

Minutes

Lake Placid Village Board Meeting

Monday, September 24, 2012

5:30 p.m. – Town Hall

Present: Mayor Randall, Trustees Curtis, Holderied, Leon & Devlin, Village Attorney Janet Bliss, Chuck Finley, Chris Morris, and Mary Fran Merrill.

Mayor Randall opened the meeting at 5:30 p.m. with the Pledge of Allegiance.

People on Agenda to Speak – none.

Approval of the Minutes

Motion by Trustee Devlin, seconded by Trustee Leon and carried to accept and approve the minutes of the September 10th, 2012 Village Board Meeting and Public Information Session on Parkside Drive as presented by the Village Clerk.

Authorize and Approve CSEA Memorandum of Agreement

Motion by Trustee Holderied , seconded by Trustee Curtis and carried to accept and approve the MOA with CSEA for the August 1, 2012 to July 31, 2014 Collective Bargaining Agreement dated September 10, 2012.

Motion by Trustee Devlin, seconded by Trustee Holderied and carried to authorize the Mayor, or Deputy Mayor, to sign the contract once approved by Labor Attorney Brian Kremer. Retroactive pay from August 1, 2012 to date is authorized to be paid by the Village of Lake Placid on the next payroll (Oct. 4, 2012).

Out of Darkness Walk 2012

Motion by Trustee Devlin, seconded by Trustee Holderied and carried to authorize the Out of Darkness Walk on Sunday, October 7, 2012 around Mirror Lake and also hereby grant the parking spaces requested in front of the oval for this event.

Proclamation

WHEREAS, the entire community can effect positive change with any action, no matter how big or small; and

WHEREAS, suicide is a statewide and national health problem and suicide prevention efforts should be developed and encouraged to the maximum extent possible to encourage those in need to seek the life-saving help and assist survivors of suicide; and

WHEREAS, the community of Lake Placid will hold the “OUT OF DARKNESS COMMUNITY WALK” on October 7, 2012, a very important fundraising event which supports the American Foundation for Suicide Prevention, which is the leading not-for-profit exclusively dedicated to understanding and preventing suicide through research and education, and to reaching out to people with mood disorders and those impacted by suicide.

NOW, THEREFORE, I, Craig H. Randall, as Mayor of the Village of Lake Placid, do hereby proclaim that this weekend October 7th, 2012 be declared “Suicide Prevention Weekend” with the “North Country Out of Darkness Walk” in Lake Placid, and urge my fellow citizens to participate and support this fundraising walk to help raise both awareness and funds for research and treatment of those with mental illness.

MEUA Fall Engineering Workshop

Motion by Trustee Curtis, seconded by Trustee Leon and carried to authorize up to four (4) members of the Lake Placid Municipal Electric Dept. to attend the MEUA Fall Engineering Workshop in E. Syracuse, NY on November 7-8, 2012, with all necessary expenses to be paid for by Lake Placid Village, Inc.

MEUA Accounting and Finance Workshop

Motion by Trustee Curtis, seconded by Trustee Leon and carried to authorize Peter Kroha, Virginia Partridge and Peggy Mousaw to attend the MEUA Accounting and Finance Workshop in E. Syracuse, NY on November 15-16, 2012, with all necessary expenses to be paid for by Lake Placid Village, Inc.

Songs at the Lake 2013

The Songs Committee is requesting the use of Mids Park for seven concert dates for the summer 2013(our 8th!) concert series. The dates requested are Tuesdays: July 2, 9,16,23,30, and August 6, 13, 2013.

The committee is again also seeking permission to set up an information and sale table that would include Songs t-shirts and band CD's with a sponsor banner in front of our table as we did in 2012. In addition, we would like approval to again place 3 banners along the rails outside the merchandise and VIP area and place a Songs At Mirror Lake banner behind the band on stage. These banners are set up and taken down only on the day of a concert. We feel that visibility of the sponsor's names is vital to maintaining and increasing our budget. The budget is a key to the caliber of musicians we seek.

We also had two companies sponsor the VIP area and the performer area and are asking for that opportunity again. That included signage on the EZ up tents that we use in those areas and an

additional banner. The VIP area is in the upper turret, and the performer tent is to the side of the stage.

The Songs at Mirror Lake Concert Series is a worthwhile and well received all-volunteer and community based effort, please support our request.

