

**MINUTES OF THE REGULAR BOARD MEETING OF THE TOWN BOARD OF THE TOWN OF THURMAN, NEW YORK HELD DECEMBER 08, 2021 AT THE THURMAN TOWN HALL, 311 ATHOL ROAD, ATHOL, NEW YORK COMMENCING AT 6:30 PM.....**

**PRESENT: Mr. Randy Galusha, Councilman**

**Mrs. Joan Harris, Councilwoman**

**Mr. Douglas Needham, Councilman**

**Mrs. Susan Shepler, Supervisor**

**ABSENT: Mr. Ed Brown, Councilman**

**RECORDING SECRETARY: Susan E Staples**

**PLEDGE OF ALLEGIANCE TO THE FLAG:**

**ROLL CALL:**

The meeting started with a review of the claims at **6:30 pm.**

~~Councilman Needham arrived at 6:34 pm. Councilwoman Harris arrived at 6:42 pm.~~

The meeting was called to order at **7:07 pm.**

**Discussion: Supervisor Shepler** noted I would like to request a moment of silence for all of those from Thurman who have passed since our last Board Meeting.

**A Moment of Silence was observed.**

**Discussion: Supervisor Shepler** noted Town of Thurman Supervisor's Report December 08, 2021. Gleaning for the month of January will be held on Monday January 03, 2022. The volunteers are still asking that all remain outside and to give the volunteers their bags to be filled. The Thurman Landfill has closed the CD on Sunday November 28, 2021, until further notice. The Thurman Christmas Basket Committee will be putting together the Gift Baskets for our Senior Citizens on Friday December 10, 2021, at the 9:30 am here at the Town Hall. They will gladly accept donations of baked goods for the Baskets. Please contact Paula Hubert with any questions 518-623- 2263. It has been my pleasure to have served the Residents of the Town of Thurman for the past two years. I would like to wish the new administration good health and good luck going forward. It is my personal wish that everyone has a very Merry Christmas and a Happy Healthy New Year. Thank you. I would like to move into the Harris House, the inspector report. For those of you that have not read it, just to do a quick overview, they have found asbestos in the bathroom. In the tile in the floor in there. They also have not been able to do the basement due to flooding in the basement. I have contacted **Pat Wood** at the Highway Department and he does not have the necessary equipment to do it. I therefore contacted Warren County, Mr. Hajos, they do not have the equipment to do it. He has suggested....**Mary Eddy** interrupted noting to do what. **Supervisor Shepler** responded to pump out the basement. He then suggested I contact the Fire Department which Scott Mosher contacted me. And due to liability insurance, they are no longer permitted, any fire department is no longer permitted to pump out basements or anything. So, it was suggested that the County might have a contract with a Septic Company which I found out today they no longer have, and they suggested that I contact Brayley Noxon which I did to get a trash pump. Brayley

Noxon has a trash pump for \$50.00 a day to rent. They have the intake hose from inside the basement, and they have the exterior hose to go out to the drainpipe. So, for \$50.00 a day we can get the basement pumped because we have to pump it in order to move forward with Spectrum's report because they have to be able to access the basement to determine if there is anything with asbestos that is downstairs. I don't know what the Board feels about it, but that is the.... Or we could contact Spectrum and they can have a company come in and do it, but I think it would cost us a whole lot more than \$50.00 a day. **Councilman Galusha** noted just so the Public is aware in the report what they are saying is because the basement was flooded, they couldn't access it and so all materials in the basement are assumed positive until tested and proven otherwise. So that means they are going to treat everything as if it was asbestos in that basement which means that could cost us a lot of money if they treat it that way. **Supervisor Shepler** responded yeah. **Councilman Galusha** continued noting so if we rent the pump who is actually going to do work of dewatering the basement and.....**Supervisor Shepler** interrupted noting I have spoken with **Pat Wood** and provided there are not storms they would be willing to assist us. **Councilman Needham** noted with the water you more or less have to schedule when they are going to come and inspect it. You pump it (inaudible) it is just going to fill back up. **Supervisor Shepler** interrupted noting you are absolutely right, yup. **Councilman Galusha** responded right. You have got to do it.....**Councilman Needham** continued noting to coincide with the inspection. **Councilman Galusha** replied right. I guess the only thing I would question is you know here we are in the winter months. Does it really make sense to be tackling this right now because are we even going to do anything with it in the winter because even if we resolve this issue, and even if we pass a Resolution in the future to demolish it the C&D site is closed. So, we can't actually demolish it until next summer. **Supervisor Shepler** interrupted noting that is right. She continued noting well but we may not be able to be the ones who do the demolition because of the asbestos in the bathroom. They have to go in and they have to.....The asbestos demolition team has to go in there and remove that. Then if there is anything in the basement, they have to remove that also. **Councilman Galusha** responded i'm actually not an expert on this, but I am quickly becoming one because it is costing me a lot of money. I am right in the middle of an asbestos abatement project myself. **Supervisor Shepler** interrupted noting sorry. **Councilman Galusha** continued noting and it is costing a lot of money. So, what happens once they identify something you get a contractor who does asbestos abatement, but they only remove what is identified containing asbestos. **Supervisor Shepler** responded yes. **Councilman Galusha** continued noting the remainder of the building will be there. Which will be 95 to 99% of the building is still going to be there and we are still going to be responsible for the demolition ourselves, and so that I presume is all going to go to our own C&D sight. I mean I can't imagine why we would take it anywhere else. **Supervisor Shepler** responded if there is no asbestos it certainly can. **Councilman Galusha** continued noting yeah once the asbestos is removed. So, once again that demolition is not going to happen until that C&D site opens back up next Spring. **Supervisor Shepler** responded my question to you is why couldn't they go in and remove the asbestos that we have after they have done the basement. Because you don't want them to keep coming back. Because it will cost us a small fortune for that. **Councilman Galusha** responded they are actually two different entities. The entity that does the sampling is, does the asbestos survey is one entity. **Supervisor Shepler** interrupted noting yes. **Councilman Galusha** continued noting but then you are actually going to contract with somebody to do the abatement which is a separate entity. **Supervisor Shepler** interrupted noting that is correct. **Councilman Galusha** continued noting and depending on their schedule and their availability I mean you are going to pay more money to get it done sooner than to just get on their schedule. I mean the guys that I talked to the

