



AGENDA

**Regular Village Board Meeting
Monday, May 18, 2026 – 5:00 p.m.**

**(Website Posting 5/13/26)
updated & posted 5/14/26**

PLEDGE OF ALLEGIANCE

I. Call Meeting to Order

REGULAR BOARD MEETING

II. Clerk Items

- a. Approve - Regular Board Meeting Minutes – May 4, 2026
- b. Approve - LPBA Memorandum of Agreement
- c. Approve - Temporary Parking Permit Regulations
- d. Approve - Parking Violations Updates

III. Treasurer Items

- a. Approve - Warrant Affidavit #20 – 2025-26

IV. New Business

V. Old Business - discussion on NBT lot public bathrooms

VI. Mayor Items

VII. Commissioner Reports

VIII. Public Comment/Press Questions

IX. Adjourn



**Lake Placid Village, Inc.
Village Board Meeting Minutes
Monday, May 4, 2026**

Minutes of the Lake Placid Village Board of Trustees Regular Meeting held on the above date at 5:00 pm in the Board Room on the first floor of the Municipal Hall, 2693 Main Street, Lake Placid, NY and via videoconferencing.

Present:	Art Devlin	Mayor
	Jackie Kelly	Deputy Mayor
	Katie Brennan	Trustee
	Andrew Quinn	Trustee
	Marc Galvin	Trustee
	Anita A. Estling	Clerk
	Janet Bliss	Attorney
Others:	Darci Whitney	Code Enforcement Officer
	Mary Kissane	Attorney
	Rick Preston	Town Supervisor
	Leslie Bishop	
	Molly Brennan	
Excused:	Mindy Goddeau	

Mayor Devlin opened the organizational meeting at 5:00 pm and presided over the meeting starting with the Pledge of Allegiance led by Molly Brennan.

Lake Placid Village, Inc.
Regular Board Meeting
Monday, May 4, 2026

Clerk Items

ORGANIZATIONAL AND REGULAR BOARD MEETING MINUTES – APRIL 6, 2026

Resolution #75 - 2026

On motion by Trustee Quinn, seconded by Trustee Galvin the Board duly resolved as follows: -

To approve the minutes of the April 6, 2026, Organizational and Regular Board Meeting as presented by the Village Clerk.

Trustee Quinn, Trustee Kelly and Trustee Galvin voted AYE
Trustee Brennan ABSTAINED

REGULAR BOARD MEETING MINUTES – APRIL 20, 2026

Resolution #77 - 2026

On motion by Trustee Brennan, seconded by Trustee Kelly, the Board duly resolved as follows:

To approve the minutes of the April 20, 2026, Regular Board Meeting as presented by the Village Clerk.

Trustee Kelly, Trustee Brennan and Mayor Devlin voted AYE
Trustee Quinn and Trustee Galvin ABSTAINED

STATEMENT OF QUALIFICATIONS BID, ENGINEERING PLANNING GRANT #2286

Resolution #78 - 2026

On motion by Trustee Kelly, seconded by Trustee Quinn, the Board duly resolved as follows: -

To award the Statement of Qualifications Bid for Engineering Professional Services for Engineering Planning Grant #2286 to Suozzo, Doty and Associates.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

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AUTHORIZED REPRESENTATIVE FOR ENGINEERING PLANNING GRANT #2286

Resolution #79 - 2026

On motion by Trustee Kelly, seconded by Trustee Brennan, the Board duly resolved as follows:

To approve Treasurer Mindy Goddeau as the authorized representative to execute the agreement for Engineering Planning Grant #2286, and any and all other contracts, documents, and instruments necessary to bring about the project and to fulfill the obligations under the Grant Agreement.

The question of the adoption of the foregoing resolution was duly put to vote on a roll call, which resulted as follows:

Art Devlin	VOTING <u>AYE</u>
Jackie Kelly	VOTING <u>AYE</u>
Marc Galvin	VOTING <u>AYE</u>
Andrew Quinn	VOTING <u>AYE</u>
Katie Brennan	VOTING <u>AYE</u>

The foregoing resolution was thereupon declared duly adopted.

AUTHORIZE LOCAL MATCH FOR ENGINEERING PLANNING GRANT #2286

Resolution #80 - 2026

On motion by Trustee Brennan, seconded by Trustee Kelly, the Board duly resolved as follows:

To approve the local match of \$10,000 to be used for the Engineering Planning Grant #2286, authorized to be appropriated from the General Budgeted Funds.

The question of the adoption of the foregoing resolution was duly put to vote on a roll call, which resulted as follows:

Art Devlin	VOTING <u>AYE</u>
Jackie Kelly	VOTING <u>AYE</u>
Marc Galvin	VOTING <u>AYE</u>
Andrew Quinn	VOTING <u>AYE</u>
Katie Brennan	VOTING <u>AYE</u>

The foregoing resolution was thereupon declared duly adopted.

