

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

REGULAR MEETING

The Regular meeting of the South Bristol Town Board was called to order September 11, 2023 at 7:00 p.m.

PRESENT

Daniel Marshall, Supervisor
Stephen Cowley, Councilman
Jim Strickland, Councilman
Donna Goodwin, Councilwoman
Scott Wohlschlegel, Councilman

RECORDING SECRETARY

Judy Voss, Town Clerk

OTHERS

Michelle & Jim Collins, Kathy Riesenberger, Deputy Supr. Town of Naples, Rene Hicks, Pam Jensen, Kari Mino, Nathan Mino, CC Mino, Catherine & Michael McCabe, Gloria Harrington, Gina Cushing, Kevin Stahl, Virginia Halstead, John Holtz, Meghan Fuller, Joe Kohler III, Dee Dee Dutcher, Cathy Colby, Jim & Tracy Erwin, Al Voss, Barbara Miles, Mark & Diana McCloskey, Alan Pearce, Scott Martin, Valary Muscarella, Tracey Howe

I. ROLL CALL

Supr. Marshall opened the meeting with roll call.

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF MINUTES

Supr. Marshall said that the Agenda notes Minutes and we do not have minutes available.

IV. PRIVILEGE OF THE FLOOR

Mark McClosky of State Route 64, noted that you may or may not know that there is a wind project that is intending to come in to South Bristol, Naples and Springwater. Last week, Naples adopted a Resolution opposing that and I would like to see the same in our Town. Mr. McClosky read the proposed Resolution:

TOWN OF SOUTH BRISTOL RESOLUTION

REGARDING OPPOSITION TO THE RUSSET RIDGE WIND PROJECT PROPOSAL

WHEREAS, Liberty Renewables, an Albany based renewable energy company, seeks to site a significant number of wind turbines within the geographic confines of the Towns of Springwater, South Bristol, and Naples; and

WHEREAS, Liberty Renewables did present a draft map entitled Area of Interest during a well-attended regular monthly meeting of the Town Board of the Town of Naples, held on Tuesday, August 1st; and

WHEREAS, representatives of Liberty Renewables fielded questions and concerns from the residents of the Naples community; and

WHEREAS, the Town Board of the Town of Naples considered the draft map and the opposition of the residents of the Naples community to the Project, and had due deliberation thereon; and

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

WHEREAS, the Town Board of the Town of Naples did decide unanimously to adopt a Resolution in opposition to the proposed Russet Ridge Wind Project; and

WHEREAS, on behalf of the residents affected by this Project, we put forward that South Bristol, also being located within the boundaries of the Area of Interest, follow suit, therefore showing consensus of opinion amongst communities, and presenting a strong case against the installation of said industrial wind farm within the confines of South Bristol, as well as Naples and Springwater; and

WHEREAS, it is anticipated that Liberty Renewables will request an opportunity to introduce the Russet Ridge Wind Project Proposal to the Town Board of the Town of South Bristol; and

NOW THEREFORE, BE IT RESOLVED by the South Bristol Town Board as follows:

1. That the South Bristol Town Board is an Involved Agency with respect to the New York State Environmental Quality Review Act by virtue of the proposed siting of Industrial Wind Turbines within Town Limits and within town viewshed, and concerns regarding potential light, noise, or other pollution as a result thereof.
2. That the Town Board of the Town of South Bristol, as an Involved Agency, hereby requests recognition of Involved Agency status, notification of and involvement in the Environmental Review Process and any or all communications, documents, memos, drafts or proposed environmental impact statements with regard to the proposed Project.
3. That the proposed Project does not serve to promote effective and efficient use of existing and future public resources.
4. That the economic well-being of the community of South Bristol is reliant upon thriving tourism and outdoor recreation industries.
5. That the preservation of pristine scenery and expansion of outdoor recreation opportunities are among the primary objectives of the Town of South Bristol.
6. That the Town Board of the Town of South Bristol finds the siting of industrial wind turbines within the community or its viewshed to be detrimental to community driven goals and the objectives of a thriving local economy and the preservation of irreplaceable natural features.

Supr. Marshall said that the Board will have more discussion with regards to the windmill project farther down in the Agenda.

Supr. Marshall said that he finally had a discussion with Liberty Renewables and will also discuss that. Our original intent was to write a strong letter of support for the Naples Resolution, but you have gone and done a better job of it. South Bristol will take some action. We recognize the fact that if this is Naples or Springwater, we are all against seeing it.