likelihood of getting it done sometime in the next few weeks is probably slim because they have got pretty full schedules. So, I mean.....**Supervisor Shepler** responded but getting on the schedule I think is what is important. **Councilman Galusha** responded yeah, I can see getting the asbestos abatement done, but I just, I think that we are creating a bigger challenge for ourselves trying to dewater the basement in the winter months. Depending on when it becomes.....When the people doing the sampling become available. If it is freezing weather and you have got to set up a trash pump to dewater and all that stuff it just makes it harder on everybody. And I don't see necessarily a reason why we need to push to do this right now. I mean I think it can wait until next Spring, and make.....**Supervisor Shepler** interrupted noting that is fine, but just remember last Spring when we were in there we had water. **Councilman Galusha** responded oh yeah. **Supervisor Shepler** continued noting up our shoes if you remember correctly walking around so I think the water is an issue. I don't know that this is going to go away very fast, the water. **Councilman Galusha** responded no it is not. **Supervisor Shepler** continued noting it was really....I never have seen it anything like this. **Councilman Needham** noted there is a lot of water in there right now. **Councilman Galusha** noted I agree there was. We can push ahead and do it now if that is what the Board wants to do, but I just don't know.....With Winter months coming the Highway Crew is going to be busy you know with all the Highway stuff. Plowing and getting ready for all that. I just don't.....Tasking them with one more thing at a time when it is harder to do than when the weather is warm I don't.....**Supervisor Shepler** responded then you get into Spring and there is other duties and responsibilities that are placed upon them, and also including the contracts with the County. So, I mean I don't know if there is ever a really good time. **Councilman Galusha** responded right. **Supervisor Shepler** continued noting but I think that you know if we at least have gotten rid of the asbestos, and we can't get rid of the asbestos until they done the basement. So, once they have done that testing down there and if there is any then they can flag it so that when we do have a company come in, they can just do the removal all at once. **Councilman Galusha** noted one other thing as I understand it the building is unheated right now correct. **Supervisor Shepler** responded that is correct. **Councilman Galusha** continued noting so if they do asbestos abatement, we are going to pay for them to do the heating of the building because they are not going to work in a cold building. I know right now they are doing mine and they have to heat it so that.....I mean for them to work in the Winter months and to have to close the building up and heat it and do all that stuff because you have to seal any operable window. So, any window that can be opened they have to seal all of that stuff. So, I think everything is just going to add to the cost of it. Probably would be cheaper to do it next summer, but we can certainly push ahead and get it done. You are going, we are going to have to get bids from 3 different contractors and.....**Supervisor Shepler** interrupted noting they will make the recommendations for the contractors for us to look at. The ones that (inaudible). **Councilman Galusha** interrupted noting and none of them are cheap. **Supervisor Shepler** responded but we can be at least grateful that in the main portion of the building it is only the bathroom floor and not more. **Doug** where is the heater located for that building. Is that.....**Councilman Needham** responded the furnace. **Supervisor Shepler** responded yeah. **Councilman Needham** replied between the bathroom and the.....It is right on the wall. **Supervisor Shepler** responded OK; cause didn't there used to be a furnace in the basement. **Councilman Needham** responded years ago possibly. **Supervisor Shepler** responded OK, alright. I just wanted to make sure that wasn't our only source of.....What was down in the basement. So I....It is up to the Board what they would like to do. I would like to contact Spectrum and let them know the Boards decisions and concerns. **Councilman Galusha** noted yeah, I mean if you guys want to go ahead and do it, I have no problem with that as long as we, as long as we agree that if the Highway Department says for whatever

reason Winter is here and they get hit with snowstorms and they don't have the time to do it then we allow them the flexibility to say not they can't get it done. **Supervisor Shepler** responded that is only fair. **Councilwoman Harris** noted so we just give them the commitment if they can do it, they do it. If they can't, they can't. **Councilman Galusha** responded exactly, yes. **Councilwoman Harris** continued noting and at their time. **Councilman Galusha** continued noting we are not on any hard and fast schedule. Whatever we do is a self-imposed schedule. There is nobody telling us we have to do this. **Supervisor Shepler** responded no there is not. So, when it comes time to do it is the Board alright with renting from Braley Noxon at \$50.00 a day? I mean that right now seems to be the only option we've got unless we go with whoever the abatement team uses, and I understand that can be rather costly. **Councilman Galusha** responded assuming that pump, I mean \$50.00 a day seems pretty cheap for a trash pump. And I've got a feeling there is a lot of water coming into that basement, and I think the size of the pump is going to determine whether or not it can keep up with the amount of water coming in. **Councilman Needham** responded I'd say the water is probably going to come in as fast as you pump it out too. **Councilman Galusha** responded yes. **Councilman Needham** continued noting there is a lot of water (inaudible). **Councilman Galusha** responded did they say what size pump. **Supervisor Shepler** responded they didn't say what size pump it was, but I talked to them about the size of the basement. I said it is 1,500 square feet of building. It is an old building, and this is what they recommend we use. They said that you can get additional hoses which was a concern to make it out to the drainage pipe. You know the drainage system out by the road. **Councilman Galusha** responded right. **Councilwoman Harris** asked is there water building up in the cellar. **Supervisor Shepler** responded oh it's....**Joan.....Councilwoman Harris** made an inaudible comment. **Supervisor Shepler** responded see right here. That is looking down. So, it is one, two, three, four steps up. **Councilwoman Harris** responded so the ground froze over water (inaudible). **Supervisor Shepler** responded no, no. That was not the scenario when it eventually happened. I just think that there is a stream is running through the basement. Because even in the Spring....i don't think you were at that meeting when we toured the Harris House. **Councilwoman Harris** responded I wasn't. **Supervisor Shepler** continued noting but the basement **Randy and Mary** were there. **Doug** was there. Water was above my shoes so and it was muddy and mucky. **Councilman Galusha** noted did you ask the inspector if we can buy him a pair of waders. **Supervisor Shepler** responded I didn't. He came in with a pair of waders. **Councilman Galusha** noted he could have used them. **Supervisor Shepler** continued noting and he said when he opened the bulkhead door, he said that he thought twice about it because it was a lot deeper than he had anticipated. He was surprised also. **Councilwoman Harris** asked so will that freeze or will that just cause more damage, cause it to sink. **Councilman Needham** noted it has been like that for years (inaudible). **Councilwoman Harris** responded huh. **Councilman Needham** noted it has been like that for years. The water problem. **Supervisor Shepler** responded the water problem. Alright so let me call Spectrum tomorrow. And let them know that this is what we are running into, and see if we can put it off until mid to late Spring at some point and if everything will hold until we can, until are able to do it. I don't want to see there be a price increase also so. **Councilman Galusha** noted I think we skipped over something, on your agenda. We skipped the privilege of the floor. **Supervisor Shepler** responded I apologize for that. I apologize. That was not my intention. I would like to open up Privilege of the Floor to the Public. Does anybody have anything they would like to say, **Mary**.