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MEUA SEMI-ANNUAL MEETING, MAY 21- 22, 2026, SYRACUSE, NY

Resolution #81 - 2026

On motion by Trustee Kelly, seconded by Trustee Brennan, the Board duly resolved as follows: -

To approve Art Devlin, Jackie Kelly, Katie Brennan, Kimball Daby, Chris Fadden, Mindy Goddeau and Meghan Lahart to attend the MEUA Semi-Annual Meeting, May 21 – 22, 2026 in Syracuse, NY with expenses paid for by the Village.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

MEUA SEMI-ANNUAL MEETING DELEGATE RESOLUTION

Resolution #82 - 2026

On motion by Trustee Kelly, seconded by Trustee Brennan, the Board duly resolved as follows: -

WHEREAS, the Village of Lake Placid, New York, is a municipal member of the Municipal Electric Utilities Association of New York State, and

WHEREAS, the Semi-Annual Meeting of the Municipal Electric Utilities Association of New York State has been called on May 21, and May 22, 2026, to be held at the Embassy Suites by Hilton Destiny USA, 311 Hiawatha Blvd. W, Syracuse, NY 13204 and,

WHEREAS, in accordance with the bylaws of the Municipal Electric Utilities Association of New York State, each municipal member may cast one vote on each transaction properly brought before this meeting,

NOW THEREFORE BE IT RESOLVED that Kimball Daby be and is hereby designated as the accredited delegate of the Village of Lake Placid, New York.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

PORSCHE CONFERENCE RADIO CONTROLLED CAR RACE

Resolution #83 - 2026

On motion by Trustee Kelly, seconded by Trustee Brennan, the Board duly resolved as follows: -

To hold a radio controlled car race on public property in the vicinity of the Mirror Lake Beach during the Porsche Conference in June 2026.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

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PORSCHE CONFERENCE BANNERS, JUNE 13 – 20, 2026

Resolution #84 - 2026

On motion by Trustee Brennan, seconded by Quinn, the Board duly resolved as follows: -

To approve the hanging of ten banners promoting the Porsche Conference, June 13 – 20, 2026, pending final approval of a sponsor name on the banners.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

MEMORIAL DAY PARADE REQUEST

Resolution #85 - 2026

On motion by Trustee Brennan, seconded by Trustee Kelly, the Board duly resolved as follows: -

To approve the American Legion Post 326's Memorial Day Parade request, with police and fire department participation, for Monday, May 25 at 11:00 am with ceremonies at the Post at approximately 11:20 am. Brief street closures have been worked out with the police department.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

CANAM BANNERS, SUMMER SEASON

Resolution #86 - 2026

On motion by Trustee Brennan, seconded by Trustee Kelly, the Board duly resolved as follows: -

To approve CanAm Banners hung for the following dates:

1. June 11-14, 2026 - Thursday through Sunday (Adult Camp & Family Camp)
2. June 28-July 4, 2026 - Sunday through Saturday (Youth Camp)
3. July 5-11, 2026 - Sunday through Saturday (Youth Camp)
4. July 12-18, 2026 - Sunday through Saturday (Youth Camp)
5. July 20-25, 2026 - Monday through Saturday (Youth Camp)

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

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NBT SINFONIETTA ICE CREAM TRUCK, AUGUST 12

Resolution #87 - 2026

On motion by Trustee Galvin, seconded by Trustee Brennan, the Board duly resolved as follows:-

To approve NBT Bank to have an ice cream truck parked across the street from Mid's Park during the August 12, 2026 Sinfonietta performance to distribute free ice cream on behalf of show sponsor, NBT Bank.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

CYBERSECURITY POLICY

Resolution #88 - 2026

On motion by Trustee Kelly, seconded by Trustee Brennan, the Board duly resolved as follows: -

To approve the following Cybersecurity Policy:

The Village of Lake Placid is committed to protecting the confidentiality, integrity, and availability of its information systems and data. The Village shall maintain reasonable administrative, technical, and physical safeguards to prevent unauthorized access, misuse, or disruption of municipal systems, whether accessed through Village-owned or personal devices. All Village officials, employees, and authorized users are responsible for adhering to cybersecurity best practices, including safeguarding credentials, recognizing and reporting suspicious activity, and using Village technology resources only for authorized purposes.

