TOWN OF CORINTH
ORGANIZATIONAL MEETING JANUARY 5, 2017

The Board met at 4:30 PM to audit the Justice, Town Clerk, Planning Department, Code Enforcement Office and Supervisor's financial books. At 4:30PM the Oaths of Office will be done for individuals who have not already been given to the following:

RICHARD B. LUCIA	BUDGET OFFICER
CHARLES BROWN	DEPUTY SUPERVISOR/EMERGENCY MANAGEMENT COORDINATOR
ROSE E. FARR	TAX COLLECTOR
ROBERT HAFNER	TOWN COUNSEL
ALBERT BROOKS, SR	CODE ENFORCEMENT OFFICER AND BUILDING INSPECTOR
LAURIE CROSSMAN	DIRECTOR SENIOR CITIZENS CENTER
ALICIA FLOUD	DOG CONTROL OFFICER
CALVIN ERIC BUTLER	CHAIRMAN PLANNING BOARD
RACHAEL CLOTHIER	TOWN HISTORIAN/MUSEUM CURATOR
MARCIA BREAKEY	DEPUTY TOWN HISTORIAN
CAROLINE McFARLANE	DEPUTY TAX COLLECTOR
ANNE BOURDEAU	SECOND DEPUTY TOWN CLERK/DEPUTY TAX COLLECTOR AND SUB-REGISTRAR
CHERIE DELANCEY	ACCOUNT CLERK/TYPIST
JULIANNA ROMANAZZI	ACCOUNT CLERK/TYPIST
KATE HALLIDAY	BOOKKEEPER

DEBORAH ELMS	CHIEF COURT CLERK
COLETTE STRAIGHT	DEPUTY COURT CLERK
TAMMY MARTINEAU	DEPUTY COURT CLERK
STACHIA WAGNER	PART-TIME BUILDING DEPARTMENT SECRETARY, PLANNING BOARD SECRETARY AND ZONING BOARD SECRETARY
BEVERLY JACON	ASSESSOR'S SECRETARY
STEVEN SMEAD	CHAIRMAN BOARD OF ASSESSMENT REVIEW
CHRISTOPHER EGGLESTON	LANDFILL ATTENDENT
RODERICK BATES, JR	LANDFILL ATTENDENT
JAMES YATTAW	LANDFILL ATTENDENT
LOUISE REED	PLANNING BOARD MEMBER
JASON DELONG	DEPUTY HIGHWAY SUPERINTENDENT
KEVIN MANN	SECOND DEPUTY HIGHWAY SUPERINTENDENT
PAUL COONS	RECYCLING ATTENDENT
ROBERT BURNHAM	RECYCLING ATTENDENT
MARTIN POZEFSKY	PLANNING BOARD ATTORNEY/ ZONING BOARD OF APPEALS ATTORNEY

MARK DEUEL	GROUNDSKEEPER
ZEN BAUDOUX IV	BUILDING MAINTENANCE PERSON
ALICIA FLOUD	DOG CONTROL OFFICER
PATRICIA EISENHARDT	CROSSING GUARD
SHIRLEY COLSON	SUBSTITUTE CROSSING GUARD

Present: Richard B. Lucia, Supervisor
Charles Brown, Councilman
Edward Byrnes, Councilman
Jeffrey Collura, Councilman
Joshua Halliday, Councilman
Rose E. Farr, Town Clerk
Caroline McFarlane, Deputy Town Clerk
Anne Bourdeau, Second Deputy Town Clerk
Shawn Eggleston, Highway Superintendent
Robert Hafner, Town Counsel

Public Present: Mark Deuel, Matthew Fogarty and Brian Lucia

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

RESOLUTION #1
APPROVAL OF MINUTES

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

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

RESOLVED that the minutes for December 8TH, 15TH and 29th, 2016 be approved.

The organizational meeting of the Town Board of the Town of Corinth was held January 5, 2017 at the Town Hall commencing at 4:30 PM.

Matthew Fogarty gave the Town Board an EMS Report from when he took over to the end of the year. He also filled the board in on the happenings of the mold inspection done at the EMS building.

Matthew Fogarty told the board that in the early morning hours of December 20, 2016 Paramedic C. Nichols, Paramedic G. Stevens, EMT A. Stevens and EMT N. Trumble encountered a high acuity obstetrics incident. He said he would like to commend all the crew for the successful delivery of twins. He said this was, no doubt, an intense situation that required a high level of critical thinking. He also said that the level of care provided was second to none.

RESOLUTION #2
MOTION TO ADOPT ORGANIZATIONAL RESOLUTION AS PRESENTED

A motion was made by Councilman Brown, seconded by Councilman Halliday the following Organizational Resolutions #3 through #72 as presented were approved, except as follows:

Richard Lucia – abstains from Resolutions #3. #4, #15 for Brian Lucia and yes for all the rest
Councilman Brown – abstain from Resolution #38
Councilman Halliday - abstain from Resolution #18
Resolution #6 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 #71 regarding Workplace Violence
Joshua Halliday - yes

Carried: 5 – Yes
0 – Nays

RESOLUTION #3
SUPERVISOR'S SALARY

BE IT RESOLVED, that the salary of Supervisor Richard B. Lucia at $28,878.00 for the year 2017.

RESOLUTION #4
BUDGET OFFICER

BE IT RESOLVED, that Richard B. Lucia be named Budget Officer for the year 2017, at a salary that remains the same of $3,200.00 for the year 2017.

RESOLUTION #5
JUSTICE SALARY

BE IT RESOLVED, that the salaries of the Town Justices Ambrose F. Clothier and Lane J. Schermerhorn be set at $16,739.00 each for the year 2017.

RESOLUTION #6
COUNCILMAN'S SALARIES

BE IT RESOLVED, that the salary of Councilmen Charles Brown be set at $8,055.00 (which includes $1,200.00 for Emergency Management Coordinator); the salary for Edward Byrnes be set at $6,855.00, the salary for Joshua Halliday be set at $6,855.00 and the salary for Jeffrey Collura be set at $5,995.00 for the year 2017.

