of Corinth complies with the Federal Family and Medical Leave Act (FMLA) of 1993. This provides for up to 12 weeks (defined by employee's normal work week) in a 12 month period, of unpaid job protected leave for eligible employees for certain medical or family needs.

The Highway Superintendent is the manager for the FMLA compliance for all highway employees. The Town Supervisor is the manager for FMLA compliance for all Town Employees.

Employee Eligibility

An eligible employee is one who has been employed by the Town of Corinth for at least 12 months before leave request and who has worked at least 1,250 hours in the 12 months prior to date leave commences.

Leave Entitlement

An eligible employee may request a FMLA leave for one or more of the following reasons:

1. The birth of his/her child and to care for the newborn child.
2. The placement with the employee or a child for adoption or foster care.
3. To care for the employee's spouse, son, daughter or parent with a serious health condition.
4. Because of a serious health condition that makes the employee unable to perform the functions of his/her job.
5. The employee must provide medical certification 30 days before the leave begins or if the leave was unforeseeable, 15 days from the date the leave was requested.
6. The employer may require medical certification to support a request for leave because of a serious or chronic health condition.

The Town of Corinth reserves the right to request a second or third opinion (at the employer's expense) and a fitness for duty report to return to work.

Conditions

1. The 12-week leave is based on a rolling 12-month period measured forward from the first date the leave is used.
2. All eligible accrued paid vacation, sick time and personal days must be used first and are a part of the maximum 12-week leave. The remaining days of the FMLA leave will be unpaid. However, employee benefits (Health Insurance, Disability Insurance) will be continued by the Town of Corinth during this unpaid balance of the FMLA leave.

In case of an employee who is responsible for payment of health insurance benefits, the contribution will be paid at the same level for the 12-week leave as if he/she was working. Coverage will cease if payments made by employee are not

made within 30 days of due date. Premium payments for policy coverage are subject to change.

3. Employee will not continue to accrue paid time off while on FMLA.
4. In some instances, the employer may recover premiums it paid to maintain health coverage for an employee who fails to return to work from FMLA leave.

Job Restoration

Upon return from FMLA leave, an employee must be restored to his or her original job, or to an equivalent job with equivalent pay, benefits and other employment terms and conditions.

In addition, an employee's use of FMLA leave cannot result in the loss of any employment benefit that the employee earned or was entitled to before using FMLA.

XII- MILEAGE REIMBURSEMENT

All officers and employees of the Town of Corinth using their personal vehicles for necessary travel in performance of their duties will be reimbursed at the Saratoga County rate. Certificates of insurance are required for all officers and employees using their private vehicles. All mileage must be itemized showing starting point, destination and place of return. Said statement shall be attached to a voucher before payment can be made.

XIII-DRUG AND ALCOHOL TESTING

Beginning January 1, 2003 the State Mandated Drug and Alcohol testing program will be implemented for all Town employees driving Town vehicles.

XIV-Sexual Harassment Policy

TOWN OF CORINTH SEXUAL HARASSMENT POLICY STATEMENT

The United States Equal Employment Opportunity Commission (EEOC) on September 23, 1980 amended its guidelines on sex discrimination to establish the fact that sexual harassment is a violation of Title VII of the Civil Rights Act of 1964. Town of Corinth is committed to a policy that sexual harassment constitutes illegal behavior and is prohibited in any and every work place in which Town employees are required to conduct business.

Under EEOC Guidelines, unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to the conduct is either an implicit term or condition of employment, or (2) submission to or rejection of the conduct is used as a basis for an employment decision affecting the person's rejecting or submitting to the conduct, or (3) the conduct has the purpose or effect of unreasonably interfering with an affected person's work performance or creating an intimidating, hostile or offensive work environment.

The EEOC Guidelines hold employers accountable for sexual harassing conduct by (1) supervisory personnel, (2) between fellow employees, and even by non-employees (for example persons delivering goods) where the employer "knows or should have known" of such conduct.

Town of Corinth recognizes sexual harassment as a form of employee misconduct, and provides affected employees with rights of redress and compliant resolution channels for incidents of sexual harassment. Complaints which cannot be resolved between the involved parties should be recorded by the victim of sexual harassment, and presented in writing to (1) supervisory personnel, (2) Department Heads and (3) the Town Supervisor, in successive order. Complaints may also be made to either the New York State Human Rights Division or the United States Equal Employment Opportunity Commission.