**PRIVILEGE OF THE FLOOR:** The following people spoke on the following topics. **Mary Eddy** if the Town Hall was being rented out. How come Lila Walters Memorial couldn't be held here? When did you decide to open the Town Hall, what was the date you decided to open it? Did you discuss with the other

Board Members if you could have opened it for that specific time? Did you discuss it with the Board and ask them? So, you made the decision all by yourself, you didn't call the other Board Members and discuss it with them. Why haven't you discussed the salary of the Bookkeeping and Secretary salary with the Board in a meeting so that you were prepared instead of waiting until the last month and asking to be reimbursed. How did you find out that you could be compensated? The Town Clerk has a code for the Deputy Clerk can you use that money to pay the Clerk? Can you use the Assessor's accounting code to pay him out of that? So, what is the difference. **Keith Parent** asked if there was some sort of a drain in the Harris House. A drain in the basement. Putting a sump pump in there after it is drained would maintain it after it was pumped. He also felt that the fact she couldn't get help was due to the aggravation that was brought on to some of the people that have been here prior to this and are still here that that is probably why there is a problem somewhat as to getting somebody to work. It's unfortunate that you have the extra work, but he was against her being compensated. **Paula Hubert** noted if you spoke to the Attorney, and he agreed then you should be compensated for the hours. **Mary Eddy** asked if the Supervisor had it in writing that she could be compensated. The Supervisor answered no, she didn't, but that **Mr. Galusha** could concur that we had the same conversations. **Councilman Galusha** responded that wasn't going to go there. **Mary Eddy** noted you didn't get it in writing so that it could be put into the minutes. **Keith Parent** continued noting I understand that you did the work and that you may very well be entitled to that compensation, but again in the last several years many people were forced to accept the pay they were given or not get it. Now after all of that that may be why you had trouble finding someone to fill that position. I am not saying that it was. I am just saying that it may have been some peoples thinking. Privilege of the Floor closed at **7:37 pm**.

**Discussion: Supervisor Shepler** noted so now that we have discussed Spectrum I would like to go on and discuss the North Country Janitorial, and in your packet you all have received the letter from North Country Janitorial cutting ties with us in regards to being able to clean at the Town of Thurman anymore. They are as I said in addition to (inaudible) loosing employees for whatever reasons, they cannot staff the Town Hall twice a week. And they cannot even do it once a week because they have got people calling in sick or people quitting. They have to pull them to other places. So unfortunately, we have lost our janitorial services and I would like to suggest that the Board consider putting out an ad for anybody else that would like to come in. I have been given the name of one person, but I haven't contacted them because I want to see what the Board had to say. **Councilman Galusha** responded what is the compensation that we have offered in the past. **Supervisor Shepler** responded the what. **Councilman Galusha** responded what is the compensation. What pay rate. **Supervisor Shepler** responded I think we were talking about..... What did we pay.....I apologize, I didn't bring that information with me. I am trying to think what we paid the private.... **Councilwoman Harris** interrupted noting **Donna**. **Supervisor Shepler** responded yeah, I would have to go back and look so I apologize for not having that with me. **Councilwoman Harris** responded but the.....She quit because you wanted her to only come an hour a day and she had other jobs that.....**Supervisor Shepler** interrupted noting no, no. **Councilwoman Harris** interrupted noting I believe her. **Supervisor Shepler** continued noting she sat here, and she played on phone, and she read books and she did everything else because she said she could get the work done in an hour. And then she said that she had other jobs that paid her more money and that is what she chose to do. I did not allocate her to one hour. She was here for.....**Councilwoman Harris** interrupted noting I didn't say that you allocated her to one hour. I said that you asked her to put one hour a day for 3 days. **Supervisor Shepler** responded no I did not. No, I did not. **Councilwoman Harris** responded I know **Donna** and I don't doubt her. **Supervisor Shepler** responded that is fine **Joan**. I am sorry.

