

March 10, 2021 Regular Board Meeting

**MINUTES OF THE REGULAR BOARD MEETING OF THE TOWN BOARD OF THE TOWN OF THURMAN, NEW YORK HELD MARCH 10, 2021 AT THE THURMAN TOWN HALL, 311 ATHOL ROAD, ATHOL, NEW YORK, COMMENCING AT 6:30 PM.....**

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

**Mr. Randy Galusha, Councilman**

**Mrs. Joan Harris, Councilwoman**

**Mr. Douglas Needham, Councilman**

**Mrs. Susan Shepler, Supervisor**

**RECORDING SECRETARY: Susan E. Staples**

**PLEDGE OF ALLEGIANCE TO THE FLAG:**

**ROLL CALL:**

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

**Discussion: Councilwoman Harris** asked didn't we have a February one. **Supervisor Shepler** replied not yet. We have a December end of year, and we have January. And they took a considerable amount of time to complete, and so we've been pushed behind a little bit. **Councilwoman Harris** responded again. **Supervisor Shepler** responded no, you'll have it next month. **Councilman Galusha** asked what's that. **Supervisor Shepler** replied the February.....**Councilwoman Harris** noted the Abstracts from February. **Supervisor Shepler** noted you have December end of year. **Councilman Galusha** noted we are also several months behind on bank statements we are supposed to be receiving. We haven't received them for the last 3 months at least. **Supervisor Shepler** replied January, February and March fine I will get them for you. **Supervisor Shepler** asked do you have the minutes from the Board Meeting. The **Town Clerk** replied in my office. **Supervisor Shepler** continued noting where the Board closed the um.....**Officer Sealy** asked is that a Public Document that I can get photo copies of . The **Town Clerk** replied sure. **Officer Sealy** replied OK. **Councilman Galusha** noted it is probably available on the Town Website. **Officer Sealy** replied yeah I just want for right now something I can have in my hands that its .....This is one of those processes that is (inaudible). **Councilman Galusha** replied it is probably going to change it tonight. **Councilman Brown** noted it will be changed tonight. Promise, we promise. **Councilman Galusha** noted unfortunately I don't think voting and letting people in tonight is really fair to the rest of the Public. **Sherriff Sealy** noted no, but I understand that and I just...It's a sticky situation.....**Councilman Galusha** replied yup. **Officer Sealy** continued noting and if I can just have the minutes then I can kind of explain that to them that this is going being taken.....You are going to vote on it tonight then to follow the video of it on YouTube or where ever it goes. **Supervisor Shepler** noted but that has been standard (inaudible). **Officer Sealy** responded I understand that, and I know the County.....I have watched the rest of the County do it. I've watched Warrensburg do it. **Supervisor Shepler** responded right, there are other Towns that are doing it also. **Councilman Galusha** noted I think the other Towns though are televising theirs live which is.....We've had a debate about this. She and I disagree, but according to the Committee on Open Government if your meeting is closed you are

required to televise the meeting contemporaneously, that is their language. **Officer Sealy** noted I am sorry I am just so unfamiliar with all of this that is why I just have to have the Board.....The meeting that says on this date the Board Members voted something like that I'll be out of your hair. The **Town Clerk** went to her office to retrieve the minutes of other meetings. She pointed out the page in question and made copies for **Officer Sealy**. The **Town Clerk** noted that was from the 16<sup>th</sup>. **Officer Sealy** noted why don't we just do this the Board Members here there was a Resolution made that (inaudible) to have this closed. **Supervisor Shepler** noted well it wasn't a Resolution. I mean.....**Officer Sealy** noted there was a vote taken. **Supervisor Shepler and Councilman Galusha** replied yes. **Councilwoman Harris** noted I can't understand you I am sorry. **Officer Sealy** replied the majority of the Board voted not to have an open meeting until you guys voted it down at a different point because of Covid-19. **Supervisor Shepler** replied yes. **Councilman Brown** replied yes, yes. **Councilman Galusha** replied we did. It's the Resolution that I brought back when the numbers went way up. **Officer Sealy** replied OK so the majority or the Board is telling me is that's what happened. **Supervisor Shepler** replied yes. **Officer Sealy** replied OK I don't need a copy. I have enough that I need. OK thank you very much. **Supervisor Shepler** replied thank you. **Officer Sealy** noted and I will let them know that it is going to be voted on again tonight. **Councilman Galusha** replied yes. **Supervisor Shepler** noted well not necessarily tonight. I mean it can be done tonight but there is.....**Councilman Galusha** replied we are going to bring a Resolution. **Officer Sealy** replied OK. **Supervisor Shepler** asked does anybody have any objection to starting the meeting a few minutes early. With none being heard she called the meeting to order.

The meeting was called to order at **6:58 pm**.

**Discussion: Supervisor Shepler** noted alright the Town of Thurman Supervisor's Report for 3-10-21. At last some good news. SLIC has started hooking some residents up the first week in February. Considering the extreme cold weather and snow they have had to deal with they are making great progress. The feedback from those that are hooked up has been very positive. Just a reminder that SLIC is offering not only internet, but also phone service. Maple Days has been cancelled this year along with the time honored Jack Wax Party due to the risks of Covid-19. It is with hopes that we can get back to some sense of normality soon. If you are 65 years or older and have not received a Covid injection and are not able to go online please call my office and I can help you get on a list. Please call 518-623-9649 X101. Also the age group of 60 to 64 with co-morbidity (that means two or more medical conditions). I would suggest continuing to follow the Warren County Public Health Departments recommendations of wear a mask, wash hands frequently and maintain social distance when outside of your home. Avoid gathering indoor gatherings with people from outside your household. Stay home if feeling ill. And avoid communal meals at the workplace. The Town of Thurman Town Hall is closed to the Public until further notice. You can call the department you need to speak with and make an appointment if necessary. The monthly gleaning is the first Monday of the month from 12 noon till 2 pm except for July 12 and September 13. These dates are the second Monday of the month. Residents are asked to please bring bags, sign in and wait outside for their bag to be returned to them. Should you be in need of the Pantry please contact Susan Baker at 518-623-493 X103, and she will make arrangements with you. The Landfill hours are unchanged, Wednesday 11 am till 2 pm, Saturday and Sunday 8 am till 3 pm. The C&D is closed until further notice and the Landfill is not accepting any brush until further notice. The Tax Collector Jamiee Ross is still collecting taxes Monday thru Thursday in the office from 9:30 am to 12:30 pm. Last day in the office will be Wednesday March 31, 2021 from 6 pm till 8 pm. The last Saturday will be March 27<sup>th</sup> from 9 am till 12 noon. Please call for an appointment if needed 518-623-9649 X 107. The Board of

Assessment Review is looking for a new member. If interested please contact the Town Clerk's Office. Thank you. I would like to go on to Resolutions. We have a Resolution here to amend Resolution 12 of 2021. Do I have someone who will introduce it please? **Councilwoman Harris** asked which one is it. **Supervisor Shepler** responded Resolution to amend Resolution #12 of 2011. Do I have someone who is will to introduce this Resolution?

## RESOLUTIONS

### Resolution #

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

**Discussion:** **Supervisor Shepler** noted everybody has a copy of it. Everybody has read it. We'll go right into discussion. **Councilwoman Harris** noted how many employees does this.....The **Town Clerk** interrupted noting excuse me, but I really think you need to read this. The Public is not here. They have no idea what this Resolution is. **Supervisor Shepler** interrupted noting I don't have to read this. She continued noting it is posted thank you. **Councilman Galusha** noted I, I agree. I think we need to read the Resolution. **Supervisor Shepler** replied it does not have to be read, and I am not going to read it. **Councilman Galusha** replied we have read every Resolution up to this point this year. **Supervisor Shepler** responded not every single one, and I have been advised it is not necessary because the Board has it in hand one, and two it is posted on the webpage. **Councilman Galusha** replied well I.....If you won't read it I would like to read it. **Supervisor Shepler** replied please feel free. **Councilman Galusha** replied OK.

### Resolution to Amend Resolution #12 of 2011

**WHEREAS,** The Town Board of the Town of Thurman authorized Health Insurance for Part Time Employees 20 hours a week up to but not including 30 hours a week at the expense of the employee,

**BE IT RESOLVED,** that the Town Board of the Town of Thurman shall continue to offer appointed part time employees insurance at their own expense. Appointed full time employees 30 hours a week or more, shall be offered health insurance at a rate with that of the current highway department's contract with the town.

**BE IT FURTHER RESOLVED,** that a part time employee shall be an employee who works 20 hours a week up to 29 hours a week and a full time employee shall work 30 or more hours a week.

**Discussion:** **Councilman Galusha** read the Resolution and noted and attached to this is Resolution # 12 of 2011. A Resolution Establishing Health Insurance Coverage. It was adopted by the Board. So **Joan** you wanted to say something? **Councilwoman Harris** replied how many people are going to be effected by this. **Supervisor Shepler** replied about.....In regards to which **Joan?** In regards to which the full time or the part-time? **Councilwoman Harris** responded well the ones who already have insurance and possibly part-time. Maybe declared part-time because of the hours they work or whatever, and.....**Supervisor Shepler** interrupted noting if you work 20 to 29 hours a week you are considered a part-time employee, and are entitled to insurance, but at your own expense. **Councilman Galusha** replied you are saying that is the current policy. **Supervisor Shepler** replied well that is the Policy that was written, yes. **Councilman Galusha** replied OK, actually that is not correct. The current Policy is that full time employees are employees who work 32 hours or more a week. **Supervisor Shepler** replied that is full time I was talking

part-time. **Councilman Galusha** responded yes, but your opening statement that says whereas it says but not including 30 hours a week at the expense of the employee. That Resolution does not say 30 hours it says thirty (inaudible). The current policy is 32 hours. **Supervisor Shepler** replied that is correct, and this is amending it. We are bringing it.....We are amending it to read 30. **Councilman Galusha** noted but the whereas clause says the Town Board of the Town of Thurman authorized Health Insurance referring to the 2011 Resolution. That is the whereas clause is referring to that Resolution. That Resolution is 32 hours a week. **Supervisor Shepler** replied we're.....We're amending it. **Councilman Galusha** replied I understand that. That is why you do the Resolved section, and in the Resolved section you changed it to 30 hours, but currently the whereas part it is 32. **Supervisor Shepler** responded we can change the whereas because I've attached to the old Resolution the way it read. I think that there needed to be some clear definition in regards to a part-time employee and a full time employee as was previously discussed in here. **Councilman Galusha** replied OK so just to be clear this is being done because of one employee that we currently have to deal with which is a subsequent Resolution that we are going to deal with. **Supervisor Shepler** responded that is correct. **Councilman Galusha** responded I, I don't believe that we should pass this at this time until we have dealt with the other Resolution affecting that employee. **Supervisor Shepler** responded well that is just the opposite of what you have been commenting on. **Councilman Galusha** replied no. **Supervisor Shepler** continued noting previously you have said we needed to change the hours to reflect the 30 hours a week instead of 32 hours a week, and that is what we are dealing with. **Councilman Galusha** responded I said we need to deal with our Benefit Policy, and I mean the comprehensive policy. I do not feel that we should piece meal the Benefit Policy. I don't think we should be picking a part doing on item at a time, and I don't think there is a reason to do this other than to accommodate that one employee. **Councilwoman Harris** noted that is why I asked the question how many it involves. **Supervisor Shepler** interrupted noting we need to, we need to.....We need to move forward, and get this resolved. We have been dealing with it long enough. I have brought it to the table before previously at an illegal meeting therefore there could be no motions made on it, and no vote on it. I am bringing it back to the table tonight at a legal Regular Board Meeting. We need to make some decisions and move forward. We have a lot going on in the Town, and we cannot constantly be stalling, tabling and pushing things off until tomorrow which needs to be.....**Councilman Galusha** remarked I make a motion that we table this until we have dealt with the other Resolution and the issue involving that employee. **Supervisor Shepler** replied so what you are saying is you would like to resolve the Resolution at hand in regards to the Health Insurance for the Supervisor's Confidential Secretary/ Bookkeeper, and then we can bring this back up this evening. **Councilwoman Harris** noted and I am saying that we shouldn't make all changes for one person. **Supervisor Shepler** interrupted noting we are not. **Councilwoman Harris** continued noting that is why I asked you how may will this effect. Do they change the other part-time so called people? Do they have to realign what they are getting and going to pay or are they going to have to work more? **Supervisor Shepler** replied no that is how it was written that they have 20 hours part-time would pay for their own. **Councilwoman Harris** asked and how many do we have part-time. **Supervisor Shepler** replied currently um, well not that work 20 hours. We don't have any on record at this point in time that work 20 hours. **Councilman Galusha** replied so this Resolution affects one employee. **Supervisor Shepler** replied that is correct. **Councilwoman Harris** noted it is not right for just one person to change everything that.....**Supervisor Shepler** interrupted noting we are not changing everything. We are just changing the hours (inaudible).....**Councilwoman Harris** interrupted noting you are changing to satisfy one person. That is not fair. That is not fair to the other.....**Supervisor Shepler** interrupted noting we are bringing it

in line with what Obama Care had, and that was 30 hours a week. **Councilwoman Harris** replied oh Obama has been out of office a long time. **Councilman Galusha** noted I am not opposed to changing it to 30 hours a week. I think we should do it in the context of the full Benefit Policy. I don't think we should do it tonight just to accommodate a single employee. I think.....**Supervisor Shepler** interrupted noting then **Randy** I am so confused because you had indicated, I believe it was at the last Board Meeting that we had in February that this needed to be changed prior to adopting the insurance for the Secretary/Bookkeeper of the .....Of the Supervisor. I am bringing this before the Board. I am asking that the 32 hours be changed to 30 hours. As it was written except that it was written at 32 hours here in 2011 to bring it into 21<sup>st</sup> century if you will. **Councilman Galusha** noted I have made a motion. **Councilwoman Harris** noted it has been seconded. The **Town Clerk** asked **Joan** did you just second it. **Councilwoman Harris** noted but I also think it is not fair for just one person. That is like giving her a gift. **Supervisor Shepler** replied no it is not. **Councilwoman Harris** replied yes it is. **Supervisor Shepler** replied no it is not. The **Town Clerk** asked **Joan**, **Joan** did you just second it. **Councilwoman Harris** replied if you speak up I could hear you. The **Town Clerk** replied excuse me. I said excuse me did you just second **Randy's** motion to table. **Councilwoman Harris** responded I seconded his. The **Town Clerk** replied OK that is what I was trying.....I didn't catch it I was making sure. **Councilwoman Harris** noted and that is what it is. It is just one more (inaudible) gift so one person.....**Supervisor Shepler** interrupted noting it is not a gift **Joan**. **Councilwoman Harris** replied well it's going to meet the need of her, but what about the other ones. **Supervisor Shepler** replied she is a full time employee. **Councilman Galusha** replied not currently, no. **Supervisor Shepler** responded 30....At 30 hours a week that is consid.....**Councilman Galusha** interrupted noting she is not a full time employee under current policy. **Supervisor Shepler** replied and that is why I am looking to amend this Resolution. **Councilman Galusha** replied I understand that, but I **Supervisor Shepler** continued noting so we can go ahead and discuss passing the other one. The **Town Clerk** interrupted noting alright we need to take a vote on, on the motion to table. We can't be discussing. Alright let's take a.....**Supervisor Shepler** interrupted noting Roll Call Vote.

**A Roll Call Vote was called on the Motion to Table.**

**Motion Carried: Ayes ~3 Brown, Galusha, Harris, Nays~2 Needham, Shepler**

**Discussion:** The **Town Clerk** noted OK this is tabled we can't discuss it any longer. **Councilman Brown** asked are we going to talk about the next one. **Supervisor Shepler** responded I hope so. **Councilman Brown** noted I've got a few comments (inaudible). **Councilman Galusha** replied I do too. I have a lot of comments about it. **Councilman Brown** continued noting I don't have any problem with us changing that.....**Supervisor Shepler** interrupted noting well let's get into the discussion. **Councilman Galusha** interrupted noting we'll get it on the floor. **Councilman Brown** replied bring it up. **Supervisor Shepler** replied so do I have someone who will introduce a Resolution authorizing Health Insurance for the Supervisor's Confidential Secretary/Bookkeeper.

## **Resolution**

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

### **Resolution Authorizing Health Insurance for Supervisor's Confidential Secretary/Bookkeeper**

**WHEREAS**, health insurance has been provided to the Supervisor's Confidential Secretary/Bookkeeper since February 1, 2020.

And

**WHEREAS**, such insurance was not pre-approved by the Town Board.

And

**WHEREAS**, the Town Board wishes to rectify this oversight.

**NOW, THEREFORE BE IT**

**RESOLVED**, that the Town Board hereby approves providing health insurance to the Supervisor's Confidential Secretary/Bookkeeper effective immediately and retroactive to February 1, 2020.

**Discussion: Supervisor Shepler** asked do we have discussion. **Councilman Brown** replied yeah. **Supervisor Shepler** replied **Ed. Councilman Brown** I don't have a problem with that position. Looking at the position not the person I talked to a lot of people. You've got to look at the position that we are looking at OK. You've got to keep the people out of it. I've been through a lot of these Resolutions since 18, and I'm sure **Joan** you've seen them too where they were trying to get that to be a full time position you know, and the hours can be set by the Board. If it's 30 that is fine if we all agree on 30. Which I don't have a problem with 30 or more. **Supervisor Shepler** responded well the Board get to (inaudible). **Councilman Brown** continued noting I don't care about (inaudible) that it also say 50 or more, but it also says employee/er can set the hours. **Councilman Galusha** replied absolutely. **Councilman Brown** continued noting and down below that phrase it also says the IRS also finds it 30 hours or more is considered full time, and I don't have a problem with it moving forward to the 30 hours I just.....I can't go back to February 1<sup>st</sup>. That is just my opinion OK. I'd like to move forward with it and bring it up to a full time position for 30 hours, but I just can't go back to the fist of it. **Supervisor Shepler** replied well the reason I believe the Attorney put it back to the 1<sup>st</sup> is that is when she got it. It was considered an oversight, and unfortunately.....**Councilman Galusha** interrupted asking who considered what an oversight. **Councilwoman Harris** replied an oversight. **Supervisor Shepler** responded the fact that it wasn't brought to the table immediately. **Councilman Galusha** asked who considered it an oversight. **Supervisor Shepler** replied the attorney did. This is his verbiage not mine. **Councilman Galusha** replied wo, wo, wo, wo, wo let's be very clear. The Attorney wrote we are neither affirmatively recommending doing so nor not doing so, and any such recommendation would not be appropriate. They didn't make this recommendation.....**Supervisor Shepler** interrupted noting they wrote it. **Councilman Galusha** responded they wrote the Resolution you requested they wrote. **Supervisor Shepler** replied no I did not. I asked them if they would write a Resolution. At the last meeting you inappropriately stated and I corrected you that I dictated to him what to write. I never did that. **Councilman Galusha** interrupted noting I didn't say dictated. He continued noting I said that you requested that they write it, and that is what you said. **Supervisor Shepler** interrupted noting I asked them to write a Resolution. **Councilman Galusha** replied yes. **Supervisor Shepler** continued noting not..... I did not enter into any discussion with him as to what should or should not be said. **Councilwoman Harris** noted it says asked to write a Resolution authorizing health insurance for.....**Councilman Galusha** noted it says it right in the first sentence. **Supervisor Shepler** replied he knew what the discussion was I didn't tell him what to write **Randy and Joan**. I never once told him what to write. **Councilman Galusha** responded but he did not

recommend that we do this. **Supervisor Shepler** responded he didn't recommend that we not do it either. **Councilman Galusha** replied correct it is a policy decision. **Supervisor Shepler** replied so he is sitting on the line. He didn't recommend to do it, and he didn't recommend not to do it, but he did write the Resolution and the Resolution he felt was appropriate. He is a lawyer therefore I will take word on it. **Councilwoman Harris** responded well I take his word because he is representing us. He is not saying to do it. **Councilman Galusha** replied no. **Supervisor Shepler** replied he is not saying not to do it either **Joan**. **Councilwoman Harris** responded there is two ways to.....Well let me go to the words rectify. Do you know what rectify means? **Supervisor Shepler** responded yes to correct. **Councilwoman Harris** replied to correct. **Supervisor Shepler** responded yes. **Councilwoman Harris** continued noting and what are we correcting. **Supervisor Shepler** replied the fact that she didn't have.....We didn't go before the Board, and we didn't have a Board approved Resolution stating that she could have it before this point in time. **Councilwoman Harris** replied we are rectifying the fact that what was it 9,000 some hard dollars was given to her as a gift. **Supervisor Shepler** replied no and I am going to tell you something else. **Mr. Galusha** has misspoken yet again on the amount in which she is getting her insurance. **Councilman Galusha** responded no I took the number you gave me **Susan**. **Supervisor Shepler** replied you asked me what the insurance rate was, and I gave you that page. **Councilman Galusha** replied yeah I did. **Supervisor Shepler** continued noting we never had a discussion about the fact that we follow the Highway Departments contract. **Councilman Galusha** responded I asked you if she paid any part of that. **Supervisor Shepler** replied and I said yes she does. **Councilman Galusha** replied you said you didn't know. **Supervisor Shepler** replied well she does **Randy**. **Councilman Galusha** replied OK. **Supervisor Shepler** continued noting and if you would have called me and asked me again I would have certainly have been happy to share that with you. **Councilman Galusha** noted I asked you once you didn't provide the information. **Supervisor Shepler** noted budgeted by **Cynthia** for 2020 was \$30,000.00. The Town's share for each employee in 2020 was 596 forty one. The Town's receiving insurance number 4 alright. We've got 4 employees on the Town's insurance OK. So it's 596 forty one times 4. Total for 4 town employees was 28,627 sixty eight. There was approximately \$1,300.00 left in the Budget on the Budget for insurance for 2020. 2021 you increased the Budget for to 28 or \$38,000.00. Town's cost per employee is 608 thirty four a month. These are for singles. **Councilman Galusha** replied what is your point. I don't understand what you are.....**Supervisor Shepler** interrupted noting that she is not paying the full amount that you put out there. **Councilman Galusha** replied **Susan** I asked you what we were paying for her insurance. You gave me the monthly rate. I.....**Supervisor Shepler** interrupted noting I said to you.....**Councilman Galusha** interrupted noting hold on please don't interrupt me when I'm trying to make a point. **Supervisor Shepler** interrupted noting that's fine. **Councilman Galusha** continued noting I asked you if you were.....If she was paying any portion of that. I gave you an opportunity to explain what the Town's share was, and what her share was. I made no representation that the Town was footing the whole bill. I asked you what part we were paying and what part she was paying. **Supervisor Shepler** noted well I will disagree with you because it was put out there in public that she was paying X amount of dollars and that is incorrect. **Councilman Galusha** replied I put out there that that is what the Town had paid. **Supervisor Shepler** interrupted noting or that the Town is paying. The Town. **Councilman Galusha** continued noting I did not say what share of that she did pay. **Supervisor Shepler** replied you did not, but you said the Town was paying the full amount, and the Town is not paying the full amount. **Councilman Galusha** spoke over her noting I didn't have that information available. **Supervisor Shepler** noted nor did I have the full information available too. **Councilman Galusha** noted so I, I have actually some questions, and a lot to say about this because.....**Supervisor**