RESOLUTION #7
DEPUTY SUPERVISOR

BE IT RESOLVED, that Councilman Charles Brown be named Deputy Supervisor at a salary of $1,242.00 for the year 2017.

RESOLUTION #8
HIGHWAY SUPERINTENDENT SALARY

BE IT RESOLVED, that the Town Highway Superintendent Shawn Eggleston's salary be set at $61,062.00 for the year 2017.

RESOLUTION #9
SOLE ASSESSOR'S SALARY

BE IT RESOLVED, that Tina Dimitriadis be named as Sole Assessor at a salary of $51,600.00 for the year 2017, for the remainder of her six year appointment, with no insurance for the year. For this salary, she will be directly responsible for Assessments, preparing for revals, and office work. She will work 8:00 AM to 4:00PM, Monday and Tuesday each week. If a holiday falls on a scheduled day to work, she absolutely must make up this day during the week. She is also required to punch the time clock, like other employees, and the following the rules in the Town of Corinth Employee Handbook.

RESOLUTION #10
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 $13.71 an hour for actual time worked or benefited time earned for the year 2017.

RESOLUTION #11
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 $19.64 per hour for actual time worked or benefited time earned for the year 2017, and

BE IT RESOLVED, that the salary building Maintenance person, Zen Baudoux,IV will be $20.70 per hour for actual time worked or benefited time earned for the year 2017; and

BE IT FURTHER RESOLVED, that Emergency Part-Time Town Hall Custodial Help be paid $10.71 per hour for the year 2017.

RESOLUTION #12
TOWN COUNSEL

BE IT RESOLVED, that Miller, Mannix, Schachner & Hafner, LLC. be named Town Counsel at a contract of $30,000.00 for the year 2017.

RESOLUTION #13
ZONING BOARD OF APPEALS STIPEND

BE IT RESOLVED, that the Chairman of the Zoning Board of Appeals be paid a stipend of Seventy-three and 25/100 Dollars ($73.25) per meeting that is attended for the year 2017 and the Zoning Board of Appeals Members receive a stipend of Fifty-Five and 63/100 ($55.63) for each meeting attended. 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 – 2 years – Chairman
Glenn Tearno - 1 years
Sigrid Koch - 3 years
Tracey Chandler – 4 years

RESOLUTION #14
ATTORNEY FOR ZONING BOARD OF APPEALS

BE IT RESOLVED that Martin Pozefsky be appointed attorney for the Zoning Board of Appeals for the year 2017, 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 2017.

RESOLUTION #15
MACHINE OPERATORS' AND LABORERS' SALARY

BE IT RESOLVED, that the salary of machine operators in the Town of Corinth be set at $22.08 per hour, and the salary of laborers in the Town of Corinth be set at $19.76 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 2017.

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

Jason Lent (MEO)	$22.08
John Mann Jr.(MEO/Mechanic)	$22.08
Kevin Mann (Welder/MEO)	$22.08
Travis Conklin (MEO)	$22.08
Wade Holmes (MEO)	$22.08
Jason DeLong (MEO)	$22.08
Adam Vincent	$22.08
Michael Eggleston	$19.76
Christopher Eggleston (Full time Weigh Master)	$18.34
Roderick Bates, Jr (Part-time Weigh Master)	$12.39
James Yattaw (Part-time Weigh Master)	$12.39
Brian Lucia (Cleaner)	$12.03
Paul Coons (Part-Time Landfill Recycling Attendant)	$12.39
Robert Burnham (Part-Time Landfill Recycling Attendant)	$12.39

RESOLUTION #16
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 2017 and

BE IT FURTHER RESOLVED that Summer Highway Help for the Town of Corinth be set at a salary of $10.70 per hour for the year 2017.

RESOLUTION #17
SUPERVISOR'S ACCOUNT CLERK/TYPIST

BE IT RESOLVED, that Cherie DeLancey be appointed Account Clerk/Typist at an hourly salary of $14.86 an hour for actual time worked up to twenty-four (24) hours a week for the year 2017.

BE IT FURTHER RESOLVED, that Julianna Romanazzi be appointed Account Clerk/Typist and Fixed Asset Coordinator at an hourly salary of $13.18 an hour for actual time worked up to Twenty (20) hours a week for the year 2017.

RESOLUTION #18
BOOKKEEPER

BE IT RESOLVED, that Kate Halliday be appointed Bookkeeper at an hourly rate of $21.65 an hour, full time with a minimum of 34 hours and a maximum of 37-1/2 hours and without health insurance at this time, for the year 2017.

RESOLUTION #19
COURT CLERK

BE IT RESOLVED, that Deborah Elms be appointed Town of Corinth Court Clerk at an hourly rate of pay of $23.18 an hour for 30 hours per week to be disbursed on an hourly basis for actual time worked plus benefits for the year 2017.

RESOLUTION #20
DEPUTY COURT CLERK

BE IT RESOLVED, that Colette Straight be appointed Deputy Court Clerk at an at an hourly rate of pay of $13.71 an hour for 30 hours per week to be disbursed on an hourly basis for actual time worked plus benefits for the year 2017.

BE IT FURTHER RESOLVED, that Tammy Martineau be appointed Deputy Court Clerk for vacation and sick time at the hourly rate of $13.44 per hour for the year 2017. She will work up to three (3) days per week except when substituting for vacation and sick time.

RESOLUTION #21
TOWN CLERK'S SALARY

BE IT RESOLVED, that the salary of Town Clerk Rose E. Farr be set at $35,606.00 for the year 2017.

RESOLUTION #22
DEPUTY TOWN CLERK

BE IT RESOLVED, that the Town Clerk be authorized to appoint Caroline McFarlane as Deputy Town Clerk at an hourly rate of $13.44 per hour as needed for the year 2017.

BE IT RESOLVED, that the Town Clerk be authorized to appoint Anne Bourdeau as Second Deputy Town Clerk at an hourly rate of $13.18 per hour as needed for the year 2017.