**Councilwoman Harris** continued noting but anyway getting the point that if we are going to hire somebody, they have got to have either a pay raise or something that is going to make them want to be working here. **Supervisor Shepler** responded well they are going to wage (inaudible) if they want to work here. **Councilwoman Harris** responded a what. **Supervisor Shepler** responded they are going to have to be offered a wage. An hourly rate that would entice them to come and stay. And it was 2 days a week. It was Mondays and Thursdays because Tuesday we couldn't do it because of Court. So, it was Tuesdays and Thursdays was the days that we were offering. **Councilman Needham** noted was it 4 days or 4 hours a day. **Supervisor Shepler** responded was it 4. I can't remember if it was 3 or 4. **Councilman Needham** responded a total of 8 or 10 hours wasn't it. **Supervisor Shepler** responded it wasn't 10. It was either 6 or 8 hours, and I don't remember which to be honest with you. **Councilman Needham** asked was there any other Janitorial Services.....**Supervisor Shepler** interrupted noting I asked, and they even said that they even have had Janitorial Services fold because they can't keep the staff. And I was listening to the news tonight and they were saying the same thing about the Visiting Nurses. They don't have Visiting Nurses either. **Councilman Needham** responded that (inaudible). You can't get no help. You are offering more than minimum wages and you still (inaudible). **Supervisor Shepler** responded they are saying they are offering \$17.00 to flip burgers and people are going to flip burgers instead of taking any jobs of substance so. **Councilman Galusha** responded so how much do you think we need to offer in order to get somebody to do the job. I mean what kind of hourly wage do we think is going to entice somebody to take the job. **Councilwoman Harris** responded I pay a cleaner to come \$25.00 an hour. **Councilman Needham** noted that is about the going rate and that is cheap. There are a lot of ladies that do that and that is about what they charge, \$25.00 (inaudible). **Councilman Galusha** responded how much are we spending on North Country Janitorial. **Supervisor Shepler** responded dependent on how many visits there were. **Councilman Galusha** responded I think they were coming twice a week. **Supervisor Shepler** responded right. Two times a week for cleaning as per specifications was \$468.00 a month and that was tax exempt. **Councilwoman Harris** noted 400 and what. **Supervisor Shepler** responded 68 dollars a month. The **Town Clerk** noted for 8 times. Right, for 8 times. Twice a week four times. **Supervisor Shepler** responded 4 times, sometimes there was 5 weeks, so. **Councilman Galusha** noted so 468 times 12 months times 52, so \$108.00 a week, and they were putting in 2 four-hour days. **Supervisor Shepler** responded no, no. The folks who were here last were putting in about an hour and a half was all they were taking because if you've got it down you can run through here really fast mop the floors, vacuum, do the windows....**Councilman Needham** interrupted noting they have their own rugs. Roll them up put new ones down they don't have to (inaudible). **Councilman Galusha** responded OK let's say they come in twice a week for 2 hours so that is going to come out to \$27.00 an hour. **Supervisor Shepler** responded 27 what, I am sorry. **Councilman Galusha** responded \$27.00 an hour. That is what we were paying them. Now they supply cleaning, the chemicals.....**Councilman Needham** interrupted noting the mats.....**Supervisor Shepler** interrupted noting yes, yes. Well, no mats are a separate. Mats are entirely separate. **Councilman Galusha** noted the mats are a separate contract. Yeah, that is a separate contract. So, at \$27.00 an hour and they have to supply all the cleaning supplies. I mean if we are going to hire somebody off the street, we can't expect them to do the cleaning supplies. We are probably going to need to do that. **Supervisor Shepler** responded no, and we have the mops. We might need to replace the vacuum cleaner, but.....**Councilman Galusha** responded I mean the other thing is when you are paying somebody, this is kind of like per diem, as opposed to giving somebody a full-time job. So, when you pay someone for like just a few hours you have to pay them a higher hourly rate because then they have to drive here for just like 2 hours at a time. I mean do we

want to advertise at 25 bucks an hour, and we supply the cleaning supplies. **Councilwoman Harris** responded how many hours. **Supervisor Shepler** responded 2 hours a week. 2 hours a day times, 2. 4 hours a week, right? **Councilman Galusha** asked do you think that is going to get things done. The **Town Clerk** responded I think you are supposed to have the building cleaned every day and it hasn't been cleaned every day since the Pandemic started. **Councilwoman Harris** responded you have been doing it for an hour every morning haven't, you. **Supervisor Shepler** interrupted noting it wasn't cleaned everyday (inaudible) either. The **Town Clerk** continued noting I come in every day with my own supplies and sanitize anything the Public is going to touch, anything my coworkers and I touch. The knobs, the stuff for the Food Pantry, the refrigerator. **Supervisor Shepler** interrupted noting yes and by the way that is eating away at the brass doorknobs. That stuff that you are spraying on it. The **Town Clerk** responded well I'm sorry my health comes before a doorknob. The Public's health come before a doorknob. **Supervisor Shepler** responded well you can also use Lysol spray and it kills germs too and it doesn't eat the brass. The **Town Clerk** responded Lysol spray is only good.....It's, it's a disinfectant it is not a sanitizer. A sanitizer last for the whole day. **Supervisor Shepler** responded so back to the original question do you want to advertise for \$25.00. **Councilwoman Harris** noted for 4 hours a week. **Supervisor Shepler** responded no it would be.....The **Town Clerk** interrupted noting I think you would be better served having a full time maintenance cleaner person. I think that would be something the Board should look into. **Supervisor Shepler** responded I don't know that we have the work for a full-time maintenance cleaner a 8 hours a day, you know. **Councilman Galusha** responded well I mean for a maintenance person you could include snow removal for the sidewalks and stuff. You could include mowing the lawn out front. **Councilman Needham** interrupted noting yeah but you are not going to pay them \$25.00 an hour. **Councilman Galusha** responded true. **Councilman Needham** replied so you are not going to get anybody. **Supervisor Shepler** noted and the last maintenance person we did have was supposed to remove the snow and that wasn't....We had issues with that. I mean I am willing to get an ad out there, but i need to know what you want to say. Do you want to do it for cleaning and maintenance? **Councilman Galusha** noted what did you say.....**Councilwoman Harris** interrupted noting I think 25 and there is no maintenance they just clean. So, I don't know. **Councilman Galusha** noted so we were spending \$108.00 a week on North Country Janitorial which comes out to \$5,616.00 a year. That is just for cleaning. **Supervisor Shepler** responded right. They are also bringing their own supplies. **Councilman Galusha** responded right. **Supervisor Shepler** noted their own vacuum. Their mop heads, their mop, bucket, the supplies to clean with. The floors and the walls, windows and countertops. We didn't supply anything to them. **Councilwoman Harris** noted wouldn't it be cheaper for them to use supplies bought in bulk. **Supervisor Shepler** responded that is what they do. They buy all their stuff in bulk. **Councilwoman Harris** responded oh they do. **Supervisor Shepler** continued noting it is North Country Janitorial, yup. **Councilwoman Harris** responded oh the janitorial yeah, but if we hire a person or two people. **Councilman Galusha** noted what we could do and I'm just trying to figure a way to make this work. If we did \$24.00 an hour for an hour and a half three times a week that come out to the same amount of money as what we were paying North Country Janitorial. **Supervisor Shepler** interrupted noting so \$24.00 a day. **Councilman Galusha** continued noting but that is not every day, but that is 3 days a week. \$24.00 an hour an hour and a half a day 3 times a week. **Supervisor Shepler** responded alright so \$24.00 an hour for 1 ½ hours a day times 3 days a week. **Councilman Galusha** responded yup, that comes out to the same amount of money that we were spending on North Country Janitorial if (inaudible) want to increase that. **Supervisor Shepler** noted but we would supply the cleaning stuff. **Councilman Galusha** responded yup. **Supervisor Shepler** noted what does the rest of the Board think.

