

**Joint Town & Village Meeting
December 17, 2012
7:30 p.m.**

Present: Supervisor Susan Zimet, Councilwoman Kitty Brown, Councilwoman Jeff Logan, Councilman Kevin Barry.

Absent: Councilwoman Jean Gallucci

Present: Mayor Jason West, Trustee Sally Rhoads, Trustee Stewart Glenn, Trustee Ariana Basco, Trustee Brian Kimbiz.

At 7:35 p.m. Mayor West opened the meeting with the pledge.

A moment of silence was observed in the wake of the tragedy in Newtown, CT.

Agenda: No additions.

The purpose of this meeting is to allow the Human Resources, Planning & Zoning, Infrastructure and Community Education & Feedback sub-committees to present their final reports and/or recommendations. The facilities report has been folded into the Finance report, which will be presented at the Joint meeting on January 9th.

Human Resources- Presented by Councilman Barry and Trustee Kimbiz:

Councilman Barry identified the members of this committee being himself, Trustee Kimbiz, Randall Leverette, Don Kerr, Amy Cohen and Ross Pollack. As well as the two specific tasks the group was assigned:

- Review the provisions of all union contracts and recommend common contract language, where needed, that addresses all terms and conditions of employment and benefits.
- Review all terms and conditions of all non-union employees for both Town and Village including benefits packages and recommend a consolidated plan.

The report outlines the number of employees in each department in both the Town and Village and identifies which departments overlap. The group examined the 4 different benefit packages that are offered in the Town based on the union and non-union employees, as well as the number of potential paid days off based on years of employment. The committee felt as though those numbers could be reduced, based on the restructuring of the years of employment. This will save the municipality money over time. The committee also discussed hiring a comptroller with a higher level of financial expertise and well as expertise in Human Resources and Computer & Information Technology, which we do not have right now.

Trustee Kimbiz read aloud the nine recommendations set forth based upon the committee's analysis and input from municipal employees and elected officials.

Don Kerr indicated that these are recommendations that are being made to a future consolidated government and future hires. No action will be affecting current employees, current government.

Trustee Kimbiz indicated that the reduction in headcount is envisioned as we increase efficiencies and see how things can change and evolve. Employees should be looking at how to make things better.

Randall Leverette stated that if the voters decide against consolidation, these recommendations go nowhere. The committee is not making any value judgments toward any Town or Village employees. There is a potential to create new jobs to do new tasks as a result of consolidation.

Trustee Rhoads requested clarification on the figures in headcount reduction and if the Town considered that when working on the 2013 Budget.

Councilman Barry indicated that the Town's 2013 Budget reflects a cut of the equivalent of 4 full time positions coming from Buildings & Grounds, Recreation and Recycling. Supervisor Zimet indicated that a position vacated by a retiree in the Highway Department will not be filled. The Boards briefly discussed the position of Comptroller/Treasurer and qualifications.

Planning & Zoning- Presented by Consultant to the Village, Curt Lavalla:

Mr. Lavalla read aloud the committee's final report, which focused on the Zoning Board, Planning Board, Zoning Maps, Zoning Terms Defined and Town-Village Planning & Zoning Nomenclature.

There was a brief discussion by Trustee Kimbiz and Basco and Tom Rocco on the Master Plan. Supervisor Zimet indicated that she was not going to work on a Comprehensive Master Plan for the Town outside the Village because that's only half the community.

Mayor West indicated that the recommendations made in this report could be carried out regardless of consolidation. Trustee Rhoads indicated that it would be helpful to know the differences in fee structure, the handling of escrow accounts and the zoning maps for commonality.

Water, Sewer and Other Infrastructure Benefit Districts: Fire, Lighting and Sidewalk- Presented by Carol Roper:

Mrs. Roper read aloud the committee's final report.

Craig Every (Village DPW) asked if services to the public would be lost as a result of the reduction in manpower.

Councilman Barry responded that the report does not recommend cutting positions except through attrition and retirement. Over time we are looking to drive efficiencies.

Trustee Kimbiz indicated that the goal is not to reduce services, but to continue what we have and more.