**Shepler** interrupted noting that is fine. **Councilman Galusha** continued noting I have a problem with what has been done here, and how this has happened. So to start with January 3<sup>rd</sup> at our Organizational Meeting 2020 you stated that you had not offered benefits at that time to her, and.....**Supervisor Shepler** interrupted noting that is correct. **Councilman Galusha** continued noting you acknowledged that in quotes this will come up again if there is going to be a package offered with end quotes regards to benefits including Health Insurance. So at that time you knew that it had to come back in front of the Board. You stated so. **Supervisor Shepler** interrupted that is correct. **Councilman Galusha** continued noting you stated so there. Also at the Organizational Meeting you did not.....You....Did you not say that we have to do 2 AUDs, and I am going to need someone pretty much full time to help me with end quote. **Supervisor Shepler** responded correct. **Councilman Galusha** continued noting OK we now have 3 overdue AUDs, and at the end of this year we are going to have 4. How are we.....**Supervisor Shepler** interrupted noting no we have 2 overdue AUDs, and the current one is being worked on. You cannot do the AUD until you close the year out. **Councilman Galusha** replied 2018, 19 and 20.....**Supervisor Shepler** interrupted noting 20 is what I'm working on now. **Councilman Galusha** responded you can't do 20 until you have done 18 and 19. They have to be done consecutively. **Supervisor Shepler** interrupted noting that is not what the Comptroller's have told me. **Councilman Galusha** replied OK regardless you stated that we bringing her on full time at 30 hours per week in order to work on the AUDs. **Supervisor Shepler** interrupted noting not just to work on the AUDs, but on 30 hours. **Councilman Galusha** noted you stated at a meeting recently that you just weren't going to do the AUDs. That is what you said. **Supervisor Shepler** replied **Randy** I have asked numerous times for help from the **Town Clerk**. **Councilman Galusha** replied OK. **Supervisor Shepler** continued noting it is her position and her duty and her job to get the information for me. **Councilman Galusha** noted Ok we have.....We have.....The **Town Clerk** interrupted noting I have provided that information for you in a timely fashion when you asked for it. It is in there waiting. **Supervisor Shepler** replied can I please have the.....The **Town Clerk** replied you can come look at it. Come take notes. **Supervisor Shepler** continued noting can I please have copies of the bills for the National Grid for the 2 years that we are in discussion. The **Town Clerk** replied certainly not. I have already told you that is too large. You can come look at it. **Councilman Galusha** noted we have a document here from our former Bookkeeper indicated that the 2018 AUD was mostly done, and if you look at the page near the end the electricity which is what you've repeatedly asked for, and I have provided you this document back in June. **Supervisor Shepler** interrupted noting yes you did. **Councilman Galusha** noted that number is already filled in. So the total dollar amount for National Grid is filled in. The total volume kilowatt hours is filled in. This document is mostly done. **Supervisor Shepler** replied **Randy** can I just tell you that this document a fantastic piece of paper and I appreciate it immensely, but that is not what is on the computer alright. Unfortunately what was.....**Councilman Galusha** interrupted noting she addresses that in her cover letter. Let's not get off track here so one of the justifications of bringing her on 30 hours was to do the AUDs. We haven't done them. They haven't been done, and you told us you weren't going to do them. Whether you are doing them now or not I don't know. **Supervisor Shepler** interrupted noting I am working on them **Randy**. **Councilman Galusha** continued noting during the past year did I not on multiple occasions advise you that it was the responsibility of the Board to set Policy for Employee Benefits. You continued to assert that you had the authority to do that. Is that not true? **Supervisor Shepler** replied that is what you are saying. **Councilman Galusha** replied that is the discussion we have had on multiple occasions. OK then did you not admit to me in a conversation in July that you had already given the Confidential Secretary Health Insurance. **Supervisor Shepler** replied I did give it to her yes. **Councilman Galusha** responded you



admitted it to me so.....**Supervisor Shepler** interrupted noting and I believe it was at the Board Meeting. **Councilman Galusha** continued noting did the Town Attorney send you and the Town Board a memorandum on November 12, 2020 at my request telling you that giving the Confidential Secretary Health Insurance in violation of Town Policy “that might be characterized as Town misuse of Taxpayers Funds or the making of an illegal gift of Public Monies for private benefit.” Did you not get that memo? **Supervisor Shepler** responded I have it upstairs yes. **Councilman Galusha** continued noting OK and during Executive Session on November 12<sup>th</sup> Board Meeting.....**Supervisor Shepler** interrupted noting I wouldn't bring up anything that was discussed in Executive Session **Randy**. **Councilman Galusha** responded we can talk about what we discuss. **Supervisor Shepler** replied no you cannot bring up what was discussed in.....**Councilwoman Harris** interrupted noting yeah we can it was (inaudible). **Supervisor Shepler** replied in Executive Session is kept in Executive Session. It is not made public. **Councilman Galusha** responded well I gave you a copy.....I gave you a copy another copy of the Town Attorney's memorandum, and an email from the Association of Towns Legal Counsel Katie Hodgson, and in that email this is how it was stated in quotes yes the Town is in violation of it's own policy. The Town is not required to provide Health Insurance. If the Town does decide to offer Health Insurance it must do so in accordance with it's own Policy as it is established under the authority of General Municipal Law end quote. Mrs. Hodgson further stated that “Supervisor does not have the unilateral authority to determine salary and benefits even for their direct (inaudible) end quote. I gave you a copy of this email. She further states stated that Article 8 Section 1 of the New York State Constitution prohibits gifts or loans of public money. Any benefits outside the perimeters of the Town's Policy would fall under this umbrella. Also the Town Attorney in his memorandum advised you that the Town Board, Supervisor and or Town Board Members could conceivably be required to recoup unauthorized expenses and or make the Town whole for unauthorized use of Public Funds. So we could have to go after you and **Gail** for.....**Supervisor Shepler** interrupted noting not if you pass this Resolution. **Councilman Galusha** replied I am not going to pass a Resolution to authorize an illegal action. **Supervisor Shepler** responded it is not an illegal action. **Councilwoman Harris** noted yes it is. **Councilman Galusha** continued noting so.....**Supervisor Shepler** noted excuse me. **Councilwoman Harris** replied excuse you yes. **Councilman Galusha** continued noting so after all this you offered up Obama Care as justification saying that it requires to provide Health Insurance to anyone who works over 30 hours, and shortly after that I explained that that requirement in the Affordable Care Act only applies to large employers who had 50 or more full time employees. You recently provided the Board a guidance document from the Town's Insurance Company that actually reiterates ACA only applies to large employers. **Supervisor Shepler** interrupted making an inaudible comment. **Councilman Galusha** continued noting you tried to pass it off as justification for what you did when in fact it didn't support what you said. **Supervisor Shepler** interrupted noting **Randy** can I ask you something when did you get your law degree. Because I would like to congratulate you. **Councilwoman Harris** replied it is common sense. Everybody knows it theft. **Supervisor Shepler** replied excuse me **Joan**. **Councilman Galusha** continued noting then you presented a Resolution to the Board at the last meeting that would if approved retroactively give the Confidential Secretary insurance in an attempt to legalize your illegal act. In his transmittal memo the Town Attorney clearly stated we are neither affirmatively recommend doing so or not doing so in regards to whether or not the Town Board should adopt a Resolution granting Health Insurance to the Confidential Secretary. **Supervisor Shepler** responded I think you'll find by.....They are not agreeing to do it and they are not agreeing not to do it, but it needs to be done. **Councilman Galusha** replied in your opinion. **Supervisor Shepler** continued noting and should be done retroactive. **Councilwoman Harris** asked did you have approval from the Town Board.

**Supervisor Shepler** noted it should be done retroactively therefore it will protect the Town, and that is his goal and his object is to be there for the Town. **Councilman Galusha** interrupted noting I don't think so based on my conversations with him. **Supervisor Shepler** continued noting he isn't there for you he isn't there for me. **Councilman Galusha** continued noting and he clearly stated.....**Supervisor Shepler** interrupted noting he is not recommending doing it. He is not recommending not doing it, but this is his suggestion. **Councilman Galusha** responded no it is not his suggestion. **Supervisor Shepler** replied he wrote it I didn't. **Councilman Galusha** replied it is not his suggestion. He very clearly stated to me that is was not to be taken as his recommendation. **Supervisor Shepler** responded well **Randy** quite honestly I will believe what the attorney tells me thank you, and he has a law degree. **Councilman Galusha** replied OK I've got a couple of other points I want to make. **Supervisor Shepler** replied make your points. **Councilman Galusha** continued noting I want to point out that in the 2018 Organizational Meeting Board Member and our Confidential Secretary is on record as saying that 20 hours a week was sufficient for the position of Confidential Secretary/Bookkeeper, and that the position had not previously received benefits. So at that time 20 hours without benefits was sufficient job.....To do the job including doing the AUDs. Now we are up to 30 hours a week and she is not doing the AUDs. So at first you acknowledged in the Organizational Meeting that you would need to bring this back in front of the Board. Then you gave her Health Insurance without Board approval and without telling the Board. Then you admitted to me several months later that you had done it. Then despite guidance from the Town Attorney and advice from the Association of Towns Legal Counsel that this was illegal you continued to justify.....**Supervisor Shepler** interrupted noting it needed to be rectified. **Councilman Galusha** responded I am speaking. **Councilwoman Harris** noted (inaudible) to rectify. **Councilman Galusha** continued noting you continued to try and justify it as being required by Obama Care. When that didn't work you tried to make it retroactive through a Resolution which the Town Attorney said he neither recommended doing nor not doing. I don't believe that it is right or legal for this Board to grant Health Insurance retroactively (inaudible) for a Confidential Secretary at this time. I do believe that this Board should take steps to obtain legal counsel with regards to recovering the money spent on Health Insurance to date, and to terminate Health Insurance as soon as legally possible. That is my opinion. **Supervisor Shepler** interrupted noting and what is that going to.....She continued noting and what is that going to solve **Randy**? What is that going to solve? **Councilwoman Harris** replied (inaudible) a crime. **Councilman Galusha** replied it was an illegal act. It was an illegal act. **Supervisor Shepler** replied it was an oversight. **Councilman Galusha** responded it was not an oversight. **Councilwoman Harris** noted no it was not an oversight. **Supervisor Shepler** replied excuse me I am speaking with **Randy** please. **Councilwoman Harris** responded excuse me, but it was not an oversight.....**Supervisor Shepler** interrupted noting it was an oversight. **Councilwoman Harris** continued noting you deliberately did it knowing what you were doing because you are that smart. **Supervisor Shepler** responded excuse me **Joan** I am speaking to **Randy** not you. **Councilwoman Harris** responded you are speaking to the Town Board, you are speaking to everybody. **Supervisor Shepler** responded I am speaking with **Randy**. **Councilwoman Harris** responded nope the whole Town Board. **Supervisor Shepler** responded that is fine. That's your opinion. The.....Take into consideration what we were hit with the end of February, March, April. We had 2 Emergency Declarations here in Town of Thurman. We were closing the Town of Thurman. We closed the Town Board Meetings. We then reopened the Town Board Meetings to then reclose the Town Board Meetings. **Councilman Galusha** noted that was all after you did this. **Supervisor Shepler** replied that is correct. You had also come to me and said..... Indicated that 32 hours was what it was. Proved to me that it was not going to be 30 so I brought you what the insurance company gave me, and they had

indicated to me that 30 hours a week is considered legal for full time employees not 32. **Councilman Galusha** replied that is not true. The document that you presented pertained to Obama Care which does not pertain to us. **Supervisor Shepler** responded and doesn't the IRS except 30 hours a week. **Councilman Galusha** replied they may accept it, but they don't can't enforce that. That is not.....**Supervisor Shepler** interrupted noting well **Randy** the point of the matter is, is if you were so concerned with this why didn't you bring it before the Town with a Resolution sooner. **Councilman Galusha** responded I brought it to the Town Board's attention.....**Supervisor Shepler** interrupted noting not with a Resolution. **Councilman Galusha** continued noting as soon as I confirmed that you had actually committed the act. I sought counsel.....**Supervisor Shepler** interrupted noting committed the act. **Councilman Galusha** continued noting I sought counsel from the Town Attorney and from the Association of Towns Legal Counsel. I presented that to you, and you failed to take any action on it, and so far all you've done is made one excuse after another to justify your actions. **Supervisor Shepler** responded no they are not excuses. They are facts **Randy**. **Councilman Galusha** replied no Obama Care was an excuse you came up with on November 12<sup>th</sup> of last year. **Supervisor Shepler** interrupted noting I didn't come up with it. **Councilman Galusha** continued noting that is months after you actually committed the act. **Supervisor Shepler** replied again congratulations on getting your Law Degree. **Councilman Galusha** replied thank you. **Supervisor Shepler** noted I will believe what the Attorney says. He is neither for it nor against it, but this is what he has put forth before us to pass or not pass. **Councilwoman Harris** asked have you paid on her insurance this year. **Supervisor Shepler** replied I beg your pardon. **Councilwoman Harris** asked have you paid her insurance this year. As you did last year. **Supervisor Shepler** responded it is paid on a monthly basis **Joan**. **Councilwoman Harris** replied so January and February have been paid. **Supervisor Shepler** replied all of it has been paid, yes. All of the insurance has been paid. **Councilwoman Harris** replied alright knowing that you didn't have the right to do it. So that makes it wrong. You.....**Supervisor Shepler** interrupted noting so then why didn't the Board do a Resolution to take it away from her. **Councilwoman Harris** replied let me say something, let me say something. **Supervisor Shepler** spoke over her noting I am asking you a question. **Councilwoman Harris** replied I am telling you that.....**Supervisor Shepler** interrupted noting you didn't answer my question. **Councilwoman Harris** responded because I was talking and you interrupted. **Supervisor Shepler** replied why hasn't the Board done a Resolution to do away with her insurance. Why are we dragging it out? **Councilwoman Harris** replied we didn't know what was going on until almost December. **Supervisor Shepler** interrupted noting you certainly did. **Councilman Brown** noted we are not trying to do away with her insurance.....**Councilwoman Harris** interrupted noting but the fact that it happened. You gave her money from the Town.....**Supervisor Shepler** interrupted noting I didn't give her money. **Councilman Brown** continued noting I don't want to do away.....or the position. We just need to rectify this (inaudible). **Councilwoman Harris** continued noting you paid for her insurance free from the Town Budget, budget. It was not on a Budget line. You spent the money and you didn't tell us on February of that year about what you are doing. **Supervisor Shepler** interrupted noting no we were a little busy with something else unfortunately. **Councilwoman Harris** replied everyone is well everybody is busy. What is right is right. When you are stealing something there is no right time to do it. **Supervisor Shepler** responded **Joan** I am not stealing anything. **Councilwoman Harris** replied you, you misappropriated funds, and you've got (inaudible). I want her to have insurance. I have no problem with her having insurance.....**Supervisor Shepler** interrupted noting (inaudible) me of that. **Councilwoman Harris** continued noting but I want her or you to divide up and pay back the Town the money that you put out there that you were not supposed to put it out. Then let's start good. Have her do just exactly

what everybody else has to do to get their insurance. Either pay part of pay all of it or don't pay any of it. I don't care how she gets her insurance all I want her to do is get insurance just like everybody else gets theirs. She is not to be fed freely (inaudible). **Supervisor Shepler** replied I am not free (inaudible). **Councilwoman Harris** replied yes you are. **Councilman Galusha** replied yes you are. You are giving it to her in violation of Town Policy. I'll make this.....**Supervisor Shepler** interrupted noting again why have you not brought a Resolution to the floor before.....(Inaudible) this point. **Councilman Galusha** replied I sought legal counsel, and I told you what was wrong, and I gave you an opportunity to rectify it. **Supervisor Shepler** responded and I have rectified it. **Councilman Galusha** responded no you .....Let me say this.....**Supervisor Shepler** interrupted noting I have brought.....I have brought a motion before the Board. **Councilwoman Harris** noted (inaudible) what you don't have. Rectify means you put the money back. **Councilman Galusha** noted I will support giving insurance to that position, that title, at such point as the Town is reimbursed for the illegal money that was spent.....**Supervisor Shepler** interrupted noting well I am not reimbursing a penny (inaudible). **Councilman Galusha** continued noting and, and, and these need to get done. If the AUDs get done, and we get paid back I'll support that decision. **Supervisor Shepler** replied you don't tie those two together. **Councilman Galusha** responded you did. **Supervisor Shepler** continued noting you do not tie those two together. **Councilman Galusha** responded you, you were the first person to do it on January 3, 2020. **Supervisor Shepler** responded I didn't tie those 2 together. **Councilman Galusha** replied do I need to read you the (inaudible) on the meeting minutes. **Supervisor Shepler** responded no you don't need to.....**Randy** you don't need to....Listen.....**Councilman Galusha** continued noting I can read it to you I've got it right here. He continued noting I actually have it right here. I can read it to you because you are the one that said it: then we have to do 2 AUDs and I am going to need someone pretty much full time to me with it. That was your.....**Supervisor Shepler** interrupted noting yes, and I was busy (inaudible) the Town that needs help too. **Councilman Galusha** responded that was your justification for bringing her on 30 hours a week. **Supervisor Shepler** replied that is fine, fine. **Councilman Galusha** continued noting the AUDs are not done. We are giving her not only 30 hours a week now we are going to give her several thousand of dollars in Health Insurance. **Supervisor Shepler** replied she has worked and earned it. **Councilman Galusha** responded I am not disputing **Gail's** (inaudible). I am not. I am not questioning it. **Councilman Brown** noted (inaudible) there is no doubt about it she's earned it, but we just need (inaudible) February 1<sup>st</sup>. **Councilman Galusha** noted this is not about the individual. **Supervisor Shepler** replied well **Randy** it was about the individual and I am sorry to say. (Inaudible) I am going to making it retroactive so that we are covered by everything. **Councilman Galusha** replied I refuse to vote to make it retroactive. **Councilwoman Harris** noted she has got to pay it back or you have got to pay it back it doesn't matter. **Supervisor Shepler** replied I am not paying a penny back **Joan**. **Councilwoman Harris** replied huh. **Supervisor Shepler** replied I am not paying a penny back. **Councilwoman Harris** responded well she has to pay it. She got money that was not legally supposed to be given to her. **Supervisor Shepler** replied she did not get money she got an insurance. **Councilwoman Harris** responded money and insurance are the same thing. **Supervisor Shepler** replied no they are not **Joan**. **Councilman Brown** noted I don't think we should penalize the worker. **Councilman Galusha** noted I can't hear you. **Councilman Brown** noted I don't think we should penalize the worker for it. **Councilman Galusha** responded well I don't know what you mean by not penalize her I mean.....**Councilman Brown** replied I mean you know as far as I'm concerned that position it entitle to it, but not back to February. **Councilman Galusha** replied not back to last February no. **Councilman Brown** noted not what I am told. **Councilman Galusha** noted and I can tell you right now it is a very good chance that there will be a citizen's suit forcing the Town to recoup that lose.

**Supervisor Shepler** interrupted noting oh I have no doubt **Randy** that you instigated one. Yes, I have no doubt. **Councilwoman Harris** asked did you just blame him for that. **Supervisor Shepler** continued noting and I am very sorry to hear that. I truly am. **Councilman Galusha** responded just because the citizens are aware that the Board had conducted an illegal activity, and they are taking an action I mean don't pin that on me. If people are unhappy that the Town is committing an Illegal Gift of Public Funds. **Supervisor Shepler** replied fine so what is your Resolution going to be then this evening if you are not going to adopt this current Resolution. Because we've got to have a Resolution going forward. To either give her insurance or to not give her insurance. We are not going to continue to play this game month after month after month after month. **Councilwoman Harris** replied we are not going to talk about.....We don't care about her getting insurance. She can get insurance. What we are concerned about is the money that was used from the Budget that didn't have a budget line that has been given to her free of charge for a year and maybe two months. So consequently that money is illegal money, and it's been fraud, and it needs to be paid back. Now she can do it \$50.00 a week she can do it anyway she wants to do it, and she can have insurance. I want her to have insurance, but she can't have insurance by a free thing because it's your friend, and.....**Supervisor Shepler** replied being my friend has nothing to do with it. **Councilwoman Harris** replied well that is why you are doing it. **Supervisor Shepler** interrupted noting I am not. Oh my God **Joan**. **Councilwoman Harris** continued noting you brought her right in then you gave her the free stuff. She continued noting so I'm saying I offer insurance, but she has got to pay it back because this.....You are trying to rectify something. When something is stolen the only way you rectify it is to give it back. **Councilman Galusha** noted can I ask you a question. **Supervisor Shepler** replied me. **Councilman Galusha** responded yeah. The Organizational Meeting last year you acknowledged that this would have to be brought back in front of the Board. **Supervisor Shepler** replied I did. **Councilman Galusha** continued noting you didn't do it. You gave her insurance without telling the Board that you did. Why? **Supervisor Shepler** responded **Randy** I will tell you straight up there was so much that hit the fan at that point in time that it just honestly.....**Councilman Brown** spoke over her noting I would have voted (inaudible) you know. **Councilman Galusha** noted but you and I talked about it. **Supervisor Shepler** replied not at that point we didn't. **Councilman Galusha** replied you and I talked about it multiple times through out the year, and it wasn't until you attempted to take away the **Clerk's** insurance that I confronted you and you admitted that you did it. And I told you repeatedly that you didn't have the authority to do it that it was the Board's purview to implement Employee Policy. **Supervisor Shepler** interrupted noting I am not going to argue with you. I am not going to argue. **Councilwoman Harris** asked do you agree with that. **Supervisor Shepler** responded no I don't necessarily agree with that, but I am not going to argue about it any longer. This has got to have an action taken this evening. The Board has to make a decision as to what they are going to do, and then it has to be done. **Councilman Galusha** replied well if the Board approves it retroactively we're committing an illegal act tonight. **Supervisor Shepler** replied no you are not. **Councilwoman Harris** replied yes you are. **Councilman Galusha** replied yes you are. **Supervisor Shepler** responded well then how come the Attorney, again congratulations on your attorney.....The Attorney wrote this. Do you think he would put the Town in jeopardy **Joan**? **Councilwoman Harris** replied he wrote a letter that said I wrote what she said she wanted was the Resolution. **Supervisor Shepler** replied no he did not, no he did not. **Councilwoman Harris** replied that is what he wrote. **Supervisor Shepler** replied no **Joan** read it again. That is not what he wrote. **Councilwoman Harris** replied I have a copy. I know it.....**Supervisor Shepler** interrupted noting then read it because he didn't say that. **Councilwoman Harris** replied it is right at the bottom it says that.....**Councilman Galusha** noted we have rehashed that multiple times.