John Holtz, of County Road 33, it's not windmills per se, it's in relation to the windmills. I was thinking about this and I don't think it would be good policy to be strictly against this project just to be against it. What I would like to see the Town do is say, we say no to this but we are going ahead with alternative green energy projects of our own. I was talking to a person who

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

works for Green Spark Renewable, which is a solar company up in Rochester, and they are willing to do a free assessment, may be town buildings, I was thinking if the Town was to go ahead with solar panels on the salt barn and we have the land up on Route 64. May be we could have ground mounted solar put in there so that South Bristol residents can say “we’re not totally against this because we are totally against this. We are looking at alternative energy solutions that aren’t as intrusive and obnoxious as these skyscraper windmills.” That is my suggestion.

Mr. Holtz continued, with the discussion last month, we talked about the flagpole project at the Veteran’s Memorial Garden. Judy and I did a little research on it and I found a flag to be installed for less than \$1,000.00. This is a 20’ commercial pole that is fiberglass with a solar light. The vendor is from Pittsburg, Pennsylvania and the pole is in stock with 4-5 week lead time. Hoping to have the flagpole installed by Veteran’s Day. This Historical Society would like to have an event that day, invite Naples Boy Scout Troup, have a little ceremony with a reception at the Grange.

Supr. Marshall thanked Mr. Holtz for his efforts.

Joe Kohler, of Bristol Harbor, I speak to you to the discussion of the solar. From the Commonwealth of the Bahamas, by a unanimous perpetual act of the Parliament, banned windmills forever. They are a blight to our tourism industry, which is everyone’s business, and destructive to our wildlife, particularly to our birds. I am the Chairman of the Caribbean Solar Company, Ltd., a joint venture with my Canadian partner’s and we are bringing solar in.

Supr. Marshall explained that the Town currently has in the Code limitations on solar farms. If homeowners wanted to install solar on their homes, that is allowed. The bigger concern we need to talk about here, is not our opposition to solar or to windmills, we need to be very cognizant of the fact that the State of New York may come along and tell us that Home Rule doesn’t apply here. Home Rule, as far as we’re concerned, is golden.

Tom McAllister, I’ve been fighting against windmills for 20 years now. First it was Italy and Prattsburgh, now it is Prattsburgh with Avoca-Howard, Cohocton, Wheeler. What you just talked about, they have all ready done. Home Rule was viscerated and they put in something called Article X and now they have replaced it with 94c and 94c means that you don’t have any say anymore. They can call any of your Town rules overburdensome so they key to it right now, this is what they will do. They will come in and get the large landowners to sign up and give the large landowners \$20 million over the next 20 years, \$25,000 or more per year. Get the smaller landowners to sign up around them and then you are done. So, what you have to do, what they are trying to do in Naples and I’ve seen some promotional pieces there, now for South Bristol also, they are trying to say “the hilltop large landowners don’t sign, and if they do, the neighbors around them shouldn’t sign.” That is the only way to stop them. Setbacks are all set, they have setbacks to your property line of 1.1 times the height of a turbine, which the turbines they are installing now are 677 feet tall and 780 feet of a setback from the back of your property; 1.5 times the height to a building, which is 1,100 feet and then 2 times the height of the turbines to your house, and that is about 1,360 feet. The rules are all ready set, Governor has all ready done it, Cuomo started it and Kochul is finishing it. And it is 45 decibels to your property, to your house. An example, Naples Town Law says 3 times the height of a turbine to someone that doesn’t want them, from their property line. It says, 6 decibels about ambien, which we are very quiet here, say 24-30 decibels. At your property line, it could only be a 6 decibel raise. So both

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

of those rules that Naples has on the books, both of them will be pushed aside if they turbines come in. The silver bullet is the big landowners on the top of the hills and most of them are farmers and maybe get a lot of money, and then if the neighbors next to them say I could use a few grand, they you are cooked. So Home Rule is gone, and lookup 94c and the group is Juarez, the people in charge of placing them and we've done really well in Prattsburgh by telling people what is going on. They were going to have 25-40 turbines in Prattsburgh, now they are down to 8 and we are trying to get to zero. The fight is with us.

Supr. Marshall asked if any of those towns tried to fight the State of New York?

