

Town of St. Armand
Public Hearing on Water and Sewer Regulations
Wednesday, October 17, 2018
6:00 PM
and
Budget Work Session
Wednesday, October 17, 2018
6:30 PM

The Meeting Minutes were approved on December 11, 2018.

A Public Hearing on the Water and Sewer Regulations for the Town of St. Armand was held on the above date and time.

BOARD MEMBERS PRESENT:

Town Supervisor Dean Montroy, Deputy Supervisor Jennifer Fuller, Councilperson D. Joseph Bates, and Councilperson Donald Amell. Councilperson Samuel Grimone arrived later in the meeting.
A quorum of the Board was in attendance.

TOWN EMPLOYEES PRESENT:

Town Accountant Tina Moody, Highway Superintendent Douglas Snickles, Water Superintendent Jeffrey Cotter, Wastewater Superintendent Stanley Ingison, Town Clerk Barbara Darrah, and Town Assessor Donna Bramer.

GUESTS: William Latham and Karl Law, from the community.

Notice was posted regarding this meeting in the Adirondack Daily Enterprise, Bloomingdale Post Office, Bloomingdale Fire Department marquis, and the Town Board's outdoor bulletin board.

Dean Montroy opened the Public Hearing on the Water and Sewer Regulations at 6:00 pm and invited Donna Bramer, Town Assessor, to present some facts to the audience. Donna began with the way it works when the town established their water district, they send something to Essex County and Essex County codes all those parcels that have been told by the town that they are in the water district. She can't add or take away; it has to come from direction from the Town Board. She stated there has been some confusion as to who is in and who is out. Back when Charlie was the County did a map for us (Donna then displayed the map) and she explained the blue area has been designated and all those in the green holes are parcels that are within the water district but are not coded by the County. So, we (Dean Montroy, Stan Ingison and Donna) went through every road in the hamlet to come up with who we thought was affected. We had a couple that were way in the back and would not be affected. We identified all parcels and found some language where from where Joyce had extended the district and people who have hooked on that are not part of the water district.

Q: D. Joseph Bates: And these are all buildable lots?

A: Donna: These are all grouped parcels or parcels that have road frontage that are in the district.

Then Donna explained she ran a custom report road by road and she then distributed this report to the board members. The first page is just a class code that was used. The spreadsheet is road by road and shows the tax map number, the water district code 442 and two fields for Barbara Darrah, Water and Sewer Clerk, to identify if the parcels are being billed for water and sewer. Just because they are not in the water district does not mean she is not billing them.

Any parcels in the bold is currently not coded as being in the water district, but they are. There were some areas that they were not sure about the sewer district. We did the best we could with some of the maps that were found and Donna hopes that Jeff and Stan could give some clarification this evening. Donna did put in a category if they were multi-residence and if it had road frontage. If they don't have road frontage, they are not included on the spreadsheet.

Q: Jeff Cotter: You said all the bold are *not* in the water district?

A: Donna: They are not *coded* as being in the water district. Dean Montroy added they are within it but are not coded. Donna stated they could be being billed by Barbara and the ultimate goal of this report is once she is done verifying that yes, they were being billed that we would send something to the County and have them put these people in the water district and they said they would do another map for us so we can see if we have any holes that are left over. We had some real struggles with some areas...at the end of Maple Lane, we realized the district had been extended, over on Roosevelt there were a couple of houses that hooked on. There are 67 vacant parcels that have road frontage that are within the water district that are not being billed for anything. They are not paying for the debt service.

Q: Dean Montroy: Does the water line run by their property? Does it touch their property?

A: Donna: We believe that they do because they are within that blue line, that blue space.

Q: Jeff Cotter: Some of those are going up Maple you said? They run all the way up to the top of the hill.

A: Donna: Yes, but let me show you. Maple Lane is all those up there. We don't know if the water district had been extended or if they were able just to hook on.