**Ed** what do you think. **Councilman Needham** responded it sounds good to me. Try it, try it and see if we get anybody. **Supervisor Shepler** asked **Joan**. **Councilwoman Harris** made an inaudible response. **Supervisor Shepler** noted what they were doing when they were here was they were cleaning the doors, they were cleaning the glass on the doors.....**Councilwoman Harris** interrupted noting you are talking about they (inaudible). **Supervisor Shepler** responded well on 2 occasions they brought in a trainer. **Councilwoman Harris** responded oh. **Supervisor Shepler** continued noting somebody they were training so it went really fast when they had a trainer. So, they vacuum the floors, they mop the floors, they do the bathrooms, and they did the vestibule outside. **Councilman Galusha** noted if you think we need to (inaudible) instead of an hour and a half a day if you want to do 2 hours a day 3 times a week at \$24.00 an hour it comes out to \$7,488.00 a year. What did we budget? **Supervisor Shepler** responded you've got it there. **Councilwoman Harris** asked what she had said. **Supervisor Shepler** responded what we budgeted he said. **Councilwoman Harris** responded oh. **Supervisor Shepler** noted it came out of Buildings. I would like to suggest that we increase it to 2 hours versus an hour and a half. That way there is no stress. If we find that they are able to get it done in an hour and a half time, then we can bring it back to an hour and a half. **Councilman Galusha** noted so contractual in Buildings we budgeted well I'm sorry. **Supervisor Shepler** noted this is last year's budget, yup. **Councilman Galusha** continued noting this is last year's I think we increased. This was 36,000 I think we jumped to 40. **Supervisor Shepler** responded 40 or 42 I don't remember. **Councilman Galusha** responded OK so I guess I would recommend, and I make this in a motion if you guys want to do this that we do 2 hours a day, 3 days a week at \$24.00 an hour. **Supervisor Shepler** responded that is fine. I (inaudible). Do I have a second? Was that, were you making that.....**Councilman Galusha** responded I can make it in the form of a motion if you guys think that would work, OK. **Councilwoman Harris** noted I have to catch it again what you are saying. **Councilman Galusha** responded \$24.00 an hour. **Councilwoman Harris** responded OK. **Councilman Galusha** continued noting 2 hours a day, 3 times a week. **Councilwoman Harris** responded OK I got it. **Councilman Galusha** continued noting for a total 52 weeks would be \$7,488.00. **Supervisor Shepler** responded can we add in there that we try and do it on Monday, Wednesday and Fridays because Monday is after the weekend if the Hall is rented. Wednesday is during the week they handle regular traffic. Fridays before an event on the weekend. **Councilman Galusha** responded yup. You are shaking your head, why? The **Town Clerk** responded well I think it is more important to have the building clean for the people that are in it working here and coming in and out during the day then as it may be rented on the weekend. **Supervisor Shepler** interrupted noting well that (inaudible). **Councilman Galusha** responded so what would you....How would you recommend we do it? The **Town Clerk** responded I don't know, but I don't think Fridays.....Nobody is even working in the building on Friday so you are cleaning **Supervisor Shepler** interrupted noting I'm here every Friday. The **Town Clerk** responded you are here you are cleaning the building for a possible rental that you may rent. You rented the Hall how many times this year, 4 times. **Supervisor Shepler** interrupted noting excuse me, **Susan**. The **Town Clerk** responded so I'm speaking **Susan** when I am finished you can have the floor, but the other 46 weeks or 48 weeks we're working in a dirty building. That is not fair to us. **Supervisor Shepler** responded well if you do it Monday, Wednesday and Friday that is covering the entire week whether you are renting it or not. The **Town Clerk** responded do you realize.....I am not even going there. I can't. I can't. Forget it. **Supervisor Shepler** responded that is fine, but what I am saying is Monday, Wednesday and Friday that is covering the full week. That is not 5 days a week. It is 3 days a week, but it is also covering it at both ends should there be a rental. The **Town Clerk** responded if there is a rental the building should be cleaned before we come in. **Supervisor Shepler** responded it is cleaned on Monday.