I am also hopeful that a maintenance program can be initiated to keep Mids Park clean and green. There were weeds that needed to be eliminated both in the planting areas and at the bottom of the main retaining wall. The Plants needed trimming and mulch. The picnic tables were sometimes dirty as well as the garbage cans. We provided through Casella recycling containers for the duration of the series that kept the recyclables out the waste stream, which I think the Village should provide. All of these efforts would keep Mids Park looking good.

Trustee Leon encourages recycling!

Motion by Trustee Curtis, seconded by Trustee Devlin and carried to authorize the Songs at the Lake Concert Series requests above for the 2013 season.

LP Pub & Brewery 5K Run

Motion by Trustee Curtis, seconded by Trustee Holderied and carried to authorize LP Pub & Brewery 5K Run to be held on Sunday, October 7, 2012, on the backside of Mirror Lake and surrounding neighborhoods. Insurance Certificate to be provided to the Village Clerk prior to the event.

Enter HUD Housing VMS August 2012

Mayor Randall said at this time, I'd like to enter into the minutes the HUD Housing VMS filing for August 2012 into the minutes.

A copy of the HUD Housing VMS for August 2012 is annexed hereto and made a part hereof as Exhibit 1 to these minutes.

Approval of Revised Warrants

This item was tabled for further explanation from the Village Treasurer.

Approval of Warrant #4 of 2012-13

Mayor Randall read the following warrant into the minutes, line-by-line, as follows:

LAKE PLACID VILLAGE, INC.

2693 Main Street, Lake Placid, New York 12946

Phone: 518-523-2597, Fax: 518-523-1321

www.villageoflakeplacid.ny.gov

AFFIDAVIT #4 2012-2013

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 **September 24, 2012**.

**Check #39495-39572: plus ACH for 09/07/12-09/19/12 for Fiscal Year 2012-2013:
Docket #'s 312053- 312333**

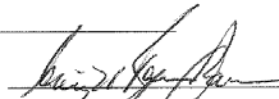
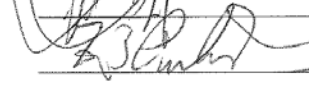
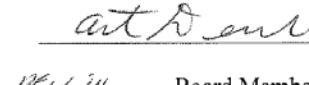
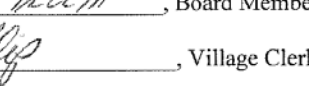
TOTAL WARRANT OF ITEMS PRESENTED: \$ 619,348.56
TOTAL WITH ELECTRIC REFUND CHECKS = \$500.00 - \$619,848.56

DEBIT: VOUCHERED EXPENSE ACCOUNTS

CREDIT:

CASH - GENERAL (A1) FUND: A1-001-0200	-\$	\$411,955.65
CASH - SECTION 8, HUD (CD): CD-0001-0200	-\$	\$ 172.13-
CASH - HUD REVOLVING LOAN (CM) 0001-0200	-\$	\$ - 0-
CASH - ELECTRIC (EE) FUND: EE-0001-0200	-\$	\$160,849.22
CASH - WATER (FX) FUND: FX-0001-0200	-\$	\$ 21,143.56
CASH - SEWER (G3) FUND: G3-0001-0200	-\$	\$ 25,228.00
CASH - CAPITAL (H8) FUND: H8-0001-0200	-\$	\$ - 0 -
CASH - TRUST & AGENCY (TA): TA-0001-0200	-\$	\$ -0-

Date: 9-24-12

_____, Mayor
_____, Trustee
_____, Trustee
_____, Trustee
_____, Trustee

Audit Review by: ART MULLIN, Board Member Date: 9-24-12

Attest: K McElroy, Village Clerk

The warrant was reviewed by Trustee Devlin in the Village Clerk's office on Monday, September 24, 2012 and he recommended the bills be processed and paid in the normal fashion.

Motion by Trustee Devlin, seconded by Trustee Holderied and carried to accept and approve Warrant #4 of 2012-13 in the amount of \$619,848.56, as presented and authorize payment of all bills listed.

AUD Filing for 2011-12

Please be advised the Lake Placid Village, Inc. has completed and properly filed the 2011-2012 Annual Update Document ("AUD") on September 19, 2012. The Constitutional Tax Limit form was filed on May 30, 2012.

These documents are available at the Village Treasurer's office, 1st Floor – Town Hall, 2693 Main Street, Lake Placid, NY 12946.

COMMISSIONER REPORTS

Trustee Devlin reported the following:

Old Military Road project is moving forward – the 12", 8" and 6" water lines are all hooked up.

The sidewalk on Main Street in front of the old firehouse is done.