**Supervisor Shepler** noted it does not state that I told him what to write. I did not tell him what to write. **Councilwoman Harris** responded not in those words. He said I wrote a Resolution because I was asked to write a Resolution. **Supervisor Shepler** interrupted noting the Supervisor asked us to provide a Resolution authorizing Health Insurance for the Supervisor's Confidential Secretary/Bookkeeper, and we have done so. I never once.....**Councilwoman Harris** interrupted noting continue reading. **Supervisor Shepler** responded however it is important to recognize and for us to be sure to point out that whether to provide such insurance is a Policy matter up to the discretion of the Town Board. **Councilman Galusha** replied right. He is not recommending it. **Councilwoman Harris** noted he is not recommending it. **Supervisor Shepler** noted he is not, not recommending it either. If he wasn't going to be onboard then why would he write.....I mean (inaudible). **Councilwoman Harris** replied because you asked him too. **Supervisor Shepler** replied I asked him to write a Resolution. **Councilwoman Harris** replied right. **Supervisor Shepler** continued noting I didn't tell him what to say. He knew what it pertained to. He wrote it not me. **Councilwoman Harris** noted but he is not authorizing you. **Supervisor Shepler** responded I wanted to have the Attorney write it so that I wasn't accused of writing it with favoritism. **Councilwoman Harris** replied he did write it. He wrote it because you asked him to do it a certain way, and then he also stated that he is not recommending it either. **Supervisor Shepler** responded he is not, not recommending it either. **Councilwoman Harris** replied true, but he is just protecting himself there. **Supervisor Shepler** replied yes he is, but he is also protecting the Town by writing this. **Councilwoman Harris** replied no, because this is just a Resolution not having anything exact in it like cannot pay her the thing every month for the last 12, 13.....**Supervisor Shepler** replied **Joan** this was written by an attorney. **Councilwoman Harris** replied it isn't. You typed it and printed it out. **Supervisor Shepler** replied **Joan** Jesus, Mary and Joseph. **Councilwoman Harris** noted and the fact that you said rectify it you know you did wrong. Because we wouldn't have to rectify it, and you wouldn't have to ask us to do. **Supervisor Shepler** interrupted noting **Joan, Joan**. She continued noting this is written by the Attorney. **Councilwoman Harris** replied no, no. **Supervisor Shepler** replied well you think what you want to think, but I am telling you right now I did not write this. I did not put word into the Attorney's mouth. He wrote it. **Councilwoman Harris** replied he wrote what you asked for, but he is condoning what you want. **Supervisor Shepler** replied he is not, not condoning it either. **Councilwoman Harris** replied well I think he has a reason because he knows it's illegal. **Supervisor Shepler** responded **Joan** do you think an attorney would write something that was illegal (inaudible) the interest of the Town. **Councilwoman Harris** replied I don't care. I know for a fact that when you pay somebody money that belongs from the Town and it is not in the Budget anyways, and you still write that check for a friend of yours because you want her to have something free when there are 3 or 4 other people in this Town.....**Supervisor Shepler** interrupted noting no **Joan** you are wrong. **Councilwoman Harris** replied I am not wrong. **Supervisor Shepler** replied you are wrong. **Councilwoman Harris** you yourself said you sending those checks out, but you didn't tell us when you was doing it until the end of the year. **Supervisor Shepler** responded the fact of the matter this was written by the attorney. **Councilwoman Harris** replied no. **Supervisor Shepler** continued noting and the attorney's interest is the Town. Not me, not you, not **Randy**, not **Doug** and not **Ed**. **Councilwoman Harris** replied you just read the letter behind that. **Supervisor Shepler** replied yes and he is not against.....**Councilwoman Harris** noted you asked him to write a Resolution and he (inaudible) this Resolution we are going to have a meeting every Thursday. We don't have to do it, and in then (inaudible) you could have it on Wednesday or Tuesday. **Supervisor Shepler** responded this Resolution is being presented to the Town Board for the Town Board to either approve or not approve. He wrote this, but he is also in his writing is thinking of the Town. Not me, not you, not **Randy**, not **Doug**

and not Ed. He is thinking of the Town. **Councilwoman Harris** responded he just wrote a Resolution. He is not saying how you are going to vote on it. **Councilman Galusha** noted I think if the Town Attorney.....**Supervisor Shepler** spoke over him noting he is not telling me how to vote on it of course not. **Councilman Galusha** continued noting I believe that if the Town Attorney was here he would take exception to what you just said about you know I think you are putting words into his mouth. **Supervisor Shepler** responded what that his interest and his concern is the Town and not for you and me and **Joan and Doug and Ed**. **Councilman Galusha** replied no that is not what I am referring to. That he thinks that doing this is in the best interest of the Town. That implication I think he would have a problem with. **Supervisor Shepler** responded he doesn't think it is the.....He doesn't think it's not in the best interest of the Town either. If he didn't think it was why would he write it? **Councilman Galusha** replied because you asked him to. **Councilwoman Harris** asked why wasn't the Board.....**Councilman Needham** interrupted noting he (inaudible) write the Resolution (inaudible). **Supervisor Shepler** noted I didn't tell him what to say. **Councilwoman Harris** replied why isn't he more definitive in it. **Supervisor Shepler** replied ask that of him. Don't ask that of me. **Councilman Galusha** replied he will write a Resolution.....**Councilwoman Harris** interrupted noting obviously you don't.....He is not going to commit to himself saying well you just stole a ton of money and you don't have to pay it back. He is not going to put that in a Resolution. **Supervisor Shepler** replied a Resolution needs to be brought before the Board tonight, and it needs to be passed or not. **Councilman Galusha** replied it doesn't need to be. I mean you are saying that. **Supervisor Shepler** responded because you are allowing it go on. **Councilman Galusha** replied no I am suggesting that we seek legal counsel. **Supervisor Shepler** interrupted noting we did. **Councilman Galusha** responded hold on. No, I am suggesting that we seek legal counsel about recouping what the Town has lost through this illegal act. **Supervisor Shepler** replied and what are you going to gain by doing that **Randy**. **Councilman Galusha** replied the Town is.....Has.....**Supervisor Shepler** interrupted noting you are going to spend Tax dollars money in addition to because it is going to cost.....**Councilman Galusha** replied OK, OK. **Supervisor Shepler** continued noting the Town has got no more money hardly at all in its coffers for the attorney. **Councilman Galusha** replied the Town Attorney said that Board Members could conceivably be required to recoup unauthorized expenditures and or make the Town whole for unauthorized use of Public Funds, and Mrs. Hodgson also stated something to that effect. **Supervisor Shepler** replied I think it is poor taste to do that for the Town of Thurman because it is going to end up coming out of the Insurance (inaudible) is were it should come from.....**Councilwoman Harris** interrupted noting I think he is saying.....**Supervisor Shepler** continued noting and that is going to increase expenses to the Town unnecessarily for legal fees. **Councilwoman Harris** noted if she pays back we have more money. **Councilman Galusha** asked how many.....How many thousands of dollars is the Town out is what I would like to know because I have not actually figured that number. What is the Town's share that has been paid out so far. **Supervisor Shepler** replied I don't have a calculator down here. **Councilman Galusha** replied OK, but that is what I asked you before. **Supervisor Shepler** responded and I gave you the information. **Councilman Galusha** replied no you did not. **Supervisor Shepler** interrupted noting tonight. Excuse me. **Councilman Galusha** continued noting you told me how much the premium amount was that the Town pays, but you never told me how much. **Supervisor Shepler** responded the Town pays 596 forty one in 2020. **Councilwoman Harris** noted and that is for 11 months, and 2 more months this year. **Supervisor Shepler** replied no it is a different amount for this year **Joan**. **Councilwoman Harris** replied OK then if you paid it without being told that you could then that is extra money that still has to be paid back. **Supervisor Shepler** replied **Joan**. **Councilman Galusha** replied I'm sorry I didn't hear what you said. **Supervisor Shepler** noted the Town

pays in 2020 596.....**Councilman Galusha** interrupted noting no that is not what I am asking for. You told me how much a month the premium was and it is my recollection it was like \$712.00 a month or something. **Supervisor Shepler** replied vaguely, vaguely. **Councilman Galusha** continued noting OK, and what share of that does the Town pay versus what she pays. **Supervisor Shepler** replied 700.....500 and ninety six forty one in 2020 is what the Town's share is. **Councilman Needham** responded is that for every employee in the Town or each one. **Councilman Galusha** replied that is for each one. **Supervisor Shepler** replied that is for a single that is not for a family or a (inaudible) or anything else. **Councilman Needham** interrupted noting for a single the Town pays out for every employee. **Supervisor Shepler** replied ninety six forty one for the Highway Department and for anybody that is currently in the General Fund. So that is 4 in the General Fund. **Councilman Needham** replied is there what 8 guys over there. **Supervisor Shepler** replied I beg your pardon. **Councilman Needham** replied 8 guys over there now. **Supervisor Shepler** responded 7 I think. **Pat** is not included. He is on the General side. **Councilwoman Harris** noted you've got to add 2 month January and February of this month, year. **Councilman Galusha** noted so 12 months because we are already past.....It started February 1<sup>st</sup> of last year. Actually it is 13 months because you have already.....**Supervisor Shepler** interrupted noting it is a different rate. **Councilman Galusha** replied OK it is probably more. **Supervisor Shepler** replied it is a different rate in 2021. **Councilman Galusha** replied OK, but it is probably more. **Supervisor Shepler** replied it is. It is a little bit more. **Councilman Galusha** replied OK just for 12 months the Town is out \$7,156.92 at least. It could be more. **Supervisor Shepler** replied it was not 12 months it was 11 months. **Councilman Galusha** responded let me get back to what **Katie Hodgson** from the Association of Towns Legal Counsel I asked her are there any regulations or laws that would require the Town to recoup the cost of the insurance payment. She says yes. Article 8 Section 1 of the New York State Constitution prohibits gifts or loans of Public Monies. Any benefits provided outside the parameters of the Town's Policy would fall under this umbrella. That's how the Association of Towns Legal Counsel said yes we could be required to recoup these cost. **Supervisor Shepler** responded it doesn't say that we have to it says we could. And **Randy** why are you (inaudible).....**Councilman Galusha** interrupted noting if we committed an illegal act why wouldn't we. **Councilwoman Harris** noted you meant to do something wrong. You meant you didn't tell anybody what you were doing. She took it. You agreed to it. She agreed to it. **Councilman Galusha** noted that is the other thing. She was on the Town Board. She was involved for 4 years with hiring employees. She knew what the Town Policy was, and yet she accepted this. Knowing that she didn't have Board approval to receive it. Knowing that it violated Town Policy. She has culpability the same as you do. I believe that we should ask the Town Attorney. We should seek legal counsel, and I don't mean just you talking to the Town Attorney. I would like to see the Town Attorney sit here and tell what we should.....Our recourses as far as recouping the Town's investment. **Councilwoman Harris** replied have him come here and tell us. **Supervisor Shepler** replied that is what he is asking for. **Councilman Galusha** asked how do we go about that. **Councilwoman Harris** responded I guess the Town Board can ask the Town Lawyer. **Supervisor Shepler** replied so you are going to.....**Councilwoman Harris** interrupted noting can the **Town Clerk** send in on behalf of the Town Board that we would like him to come. **Supervisor Shepler** interrupted noting I would like to (inaudible) the attorney thank you. **Councilwoman Harris** replied excuse me. **Supervisor Shepler** replied I will be in touch with the Attorney thank you. (Inaudible). **Councilwoman Harris** responded well I don't think we can trust you to do it. **Supervisor Shepler** replied thank you. **Councilwoman Harris** replied you're welcome. **Supervisor Shepler** replied I will be in touch with the Town Attorney. **Councilwoman Harris** responded I think the **Town Clerk** should do it. **Supervisor Shepler** replied I will be in touch with the Town Attorney thank you. **Councilwoman**



**Harris** replied you can. He will get 2 letters then. **Supervisor Shepler** noted **Randy** you want.....You are asking for **Mark** to come to the Town Board to discuss what was the term you were using please. **Councilman Galusha** replied the potential for the Town to recoup the loss of these funds. **Supervisor Shepler** replied alright. **Councilman Needham** noted I would rather see a meeting with him just to find out what our legal options are. (Inaudible) so we all know what...You know how to go about doing this. **Councilman Galusha** interrupted noting sure certainly. I think once he is here.....He continued noting I think once he is here we can ask him anything we want. **Councilman Brown** noted either way it will be expensive. It is going to cost. **Supervisor Shepler** replied thank you for saying that. **Councilman Brown** responded no I am just saying. I am trying to be upfront about everything. It is going to be expensive either way. **Supervisor Shepler** replied the other thing is, is **Doug** had brought this up at the last meeting, and yes I didn't bring it down with me, but there is an active Resolution limiting the Board contact with.....**Councilman Galusha** interrupted noting that is not true. **Supervisor Shepler** replied it's not. **Councilman Galusha** noted nope it was rescinded. **Supervisor Shepler** replied would you like me to.....It was not. It was not. **Councilman Galusha** responded it was rescinded. **Supervisor Shepler** replied when was it rescinded. **Councilman Galusha** replied I knew you were going to do this at some point. Resolution #11 of 2017 Town Board of the Town of Thurman does hereby rescind Resolution # 13 of 2016 Town Attorney Contact Policy. **Supervisor Shepler** responded and who approved it. **Councilman Galusha** responded It was approved by Cynthia Hyde, Michael Eddy, and Kathy Templeton. **Councilman Needham** noted we voted on that after that. **Supervisor Shepler** replied I beg your pardon. **Councilman Needham** responded we brought that up again after that. **Supervisor Shepler** interrupted noting yeah because it was.....**Councilman Needham** continued noting this last year within.....**Councilman Galusha** noted we didn't bring it up last year. **Councilman Needham** responded you weren't even elected then. **Supervisor Shepler** interrupted noting what was the.....She continued noting I'm sorry what was the date of that one? **Councilman Galusha** replied the one that you referenced Resolution adopting Town Attorney Contact Policy was Resolution 13 of 2016. **Supervisor Shepler** replied um hum. **Councilman Galusha** continued noting OK the Resolution that I just quoted you was Resolution #11 of 2017. **Supervisor Shepler** replied alright thank you. **Councilman Galusha** noted if you can find one that is after that.....**Supervisor Shepler** asked can I have copies please. The **Town Clerk** asked which one was that 211. **Councilman Needham** spoke over them noting there should be one in 18, 19. **Supervisor Shepler** replied to the Clerk 2.....You will have to ask **Randy**. **Councilman Galusha** responded to him however I will tell you this if that is current Town Resolution don't expect me to abide by it because, and I am going to be very clear about this the Town Attorney is not the attorney to the **Supervisor**. **Supervisor Shepler** interrupted noting no he is not. **Councilman Galusha** continued noting the Town Attorney is the Town Attorney to the Town Board. **Councilman Needham** responded the Resolution stated I believe that we passed the last one in order for anybody to talk to the Lawyer they had to talk to all of them. (Inaudible) the same. Yup that is the way it was. **Supervisor Shepler** interrupted noting there had to be a Resolution from the Board, but the reason.....**Councilman Galusha** replied that is fine. If you want to have everyone in the room. **Councilman Needham** interrupted as he continued noting yup that is the way it was. No private could talk to him because that way the bill was going up, and we (inaudible). **Supervisor Shepler** responded and it is. It is still going up. I mean for God's sake (inaudible). **Randy** somebody gave the Dog Catcher his number to call. That.....He is not authorized to speak to the Dog Catcher. And our bill has gone up through the roof unbelievably. There is not going to be enough money at the end of the year to cover our expenses for the Attorney at this point. **Councilman Galusha** replied let's be honest. The number of times that I have talked to him is miniscule. I mean if you..... I think we

could ask for an itemized bill. **Supervisor Shepler** noted I can get you one. **Councilman Galusha** continued noting and we would find out exactly how much time you spent talking to him versus.....**Supervisor Shepler** replied I can get you one. **Councilman Galusha** replied because I have only asked him a couple of things. **Supervisor Shepler** replied I can get you one. **Councilman Galusha** replied he wrote me 2 memorandums and I spoke to him probably on the phone maybe 3 or 4 times all year. **Supervisor Shepler** responded I can get you one. **Councilman Galusha** replied so it is not like I run the bill up I mean really. **Councilman Needham** replied I am not saying that you did. I mean (inaudible). **Councilwoman Harris** noted I talked to him once (inaudible). **Councilman Galusha** noted well I mean threatening me with.....**Supervisor Shepler** interrupted noting I am not threatening you. I am stating.....**Councilman Galusha** interrupted noting yeah you are. **Supervisor Shepler** replied no I'm not. **Councilman Galusha** replied you are trying to shut me up. **Supervisor Shepler** replied no I am simply informing you and the rest of the Board that the Budget line for the Town Attorney is rapidly decreasing. **Councilman Galusha** responded it is. **Supervisor Shepler** responded yes it is. **Councilwoman Harris** noted well the Budget line to pay Gail is not even in there and that didn't even matter. And I think that the quicker that we settle this the quicker we can get it on to the Insurance plan and that would be whatever she would want. **Supervisor Shepler** replied she's got what she wants. **Councilman Galusha** noted so far this year we haven't even gotten a bill from em because we've got \$7,000.00 in there and there is nothing.....Let's see in 2020 what did we do. **Supervisor Shepler** asked was that as of January. **Councilman Galusha** replied yup. Town Attorney.....**Supervisor Shepler** interrupted noting we had to take money from someplace else to pay for him. **Councilman Galusha** replied I think we went over \$584.00 because I think we budgeted 7,000 and it turned out to be 7,584 so I wouldn't say we did too bad. Given the things we've been dealing with. **Supervisor Shepler** responded but there have been a lot more calls going back and forth this year, and I am also including in there the Dog Catcher who is not authorized to speak to the Attorney. **Councilman Galusha** replied I will agree with you on that. Yes he is the Attorney to the Town Board not every employee that works for the Town. **Supervisor Shepler** replied that is correct. **Councilman Galusha** replied we can agree on something tonight then. **Supervisor Shepler** replied thank you. **Councilwoman Harris** noted and he said that you could call him any time that you want to. **Supervisor Shepler and Councilman Galusha** replied what. **Councilwoman Harris** responded I said he always tell you call him any time you want to. **Councilman Galusha** replied of course they would. **Councilman Needham** noted of course they would. (Inaudible) the bills. **Councilman Galusha** replied that is like asking the barber if you need a hair cut. Sure you do. **Supervisor Shepler** noted so then.....**Councilwoman Harris** noted we have tabled this. The **Town Clerk** responded no we did not table it. **Councilman Galusha** noted we did not vote to table it. In all fairness we haven't done that. **Supervisor Shepler** replied so is that what you are looking to do until after we have spoken with and we can vote at that meeting if necessary. It is going to be a Special Meeting with the Attorney, and if he wants it to be in Executive Session it will be in Executive Session. **Councilman Galusha** replied I almost think any time you get legal advise it would be. **Supervisor Shepler** replied alright I am just putting it out there. I am not.....(Inaudible). **Councilman Galusha** replied I doubt very much that the Attorney is going to talk to us in open session unless it is something that he wants the Public to hear. **Supervisor Shepler** replied so with that being said who is going to propose to do what with this Budget. We have introduced by **Ed**. Seconded by **Doug**. **Councilman Needham** replied table until we talk to a Lawyer right. **Councilman Galusha** noted I'll make a motion that we table that. This Resolution. **Councilwoman Harris** noted you made a motion what. **Councilman Galusha** replied I made a Resolution to table this. Made a Motion I'm sorry to table this Resolution. **Supervisor Shepler** asked until we speak to the Lawyer.

**Councilwoman Harris** noted and I second that. **Councilman Galusha** replied until after we have spoken to the Lawyer next when we meet. I don't know. **Supervisor Shepler** replied and **Joan** you are seconding it. **Councilwoman Harris** responded I have made it clear we could soon have her have insurance, but she can't have it any differently than any other employee. **Councilman Brown** spoke over her noting that is right yeah. In the position. The **Town Clerk** noted alright we are going to take a vote on the tabling.

**A Roll Call Vote was called to table the Resolution.**

**Motion to Table Carried: Ayes~5 Brown, Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion: Supervisor Shepler** noted alright we are tabling this until we can get the Attorney here. The next Resolution that I have is a Resolution adopt the Town of Thurman Public Employer Health Emergency Plan. Is somebody willing to introduce this please? **Councilman Needham** replied I will. **Supervisor Shepler** replied do I have a second. **Councilman Brown** replied I will. **Supervisor Shepler** responded **Ed** thank you. Do I have discussion?

#### **Resolution #29**

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

#### **Resolution to Adopt the Town of Thurman Public Emergency Health Emergency Plan**

**Whereas**, the Town of Thurman is required to approve and made public on April 1, 2021, the Town of Thurman Public Employer Health Emergency Plan set forth by the Governor of the State of New York.