Mr. McAllister, said you can't; we fought them 15 years ago and we beat them. We didn't win any of the lawsuits, but we beat them by holding on so long that it wasn't worth it to do the project anymore. Your attack is public awareness and land owners that are here, because what they will do is the Naples-South Bristol-Springwater project they are talking about, they all ready have some people signed and they only told the Town of Naples a month ago. I am not going to get in a fight with anybody, if they want to do with their land, but if all of you collectively you don't want it. You have to do that. There is somebody called Farm East that all ready has a contract, they also have a contract in Steuben County. But all the big landowners, it is worth a lot of money. Especially if you are a farmer and you are ready to quit, you just sign on the dotted line. That is just a warning.

Gloria Harrington read her statement:

My name is Gloria Harrington, I reside at 5560 Lakewood Trail, I have been a property owner since March 2008 and have been a full-time resident of the town since 2015. I am here this evening because the town is beginning the 2024 Town Budget preparation process.

I have recently been made aware of human resource issues within the town, in particular concerns regarding salary, lack of salary schedules, and no recent salary comparable benchmarking studies of all positions. In this post Covid world, human resources have become paramount issue for all employers across all sectors (profit, nonprofit, and government) are all facing challenges, recruiting, hiring, and retaining qualified staff.

I am requesting that the Town of South Bristol immediately undertake a human resources salary benchmarking study to determine appropriate salary levels for all positions. Keeping salary levels not competitive with other towns does not benefit the residents of the town, it will prevent the town hiring qualified staff and retaining them now and in the future. I am confident that Ontario County Personnel can assist with this task. This task should be completed immediately.

The quality and morale of the staff affects the operation and management of the town and deserves the attention of the town board.

Thank you.

Rene Hicks of Seneca Point Road, I feel very strongly about the handicap access to our building here. I see several people who come to the Town that are either disabled and are using a can or have trouble arthritis in their joints. If you are doing a new entry it behooves you to put in a handicap access button just for the residents that come here as this is a very popular place. I see a lot of people come and go just to drop in and say "hi." That is the only request I have, is that you consider actually that entry way for handicap access, make it easier for the residents. If you don't want to spend the money, take the one from the Barns and bring it over.

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

Gina Cushing, of Bristol Harbor, most of you know me, Board member and resident of the Bristol Harbor Planned Development located in the Town of South Bristol, and I am a proud graduate of Naples High School. My personal history is why South Bristol is near and dear to my heart.

I come before the Board tonight representing all of our association, all of our residents. I do this as a member of the Associations Board of Directors. The Board has empowered me to work on this particular matter. The matter of business I am addressing tonight is a clerical error and the Town Zoning Map. I am pleased to tell you right up front, that the correction of this error shouldn't be burdensome to the Town. Allow me to describe the error briefly. The error caused the Zoning Map to incorrectly depict that one of the parcels incorporated into the Bristol Harbor Planned Development in 1969 is not located in the Bristol Harbor Planned Development as represented by your zoning map. This parcel is small, it is a relative to the entire project, in fact it is a child parcel of a much larger original parent parcel that was originally incorporated into the Bristol Harbor Planned Development that this Board, in 1969, approved. Before coming in tonight, we've done some homework and we've met with people with knowledge. I've sat with Tom Harvey, Ontario County Planning Director, and then consulted with Kyle Ritts, Ontario County Senior Planning Aid. They've shared with me the County's historical zoning records for this Town and they've advised us how to approach the correction as simple as possible. With Judy Voss's assistance I did some FOIL's of the various documents that are kept right here in the Town Hall with regard to the formation hearings and the approvals and the creation of the BHVA Planned Development in 1969. So, on the premises here, you have everything you need to find and assure yourselves that this parcel is original to the PUD. That was a lot of approvals in 1969 but I think it summarized in one or two pages. Not too hard to read about. There is also maps here in your old historic maps in the room back here, and Judy's helped me find those and go through those, beautiful old blueprints that layout the future of Bristol Harbor and what was approved. For the record, the child parcel that is currently incorrectly represented in your Town Zoning Map. Tax Map No. 168.16-1-8.111 with the address 5682 Shore Drive. So, the parent parcel, again for the record, is the Bristol Mountain sold to Bristol Recreation Systems, a transfer deed at Liber 694, page 585.

Supr. Marshall asked, Bristol Mountain?