RESOLUTION #23
REGISTRAR OF VITAL STATISTICS

BE IT RESOLVED, that the Town Clerk Rose E. Farr, be appointed Registrar of Vital Statistics at a salary of $1,772.00 for the year 2017.

RESOLUTION #24
COLLECTOR OF TAXES

BE IT RESOLVED, that Rose E. Farr be named Collector of Taxes for the year 2017 with a salary of $8,069.00.

RESOLUTION #25
SENIOR CITIZEN DIRECTOR

BE IT RESOLVED, that Laurie Crossman shall be named Director of the Corinth Senior Citizens Center Program for the year 2017 at a salary of $37,278.00 ($19.11 per hour) and the person substituting for the Director be paid the hourly rate of $13.71 per hour.

BE IT FURTHER RESOLVED, that Ida Hicks shall be named van driver and will be paid the hourly rate of $13.71 per hour for the year 2017. The person substituting for the van driver will be paid $11.19 per hour.

RESOLUTION #26
DOG CONTROL OFFICER

BE IT RESOLVED, that Alicia Floud shall be named Town of Corinth Dog Control Officer at an annual salary of $24,914.00 to be paid pursuant to a contract with the Town of Corinth for the year 2017.

RESOLUTION #27
BUILDING INSPECTOR, CODE ENFORCEMENT OFFICER AND ZONING ADMINISTRATOR

BE IT RESOLVED THAT Albert Brooks, Sr. be named part-time Building Inspector and Code Enforcement Officer for the Town of Corinth at a hourly salary of $14.28 for the year 2017. The office will be open from 6:30AM until noon. The Inspector will be here from 6:30 AM to 11:30 am for a total of 25 hours per weeks, and

BE IT FURTHER RESOLVED that James Martin be named Zoning Administrator for the year 2017.

RESOLUTION #28
ATTORNEY FOR PLANNING BOARD

BE IT RESOLVED that Martin Pozefsky be appointed attorney for the Planning Board for the year 2017, 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 #29
PLANNING BOARD CHAIRMAN STIPEND

BE IT RESOLVED that the Chairman of the Planning Board be paid a stipend of $73.25 per meeting that is attended, plus $75.00 per month for work performed at home, for the year 2017 plus telephone charges while on town business only and the Planning Board Members receive a stipend of $55.63 for each meeting attended.

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

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

RESOLUTION #30
BUILDING DEPARTMENT CLERICAL
AND ZONING BOARD OF APPEALS/PLANNING BOARD SECRETARY

BE IT RESOLVED that Stachia Wagner be named Building Department Secretary, Zoning Board of Appeals Secretary and Planning Board Secretary at a combined hourly salary of $13.71 per hour including all jobs to be disbursed on an hourly basis for actual time worked at part-time status for the year 2017 for a total of 20 hours per week. She will work from 8:00AM to Noon and on meeting nights time will be adjusted on Fridays to stay within the 20 hours.

RESOLUTION #31
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 2017.

RESOLUTION #32
YOUTH COMMISSION CHAIRMAN

BE IT RESOLVED that Annaliese Stautner be appointed as Youth Commission Chairman for the Town of Corinth for the year 2017 a salary of $2,299.00 to be paid on a quarterly basis. The Village of Corinth also pays Annaliese Stautner compensation for this.

RESOLUTION #33
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 2017, 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	-	10/01/2014 to 09/30/2019
Steven Smead	-	02/28/2012 to 09/30/2017 - Chairman
David R. Woodcock	-	02/28/2014 to 09/30/2019
Gregory Berg	-	10/01/2016 to 09/30/2021
George Knauer	-	10/01/2013 to 09/30/2018

RESOLUTION #34
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 2017. The Foreman Position pays an additional 50 cents per hour during time served in that position.

RESOLUTION #35
TOWN HISTORIAN

BE IT RESOLVED that Rachel Clothier be named Town Historian for the year 2017 and to be paid a salary of $1,000.00 and

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

RESOLUTION #36
MUSEUM CURATOR

BE IT RESOLVED that Rachel Clothier be appointed Museum Curator for the year 2017 with a salary of $1,000.00.

RESOLUTION #37
TOWN COURT ATTENDANT

Be it resolved that the Town appoint Robert Eggleston as court attendant and security for the year 2017 to be paid $19.87 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 #38
CROSSING GUARDS

Be it resolved that the Town appoint Patricia Eisenhardt as Crossing Guard at an hourly rate of $11.93 per hour, and

Be it further resolved that the Town appoint Shirley Colson as substitute Crossing Guard at an hourly rate of $11.93 per hour.

RESOLUTION #39
EMERGENCY MANAGEMENT COORDINATOR

Be it resolved that the Town appoint Deputy Supervisor Charles Brown as Emergency Management Coordinator for the year 2017 with a salary of $1,200.00 for the year 2017.

RESOLUTION #40
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 second at 7:00 PM and the fourth 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. There will be a workshop meeting on the first and third Thursday of the month at 4:30 PM.

RESOLUTION #41
WORKDAY

BE IT RESOLVED that Resolution #70 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 #42
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 2017.

RESOLUTION #43
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 2017 and all legal ads be also sent to the Pennysaver.

RESOLUTION #44
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 January 1, 2014. A copy of said Investment Policy is on file in the Town Clerk's Office.

RESOLUTION #45
HIGHWAY SUPERINTENDENT EXPENDITURES

BE IT RESOLVED that the Town of Corinth Highway Superintendent be authorized to expend money according to a Procurement Policy adopted January 1, 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 Brown to waive the reading of the Procurement Policy since only the amounts have changed.

RESOLUTION #46
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 1, 2014. A copy of said Procurement Policy is on file in the Town Clerk's Office.