The Town Attorney will conduct swift and thorough investigations of all unresolved allegations of sexual harassment including follow-up reports, and will enforce appropriate sanctions including disciplinary action against employees engaging in sexual harassment.

Training for appropriate staff in each department shall be given on the identification of sexual harassment how to process complaints, and the role and responsibility of supervisory personnel in the prevention of sexual harassing incidents.

Town of Corinth is committed to a working environment free from sexual harassment and its effects. This policy shall be distributed to all Town departments for posting in a common location within such areas.

XV – INTERNET POLICY

Effective January 1, 2002 the Town of Corinth hereby adopts a policy entitled, “Use of Technology and Internet Policy”. A copy of said policy is on file in the Town Clerk’s Office.

XVI – CELL PHONE POLICY

It is recognized that specific Town Employees will be required to carry cellular telephones to meet their job responsibilities. Job Titles requiring cellular telephones shall be listed and given to the Town Board each year along with a report of usage and costs involved.

The employee shall make every attempt to use their cellular phones for only business purposes, not barring an occasional Emergency call. Audits will be done monthly on all accounts so as to be no abuse of shared cellular minutes. If an abuse of outside of town business calls is made, the employee could be responsible for calls made outside of Town Business. If inappropriate call abuse is discovered, such employee shall be asked to sign a written financial responsibility statement to continue use of a Town of Corinth Cellular Telephone. Employees are also reminded of the State law preventing driving while on the telephone.

XVII- LIGHT DUTY POLICY

Any light duty medical cases coming before the Town will be handled on a case by case basis.

XVIII- EMPLOYEE PRIVACY POLICY

It is the policy of the Town of Corinth to protect and maintain the privacy of all employees, this policy extends to medical records and personal and financial information.

1. MEDICAL RECORDS & INFORMATION

- a. Pre-employment physicals, if required, will be limited to a determination of whether the individual is capable of performing their essential job functions with or without accommodation.
- b. Requests about an employee's fitness for continued employment will be limited to the determination of whether the employee is capable of returning to work and performing essential job functions and/or whether the employee poses a risk to others.
- c. Employees' medical records, including return to work slips, doctors' notices regarding absences, insurance application forms, etc. will be kept in a private and secure location and will not be subject to access by co-workers and/or the public.
- d. Medical information will not be forwarded from the Town of Corinth to anyone, including doctors, new employers, health insurance companies or administrators, etc. without the written consent of the employee.
- e. Results of drug or alcohol testing will be treated as medical records and afforded the same protections as other medical records.
- f. Notwithstanding the provisions of this policy, should an employee file for workers' compensation, disability and/or unemployment compensation benefits, and should it become necessary in the administration, management, or defense of such claims to review and/or release medical records, an employee who refuses to allow release of medical records for these purposes, may forfeit their rights to benefits and/or be subject to personnel action consistent with state and/or federal laws.

2. PUBLIC ACCESS TO RECORDS

The New York Public Officers Law, more commonly known as the Freedom of Information Law, requires the Town to make records available for public inspection and copying. It is the policy of this Town to comply with the Public Officers Law. Consistent with the Law, the following records may be released:

- a. An employee's name, public office address, title, and salary;
- b. Oaths of Office;
- c. Dates of Employment and/or Termination; and
- d. Employment history.
- e. The following information will not be released as part of a Freedom of Information Law response and, if part of a document that is otherwise subject to public inspection, this information will not be redacted.
 - i. Social Security Numbers;
 - ii. Medical Records;
 - iii. Reasons for absences;
 - iv. Marital and/or family status; and
 - v. Banking information such as financial institutions and/or account numbers.

This list is subject to change based upon developments under this law.

3. COURT ORDERS/SUBPOENAS

Nothing in this policy shall prevent the release of information when required:

- a. To investigate a theft or crime believed to have been committed on Town property or involving Town property;
- b. In accordance with an Order or Subpoena which on its face appears to be duly issued; or

- c. When required by the Internal Revenue Service or other federal agency.