**Discussion: Councilwoman Harris** started to speak. **Supervisor Shepler** interrupted noting let me just.....I'm sorry I just wanted to start off by saying this was mandated by the Governor's Office. It came down through the County to us. It is pretty much a template for each Town, and then they throw in information for each Town. It is not to go Public until April 1<sup>st</sup>. **Councilwoman Harris** asked it's not what. **Supervisor Shepler** replied it's not to go Public until April 1<sup>st</sup>. Those are not my rules. **Councilman Galusha** noted are going to have something **Joan** that you want to say. **Councilwoman Harris** replied not right now. **Councilman Galusha** noted whether you do anything with these comments or not it is up to you, but I just want to make it where I read the whole thing, and I found 3 things.....In all likelihood we are going to pass this, and it is going to go on a shelf someplace and nobody is going to touch it again. Nobody is probably ever going to use it. **Supervisor Shepler** replied lets hope not. **Councilman Galusha** noted on page 8 we could argue about this if you wanted to. **Supervisor Shepler** replied hold on. **Councilman Galusha** continued noting someplace in here.....I can't remember where it said it. **Supervisor Shepler** asked did it have to do with Highway or Town Hall. Or the employees? **Councilman Galusha** replied OK down next to the last paragraph second sentence it says the Town Supervisor will approve and assign and change work hours for the Town Hall. That is actually the Boards responsibility. That is not.....I mean the Board sets Policy like that. On page....**Councilman Brown** noted yeah the Board (inaudible). **Supervisor Shepler** interrupted noting **Randy** can I just interject something. That may clarify and hopefully let everybody else understand. This is just a real generic.....**Councilman Galusha** replied I understand. **Supervisor Shepler** continued noting and it is going to depend upon God forbid that there is another Pandemic or and emergency. It is going to depend upon the time of the year. It is going to depend upon severity of it, and what is going on so as far as the Town Hall or the.....Where did you see this.....**Councilman Galusha** replied what I started out.....**Supervisor Shepler** interrupted noting I am sorry where did you have this again. It was page 8. **Councilman Galusha** replied page 8 next to the last

paragraph where.....The paragraph starts by saying it has been determined. **Supervisor Shepler** replied um hum. **Councilman Galusha** continued noting then if you go to the 3<sup>rd</sup> sentence. I'm sorry. **Councilwoman Harris** noted the Town Supervisor will approve and assign. **Councilman Galusha** replied yes. The third sentence. It should say the Town Board will approve and assign change work hours for the Town Hall. **Councilwoman Harris** responded I think the Town.....That is the one thing I was wondering was in there. **Supervisor Shepler** replied I didn't put that. **Councilwoman Harris** continued noting the whole thing it is always Town Supervisor this and Town Supervisor that. I think it should be Town Board. **Councilman Galusha** noted I point these out, and I said at the beginning whether you change these things or not (inaudible). **Supervisor Shepler** interrupted noting (inaudible) yes thank you. **Councilman Galusha** continued noting on page 10 B5 I actually looked this up because it did not make sense to me. It says that persons that are exhibiting symptoms may return to work if at least 24 hours has passed since the last instance of fever. So you can have symptoms and go back to work. So I actually looked it up online and actually the criteria has changed since this was originally written. You have to be I believe 10 days since your symptoms began and your symptoms have to be decreasing. So there is more.....**Supervisor Shepler** interrupted noting I question this. **Councilman Galusha** continued noting so there is more to it than that, but once again I don't really care if we change any of this at this point. I'm just.....**Supervisor Shepler** interrupted noting just be aware that I question that one too because I was question that it didn't sit well with me. **Councilman Galusha** continued noting then on page 11 item 3 there is.....Identification of potential employee and contractor exposure will be conducted, and it says who is going to be notified. It leaves out Warren County Public Health. Because I mean if we have an employee that has been exposed we should be telling Warren County Public Health because they do the contractor tracing for us. **Councilwoman Harris** noted and this stuff changes everyday. **Councilman Galusha** noted it does. I mean they will change the policy. **Councilwoman Harris** noted one minute your (inaudible).....**Councilman Galusha** continued noting this will thrown on a shelf and collect dust but, those things are in there so. **Supervisor Shepler** noted so questioning CDC notification. **Councilman Galusha** replied I will leave it up to you whether or not we.....**Supervisor Shepler** interrupted noting I will take it back, and I will see what they say. If they say that it is necessary to change then I would like to change it. And I do agree with you. I question pretty much the same two. The last 2 that you brought forward. **Councilman Galusha** responded OK. **Supervisor Shepler** continued noting and again as I stated earlier this is a template that came down from the Government to all the Towns, Villages, and this is how it was worded. **Councilman Galusha** responded so I think it's.....**Councilwoman Harris** interrupted noting but it gives us a lot of leeway though because we are not Albany. We are not New York City so we don't (inaudible). **Supervisor Shepler** interrupted noting no we are not. **Councilman Galusha** noted so I would say that we should just pass this now, and give you the flexibility to make the modifications that have been brought to your attention as necessary. That way we don't have to deal with this again at another meeting so just do what you have to do to get it done. **Supervisor Shepler** replied that is fine. I will check on those, and please rest assured that I had questions (inaudible) because I did not agree with them. So can I have a Roll Call Vote then please?

**A Roll Call Vote was called.**

**Motion Carried: Ayes~5 Brown, Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion: Supervisor Shepler** noted and then the Board will be presented with their own copy. That is something that has to be done. We are going to go to payment of claims. **Supervisor Shepler** then started to read the claims for the General Fund. **Councilman Galusha** interrupted noting I don't think I

have the.....The **Town Clerk** responded the Abstract. **Supervisor Shepler** asked didn't I give them to everybody. I thought I did. I apologize. There was so much copying going on I thought I did. **Councilman Galusha** asked do you have an Abstract. The **Town Clerk** responded I have one printed out in my office. I will go get it, and make copies. **Supervisor Shepler** replied **Susan** let's print these out because are accurate and correct. Unfortunately the ones you that you presented were not accurate and correct. The **Town Clerk** responded well unfortunately you don't have the authority to reprint the Abstract. If there was a problem you should have called me. I would have come in and corrected it and done it. You have recently sent me an email referring to division of duties. You cross that line constantly. You are the one who is not following (inaudible) duties. **Supervisor Shepler** interrupted noting **Susan** that was your opinion, but you (inaudible). The **Town Clerk** continued noting you don't have the authority to put the bills in or to do the Abstract. **Supervisor Shepler** responded excuse me that is just one. Actually I even have them here (inaudible). Hold on before you do it. I thought.....I stuck them all in my folder. So it is not necessary. The **Town Clerk** noted I'll want a copy of what you are giving the Board. **Supervisor Shepler** responded well I don't have it down here. I will (inaudible). **Councilman Galusha** replied here you go. **Supervisor Shepler** noted would you make two more copies please that is including the one for yourself. **Councilman Galusha** asked is that everything or just the General Fund. **Supervisor Shepler** responded that should just be the General Fund. **Councilman Galusha** continued noting because I don't have any of the others either. **Supervisor Shepler** replied hold on it's everything. After a while you copy of bunch of reports they all look the same. **Supervisor Shepler** asked is everybody ready. We are going to start with the General Fund. She then read the claims for the General Fund noting a total of \$7,223.59 for the General Fund. She then read the claims for the Highway Fund noting a total of \$56,130.21 for the Highway Fund. She then read the claims for the Enterprise Fund noting a total of \$185.11 for the Enterprise Fund. She noted the total for all claims for Abstract 003 of 2021 was \$63,538.91. She then asked for someone to introduce the Resolution for the payment of claims.

#### **Resolution # 30**

On a motion introduce by **Councilwoman Harris** and seconded by **Councilman Brown**

#### **Payment of Claims**

Total of Abstract 003: General Fund, March 10, 2021 \$7,223.59

Total of Abstract 003: Highway Fund, March 10, 2012 \$56,130.21

Total of Abstract 003: Enterprise Fund, March 10, 2012 \$185.11

Total Claims for Abstract #003 for 2021 \$63,538.91

**A Roll Call Vote was Called.**

**Motion Carried: Ayes~5, Brown, Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion:** **Supervisor Shepler** noted thank you it passed. The next item on the agenda is reports of the Board. It's been awhile since I asked anyone. I know that you all have different departments or a report (inaudible). **Joan** I know that you are doing the seniors and the bus. The Meals on Wheels. How is that going? **Councilwoman Harris** replied there is not many people on the bus. One I don't know if it is why there is not enough room or they don't (inaudible). From what I understand there is about 3. And Meals on Wheels I checked with **Harry** and he says everything is fine. **Supervisor Shepler** replied thank you.

**Councilwoman Harris** noted I do have a report. **Supervisor Shepler** replied I beg your pardon. **Councilwoman Harris** replied I do have another report. **Supervisor Shepler** replied OK and it is in regards to. **Councilwoman Harris** replied Historian. **Supervisor Shepler** responded you had resigned from that position. **Councilwoman Harris** responded yes, but it is an update on the items. **Supervisor Shepler** replied oh alright fine. It doesn't have to be a report (inaudible). **Councilwoman Harris** replied what is your favor. **Supervisor Shepler** noted you can give it. **Councilwoman Harris** then read a report on items returned and donated to the Town of Thurman. She then noted I just gave a copy of all the items that are over there and pictures of them so if you want copy she can copy it off of what I gave her. **Supervisor Shepler** noted I would like a copy of that, and I would like a copy of this report please if you would. **Councilwoman Harris** noted I just wanted to bring that up. The keys will be.....I was going to bring them the other night, but I left them at home. **Supervisor Shepler** replied that is fine we are here (inaudible). **Councilwoman Harris** noted I have 2 keys for those file cabinet files and I have the keys to Harris House and to the Historian's Office over there, and they will be handed in as soon as I can remember to bring them. **Supervisor Shepler** replied that is fine. Thank you very much. **Randy** how are you coming with getting a list of vendors in the Town of Thurman. **Councilman Galusha** replied I have talked to **Perky Granger** with the Thurman Community Association and she and I are going to work together on it. She has some information already available that she has compiled from past efforts in this regard so she is going to share that with me. **Supervisor Shepler** replied OK. The Thurman Station Association is going to share that with you. **Councilman Galusha** replied yup. **Supervisor Shepler** responded thank you, thank you. The reason.....I'd like to be able to have something here in the Town Hall because we've had some new residents come in and say what is available to us? Who's got what? We know there is a couple of sugar houses, and we know there is one lumber yard, and we would just like to be able to give them something. **Councilman Galusha** replied well it should be on the Town's website. **Supervisor Shepler** replied it should be, but I mean you know I would like to have something available to the folks who come in to Town. **Doug** you were doing the Landfill. **Councilman Needham** replied it is still there. Still working every weekend. No complaints. Things are going good. **Supervisor Shepler** replied thank you. **Ed** you are doing the Highway Department. **Councilman Brown** replied yup, the boys are always working hard on repairing the trucks. You know every storm. We desperately need more equipment. We have to.....**Councilman Galusha** interrupted noting did.....I'm sorry I didn't mean to interrupt. **Councilman Brown** replied no go ahead, go ahead. **Councilman Galusha** responded I was just going to ask didn't.....I just heard somebody tell me we got some FEMA money or something. The **Supervisor Shepler** shook her head no. The **Town Clerk** responded 219,000 the Highway Department is getting. **Supervisor Shepler** responded they are getting FEMA money. That goes to them yes. **Councilman Galusha** responded that is what I was asking. **Councilman Brown** noted yeah there was some. **Councilman Galusha** continued noting so that and we are supposed to be getting \$130,000.00 of Federal Aid. **Supervisor Shepler** replied don't.....No that is not the correct amount. **Councilman Galusha** responded it was already put out in the paper. **Supervisor Shepler** responded that is alright. That is fine. **Councilman Galusha** continued noting actually it was put out by the County. **Supervisor Shepler** replied I understand that, but it has been corrected it's a lesser sum. **Councilman Galusha** responded originally it was 200 and something thousand. **Supervisor Shepler** interrupted noting you are absolutely right. **Councilman Galusha** continued noting they reduced it to 130. **Councilman Brown and Supervisor Shepler** responded yeah. **Councilman Galusha** asked so it has been changed since. **Supervisor Shepler** responded I do believe it has. **Councilman Galusha** noted that just came out yesterday. **Supervisor Shepler** responded I do believe it has changed again. I'm not banking on anything until I have the check

in my hand. **Councilman Galusha** replied well no I'm just.....**Supervisor Shepler** noted that will be .....We'll also have strings attached to that telling us what we can and cannot utilize it for. **Councilman Brown** noted you know they work hard they should get paid for it. Keeping those trucks running every storm. **Councilman Galusha** replied absolutely. **Councilman Brown** continued noting people have to be patient with them sometimes they've been broke down. Doubling up on a routes, and they are doing a good job. My next complaint, I haven't seen **Doug** today is that trash truck is not going to last. I'll tell you right now. We should have been packing money away earmarking money on that the last 10 years. Nothing has been done, nothing. It is like the Transfer Station doesn't even exist. Really you know. The truck is 21 maybe 22 years old. **Councilman Needham** noted we've got to address this garbage truck before they (inaudible) it is going to cost the Town a lot of money. **Councilman Brown** interrupted noting and another thing I would like to see up there is.....**Councilman Galusha** responded so what we really need to do is we need to find out what we have available in our Fund Balance. We need to know that, and if we know how much we have available and the other side of this is we need to get the AUDs done so we can BOND stuff. **Councilman Brown** replied right. (Inaudible) we could afford it then I think. I don't.....**Councilman Galusha** noted right now to be honest with you the way interest rates are we are absolutely crazy to spend our own money. **Councilman Brown** replied oh I know. **Councilman Galusha** continued noting we should be Bonding stuff. We could replace a lot of our equipment right now, and have payments that are very reasonable that the Town can afford. And through our Fund Balance, and this other money that is coming in we could replace a lot of that antiquated equipment. There is no reason we shouldn't be looking at doing that. **Councilman Brown** responded a lot of Towns are doing that **Randy**. **Supervisor Shepler** replied well there is not going to be sufficient monies in the General Fund this year to purchase a Garbage Truck at the rate we are going. **Councilman Galusha** replied I am not talking about the General Fund I am talking about our Fund Balance. In our Software the Williamson Law Software has a function in there that puts out a trial balance every month, and in that trial balance should be our Fund Balance. We should all know that. It is crazy that we are a year into this.....**Supervisor Shepler** interrupted noting it's there. It is listed there in your report (inaudible) end of year. It's in December with the end of year is with the checking account. What you need take into consideration was there was no tax dollars being collected this year for the General Fund. **Councilman Galusha** replied that has nothing to do with what I am talking about. **Supervisor Shepler** responded you can't op.....The General Fund operates on a Budget **Randy**. You can't just take money out of the Highway Department and put it into the General Fund. **Councilman Galusha** responded **Susan** what is our Fund Balance. **Supervisor Shepler** replied well. **Councilman Galusha** asked how much money do we have that is not part of this year's Budget that is left over from all the previous years. **Supervisor Shepler** replied nothing. **Councilman Galusha** continued noting in our bank accounts right now this is showing.....This is only March. We are showing \$862,000.00 in our bank accounts. **Supervisor Shepler** responded were are you reading from may I ask. **Councilman Galusha** replied the monthly Report of the Supervisor. **Supervisor Shepler** replied OK. **Councilman Galusha** continued noting in the right hand column this is as of the end of January so we probably have got more tax dollars since then, and.....**Supervisor Shepler** interrupted noting well the Town didn't get any Tax Dollars. **Councilman Galusha** responded for the General Fund, but we did for the Highway Fund. **Supervisor Shepler** replied that is Highway Fund which is separate. **Councilman Galusha** noted right, but what I am talking about the total.....The total amount of money that our Town has right now as of January 31<sup>st</sup> \$862,000.00. In there is not only the money that we are taking in this year for this years Budget, but there is a bunch of money in there left over from previous years. We need to know how much that is. **Supervisor Shepler**

responded **Randy** you need to have 2 separate accounts. You have a General Fund account, and you have a Highway Fund account. **Councilman Galusha** responded and each one will have a Fund Balance. **Supervisor Shepler** responded you cannot.....Each individual account has its own Fund Balance. **Councilman Galusha** replied yes what are they. **Supervisor Shepler** continued noting at the end of December hold on let me (inaudible). I can actually give you a better accounting next month when we've got all the bills that have come in. **Councilman Galusha** replied OK. **Supervisor Shepler** continued noting and February's Report will be very accurate. **Councilman Galusha** replied what.....Let's be clear this statement here regardless of when we are talking about this is a comparison of what money was Budgeted, what money we received and what money was left over the year in question. In this case 2020. **Supervisor Shepler** replied right, and.....**Councilman Galusha** interrupted noting prior to that there was other money sitting in our checking accounts prior to this that is part of our Fund Balance for each of our Accounts. **Supervisor Shepler** responded really. I'm just saying....**Councilman Galusha** responded that is what a Fund Balance is. We have money. There is someplace around 3 to \$500,000.00 that is a Fund Balance from the years prior sitting in our accounts, and if you go into.....Look.....**Supervisor Shepler** replied I know what you are saying. I understand what you are saying, but I don't think.....**Councilman Galusha** spoke over her noting I don't think you do because you are pointing to this. **Supervisor Shepler** continued noting I do. **Councilman Galusha** continued noting this has nothing to do with our Fund Balance. **Supervisor Shepler** replied alright that is fine. **Councilman Galusha** replied I just want to show the Board if I can find it here. Give me one second. **Supervisor Shepler** noted and as of January.....**Councilman Galusha** noted this is a form from another Town. This is using the same software we use, and it's called a Trial Balance. **Supervisor Shepler** spoke over him noting um hum. Yes. **Councilman Galusha** continued noting and on this Trial Balance you can go through and it tells you your assets. Your cash, your other receivables, your budgetary expense accounts, and liabilities and Fund Balance. Our Software package will spit this number out, and we know how much excess money we have available that is not in our Budget for this year. There is money left over from years prior. There has got to be money left over. I mean.....**Supervisor Shepler** interrupted noting this checking and savings account **Randy**. There is 400.....There is \$345,913.82 in the General Fund Account as of the end of January. The Highway Department as of the end of January has \$430,586.00 even. They don't have a savings they have a checking. **Councilman Galusha** responded OK that is the money that is in those Accounts. How much of that money is money that is budgeted and collected for this year, and how much of it is Fund Balance? **Supervisor Shepler** responded what you have you've got your 2021 Budget, and you can go in there, and at the end of the A Fund total estimated appropriations for the Adopted Budget for 2021 is \$460,511.00 for the General Fund. **Councilman Galusha** replied OK. **Supervisor Shepler** continued noting alright. For the Highway Department total estimate appropriations adopted for the 2021 balance is 1,900,000.....\$1,090,477.00. **Councilman Galusha** replied what are we doing with these numbers. **Supervisor Shepler** responded these are our numbers....What we have approved for the Budget for this year. **Councilman Galusha** replied yeah I know. **Supervisor Shepler** responded right. **Councilman Galusha** asked so what is our Fund Balance. **Supervisor Shepler** responded so you have to go in, and you have to find out what the difference is. **Councilman Galusha** responded **Susan** the Software.....**Supervisor Shepler** interrupted noting this is appropriated. **Councilman Galusha** continued noting the Accounting for our software that we purchased has the ability every month.....**Supervisor Shepler** spoke over him noting um hum, yes it does. **Councilman Galusha** continued noting to spit out what our Fund Balance is. **Supervisor Shepler** responded yes it does. **Councilman Galusha** continued noting we the Board should be receiving a Trial Balance from this



included with our other financial information every month, and on that it should tell us what our Fund Balance is. **Supervisor Shepler** replied you want a Trial Balance I'll get you a Trial Balance. **Councilman Galusha** replied thank you. **Supervisor Shepler** noted but it.....**Councilman Galusha** continued noting the next thing we should do once we know what that Fund Balance is we should start planning what we are going to do with it, and we should also be developing a Fund Balance Policy so that in the future as we have Fund Balances we can decide how much we are going to keep in cash on hand for future expenses in case we have something come up, and how much we are going to put into Reserve Funds. We should start a Reserve Fund for our Highway Garage. We should start a Reserve Fund for garbage truck. We need a Reserve Fund for Highway Equipment. We should have.....This money is sitting on our bank accounts and we are twiddling our thumbs and we are not doing anything with it. On top of which we can't Bond anything. **Councilman Needham** responded I mean why can't we borrow against that. Why do we have to..... **Supervisor Shepler** responded we can go to grants too. There are grants that are available out there. **Councilman Galusha** responded what (inaudible) I'm sorry. **Councilman Needham** replied we should be able to borrow against it even. **Councilman Galusha** responded we can't borrow anything as long as we have Zero Credit. We've got zero credit right now. **Supervisor Shepler** spoke over him noting it is not that much **Councilman Needham** spoke over him noting zero credit right now. **Councilman Galusha** continued noting no one will loan us money because we are 3 years behind on our AUDs. **Supervisor Shepler** responded 2 years **Randy**. And I have asked and I will ask again will ask again. Can you please get me copies of what I need to complete the AUDs. The **Town Clerk** responded what did I tell you at least a half a dozen times verbally and in email that it is too much to copy. I have it available to you in my office. You can come look at it. **Supervisor Shepler** responded coming and looking at it doesn't.....**Councilman Galusha** interrupted noting the Board has received this. I just saw this tonight so please (inaudible). **Supervisor Shepler** replied I haven't seen it at all. **Councilman Galusha** replied well you have a copy. It's right there. This is from **Deb Runyon** our former Bookkeeper with an attachment of the 2018 AUD. Which is the copy I gave you back in June or July.....**Supervisor Shepler** interrupted noting yes, and I have had an opportunity **Randy** to look at it, and I would.....**Councilman Galusha** continued noting which is.....Which is actually 90% done. **Supervisor Shepler** interrupted noting let me just tell you that it is done on paper, but it is not done in the computer. There are figures missing. **Councilman Galusha** replied so take the numbers off the (inaudible). It is not that hard. **Supervisor Shepler** responded I understand what you are saying **Randy**. **Councilman Galusha** responded she explains in here what, how to do this and a lot of these things that you are saying that you need to get from her are easily accessible from other sources and she explains that here. The **Town Clerk** interrupted noting are already in there. **Supervisor Shepler** interrupted noting that is fine. Are you willing to take somebody else's figures and sign your name to the paper? **Councilman Galusha** replied if they are wrong the Comptroller's Office will tell us what we need to correct. It is not that hard. **Supervisor Shepler** replied that is absolutely true. Alright do we have any other business? **Councilman Brown** replied yeah. **Councilwoman Harris** noted what about opening this place up. **Supervisor Shepler** replied **Ed**. **Councilman Brown** noted I've got one more that popped up. I don't see any reason why we can't go and have a well up there and have some running water. **Supervisor Shepler** responded well where. **Councilman Brown** replied at the Landfill. **Supervisor Shepler** replied at the Landfill. **Councilman Brown** noted we should. **Councilwoman Harris** noted I didn't catch what he is saying. **Council Galusha** replied he wants to build a well at the Highway Department. **Supervisor Shepler** replied he wants a well. She continued noting no he wants a well at the Landfill. **Councilman Galusha** replied I'm sorry. I misspoke. **Councilman Brown** noted no only that if we are going to keep purchasing trucks we are going

to need a place to wash this equipment. You are going to have to start.....Like you say we are going to have to start building something. Move the Town forward. **Councilman Galusha** noted that would be (inaudible). The **Town Clerk** noted you are not supposed to wash out here. **Councilman Brown** continued noting you know we've got to have a place to clean the trucks. We should have running water other than an outhouse up there. I mean.....**Supervisor Shepler** replied I'm in agreeance with that. **Councilman Brown** continued noting you know and there is no reason that we couldn't upgrade that rotten old building. The cost isn't that much. **Councilman Needham** noted you could put in a wash bay or something (inaudible). **Councilman Brown** noted so I mean this is just thoughts I'm bringing to the Board. Any recommendations that you have, and if you don't mind I'll get some quotes for a new truck you know it doesn't hurt right. **Councilman Galusha** responded it can't hurt to gather information. I think you should. **Councilman Brown** responded yup as long as the Board agrees to it I'll get working on it, and I'll turn it over to **Doug**, and he can bring it to you OK. I would like to see a well. It needs something up there. **Councilman Galusha** replied yup. **Councilman Brown** noted we've got to start upgrading. That is all I have. **Councilman Galusha** replied well we earlier tonight we talked about whether or not to open up the meetings, and I think that given the current lull in rates as long as we do it safely I would be for a motion that we reopen Board Meetings to the Public. **Councilwoman Harris** noted and I'll second that.