The Village shall implement and maintain procedures to detect, respond to, and recover from cybersecurity incidents, including compliance with all applicable New York State reporting requirements and timelines. The Mayor, and/or Village Clerk shall oversee implementation of this policy, including coordination with designated IT personnel or service providers, annual cybersecurity training for all personnel, and periodic review of cybersecurity practices to address evolving risks and legal requirements.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

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TENNIS TOURNAMENT, MAY 25, 2026

Resolution #89 - 2026

On motion by Trustee Brennan, seconded by Trustee Kelly, the Board duly resolved as follows: -

To approve Matt Murphy to hold a doubles tennis tournament on the Village Courts on Sunday, May 25, open to the public, with entry fees to go a local charity. He will be working with the Rotary Foundation and will provide liability insurance.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

Treasurer Items

WARRANT AFFIDAVIT #19 – 2024-25

Resolution #90 – 2026

On motion offered by Trustee Brennan, seconded by Trustee Galvin, the Board duly resolved as follows:-

To approve the payment of Warrant Affidavit #19 – 2025-26 as submitted by the Village Treasurer and reviewed by Trustee Kelly. The affidavit is included below:-

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LAKE PLACID VILLAGE, INC.
2693 Main Street, Lake Placid, New York 12946
Phone: 518-523-9952, Fax: 518-523-1362
www.villageoflakeplacid.ny.gov

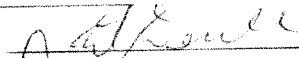
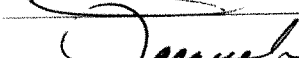
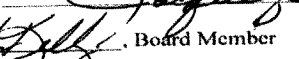
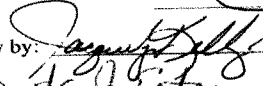
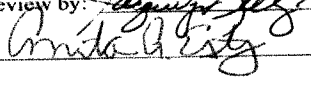
AFFIDAVIT #19 2025-2026

We, the undersigned, acting as a Board of Auditors to the Village of Lake Placid, NY
do approve that the Village Treasurer is authorized to issue checks as per the presented
and approved Warrant and is also authorized to make the following transfers as listed
Below based on the warrants approved at the Board Meeting on **May 4, 2026**

Checks and bank drafts for 04/21/2026-05/04/2026 for Fiscal Year 2025-2026:
Check #'s 68456-68528

<u>TOTAL WARRANT OF ITEMS PRESENTED</u>	\$	1,201,251.31
PLUS: UTILITY REFUND CKS =	\$	195.61
<u>TOTAL WARRANT AND REFUNDS</u>	\$	1,201,446.92
GENERAL (A1) FUND: A1-0001-0200	-\$	288,215.21
HUD REVOLVING LOAN (CM) 0001-0200	-\$	0.00
ELECTRIC (EE) FUND: EE-0001-0200	-\$	717,706.55
WATER (FX) FUND: FX-0001-0200	-\$	71,361.20
SEWER (G3) FUND: G3-0001-0200	-\$	123,128.35
CAPITAL (H8) FUND: H8-0001-0200	-\$	840.00
TRUST & AGENCY (TA): TA-0001-0200	-\$	0.00

Date: May 4, 2026

 , Mayor
 , Trustee
 , Trustee
 , Trustee
 , Trustee
Audit Review by:  , Board Member Date: 5/4/2026
Attest:  , Village Clerk

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

Old Business

Trustee Kelly reminded everyone that Village Cleanup Day is next Saturday, May 9.

EXECUTIVE SESSION

Resolution #91 - 2026

On Motion made by Trustee Kelly seconded by Trustee Quinnn, the Board duly resolved as follows:

To enter into executive session to discuss litigation at 5:14 p.m.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

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RETURN TO REGULAR SESSION

Resolution #92 - 2026

On motion made by Trustee Galvin, seconded by Trustee Kelly, the Board duly resolved as follows:

To conclude the executive session of the Board Meeting at 5:41 pm.

Trustee Quinn, Trustee Kelly, Trustee Brennan and Trustee Galvin voted AYE

ADJOURNMENT

With no further business to come before the Board, a motion to adjourn was made by Trustee Kelly, seconded by Trustee Quinnn and the meeting was adjourned at 5:43 pm.

Respectfully submitted,

Anita A. Estling
Village Clerk

5/11/26 INITIAL DRAFT

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is entered into by and between the representatives for the **Village of Lake Placid** (hereinafter "Employer") and the **Lake Placid Police Benevolent Association**, (hereinafter "PBA"), for all full and part-time police officers, affiliated with the **New York State Union of Police Associations, Inc.**, (hereinafter "NYSUPA") and referred collectively as the parties.

WHEREAS, the Village and the PBA are parties to a collective bargaining agreement, which has an expiration date of **July 31, 2025**, (hereinafter "CBA"); and

WHEREAS, the parties have now reached an agreement as of the date of execution of this MOA on the terms and conditions for a successor CBA for the period of **August 1, 2025 through July 31, 2027**, and wish to memorialize their understanding, in writing, pending the signing of a new CBA; and

WHEREAS, upon execution of this MOA by the representatives of both the Village and PBA, the parties agree to comply with the following:

1. This MOA is subject to ratification by the PBA first (1st), and then legislative approval by the Village Board as set forth herein. All parties who sign this MOA shall support and endorse it for ratification by their respective bodies.
2. All terms and conditions of the CBA, which has an expiration date of **July 31, 2025**, shall remain in full force and effect except as agreed to be modified herein.
3. The PBA shall hold a ratification vote no later than **May 14, 2026**.
4. Upon a majority vote of the members of the PBA of this MOA, the Mayor and Treasurer Goddeau shall be notified, in writing by NYSUPA, of its successful passage or failure.
5. In the event that the majority of members of the PBA vote for ratification to support this MOA, the Mayor shall then place this matter on the agenda for its next regularly scheduled or special meeting of the Village Board, after written notification of successful passage by NYSUPA is received, to be held no later than **May 18, 2026**, at which its ratification vote of this MOA shall be conducted.
6. After the successful ratification by the PBA and Village Board, all new terms and conditions shall be implemented **no later than the second (2nd) full pay period** following the Village Board's successful ratification vote, except those for which this MOA specifically provides for an alternate date of implementation. All terms and conditions that have no specific implementation date, shall become effective on the first (1st) date of the CBA, **August 1, 2025**.

1. **HOUSEKEEPING** – Delete all dates no longer applicable, and mutually agreed upon. Make grammatical and spelling corrections throughout the Agreement mutually agreed upon.

2. **ARTICLE 3 – BASE WAGES** (p. 2 and Appendix “A”, pp.21-22)

Section 1 – SCHEDULE OF BASE WAGES

See Appendix “A”

Section 2 – FIELD TRAINING OFFICERS – Amend to read as follows:

(+\$1.25/hr.)	(+\$1.25/hr.)
<u>8/1/25</u>	<u>8/1/26</u>
(+\$3.25/hr.)	(+\$4.50/hr.)

NEW Section 3 – Longevity Schedule – Add the following to read as follows:

In addition to the employees Base Wage, an employee shall also be paid longevity at Step 7 Starting 7th Year Base Wage Schedule, to be paid in equal payments each pay period, and the hourly rate shall be added to the employees Base Wage hourly rate and included in the straight time hourly rate for the calculation of overtime, as follows:

	<u>8/1/25</u>	(+\$250.00) <u>8/1/26</u>
Step 7-9	+\$1,000.00 +\$1.48/hr.	+\$1,250.00 +\$1.60/hr.
Step 10-12	+\$1,500.00 +\$1.72/hr.	+\$1,750.00 +\$1.84/hr.
Step 13-15	+\$2,000.00 +\$2.96/hr.	+\$2,250.00 +\$3.08/hr.
Step 16-18	+\$2,750.00	+\$3,000.00
And Above	+\$1.33/hr.	+\$1.44/hr.

3. **ARTICLE 6 – WORK SCHEDULES** (pp. 4-5)

Section 1 – Delete in its entirety and renumber accordingly.

Section 5 – SHIFTS – Add the following new paragraph to read as follows:

- a) Effective **July 1, 2026**, the Chief of Police or designee shall assign shifts, based on seniority for employees and part-time employees, once a year in July, for the period August 1st to July 31st.

Section 6 – TWELVE HOUR SHIFT

- b) Amend to read as follows:

	(+.75/hr.)	(+\$.75/hr.)
<u>(N/C)</u>	<u>8/1/25</u>	<u>8/1/26</u>
Night Shift (6:00 p.m. to 6:00 a.m.)	+\$2.10/hr.	+\$2.85/hr.

- d) Amend to read as follows:

An employee or part-time employee who works on a holiday, as set forth in Article 8, Section 2, shall be paid two times (2X) his/her hourly rate of pay for all hours, or part thereof worked, plus pay for twelve (12) hours at their regularly hourly rate. An employee who does not work on a holiday, shall have the option to be paid twelve (12) hours or any part thereof of his/her hourly rate, or to place the twelve (12) hours or any part thereof in his/her Escrow Account to pay for retiree health insurance not paid for by the Village.

- g) Amend to read as follows:

An employee may switch his/her shift day(s) and/or shift(s) with the prior approval of their Supervisor or the Chief of Police, which shall not be unreasonably denied. An employee may volunteer to be switched to an open shift based on greater seniority. If no employee volunteers to change a shift(s) and/or similar day(s), then the Chief of Police or designee shall have the right to move an employee based on lesser seniority, starting with the least senior employee. However, such involuntary moves in a shift(s) and/or shift days shall be on at least seven (7) calendar days' notice to the employee, and shall not occur more than two (2) times each calendar month.

4. ARTICLE 7 – PAYMENT FOR TIME WORKED (pp. 5-6)

Section 1 – Sergeant's differential, see Appendix "A".

Section 3 – Insert "one hundred and sixty (160)" where "eighty (80)" appears, and delete "and any hours in excess of forty (40) hours on the books as of the end of the fiscal year, will be paid no later than two (2) payroll periods after the end of the fiscal year." appears in the 1st paragraph. (NOTE: Refers to compensatory time).