Mrs. Cushing: Yes, that is the back story and would love to tell you, another time. And that deed references Map No. 2210. So, that deed and several others were incorporated into the Bristol Harbor Offering Statement and the Bristol Harbor Village Association's Declaration. That Declaration was amended in 2009 and between 1969 and 1979, there were additions to the PUD that your Board approved. Property additions. But since then, there's never been an addition, and there's never been a removal of any land from the PUD. Assuming that best practice, that the things that you've approved by the Board are properly represented by your Zoning Maps. How do you fix it? This is a quote from Tom Harvey, this is what he recommends, "Normally, a local law is needed. However, if a mistake was made in the map, the Board can just note the mistake and declare it was a Scribner's error." Like a clerical error. "The documentation should be very clear about the error, as in, they have a previous map or a sketch showing the correct situation, which you have, and a subsequent map showing the new map adopted here, which you have. And in the case of Bristol Harbor, it is a question of whether or not a particular parcel was not within the PUD district when the 2005 Zoning Map was adopted by the Town, but it was. In that case, the PUD map the Town has on file, that was approved by the Town, should show the parcel included and you can do that because you have the 1969 map,

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

which is before 2005, and a zoning map prior to 2005 should it be zoned as PUD as well. And you can do that because you have the 1993 Town Zoning Map which is correct. And that is the only way a local law would not be required. On behalf of Bristol Harbor Village Association we respectfully request that the Town Board take this corrective action, fix this clerical error on the Town Zoning Map as soon as possible.

Thank you. I am going to show this to you. This is the map in our Declaration with the boundaries.

Supr. Marshall said he would be in contact with her.

Joe Kohler, of Bristol Harbor, I respectfully request, I wouldn't be standing here tonight, I realized that this morning driving into Rochester, I had a meeting on September 11th in the South Tower, and I was given a choice, I was there for the Ski Areas of New York, with American Express, my client. They said do you want to do it at 11a.m. or at 10a.m. I just figured this out, so I took 11a.m. And that by the Grace of God literally why I am here, can we have a moment of silence for the victims and their families, Mr. Supervisor?

Mr. Kohler continued, I reside at 10 Cliffside since 1975, 51 years and 4 months. I, having heard the wage discussion tonight, as chairman of the Coalition of Concerned Citizens, I echo, verbatim, every word of my neighbor, Mrs. Harrington's request.

On the County Road 12, Mr. Supervisor, I wish to thank the Town of South Bristol for whatever you did to help make that happen. It is almost as good as the Seneca Point Road, the County Road 12 bridge.

Supr. Marshall said, with all due respect, County Road 12 project was an Ontario County project and the Town of South Bristol had nothing to do with it. But, thank you.

Mr. Kohler continued, well I thought somebody was agitating that lives on County Road 12.

Councilman Cowley noted that they just had a good contractor.

Mr. Kohler said that it is beautiful, please, to your Board of Supervisors, Mr. Supervisor.

Supr. Marshall: Actually, I've already done that.

Mr. Kohler: Thank you, sir. A couple of years ago, not too long ago, when Hurricane Dorian pretty much destroyed most of Grand Bahama, this Town Board passed a unanimous resolution of allowing the Clerk to accept checks, not payable to the Town, and this year the program is for the literacy for the children, 68% of the kids can't read or write to graduate. It is for our animals, for our humane society, shelter that was destroyed, hurricane preparedness, disaster and relief. I founded this program with Cornell University, I imported it from the City of Rochester. And the 2026 Winter Olympic Games are going to take place in Fortina Milano, Italy. I am the founder of the first jaded, black Olympic Team in the history of the Olympics, with the one exception of Bob Sled for Jamaica. So, I would appreciate it if you could pass a Resolution or renew that Resolution allowing the Town Clerk to receive checks which we clear through our friends at Canandaigua National Bank & Trust Company.

Supr. Marshall noted that they would review it with the Town Clerk.

Mr. Kohler continued: Thank you, and lastly, I request that the minutes of the June, the July, the August meeting be revisited because they do not reflect the direction that you gave me to call the DEC that you told our President, that she had to sue to get the hydrants open. They don't reflect that I was even there, they don't reflect what I said, and they don't reflect what you said and I'd appreciate a response to this within 10 business days, thank you very much. The minutes really need to be gone over and redone.

V. COMMITTEE REPORTS:
HIGHWAY

Councilman Cowley read the Highway Report for August 2023.

Following is a brief summary of events at the Town Highway Dept. in the last month.