So the way it works if someone were allowed to hook on water but they are not in the district, we can create a code which is called WD Out, Water District Out. It flags it for everybody, it would be on the roll, it would be easy to identify parcels that have been able to hook on but are actually not in the water district. That is my goal. That is what I'm looking for.

So anybody who touches water; we know Mr. Oneil has a hydrant right in front of his house. And speaking to Don Amell, Donna pointed out that he is in the district, he is getting water, but he is not showing in the blue area, as being in the district, even though Barbara has been billing him. Don Amell stated he is not on the sewer. Donna stated there are two things going on because we realize that down River Rd., the sewer line is going behind houses that is going along the road. Don Amell stated the sewer ends at the old village line. Don stated it was before the Lyons' driveway. Donna asked Jennifer Fuller if she has sewer. She stated yes. Barbara stated the Oneals have sewer as well as all the others that are on that side of the street. Donna asked Barbara if it because the sewer lines were extended or because the water lines were extended. Dean Montroy replied the water lines were extended. Donna stated Twin Birch is affected as well and Yagloo actually touches Route 3.

Donna stated we have some sticky wickets. We have places where the house was demolished and it's still hooked up to water and sewer which she would value as a primary lot because it is already connected.

We have issue where it runs by but they are not actually hooked up. Let's talk about Reservoir Lane. The woman, Duffy, her house is way up, but her property touches on Prospect. She'll never hook up to it, but she could break off her property and that parcel would be affected then. Donna believes Dean found that the properties are vacant and have frontage and are in the blue area, should be paying at least something to the bonds and interest. Dean stated the board would need to talk about it and asked Donna if she was ready for the Board to decide. Donna asked if anyone had any questions?

She continued to say this is really solving a huge problem. She asked if we know of anyone that we missed, to please let her know. She stated David Whitson on Roosevelt Lane is hooked on, but now his daughter right across the street just bought a vacant lot. Dean stated they are in extension 1. Donna asked him what does that mean? Dean reported that there were 4 different areas that were allowed to be added to District 1. Dean stated what we have to talk about is what are we going to charge for vacant lots. The Comptroller's Office states that because a vacant lot that has water and sewer is readily accessible must be charged something. It doesn't say how much. Because they are benefitting from it; their property value has increased. When Donna has a lot, she does assess for it, is that correct? Donna stated the market is showing that people do prefer to have commercial water. That doesn't necessarily mean they are paying more for it. They are paying more if there has been a house there and the water and sewer are all hooked up and they just demolished the house. At that point she would keep it as a primary lot. Dean asked but just as a vacant lot? Donna stated they are not assessed more for just being in the water district at this point. Dean: So in the future you will assess them more? Donna stated she will watch that.

Dean asked the Town Board if this is something they want to decide right now? Tina will need to know in order to finish the budget. Discussion ensued amongst the group. Donna stated the other thing she had a question about trailer parks. Dean stated we would get to that. Dean relayed to the group that Tish Beisemeyer would be coming in to speak at the Budget Workshop. The Board determined to keep going until 6:30.

Donna asked about vacant lots that are already hooked up? She explained it's all there, it's all hooked up. Dean stated it would take a longer discussion to determine that.

Dean asked what are we going to charge a vacant lot with no improvements and water and sewer lines go by their property and they are in the District?

Q: Joe Bates: And the Comptroller is saying readily available?

A: Dean: If they benefit by it. If you can hook onto it if it runs by your property and you are in the district the property owner benefits by it. We need to define readily accessible.

Donna asked Barbara what the Debt Services are charged right now. Barbara responded sewer is \$85.00 per quarter and water debt is \$26.50 per quarter. She explained it may change depending on the expenditures and revenue; it could be more, it could be less.

Joe Bates stated he would say for all practicable purposes it should be at least half the debt service and then we would have to define "readily available". He is not speaking for the whole board but that is what he would say. If the water and sewer is right to the property, then the whole debt service. One-half for vacant and full for water and sewer already connected to the property. Jeff Cotter said they have a curb stop installed but it is just shut off.