4. AUTHORIZED RELEASE OF INFORMATION

It is the policy of this Town to obtain releases from employees before transmitting information even if the transmittal of such information is for the benefit of the employee. Examples include:

- a. Transmittal of information necessary to activate a direct deposit or payroll transfer;
- b. Information necessary to obtain employee benefits;
- c. Information necessary for the initiation, management or termination of a workers' compensation, unemployment compensation, disability, or other claim.

Employees may be required to sign releases in order to participate in employee benefit programs or to receive wage compensation benefits.

5. GROUNDS FOR PERSONNEL ACTION

In the event that an employee accesses another employee's personal information without proper authority, disseminates private information in violation of this policy, or obtains and uses private employee information for any unauthorized purpose, that employee shall be subject to discipline consistent with state and federal laws.

IX WORKPLACE VIOLENCE POLICY

1. Purpose

To define the policy of the Town Of Corinth that all employees have the right to work in an environment free from physical violence, threats and intimidation.

2. Policy

The safety and security of all our employees is of utmost importance to the Town Of Corinth (“the Town”). The Town will not tolerate workplace violence of any type, from any source. This includes, but is not limited to, threats, threatening and abusive behavior, or acts of violence against (a) employees, visitors, users of our facilities or other individuals, or (b) Town buildings equipment or property. In addition, weapons of any kind are prohibited in the workplace, unless specifically authorized (see Section 4 below for exceptions).

3. Definitions

- 3.1 **Violence or threats:** Prohibited acts of workplace violence include but are not limited to threats, intimidation, physical attack or property damage.

Threat: the expression of intent to cause physical or mental harm. Such an expression constitutes a threat without regard to whether the person communicating the threat has the ability to carry it out, and without regard to whether the threat is made on a present, conditional or future basis. In determining whether the conduct constitutes a threat, including whether the action causes a reasonable apprehension of harm, the Town will consider the totality of the circumstances.

Physical attack: without limitation, unwanted or hostile physical contact such as hitting, pushing, kicking, shoving, throwing of objects or fighting.

Intimidation: includes but is not limited to stalking or engaging in actions, either verbal or physical, which frighten or coerce.

Property damage: intentional damage to or destruction of property owned by the Town personnel, contract and temporary employees, volunteers, customers and anyone else on Town property.

Other examples of violence include but are not limited to:

Stalking another employee.

Distributing “hate” literature or engaging in other communication that advocates violence.

Any behavior that would qualify under the Town’s Anti-Harassment Policy including but not limited to threatening phone calls, e-mails, letters, stalking, and/or suggestions or intimidation of violence.

Being in possession of weapons on Town property, including private vehicles in Town parking lots or in Town vehicles, unless specifically authorized (see Section 4 below for exceptions).

3.2 **Weapon:** includes a device, instrument, material or substance which is used for, or can cause, death or bodily injury, or damage to property. Weapons include, but are not limited to: an explosive or an explosive weapon, a device principally designed, made or adapted for delivering or shooting an explosive weapon, a machine gun, a rifle or shotgun, a handgun, a firearm silencer, a switchblade knife or any other type of knife or brass knuckles, or any other implement for infliction of bodily injury, damage to property, or death, which has no common lawful purpose. Pocket knives or knives used solely for eating, food preparation or distribution, are not considered “weapons” for purposes of this policy unless used to inflict bodily injury or property damage.

3.3 **On the worksite/in the workplace:** includes all real property owned or occupied by the Town, Town vehicles and personal vehicles when performing Town business off Town property.

3.4 **Reasonable suspicion:** the degree of knowledge sufficient to induce an ordinarily prudent and cautious person to believe that

the circumstances being presented are more likely to be true than not. Reasonable suspicion must be based on an articulatory, specific and objective basis and may include direct observation, or information received from a source believed to be reliable.

3.5 **Employee:** for purposes of this policy, persons receiving a payroll check, contractors and volunteers.

3.6 **Possession:** includes but is not limited to, the presence of a weapon on the employee, in his/her motor vehicle, desk, lunch box, toolkit, bag, purse, cabinets, office, etc.

4. Weapons

Despite laws which provide for permits allowing individuals to carry concealed handguns (New York State Penal Law Article 400), it is the Town's policy to prohibit the possession of all weapons, including handgun, on property owned, operated or under the control of the Town. Weapons of any kind are prohibited in the workplace. The only exceptions to this prohibition are as follows:

Firearms used for instructional or Town-sanctioned ceremonial purposes.