5. ARTICLE 8 – LEAVE PROVISIONS (pp. 7-10)

Section 1 – VACATION AND ELIGIBILITY FOR VACATIONS

- a) The parties agree to meet after the MOA is ratified by both parties and before the “Red-Lined” Draft Agreement is sent, to reconcile “working days” and “weeks” to be consistent..
- c) Insert “three hundred” (300) where “one hundred and eighty (180)” appears. Delete the last sentence. The parties agree to meet after the MOA is ratified by both parties and before the “Red-Lined” Draft Agreement is sent, to reconcile “working days” and “weeks” to be consistent..
- f) Amend to read as follows:

An employee may cash out one (1) week of vacation time each year, or may convert it to sick leave for purposes to pay for health insurance on retirement not paid for by the Village. The Village will issue separate checks to employees upon request. The checks will be treated as “supplemental wages” and subject to applicable tax withholding based on the employee’s W-4 on file with the Village. The parties agree to meet after the MOA is ratified by both parties and before the “Red-Lined” Draft Agreement is sent, to reconcile “working days” and “weeks” to be consistent..

Section 2 – HOLIDAYS

- a) The following Holidays shall be recognized: (N/C)

- | (N/C) | (N/C) |
|--------------------------------------|----------------------|
| 1. New Year’s Day | 8. Election Day |
| 2. Martin Luther King Jr.’s Birthday | 9. Veterans Day |
| 3. President’s Day | 10. Columbus Day |
| 4. Memorial Day | 11. Thanksgiving Day |
| 5. Juneteenth | 12. Christmas Eve |
| 6. Independence Day | 13. Christmas Day |
| 7. Labor Day | |

The above Holidays shall be celebrated on the actual date, or nationally recognized date. (N/C)

- d) Amend as follows:

- | (N/C) | (N/C) |
|------------------|------------------|
| <u>8/1/25</u> | <u>8/1/26</u> |
| 1. Christmas Day | 1. Christmas Day |

Section 3 – SICK LEAVE

- a) Amend to read as follows:

An employee who is sick, or injured not due to a line of duty injury and/or illness, shall be entitled to use his/her sick leave accumulation. An employee shall also be entitled to use his/her sick leave accumulation for illness and/or injury of an immediate family member (spouse, domestic partner, child, parent). No part-time employee shall accumulate sick leave.

- b) Amend to read as follows:

Insert “two hundred and forty (240)” where “one hundred and eighty (180)” appears. **(NOTE: Refers to accumulation of working sick leave days.)**

- c) Amend to read as follows:

An employee upon retirement, shall be entitled to apply all of his/her unused/accumulated sick leave towards the payment of the retiree health insurance premium not paid for by the Village.

6. ARTICLE 10 – PART-TIME EMPLOYEES (pp. 11)

Section 3 – Amend to read as follows:

	(+\$2.50/hr.)	(+\$2.50/hr.)
	<u>8/1/25</u>	<u>8/1/26</u>
Day Shift:	\$30.00/hr.	\$32.50/hr.
Night Shift:	\$31.00/hr.	\$33.50/hr.

Delete the last paragraph – See Article 8 – Leave Provisions – Section 2

7. ARTICLE 13 – HEALTH AND HOSPITAL INSURANCE (pp. 10-12)

Section 1 – Discussion required on the 1st paragraph before a proposal may be submitted.

2nd paragraph – Insert “seven thousand dollars (\$7,000.00)” where four thousand five hundred dollars (“\$4,500.00”) appears, and “five thousand dollars (\$5,000.00)” where three thousand dollars (“\$3,000.00”) appears. **(NOTE: Refers to health insurance buyout amounts).**

Section 3 – Retiree Health Insurance

- b1) Add the following to read as follows:

Any employee who receives a disability retirement from the New York State Police and Fire Retirement System for an injury and/or illness related to his/her employment, shall receive one hundred percent (100%) of the individual and/or two (2) person and/or family health insurance premium paid by the Village. All paid leave accumulation by the employee shall be returned to the Village without compensation to the employee.

- c2) Delete the schedule for employees **hired after August 1, 2011.**
- c4) Insert “two hundred and forty (240)” where “one hundred and eighty (180)” appears. **(NOTE: Refers to use of accumulative sick leave being applied towards the retiree health insurance calculation.)**
- d) Insert “two hundred and forty (240)” where “one hundred-eighty (180)” appears. **(NOTE: Refers to payment of accumulated sick leave in the event of death if the employee advised the Village of pending retirement.**

8. ARTICLE 14 – UNIFORM ALLOWANCE (p. 15)

Section 1 – Amend to read as follows: (NOTE: Refers to the uniform and/or cleaning allowance amounts after completion of 1 year of service.)

(+\$75.00)	(+\$75.00)
<u>8/1/25</u>	<u>8/1/26</u>
\$875.00	\$950.00

Provide for pro-rated payment to employees after they complete their Police Academy Certification for remainder of the fiscal year.

Section 3 – Amend to read as follows: (NOTE: Refers to the Detective Uniform and/or Cleaning Allowance.)