At this point in the meeting, Tish Beisemeyer and Samuel Grimone arrived for the 6:30 Budget Work Session. The Public Hearing was temporarily closed and the Budget Workshop began.

**Town of St. Armand
Budget Work Session
October 17, 2018
6:30 PM**

Supervisor Montroy called the Budget Work Session meeting to order at 6:30 p.m. (26:31)

GUEST: Tish Beisemeyer of Burnham Associates.

Dean Montroy turned the meeting over to Tish Beisemeyer of Burnham Associates to discuss the employee insurances and costs. She met with Dean Montroy two weeks ago and he asked her to attend the Board meeting tonight. There is only going to be a 1.5% increase. We can thank one of the taxes of the Health Care reform for the small increase. She explained there have been changes with the firm and they have merged with the O'Lara Group, a National Insurance Company. This has helped keep premiums down. One of the new items this year is the Sexual Harassment Training and Burnham can present it to all of their clients free of cost. It is an online course and all web-based and interactive. They will know in about six weeks when it will be available. There are two reasons why the increase is greatly reduced than it has been in previous years. The HIP Tax was in, which is just about 4%. The tax has gone in, the tax has come out, it was in last year and for 2019 it is out. The 2nd reason is Excellus has been doing very well, so the Insurance Department of Financial Services said we have more than enough in reserves, and since we do not have to have these big reserves we can reduce increases. Excellus has changed the co-pay to xrays, cat scans, MRIs etc. have been reduced to \$100.00. Excellus dental and vision plans have remained the same. There will be no change in those rates. How many people are on the teamster's plan? The response was two. Just for your information, Essex County has 2 other options; MVP and Blue Shield are now available. Tish asked if anyone had any questions. There were none. The Board thanked Tish for her visit.

Dean then opened the meeting to continue working on the budget. (37:20)

Tina Moody went over the changes from last week. The wages were the large part. All elected officials except for a couple will receive zero percent, IE, Board and the Supervisor. The Tax Collector, Town Clerk, and Highway Superintendent were changed to 3%. Dean stated there were a couple of people that would like to speak to the Board regarding their salary requests.

HIGHWAY SUPERINTENDENT: (38:50)

Douglas Snickles stated he had agreed to go to 3% last week, but he felt the original 5% he requested was fair and deserved. He stated he has a couple of issues at the garage that had to be straightened around. Next month will be his 30th year here, and he is plowing full time, working overtime, as well as filling in for Roger for six months during Roger's injury, of which he lost vacation time. Doug stated he submits his paperwork on time, helps out on other town projects, youth field, sewer plant, town hall, etc. He considers himself to still be a driver and he still has a route. The new hire is learning to drive, but Doug does not feel comfortable allowing him to take over fully. He did lose a lot of overtime because they did hire a new guy.

Donald Amell stated in light of what Doug was saying, that it was an unusual circumstance due to Roger. He asked Doug if he would consider the 2% to be a stipend to accommodate for the extra circumstances of last year? Doug stated no, he still felt he would continue to be a working Supervisor. He would still be driving. Amell presented his argument to the Board, the reason he is struggling is because we go back to last week, in regard to the "position". For the next highway supervisor, if he decides he doesn't want to drive or they don't let an additional person go, do we reduce his pay by 5%?

D. Joseph Bates, asked what if we don't renew the State Contract, would Doug still be driving? Doug replied that yes, he would still be driving because the Board is considering letting a person go if they let the State Contract go, therefore the department would be down two men. Sooner or later the remaining men are going to need a break in their plowing. Doug pointed out he would still be working.

Donald Amell argued that with the assumption Doug would be in the position for at least 2 more years, he has changed the job description by doing the route, because of the driving. Having said that, looking at the position that he also drives, I have no qualms of giving the 5% increase. Donald Amell stated he is worried about the next year, the next election when the next elected individual doesn't want to drive. He supposed at that point, it could be determined at that future budget workshop. Because the job description has effectively still been changed, we can address it at that time. Dean Montroy explained the job description is still the same; it is still a non-working position but he has the option of whether to drive or not. We can cross that hurdle when we come to that. But, year to year we could address that with Doug, did he plow or not that particular year. Donald Amell asked as far as the job description itself goes, should we change it for the time being, for the near distant future? Dean stated he did not have a problem with the Highway Supervisor being a working position, he just doesn't know. D.