DPW is stockpiling sand for the winter.

DPW is starting the sidewalk in Pine Hill this week.

The Fence at the WWTP is on schedule.

Trustees Curtis and Holderied reported the fire house addition is moving forward. Working with Verizon on the radio room.

Resolution in Support of Removal of the Train Tracks

Trustee Curtis said I want to bring something up tonight. I'd like the Village Board to consider making a resolution, as the Town Board did last week, in support of removal of the train tracks. In fact, I'll make this request in the form of a motion now!

Motion by Trustee Curtis, be it resolved the Village of Lake Placid hereby supports the Town of North Elba resolution to request the removal of the train tracks between Lake Placid and Saranac Lake in order to permit the development of a multi-use recreational trail. Trustee Holderied seconded the motion.

Under Discussion:

Trustee Curtis continued by saying the train, to me is just a big consumer of money. Its nice nostalgia and I realize we're the end of the line and there's other towns along the line, but if the

Town of North Elba's made a resolution, if the Village makes a resolution in support of it then we see where the other towns are on this issue. We got elected to step up. My opinion is the train is a nice piece of history, but if we could get snowmobiling, skiing, hiking and biking and all the activities to go with the recreational trail summer and winter, I think that will go a lot more to attract than that train. I think the train is something people do on a rainy day. I see it all the time at the fire house. There's never anyone on there unless its raining!

Trustee Holderied said I can't really believe the numbers in all of these studies have shown about the income from the multi-use trail. But, it would be way more than what the train brings us now.

Trustee Leon noted Jim McCulley and Tony Goodwin of ARTA has approached the Village Board, but I am surprised that we've not really heard of any of the train supporters? I wonder why they haven't made their case?

Trustee Devlin said I don't really think its our place to step up on this issue. If we're going to have an election in March, put a referendum on the issue and let the voters make their own decision. I don't really see where my opinion should count towards something like this when its not our vote to make.

Trustee Holderied said I disagree. The Village has a representative democracy.

Trustee Devlin said the Village taxpayers expect us to make decisions on the things it has control over, like buying a new fire truck. The Village has no say in whether the train tracks stay or go.

Trustee Leon said I agree with Artie. The residents need to make their voices heard. Although I rarely agree with Bob Miller, the more money that is being dumped into the train as Zay mentioned, could be better spent on recreational trails. Although, I'm not sure how you could have snowmobiling and skiing on the same trail at the same time, but I'm sure that could all be worked out so it was safe for everyone on the trail. That's a conversation for somewhere down the road.

Trustee Holderied said I think other towns and villages are just waiting for someone to act first.

Trustee Curtis said I think all the towns and villages are running for political cover all the way down the line! I think its time for us to stand up and take a stand!

Trustee Devlin said I disagree. I respect your opinion, but I disagree. I haven't heard anything from anyone on either side of the issue.

Trustee Leon said I have heard from some people and they seem to support the idea of removing the tracks.

Mayor Randall said, in my opinion, I feel this resolution is premature. I am also upset that I wasn't even given the heads up that this was being introduced at the meeting tonight. Frankly,

the sponsor of this resolution could have picked the phone up, or come and found me, he does for everything else!

Trustee Curtis said when I spoke with Peter today, he was going to talk with you first.

Mayor Randall said I am very displeased about the way this issue has come up this evening. Apparently, you had a meeting on the street over the weekend and decided to bring this up tonight. I think its premature, and its premature for several reasons. I've had discussions with people in Albany. I also had a telephone discussion with the Mayor of Tupper Lake. Tupper Lake has made an investment to encourage the expansion of the Adirondack Scenic Railroad. The position in Albany is that the tracks will likely remain. NCREDC views the corridor as the only railroad right-of-way that still runs through the heart of the Adirondack Park. At this point, the only group this board had heard from is ARTA, and I believe North Country Association is preparing a presentation of its own. It seems to me, that for an issue like this, the communities that are affected by the rail all the way down the line should be involved in some sort of public discussion or public referendum. I, myself, would like to hear from my constituents and not simply rely on the report of two individuals that have a particular direction they want something to go. I also agree with the Town Supervisor. It will be years before the State decides to remove the tracks.

Trustee Curtis said this is not about what two individuals want. I've been hearing about this for 2-3 years at Rotary Club and other civic organizations for and against removing the tracks.

Trustee Devlin asked is the Rotary Club adopting a resolution?