The folks usually leave the building fairly clean. **Councilman Galusha** noted if you are not happy with what the proposal is you have got to tell me what you are unhappy with. What would you recommend we do different? The **Town Clerk** responded I would like to see the building cleaned every day like the guidelines call for. It is never going to happen. I know you don't....You (Supervisor Shepler) have said that these guidelines haven't been in place, but they are. I mean the Attorney General is suing Amazon right now for not cleaning their buildings every day in the State of New York. This is a huge problem. **Councilman Galusha** responded OK, so what we could do is change it to be like, and I am just thinking out loud, is more hours on Monday so that Monday it gets clean, and then less hours each day the rest of the week, but that requires somebody to come in for just an hour or so each day. And that you know some people don't want to drive to work just for one hour. The **Town Clerk** responded I understand that. **Supervisor Shepler** noted **Randy** I don't think that is realistic honestly because Mondays we have Gleaning so that is something to take into consideration. We have regular meetings here. We have regular traffic in and out of here, and I mean if you look at the floors they are loaded with salt and sand at this point in time. **Councilman Galusha** responded all the more reason they should be cleaned more frequently probably. **Supervisor Shepler** responded well I am not going to debate that, but what I am saying is to you is I think if you want to clean more on Monday that is just fine and dandy, but I still think you need to have the 2 hours on Wednesdays and Fridays. The space is still the same and in order for someone to do a decent job I wouldn't want them to be here for less than 2 hours. **Councilman Galusha** responded so if we wanted to do, once again I am just thinking out loud, if we are going to get more hours lets drop the rate a little bit. Say we did 20 bucks an hour, 2 hours a day, 5 days a week. **Supervisor Shepler** at 2 hours a.....**Councilman Needham** interrupted noting (inaudible) trying to see it. Why don't we (inaudible) every day and clean. **Supervisor Shepler** responded that is fine. **Councilman Galusha** noted so that is \$200.00 a week that is going to cost us times 52 weeks. So that is \$10,400.00 for cleaning, and maybe we could oh I don't know. I'm just suggesting maybe they can take care of sidewalks or something. I mean I don't know who you are going to get. **Supervisor Shepler** responded for 2 hours a day. **Councilman Galusha** continued noting if you get an elderly person who is just going to clean in here, they may not want to be out there doing snow removal or. **Supervisor Shepler** responded no. I think that is a different line of work. **Councilman Galusha** continued noting OK, forget that idea then. **Councilman Needham** noted I don't think there is enough 2 hours a day to keep somebody busy. **Councilman Galusha** responded That is the thing is there 2 hours of work in this building. **Supervisor Shepler** responded well you've got 2 bathrooms. You've got the vestibule back there. You have got the vestibule out front. You've got all of the surfaces in here. **Councilman Needham** responded I guess if you wipe everything down everyday then. **Councilman Galusha** responded how about....Who take care of the bathroom in the garage. **Supervisor Shepler** responded **Pat**. **Councilman Galusha** responded maybe he would like it if somebody did that, so he didn't have to do that. The **Town Clerk** noted they would love that. **Councilman Galusha** noted so, I mean that is Town facilities and it is part of this Town complex so we can include that in the job description. **Supervisor Shepler** responded I think you probably could except what is the liability of somebody walking through the Town Garage. **Councilman Galusha** responded they are covered by our insurance. The **Town Clerk** noted they are a Town employee. **Supervisor Shepler** responded or are they an outside contractual service. **Councilman Galusha** responded no, no. We are paying them. This isn't contractual. They are a Town employee. **Supervisor Shepler** responded alright. **Councilwoman Harris** noted did they actually get the whole building clean in less than 2 hours. **Supervisor Shepler** responded no, not less than 2 hours. **Councilwoman Harris** responded well that is what we need. So, 2 hours a day how much of it would

be.....Especially in the winter times. **Supervisor Shepler** interrupted noting there is....I mean if you walk back by the back door right now the sand and grit back there is pretty bad. **Councilwoman Harris** responded um hm. **Supervisor Shepler** continued noting if you walk out which you came in through the front vestibule you are starting to see the sand and the salt building up in the carpet out there. **Councilwoman Harris** responded in the past, the one that you've had here, could they do it in two hours and it come out clean. **Councilman Galusha** noted well if they do it every day, they don't have to do everything every day. They can stagger some. Certain things have to be done every day. Not everything has to be done every day. So, they can, whatever they don't get done one day they can do the next day and you know not every single thing. **Councilwoman Harris** noted that would be easier on them. **Councilman Galusha** responded yeah. **Councilwoman Harris** noted or him or her. **Supervisor Shepler** asked so what are you reproposing (inaudible). **Councilman Galusha** responded I mean you think at 20 bucks an hour, 2 hours a day, five days a week that we can get someone. **Councilwoman Harris** responded you we will find out (inaudible ) whether you can. **Supervisor Shepler** made an inaudible comment. **Councilman Needham** noted I've been trying to get somebody for \$15.00 an hour and you can't....even get nobody. **Councilman Galusha** responded yeah. **Councilwoman Harris** noted 15, I'll go to McDonald's and get 17. **Supervisor Shepler** noted **Randy** we have nothing to lose I don't think by making the attempt to do it, and if we find that it is not working out then I think the Board needs to sit down and revisit it. **Councilman Galusha** responded OK. Alright, I'll make the motion then. **Supervisor Shepler** responded thank you. **Councilman Galusha** continued noting I am going to make a motion that we advertise for a cleaning person to clean both the Town Hall and the bathroom at the Highway Garage at a rate of \$20.00 an hour for 2 hours per day Monday through Friday 52 weeks a year. Excluding holidays of course. **Councilwoman Harris** asked what was the rate per hour. **Supervisor Shepler** responded 20. The **Town Clerk** noted 20. **Supervisor Shepler** asked is there a second. **Councilwoman Harris** responded I'll second it.

#### **RESOLUTIONS:**

##### **Resolution # 80**

On a motion introduced by **Councilman Galusha** and seconded by **Councilwoman Harris**

##### **Resolution**

The board resolves to advertise for a cleaning person to clean both the Town Hall and the bathroom at the Highway Garage at a rate of \$20.00 an hour for 2 hours a day Monday through Friday 52 weeks a year excluding holidays.

**Discussion:** **Supervisor Shepler** noted can you do a Roll Call please.

**A Roll Call Vote was called.**

**Motion Carried: Ayes~4 Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion:** **Councilwoman Harris** asked, and it starts when **Supervisor Shepler** responded immediately. **Councilwoman Harris** responded immediately. As soon as you get somebody (inaudible). **Supervisor Shepler** responded so can you, can you get that in tomorrow. The **Town Clerk** responded yeah; I can put an ad in the paper. Would you like me to put an ad in the paper for that? **Supervisor Shepler** responded I think that is the way to go. Do you agree or not? **Councilman Needham** responded yup. **Councilman**

**Galusha** noted he voted for it he better. **Supervisor Shepler** asked **Joan**. She responded I know. That is the only way we've advertised is in the paper so I would suggest that it go through the paper. The **Town Clerk** responded well I just can't do it on my own. I have to be told. **Supervisor Shepler** asked is the Board in agreeance. They all responded that they were. **Supervisor Shepler** noted so we are all in agreeance. The **Town Clerk** responded OK. **Supervisor Shepler** noted alright so moving on to Resolutions, right. Alright the first Resolution up is a Resolution to replace the Emergency lights. You can see them up there. They are not working. She then read the Resolution. She noted the Fire Inspector asked if we had an Electrician on staff and I informed him we did not, and it was recommended because it is wired to the building and it is affecting the generator that we should seriously consider having an electrician do it. **Councilwoman Harris** responded is there a wire (inaudible). **Supervisor Shepler** responded no, well **Joan** I am not going to say not going to say no, but I am not going to say yes. It is an old building and I'm sure there are issues but being that they are the emergency lights that will be activated in case there is not power or fire what have you. I certainly would like to know that they are working proper order. So, is there any discussion by the Board? The **Town Clerk** noted we need to introduce it. **Supervisor Shepler** responded oh can somebody please introduce this Resolution?