Joseph Bates stated that he thinks that is what the job description has to be because if we lose the State contract, we are going to lose a driver, so then that negates a driver. With that caveat, Donald Amell agreed he was okay with it. Dean supported the 5% raise. The Board agreed to the 5% raise.

Samuel Grimone stated he wanted to make sure something is brought up. He explained that the pay for Deputy Superintendent was the pay for taking over for Roger. It is paid if nothing is done extra. That money is to fill in when the Supervisor is not available. Quite frankly, Doug received it for nothing for quite some time. Samuel Grimone then asked if there was a Deputy Superintendent. The answer was yes, Keith Bordeau was sworn in as the Deputy Highway Superintendent in January 2018.

Dean Montroy asked Tina what the 5% increase would amount to. Tina responded it would be \$3139.00, so the total salary would be \$59,834.00. Dean stated he did not have a problem with this raise. We can revisit the issue when it comes up again either next year or next election. Donald Amell brought up this issue: If the position is changing, then that would impact any future Superintendents. If in the future, a new Highway Superintendent wants to run is elected and doesn't have a CDL license then he can't be the Highway Superintendent. Dean stated he hadn't given this any thought, not anticipating this question, but asked isn't that a State regulation that the Highway Superintendent is a non-working position? Or can we make it a working position? The Board was not sure. Dean stated he would find out tomorrow.

Discussion ensued regarding the position description and the Board agreed to revisit the description later.

WASTEWATER: (54:00)

Stanley Ingison explained when he first started the position, originally \$46,000 was the general amount for the Wastewater Superintendent position. But, because of what the way the budgets were at the time, the Board had said they really didn't have that to spend at the time, they made a stipulation that he would be able to work other positions to make up the difference and he was offered \$40,000 and he agreed to it. A couple of years has passed and a lot of the plant is being upgraded and is taking a lot more responsibilities and now they are looking at adding disinfection of discharge and in the meantime, it is taking a lot of work to do the engineering. Stan sent the responsibilities with the job to the board and he is on call 24 hours a day/365 days a year. He is called in, and has to respond. He also sent a list of the plant work he does and the collection system work and the inspection and maintenance of the mains, manholes and pump stations for reporting to the NYS DEC. First he was supposed to work a little less because of the lower pay, but in the last two years he averages 600 hours a year overtime to accomplish everything, and still is not accomplishing everything. Recently, Paul Smiths has offered him a position in their wastewater position and the salary is \$46,000. Stan is requesting \$45,000 as his Town salary. Dean Montroy asked Tina what his current salary is. Tina responded \$41,656. Tina stated the increase would amount to \$3,384.00, which would be 8.131%.

D. Joseph Bates stated Stan has backup and asked is it feasible if the backup could periodically take an on-call so Stan could have some time that he doesn't get now. On call is if there is an emergency after business hours. Couldn't the on-call take the emergency so Stan wouldn't have to come back in? Stan explained that if emergencies arise, and the backup is on, they usually call him in anyway, because it's only something he can handle. Donald Amell asked out of 600 hours of overtime and your backups wouldn't have been able to handle any of them? Stan explained it's not a quick simple thing to reprogram the call-in system. Donald Amell asked what would the backup person do if you were away if there were any issue? Stan explained he was talking about emergency situations only. Donald Amell replied he wasn't. He repeated if Stan is talking 600 hours a year of emergency things that he is doing. Stan stated that was incorrect.