Persons employed in the Army, Air Force, Navy, Coast Guard, or Marine Service of the United States or any member of the New York National Guard when in the discharge of their official duties and acting under orders requiring them to carry arms or weapons.

Civil officers of the United States in the discharge of their official duties.

Officers and soldiers of the militia and the National Guard when called into actual service.

Officers of the state, or any county, city or town, charged with the enforcement of the laws of the state, when in the discharge of their official duties.

Any registered security officer/guard who meets licensing requirements, who is discharging such officer's duties.

Any law enforcement officer, police officer, or bonded and sworn deputy sheriff may carry handguns always pursuant to a written directive by the executive supervisor of the organization to which the person is attached or employed, despite the person's regular duty hours or assignments

5. Prohibited Activities

The Town specifically prohibits the following and may discipline an employee up to and including dismissal for any of the following:

- 5.1 Use, possession, or sale of any weapon on the work site.
- 5.2 Storing any weapon in a motor vehicle, desk, lunch box, locker, toolkit, bag, purse, cabinets, office or other repository on the worksite.
- 5.3 Refusing to submit to an inspection for the presence of a weapon based on reasonable suspicion.
- 5.4 Refusing to allow inspection of storage areas specified in 5.2
Above based on a reasonable suspicion that a weapon or weapons will be found in such an area.

- 5.5 Conviction under any criminal statute for the illegal use or possession of a weapon or for committing a violent act against the person or property of another.
- 5.6 Engaging in violence or threats of violence.

6. Notification and Reporting

All Town personnel are responsible for notifying the contact person designated below of any threats or violence that they witness or receive or that they are told another person witnessed or received. Even without a specific threat, all employees should report any behavior they have witnessed that they regard potentially threatening or violent or which could endanger the health or safety of an employee when the behavior might be or has been carried out on a Town-controlled site or is connected to Town employment or Town business. Employees are responsible for making this report regardless of the relationship between the individual who initiated the threatening behavior and the person or persons being threatened.

7. Restraining and Protective Orders

An employee who applies for or obtains a protective or restraining order that lists Town properties as protected areas must provide to the designated contact person listed below a copy of the petition and declarations used to seek the order and a copy of any temporary or permanent protective or restraining order that was granted.

8 Confidentiality

The Town understands the sensitivity of the information requested and has developed confidentiality procedures that recognize and respect the privacy of the reporting employee. Note that we cannot promise absolute confidentiality because we may have to report this to a law enforcement

agency, other governmental agency, etc. However, we will maintain the anonymity of the reporting employee when at all possible.

9. Town Response to Threats and Violence.

In the event a complaint or concern arises with regard to compliance with this policy, the Town will promptly conduct an investigation to determine the validity of the complaint and what, if any, corrective action should be taken to resolve the matter and promote a violence-free workplace.

Depending on the seriousness of the allegation(s) and other factors that the Town deems relevant, such as security concerns potential disruptions, etc., any person who makes threats, exhibits threatening behavior, or engages in violent acts on Town property shall be removed from the premises as quickly as safety permits and shall remain off Town premises pending the outcome of an investigation.

Following investigation which indicates this policy was violated, the Town will initiate an immediate and appropriate response. This response may include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment and/or criminal prosecution of the person or persons involved. Other corrective action might include: coaching, mediation, other disciplinary action, transfer or demotion, reaffirmation of the policy, individualized or group training, etc.

10. Retaliation.

The Town Of Corinth respects the right of employees to raise concerns regarding violent activities and cooperate with necessary investigations. Retaliation against employees who report violence or participate in investigations is strictly prohibited. "Retaliation" is broadly construed. It includes not only overt retribution, but also acts such as refusal to communicate or cooperate regarding work related matters, withholding information or assistance needed to perform one's job, more closely scrutinizing and employee's work performance, etc.

An employee who feels (s)he has been retaliated against for reporting violence or participating in an investigation should promptly report the

retaliation to his/her immediate supervisor. If the employee, for any reason, feels uncomfortable reporting the alleged retaliation to his/her immediate supervisor, the employee may report to the Department Head or the Human Resources Director.