Trustee Curtis said the Rotary Club doesn't make resolutions. Listen, this is my opinion. I think we should make this resolution. The Town of North Elba took a stand. Let's put it to a vote and see if it passes, if not and I get shot in the foot, then so be it!

Trustee Devlin said I don't really want to pass a resolution just to pass a resolution! I don't know that I'm necessarily opposed to the resolution I'm against taking a position at this time.

Trustee Curtis said we have a motion and a second for a resolution that's on the table right now. If you aren't comfortable with this resolution, then vote no or table it, either way, whatever happens, happens!

Trustee Holderied said I think we should vote on it.

Trustee Leon said while I support the resolution, I do agree with Mayor that there is a large amount of information on both sides of the issue and I guess we need to make a choice.

Mayor said is there anything else anyone would like to add? If not, there's a motion on the table which has been made and seconded and at this time we'll put to a vote.

All those in favor voting aye: Trustee Curtis, Trustee Holderied and Trustee Leon

All those voting no: Trustee Devlin and Mayor Randall

The Resolution is duly passed by a 3-2 vote.

Adopt Health Insurance Resolutions for Employees and Retirees Under 65

Mayor Randall explained for the past year, the Village has been in the process, through its Collective Bargaining Agreements with the various unions, of moving the employees to a new Excellus High Deductible Plan for health insurance. This plan will benefit both the Village of Lake Placid and the employees as the premium cost is substantially less for both the Village and the employee(s). There is a deductible for a single person of \$2,600.00, and the 2 person and family deductible is \$5,200.00. In order to transition the Village employees to this high deductible coverage, the Village of Lake Placid will fund the deductibles at 90% each for all employees and retirees under 65 years of age. Not all Village employees are covered by Collective Bargaining Agreements, therefore, its necessary for the Village Board to adopt the following resolutions for employees under the age of 65 covered under the Personnel Policy Manual and Retirees past, present or future under the age of 65 covered under the Personnel Policy Manual and/or a Collective Bargaining Agreement.

Health Insurance Resolution for Employees eligible for health insurance pursuant to the Personnel Policy Manual who are not represented by any employee organization:

Motion by Trustee Leon, seconded by Trustee Devlin and unanimously carried as follows:

NOW, THEREFORE, BE IT RESOLVED that, notwithstanding any inconsistent terms contained in the Village Personnel Policy Manual and any previous resolutions of the Village Board, the following shall be the policy of the Village of Lake Placid regarding the provision of health insurance benefits to those employees eligible for health insurance pursuant to the Personnel Policy Manual who are not represented by any employee organization

1. Effective January 1, 2013, all employees eligible for health insurance coverage, except as set forth below, shall be required to enroll in the Excellus BCBS High Deductible Plan (\$2600/\$5200 deductibles) with prescription co-pays of \$5/\$35/\$70. Each year the Village will fund \$2340 into a Health Savings Account for an employee on the single plan and \$4680 for an employee on a two-person or family plan while such employee is enrolled in the Excellus BCBS High Deductible Plan.
2. In December of the calendar year prior to the calendar year in which the employee will reach the age that he/she becomes eligible for Medicare, each employee shall enroll in the Excellus Blue EPO Option K Plan and coverage shall continue for each such employee in said plan throughout the employee's employment. Upon enrollment in the Excellus Blue EPO Option K plan, the employee shall no longer receive any contributions to any Health Savings Account.

3. There shall be no health insurance plans paid for or provided by the Village to its active employees other than as set forth herein.

4. Any employee, otherwise eligible for coverage, with coverage available to him/her from another source and electing not to participate in the Village health insurance program shall receive an annual payment of \$2,000.00 if eligible for individual coverage or \$4,500.00 if eligible for two-person or family coverage. Any such employee must notify the Village of his/her intention in December of each year to be effective the immediately following January 1. Payment shall be made in December of the year in which the employee did not have coverage. Once an employee elects not to participate in any year, such employee may not rescind such election until the following year unless the employee no longer has other health insurance coverage. Employees electing not to participate in the Village's health insurance program shall not receive any contribution to a Health Savings Account.

5. The foregoing shall apply to all current and future employees eligible for health insurance pursuant to the Personnel Policy Manual. This resolution shall supersede any inconsistent terms contained in the Personnel Policy Manual and any inconsistent resolutions of the Village Board. This resolution shall remain in effect until further action by the Board.