Donald Amell asked what is the six hundred hours of overtime for? Stan Ingison replied that is is 600 extra hours for just doing the daily required work. Donald Amell then asked Stan if he was saying he couldn't get the job done in 8 hours? Stan explained that the 600 hours over was due to more daily responsibilities that are required, deadlines falling at the same time and new responsibilities added on. Donald Amell stated Stan spoke almost as though there were two jobs; the job at the plant and the job outside of the plant. Donald Amell suggested maybe the town should consider the job should be split into two. Dean Montroy clarified the statement with the question: Someone doing the plant operations and someone else doing the manholes, etc.? Dean then asked Stan if someone who works on those have to have a licensed sewer operator to do those things? Stan replied the licenses are split for standard Plant Operator and Collection System Worker. You can be licensed for both of them or one license for each.

Samuel Grimone stated and asked that earlier in the presentation, in Stan's job description is there anything in the description that states what we feel this job should take? Dean Montroy stated not that he knows of. Samuel Grimone asked the Supervisor at the time, and the board asked at the time how many hours this job would require. He recalls that it was 30 hours. So, the possibilities are that amount of hours was not correct because the plant was not up and running at the time. The plant was being built. And, maybe the pay is based on a job that cannot be done in 30 hours or it could be that it takes Stan more time to do it than what the plan was? In his (Samuel's) opinion the board needs to give some serious thought to this to be fair. Dean admitted he was not educated enough on this to know how many hours the job should take in this position.

Samuel Grimone asked if there was any organization, any fact gathering or data on the time that should be involved? Dean asked if it was it AES or DEC that suggested 1.4 people? Samuel Grimone stated that was just coverage time, not doing the job, just being available. Discussion ensued various entities that might be able to help determine the hours. Dean added maybe Todd Hodgson from the Planning Department could tell us. He stated he would talk with Todd to try and get an answer on the hours for our system. Samuel Grimone asked Stan if the majority of the extra time has been at the plant and not so much at the collection sites? Stan replied that the extra time was combined (both) and equally divided.

Donald Amell asked what figure 3% brings the salary to? Tina replied it brings it to \$42,864.48. Amell asked Stan if he would consider the same increase that was offered to the Highway Superintendent (5%)? Donald continued to say he was thinking back to last week where it would be a 3% cost of living increase and 2% raise, which would still be 5% in the figure, which would bring it to \$43,696.80. Montroy pointed out it would be \$1300 under what Stan was asking. Stan agreed to the 5% raise amount.

Donald Amell continued to state he thinks the whole Water and Sewer thing is extremely out of control. He is studying some notions of privatization of running the Sewer Plant for the town. He has been reading articles and some have had good luck and some bad. The Clean Water bill is still in the same place it was two months ago. He foresees two positions for the Sewer Department.

Samuel Grimone made a suggestion. For the whole time he was on the board previously, the board asked for employee evaluations. He knows part of it has changed since the Union has become involved, but he feels the Board should get evaluations and it would help in deciding the requests for raises. He added he would also like to see the budget worked on all year.

Dean Montroy brought up the manhole replacement costs on Union Street. Todd Hodgson from the County stated it would cost between \$5,000.00 - \$6,000.00 if our town did all the work. AES said around \$5,000.00 plus installation, and another \$5,000 - 10,000 if we put the whole job out to bid. The Board determined we should budget for \$6,000.00. It would be under Sewer District for 8130.2 (equipment). Tina stated she had the figure for .1 and it is \$47,441.00 and (.2) is \$15,983.00. The Workers Compensation will be adjusted when the salaries are finalized.

Tina informed the Board that the Health Officer (B Fund) is a contractual position and not a .1. It is not a salary. Tina asked if we were doing a 3% increase for a contractual position. The Board agreed that this position would receive a 3% increase.