RESOLUTION #47
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 #48
TOWN BOARD COMMITTEES

BE IT RESOLVED that the Town Supervisor appoints the following persons listed on the following committees for the year 2017 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 Collura and Halliday
Equalization and Assessment	Councilman Halliday and Collura
Town Youth Committee	Councilman Byrnes and 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	Councilman Byrnes
Land Use/Zoning Liaison	Councilman Halliday
Advisory to County Fire Council	Derek Briner
Advisory Committee to EMS	Supervisor Lucia and Councilman Byrnes
2018 Celebration	Supervisor Lucia, Councilman Byrnes and Collura
Personnel Committee	Town Clerk Farr, Councilman Byrnes and Halliday, Highway Superintendent Eggleston and Paramedic Coordinator Fogarty

RESOLUTON #49
ASSOCIATION OF TOWNS & TRAINING

BE IT RESOLVED, that no one from the Town of Corinth will be attending the Association of Towns meeting in New York City for the year 2017.

RESOLUTION #50
PARAMEDICS

BE IT RESOLVED that the Town of Corinth hire paramedics at an hourly rate of $19.87 and a paramedic director/paramedic, Matthew Fogarty, at an hourly rate of $28.00 per hour as of December 13, 2016 with quarterly evaluations. If the quarterly evaluations are positive then there will be a $.50 per hour increase until the end of 2017. Mr. Fogarty will work 24 hours as paramedic and 16 hours as coordinator per week; and

BE IT FURTHER RESOLVED that full time paramedics will be paid $22.48 an hour after their 90 day probationary period and $23.48 per hour for Saturday and Sunday after their 90 day probationary period; and

BE IT FURTHER RESOLVED that the hired EMTs will be paid an hourly rate of $12.75 per hour Monday through Friday and $13.75 per hour for Saturday and Sunday.

RESOLUTION #51
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 2017 is $362,066.00. A copy of said contract to be filed in the office of the Town Clerk.

RESOLUTION #52
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 2017.

RESOLUTION #53
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 #54
HEALTH OFFICER

BE IT RESOLVED that George Siniapkin, MD shall be named Health Officer for the Town of Corinth for the year 2017.

RESOLUTION #55
CORINTH FREE LIBRARY

BE IT RESOLVED that the Town of Corinth shall contribute $14,500.00 for the year 2017 to the Corinth Free Library.

RESOLUTION #56
PAY PERIODS

BE IT RESOLVED that all wages of all Town Employees be paid on a bi-weekly basis for the year 2017.

RESOLUTION #57
TOWN ENGINEERS

BE IT RESOLVED that LaBerge Group 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 #58
INDEPENDENT AUDITORS

BE IT RESOLVED that Thomas Bodden be appointed as Independent Auditor for the Town of Corinth for the year 2017 pursuant to his contract with the Town of Corinth.

RESOLUTION #59
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 #60
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 #61
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 #62

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 #63
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	Derek Briner
County Youth Board	Edward Byrnes
County EMS Advisory Board	Matthew Fogarty

RESOLUTION #64
DEPUTY HIGHWAY SUPERINTENDENT

BE IT RESOLVED the Town Board appoint Jason DeLong to be Deputy Highway Superintendent and Kevin Mann be appointed Second Deputy Highway Superintendent to assume the duties of that office when the Highway Superintendent (Shawn Eggleston) is absent in 2017.

RESOLUTION #65
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

Building Department 6:30AM to Noon - Monday through Friday

Building Inspector present	6:30AM to 11:30 AM
Secretary present	8:00AM to Noon (except as mentioned in Resolution#30)

Justice Court hours will be the same except they will be as follows:

Monday through Wednesday	7:00AM to 4:00PM (Closed Noon to 12:30PM for lunch)
Thursday	8:00AM to 4:00PM (Closed Noon to 12:30 PM for lunch)
Friday	7:30AM to Noon

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).

BE IT FURTHER RESOLVED that no Department Head may give another employee permission to break a law or rule established by the Town Board.

BE IT FURTHER RESOLVED that anyone hired to work for the Town of Corinth as of January 1, 2016 must submit to a mandatory drug test.

BE IT FURTHER RESOLVED that the only Town of Corinth employees that are allowed to take a motor vehicle owned by the Town home are as follows:

- Supervisor Richard B. Lucia
- Highway Superintendent Shawn Eggleston
- Mechanic John Mann, Jr.
- Animal Control Officer/Deputy Animal Control Officer

All other vehicles must remain on Town of Corinth property during the night time hours due to liability issues according to the insurance company.

BE IT FURTHER RESOLVED that all cell phones or electrical devices are to be turned off upon entering the Town Hall. Employees may only use their cell phones or electrical devices during lunch or breaks. In the event that an employee is using their personal electrical device for anything other than Town business, within the Town Hall, disciplinary action up to and including termination may be taken.

BE IT FURTHER RESOLVED if an employee has a grievance with his or her immediate Supervisor said grievance should go to Supervisor Lucia. In the event that said grievance cannot be satisfied then the grievance must be taken to the full Town Board.

RESOLUTION #66
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 #67
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 2017, for use in small items such as extra postage, miscellaneous and such.

RESOLUTON #68
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 #69
CODE OF ETHICS WAIVER

On motion made by Councilman Halliday and seconded by Councilman Byrnes 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 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 #70
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 –2 year – 2014-2018
Melanie Denno - 3 years – 2015-2019
Brenda Peris - 5 years – 2017-2020
Richard B. Lucia - 1 years - 2013-2017

RESOLUTION #71
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	5	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
.

1. Highway Department employees and full time paramedics 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 and Paramedic Director.

C. All full time and part time employees of the Town of Corinth will be paid longevity of 5 cents per hour after five years consecutive service, and an additional 5 cents per hour after ten years of consecutive service, and an additional 5 cents per hour after fifteen years of service for the year 2016. This will not include elected officials.

D. 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.

E. All full time employees will receive eight (8) hours pay for any holiday in the Town's List of Holidays. If the Holiday is worked, they will receive, time and one half for the hours worked that day, plus the eight (8) hours holiday pay.

F. All personal and vacation time must be used by December 31st of the current year. Only sick time may be carried over to another year.