1. Torrence Rd. and Phillips Rd. are chip sealed already by Midland Asphalt.
2. Ross Rd. Williams Rd. Wesley Rd. West Gulick Rd. McGary Rd. Stemple Hill Rd. Granger Pt. and Fribolin Rd. are ready for chip seal tomorrow with Vestal Asphalt.
3. Concrete pad on the end of the old shop has been removed. Ready to pour a new pad before we pave the parking lot.
4. Started stripping the old pavement out of the Town Barns parking lot.
5. Mowing Town properties.
6. Interviewed Paul Brahm, he can start next Wednesday pending Town Board approval. (Discussion on pay rate ?)
7. Approved County plowing contracts.
8. Still waiting on road striping. (will add roads after chip seal is done.)
9. Attached are three quotes on a new equipment trailer to replace the old PJ trailer sold at auction 2 months ago. Will need Town Board approval.
10. I will also be looking for approval to get quotes (State Bid) on purchasing a pickup truck to replace the 2017 F-350 (6 years old and 75,000 miles.)

On a motion made by Councilman Cowley and seconded by Councilman Strickland, the Highway Report for August was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

Councilman Cowley read from the quotes submitted for the new equipment trailer.

1. Zero-Tilt for \$11,430.00
2. GEWR, \$14,000.00
3. \$12,800.00 from Fritz.

Councilman Cowley asked if Supt. Wight looked at these and what one do you like?

Supt. Wight answered yes, Deitsworth is probably the closest. The trailer from Fritz is more expensive and heavy duty.

On a motion made by Councilman Cowley and seconded by Councilwoman Goodwin, the bid for the PJ Trailer for \$11,430.00 was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

FINANCE

Supr. Marshall said he didn't have anything to report other than the fact that we currently working on the 2024 Budget. It has now become somewhat timely, and we are going to probably proposing a Budget Workshop in the next week or two.

VI. OLD BUSINESS:

467 LOWER INCOME SENIOR CITIZENS EXEMPTIONS

Supr. Marshall mentioned that we talked about some of the new Senior Citizens Exemptions for Real Property Tax and the language is very complicated. We need to send the Town Attorney a request for a Local Law that would allow to not deduct the taxable IRA distribution. That raises the amount of income received. Once the Local Law is written by the Town Attorney, we schedule a Public Hearing and it becomes a Local Law at that point.

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

On a motion made by Councilman Strickland and seconded by Councilman Wohlschlegel, for the Town Attorney to draft a Senior Citizens Exemptions for Real Property Tax Local Law the motion was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

SCHEDULE A BUDGET WORKSHOP

Supr. Marshall suggested Saturday, September 23rd at 8:00a.m. for a 2024 Budget Workshop.

VII. NEW BUSINESS:

RESOLUTION – OPPOSING WINDMILL PROJECT BEING PROPOSED IN SOUTH BRISTOL

Supr. Marshall would like to accept the Resolution as written by Mr. McClumsky.

On a motion made by Councilman Wohlschlegel and seconded by Councilwoman Goodwin, Resolution No. 38-2023 was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

RESOLUTION NO. 38-2023

TOWN OF SOUTH BRISTOL RESOLUTION

REGARDING OPPOSITION TO THE RUSSET RIDGE WIND PROJECT PROPOSAL

WHEREAS, Liberty Renewables, an Albany based renewable energy company, seeks to site a significant number of wind turbines within the geographic confines of the Towns of Springwater, South Bristol, and Naples; and

WHEREAS, Liberty Renewables did present a draft map entitled Area of Interest during a well-attended regular monthly meeting of the Town Board of the Town of Naples, held on Tuesday, August 1st; and

WHEREAS, representatives of Liberty Renewables fielded questions and concerns from the residents of the Naples community; and

WHEREAS, the Town Board of the Town of Naples considered the draft map and the opposition of the residents of the Naples community to the Project, and had due deliberation thereon; and

WHEREAS, the Town Board of the Town of Naples did decide unanimously to adopt a Resolution in opposition to the proposed Russet Ridge Wind Project; and

WHEREAS, on behalf of the residents affected by this Project, we put forward that South Bristol, also being located within the boundaries of the Area of Interest, follow suit, therefore showing consensus of opinion amongst communities, and presenting a strong case against the installation of said industrial wind farm within the confines of South Bristol, as well as Naples and Springwater; and

WHEREAS, it is anticipated that Liberty Renewables will request an opportunity to introduce the Russet Ridge Wind Project Proposal to the Town Board of the Town of South Bristol; and

NOW THEREFORE, BE IT RESOLVED by the South Bristol Town Board as follows:

4. That the South Bristol Town Board is an Involved Agency with respect to the New York State Environmental Quality Review Act by virtue of the proposed siting of Industrial Wind Turbines within Town Limits and within town viewshed, and concerns regarding potential light, noise, or other pollution as a result thereof.