Health Insurance Resolution for Retirees (past, present & future) eligible for health insurance pursuant to the Personnel Policy Manual and/or any collective bargaining agreement:

Motion by Trustee Leon, seconded by Trustee Devlin and unanimously carried as follows:

NOW, THEREFORE, BE IT RESOLVED that, notwithstanding any inconsistent terms contained in the Village Personnel Policy Manual and any prior resolutions of the Village Board, the following shall be the policy of the Village of Lake Placid regarding the provision of health insurance benefits to past, present, and future retirees eligible for health insurance pursuant to the Personnel Policy Manual and/or any collective bargaining agreement:

1. Effective January 1, 2013, all retirees of the Village of Lake Placid, except as set forth below, shall be required to enroll in the Excellus BCBS High Deductible Plan (\$2600/\$5200 deductibles) with prescription co-pays of \$5/\$35/\$70. Each year the Village will fund \$2340 into a Health Savings Account for a retiree on the single plan and \$4680 for a retiree on a two-person or family plan while such retiree is enrolled in the Excellus BCBS High Deductible Plan.

2. In December of the calendar year prior to the calendar year in which the retiree will reach the age that he/she becomes eligible for Medicare, each retiree shall enroll in the Excellus Blue EPO Option K Plan and coverage shall continue for each such retiree in said plan until the retiree reaches the age that he/she becomes eligible for Medicare. Upon enrollment in the Excellus Blue EPO Option K plan, the retiree shall no longer receive any contributions to any Health Savings Account.

3. Upon reaching the age that he/she becomes eligible for Medicare, the retiree must enroll in Medicare and enroll in Excellus Medicare Supplement Plan C and the Simply Prescriptions Plan.

4. In the event a retiree is enrolled in Medicare but the retiree's spouse has not reached the age that he/she becomes eligible for Medicare, the Village will provide coverage to the retiree as set forth in Paragraph 3 above and coverage to the spouse through the Excellus High Deductible Plan referenced in Paragraph 1 above until the end of the calendar year prior to the calendar year in which the spouse will reach the age that he/she becomes eligible for Medicare. In December of the calendar year prior to the calendar year in which the spouse will reach the age that he/she becomes eligible for Medicare, the spouse shall enroll in the Excellus Blue EPO Option K Plan and coverage shall be provided under that plan until the spouse becomes eligible for Medicare at which time he/she must enroll in Medicare and enroll in Excellus Medicare Supplement Plan C and the Simply Prescriptions Plan. A spouse receiving coverage through the Excellus High Deductible Plan referenced in Paragraph 1 above will receive an annual contribution to a Health Savings Account in the amount of \$2340. A spouse receiving coverage through the Excellus Blue EPO Option K Plan will not receive any contribution to a Health Savings Account.

5. In the event any retiree or retiree's spouse shall fail to enroll in Medicare and Excellus Medicare Supplement Plan C and the Simply Prescriptions Plan upon becoming eligible for same, the Village shall immediately terminate all coverage and such retiree and/or retiree's spouse shall receive no further health insurance from the Village.

6. There shall be no health insurance plans paid for or provided by the Village to its retirees other than as set forth herein.

7. The foregoing shall apply to all current retirees and employees retiring hereafter. This resolution shall supersede any inconsistent terms contained in the Personnel Policy Manual and any inconsistent resolutions of the Village Board. This resolution shall remain in effect until further action by the Village Board.

Executive Session:

Motion by Trustee Curtis, seconded by Trustee Holderied and carried to enter into Executive Session to discuss personnel matters at 6:45 p.m.

Motion by Trustee Leon, seconded by Trustee Devlin and carried to return to the regular meeting at 7:25 p.m.

Approval of Dept. Head & Non-Union Raises

Motion by Trustee Curtis, seconded by Trustee Devlin and carried to authorize the following 2% raises for Dept. Head and Non-Union raises, retroactive to August 1st, 2012, and to be processed in the October 4, 2012 payroll as follows:

Non-Union Employees:

Stacey Tempestilli	\$19.73 per hour
Alisa Patnode	\$14.83 per hour
Virginia Huber	\$14.13 per hour

Dept. Heads:

Peter Kroha, Electric Superintendent	\$94,941.00
Peggy Mousaw, Treasurer	\$81,512.00
Brad Hathaway, DPW Superintendent	\$78,500.00
Bill Moore, Chief of Police	\$74,234.00
Stuart Baird, WWTP Superintendent	\$70,734.00
Brad Jaques, Head Fire Driver	\$62,969.00

Adopt Resolution – Water/Sewer Depts. under DPW Dept.