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, Holiday Time, Personal Time and Sick 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 jury fee of $40.00 a day for the first three days of jury duty. Employees are to return to regular duties provided he or she has four (4) 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 Saratoga County):

1. New Year's Day (01/02/17)
2. Martin Luther King Day (01/16/17)
7. Columbus Day (10/09/17)
8. Veterans Day (11/10/17)

3. President's Day (02/20/17)
4. Memorial Day (05/29/17)
5. Fourth of July (07/04/17)
6. Labor Day (09/04/17)
9. Thanksgiving Day (11/23/17)
10. Day after Thanksgiving (11/24/17)
11. Christmas (12/25/17)

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 personal time. 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.

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, 4and 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 (not including vision and dental) 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 (not including dental and vision) 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 (not including dental and vision)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, the Town pays 95% of the monthly premium and the employee pays 5% as a payroll deduction for the year 2016.

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

Retirees at no cost for the year 2016.

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.

Beginning January 1, 2016 the Town of Corinth will require mandatory drug testing for all employees prior to being hired by the Town of Corinth.

Upon notification of being chosen for a random drug test it is mandatory to immediately take the drug test. If a person refuses to take the random drug test for any reason whatsoever disciplinary action will be taken up to and including termination.

It is against the Town of Corinth policy to operate equipment or motor vehicles under the influence of drugs or alcohol (prescription drugs included). If an employee is on a prescription drug and should not operate equipment or drive a motor vehicle he or she must tell their supervisor immediately.

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.

USE OF TECHNOLOGY AND THE INTERNET POLICY

Town of Corinth's technical resources – including desktop and portable computer systems, fax machines, Internet and World Wide Web (Web) access, voice mail, and electronic mail (e-mail) enable employees to quickly and efficiently access and exchange information throughout the Town and around the world. When used properly, we believe these resources greatly enhance employee productivity and knowledge. In many respects, these new tools are similar to other Town tools, such as stationery, file cabinets, photocopiers and telephones. Because these technologies are both new and rapidly changing, it is important to explain how they fit within the Town and within your responsibilities as an employee.

This policy applies to all technical resources that are owned or leased by the Town of Corinth that are used on or accessed from Town premises, or that are used on Town business. This policy also applies to all activities using any Town of Corinth paid accounts, subscriptions or other technical services, such as Internet and Web access, voice mail and e-mail, whether or not the activities are conducted from Town premises.

Note: As you use the Town's technical resources, it is important to remember the nature of the information created and stored. Because they seem informal, e-mail messages are sometimes offhand, like a conversation, and not as carefully thought out as a letter or memorandum. Like any other document, an e-mail message or other computer information can later be used to indicate what an employee knew or felt. You should keep this in mind when creating e-mail messages and other documents. Even after you delete e-mail messages or close a computer session, it may still be recoverable and may even remain on the system.

Acceptable Uses

The Town's technical resources are provided for the benefit of the Town, its vendors and suppliers. These resources are provided for use in the pursuit of Town business and are to be reviewed, monitored and used only for that purpose, except as otherwise provided in this policy.

Employees are otherwise permitted to use the Town's technical resources for occasional, non-work purposes during lunch hours, breaks, after work for a reasonable amount of time, not to exceed 30 minutes, and with permission of the Town Supervisor. Nevertheless, employees have no right of privacy as to any information or file maintained in or on the Town's property or transmitted or stored through the Town's computer, voice mail, e-mail or telephone systems.

Unacceptable Uses

The Town's technical resources should not be used for personal gain or the advancement of individual views. Employees who wish to express personal opinions on the Internet are encouraged to obtain a personal account with a commercial Internet service provider and to access the Internet without using the Town's resources.

Solicitation for any non-Town business or activities using Town resources is strictly prohibited. Your use of the Town's technical resources must not interfere with your productivity, the productivity of any other employee, or the operation of the Town's technical resources. Employees may not play games on the Town's computers and other technical resources.

Revised January 1, 2014

All e-mail and other documents produced on Town equipment are the property of the Town of Corinth. Like other Town communications, staff e-mail messages should be professional and courteous in tone. A communication that violates the Town's anti-harassment and anti-discrimination policies, demeans others, or would be otherwise offensive to a reasonable person, is prohibited.

You may not send e-mail or other communications that either mask your identity or indicate that they were sent by someone else.

You may not access any technical resources using another employee's password.

You may access the libraries, files, data programs and directories that are related to your work duties.

Unauthorized review, duplication, dissemination, removal, installation, damage or alteration of files, passwords, computer systems or programs or other property of the Town, or improper use of information, if obtained by unauthorized means, is strictly prohibited.

Sending, saving, or viewing offensive material is prohibited. Messages or material downloaded, stored or transmitted by computer, voice mail, e-mail, or telephone systems may not contain content that may be reasonably considered offensive to any employee or that violates the Town's anti-harassment and anti-discrimination policies. Offensive material includes, but is not limited to, sexual comments, jokes or images; racial slurs; gender-specific comments; any comments, jokes or images that would offend someone on the basis of race, color, creed, sex, age, national origin or ancestry, physical or mental disability, veteran status, marital status, or any other category protected by federal, state, or local laws. Any use of the Internet or World Wide Web to harass or discriminate is unlawful and strictly prohibited by the Town. Violators will be subject to discipline, up to and including discharge.

The Town of Corinth does not consider conduct in violation of this policy to be within the course and scope of employment or the direct consequence of the discharge of one's duties. Accordingly, to the extent permitted by law, the Town reserves the right not to provide a defense or pay damages assessed against employees for conduct in violation of this policy.

Town technical resources may not be used for any illegal purposes. The Town of Corinth will cooperate fully with Law Enforcement Agencies to investigate any potential illegal activities.

<u>Access to Information</u>

The Town of Corinth asks you to keep in mind that when you are using the Town's computers you are creating Town documents using a Town asset. The Town respects the individual privacy of its employees. However, that privacy does not extend to an employee's work-related conduct or to the use of Town-provided technical resources or supplies.