#### **Resolution # 31**

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

Resolution to reopen Board Meetings to the Public.

**Discussion:** **Supervisor Shepler** replied **Randy** I would like to add to that that the injection rate in the Town of Thurman is significantly lower than it is in the rest of the County, and there are again additional variants out there to be concerned about. And as I mentioned to **Joan** as she came in this evening. Even though she's has had the Covid shots. You have had one or two. I don't know which. **Councilman Galusha** replied one. **Supervisor Shepler** noted I am only getting one because the J&J. We're still very.....We are considered carriers. We may not get the disease. **Councilman Galusha** responded I understand. **Supervisor Shepler** continued noting we can carry it, and unknowingly. We can carry it. **Councilman Galusha** responded yup I think that the number of people that we normally get to a Board Meeting is relatively nominal. We can do it safely with social distancing. Require the mask, and people can sanitize their hands when they come in. As long as we follow the protocols, and the numbers stay low I think that we should do it. So I made a motion and **Joan** has seconded it. **Councilman Brown** noted it is not different working at the Landfill. We've got 150, 200 people through there. **Supervisor Shepler** replied well it is different here though. You are not in a building. **Councilman Brown** responded well it doesn't matter a building if you are social distancing it should be fine. **Councilman Galusha** responded yup. **Councilwoman Harris** noted our population people who actually come to a meeting is not going to be overwhelmed, and we are not Albany. We are not New York, and I think it should be open. **Supervisor Shepler** responded the moment the numbers go up though I am going to include in this that we close down immediately. **Councilman Galusha** replied well we can make a motion in the future if numbers do I mean.....**Supervisor Shepler** noted the Town Hall will remain closed to business. It has been working very well with appointments only. **Councilman Galusha** replied I haven't heard any complaints about the Town Hall being closed so I don't have a problem with that. The **Town Clerk** noted I've gotten a few complaints. Especially people coming to use Wi-Fi, and they have to contact someone

to.....**Supervisor Shepler** interrupted noting and we have given them the Wi-Fi information **Susan**. The **Town Clerk** responded but, well I am getting phone calls still were people come to use it. Nobody is here. They can't get the password. They want to know what is going on. **Councilman Galusha** asked is there a reason we went to password protected. It never was in the past. I mean what if somebody.....**Supervisor Shepler** interrupted noting yes the company recommended that we do that. Quite frankly they recommended that we don't use our internet as Wi-Fi outside to the public because it bogs down the systems here tremendously, and I will agree that it does bog us down terribly. **Councilman Galusha** responded OK, but I think it.....Which brings us to another question about SLIC, but when SLIC becomes available that should cease to be an issue. **Supervisor Shepler** replied it hopefully will. **Councilman Galusha** noted so we have a Resolution do we need to discuss that more or do we vote on it. **Supervisor Shepler** responded the Resolution regarding the.....**Councilman Galusha** replied opening meetings. **Supervisor Shepler** replied if you want to open the meetings is.....I'm not really for it because I think there is too much out there. I will say that we all have to wear mask. Like it or not we all have to wear mask, and the moment the numbers go up we have to go back to closed sessions. **Councilman Galusha** replied we can discuss it at that time, and I would agree with you if the numbers go back up we probably will. As you recall I was the one who raised the Resolution to close the meetings when the numbers went up last time. **Supervisor Shepler** interrupted noting yes you did, yes you did. She continued noting and I just want to correct **Joan** the schools are not all open. The High School is not open fully at this point in time. It is only Seniors..... **Councilwoman Harris** interrupted noting High School is open 3 days a week. **Supervisor Shepler** continued noting the High School Seniors are the only group that is back full time. **Councilwoman Harris** noted my niece goes 3 days a week. **Supervisor Shepler** responded the High School Seniors are the only group that is back full time. 5 days a week alright. **Councilman Galusha** noted so we need to vote on this still unless there is more discussion (inaudible). The **Town Clerk** asked did you want a Roll Call Vote or do you just want to vote. **Councilman Galusha and Supervisor Shepler** replied yes. The **Town Clerk** replied Roll Call.

**A Roll Call Vote was called.**

**Motion Carried: Ayes~5 Brown, Galusha, Harris, Needham, Shepler, Nays~0**

**Discussion: Supervisor Shepler** noted so then our next meeting will be April, and it will be open to the Public. I'll got to go through and line up the chairs and do the 6 foot distancing again. I think at the end we were down to 13 people, but we were also putting them in around the corner. **Councilman Galusha** responded that is fine. I think people understand what we are trying to do. **Supervisor Shepler** noted but they have to understand they cannot move the chairs. They have to be left where they are. **Councilwoman Harris** noted I think they did all that the last time they did it. We didn't have any problems. **Supervisor Shepler** responded we did have people moving chairs. They wanted to sit together with their significant other and so forth. **Councilman Galusha** responded if they are in the same household they can do that. **Councilwoman Harris** replied yeah. **Councilman Galusha** continued noting there is no reason to not.....If they are in the same household that's.....I mean CDC guidelines allows for people within the same household to be within 6 feet of each other. **Supervisor Shepler** responded that is fine, but this is a Public building, and I would like to maintain the 6 foot distancing at all times until this is behind us. **Councilwoman Harris** noted it is a Public building. It is supposed to be open to them. **Councilman Needham** asked so our next meeting is April 14<sup>th</sup>. The **Town Clerk** replied unless you have the Special Meeting with the attorney beforehand. **Councilman Galusha** noted OK I've just got a couple...A few more things I want to mention. Last meeting we talked about contacting SLIC. **Supervisor**

**Shepler** responded yes I did. **Councilman Galusha** asked and what is the status of hooking the Town Hall up. **Supervisor Shepler** replied they have been doing splicing. They are not ready to come through and hook us up. When I spoke to **Kevin Lynch** he had hope, and I emphasize the word hope to get it done within 2 weeks. He said, but he is not going to promise. There have been issues that they have had to rectify before we can get hooked up. **Councilman Galusha** noted and we also talked awhile ago about doing something for changing the front door access and having a buzzer, and I was told by somebody and I keep forgetting who, but there is already a doorbell or something. **Supervisor Shepler** responded no we've got....They put one at the Supervisor's door. **Councilman Galusha** responded OK. **Supervisor Shepler** continued noting years ago. **Councilman Galusha** responded OK so you were going to look into getting.....**Supervisor Shepler** interrupted noting I was, and then quite honestly I didn't see the necessity and the expense. People are knocking on the door, and we are coming down. As long as you can knock on the door I don't see the need for the additional expense. Money is tight this year **Randy**, and....**Councilman Galusha** interrupted noting I know we have enough to give Health Insurance for our Confidential Secretary. **Supervisor Shepler** replied yes you budgeted for (inaudible). **Councilman Galusha** continued noting we have passed a Resolution in the past about getting meeting packets emailed to us. **Supervisor Shepler** replied and I told you that I would prefer not to email the packets to you. **Councilman Galusha** replied it doesn't matter. We passed a Resolution. You said.....You voted for it. **Supervisor Shepler** replied I'm not sure that I voted for it. **Councilman Galusha** responded you did. **Supervisor Shepler** replied well I am not sending.....And I told you I will not send financials out. That I will not do. **Councilman Galusha** replied OK don't send financials, but send the Resolutions and everything else. **Supervisor Shepler** replied they are on the Webpage. Why can't you take them down from the Webpage (inaudible). **Councilman Galusha** replied because what happens is I have to keep checking the Webpage, and I have to keep checking the whole weekend because they haven't been posted. **Supervisor Shepler** responded the Friday before the Board Meeting it is posted. **Councilman Galusha** replied we passed a Resolution. Please do it OK. We also passed a Resolution asking you to talk to the bank about getting check images. **Supervisor Shepler** replied and I did, and I was told that they don't do that any longer that it is a sun setting thing and not available. They have also just recently gotten a new person in charge so I will reach out to them. **Councilman Galusha** noted OK I mentioned earlier I think we are at least 3 months behind maybe 4 months behind on our bank statements. **Supervisor Shepler** replied 3. January, February and March. **Councilman Galusha** replied I don't recall that we got December bank statements. **Supervisor Shepler** interrupted noting I do believe I gave you November's, December's. I can check. **Councilman Galusha** noted we talked last time about doing an Employee Benefit Policy. At some point rather than piece mewing this like I said earlier we need to write that whole policy. So somehow somebody has got to tackle that. We need to start it and get it done, and in addition to that there are 7 required Policies the State requires us to Adopt every year, and to my recollection we haven't done any of them. **Supervisor Shepler** asked and what are they. **Councilman Galusha** replied I would have to look it up. It is in the guidance from the Comptroller's Office. It was given to us at the training when we went to Albany last year. The **Town Clerk** noted I know some of them. Some of them are a Procurement Policy, a Sexual Harassment Policy, a Workplace Violence Policy. **Supervisor Shepler** noted well we have a Procurement Policy. The other 2 are in existence, and they have been adopted or republished. The **Town Clerk** replied well we are supposed to have training on those annually, and we did not have it last year at all for Workplace violence or harassment, and there is supposed to be a report filed every year with the Labor Department on any incidents of Workplace Harassment, and to my knowledge that is not being done. **Councilman Galusha**

March 10, 2021 Regular Board Meeting

noted we need to report to the State. **Supervisor Shepler** replied that is fine. I will have to get the information together that goes with it, but I will tell you that the Thurman Policy that we did pass there is a sexual harassment policy on the record. The **Town Clerk** replied it still has to be passed every year and training annually which did not occur last year or this year yet. **Councilman Galusha** noted that is what they taught us at the training. Every year we are supposed to adopt these policies and update them, and do the training on them. **Supervisor Shepler** replied well....**Councilman Brown** made an inaudible comment. **Councilman Galusha** replied yeah. That is all I have. **Supervisor Shepler** asked **Joan** do you have anything to add. **Councilwoman Harris** replied no. **Supervisor Shepler** noted just a reminder that I want a copy of your report from this evening. **Councilwoman Harris** responded this. **Supervisor Shepler** noted I would also like to have a copy of the report you have given to **Susan** in regards to what is over there in (inaudible). **Councilwoman Harris** replied she has.....The **Town Clerk** noted I have it. I'll make a copy in the morning either on your computer or the Assessor's because it is in color and I don't have color in my office. **Supervisor Shepler** replied I can print it on the color printer upstairs if you want. The **Town Clerk** responded I don't want to give you the papers because I want to make sure I get everything back. **Supervisor Shepler** interrupted noting fine then just give me black and white please. Do I have a motion to adjourn?

**ADJOURNMENT:** On a motion introduced by **Councilwoman Harris** and seconded by **Councilman Galusha** the meeting was adjourned at **8:47 pm**.

**Respectfully Submitted,**

**Susan E. Staples**

**March 21, 2021**

**Attachments**

# Town of Thurman Supervisors Report

03-10-2021

At last some good news, SLIC has started hooking some residents up the first week in February. Considering the extreme cold weather and snow they have had to deal with they are making great progress. The feedback from those that are hooked up has been very positive. Just a reminder that SLIC is offering not only internet but also, phone service.

Maples Days has been cancelled for this year along with the time honored Jack Wax Party due to the risks of COVID-19. It is with hopes that we can get back to some sense of normality soon.

If you are 65+ and have not yet received a COVID injection and are not able to go on line please call my office and I can help you get on a list. Please call 518-623-9649 X101. Also the age group of 60 to 64 with co-morbidity (two or more medical conditions).

I would suggest continuing to follow the Warren County Public Health Departments recommendations of:

- Wear a mask, wash hands frequently and maintain social distance when outside of your home.
- Avoid indoor gatherings with people from outside your household.
- Stay home if feeling ill.
- Avoid communal meals at the workplace.

The Thurman Town Hall is closed to the public until further notice. You can call the department you need to speak with and make an appointment if necessary.

The monthly Gleaning is the first Monday of the month from 12 noon till 2pm, except for July 12 and September 13; these dates are the second Monday of the month. Residents are asked to please bring bags, sign in and wait outside for their bag to be returned to them. Should you be in need of the Pantry please contact Susan Baker at 518-623-4593 X103, and she will make arrangements with you.

The Landfill hours are unchanged, Wednesday 11am till 2 pm, Saturday and Sunday 8am till 3pm. The C&D is closed until further notice and the Landfill is not accepting any brush until further notice.

The Tax Collector Jamiee Ross, is still collecting taxes Monday thru Thursday in the office from 9:30am to 12:30pm last day in the office will be Wednesday, March 31, 2021, from 6pm till 8pm, the last Saturday will be March 27, 2021 from 9am till 12 noon. Please call for an appointment if needed 518-623-9649 X107.

The Board of Assessment Review is looking for a new member. If interested please contact the Town Clerks office.

Thurman ACO report February 2021

02/16

Received a call from Stephanie Brown at 7:00 PM. Miss Brown stated that she had seen a stray cat with a leghold trap on his front foot at her house at [REDACTED] Garnet Lake Rd. I told Miss Brown that I would come set a live trap the following morning.

02/17

I went to [REDACTED] Garnet Lake Rd and set a live trap for a cat that had been seen near by with a leg hold trap on his front foot.

02/21

Received a call from Stephanie Brown at [REDACTED] Garnet Lake Rd. Miss [REDACTED] stated that the cat with the leghold trap on his front foot was in the live trap that I had set. Upon arrival I removed the cat from the live trap and removed the leghold trap from his front right foot. The cat was very friendly and Miss Brown stated that she wanted to keep the cat. No further action taken

02/24

Received a call from New York State Police regarding some cows in the road on High St. Upon arrival I met with a State Trooper and we located loose cows at [REDACTED] High St. I was able to get the cows back into their corral. No one was home at residence. No further action taken



# STATE OF NEW YORK

10832

## IN ASSEMBLY

July 18, 2020

Introduced by COMMITTEE ON RULES -- (at request of M. of A. Abbate) --  
read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring public employers to adopt a plan for operations in the event of a declared public health emergency involving a communicable disease; and to amend the education law, in relation to certain protocols for responding to a declared public health emergency involving a communicable disease

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. The labor law is amended by adding a new section 27-c to  
2 read as follows:

3 § 27-c. Duty of public employers to develop operation plans in the  
4 event of certain declared public health emergencies. 1. Definitions.  
5 For the purposes of this section:

6 a. "Personal protective equipment" shall mean all equipment worn to  
7 minimize exposure to hazards, including gloves, masks, face shields,  
8 foot and eye protection, protective hearing devices, respirators, hard  
9 hats, and disposable gowns and aprons.

10 b. "Public employer" or "employer" shall mean the state of New York, a  
11 county, city, town, village or any other political subdivision or civil  
12 division of the state, a public authority, commission or public benefit  
13 corporation, or any other public corporation, agency, instrumentality or  
14 unit of government which exercises governmental power under the laws of  
15 this state, provided, however, that this subdivision shall not include  
16 any employer as defined in section twenty-eight hundred one-a of the  
17 education law.

18 c. "Contractor" shall mean an individual performing services as party  
19 to a contract awarded by the state of New York or any other public  
20 employer defined in paragraph b of this subdivision.

21 d. "Essential" shall refer to a designation made that a public employ-  
22 ee or contractor is required to be physically present at a work site to  
23 perform his or her job.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets  
[-] is old law to be omitted.

LBD16049-11-0

A. 10832

1 e. "Non-essential" shall refer to a designation made that a public  
2 employee or contractor is not required to be physically present at a  
3 work site to perform his or her job.

4 f. "Communicable disease" shall mean an illness caused by an infec-  
5 tious agent or its toxins that occurs through the direct or indirect  
6 transmission of the infectious agent or its products from an infected  
7 individual or via an animal, vector or the inanimate environment to a  
8 susceptible animal or human host.

9 g. "Retaliatory action" shall mean the discharge, suspension,  
10 demotion, penalization, or discrimination against any employee, or other  
11 adverse employment action taken against an employee in the terms and  
12 conditions of employment.

13 2. Each public employer in the state of New York shall prepare a plan  
14 for the continuation of operations in the event that the governor  
15 declares a public health emergency involving a communicable disease.  
16 Such plans shall follow the provisions for review and publication as  
17 prescribed in subdivision four of this section.

18 3. The operations plan required by this section shall include, but not  
19 be limited to:

20 a. A list and description of positions and titles considered essential  
21 in the event of a state-ordered reduction of in-person workforce, and a  
22 justification of such consideration for each position and title  
23 included.

24 b. A specific description of protocols the employer will follow in  
25 order to enable all non-essential employees and contractors to telecom-  
26 mute including, but not limited to, facilitating or requesting the  
27 procurement, distribution, downloading and installation of any needed  
28 devices or technology, including software, data, office laptops or cell  
29 phones, and the transferring of office phone lines to work or personal  
30 cell phones as practicable or applicable to the workplace.

31 c. A description of how the employer will, to the extent possible,  
32 stagger work shifts of essential employees and contractors in order to  
33 reduce overcrowding on public transportation systems and at worksites.

34 d. A description of the protocol the employer will implement in order  
35 to procure the appropriate personal protective equipment for essential  
36 employees and contractors, based upon the various tasks and needs of  
37 such employees and contractors in a quantity sufficient to provide at  
38 least two pieces of each type of personal protective equipment to each  
39 essential employee and contractor during any given work shift over at  
40 least six months. Such description shall also include a plan for storage  
41 of such equipment to prevent degradation and permit immediate access in  
42 the event of an emergency declaration.

43 e. A description of the protocol in the event an employee or contrac-  
44 tor is exposed to a known case of the communicable disease that is the  
45 subject of the public health emergency, exhibits symptoms of such  
46 disease, or tests positive for such disease in order to prevent the  
47 spread or contraction of such disease in the workplace. Such protocol  
48 shall also detail actions to be taken to immediately and thoroughly  
49 disinfect the work area of any employee or contractor known or suspected  
50 to be infected with the communicable disease as well as any common area  
51 surface and shared equipment such employee or contractor may have  
52 touched, and the employer policy on available leave in the event of the  
53 need of an employee to receive testing, treatment, isolation, or quaran-  
54 tine. Such protocol shall not involve any action that would violate any  
55 existing federal, state, or local law, including regarding sick leave or  
56 health information privacy.

1 f. A protocol for documenting precise hours and work locations,  
2 including off-site visits, for essential employees and contractors. Such  
3 protocol shall be designed only to aid in tracking of the disease and to  
4 identify the population of exposed employees and contractors in order to  
5 facilitate the provision of any benefits which may be available to  
6 certain employees and contractors on that basis.

7 g. A protocol for how the public employer will work with such employ-  
8 er's locality to identify sites for emergency housing for essential  
9 employees in order to further contain the spread of the communicable  
10 disease that is the subject of the declared emergency, to the extent  
11 applicable to the needs of the workplace.

12 4. Once drafted, each public employer shall present the plan described  
13 in this section to all applicable duly recognized or certified represen-  
14 tatives of the employer's employees, who shall then be granted an oppor-  
15 tunity to review the plan and make recommendations, if any, provided  
16 that nothing shall preclude such representatives from making such recom-  
17 mendations prior to the draft being completed. The employer must consid-  
18 er and respond to such recommendations in writing within a reasonable  
19 timeframe. A copy of the final version of such plan shall then be  
20 published in a clear and conspicuous location, and in the employee hand-  
21 book, to the extent that the employer provides such handbook to its  
22 employees, and in a location accessible on either the employer's website  
23 or on the internet accessible by employees. No employer shall take  
24 retaliatory action or otherwise discriminate against any employee for  
25 making suggestions or recommendations regarding the content of the plan.

26 5. The department shall establish procedures to allow for public  
27 employees or contract workers to contact and inform the department of  
28 any alleged or believed violations of any of the provisions described in  
29 this section.

30 6. Nothing in this section shall be deemed to impede, infringe, dimin-  
31 ish or impair the rights of a public employee or employer under any law,  
32 rule, regulation or collectively negotiated agreement, or the rights and  
33 benefits which accrue to employees through collective bargaining agree-  
34 ments, or otherwise diminish the integrity of the existing collective  
35 bargaining relationship.

36 § 2. Section 27-a of the labor law is amended by adding a new subdivi-  
37 sion 6-a to read as follows:

38 6-a. Form of complaints. The department shall establish a dedicated  
39 webpage and hotline through which any public employee under the juris-  
40 isdiction of this section or contractor as defined by the chapter which  
41 added this subdivision may report alleged or believed violations of any  
42 state law, regulation, rule or guidance related to occupational health  
43 and safety involving a communicable disease, including but not limited  
44 to the novel coronavirus COVID-19. Such webpage and hotline shall allow  
45 individuals to report alleged or believed violations anonymously.