The Detective(s) uniform and/or cleaning allowance shall be as follows:

(+\$75.00)	(+\$75.00)
<u>8/1/25</u>	<u>8/1/26</u>
\$875.00	\$950.00

Modify payment of uniform and/or cleaning allowance to debit card to be used to purchase uniforms, clean uniforms and purchase equipment at vendors of the employee's choice.

Section 5 – Amend to read as follows: (NOTE: Refers to part-time employees uniform allowance who works a minimum of 400 hours the previous fiscal year.

(+\$50.00)	(+\$50.00)
<u>8/1/25</u>	<u>8/1/26</u>
\$300.00	\$350.00

9. **ARTICLE 21 – DURATION OF AGREEMENT** (p. 17)

Insert “2025” and “2027” where “2022” and “2025” appears. (NOTE: Refers to a 2 year Agreement).

APPENDIX “A” (pp. 21-22)

BASE WAGE SCHEDULE

Amend the Base Wage Schedule as follows:

(NEW)	(Revised)	(Mkt. Adj.)	(4.0%)
<u>Step</u>	<u>Years of Service</u>	<u>8/1/25</u>	<u>8/1/26</u>
	Starting w/o BMPTC Certification (NEW)	\$47,630*	\$49,535
1	Starting 1 st Year	\$22.90/hr. \$56,035** \$26.94/hr.***	\$23.82/hr. \$58,276 \$28.02/hr.
2	Starting 2 nd Year	\$57,096 \$27.45/hr.	\$59,380 \$28.55/hr.
3	Starting 3 rd Year	\$58,053 \$27.91/hr.	\$60,375 \$29.03/hr.
4	Starting 4 th Year	\$58,469 \$28.11/hr.	\$60,808 \$29.24/hr.
5	Starting 5 th Year	\$59,051 \$28.39/hr.	\$61,413 \$29.53/hr.
6	Starting 6 th Year	\$61,506 \$29.57/hr.	\$63,966 \$30.75/hr.
7	Starting 7 th Year	\$63,170 \$30.37/hr.	\$65.697 \$31.59/hr.
8	Starting 8 th Year	\$63,918 \$30.73/hr.	\$66,475 \$31.96/hr.
9	Starting 9 th Year	\$64,397 \$30.96/hr.	\$66,973 \$32.20/hr.
10	Starting 10 th Year	\$65,042 \$31.27/hr.	\$67,644 \$32.52/hr.
11	Starting 11 th Year	\$65,624 \$31.55/hr.	\$68,249 \$32.81/hr.
12	Starting 12 th Year	\$66,269 \$31.86/hr.	\$68,920 \$33.14/hr.
13	Starting 13 th Year	\$66,893	\$69,569

		\$32.16/hr.	\$33.45/hr.
14	Starting 14 th Year	\$71,656	\$74,522
		\$34.45/hr.	\$35.83/hr.
15	Starting 15 th Year	\$73,447	\$76,385
		\$35.31/hr.	\$36.72/hr.
16	Starting 16 th Year	\$75,283	\$78,295
		\$36.19/hr.	\$37.64/hr.
17	Starting 17 th Year	\$77,165	\$80,252
		\$37.10/hr.	\$38.58/hr.
18	Starting 18 th Year	\$79,094	\$82,258
	And Above	\$38.03/hr.	\$39.55/hr.

NEW * Upon hire, an employee who is Starting without Bureau of Municipal Police Training Council (BMPTC) certification, shall be paid at the above Base Wage for his/her first (1st) twenty-six (26) weeks of employment. Those Starting without BMPTC certification shall be paid at 85% of the Step 1 – Starting 1st Year Base Wage. Upon Starting with his/her twenty-seventh (27th) week of employment, he/she shall move to and be paid at Step 1 Starting 1st Year Base Wage, and move to Step 2 Starting 2nd Year and so on accordingly.

****** The above annualized Base Wage is for informational purposes only. (N/C)

******* Amend to read as follows:

The above hourly rate represents the annualized Base Wage divided by 2080 hours, and is the exact hourly rate to be paid, and used in the calculation of the overtime hourly rate for all overtime hours worked. In the event the employee is being paid longevity as set forth in Article 3 – Base Wage, Section 3 - Longevity, the hourly rate therein shall also be included with the Base Wage Hourly Rate and used in the calculation of the overtime hourly rate for all overtime hours worked.

******** Amend to read as follows:

The parties have included a new Starting without BMPTC Base Wage as set forth above. Additionally, the parties have agreed a Market Adjustment to the Steps from the 8/1/24 Base Wage Schedule to attract new employees, and retain existing employees. Additionally, the 8/1/24 Base Wage Schedule was compressed from Starting 25th Year and Above to Starting 18th Year and Above. Step 15 - Starting 15th year through Step 18 - the Starting 18th Year and Above reflect a 2.5% differential from the previous Step (e.g., 15 over 14, 16 over 15 and so on.)