Electronic information created and/or communicated by an employee using Town tools, such as software, Internet and World Wide Web access, voice mail, telephones, faxes and e-mail, will be monitored by the Town.

Please keep in mind the following:

The Town monitors the performance, usage and cost-effectiveness of its technical resources and periodically gathers information such as the number, frequency, time of day and duration of calls or Internet/Web visit.

The Town may, at its discretion, review any employee's electronic files and messages as well as the content and volume of usage.

Revised January 1, 2014

Remember that your electronic communications and files are neither private nor confidential. They may be read by others within the Town and outside it without first obtaining your permission. If there is information that you do not want to be available to others, you should send that information in other ways.

Copyrighted Material

Copyrighted material (such as software, database files, documentation, articles, graphics files, downloaded information) may not be copied or distributed through the e-mail system or by any other means without confirmed advance permission from an appropriate source. Failure to observe a copyright may result in disciplinary action by the Town as well as legal actions by the copyright owner. Any questions concerning these rights should be directed to your Department Head.

Confidential Information

E-mail and access to the Internet/web are not secure and may be monitored by sources outside the Town for legitimate or non-legitimate reasons. For example, Internet sites maintain logs of visits by web users, identifying what company and/or person accessed the service. If your work requires a higher level of security, please contact your Department Head for guidance.

All employees should be diligent in safeguarding the Town's confidential information, as well as that of fellow-employees and others, from disclosure. Do not access new voice mail or e-mail messages with others present. Messages containing confidential information should not be left visible while you are away from your work area. Computers should not be left unattended while the employee is out of the office and out of sight.

E-mail messages containing confidential information should include the following statement, in all capital letters, at the top of the message:

CONFIDENTIAL: UNAUTHORIZED USE OR DISCLOSURE IS STRICTLY PROHIBITED.

Security of Information

Although access to computer, voice mail and e-mail systems is protected by individual passwords, these technical resources belong to the Town of Corinth. They must be accessible at all times by the Town of Corinth and subject to inspections by the Town with or without notice. The Town may override any applicable passwords or codes to inspect, investigate or search an employee's files and messages. All passwords must be provided to Department Heads so that in emergency situations the Town will have access to all information.

However, passwords should never be provided to other employees or anyone outside the Town Hall and it is forbidden to access any technical resource using another employee's password.

In order to facilitate the Town's access to information on its technical resources, you may not encrypt or encode any voice mail or e-mail communications or any other files or data stored or exchanged on Town systems without the express prior written permission from the Town Supervisor and your Department Head. As part of this approval, the Town Supervisor will indicate a procedure for you to deposit any password, encryption key or code, or software with the Department Head so that the encrypted or encoded information can be accessed in your absence.

Revised January 1, 2014

Information Gathered from Town of Corinth Websites

All information gathered on Town of Corinth website from visitors to the site shall be considered confidential and shall not be disclosed or used for unauthorized purposes, including sale to mailing houses and advertisers. Information gathered must be used by the Town only to better serve members and visitors at its web site. The Town's web site will display a message reassuring visitors that information collected is confidential, not for sale and used for positive purposes.

Town of Corinth's Software Policy

Employees are prohibited from installing any software on any Town technical resource without the express prior written permission of the Town Supervisor

Involving the Town Supervisor ensures that the Town can manage the software on Town systems, prevent the introduction of computer viruses, and meet its obligations under any applicable software licenses and copyright laws. Computer software is protected from unauthorized copying and use by federal and state law. Unauthorized copying or use of computer software exposes the Town and the individual employee to fines and imprisonment. Therefore, employees may not load personal software onto the Town's computer system and may not copy the Town's software for personal use.

Your Responsibilities

Each employee is responsible for the content of all text, audio or images that they place or send over the Town's technical resources. Employees may access only files or programs, whether computerized or not, that they have permission to enter. Violations of any guidelines in this policy may result in disciplinary action up to and including termination. In addition, the Town may advise appropriate legal officials of any violations.

Revised January 1, 2014

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 fore 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 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 intimation 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 #72
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 #73
FIXED ASSETS

BE IT RESOLVED that the Town Board appoint the Julianna Romanazzi 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 Julianna Romanazzi 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.

RESOLUTION #74
RESOLUTION AUTHORIZING APPLICATION FOR A HOUSING REHABILITATION GRANT

Resolution Made by: Councilman Byrnes and Seconded by: Councilman Brown__
Adopted Ayes: 5 Nays: 0 Absent: 0

WHEREAS, the Town has been awarded a Community Development Block Grant (CDBG) Program to provide housing rehabilitation assistance for eligible residents; and

WHEREAS, the Town has determined a qualified consulting firm to be in the best interest of the Town in administrating this and other state and federally funded grant programs; and

WHEREAS, the Housing Rehabilitation Program also requires the procurement of lead based paint testing and energy audit firms; now, therefore, be it

RESOLVED that the Town of Corinth has agreed to release two Requests for Proposals for the services described herein, and as such the Town Clerk is hereby designated as the representative for the grant and is further authorized to select qualified consulting firm(s) as required to successfully provide such services, and is hereby authorized to sign contracts as may be required for timely completion of the CDBG Program.

Supervisor Lucia gave the following State of Town Address:

STATE OF THE TOWN

January 5, 2017

4:30 P.M.

I would like to start off with the bottom line subject everyone really cares about, and that is your taxes.

The 2017 budget was the most difficult budget, ever, for us. With all the State Mandates, Tax Cap and Tax Cap freeze numbers, it really is most difficult to maintain our tax rate where it has been for almost ten years.

As we all know, mandates are always unfunded, and must come from the Town's coffers.

Several big factors ruled our budget this year. Because our Board is so into providing the best EMS care for its citizens, around the clock, we have asked the Medic Director to have two full crews on 24/7.

This of course does not come without a cost. To help balance the cost, we have begun hiring EMT'S, instead of all Paramedics. We will pair them up, as to give the best care to the community.