46 § 3. Paragraphs k and l of subdivision 2 of section 2801-a of the  
47 education law, as amended by section 1 of part B of chapter 56 of the  
48 laws of 2016, are amended to read as follows:

49 k. a description of the duties of hall monitors and any other school  
50 safety personnel, the training required of all personnel acting in a  
51 school security capacity, and the hiring and screening process for all  
52 personnel acting in a school security capacity; [and]

53 1. the designation of the superintendent, or superintendent's desig-  
54 nee, as the district chief emergency officer responsible for coordinat-  
55 ing communication between school staff and law enforcement and first  
56 responders, and ensuring staff understanding of the district-level safe-

1 ty plan. The chief emergency officer shall also be responsible for  
2 ensuring the completion and yearly updating of building-level emergency  
3 response plans; or

4 m. protocols for responding to a declared public health emergency  
5 involving a communicable disease that are substantially consistent with  
6 the provisions of section twenty-seven-c of the labor law.

7 § 4. This act shall take effect immediately; provided, however that  
8 the operation plans in the event of certain declared public health emer-  
9 gencies established pursuant to section 27-c of the labor law shall be  
10 finalized and published, the hotline and webpage established pursuant to  
11 section 27-a of the labor law shall be functional, and the protocols for  
12 responding to a declared public health emergency involving a communica-  
13 ble disease pursuant to paragraph m of subdivision 2 of section 2801-a  
14 of the education law shall be established and functional within 30 days  
15 of the effective date of this act.

# STATE OF NEW YORK

8617--B

## IN SENATE

June 22, 2020

Introduced by Sens. GOUNARDES, BAILEY, HOYLMAN, LIU, MYRIE, RAMOS -- read twice and ordered printed, and when printed to be committed to the Committee on Rules -- committee discharged and said bill committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

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10 b. "Public employer" or "employer" shall mean the state of New York, a  
11 county, city, town, village or any other political subdivision or civil  
12 division of the state, a public authority, commission or public benefit  
13 corporation, or any other public corporation, agency, instrumentality or  
14 unit of government which exercises governmental power under the laws of  
15 this state, provided, however, that this subdivision shall not include  
16 any employer as defined in section twenty-eight hundred one-a of the  
17 education law.

18 c. "Contractor" shall mean an individual performing services as party  
19 to a contract awarded by the state of New York or any other public  
20 employer defined in paragraph b of this subdivision.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets  
[-] is old law to be omitted.

LBD16049-10-0

1 d. "Essential" shall refer to a designation made that a public employ-  
2 ee or contractor is required to be physically present at a work site to  
3 perform his or her job.

4 e. "Non-essential" shall refer to a designation made that a public  
5 employee or contractor is not required to be physically present at a  
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8 tious agent or its toxins that occurs through the direct or indirect  
9 transmission of the infectious agent or its products from an infected  
10 individual or via an animal, vector or the inanimate environment to a  
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10 g. A protocol for how the public employer will work with such employ-  
11 er's locality to identify sites for emergency housing for essential  
12 employees in order to further contain the spread of the communicable  
13 disease that is the subject of the declared emergency, to the extent  
14 applicable to the needs of the workplace.

15 4. Once drafted, each public employer shall present the plan described  
16 in this section to all applicable duly recognized or certified represen-  
17 tatives of the employer's employees, who shall then be granted an oppor-  
18 tunity to review the plan and make recommendations, if any, provided  
19 that nothing shall preclude such representatives from making such recom-  
20 mendations prior to the draft being completed. The employer must consid-  
21 er and respond to such recommendations in writing within a reasonable  
22 timeframe. A copy of the final version of such plan shall then be  
23 published in a clear and conspicuous location, and in the employee hand-  
24 book, to the extent that the employer provides such handbook to its  
25 employees, and in a location accessible on either the employer's website  
26 or on the internet accessible by employees. No employer shall take  
27 retaliatory action or otherwise discriminate against any employee for  
28 making suggestions or recommendations regarding the content of the plan.

29 5. The department shall establish procedures to allow for public  
30 employees or contract workers to contact and inform the department of  
31 any alleged or believed violations of any of the provisions described in  
32 this section.

33 6. Nothing in this section shall be deemed to impede, infringe, dimin-  
34 ish or impair the rights of a public employee or employer under any law,  
35 rule, regulation or collectively negotiated agreement, or the rights and  
36 benefits which accrue to employees through collective bargaining agree-  
37 ments, or otherwise diminish the integrity of the existing collective  
38 bargaining relationship.

39 § 2. Section 27-a of the labor law is amended by adding a new subdivi-  
40 sion 6-a to read as follows:

41 6-a. Form of complaints. The department shall establish a dedicated  
42 webpage and hotline through which any public employee under the juris-  
43 isdiction of this section or contractor as defined by the chapter which  
44 added this subdivision may report alleged or believed violations of any  
45 state law, regulation, rule or guidance related to occupational health  
46 and safety involving a communicable disease, including but not limited  
47 to the novel coronavirus COVID-19. Such webpage and hotline shall allow  
48 individuals to report alleged or believed violations anonymously.

49 § 3. Paragraphs k and l of subdivision 2 of section 2801-a of the  
50 education law, as amended by section 1 of part B of chapter 56 of the  
51 laws of 2016, are amended to read as follows:

52 k. a description of the duties of hall monitors and any other school  
53 safety personnel, the training required of all personnel acting in a  
54 school security capacity, and the hiring and screening process for all  
55 personnel acting in a school security capacity; [and]

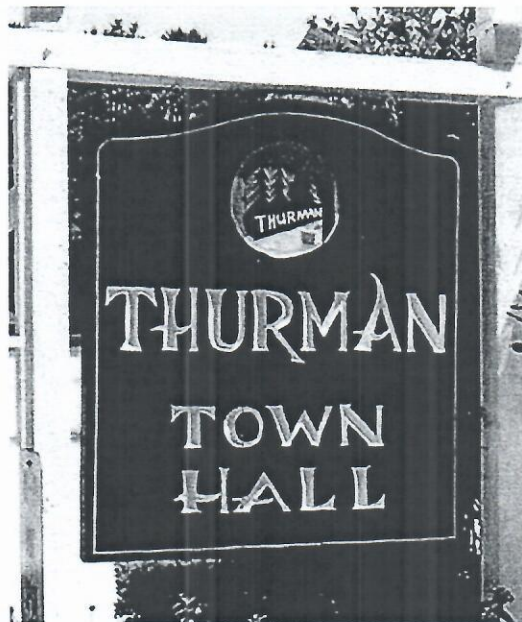
1 l. the designation of the superintendent, or superintendent's desig-  
2 nee, as the district chief emergency officer responsible for coordinat-  
3 ing communication between school staff and law enforcement and first  
4 responders, and ensuring staff understanding of the district-level safe-  
5 ty plan. The chief emergency officer shall also be responsible for  
6 ensuring the completion and yearly updating of building-level emergency  
7 response plans; or

8 m. protocols for responding to a declared public health emergency  
9 involving a communicable disease that are substantially consistent with  
10 the provisions of section twenty-seven-c of the labor law.

11 § 4. This act shall take effect immediately; provided, however that  
12 the operation plans in the event of certain declared public health emer-  
13 gencies established pursuant to section 27-c of the labor law shall be  
14 finalized and published, the hotline and webpage established pursuant to  
15 section 27-a of the labor law shall be functional, and the protocols for  
16 responding to a declared public health emergency involving a communica-  
17 ble disease pursuant to paragraph m of subdivision 2 of section 2801-a  
18 of the education law shall be established and functional within 30 days  
19 of the effective date of this act.



# Public Employer Health Emergency Plan for the **Town of Thurman**



Plan approved on \_\_\_\_\_

This plan has been developed in accordance with NYS legislation S8617B/A10832

## Promulgation

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable.

This plan has been developed with the input of the Town of Thurman Highway Union, as required by the amended New York State Labor Law.

No content of this plan is intended to impede, infringe, diminish, or impair the rights of us or our valued employees under any law, rule, regulation, or collectively negotiated agreement, or the rights and benefits which accrue to employees through collective bargaining agreements, or otherwise diminish the integrity of the existing collective bargaining relationship.

This plan has been approved in accordance with requirements applicable to the agency, jurisdiction, authority, or district, as represented by the signature of the authorized individual below.

--

As the authorized official of the Town of Thurman, I hereby attest that this plan has been developed, approved, and placed in full effect in accordance with S8617B/A10832 which amends New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable, to address public health emergency planning requirements.

Signed on this day:

By: Susan Shepler

Signature: \_\_\_\_\_

Title: Town of Thurman Supervisor

# Record of Changes

Date of Change	Description of Change	Implemented by

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## Purpose, Scope, Situation Overview, and Assumptions

### Purpose

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable. These laws were amended by the passing of legislation S8617B/A10832 signed by the Governor of New York State on September 7, 2020, requires public employers to adopt a plan for operations in the event of a declared public health emergency involving a communicable disease. The plan includes the identification of essential positions, facilitation of remote work for non-essential positions, provision of personal protective equipment, and protocols for supporting contact tracing.

### Scope

This plan was developed exclusively for and is applicable to the Town of Thurman. This plan is pertinent to a declared public health emergency in the State of New York which may impact our operations; and it is in the interest of the safety of our employees and contractors, and the continuity of our operations that we have promulgated this plan.

### Situation Overview

On March 11, 2020 the World Health Organization declared a pandemic for the novel coronavirus which causes the COVID-19 severe acute respiratory syndrome. This plan has been developed in accordance with amended laws to support continued resilience for a continuation of the spread of this disease or for other infectious diseases which may emerge and cause a declaration of a public health emergency.

The health and safety of our employees and contractors is crucial to maintaining our mission essential operations. We encourage all employees and contractors to use CDC Guidance for Keeping Workplaces, Schools, Homes, and Commercial Establishments Safe. The fundamentals of reducing the spread of infection include:

- Using hand sanitizer and washing hands with soap and water frequently, including:
  - After using the restroom
  - After returning from a public outing
  - After touching/disposing of garbage
  - After using public computers, touching public tables, and countertops, etc.
- Practice social distancing when possible
- If you are feeling ill or have a fever, notify your supervisor immediately and go home
- If you start to experience coughing or sneezing, step away from people and food, cough or sneeze into the crook of your arm or a tissue, the latter of which should be disposed of immediately
- Clean and disinfect workstations at the beginning, middle, and end of each shift
- Other guidance which may be published by the CDC, the State Department of Health, or County health officials.

### Planning Assumptions

This plan was developed based on information, best practices, and guidance available as of the date of publication. The plan was developed to largely reflect the circumstances of the current Coronavirus pandemic but may also be applicable to other infectious disease outbreaks.

The following assumptions have been made in the development of this plan:

- The health and safety of our employees and contractors, and their families, is of utmost importance
- The circumstances of a public health emergency may directly impact our own operations.
- Impacts of a public health emergency will take time for us to respond to, with appropriate safety measures put into place and adjustments made to operations to maximize safety
- The public and our constituency expects us to maintain a level of mission essential operations
- Resource support from other jurisdictions may be limited based upon the level of impact the public health emergency has upon them
- Supply chains, particularly those for personal protective equipment (PPE) and cleaning supplies, may be heavily impacted, resulting in considerable delays in procurement
- The operations of other entities, including the private sector (vendors, contractors, etc.), non-profit organizations, and other governmental agencies and services may also be impacted due to the public health emergency, causing delays or other disruptions in their services
- Emergency measures and operational changes may need to be adjusted based upon the specific circumstances and impacts of the public health emergency, as well as guidance and direction from public health officials and the governor
- Per S8617B/A10832, 'essential employee' is defined as a public employee or contractor that is required to be physically present at a work site to perform their job
- Per S8617B/A10832, 'non-essential employee' is defined as a public employee or contractor that is not required to be physically present at a work site to perform their job

## Concept of Operations

The Supervisor of the Town of Thurman, their designee, or their successor holds the authority to execute and direct the implementation of this plan. Implementation, monitoring of operations, and adjustments to plan implementation may be supported by additional personnel, at the discretion of the Supervisor.

Upon the determination of implementing this plan, all employees and contractors of the Town of Thurman shall be notified by email, social media, website postings, postings in employee areas and any other means necessary, with details provided as possible and necessary, with additional information and updates provided on a regular basis. Town residents, visitors and other constituents will be notified of pertinent operational changes by way of email, social media, website postings and any other means necessary. Other interested parties, such as vendors, will be notified by phone, email and any other means necessary. The Supervisor of the Town of Thurman or their designee will maintain communications with the public and constituents as needed throughout the implementation of this plan.

The Supervisor of the Town of Thurman, their designee, or their successor will maintain awareness of information, direction, and guidance from public health officials and the Governor's office, directing the implementation of changes as necessary.

Upon resolution of the public health emergency, the Supervisor of the Town of Thurman, their designee, or their successor will direct the resumption of normal operations or operations with modifications as necessary.

## Mission Essential Functions

When confronting events that disrupt normal operations, the Town of Thurman is committed to ensuring that essential functions will be continued even under the most challenging circumstances.

Essential functions are those functions that enable an organization to:

1. Maintain the safety of employees, contractors, and our constituency
2. Provide vital services
3. Provide services required by law
4. Sustain quality operations
5. Uphold the core values of the Town of Thurman

The Town of Thurman has identified as critical only those priority functions that are required or are necessary to provide vital services. During activation of this plan, all other activities may be suspended to enable the organization to concentrate on providing the critical functions and building the internal capabilities necessary to increase and eventually restore operations. Appropriate communications with employees, contractors, our constituents, and other stakeholders will be an ongoing priority.

Essential functions are prioritized according to:

- The time criticality of each essential function
- Interdependency of one function to others
- The recovery sequence of essential functions and their vital processes

Priority 1 identifies the most essential of functions, with priority 4 identifying functions that are essential, but least among them. A determination of essential functions and essential personnel will be made based on current needs as the emergency evolves.

The mission essential functions for the Town of Thurman have been identified as:

Essential Function	Description	Priority
Town Supervisor/ Town Board	Provides direction and authority for all town functions.	1
Information Technology	Provides all hardware and software for the town. Maintains the town's network.	1
Highway Department	Provides plowing and maintenance of all town roads, bridges, parking lots and sidewalks.	1
Bookkeeper	Provides accounting and payroll services to town government.	1
Town Clerk	Records town records.	1
Tax Collector	Accepts tax receipts.	1
Cleaner	Provides cleaning and sanitizing services to town hall.	1
Transfer Station	Provides place to dispose of garbage and recyclables by the residents. Transports same to designated locations.	1
Phone	Maintains the town's phone system.	

### Essential Positions

- Each essential function identified above requires certain positions on-site to effectively operate. The table below identifies the positions or titles that are essential to be staffed on-site for the continued operation of each essential function. Note that while some functions and associated personnel may be essential, some of these can be conducted remotely and do not need to be identified in this section. Additional positions may be deemed essential as determined by the respective Department Head in consultation with the Town Supervisor based upon current needs as the emergency evolves.

Essential Function	Essential Positions/Titles	Justification for Each
Town Operations	<ul style="list-style-type: none"> <li>• Town Supervisor</li> <li>• Board Members</li> </ul>	Provides authority and direction for town operations.
Maintenance of Computer Networks	<ul style="list-style-type: none"> <li>• Contracted Vendors</li> </ul>	Establishes all priorities for IT tasks and provides support in setting up hardware and software, network management, and help desk support. Assures that town systems are functioning to maintain town records, process payments, receive taxes and provide important updates via the website and social media.
Road and Bridge Maintenance	<ul style="list-style-type: none"> <li>• Superintendent of Highways</li> </ul>	Establishes priorities for highway staff to maintain safe roads and bridges for the travelling public.
Equipment Maintenance	<ul style="list-style-type: none"> <li>• Mechanic</li> </ul>	Provides essential repairs to town equipment to maintain safe roads and bridges.
Road and Bridge Maintenance	<ul style="list-style-type: none"> <li>• Operators</li> </ul>	Provide plowing, sanding, debris removal and maintenance of all town roadways.
Finances	<ul style="list-style-type: none"> <li>• Bookkeeper</li> </ul>	Maintains town financial records and processes payments.
Payroll	<ul style="list-style-type: none"> <li>• Bookkeeper</li> </ul>	Processes payroll for town employees.
Tax collection	<ul style="list-style-type: none"> <li>• Tax Collector</li> </ul>	Collects property tax receipts.
Records	<ul style="list-style-type: none"> <li>• Town Clerk</li> </ul>	Maintains town records.
Town Property Maintenance	<ul style="list-style-type: none"> <li>• Superintendent of Highways</li> </ul>	Establishes priorities for staff to maintain safe town parking lots and sidewalks.
Town Building Cleaning	<ul style="list-style-type: none"> <li>• Cleaner</li> </ul>	Cleans and sanitizes town hall.
Garbage and recycling collection	<ul style="list-style-type: none"> <li>• Attendants</li> </ul>	Accepts town resident garbage and recycling. Transports same to designated locations.
Maintenance of Phones	<ul style="list-style-type: none"> <li>• Contracted Vendors</li> </ul>	Maintain in-house phone systems.

It is important to note that Justice Court is a vital component of town government, with Justice Court functions budgeted and supported by the Town Board and Town Supervisor. However, we recognize that the New York State Office of Court Administration holds dominion over Justice Courts and, as such, may issue orders which suspend or alter the hours of operation or means by which Justice Courts operate; which may not fully align with this plan or other measures taken by the Town Board or Town Supervisor. As such, the Town Supervisor or designee will coordinate as necessary with Justice Court personnel to ensure safe and effective continuity of town Justice Court.

## Reducing Risk Through Remote Work and Staggered Shifts

Through assigning certain staff to work remotely and by staggering work shifts, we can decrease crowding and density at work sites.

### Remote Work Protocols

Non-essential employees and contractors able to accomplish their functions remotely will be enabled to do so at the greatest extent possible. Working remotely requires:



1. Identification of staff who will work remotely
2. Approval and assignment of remote work
3. Equipping staff for remote work, which may include:
  - a. Internet capable laptop
  - b. Necessary peripherals
  - c. Access to VPN and/or secure network drives
  - d. Access to software and databases necessary to perform their duties
  - e. A solution for telephone communications
    - i. Note that phone lines may need to be forwarded to off-site staff

At this time remote work is challenging to achieve with current equipment. However, as possible, 'essential' staff may be assigned to work remotely for part of their work week to reduce exposures. Further, business hours and locations of Town government may be altered to best accommodate public health protective actions for employees and the public. Alterations to building access and the means by which the public interacts with Town employees may also take place to support these protections. Protective actions may include, but are not limited to occupancy restrictions, protective barriers, and increased conduct of business by internet, phone, or other means. Protective actions will be taken in accordance with County and State Health Department, and CDC guidelines and requirements.

### Staggered Shifts

Implementing staggered shifts may be possible for personnel performing duties which are necessary to be performed on-site but perhaps less sensitive to being accomplished only within core business hours. As possible, management will identify opportunities for staff to work outside core business hours and/or alternate the assignment of business hours as a strategy of limiting exposure. Regardless of changes in start and end times of shifts, the Town of Thurman will ensure that employees are compensated for their typical or contracted minimum work hours per week. Staggering shifts requires:

1. Identification of positions for which work hours will be staggered
2. Approval and assignment of changed work hours

It has been determined that the employees of the Town Hall may be able to stagger shifts as needed to reduce density in the Town Hall. Those employees are the Assessor, Bookkeeper, Town Clerk and Town Supervisor. The Town Supervisor will approve and assign changed work hours for the Town Hall. The Town Hall will remain locked at all times while shifts are staggered. An attempt will be made to have more than one employee on each staggered shift. In the event that an employee is at the Town Hall working alone that employee will check in with the Town Supervisor or designee on a periodic basis for safety reasons.

### Personal Protective Equipment

The use of personal protective equipment (PPE) to reduce the spread of infectious disease is important to supporting the health and safety of our employees and contractors. PPE which may be needed can include:

- Masks
- Gloves

Note that while cleaning supplies are not PPE, there is a related need for cleaning supplies used to sanitize surfaces, as well as hand soap and hand sanitizer. The Coronavirus pandemic demonstrated that supply chains were not able to keep up with increased demand for these products early in the pandemic. As such, we are including these supplies in this section as they are pertinent to protecting the health and safety of our employees and contractors.

Protocols for providing PPE include the following:

1. Identification of need for PPE based upon job duties and work location
2. Procurement of PPE
  - a. As specified in the amended law, public employers must be able to provide at least two pieces of each required type of PPE to each essential employee and contractor during any given work shift for at least six months
  - b. Public employers must be able to mitigate supply chain disruptions to meet this requirement
3. Storage of, access to, and monitoring of PPE stock
  - a. PPE must be stored in a manner which will prevent degradation
  - b. Employees and contractors must have immediate access to PPE in the event of an emergency
  - c. The supply of PPE must be monitored to ensure integrity and to track usage rates

PPE will be stored at the Town Hall. A 6 month supply of PPE will be on hand at all times to provide to essential workers and contractors should the need arise. The Town Supervisor will have immediate access to all supplies. They will advise the Bookkeeper if supplies fall below the 6 month supply. The Bookkeeper will order from W.B. Mason, Staples and local sources.