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

5. That the Town Board of the Town of South Bristol, as an Involved Agency, hereby requests recognition of Involved Agency status, notification of and involvement in the Environmental Review Process and any or all communications, documents, memos, drafts or proposed environmental impact statements with regard to the proposed Project.
6. That the proposed Project does not serve to promote effective and efficient use of existing and future public resources.
7. That the economic well-being of the community of South Bristol is reliant upon thriving tourism and outdoor recreation industries.
8. That the preservation of pristine scenery and expansion of outdoor recreation opportunities are among the primary objectives of the Town of South Bristol.
9. That the Town Board of the Town of South Bristol finds the siting of industrial wind turbines within the community or its viewshed to be detrimental to community driven goals and the objectives of a thriving local economy and the preservation of irreplaceable natural features.

SALARY DISCUSSION FOR TOWN EMPLOYEES

Supr. Marshall said it is now time to discuss the salaries for Town Employees. When I sent out Budget Forms under the field of salaries, just about everyone stated that they wanted to talk about it. I have invited anybody from the Town Staff to be here this evening, many of them are and I am going to open the floor to whomever would like to start.

Clerk Voss said that she is speaking for all of us tonight and read her statement:

My name is Judy Voss and an honorary Town Clerk of this beautiful Town and I am a servant for our residents.

Now is a good time as any to have a conversation regarding the salaries of the Town Hall Employees. Nothing compares when you can't empathize and understand where our salary request is coming from. This is years in the making, and it is time to be addressed.

The assumption I have regarding your thought process is that our jobs aren't that difficult, not that taxing, and not that big of a deal and that you, the Town Board can't possibly pay more than a 2, 3, 4 or 5% increase. I don't know if that is true, but this is my assumption, and I am asking you to clear that up for me and my co-workers. Can you tell me what is actually going on for you? The experience that I am having is that our needs are not listened to, not valued, our hard work and office cohesiveness is taken for granted. We have experienced this for year. This is the experience that I am having, these are my observations that are mine and belong to me. As a team of the best co-worker's this town has ever had, let's talk that through this and let's get to the heart of why. I am incredibly frustrated, and I am very upset about this, we can please talk through this, I know that is very hard to do.

This conversation makes me very nervous to have because you are the Town Board. Because I care about what you think, I want us to have a good working relationship and that is why I am here. I do not know how you'll necessarily respond to this and that is why I am anxious about having this conversation, but I think it is really valuable for us to dive into this together. The experience I am having is that the needs of the Town, the needs of the Town Hall employees are a passing thought and do not register as important enough to further discuss, that

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

our workload is minimal when is anything but. This dynamic and these situations that exist between us are causing to have an impact on my life and health. That doesn't feel great and I don't know what do to about it. I am here to get your perspective, your input. I want to listen and understand.

Recently, listening to a previous budget workshop, items were brought up in the conversation that were requested by the Historical Society and by the Highway Superintendent and by the Town Clerk. Each of these requests, which were all reasonable and really necessary were consequently ignored. Time and again we have asked for these increases and the impact of those requests being stagnant makes me feel passed over, separates the Town employees from the Town Board and I am repeatedly frustrated that we aren't heard and that the employees and the Town Board are not a working unit.

Time and again, Nothing in the budget is updated to current needs, changing times, and I would like to see the Town form committees and hold workshops with residents and board members from the town board, planning or zoning and inviting residents to connect to and be involved with town matters. This will cultivate the relationship between the Town Board, the Town employees and the Town residents and to understand of the needs of all of the above.

Is there a way to change the current dynamics of all of this? If you were me, if you were any one of the 5 of us, what would you do? Can we collaborate and talk through this? I want to hear what each of you think.