We also have some Volunteers that drive, and maintain the ambulances and building, just for the feeling of giving back to their community, at no charge to us, and we thank them.

The total cost of running The Emergency Squad Service, including, rigs, salaries, insurance, building heating and maintenance, will run us $954,651, in 2017.

We anticipate in revenues to offset that, are monies from the insurance companies, contracts with Day and Greenfield, and donations will be about $416,600. We have about $50,000 in unexpended balance money to also offset this, leaving $478,051 to be raised by taxes. This amounts to .72 cents a thousand for ambulance service.

This is a pretty fair cost for the protection we are all getting. As far as Insurance goes, we do soft billing, not hard billing as some agencies do. This means if your insurance does not pay your bill, we will not send your bill for collection, as some agencies will do.

Another big item, we have lost this year, is the pilot agreement we have had for years with Indeck Energy, that was paid up, December 31, 2015, meaning we lost about $200,000 in actual revenue for this year, although it will balance out in future years as Indeck will go back on the tax roll bringing up our total assessment, which will help keep taxes low.

This year we have expenses going up, revenues going down, and bringing savings accounts much lower than we like to.

Because of the changes in our pilot, within the tax freeze numbers, and an omission of the fire taxes in the amount to

be collected in our 2017 County tax rates, in order to correct these items, we had to use some more savings, so we have lower tax rates this year, but will have to go back up next year.

You will see in your taxes, where the tax rate per thousand has dropped considerably because we moved the EMS out of the A fund, (where your Tax rate per thousand is established) and put it in as its own line item, like Fire, Water etc. . To get your true tax, add the rate per thousand and all the districts that you are in, such as EMS, Fire, Highway, Water and Lights.

In the total picture our total taxes are down about 6 cents from last year. It also depends if you are in the Town or Village what districts you come under.

The Town Board will be mandating all department heads and employees to curb spending as much as possible in the 2017 budget.

If you have questions about the budget process, you are welcome, with an appointment, to stop in the Supervisors office to discuss this.

There was a 2% cost of living built into the budget for Town Employees.

We had to change our Employee Insurance policies, with a bigger deductible in order to prevent a huge jump that also falls on the taxpayer.

I want to thank the department heads and the employees, for doing their part in controlling spending every day. It is greatly appreciated and again benefits the taxpayers.

I want to reaffirm that January 16, 2017, is Vivienne Rosenbrock Day in Corinth, and we encourage random acts of kindness , be given that day, in her memory.

New or newer vehicles purchased this year were

Town Building Dept. vehicle,,, Senior Citizen Van, newer small pickup for highway.

On citizen's complaints, the current use of ATV usage laws has been added to our ongoing updating of our land use laws.

The Board is also looking at endangered species rulings for our neighboring Lakes.

Our Court Clerk, Debbie Elms, secured a court grant to replace the windows in the Court offices, good work Deb.

The Town of Corinth Museum Board was bequeathed a sum of money for expansion of the present museum. A purchase of the house next door, at 607 Palmer was made and the building turned over to the town. Plans for renovations will begin in 2017.

New Kitchen and floors were replaced at the Corinth Senior Center, from grants obtained through Saratoga County. Thanks Laurie for the outstanding job you do there for your senior family.

Mr. Jim Martin, from LA Group, suggested to the Board, that we review our 2008 Comprehensive plan before continuing with the new Land Use Plan.

The Board declared March as Colorectal Cancer awareness Month, and May as Brain Cancer Awareness Month.

They also added the Medic Director and the Highway Superintendent to the personnel committee.

Mr., Albert Brooks was appointed part time building inspector, Mr. Jim Martin, Zoning Administrator, and Ms. Analiese Stautner as Chairman of the Corinth Youth Committee, Ms Tracey Irvin Chandler to Zoning Board, Mr. Stephen Cernek as Curator of the Hudson River Mill Building project, Ms. Julianna Romanazzi to Supervisors Office, Mr. Matt Fogarty as 2017 Paramedic Director, and Anne Bourdeau as Deputy Town Clerk;

A new Lucas Machine was leased for the Corinth Jessup's Landing EMS. Mr. Reuther and the town set up with Target Solutions, online certification for up to 20 members. Mr. Reuther also provided CPR for the little league coaches as well as other community and school groups. The Board also contracted with Glens Falls Hospital center for occupational Health to administer physicals and drug testing for all EMS volunteers, employees and Town Employees.

New Employee Hand Books were given to the Employees and the EMS. We are still finding things that need to be worked out.

A lot of work has been done this year on the train depot project. Mr. Matt Rogers has been the Planner on this project, with the expertise of Wayne Lamothe, and the first wilderness Trails of Warren County, which has, through Grants and inkind services from our able Highway crew, with some help from the Village DPW, has hired Mr. Carl Dearborn, as Clerk of the works, and has dug trenches for the electrical work to the site. Tested and replaced soils, and dug out the old buried depot.

The Town board also honored Mr. Stephen J. Denton Sr. for his 50 year achievement as a Corinth Fire Department Volunteer. The ceremonies were held at the Fireman's Very rewarding Old Timers Night

The Town Board has begun meetings on the Town's Bicentennial Celebration for 2018. The attendance is getting larger with each meeting. Many Committee chairs have stepped up to the plate already. Several Citizens have brought in memorabilia that they have from the Sesquicentennial year.

There is a lot of work, and it's mostly done by us volunteers. Please sign up to be part of history for your grandkids and great grandkids to remember.

Some of the Committees and Chairs are, History, Rachael Clothier, Becky Fasulo, Jane Feulner Rev. John Aldridge; School, Patti O'Connor Siano; Town Boards & Highways, Charles Brown; Founders day dinner Dianne Bunting, Official Seal Chairs, Jeff Collura, Dianne Bunting; King and Queen

Contest, and Mr. and Mrs. Corinth, Alice Lissow, Beverly Jacon, Jan Frasier; Parade Chairs, Karen and Dan Colson, Yearbook Committee, Becky and Rachael; Other Committees yet to have a rep or chair, Firemen, Jessups Landing, Faith of our Fathers Sunday, Village Boards and Highway, Bicentennial Share fund Chair; Time Capsule; Quilting Show; Snow show Committee; Youth Street Dance ; We need you to make this happen, next meeting is January 23, at the EMS building. The main events, parade etc. will happen on 08/18/2018. Other events will happen throughout the year.