The PPE that will be maintained on hand is:

- Disposable Face Masks (amount 400)
- Disposable Gloves (amount 4 – 100 count boxes)
- Hand Sanitizer (kind and amount NYS Clean-4 gal., and others)
- Cleaning supplies (as needed by contracted vendor)

## Staff Exposures, Cleaning, and Disinfection

### Staff Exposures

Staff exposures are organized under several categories based upon the type of exposure and presence of symptoms. Following CDC guidelines, we have established the following protocols:

- A. If employees or contractors are exposed to a known case of communicable disease that is the subject of the public health emergency (defined as a 'close contact' with someone who is confirmed infected, which is a prolonged presence within six feet with that person):
  1. Potentially exposed employees or contractors who do not have symptoms should remain at home or in a comparable setting and practice social distancing for the lesser of 14 days or other current CDC/public health guidance for the communicable disease in question.
    - a. As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
    - b. The Town Supervisor must be notified and is responsible for ensuring these protocols are followed

- c. See the section titled Documentation of Work Hours and Locations for additional information on contact tracing
  2. CDC guidelines for COVID-19 provide that critical essential employees may be permitted to continue work following potential exposure, provided they remain symptom-free and additional precautions are taken to protect them, other employees and contractors, and our constituency/public.
    - a. Additional precautions will include the requirement of the subject employee or contractor, as well as others working in their proximity, to wear appropriate PPE at all times to limit the potential of transmission.
    - b. In-person interactions with the subject employee or contractor will be limited as much as possible.
    - c. Work areas in which the subject employee or contractor are present will be disinfected according to current CDC/public health protocol at least every hour, as practical. See the section on Cleaning and Disinfection for additional information on that subject.
    - d. If at any time they exhibit symptoms, refer to item B below.
    - e. The Town Supervisor is the decision-maker in these circumstances and is responsible for ensuring these protocols are followed
- B. If an employee or contractor exhibits symptoms of the communicable disease that is the subject of the public health emergency:
  1. Employees and contractors who exhibit symptoms in the workplace should be immediately separated from other employees, customers, and visitors. They should immediately be sent home with a recommendation to contact their physician.
  2. Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their physician.
  3. Employees should not return to work until they have met the criteria to discontinue home isolation per CDC/public health guidance and have consulted with a healthcare provider.
  4. The Town of Thurman will not require sick employees to provide a negative test result for the disease in question or healthcare provider's note to validate their illness, qualify for sick leave, or return to work; unless there is a recommendation from the CDC/public health officials to do so.
  5. CDC criteria for COVID-19 provides that persons exhibiting symptoms may return to work if at least 24 hours have passed since the last instance of fever without the use of fever-reducing medications. If the disease in question is other than COVID-19, CDC and other public guidance shall be referenced.
  6. The Town Supervisor must be informed in these circumstances and is responsible for ensuring these protocols are followed
- C. If an employee or contractor has tested positive for the communicable disease that is the subject of the public health emergency:
  1. Apply the steps identified in item B, above, as applicable.
  2. Areas occupied for prolonged periods of time by the subject employee or contractor will be closed off.
    - a. CDC guidance for COVID-19 indicates that a period of 24 hours is ideally given before cleaning, disinfecting, and reoccupation of those spaces will take place. If this time period is

- not possible, a period of as long as possible will be given. CDC/public health guidance for the disease in question will be followed.
- b. Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately.
  - c. See the section on Cleaning and Disinfection for additional information on that subject.
3. Identification of potential employee and contractor exposures will be conducted
    - a. If an employee or contractor is confirmed to have the disease in question, the Town Supervisor or their designee should inform all contacts of their possible exposure. Confidentiality shall be maintained as required by law.
    - b. Apply the steps identified in item A, above, as applicable, for all potentially exposed personnel.
  4. The Town Supervisor must be notified in these circumstances and is responsible for ensuring these protocols are followed

We recognize there may be nuances or complexities associated with potential exposures, close contacts, symptomatic persons, and those testing positive. We will follow CDC/public health recommendations and requirements and coordinate with our local public health office for additional guidance and support as needed.

### Cleaning and Disinfecting

CDC/public health guidelines will be followed for cleaning and disinfection of surfaces/areas. Present guidance for routine cleaning during a public health emergency includes:

1. As possible, employees and contractors will clean their own workspaces in the beginning, middle, and end of their shifts, at a minimum.
  - a. High traffic/high touch areas and areas which are accessible to the public/constituents will be disinfected at least hourly.
  - b. The town Cleaner is responsible for cleaning common areas, at least twice per week and more frequently as possible.
2. Staff tasked with cleaning and disinfecting areas will be issued and required to wear PPE appropriate to the task.
3. Soiled surfaces will be cleaned with soap and water before being disinfected.
4. Surfaces will be disinfected with products that meet EPA criteria for use against the virus in question and which are appropriate for that surface.
5. Staff will follow instructions of cleaning products to ensure safe and effective use of the products.

### Employee and Contractor Leave

The provisions of the *Families First Coronavirus Response Act* providing requirements related to the COVID-19 pandemic, no longer apply as this act is no longer in effect due to expiration on 12/31/2020.

Additional provisions may be enacted based upon need and the guidance and requirements in place by federal and state employment laws, FMLA, executive orders, and other potential sources.

Contractors, either independent or affiliated with a contracted firm, are not classified as employees of the Town of Thurman, and as such are not provided with paid leave time by the Town of Thurman, unless required by law.

## Documentation of Work Hours and Locations

In a public health emergency, it may be necessary to document work hours and locations of each employee and contractor to support contact tracing efforts. Identification of locations shall include on-site work, off-site visits. This information may be used by the Town of Thurman to support contact tracing within the organization and may be shared with local public health officials.

The Town of Thurman will utilize various means of tracking employee time worked and locations as approved by the employee's supervisor and the Town Supervisor. The employee's supervisor will be responsible for maintaining records of all employee hours and work locations and forwarding such information when requested to the Town Supervisor or their designee.

## Housing for Essential Employees

There are circumstances within a public health emergency when it may be prudent to have essential employees lodged in such a manner which will help prevent the spread of the subject communicable disease to protect these employees from potential exposures, thus helping to ensure their health and safety and the continuity of the Town of Thurman's essential operations.

If such a need arises, hotel rooms are expected to be the most viable option. If hotel rooms are for some reason deemed not practical or ideal, or if there are no hotel rooms available, the Town of Thurman will coordinate with the Warren County Office of Emergency Management to help identify and arrange for these housing needs. The Town Supervisor or their designee will be responsible for coordinating this.

March 9, 2021

To: Thurman Town Board Members

Re: 2018 AUD

Enclosed with this letter you will find a copy of the 2018 Annual Update Document (AUD) that I prepared in 2019. It was not completed due to the fact that my hours were cut down to twenty hours per week and for a time period during 2019 my position was eliminated. The 2018 AUD is approximately 90% complete. The AUD is an on-line software that comes directly from the New York State Comptroller's Office each year and can only be uploaded on one computer. The 2018 AUD was on the confidential secretary's computer. When I left in December of 2019 this filled out AUD was on that computer.

Supervisor Sheplar has stated that the numbers are not filled out on the AUD software. I never deleted any information from that software, and without someone actually seeing that the numbers are gone, no one knows for sure. However, Town Board member Randy Galusha has also given a copy of this same AUD to Supervisor Sheplar several months ago so that she could complete it.

Supervisor Sheplar has stated that she cannot complete the AUD without the National Grid invoices, and that Town Clerk Susan Staples will not provide them to her. The number that gets reported for National Grid is only the total dollar amount spent on electricity for 2018 and the total amount of Kilowatt hours. This could be had with a simple phone call. Supervisor Sheplar has also repeatedly stated that she will not make that phone call or finish this AUD.

Please look on the page I have marked with a post it note and you will see that the National Grid numbers for the electric are already on the AUD. Keep in mind that this is the same AUD Randy Galusha provided to her, which tells me she has never even looked at this or she would have known that National Grid is not a number she needs. The other numbers she needs for this form can be done with a simple phone call to the vendors.

The AUD reports need to be done consecutively, so the 2019 AUD (which was due March 1, 2020) cannot be completed until the 2018 AUD is complete, filed with the Comptroller's office, and accepted by them. The 2020 AUD was due March 1, 2021. If she did not apply for an extension Thurman is now three years behind on the filing of the AUD. At the organizational meeting Supervisor Sheplar stated that the confidential secretary had to work 30 hours per week because they had a lot of work to do, one of the items she listed was the two AUD's they would have to do. To date it seems that no work has been done on this very important document.

Every piece of information she needs to complete the AUD is in the accounting software. There is no information that the town clerk has that is not available on the accounting software. Supervisor Sheplar claims she cannot get into the software. But please recall that in the beginning of the year, prior to the installation of Williamson Law Software, the Enhanced Payroll system was used to do payroll and the Enhanced Accounting system was used to do the beginning abstracts. The Enhanced software for both systems was functioning when she took office.

The non-filing of the AUDs seriously hurts our credibility with banks, vendors and the comptroller's office. When a town is three years behind that town goes on a delinquent list published on-line by the Comptroller's Office. As the town board responsible for the running of the town, I am requesting that you please make a resolution and vote unanimously insisting that Supervisor Susan Sheplar complete the AUDs as soon as possible.

Thank you,

Debra Runyon  
Thurman Resident

Please attach a copy of this letter and the AUD  
in the minutes.

2018  
draft

All Numbers in This Report  
Have Been Rounded To  
The Nearest Dollar

ANNUAL FINANCIAL REPORT

UPDATE DOCUMENT

For The

TOWN of Thurman

County of Warren

For the Fiscal Year Ended 12/31/2018

\*\*\*\*\*

AUTHORIZATION

ARTICLE 3, SECTION 30 of the GENERAL MUNICIPAL LAW:

1. \*\*\*Every Municipal Corporation \*\*\* shall annually make a report of its financial condition to the Comptroller. Such report shall be made by the Chief Fiscal Officer of such Municipal Corporation \*\*\*

5. All reports shall be certified by the officer making the same and shall be filed with the Comptroller \*\*\* It shall be the duty of the incumbent officer at the time such reports are required to be filed with the Comptroller to file such report \*\*\*

State of NEW YORK  
Office of The State Comptroller  
Division of Local Government and School Accountability  
Albany, New York 12236



TOWN OF Thurman

\*\*\* FINANCIAL SECTION \*\*\*

Financial Information for the following funds and account groups are included in the Annual Financial Report filed by your government for the fiscal year ended 2017 and has been used by the OSC as the basis for preparing this update document for the fiscal year ended 2018:

- (A) GENERAL
- (DA) HIGHWAY-TOWN-WIDE
- (EM) ENTERPRISE MISCELLANEOUS
- (H) CAPITAL PROJECTS
- (K) GENERAL FIXED ASSETS
- (SF) FIRE PROTECTION
- (TA) AGENCY
- (W) GENERAL LONG-TERM DEBT

All amounts included in this update document for 2017 represent data filed by your government with OSC as reviewed and adjusted where necessary.

\*\*\* SUPPLEMENTAL SECTION \*\*\*

The Supplemental Section includes the following sections:

- 1) Statement of Indebtedness
- 2) Schedule of Time Deposits and Investments
- 3) Bank Reconciliation
- 4) Local Government Questionnaire
- 5) Schedule of Employee and Retiree Benefits
- 6) Schedule of Energy Costs and Consumption

All numbers in this report will be rounded to the nearest dollar.

TOWN OF Thurman  
Annual Update Document  
For the Fiscal Year Ending 2018

(A) GENERAL

Balance Sheet

Code Description	2017	EdpCode	2018
<b>Assets</b>			
Cash	178,736	A200	
Cash In Time Deposits	44,930	A201	
<b>TOTAL Cash</b>	<b>223,666</b>		<b>0</b>
Due From Other Funds	602,567	A391	
<b>TOTAL Due From Other Funds</b>	<b>602,567</b>		<b>0</b>
Prepaid Expenses	60,112	A480	
<b>TOTAL Prepaid Expenses</b>	<b>60,112</b>		<b>0</b>
<b>TOTAL Assets and Deferred Outflows of Resources</b>	<b>886,345</b>		<b>0</b>

TOWN OF Thurman  
Annual Update Document  
For the Fiscal Year Ending 2018

(A) GENERAL

Balance Sheet

Code Description	2017	EdpCode	2018
Accounts Payable	2,322	A600	
<b>TOTAL Accounts Payable</b>	<b>2,322</b>		<b>0</b>
Overpayments & Clearing Account	1,497	A690	
<b>TOTAL Other Liabilities</b>	<b>1,497</b>		<b>0</b>
Due To Other Funds		A630	
<b>TOTAL Due To Other Funds</b>	<b>0</b>		<b>0</b>
<b>TOTAL Liabilities</b>	<b>3,819</b>		<b>0</b>
<b>Fund Balance</b>			
Not in Spendable Form	60,112	A806	
<b>TOTAL Nonspendable Fund Balance</b>	<b>60,112</b>		<b>0</b>
General Reserve		A870	
<b>TOTAL Restricted Fund Balance</b>	<b>0</b>		<b>0</b>
Unassigned Fund Balance	822,414	A917	
<b>TOTAL Unassigned Fund Balance</b>	<b>822,414</b>		<b>0</b>
<b>TOTAL Fund Balance</b>	<b>882,526</b>		<b>0</b>
<b>TOTAL Liabilities, Deferred Inflows And Fund Balance</b>	<b>886,345</b>		<b>0</b>

TOWN OF Thurman  
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(A) GENERAL

Results of Operation

Code Description	2017	EdisCode	2018
<b>Revenues</b>			
Real Property Taxes	75,615	A1001	55,028
<b>TOTAL Real Property Taxes</b>	<b>75,615</b>		<b>55,028</b>
Other Payments In Lieu of Taxes	396	A1081	2,162
Interest & Penalties On Real Prop Taxes	232	A1090	5,026
<b>TOTAL Real Property Tax Items</b>	<b>628</b>		<b>7,188</b>
Tax On Hotel Room Occupancy	45,597	A1113	47,991
Non Prop Tax Dist By County	399,127	A1120	443,341
<b>TOTAL Non Property Tax Items</b>	<b>444,724</b>		<b>491,332</b>
Clerk Fees	2,008	A1255	394
Other General Departmental Income	26	A1289	5
Public Pound Charges, Dog Control Fees		A1550	
Vital Statistics Fees		A1603	
Refuse & Garbage Charges	15,337	A2130	11,924
<b>TOTAL Departmental Income</b>	<b>17,370</b>		<b>12,322</b>
Interest And Earnings	623	A2401	234
Rental of Real Property	500	A2410	500
<b>TOTAL Use of Money And Property</b>	<b>1,123</b>		<b>734</b>
Dog Licenses	312	A2544	390
<b>TOTAL Licenses And Permits</b>	<b>312</b>		<b>390</b>
Fines And Forfeited Bail	2,260	A2610	1,252
<b>TOTAL Fines And Forfeitures</b>	<b>2,260</b>		<b>1,252</b>
Sales of Scrap & Excess Materials	1,944	A2650	2,852
Sales of Equipment		A2665	
<b>TOTAL Sale of Property And Compensation For Loss</b>	<b>1,944</b>		<b>2,852</b>
Unclassified (specify)	27,000	A2770	27,000
<b>TOTAL Miscellaneous Local Sources</b>	<b>27,000</b>		<b>27,000</b>
St Aid, Revenue Sharing	21,996	A3001	21,996
St Aid, Mortgage Tax	19,818	A3005	9,536
St Aid, Programs For Aging	1,797	A3772	1,797
St Aid, Youth Programs	1,375	A3820	1,375
<b>TOTAL State Aid</b>	<b>44,986</b>		<b>34,704</b>
<b>TOTAL Revenues</b>	<b>615,962</b>		<b>632,802</b>
<b>TOTAL Detail Revenues And Other Sources</b>	<b>615,962</b>		<b>632,802</b>

TOWN OF Thurman  
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(A) GENERAL

Results of Operation

Code Description	2017	EqptCode	2018
<b>Expenditures</b>			
Legislative Board, Pers Serv	9,901	A10101	12,784
Legislative Board, Contr Expend	2,432	A10104	621
<b>TOTAL Legislative Board</b>	<b>12,333</b>		<b>13,405</b>
Municipal Court, Pers Serv	8,791	A11101	9,547
Municipal Court, Contr Expend	3,491	A11104	1,123
<b>TOTAL Municipal Court</b>	<b>12,282</b>		<b>10,669</b>
Supervisor, pers Serv	26,307	A12201	26,643
Supervisor, contr Expend	4,503	A12204	3,130
<b>TOTAL Supervisor</b>	<b>30,810</b>		<b>29,773</b>
Dir of Finance, Pers Serv	1,935	A13101	2,090
<b>TOTAL Dir of Finance</b>	<b>1,935</b>		<b>2,090</b>
Tax Collection, pers Serv	3,184	A13301	3,184
Tax Collection, contr Expend	2,107	A13304	2,325
<b>TOTAL Tax Collection</b>	<b>5,291</b>		<b>5,509</b>
Assessment, Pers Serv	21,396	A13551	11,212
Assessment, Contr Expend	2,463	A13554	3,045
<b>TOTAL Assessment</b>	<b>23,859</b>		<b>14,257</b>
Clerk, pers Serv	21,548	A14101	20,698
Clerk, contr Expend	1,833	A14104	2,079
<b>TOTAL Clerk</b>	<b>23,381</b>		<b>22,777</b>
Law, Contr Expend	16,375	A14204	10,308
<b>TOTAL Law</b>	<b>16,375</b>		<b>10,308</b>
Engineer, Contr Expend	34,063	A14404	16,179
<b>TOTAL Engineer</b>	<b>34,063</b>		<b>16,179</b>
Elections, Contr Expend	1,200	A14504	1,500
<b>TOTAL Elections</b>	<b>1,200</b>		<b>1,500</b>
Buildings, Pers Serv	4,001	A16201	1,893
Buildings, Contr Expend	39,867	A16204	31,420
<b>TOTAL Buildings</b>	<b>43,868</b>		<b>33,313</b>
Unallocated Insurance, Contr Expend	19,249	A19104	20,273
<b>TOTAL Unallocated Insurance</b>	<b>19,249</b>		<b>20,273</b>
Municipal Assn Dues, Contr Expend	1,200	A19204	1,200
<b>TOTAL Municipal Assn Dues</b>	<b>1,200</b>		<b>1,200</b>
<b>TOTAL General Government Support</b>	<b>225,846</b>		<b>181,252</b>
Control of Animals, Pers Serv		A35101	1,125
Control of Animals, Contr Expend	4,267	A35104	3,046
<b>TOTAL Control of Animals</b>	<b>4,267</b>		<b>4,171</b>
<b>TOTAL Public Safety</b>	<b>4,267</b>		<b>4,171</b>
Registrar of Vital Statistics, Pers Serv	1,080	A40201	1,040
<b>TOTAL Registrar of Vital Statistics</b>	<b>1,080</b>		<b>1,040</b>
Ambulance, Contr Expend	50,000	A45404	50,000
<b>TOTAL Ambulance</b>	<b>50,000</b>		<b>50,000</b>
<b>TOTAL Health</b>	<b>51,080</b>		<b>51,040</b>
Street Admin, Pers Serv	40,485	A50101	40,485
<b>TOTAL Street Admin</b>	<b>40,485</b>		<b>40,485</b>

TOWN OF Thurman  
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(A) GENERAL

Results of Operation

Code Description	2017	EmpCode	2018
<b>Expenditures</b>			
Garage, Contr Expend	11,951	A51324	13,452
<b>TOTAL Garage</b>	<b>11,951</b>		<b>13,452</b>
Street Lighting, Contr Expend	855	A51824	692
<b>TOTAL Street Lighting</b>	<b>855</b>		<b>692</b>
<b>TOTAL Transportation</b>	<b>53,291</b>		<b>54,629</b>
Veterans Service, Contr Expend		A65104	200
<b>TOTAL Veterans Service</b>	<b>0</b>		<b>200</b>
Programs For Aging, Contr Expend	5,160	A67724	4,900
<b>TOTAL Programs For Aging</b>	<b>5,160</b>		<b>4,900</b>
Other Eco & Dev, Contr Expend	67,460	A69894	63,601
<b>TOTAL Other Eco &amp; Dev</b>	<b>67,460</b>		<b>63,601</b>
<b>TOTAL Economic Assistance And Opportunity</b>	<b>72,620</b>		<b>68,701</b>
Youth Prog, Contr Expend	1,625	A73104	1,625
<b>TOTAL Youth Prog</b>	<b>1,625</b>		<b>1,625</b>
Historian, Pers Serv		A75101	
<b>TOTAL Historian</b>	<b>0</b>		<b>0</b>
<b>TOTAL Culture And Recreation</b>	<b>1,625</b>		<b>1,625</b>
Refuse & Garbage, Pers Serv	18,635	A81601	10,391
Refuse & Garbage, Contr Expend	19,980	A81604	16,046
<b>TOTAL Refuse &amp; Garbage</b>	<b>38,614</b>		<b>26,437</b>
Cemetery, Pers Serv	2,700	A88101	10
Cemetery, Contr Expend	277	A88104	83
<b>TOTAL Cemetery</b>	<b>2,977</b>		<b>93</b>
Misc Home & Comm Serv, Pers Serv	4,117	A89891	4,423
<b>TOTAL Misc Home &amp; Comm Serv</b>	<b>4,117</b>		<b>4,423</b>
<b>TOTAL Home And Community Services</b>	<b>45,708</b>		<b>30,952</b>
State Retirement System	8,544	A90108	
Social Security, Employer Cont	12,656	A90308	
Worker's Compensation, Empl Bnfts	13,400	A90408	12,994
Disability Insurance, Empl Bnfts		A90558	
Hospital & Medical (dental) Ins, Empl Bnft	11,969	A90608	13,000
<b>TOTAL Employee Benefits</b>	<b>46,569</b>		<b>25,994</b>
<b>TOTAL Expenditures</b>	<b>501,006</b>		<b>418,364</b>
Transfers, Other Funds	64,440	A99019	
<b>TOTAL Operating Transfers</b>	<b>64,440</b>		<b>0</b>
<b>TOTAL Other Uses</b>	<b>64,440</b>		<b>0</b>
<b>TOTAL Detail Expenditures And Other Uses</b>	<b>565,446</b>		<b>418,364</b>

TOWN OF Thurman  
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For the Fiscal Year Ending 2018

(A) GENERAL

Analysis of Changes in Fund Balance

Code Description	2017	EdpCode	2018
<b>Analysis of Changes in Fund Balance</b>			
<b>Fund Balance - Beginning of Year</b>	827,597	A8021	882,528
Prior Period Adj -Increase In Fund Balance	4,415	A8012	
<b>Restated Fund Balance - Beg of Year</b>	<b>832,013</b>	<b>A8022</b>	<b>882,528</b>
ADD - REVENUES AND OTHER SOURCES	615,962		632,802
DEDUCT - EXPENDITURES AND OTHER USES	565,446		418,364
<b>Fund Balance - End of Year</b>	<b>882,528</b>	<b>A8029</b>	<b>1,096,966</b>

TOWN OF Thurman  
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(A) GENERAL

Budget Summary

Code Description	2018	Edn Code	2019
<b>Estimated Revenues</b>			
Est Rev - Real Property Taxes	55,028	A1049N	24,812
Est Rev - Real Property Tax Items	1,000	A1099N	1,000
Est Rev - Non Property Tax Items	437,000	A1199N	441,000
Est Rev - Departmental Income	11,500	A1299N	11,500
Est Rev - Use of Money And Property	200	A2499N	400
Est Rev - Licenses And Permits	300	A2599N	335
Est Rev - Fines And Forfeitures	2,000	A2649N	1,000
Est Rev - Sale of Prop And Comp For Loss	500	A2699N	500
Est Rev - Miscellaneous Local Sources	27,000	A2799N	27,000
Est Rev - State Aid	33,400	A3099N	40,200
<b>TOTAL Estimated Revenues</b>	<b>567,928</b>		<b>547,747</b>
Estimated - Proceeds of Obligations	0	A5799N	
Appropriated Fund Balance	0	A599N	
<b>TOTAL Estimated Other Sources</b>	<b>0</b>		<b>0</b>
<b>TOTAL Estimated Revenues And Other Sources</b>	<b>567,928</b>		<b>547,747</b>