#### **Resolution # 81**

On a motion introduced by **Councilman Needham** and seconded by **Councilman Galusha**

##### **Resolution to Replace Three Emergency Lights**

**Whereas**, the Town of Thurman has had a Fire Inspection and it was found that 3 Emergency lights were not working and need to be replaced. They are hooked up to the electrical system.

**Therefore**, the Town Board is approving this expense of all three Emergency lights and the installation of them, by Viking Electric. The expense is to come from Budget code A 1620.4.

**Discussion: Supervisor Shepler** asked do I have any discussion by the Board. No? Hearing no discussion can we please have a Roll Call Vote?

**A Roll Call Vote was called.**

**Motion Carried: Ayes~4 Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion: Supervisor Shepler** noted it passed, thank you very much. The Fire Inspector will be very happy. Alright the next one coming up is a Resolution for the Supervisor to sign an agreement with Community Action for Senior Transport. Does somebody want to introduce this.

#### **Resolution #82**

On a motion introduced by **Councilwoman Harris** and seconded by **Supervisor Shepler**

##### **Resolution for Supervisor to sign Agreement with Community Action for Senior Transport**

**Whereas**, the Town of Thurman Town Board, wishes to continue the 2022 Senior Transport Agreement between the Town of Thurman and Community Action. For trips on every 2<sup>nd</sup> and 4<sup>th</sup> Friday of every month for a term commencing January 1, 2022 through December 31, 2022, for a total of 24 possible trips at \$5640.00, for the year.

**Therefore**, The Town of Thurman Supervisor will sign the agreement and return said agreement to Community Action.

**Discussion: Supervisor Shepler** asked do I have any discussion amongst the Board. Hearing none can I please have a Roll Call Vote?

**A Roll Call Vote was called.**

**Motion Carried Ayes~4 Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion: Supervisor Shepler** noted it passed, thank you. I understand and this is a quote from the **Town Clerk** that I was a hot mess last month with the dates in regards to this. I don't think that I was, but I would like to bring the Resolution to accept the Town of Thurman Highway Department Union Contract back to the floor. Can I please have someone who will introduce this.

**Resolution # 83**

On a motion introduced by **Councilman Needham** and seconded by **Supervisor Shepler**

**Resolution to Accept the Town of Thurman Highway Department Union Contract**

**Whereas**, the Board of the Town of Thurman has individually reviewed the Town of Thurman Highway Department Union Contract for the period of January 1, 2022 thru December 31, 2024

**Therefore**, the Town of Thurman Board is prepared to vote on said contract for approval.

**Discussion: Supervisor Shepler** noted can I please have a roll, oh any discussion. Hearing none can we please have a Roll Call Vote?

**A Roll Call Vote was called.**

**Motion Carried: Ayes~4 Galusha, Harris, Needham, Shepler**

**Discussion: Supervisor Shepler** noted it passed thank you. Alright can I please have somebody introduce a to compensate the Town Supervisor? **Councilman Needham** noted I will. **Supervisor Shepler** responded thank you. Do I have a second? I can introduce it, but I am going to abstain from voting on it. She then read the Resolution.

**Resolution # 84**

On a motion introduce by **Councilman Needham** and seconded by **Supervisor Shepler**

**Resolution to Compensate the Town Supervisor**

**Whereas**, the Town of Thurman Supervisor, has been and will be without a Secretary/Bookkeeper since May 17, 2021, through the end of this year.

**Therefore**, the Supervisor is requesting compensation for the additional time spent doing the necessary duties of the Secretary/Bookkeeper during the 33 weeks without assistance.

**Be it Resolved**, that the compensation being requested is \$162.39 a week, which is half the cost of a rehire for 33 weeks totaling \$5358.87. from Budget code A1220.12.

**Discussion: Supervisor Shepler** asked discussion. **Councilman Needham** responded no. **Supervisor Shepler** responded hearing none can we please have a Roll Call Vote.

**A Roll Call Vote was called.**

**Motion Failed: Ayes~1 Needham, Nays~2 Galusha, Harris, Abstained~1 Shepler**

**Discussion: Supervisor Shepler** noted so it is really a no vote, but no, no as in there is not three for.....Can I please have somebody introduce the payment of claims? **Councilman Galusha** responded I will. **Supervisor Shepler** responded thank you, do I have a second. **Councilwoman Harris** responded I will. **Councilman Needham** noted I will. **Supervisor Shepler** responded who would like to be my second. Well, you and **Ed** both went at the same time. **Councilman Needham** noted **Doug**. **Supervisor Shepler** responded **Joan**, OK. OK, in the interest of time and to keep **Mr. Galusha** happy I am not going to read all of the expenses.

#### **Resolution # 85**

On a motion introduced by **Councilman Galusha** and seconded by **Councilwoman Harris**

#### **Payment of Claims**

Total of Abstract 012: General Fund, December 8, 2021 \$7,300.85

Total of Abstract 012: Highway Fund, December 8, 2021 \$41,278.70

Total of Abstract 012: Enterprise Fund, December 8, 2021 \$50.00

Total Claims for Abstract 12: December 8, 2021 \$48,629.55

**Discussion: Supervisor Shepler** asked any discussion from the Board. Can I please call for a Roll Call Vote?

**A Roll Call Vote was called.**

**Motion Carried: Ayes~4 Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion: Supervisor Shepler** noted thank you. Does the Board have any reports they would wish to share with the rest of the Board and the Town at this point? **Councilwoman Harris** responded any what. **Supervisor Shepler** replied any reports. **Councilwoman Harris** responded no. **Supervisor Shepler** noted before we adjourn what I would like to call for is an additional meeting because we are going to have additional payment of claims before the end of the year. I would like to get as much of the 2021 taken care of before the new administration comes in. I would like to look at the 28<sup>th</sup> of December. That is a Tuesday evening. **Councilwoman Harris** asked for when the 8<sup>th</sup>. **Supervisor Shepler** responded the 28<sup>th</sup>. **Councilwoman Harris** responded 28<sup>th</sup> excuse me. **Supervisor Shepler** responded 28<sup>th</sup>, no, no that is fine. 12-28 it is a Tuesday evening. Do I have any discussion? The **Town Clerk** asked what time. What time. **Supervisor Shepler** responded well once we have discussion then I will do a time to make sure it is available to everybody. **Councilman Galusha** asked is it like imperative that we have this meeting or can these bills be paid in the next year. **Supervisor Shepler** responded I would very much like to have this year's bills paid in this year. There will be a few stragglers I'm sure going forward, but there are quite a few that are starting to accumulate already. **Councilman Galusha** noted even if they are getting paid next year they are still charged to this years Budget and expenses. **Supervisor Shepler** responded but