Cate Mandigo has agreed to do a painting for a fundraiser for us, please think about helping out for a great cause. Many other community things are happening and being discussed, come get your thoughts presented.

The Town Board is working with the Village Board on expanding water districts within the Town. The details are being worked out. Water bills will double or triple with this project. The Board applied jointly with village for a $400,000 grant to help defray expenses for consolidation, and it was awarded. There are still some questions and clarifications to be discussed with Town, Village and LaBerge Group in the very near Future.

The Supervisor has a contract with Saratoga County to extend the recycling contract for another two years, This proves very successful as they share in the cost of the attendant and maintenance.

Another successful Corinth fun day was held at Corinth Central School Center Street Complex, with over $ 5725.00 in donations for the day's events. Over 132 Bicycles were donated to be given away as well. Special Thanks to those that donated and those who volunteered to work all day for the event.

The Town Image Committee, with its small energetic group, pulled off another excellent 4th of July Celebration, and Christmas parade, events and fireworks. This event brings close to 2000 people into our Town and Village. Hats off to you Folks.

Upon the retirement of Animal Control Officer, Mr. Delbert Sonny Clothier, on July 11, Ms. Alicia Floud, was appointed the current Animal Control Officer for the Town Of Corinth.

The Town Board sent prayers and donations upon the most recent passing of Mr. Clothier. He served the Town extremely well for over 23 years.

There are several local committees around town that Councilmen Byrnes and Collura are sitting on, Wilton Mountain Safety Committee, and the future of the Main Street School Building.

The Town also received a $300,000 Home grant to help repairs to homeowners in the town, and just recently learned we have been awarded a $400,000 CDBG housing grant, obtained for us by Flatley Read LLC.

Congratulations to Robert Delong, retiring from the Highway Department as Deputy Highway Superintendent, and the appointment of Jason Delong as Deputy, and Kevin Mann as second deputy.

The Board also voted against Iowa Pacific Railway, from storing any rail cars in the town of Corinth.

Because of the failure of one of our used Ambulances, the Board has authorized the purchase of a new Ambulance, on a Bond. The New Ambulance company also is providing us with a loner ambulance to use until the new one is finished being manufactured to fit into our building. Richard Reuther has submitted a FEMA grant to provide a new ambulance to the Town, heres hoping!!

Another very successful Veterans Day remembrance and Concert, was held at the high school auditorium. Kudos to the school band director, Ms. Carol Cutler, and Chorus director, Ms. Barbro Aldridge, for their excellent presentations. A huge salute to Mrs. Beverly Jacon, for all the many months of making all the preparations, Bev, another job well done. This year we honored Gold Star and Blue Star Mothers, the families of Stephen Z. Madison, Carl Merchant and Elijah P. Willette. The speakers did not leave a dry eye in the house, an evening of honor, and remembrance.

We thank Rich Reuther for his years of service and for all the grant items he obtained for our agency. Congratulations to paramedic, Matthew Fogarty, being named the new Director

of the Corinth Ems. We wish Matt well with his new position, as he brings forth new ideas to benefit his crews and the Towns in which they serve.

My Saratoga County Committee assignments for 2017 are, Chair the Social Programs Committee, member of Economic Development, Public Health, and Buildings and Grounds.

I would like to express my heartfelt appreciation to, Our attorneys, Bob, Jackie,& their whole staff, and the welcome addition of Tom, for keeping us legally under control, Mark and Zen for all of your work, making everyone happy, and other contributions to the Town, All the boards, Planning and Zoning, Court Justices Clothier and Schermerhorn, and Staff, Town Clerk, Rose Farr and her staff, Assessors Office, Building, Planning and Zoning Office, Senior Center, Highway Superintendent Shawn Eggleston and his crew, Landfill Employees, Deputy Bob, Mr IT, Youth Programs, EMS, and Fire Dept., all for their hard work and dedication.

Super thanks to Shawn and his crew for not only keeping our roads safe, summer and winter, but for your extra services to other municipal governments and all the inkind services with other grant opportunities.

Special love to my family for always, supporting me, and caring for me over that last several weeks. Family conquers all.!!

I would like to acknowledge my office staff, Kate, Cherie, and Julianna, for their great work keeping things under law and order.

My board, for your, concern, untiring, attendance to meetings and events for Corinth, Thanks much.

Chuck, thanks a million, for stepping up to the supervisors spot, during my surgery. I can always count on you.

To my office staff and the town clerk, for all your extra efforts, while I layed around, recouping. It was much appreciated.

Speaking of my being off with total knee replacement surgery, I had several calls and visits, concerning a rumor that was around town and at the county.

Rumor was that I was either dying or too sick to run for office again. I spoke at the county, on this subject, saying I am here to squelch the rumor, first I am going to run, second, knee surgery went excellent, and the complications that i suffered for a few days were caused by a combination of pain meds and anesthesia, that didn't agree with each other. Now that these things have been resolved, with no after effects, as soon as the knee finishing healing, I am here to tell you I am going to kick ass, all the way to the November elections.

Thank you, God Bless America, God Bless Corinth NY.....

Town Board Members, Town Clerk, Highway Superintendent and Town Counsel all wished everyone a Happy and Prosperous New Year.

RESOLUTION #75
MOTION TO ADJOURN

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

ADOPTED	AYES 5	Lucia, Brown, Byrnes, Collura and Halliday
	NAY 0	

RESOLVED that at 6:50 PM the Town Board adjourned to Executive Session on personnel with no decision made.

Respectfully submitted,

Rose E. Farr, RMC
Town Clerk