Our request is for an additional \$10,000 to our 2023 salaries. I am so afraid to ask you for an extra \$10,000 for each of us. I am afraid of your reaction to our request, I am afraid of the immediate NO and afraid of receiving a mere 5% and how we feel as employees, our own reaction and how does one react to that? I am extremely sad that the Town's employees are listed as the least paid in the County. When recently talking with a local town colleague said to us "you are the bottom of the barrel". I am personally hurt and embarrassed by that and don't understand why. Please help us understand.

I just want us to talk through this together. There is a solution here. The reason I am here and the reason I want to have this conversation is because I want us to have a really good working relationship. I want to feel excited and fired up about my job and we all are doing the best job that we can. That is my goal here. Have you ever received less than our best ever?

As a Town Board, you are the authority and the authoritative body. Authority is not leadership. Leaders are in service of their people, your employees, you are there to support them, lift them up, to inspire them and to care about them as human beings and bring the best out of them. The work the employees perform on a daily basis is professional, thorough, thoughtful and is a positive reflection of the Town of South Bristol.

I would like to hear from each of you and to justify why not.

Supr. Marshall asked the staff if they wish to speak.

Councilman Cowley asked for the proposal.

Clerk Voss said we all attached letters to the budget sheets and the annual update lists Unassigned Fund Balance which is money above and beyond the budget. In 2020, it was \$1,035,000.00. In 2021, \$1,663,000.00, 2022 it is now \$2,283,000.00. I don't understand; we are not asking for \$1 million; we are not asking for much, just to get compensated as our colleagues are in other towns that are making \$20,000.00 more than us, \$30,000.00 more than us doing the same job, they have staff, yes, some of them have bigger towns, but the all make the same amount across the board.

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

Councilwoman Goodwin asked about the 2023 Ontario County Town Salary yearly comparison.

Clerk Voss said that comes from the Board of Supervisors, that is made by a Supervisor, Chris Singer used to build that report. I spoke to everybody regarding their salaries. I called; I relied on that report for the last 10 years, and when I called, I found they were making more money than what is listed on that report. I spoke with everybody. They are 2022 figures; in Bristol the Town Clerk salary is \$54,000 but she gets paid an extra \$10,000 for the extra work she performs on a different budget line. So, all the extra work that I don't get paid for, includes cemetery work, includes disability claims, workmen's compensation, I pay all the bills, I could go on and on about helping everybody in this town as much as I possibly can. I don't think any of us have disappointed you at any time.

Councilman Wohlschlegel said he thinks a comparative assessment would be in order. If this isn't accurate, it is not a thing to go by right?

Clerk Voss agreed, I've been relying on that report for years thinking it was correct. So I agree.

Councilman Wohlschlegel, in any company, I worked for a big company at one time, and they do comparative assessments for the company so that you are paying in line so you can keep employees.

Clerk Voss agreed and said Ontario County did that a number of years ago and did increase salaries at that time.

Councilman Wohlschlegel noted that somehow we've got to get to the root of what is accurate. We also need to look at hours that people work; there can be differences there too.

Supr. Marshall said it is very difficult to compare; using the Assessor as an example, their Assessor may be there only one day a week or 5 days a week. We don't know; if you try to do a one:one comparison, it's not that easy.

Clerk Voss noted that is why Gloria suggested a study; you have someone like Gloria in your town, you all ready have the resources here that have this kind of work; there's no reason to hire anybody to go over this.

Councilman Wohlschlegel said he wouldn't disagree with that. We ran into a situation at Kodak, the Chemical Operators, per se at the time, they were way under paid, and it was worth doing the assessment to see what they should be paid working with dangerous chemicals as compared to other chemical companies. I think we should look deeper at, whether it involves hiring someone, we don't think anything about getting lawyers to look at sewer rates and other things. Maybe we should be looking at this.

Councilwoman Goodwin asked if EFPR can look into this?

Supr. Marshall said he wouldn't want to use them.

Councilman Strickland asked how we go about finding out what the exact rates are?

Supr. Marshall said the situation is that we are on a time constraint, because we have a budget and we have to have a budget in place within the next month or two. My suggestion would be we do something this year, that will ease the pain.

Clerk Voss said that if we don't get what we need to live, to survive, we are all going to some place else. This is crazy that we are the lowest paid in the County and we are one of the richest towns; with all that money in the bank, it doesn't make sense to me. We have asked for a reserve, if you read my letter.

Councilwoman Goodwin said she knows that we talked about looking into Blue Cross and Blue Shield, it is another thing we need to address.