Mr. Every feels that the Town and Village won't be getting the same dedication from part time employees because it is not their full time bread and butter job.

Jim Gatto (Village DPW) believes that until people actually do the job that the DPW and Highway departments do, no one will know what the efficiencies are. This is not going to work.

Dave Lent (Chair of the Finance Committee) thanked all the members of the sub-committees for all their hard work. But feels there is a hole somewhere. The question is what do we have to change/reconsider in terms of the laws that will cover the whole community? Some laws passed in the Village may not be appropriate for the Town. This needs to be looked at.

An unidentified woman in the audience felt as though the words "part-time" and "out source" in the HR Report are red flags to the people who do jobs that need to be done and need to be respected. Also, felt that we shouldn't be willing to chip away at jobs. Has great respect for the people that work for the Town and Village and believes that we should keep maximum benefits and hours in a full time position.

Lee John Fisher believes that taxpayers should have the right to vote on what happens to New Paltz and that the college kids should not.

Jim Littlefoot asked who was going to look up/pursue the grants that were mentioned. Also asked if the sub committees talked to the Town and Village department heads before all of the reports were completed.

Councilwoman Brown indicated that a \$5,000 stipend was allocated to the Supervisor's assistant to research grants.

Mayor West indicated that the Planning committee and Infrastructure committees did; and the HR committee did not. Supervisor Zimet indicated that the Finance committee spoke with many of the department heads. Mayor West also indicated that the Village uses a consultant to apply for grants when available.

Supervisor Zimet wanted the record to show that she is speaking on behalf of Councilwoman Gallucci who could not attend tonight's meeting due to work. The accusations that were made that Councilwoman Gallucci recommended cutting personnel are not true. She never said or recommended that anyone should lose his/her job.

Community Education & Feedback Committee-Presented by Trustee Basco and Glenn:

The three main parts of the report focus on the Process, Problems encountered to date and Ideas to move forward.

If anyone has questions, they can be emailed to NPConsolidationquestions@gmail.com.

Councilwoman Brown questioned the recommendation of one water district from the Infrastructure report. Trustee Rhoads explained that all the users would pay the same amount regardless of residence in the Town or Village.

Supervisor Zimet indicated that the indebtedness stays with the water district users. The Town users will see a benefit when it becomes one district. All users share improvement costs.

Trustee Rhoads indicated that the Finance report would not be addressing the Town's Sewer 6 problems, which the Town will have to handle.

Supervisor Zimet indicated that the Town tried to address the problems at Sewer 6 and was told by DEC that they do not want the Town to build a new sewer system, but that the Town needs to go into the Village's system. The Town cannot do that due to Annexation. The Town would have to annex into the Village to become part of the Village system. We need to know where we are going with consolidation before we can bond and solve the indebtedness.

A motion was made by Trustee Rhoads to accept all the committee reports as presented. Seconded by Trustee Kimbiz, all aye votes cast, motion carried.

A motion was made by Supervisor Zimet to accept all the committee reports as presented. Seconded by Councilwoman Brown who indicated that they are just being accepted, not adopted. Councilman Logan indicated that he does not agree with some of the things in the reports. Mayor West indicated that by accepting the reports, we are basically thanking the committees for turning in their homework. All aye votes cast, motion carried.

At 9:25 p.m. a motion was made by Trustee Rhoads to adjourn. Seconded by Mayor West. Supervisor Zimet questioned why there would not be board discussion now that the reports have been accepted.

It was decided that since the Finance Committee will do its' presentation on January 9th, an additional meeting (and possibly a snow-date for the 9th) will be scheduled for January 15th at Village Hall from 7:30-9 p.m. for the Boards to discuss all the reports. If anyone has questions between now and the next meeting, they should be emailed to the chairs of the committees. Mayor West indicated that there would be no live camera on the 15th.

At 9:40 p.m. a motion was made by Trustee Rhoads to adjourn the meeting. Seconded by Mayor West, all aye votes cast, motion carried.

At 9:40 p.m. a motion was made by Councilman Logan to adjourn the meeting. Seconded by Councilman Barry, all aye votes cast, motion carried.

Respectfully Submitted,

Rosanna Mazzaccari
Town Clerk