11. Coverage.

The Town at its discretion may from time to time modify this policy. In the event the policy is revised, a copy of the revised policy will be provided to each employee.

12. Designated Contact Person

Name: Richard B. Lucia
Title Supervisor
Department: Supervisor
Phone: 518-654-9232 Ext, 2
Cell Phone: 518-361-9962

Location: Corinth Town Hall
600 Palmer Avenue
Corinth, New York 12822

RESOLUTION #73 **EMPLOYEES HANDBOOK**

BE IT RESOLVED that each employee of the Town of Corinth be given an Employee Handbook. Each employee must sign for said handbook. The Employee Handbook includes the following: the Code of Ethic Policy, Benefits for Full Time Employees, Investment Policy, Procurement Policy, Harassment in the Work Place, Employee Disciplinary Procedures, Use of Technology and the Internet Policy, Cell Phone Policy, Workplace Violence Policy and Employee Privacy Policy.

RESOLUTION #74
FIXED ASSETS

BE IT RESOLVED that the Town Board appoint the Town Bookkeeper as Fixed Asset Coordinator. Whenever a piece of equipment is purchased the department head approving the purchase must obtain a Fixed Asset Card from the bookkeeper and fill it out with all required information, for example price, model, brand, where purchased, serial numbers, source of funds, etc. They will return the completed card to the bookkeeper to be entered into her computer program and file.

Once a year fixed asset cards will be distributed to department heads and an audit will be done of each office. Each department will be required to audit another department and allow another department to audit theirs.

Supervisor Lucia gave the following State of Town Address:

State of the Town

January 9, 2013

Richard B. Lucia, Supervisor

It doesn't seem like only a little bit ago, the whole Country was in a frenzy over going into the year 2000. Here we are into 2014 already and we are all still afloat. Time seems to just fly sometimes, unless you are waiting to open your Christmas presents, or win the Lottery.

2013 actually went very fast, it seems we just did the year end for 2012. It is now time to reflect on our year 2013.

Again Corinth lost a lot of Family, Friends, and Community Icons. Our Community still rallies around the families with Prayers, Love and Support. Continued Blessings to these Families.

The Budget we presented this year has a Town Tax rate of \$1.527175 per thousand, compared to last years of \$1.520281. In Special districts, the highway DB has gone down from \$1.69 a thousand to \$1.387258 Per Thousand, The B Fund has gone down from .40 cents a

thousand, to .38 cents per thousand. All water and lighting districts remained basically stable.

The Special District Fire Protection jumped from .960568 per thousand, to \$1.099253 per thousand. This includes the new contract with the Village for Fire Protection and a onetime charge of \$30,000 for our half of the new fire department water rescue boat.

The budget includes a 2% employee raise across the board, and some adjustments for duties and descriptions. Any raises next year will be on a merit system, after employee reviews, throughout the year.

Again My budget is under the 2% tax cap, that the State has imposed on municipalities. After listening to the Governors State Address, It puts us in a good spot with the State.

One of the most beneficial happenings for the Community, was the turning over of the Emergency squad building to the Town of Corinth, to house the Town Of Corinth's, Jessup's Landing Emergency Squad and Paramedics for the safety and well being of our community.

With the cooperation of the Town and Village Highway crews, and many volunteers, the building was cleaned out, ready for rehab.

With the donation of an anonymous \$10,000, the quarters, bays, and meeting hall were all restocked and refurbished.

Without naming names, you know who you are, those of you that donated hours and hours of work for us, we sincerely are indebted to you.

An official, Open House of the building, was held in the spring, naming the building "The Ronald B. Straight Memorial Building."

Another building we now have donated to us is the former International Paper Company Administration Building, which we are hoping to convert to a paper making museum. Daniel Webster Professor, and Corinth Native, Professor Steven Cernek, has put a lot of time into this endeavor. He has held several Historical Presentations, which were well attended already in the building.

Professor Cernek, says the list of things to get done for this project, are; apply and obtain Historic Landmark Status,(Which could take up to a year,) Apply and obtain Museum status, then grants could be applied for to restore the building, This needs New York State Board of Regents approval, establish by laws and a Board in place and lastly, apply and obtain 501c3 status.