Mayor Randall said the Village Board has been discussing for some time now, how to best use the talents of both Brad Hathaway and Stuart Baird in the Water and Sewer Depts. As you know, Lyle Holzer will be retiring in October of 2012 and we have been trying to come up with the best solution to replace him, and at the same time bring the Sewer Dept. back under the Water Dept., which is currently referred to as the DPW Dept. Years ago, both the Water and Sewer were under one umbrella, but for various reasons, different licenses necessary throughout the years for both plants, together with personality differences, they were separated into two separate departments. Brad Hathaway currently has a 1A license necessary to operate the Water Treatment Plant. Stuart Baird is currently of obtaining a 2A license within the next 6 months. We are hoping with the existing staff of (water, sewer and highway) the DPW could maintain both the Water Treatment Plant, as well as the Sewer Treatment Plant. Its hoped that existing staff could continue to work towards required licenses necessary and thereby have the chance to advance within their specific areas of specialty. Basically, we are trying to replace the Water Treatment Plant Operator with the qualified staff we already have in our departments.

Trustee Curtis noted Stuart Baird is an excellent plant operator and I think we could use his talent at the Water Treatment Plant.

Trustee Holderied asked will Lyle Holzer come back and work part time?

Mayor Randall said I think if Lyle Holzer comes back it would be on a per diem basis, just as needed, to help out in certain instances. I would also like it if Peter Holderied would continue to work as a commissioner, as Jason is already a DPW commissioner. I think that would be very helpful for now.

Trustee Leon noted there will be some upgrades coming at the Water Treatment Plant with software and we'll need Stuart's expertise.

Motion by Trustee Curtis, seconded by Trustee Leon and unanimously carried to place the Sewer Dept. (WWTP) Department and all employees under the DPW Dept., effective immediately.

Retirement of Lyle Holzer, Water Treatment Plant Operator

Mayor Randall said, at this time, I accept the notification from New York State Retirement that Lyle Holzer's last day of employment for the Village of Lake Placid will be October 25, 2012 and his retirement date is October 26, 2012. Lyle will be using up some vacation and other benefit time beginning October 1st, 2012. Lyle has been an exceptional Water Treatment Plant Operator for the past 12 years for the Village of Lake Placid, and for the Town of Wilmington for the 20 years prior to joining the Village. On behalf of the Village Board, we thank Lyle Holzer for his expertise and dedication to the Water Treatment Plant and wish him much happiness in his retirement!

Appoint Stuart Baird Chief Water Treatment/Sewer Treatment Plant Operator

I, Craig H. Randall, as Mayor of Lake Placid Village, Inc., do hereby appoint Stuart Baird as Chief Water Treatment/Sewer Treatment Plant Operator for the Lake Placid Village, Inc., effective on October 26, 2012 on the date of Lyle Holzer's retirement.

The appointment was moved by Trustee Curtis, seconded by Trustee Leon, with a pay increase effective immediately of \$5,000.00 in addition to the 2% raise stated above, for an annual salary of \$75,234.00. The Village Board hereby authorizes the additional pay raise of \$5,000.00 once Stuart Baird has obtained his 2A Water License approximately six (6) months from this date.

Approval of Brad Hathaway's DPW Superintendent Pay Increase

Mayor Randall explained in the process of making the many changes here tonight, one of the items we need to address is increasing Brad Hathaway's salary. Brad now has three Village Depts. under his supervision and we need to compensate him for this position. We have many projects under way at the present time and Brad is very involved with the engineers, and in particular will be taking on a major task in the Trunk Sewer Line project. People in the community have commented that Brad should be in charge of all departments in the Village, however, you can only ask one person to do so many things! We are fortunate Brad has agreed to this arrangement. This board has tried to make our Village departments more efficient. As

people retire, or perhaps leave for other reasons, we have been trying to find ways to eliminate positions without eliminating employees. We feel this is an excellent opportunity to do just that. Between Brad Hathaway's expertise, Stuart Baird's expertise and all the employees of the DPW Dept., we feel this is the right move for the Village at this time.

Motion by Trustee Curtis, seconded by Trustee Holderied and unanimously carried to authorize a pay increase effective immediately of \$10,000.00 in addition to the 2% raise stated above, for an annual salary of \$88,500.00.

The Village Board members said congratulations to both Brad and Stuart!

There being no further business to come before this meeting, motion by Trustee Curtis, seconded by Trustee Devlin and carried to adjourn the meeting at 7:45 p.m.

Kathryn McKillip

Village Clerk