TOWN CLERK/WATER AND SEWER SALARY: (1:20:30)

Tina reminded the Board that the administrative amount in the Water and Sewer salaries included Tina's pay and Barbara's pay in the amount they are seeing. At the 5% increase discussed last week, the total overall increase for Barbara is \$1,050.35, split \$525.18 for water and \$525.17 for sewer. Donald Amell asked Barbara if she was comfortable with that? Barbara stated she still felt too many hours were in the combined positions compared to the pay. It was explained to her that the amount of 5% was for both positions, but the amount of increase was put in the Water and Sewer because as explained by her, the majority of the work was coming from the Water and Sewer division. She suggested Town Clerk and the Water and Sewer Clerk be two separate positions or the Water and Sewer should be paid hourly to be fairly compensated. Donald Amell stated once we are done with this year's budget process, he firmly believes that there is a need for two positions. He stated he did not want to have that meeting now, but it would be an option once they could look at it.

Donald Amell repeated his question to Barbara if she was comfortable with what was given? Barbara answered she was not. Sam Grimone repeated Barbara's statements to clarify that she puts in at least 40 hours per week and therefore feels the raise does not equate with the amount of time she puts in. Barbara reminded the Board that elected officials received nothing last year (to include the Town Clerk) and the Water and Sewer Clerk received 2%. Donald Amell stated the Board sees there are a variety of positions that need to be reassessed but it can't be accomplished in time for the budget. That's why he asked will she accept 5% in order to get the budget passed in the required time period. Discussion ensued regarding a larger percentage of salary for the Town Clerk and Water and Sewer Clerk positions than the proposed 5%. Barbara asked if she accepts the 5% and submits her extra hours that she has already put in, would the Board agree to another stipend this year and another stipend next year until it is resolved. The Board determined they could not guarantee a stipend for next year. Positions may be lost next year just to keep the Town of St. Armand afloat. Donald Amell asked Barbara what stipend she was talking about at this time. Discussion ensued regarding the issues with the Water and Sewer and what might help improve the situation. Barbara admitted she needed to put more thought into it as well and she will have her actual hours calculated for the Board next week. Don Amell stated that we were now discussing Water and Sewer issues in the middle of a budget meeting.

Samuel Grimone asked how much time would be saved if everyone had a meter. Barbara answered the time saved that was spent on estimating would be significant. Donald Amell asked how many customers did not have

meters? Jeff Cotter answered 50. It was determined the cost would be approximately \$500 per meter and reader. Dean Montroy stated United Way contributed 10 meters but not all recipients had them installed yet. Dean stated this led to another question: How about if we mandated the landlords pay the bill? Because the time spent on renters who are not paying their bill and it appears as if we are a collection agency. Discussion ensued regarding landlords. Samuel Grimone asked if the cost of new meters and readers and installation could be re-levied? Dean stated he would check into that question. Donald Amell asked if the metering was something we were proposing for the 2019 budget? The Board agreed to wait until next week's meeting to finalize the Town Clerk/Water and Sewer Clerk's salary for 2019.

OTHER ITEMS: (2:00:00)

Tina explained while we were on Water, that last week she was asked to look at 8320.4 for 2018 thus far is electricity and for 2017 those amounts are all for electric, National Grid. 8340.4 includes Time Warner, Benefactor, various materials. Grimone asked Jeff Cotter to explain why we went from \$15,000 in 2017 to \$10,000 in 2018. Jeff responded it was the new fire hydrant installed in 2017. Tina asked if \$10,000 was good to put in each of those accounts. The Board agreed it was good.

Tina stated the main changes from last week were the wages for anyone and the two accounts just mentioned. On the Tax Cap worksheet, \$61,000.00 total, once we have our final numbers and plug it in the Comptroller's Office stated we could take that amount and put it to ward something for next year. Dean talked with the Comptroller's office and the \$61,000.00 we could take most of that and put it toward something for next year in order to be a little closer to the tax cap so we are not penalized next year. Sam Grimone stated why we didn't put it in a building fund. Don Amell stated we could give it back. Dean stated the Board could decide once the true amount is determined.

Dean Montroy asked the Board if there was anything else they wanted to talk about as far as the budget. The Board stated Dean could email the changes to them next week.