We thank Steven for not giving up on Corinth or his dreams for this project,

The Town Highway purchased a new excavator from Contractor Sales. It has already proven beneficial for the crew. Thank Shawn and the crew for all the things they do for the community that are not road related.

Leon Hickok was appointed the new Code/
Building/and Zoning Officer in 2013. Mr. Hickok has all his credentials earned for this appointment.
We thank him for all the extra things he does along the way.

A service award program for Town of Corinth
Emergency Squads Volunteers, with Pen Flex, has been established. Also A permanent CON for the Town of

Corinth was done, which incorporates the now Village Of and Town Of, CONS, into one Town of Corinth CON.

The Town Board, Resolved to oppose and repeal the law passed on January 13, 2013, referred to as the NY safe Act. Copies were forwarded to Governor Andrew Cuomo, Members of the New York State Legislature, NYSAC, NACO, New York State Association of Towns, and each New York State County Legislator.

Former Corinth Resident, Harold I. Smith, WW2 Veteran was honored as the deceased Veteran of the Month by the Saratoga County Board of Supervisors Veterans Committee. During the presentation, a poem written to Harold, by his wife Lela, was read. The poem was sent to him while on active duty in ww2.

Special Thanks to Councilman Collura on his work at the new Castle Park at the Center Street School. It is being enjoyed by many children.

Special gratitude to paramedic Director, Rich Reuther, for obtaining a federal grant thru, Senator Gillibrand's office, in the amount of \$83,363,00 for the purchase of Cardiac Monitors.

We joined many folks in celebrating Maple Valley Sugar House Owners, Don and Sue Monica, 50th Anniversary in business. Quite a milestone!!

The Town Board Voted to add a second full time paramedic to our staff. We welcome Andre Delvaux back to Corinth.

Due to the failure of the old rubber roof on the Town Hall building, we were obligated to put a new roof on the building. After much discussion, bidding, and a consulting engineer, it was determined that a peaked metal roof would best serve our needs. The Board spoke to Highway Superintendent Eggleston about the possibility of the Highway crew being able to do this. His reply was if it saves the taxpayers money, his crew was up to the task.

Enough appreciation can't be said to these men, working in 95 degree weather or rain, or 20 degree wind whistling around their butts, they worked diligently along with Building Inspector Hickok, and Maintenance Man Mark Deuel, to create an awesome looking Town Hall. There is some trim work to be done in spring, but I am sure these guys were glad to see snow come to get back on the ground again. We did save money, and the cost

was taken from a fund already in the budget, so it did not raise taxes, the goal we all share. Thanks and Blessings to you all.

Speaking of the Town Hall, We are again very fortunate to have on the Highway crew, Zen Baudoux,, a master craftsman, who created new workstations in the Town Hall, and in the EMS building. Thank you to Shawn for allowing him the time to do this. They look spectacular.

Town Board accepted with regret, the resignation of Jacqueline Burnham, as Director of the Adult Rec program at school. We thank Jackie for her many years of commitment to the job and the community. Welcome to Mary Beth Farmer, whom has been appointed to the position.

Another outstanding production, by the Corinth Youth Commissions summer theatre workshop. "Midsummer Night's Dream, was presented outdoors on the beach and riverfront properties. Very well done and received, Congratulations.

A Senior Housing Committee was formed back in 2009, with Trustee Denno, Councilman Byrnes, Senior Director Laurie Crossman, S. Adrienne Hull and Jon Kelley Consultant. To bring Senior Housing to Corinth, New York. After years of paper work, turn downs, frustrations, this committee is very close to getting this to happen very soon. The property has been chosen, and paper work is almost all compiled and blueprints are drawn up, and letters of intent signed. Attend your Town or Village Board meetings or watch the web pages for the latest updates. Thank you Ed and Mel for never giving up our dream.

Not to be forgotten or left out are the kudos to the Fire Companies, EMS Units, Police Agencies and volunteers involved in the heroic river rescue last summer. Our community is so lucky to have this commitment from its agencies. God Bless You. The Town and Village Boards presented plaques to all involved.

We continue to work with the First Wilderness Group to finalize the grant spending to bring us a new platform and building at the old depot site. Sounds like 2014 to

me. Congratulations to Saratoga Associates for winning the project bid.