why should we make the different vendors wait until next year when you can pay them this year. **Councilman Galusha** responded if it is necessary. **Councilwoman Harris** responded when do the bills come in. **Supervisor Shepler** responded they come in all the time. **Councilwoman Harris** responded (inaudible) you are still going to have bills going into next year. **Supervisor Shepler** responded there will be not as many going into next year. **Councilwoman Harris** responded you have that many outstanding bills. **Supervisor Shepler** responded well there is quite a nice pile that is accumulating since we did our bills. **Duog** what do you have to say. I haven't heard from you. **Councilman Needham** responded make no difference to me. **Councilman Galusha** responded what was that. **Supervisor Shepler** responded it makes no difference to him. **Councilwoman Harris** made an inaudible remark. **Supervisor Shepler** responded well it is after Christmas so. **Councilman Needham** also made an inaudible remark. **Supervisor Shepler** responded hm. **Councilwoman Harris** responded I said, I said it was after Christmas. **Supervisor Shepler** responded yeah it is. **Councilman Needham** noted (inaudible) have we ever done that in the past. **Supervisor Shepler** responded I do believe that there was one occasion when it was done. I mean listen I don't have to spend another night out here and I don't have to do it. I am offering to do it and I think would be certainly a good idea, and it would be putting the right foot forward towards our vendors because anything that has come in at this point in time I don't know when it would be done in the new year. **Councilman Galusha** responded it will be done 2 weeks later at the next Board Meeting. **Councilman Needham** responded yeah as long as we pay them it is the same. **Supervisor Shepler** responded it is fine with me then. Do I have somebody who is willing to adjourn? Oh, before we adjourn actually the other reason that I wanted to have a January uh December meeting was I was just given this information from the County today somebody brought it to my attention, and I couldn't respond to it. This does if the Board wishes to take any action has to be done before the end of this year. It has to be done before the end of December this year 2021. **Councilman Galusha** responded what action are we talking about. **Supervisor Shepler** responded if the Board choses to opt out. The **Town Clerk** responded they opt out. I have been sending out stuff for this for months. **Supervisor Shepler** responded I have not seen any of it. The **Town Clerk** continued noting I forwarded everything to you at 2 or 3 times. Every time something crosses my desk about this, I forward it to the whole Board. **Supervisor Shepler** responded well I contacted the County today and they sent me this whole packet for everybody to read, and.....**Councilwoman Harris** interrupted noting so that we have to approve that we allow them to buy drugs here in the Town of Thurman. **Supervisor Shepler** responded no. The **Town Clerk** responded no you have to if you don't want cannabis.....**Councilwoman Harris** made an inaudible comment. **Supervisor Shepler** responded what you can....What the Town can either do is opt out or to stay in the program, but you know if you do opt out it doesn't mean that you've opt out permanently. It means that you opt out if the Board chooses to go forward at another time they can go ahead and reinstitute it. **Councilwoman Harris** responded let's push it forward. (Inaudible). **Supervisor Shepler** responded well that.....**Councilman Galusha** interrupted noting if we do nothing then, the only action we have to take is if we want to opt out. The **Town Clerk** responded correct. **Supervisor Shepler** responded yeah. **Councilman Galusha** responded and that is just so they can't just have a medical or.....**Supervisor Shepler** noted a dispensary. **Councilman Galusha** responded a dispensary that is what I was trying to say. **Supervisor Shepler** interrupted noting yup that is correct. The **Town Clerk** noted, and I don't think you are going to have any businesses up and running in the new year anyways. **Supervisor Shepler** interrupted noting **Susan** thank you. **Councilman Galusha** responded yeah and I don't.....**Supervisor Shepler** responded I don't know that it is going to come around again to opt out just so the Board is aware of that. **Councilman Galusha** noted I don't expect that we are going to have

December 08, 2021 Regular Board Meeting

dispensaries knocking at the door to sell in Thurman but. **Supervisor Shepler** responded alright; I have brought it the Board's attention. You are not going to meet again this year. Can I have a motion to adjourn please? **Councilwoman Harris** noted I so move. **Supervisor Shepler** asked do I have a second. **Councilman Galusha** noted I'll do it. **Supervisor Shepler** noted thank you very much. Thank you everybody for coming out in this nasty weather.

**ADJOURNMENT:** On a motion introduced by **Councilwoman Harris** and seconded by **Councilman Galusha** the meeting was adjourned at **8:17 pm**.

**Respectfully Submitted,**

**Susan E Staples, Town Clerk**

**December 21, 2021**

**Attachments**

# Town of Thurman Supervisors Report

December 8, 2021

Gleaning for the month of January will be on Monday, January 3, 2022. The Volunteers are still asking that all remain outside and to give the Volunteers their bags to be filled.

The Thurman Landfill has closed the C&D on Sunday, November 28, 2021 until further notice.

The Thurman Christmas Basket Committee will be putting together the Gift Baskets for our Senior Citizens on Friday, December 10, 2021, at 9:30am, here at the Town Hall. They will gladly accept donations of baked goods for the Baskets. Please contact Paula Hubert with any questions 518-623-2263.

It has been my pleasure to have served the Residents of the Town of Thurman for the past two years. I would like to wish the New Administration good health and good luck!

It is my personal wish that everyone has a very Merry Christmas and a Happy Healthy New Year!



Thurman ACO report November 2021

Nothing to show