TOWN OF Thurman  
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(A) GENERAL

Budget Summary

Core Description	2018	Fund Code	2019
<b>Appropriations</b>			
App - General Government Support	243,278	A1999N	223,278
App - Public Safety	5,000	A3999N	5,000
App - Health	52,540	A4999N	53,040
App - Transportation	61,485	A5999N	64,304
App - Economic Assistance And Opportunity	74,750	A6999N	74,750
App - Culture And Recreation	2,175	A7999N	2,175
App - Home And Community Services	53,300	A8999N	53,500
App - Employee Benefits	75,400	A9199N	71,700
<b>TOTAL Appropriations</b>	<b>567,928</b>		<b>547,747</b>
<b>TOTAL Appropriations And Other Uses</b>	<b>567,928</b>		<b>547,747</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Balance Sheet

Code Description	2017	EqpCode	2018
<b>Assets</b>			
Cash	5,721	DA200	232,987
<b>TOTAL Cash</b>	<b>5,721</b>		<b>232,987</b>
Accounts Receivable		DA380	
<b>TOTAL Other Receivables (net)</b>	<b>0</b>		<b>0</b>
Due From Other Funds	63,134	DA391	
<b>TOTAL Due From Other Funds</b>	<b>63,134</b>		<b>0</b>
Prepaid Expenses	1,386	DA480	26,016
<b>TOTAL Prepaid Expenses</b>	<b>1,386</b>		<b>26,016</b>
<b>TOTAL Assets and Deferred Outflows of Resources</b>	<b>70,241</b>		<b>259,003</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Balance Sheet

Code Description	2017	EqpCode	2018
Accounts Payable		DA600	
<b>TOTAL Accounts Payable</b>	<b>0</b>		<b>0</b>
Due To Other Funds	64,520	DA630	80
<b>TOTAL Due To Other Funds</b>	<b>64,520</b>		<b>80</b>
<b>TOTAL Liabilities</b>	<b>64,520</b>		<b>80</b>
<b>Fund Balance</b>			
Not in Spendable Form	1,386	DA806	26,016
<b>TOTAL Nonspendable Fund Balance</b>	<b>1,386</b>		<b>26,016</b>
Assigned Appropriated Fund Balance		DA914	63,134
Assigned Unappropriated Fund Balance	4,335	DA915	232,907
<b>TOTAL Assigned Fund Balance</b>	<b>4,335</b>		<b>296,041</b>
Unassigned Fund Balance		DA917	
<b>TOTAL Unassigned Fund Balance</b>	<b>0</b>		<b>0</b>
<b>TOTAL Fund Balance</b>	<b>5,721</b>		<b>322,057</b>
<b>TOTAL Liabilities, Deferred Inflows And Fund Balance</b>	<b>70,241</b>		<b>322,137</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Results of Operation

Code Description	2017	ExpCode	2018
<b>Revenues</b>			
Real Property Taxes	507,443	DA1001	519,323
<b>TOTAL Real Property Taxes</b>	<b>507,443</b>		<b>519,323</b>
Transportation Services, Other Govts	246,642	DA2300	237,565
<b>TOTAL Intergovernmental Charges</b>	<b>246,642</b>		<b>237,565</b>
Interest And Earnings	175	DA2401	224
<b>TOTAL Use of Money And Property</b>	<b>175</b>		<b>224</b>
Sales of Scrap & Excess Materials	601	DA2650	
<b>TOTAL Sale of Property And Compensation For Loss</b>	<b>601</b>		<b>0</b>
St Aid, Consolidated Highway Aid		DA3501	454,134
St Aid Emergency Disaster Assistance		DA3960	
<b>TOTAL State Aid</b>	<b>0</b>		<b>454,134</b>
<b>TOTAL Revenues</b>	<b>754,861</b>		<b>1,211,247</b>
Interfund Transfers	64,440	DA5031	
<b>TOTAL Interfund Transfers</b>	<b>64,440</b>		<b>0</b>
<b>TOTAL Other Sources</b>	<b>64,440</b>		<b>0</b>
<b>TOTAL Detail Revenues And Other Sources</b>	<b>819,301</b>		<b>1,211,247</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Results of Operation

Code Description	2017	EqpCode	2018
<b>Expenditures</b>			
Maint of Streets, Pers Serv	279,288	DA51101	291,879
Maint of Streets, Contr Expend	59,067	DA51104	32,942
<b>TOTAL Maint of Streets</b>	<b>338,355</b>		<b>324,821</b>
Perm Improve Highway, Equip & Cap Outlay	224,750	DA51122	123,717
<b>TOTAL Perm Improve Highway</b>	<b>224,750</b>		<b>123,717</b>
Maint of Bridges, Contr Expend	1,071	DA51204	0
<b>TOTAL Maint of Bridges</b>	<b>1,071</b>		<b>0</b>
Machinery, Equip & Cap Outlay Additional Description 51972.96	87,754	DA51302	68,777
Machinery, Contr Expend	76,399	DA51304	76,805
<b>TOTAL Machinery</b>	<b>164,153</b>		<b>145,582</b>
Snow Removal, Pers Serv	34,889	DA51421	40,056
Snow Removal, Contr Expend	156,690	DA51424	168,177
<b>TOTAL Snow Removal</b>	<b>191,579</b>		<b>208,233</b>
<b>TOTAL Transportation</b>	<b>919,909</b>		<b>802,353</b>
State Retirement, Empl Bnfts	49,416	DA90108	
Social Security , Empl Bnfts	24,662	DA90308	23,872
Disability Insurance, Empl Bnfts		DA90558	
Hospital & Medical (dental) Ins, Empl Bnft	86,761	DA90608	101,061
<b>TOTAL Employee Benefits</b>	<b>160,839</b>		<b>124,934</b>
<b>TOTAL Expenditures</b>	<b>1,080,748</b>		<b>927,286</b>
<b>TOTAL Detail Expenditures And Other Uses</b>	<b>1,080,748</b>		<b>927,286</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Analysis of Changes in Fund Balance

Code Description	2017	EqpCode	2018
<b>Analysis of Changes in Fund Balance</b>			
Fund Balance - Beginning of Year	267,168	DA8021	5,721
Restated Fund Balance - Beg of Year	267,168	DA8022	5,721
ADD - REVENUES AND OTHER SOURCES	819,301		1,211,247
DEDUCT - EXPENDITURES AND OTHER USES	1,080,748		927,286
<b>Fund Balance - End of Year</b>	<b>5,721</b>	DA8029	<b>358,547</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Budget Summary

Code Description	2018	Fund Code	2019
<b>Estimated Revenues</b>			
Est Rev - Real Property Taxes	519,323	DA1049N	593,159
Est Rev - Intergovernmental Charges	246,240	DA2399N	238,147
Est Rev - State Aid	149,937	DA3099N	184,240
Est Rev - Federal Aid	0	DA4099N	
<b>TOTAL Estimated Revenues</b>	<b>915,500</b>		<b>1,015,546</b>
Appropriated Fund Balance	0	DA599N	
<b>TOTAL Estimated Other Sources</b>	<b>0</b>		<b>0</b>
<b>TOTAL Estimated Revenues And Other Sources</b>	<b>915,500</b>		<b>1,015,546</b>

TOWN OF Thurman  
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(DA) HIGHWAY-TOWN-WIDE

Budget Summary

Code Description	2018	EdpCode	2019
<b>Appropriations</b>			
App - Transportation	737,400	DA5999N	821,884
App - Employee Benefits	178,100	DA9199N	193,662
<b>TOTAL Appropriations</b>	<b>915,500</b>		<b>1,015,546</b>
<b>TOTAL Appropriations And Other Uses</b>	<b>915,500</b>		<b>1,015,546</b>



TOWN OF Thurman  
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(EM) ENTERPRISE MISCELLANEOUS

Statement of Net Position

Code Description	2017	Eqp Code	2018
<b>Assets</b>			
Cash		EM200	
<b>TOTAL Cash</b>	0		0
<b>TOTAL Assets and Deferred Outflows of Resources</b>	0		0

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(EM) ENTERPRISE MISCELLANEOUS

Statement of Net Position

Code Description	2017	EquiCode	2018
Due To Other Funds	27,441	EM630	32,120
<b>TOTAL Due To Other Funds</b>	<b>27,441</b>		<b>32,120</b>
<b>TOTAL Liabilities</b>	<b>27,441</b>		<b>32,120</b>
<b>Fund Balance</b>			
Net Assets-Unrestricted (deficit)	-27,441	EM924	-32,120
<b>TOTAL Net Position</b>	<b>-27,441</b>		<b>-32,120</b>
<b>TOTAL Fund Balance</b>	<b>-27,441</b>		<b>-32,120</b>
<b>TOTAL Liabilities, Deferred Inflows And Fund Balance</b>	<b>0</b>		<b>0</b>

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(EM) ENTERPRISE MISCELLANEOUS

Results of Operation

Code Description	2017	EmpCode	2018
<b>Revenues</b>			
Other Home & Community Service Income	12,660	EM2189	9,773
<b>TOTAL Charges For Services Within Locality</b>	<b>12,660</b>		<b>9,773</b>
<b>TOTAL Revenues</b>	<b>12,660</b>		<b>9,773</b>
<b>TOTAL Operating Revenue</b>	<b>12,660</b>		<b>9,773</b>

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(EM) ENTERPRISE MISCELLANEOUS

Results of Operation

Code Description	2017	EdaCode	2018
<b>Expenses</b>			
Other Home And Community Service-Contr Exp	24,569	EM89894	14,452
<b>TOTAL Other Home And Community Service-Contr Exp</b>	<b>24,569</b>		<b>14,452</b>
<b>TOTAL Contractual Expenses</b>	<b>24,569</b>		<b>14,452</b>
<b>TOTAL Expenses</b>	<b>24,569</b>		<b>14,452</b>
<b>TOTAL Operating Expenses</b>	<b>24,569</b>		<b>14,452</b>

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(EM) ENTERPRISE MISCELLANEOUS

Analysis of Changes in Net Position

Code Description	2017	EdpCode	2018
<b>Analysis of Changes in Net Position</b>			
Net Position - Beginning of Year	-15,532	EM8021	-27,441
Restated Net Position - Beg of Year	-15,532	EM8022	-27,441
ADD - REVENUES AND OTHER SOURCES	12,660		9,773
DEDUCT - EXPENDITURES AND OTHER USES	24,569		14,452
Net Position - End of Year	-27,441	EM8029	-32,120

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Cash Flow

Code Description	2017	Edo Code	2018
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(H) CAPITAL PROJECTS

Balance Sheet

Code Description	2017	ExpCode	2018
<b>Assets</b>			
Cash		H200	
<b>TOTAL Cash</b>	0		0
<b>TOTAL Assets and Deferred Outflows of Resources</b>	0		0

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(H) CAPITAL PROJECTS

Balance Sheet

Code Description	2017	Eqp Code	2018
Accounts Payable		H600	
<b>TOTAL Accounts Payable</b>	<b>0</b>		<b>0</b>
Bond Anticipation Notes Payable	313,000	H626	
<b>TOTAL Notes Payable</b>	<b>313,000</b>		<b>0</b>
Due To Other Funds	573,740	H630	
<b>TOTAL Due To Other Funds</b>	<b>573,740</b>		<b>0</b>
<b>TOTAL Liabilities</b>	<b>886,740</b>		<b>0</b>
<b>Fund Balance</b>			
Unassigned Fund Balance	-886,740	H917	
<b>TOTAL Unassigned Fund Balance</b>	<b>-886,740</b>		<b>0</b>
<b>TOTAL Fund Balance</b>	<b>-886,740</b>		<b>0</b>
<b>TOTAL Liabilities, Deferred Inflows And Fund Balance</b>	<b>0</b>		<b>0</b>



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(H) CAPITAL PROJECTS

Results of Operation

Code Description	2017	EdpCode	2018
<b>Revenues</b>			
Unclassified (specify)		H2770	
<b>TOTAL Miscellaneous Local Sources</b>	0		0
St Aid-Capital Projects		H3097	
<b>TOTAL State Aid</b>	0		0
<b>TOTAL Revenues</b>	0		0
<b>TOTAL Detail Revenues And Other Sources</b>	0		0

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(H) CAPITAL PROJECTS

Results of Operation

Code Description	2017	Equip Code	2018
<b>Expenditures</b>			
General Govt, Equip & Cap Outlay	313,000	H19972	
<b>TOTAL General Govt</b>	<b>313,000</b>		<b>0</b>
<b>TOTAL General Government Support</b>	<b>313,000</b>		<b>0</b>
Machinery, Equip & Cap Outlay	33,198	H51302	
<b>TOTAL Machinery</b>	<b>33,198</b>		<b>0</b>
<b>TOTAL Transportation</b>	<b>33,198</b>		<b>0</b>
Water Capital Projects, Equip & Cap Outlay	1,117	H83972	
<b>TOTAL Water Capital Projects</b>	<b>1,117</b>		<b>0</b>
<b>TOTAL Home And Community Services</b>	<b>1,117</b>		<b>0</b>
<b>TOTAL Expenditures</b>	<b>347,315</b>		<b>0</b>
<b>TOTAL Detail Expenditures And Other Uses</b>	<b>347,315</b>		<b>0</b>

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(H) CAPITAL PROJECTS

Analysis of Changes in Fund Balance

Code Description	2017	EmpCode	2018
<b>Analysis of Changes in Fund Balance</b>			
Fund Balance - Beginning of Year	-539,425	H8021	-886,740
Restated Fund Balance - Beg of Year	-539,425	H8022	-886,740
ADD - REVENUES AND OTHER SOURCES			
DEDUCT - EXPENDITURES AND OTHER USES	347,315		
Fund Balance - End of Year	-886,740	H8029	-886,740

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(K) GENERAL FIXED ASSETS

Balance Sheet

Code Description	2017	EqnCode	2018
<b>Assets</b>			
Land	271,300	K101	
Buildings	479,600	K102	
Machinery And Equipment	1,706,505	K104	
<b>TOTAL Fixed Assets (net)</b>	<b>2,457,405</b>		<b>0</b>
<b>TOTAL Assets and Deferred Outflows of Resources</b>	<b>2,457,405</b>		<b>0</b>

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(K) GENERAL FIXED ASSETS

Balance Sheet

Code Description	2017	EquipCode	2018
<b>Liabilities, Deferred Inflows And Fund Balance</b>			
Total Non-Current Govt Assets	2,457,405	K159	
<b>TOTAL Investments in Non-Current Government Assets</b>	<b>2,457,405</b>		<b>0</b>
<b>TOTAL Fund Balance</b>	<b>2,457,405</b>		<b>0</b>
<b>TOTAL</b>	<b>2,457,405</b>		<b>0</b>

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Balance Sheet

Code Description	2017	ExpCode	2018
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Balance Sheet

Code Description	2017	EdpCode	2018
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(SF) FIRE PROTECTION

Results of Operation

Code Description	2017	EqpCode	2018
<b>Revenues</b>			
Real Property Taxes	75,000	SF1001	76,500
<b>TOTAL Real Property Taxes</b>	<b>75,000</b>		<b>76,500</b>
<b>TOTAL Revenues</b>	<b>75,000</b>		<b>76,500</b>
<b>TOTAL Detail Revenues And Other Sources</b>	<b>75,000</b>		<b>76,500</b>



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(SF) FIRE PROTECTION

Results of Operation

Code Description	2017	EdoCode	2018
<b>Expenditures</b>			
Fire Protection, Contr Expend	75,000	SF34104	76,500
<b>TOTAL Fire Protection</b>	<b>75,000</b>		<b>76,500</b>
<b>TOTAL Public Safety</b>	<b>75,000</b>		<b>76,500</b>
<b>TOTAL Expenditures</b>	<b>75,000</b>		<b>76,500</b>
<b>TOTAL Detail Expenditures And Other Uses</b>	<b>75,000</b>		<b>76,500</b>

TOWN OF Thurman  
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(SF) FIRE PROTECTION

Analysis of Changes in Fund Balance

Code Description	2017	EdpCode	2018
<b>Analysis of Changes in Fund Balance</b>			
Fund Balance - Beginning of Year		<b>SF8021</b>	
ADD - REVENUES AND OTHER SOURCES	75,000		76,500
DEDUCT - EXPENDITURES AND OTHER USES	75,000		76,500
Fund Balance - End of Year		<b>SF8029</b>	

TOWN OF Thurman  
Annual Update Document  
For the Fiscal Year Ending 2018

(TA) AGENCY

Balance Sheet

Code Description	2017	Eqp Code	2018
<b>Assets</b>			
Cash	19,852	TA200	
<b>TOTAL Cash</b>	<b>19,852</b>		<b>0</b>
<b>TOTAL Assets and Deferred Outflows of Resources</b>	<b>19,852</b>		<b>0</b>

TOWN OF Thurman  
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(TA) AGENCY

Balance Sheet

Code Description	2017	EqpCode	2018
Due To Other Funds		TA630	
<b>TOTAL Due To Other Funds</b>	<b>0</b>		<b>0</b>
State Retirement	1,127	TA18	
Group Insurance	11,178	TA20	
Other Funds (specify)	7,547	TA85	
<b>TOTAL Agency Liabilities</b>	<b>19,852</b>		<b>0</b>
<b>TOTAL Liabilities</b>	<b>19,852</b>		<b>0</b>
<b>TOTAL Liabilities, Deferred Inflows And Fund Balance</b>	<b>19,852</b>		<b>0</b>

TOWN OF Thurman  
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(W) GENERAL LONG-TERM DEBT

Balance Sheet

Code Description	2017	EdpCode	2018
<b>Assets</b>			
Total Non-Current Govt Liabilities	127,698	W129	
<b>TOTAL Provision To Be Made In Future Budgets</b>	<b>127,698</b>		<b>0</b>
<b>TOTAL Assets and Deferred Outflows of Resources</b>	<b>127,698</b>		<b>0</b>

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(W) GENERAL LONG-TERM DEBT

Balance Sheet

Code Description	2017	Edp Code	2018
Net Pension Liability -Proportionate Share	127,698	W638	
<b>TOTAL Other Liabilities</b>	<b>127,698</b>		<b>0</b>
<b>TOTAL Liabilities</b>	<b>127,698</b>		<b>0</b>
<b>TOTAL Liabilities</b>	<b>127,698</b>		<b>0</b>

Statement of Indebtedness  
For the Fiscal Year Ending 2018

County of: Warren

Municipal Code: 520382500000

First Year	Debt Code	Description	Cops Flag	Comp Flag	Date of Issue	Date of Maturity	Int. Rate	Var?	Amt. Orig. Issued	O/S Beg. of Year	Paid Dur. Year	Redeemed Bond Proc.	Prior Yr. Adjust.	Accreted Interest	O/S End of Year
2017	BAN E	Water Project			05/31/2017	05/31/2018	2.26%		\$313,000	\$313,000	\$0	\$0	\$0	\$0	\$0
Total for Type/Exempt Status - Sums Issued Amts only made in AFR Year															
AFR Year Total for All Debt Types - Sums Issued Amts only made in AFR Year															
									\$0	\$313,000	\$0	\$0	\$0	\$0	\$0

TOWN OF Thurman  
Schedule of Time Deposits and Investments  
For the Fiscal Year Ending 2018

	EDP Code	Amount
<b>CASH:</b>		
On Hand	9Z2001	
Demand Deposits	9Z2011	
Time Deposits	9Z2021	
Total		\$0.00
 <b>COLLATERAL:</b>		
- FDIC Insurance	9Z2014	
Collateralized with securities held in possession of municipality or its agent	9Z2014A	
Total		\$0.00
 <b>INVESTMENTS:</b>		
- Securities (450)		
Book Value (cost)	9Z4501	
Market Value at Balance Sheet Date	9Z4502	
Collateralized with securities held in possession of municipality or its agent	9Z4504A	
 - Repurchase Agreements (451)		
Book Value (cost)	9Z4511	
Market Value at Balance Sheet Date	9Z4512	
Collateralized with securities held in possession of municipality or its agent	9Z4514A	



TOWN OF Thurman  
Bank Reconciliation  
For the Fiscal Year Ending 2018

Include All Checking, Savings and C.D. Accounts

Bank Account Number	Bank Balance	Add: Deposit In Transit	Less: Outstanding Checks	Adjusted Bank Balance
****-3045	\$259,003	\$0	\$26,016	\$232,987
	Total Adjusted Bank Balance			\$232,987
	Petty Cash			\$.00
	Adjustments			\$.00
	Total Cash		9ZCASH *	\$232,987
	Total Cash Balance All Funds		9ZCASHB *	\$232,987
	* Must be equal			

TOWN OF Thurman  
Employee and Retiree Benefits  
For the Fiscal Year Ending 2018

Total Full Time Employees:					
Total Part Time Employees:					
Account Code	Description	Total Expenditures (All Funds)	# of Full Time Employees	# of Part Time Employees	# of Retirees
90108	State Retirement System				
90158	Police and Fire Retirement				
90258	Local Pension Fund				
90308	Social Security				
90408	Worker's Compensation Insurance				
90458	Life Insurance				
90508	Unemployment Insurance				
90558	Disability Insurance				
90608	Hospital and Medical (Dental) Insurance				
90708	Union Welfare Benefits				
90858	Supplemental Benefit Payment to Disabled Fire Fighters				
91890	Other Employee Benefits				
<b>Total</b>		<b>\$0.00</b>			
Computed Total From Financial Section (comparative purposes only)		<b>\$150,927.76</b>			

TOWN OF Thurman  
 Energy Costs and Consumption  
 For the Fiscal Year Ending 2018

Energy Type	Total Expenditures	Total Volume	Units Of Measure	Alternative Units Of Measure
Gasoline			gallons	
Diesel Fuel			gallons	
Fuel Oil			gallons	
Natural Gas			cubic feet	
Electricity	\$10,458	56,984	kilowatt-hours	
Coal			tons	
Propane			gallons	

TOWN OF Thurman  
Financial Comments  
For the Fiscal Year Ending 2018