We were pleased to have the Leviathan no 63, Steam engine, make a run and ride here this past summer. As well as the polar express rides, and the special Home town Christmas ride here in Corinth. Watch for more special events in 2014.

A very successful three board meeting, Town, School, and Village, was held. Things like how to handle more working together, things that were problems to their boards and joint solutions. I am looking forward to one in the New Year. It is very important to Share with the Village, School, and neighboring towns on projects, and equipment, another point in the governors speech, that we already do.

An important moment in 2013 for me was when I was inducted in to the Corinth Central School's Wall of Fame, while at my Grandson's Graduation. Thank you Town Clerk, Rose Farr for the nomination.

Another successful Corinth Youth Fun Day was held at the Center Street School. About 18 bicycles were

donated and given away. This takes many hours of planning by many Youth oriented individuals, too numerous to mention, but our thanks are sincere. Can't wait until next years.

This year the Glens Falls Civic Center asked us to participate in a Corinth Night at a Phantoms game. We were well represented, as Mrs. Barbro Aldridge's, select chorus, from Corinth Central School, sang the national anthem and Boy Scout Troop 21, presented the colors. Thank you for the opportunity.

The Town of Corinth and the Jessup's Landing EMS signed a contract, with the Town Of Greenfield to cover the Northern section, as they divide their town into three coverage areas.

As our Assessor chose not to put in a new contract application, we hired a new assessor in October of 2013. Please welcome Tina Dimitriadis. We thank Mary Ellen Hill-Pierce for her many years of dedicated service to her job and the community.

A very successful hometown Christmas celebration was held, with the train ride, the parade, the downtown

merchant's celebration, and the fireworks and most importantly, the Town Board proclaimed the day, Joan Welch Hometown Christmas Day, where she rode in the carriage with Santa, and was presented a proclamation at the beach tree lighting. Thank you Joan for your Years and Years of Community Service. This event is planned and run by a very small Image committee. If you might be willing to help them please take one giant step forward. Yes you may!!!

In between all of the above, some of the board's priorities are, keeping taxes down, good government, aiding community Youth, Veterans, seniors, looking for economic development, and sharing services.

In January I will be looking for Volunteers for a Kick off Committee for the Town's 200th Birthday Celebration in 2018. Not too far off when time goes as quickly as 2013 did. If anyone remembers the sesquicentennial, it was a yearlong celebration involving the whole community. Sounds like a good time to me!! Don't be bashful about getting involved with the steering committee.

Also in January the meetings for the Comprehensive Plan will resume full force.

I would like to plan a large indoor Veterans Day program next year, honoring our most valuable assets, Our Veterans. Maybe, something in the Auditorium.

In 2014, there will be a huge watchdog for keeping every department within their budget. We will be implementing new programs through the Bookkeepers Office and Mine. It is a hard job keeping a budget in these times that does not raise taxes, but staying within that budget is one way.

I want to thank all of the Department Heads and employees for the excellent job they do, serving the public. Working together is what makes good service for the community. Some of my interactions with the employees are 10 times a day others are once a week, but I sincerely Thank you all for your efforts. They don't go unnoticed.

I thank my board for the tedious meetings I put you through (more than any other Board in the county) but I appreciate your input and expertise. The Budget process is long, but if we are all included, we all have a better understanding of our Government. Besides the Councilmen already mentioned, I thank Deputy

Supervisor Brown for filling in for me when necessary, and keeping up with Emergency Management, and Councilman Halliday for his expertise in the world of electronics, and Personnel procedures.

Committee assignments at the County This year, I am Chairman of the Social Programs Committee, and am on the Personnel and Insurance, Veterans and Legislative and Research Committees. I am looking forward to these challenges

To the citizens of Corinth, Thank you for your support at the election polls, I will continue to bring you low taxes, good government, and an open door policy to my office. I respect each and every one of you and am humbled to be your supervisor.

Sincerely,

Richard B. Lucia

Supervisor

RESOLUTION #75

MOTION TO ADJOURN

On a motion of Councilman Collura and seconded by Councilman Halliday the following resolution was

ADOPTED Ayes 5 Lucia, Brown, Byrnes, Collura and Halliday
Nays 0

RESOLVED that with no further business the board adjourn at 8:20 PM.

Respectfully submitted,

Rose E. Farr, RMC
Corinth Town Clerk