WATER AND SEWER REGULATIONS MEETING RESUMED: (2:08:25)

Dean then asked if the Board wanted to continue talking about Water and Sewer. Did we want to finalize the vacant lot Debt Services. Joe Bates stated he thought it was decided ½ on vacant lots and full on improved lots (vacant lots that are connected). The Board agreed this was finalized.

There was one thing Dean wanted to bring to their attention to clarify a statement in the regulations regarding the Trailer Parks: Dean read from the Regulations as follows: Unoccupied lots with water service (or sewer) still connected to the main: 1) They pay a flat rate, 2) no charge if the line is disconnected from the main, 3) Trailer Parks are excluded from this regulation. This statement could be taken a couple of ways. Are they excluded from paying or are they excluded from not paying? Discussion ensued regarding this exclusion statement.

The Board determined that the statement means that each customer in the trailer court has to pay for debt service if a trailer is there, and if a trailer is pulled out, the park owner is not excluded from paying the debt service on the vacant lot.

D. Joseph Bates reasoned that way there is no deception about billing the owner. That way we don't care if there is a trailer there or not.

A lengthy discussion ensued regarding mandating landlords to install one main meter and collect payments for their trailer parks water and sewer bills or install meters on all lots and collect payments for each tenant.

Barbara Darrah asked for clarification. Donald Amell asked if this is going to be part of our budget process. We are crossing in and out of the budget process.

Dean Montroy stated he feels we should mandate meters and then mandate one bill for the trailer park or receive separate bills for each trailer. If meters are mandated there shouldn't be any estimated bill.

Samuel Grimone asked: Are all apartment owners going to be mandated to have one meter for the building?

Discussion ensued regarding mandating meters and cutting down on estimated bills.

Dean Montroy asked: Are we going to put \$20,000 to put aside in the budget to buy meters or are we going to mandate that everyone buys their own? Discussion ensued regarding how the meters are going to be purchased.

Donald Amell asked if we are seriously changing the Regulations do we need to hold another Public Hearing. The Board agreed that we do, but the Regulations need to be prepared and then the Board needs to vote on the newly prepared Regulations.

The Board determined that meters will be mandated by July 1st.

Donald Amell asked if we do not mandate meters until July 1st, does it address the Water and Sewer Clerk's salary? Barbara asked if the Board would consider a stipend for next year. Barbara pointed out to those present that they can see how complicated just the discussion on clarifying the Water and Sewer Regulations was tonight, they must see how complicated the position is. The Board agreed. Barbara stated she did not want to accept something just because we are in a hurry to pass the budget. The Board agreed. Samuel Grimone thanked Barbara for bringing the position challenges to the Board's attention.

CLERK TO THE SUPERVISOR (2:52:08)

Dean Montroy wanted to clarify to the Board that the Clerk to the 's position is 15 hours every 2 weeks. She's going over about one hour and a quarter. Her pay is \$15.98 per hour. The previous Clerk to the Supervisor's 2014 hourly wage was \$25.68, \$10.00 more per hour and was also paid \$101.75 a month for handling the shuttle station and she was receiving Health Insurance. Samuel Grimone stated the research was good, but the point is the position is 15 hours per week and because it wasn't adhered to, then we have a little different position. Dean stated the point he was trying to make is that the Clerk to the Supervisor deserves more money than she is getting. Dean stated he did feel that a 3% raise was not unreasonable.

Donald Amell responded what he is hearing in all of these positions is that we are missing some things in these positions. Everybody else that is making a case for an increase than the 3% is here to make their case. Dean stated that he just thinks that we need to make sure we pay a decent wage for the people that are doing the work and if that doesn't happen people may walk.

MEETING ADJOURNED: (02:58:00)

D. Joseph Bates made a motion to adjourn the work session. Deputy Jennifer Fuller seconded the motion. The Budget Work Session adjourned at 8:58 pm.

I, Barbara J. Darrah, Town Clerk for the Town of St. Armand, do hereby certify that the above is a true and correct transcript of the Public Hearing and Budget Work Session meeting minutes held on the above-referenced date.

October 17, 2018

Barbara J. Darrah
St. Armand Town Clerk