1. Amend to read as follows:

An employee who has completed less than fourteen (14) years of service at the time of appointment to Sergeant, shall be paid a 2.5% differential over and above Step 15 – Starting 15th Year of the Base Wage Schedule, and shall move to and be paid a 2.5% differential above Step 16 – Starting 16th Year on his/her anniversary date of appointment as a Sergeant, and so on to Step 18 – Starting 18th Year and Above. The following provides for the calculation of the Sergeant's Base Wage:

	<u>8/1/25</u>	<u>8/1/26</u>
Step 15	\$75,283	\$78,295
	\$36.19/hr.	\$37.64/hr.
Step 16	\$77,165	\$80,252
	\$37.10/hr.	\$38.58/hr.
Step 17	\$79,094	\$82,258
	\$38.03/hr.	\$39.55/hr.
Step 18	\$81,071	\$84,314
	\$38.98/hr.	\$40.54/hr.

An employee who has completed fifteen (15) or more Years of Service at the time of appointment to Sergeant, shall be paid a 2.5% differential over and above Step 18 – Starting 18th Year and Above of the Base Wage Schedule. The following provides for the calculation of the Sergeant’s Base Wage:

<u>8/1/25</u>	<u>8/1/26</u>
\$81,071	\$84,314
\$38.98/hr.	\$40.54/hr.

2. Amend to read as follows:

All employees shall be moved and be paid Step payments based on their date of hire (Anniversary date) with the Employer, as set forth in Appendix “B” attached hereto and made a part of this Agreement.

3. **Lateral Transfers** – Amend the heading as follows: **Lateral Transfers and/or Resignation Reinstatement**. Amend to read as follows:

All civil service lateral transfer employees shall be placed on the Base Wage and Longevity Schedules, as well as benefits (e.g. vacation, seniority, etc.) pursuant to existing law. All resignation reinstatement employees shall be placed on the Base Wage and Longevity Schedules based on all of their prior credited police service, to also include vacation, which shall be credited upon hire. (e.g. has 7 years and 6 months of prior credited police service, placed at Step 8, and 6 months later moves to Step 9. Vacation days shall be provided as set forth in Article 8 – Leave Provisions, Section 1, Vacation and Eligibility for Vacation based on all of the employees prior credited police service).

- NEW 4. Sign On Bonus** – An employee **hired on or after May 19, 2026 through May 18, 2028**, shall receive a “sign on bonus” of ten thousand dollars (\$10,000.00), in addition to his/her Step movement on the Base Wage Schedule, to be paid as follows:

Hired May 19, 2026 – May 18, 2028

- Paid \$2,500.00 one (1) year later from date of hire, less applicable taxes in that pay period (e.g., hired 7/1/26 – paid in pay period of 7/1/27); then
- Paid \$2,500.00 two (2) years later from date of hire, less applicable taxes in that pay period (e.g., hired 7/1/26 – paid in pay period of 7/1/28); then
- Paid \$2,500.00 three (3) years later from date of hire, less applicable taxes in that pay period (e.g., hired 7/1/26 – paid in pay period of 7/1/29); then
- Paid \$2,500.00 four (4) years later from date of hire, less applicable taxes in that pay period (e.g., hired 7/1/26 – paid in pay period of 7/1/30); last payment).

There shall be no pro-rated “sign on bonus” paid in the event of separation. The employee is required to be on the payroll each year of his/her hire date, in order to be paid the “sign on bonus” herein. Effective **at midnight on May 18, 2028**, this section shall no longer be in effect for anyone hired on or after **May 19, 2028**.

APPENDIX “B”

EXPLANATION OF BASE WAGE PLACEMENT AND MOVEMENT

Amend #'s 1,2 and examples accordingly based on #2 in Appendix “A”



Temporary Parking Permit Regulations

Applicable to all work zones within Village limits, including Main Street

1. NYSDOT Work Permit Required

- Any activity that affects or encroaches upon **Main Street** (a New York State roadway) or any other **state highway** within the Village of Lake Placid **requires a valid NYS Department of Transportation (DOT) Work Permit**
- This includes but is not limited to the placement of:
 - Dumpsters and roll-off containers
 - Dump trailers and dump trucks
 - Man-lifts and aerial work platforms
 - Equipment trailers and construction staging materials
- Proof of an approved DOT Work Permit must be submitted to the Village **before** any Village permit is issued
- DOT permit applications and guidance are available at: <https://www.dot.ny.gov>

2. Village Permit Requirements

- In addition to the DOT Work Permit, a Building Permit issued by the Building Department and a **Temporary Parking Permit** is required for **any construction vehicle or equipment placed in or on** a street, sidewalk, parking space, or right-of-way within the Village
- Permits must be visibly displayed on the equipment

3. Placement and Location Rules

- Construction vehicles and equipment may **not** be placed on Main Street or in metered parking areas **without a DOT Permit, Building Permit and Temporary Parking Permit.**
- No equipment may block:
 - Fire hydrants
 - Crosswalks or curb ramps
 - Driveways, sidewalks, or building entrances
 - ADA-accessible paths
 - Line-of-sight for drivers or pedestrians
- Equipment must be aligned **parallel to the curb** and as close to the construction site as safely possible

4. Restricted Days and Peak Periods

- **Main Street must be kept clear of all construction vehicles, dumpsters, equipment, and trailers** during the following times, unless otherwise approved in writing by the Village:
 - **Fridays from 7:00 a.m. through Mondays at 7:00 a.m.**
 - **Recognized holidays** (including Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day)
 - **Known peak periods**, including:
 - Holiday periods
 - Major special events (e.g., Ironman, Lacrosse, Empire State Games or other high-tourism dates as identified by the Village and Building Department.)