SOUTH BRISTOL TOWN BOARD MEETING

September 11, 2023

Councilman Cowley said he would suggest that, highly.

Councilwoman Goodwin, because I know we have not made any changes to Blue Cross and Blue Shield; we have the high deductible. Also, looking at how much you get towards the high deductible; I don't like at school, I have a \$3,000.00 family deductible and however the school puts that into a HSA. This is pretty much a standard practice from people that have high deductible and I don't think you get there here. That is another issue we do need to address. I'd like to call other towns to see where they are at. We have not looked at that or made adjustments to that. What I am suggesting is, to meet with the Town Hall employees before the Budget Workshop.

Supr. Marshall suggested that a committee meet.

Supt. Wight asked to speak; I am not part of that group, I am not looking for \$10,000.00 a year. Coming into my 15th year as Highway Superintendent; yes I am by far the highest paid employee in the Town. I have a great deal of responsibility and love the job, I have a good crew across the road and are short-handed at the moment. I have put in a request for 8% increase, \$6,500.00. The reason for that is last year, there was a 10% increase across the board raise and I received 2%. I do not have ill feelings about that, maybe make up for it this year. I am also looking at all the extra time it seems, I spend an awful lot of time at the Transfer Station on weekends, emptying the baler, crushing dumpsters down, because we seem to have a huge influx of CD, I am quite sure we have garbage coming in from out of town. It is hard to police, a completely separate issue. I am up in the middle of the night, down on Hicks Road with the Town Excavator helping the Fire Department deal with burning buildings. It is not here and there, it is all the time, so my job is 24-7 and ever since Covid came to town and left, everything is more expensive. Insurance, housing costs, and equipment are more costly; we have a truck due next year and are looking at \$265,000.00 as compared to 2020 for \$217,000.00.

Supr. Marshall asked, by the 23rd of September we will have a number? Supr. Marshall asked for a committee to meet and assist Councilwoman Goodwin with the comparison. In the past I've handled all these things by myself.

VIII. REPORTS: **ASSESSOR**

On a motion made by Councilman Wohlschlegel and seconded by Councilman Cowley the Assessor's August 2023 Report was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

CEO

On a motion made by Councilman Strickland and seconded by Councilman Cowley, the CEO Report for July and August 2023 was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

Supr. Marshall mentioned that since the new Short Term Rental Law was put in place, it appears we haven't been flooded with additional requests; mostly renewals.

TOWN CLERK/TAX COLLECTION

No Report.

September 11, 2023

IX. ACCOUNTING:
SUPERVISOR'S REPORT

Supr. Marshall read the Supervisor's Report for August. The Executive Summary states we have \$3.9 million in the bank, total receipts for the month were \$455,571.00. The second quarter sales tax figure was \$415,000.00. That was 3% higher than the same quarter last year. We continue to see rises; although they are slowing down. Town Clerk submitted \$4,500.00 and Auction & Sales equipment from the Highway Dept. \$10,160.00. Again, the point of pride, more than anything, interest earned with NY Class, \$15,000.00. The whole game has changed when it comes to interest earned for municipalities; used to be ½ percent CD, now we are seeing as high as 5%.

Supr. Marshall continued, Expenditures for the month of August should equal 66 ½% of the Annual Budget; General Fund we are at 68% and the Highway we are at 57.96%.

On a motion made by Councilman Cowley and seconded by Councilman Wohlschlegel, the Supervisor's Report for August 2023 was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

APPROVAL OF VOUCHERS

Supr. Marshall mentioned that the bills to pay this month add up to \$325,217.00; the biggest purchase was the new Grater for \$270,500.00.

On a motion made by Councilman Cowley and seconded by Councilwoman Goodwin, the Abstract of Vouchers, totaling \$325,270.00 was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

Supt. Wight asked the Board to allow the old Grater to go to Surplus and sending it to auction.

On a motion made by Councilman Strickland and seconded by Councilwoman Goodwin, the Motion was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

Clerk Voss told the Board that the neighbor of Coye Cemetery wants to donate a flagpole and flag in her father's memory and needs their approval.

On a motion made by Councilman Cowley and seconded by Councilman Strickland, the motion was ACCEPTED. Voting AYE: 5. Voting NAY: 0. Voting AYE: Marshall, Strickland, Wohlschlegel, Goodwin and Cowley.

X. ADJOURN: 8:25 p.m.

Respectfully submitted:

Judy Voss
South Bristol Town Clerk