- Exceptions may be granted for emergency infrastructure work or time-sensitive projects but **require prior approval** from both the Village Board and, if applicable, the NYS DOT
- Any equipment or vehicles found in violation during restricted periods shall be subject to **removal, civil fines, and permit suspension**

5. Village Board Approval Requirement

- All applications for a Temporary Parking Permit for Contractors shall be subject to review and approval by the Village Board. No permit will be issued prior to receiving such approval. Applicants must submit all required documentation at least two weeks in advance of the requested permit start date to allow sufficient time for Board consideration

6. Hours of Operation

- Construction activity is limited to **7:00 a.m. – 7:00 p.m.** unless an extended use permit is granted
- **Overnight storage** of equipment in public areas is prohibited unless explicitly permitted

7. Safety and Visibility Standards

- All equipment must be:
 - Barricaded with cones or fencing
 - Equipped with reflective tape or safety flags
 - Lowered and secured when not in use (e.g., man-lifts)

8. Dumpster and Dump Trailer Rules

- Dumpsters and trailers must:
 - Be covered when not in active use
 - Have **reflective markers** on all corners
 - Be placed over **protective padding** (e.g., plywood) to prevent surface damage

9. Cleanliness and Damage Liability

- Contractors are responsible for:
 - Keeping the area free of trash and debris
 - Cleaning up all material spills or runoff
 - Repairing damage to pavement, curbs, or infrastructure

10. Enforcement and Penalties - Non-compliance with parking permit regulations shall be treated as a civil violation. The municipality may issue citations, assess fines, and, where applicable, revoke or suspend permits. Continued violations may result in additional penalties, including towing or other enforcement actions as permitted by law

- Unauthorized placement of construction vehicles or equipment is subject to:
 - Immediate removal and towing at the owner's expense
 - Civil Fines of up to **\$500 per day** per violation
 - Suspension of Village permits

11. Fees

	<u>Dumpsters</u>	<u>All Others</u>
• Daily Fee: (7:00 a.m.-7:00 p.m.)	\$ 50.00	\$ 30.00
• Weekly Fee (valid Monday 7:00 a.m. to Friday 7:00 a.m.)	\$250.00	\$200.00
• Extended Weekly Fee – applies to dumpsters and equipment parked over restricted periods (with prior approval)	\$500.00	\$425.00

**The application for the Construction/Equipment Parking Permit can be made with the
Village Clerk, 2639 Main Street, Lake Placid, New York 12946
Monday to Friday 10:00 a.m. – 3:00 p.m.**

Proposed updates in *italics*:
Chapter 217 – Parking

Article II

Parking, Standing and Stopping

§ 217-12 Penalties for offenses.

Any person who shall violate or refuse to comply with any of the provisions of this article shall be punished by a fine of \$35, except for § 217-5, which shall be punished by a fine of \$130, and § 217-9, which shall be punished by a fine of \$130. *Any fine remaining unpaid after thirty (30) days from the date of issuance shall incur an additional late fee of ten dollars (\$10.00) per violation for each successive fifteen (15) day period until the violation is satisfied in full."*

Article III

Permit Parking

§ 217-14 Penalties for offenses.

Any person who shall violate or refuse to comply with any of the provisions of this article shall be punished by a fine of \$35. *Any fine remaining unpaid after thirty (30) days from the date of issuance shall incur an additional late fee of ten dollars (\$10.00) per violation for each successive fifteen (15) day period until the violation is satisfied in full."*

Article IV

Metered Parking

§ 217-26 Penalties for offenses.

[Amended 6-4-2018 by L.L. No. 2-2018]

Any person who shall violate or refuse to comply with any of the provisions of this article shall be punished by a fine of \$35. If the fine is not paid within 30 days, a late charge of \$10 will be assessed per violation. *Any fine remaining unpaid after thirty (30) days from the date of issuance shall incur an additional late fee of ten dollars (\$10.00) per violation for each successive fifteen (15) day period until the violation is satisfied in full."*

Article VII

§ 217-34 Penalty amendments.

The Board of Trustees of the Village of Lake Placid may establish, amend or modify the penalties for violations of this chapter, a local law for parking regulations, by order, rule or regulation, which order, rule or regulation shall take effect immediately and shall be entered in the minutes and made a part of the record of the Board of Trustees of the Village of Lake Placid.