

TOWN BOARD
JANUARY 2, 1998

The Organizational Meeting of the Town Board of the Town of Bethlehem was held on the above date at the Town Hall, 445 Delaware Avenue, Delmar, NY. The meeting was called to order by Supervisor Fuller at 12 Noon.

PRESENT: Sheila Fuller, Supervisor
George Lenhardt, Councilman
Doris M. Davis, Councilman
Robert C. Johnson, Councilman
Susan Burns, Councilman
Bernard Kaplowitz, Esq., Town Attorney
Kathleen A. Newkirk, Town Clerk

- - -

Supervisor Fuller welcomed everyone to the Organizational Meeting for the Town of Bethlehem. She asked Mr. Fritts to administer the oath office.

Roger M. Fritts, Esq. administered the oath of office to the following elected Town of Bethlehem officials:

Mr. Fritts
administered
oath of
office

Sheila Fuller, Supervisor
George H. Lenhardt, Councilman
Kathleen A. Newkirk, CMC, Town Clerk
Gregg Sagendorph, Highway Superintendent.

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Mr. Fritts noted Town Justices Theresa Egan and Kenneth Munnally, as well as, Councilman Susan Burns were sworn in at a separate ceremony on December 29, 1997.

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Supervisor Fuller acknowledged the attendance of Senator Neil Breslin and Albany County Executive Michael Breslin.

Supervisor Fuller first welcomed Susan Burns to the Town Board. She said she is sure, Susan like the rest of the Board Members, will do everything possible to keep Bethlehem the great Town that it is. She welcomed Susan. Councilman Burns thanked Supervisor Fuller.

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Supervisor Fuller in accordance with Town Law Section 42 appointed Councilman George H. Lenhardt to serve as Deputy Supervisor for the term expiring December 31, 1998. She commended the Bethlehem voters for sending George Lenhardt back to the Board for another 4 year term. She congratulated Councilman Lenhardt. Supervisor Fuller also noted this does not come with a stipend. Councilman Lenhardt indicated just a telephone. Supervisor Fuller agreed.

Supervisor
appointed
Councilman
Lenhardt
to serve
as Deputy
Supervisor

Supervisor Fuller noted during the past 2 years Town government has accomplished a great deal. She said we have much to be proud of. For 5 years, she said they have successfully managed to cut or hold the line on the Town taxes. At the same time, she said they have upgraded and in some cases added to our already fine Town services. She said in addition a plan has been adopted that will help guide development both now and in the future. This year she said her goal is to try and see a final land use plan enacted that is acceptable to all segments of the population.

Supervisor
Fuller
addressed
the Organi-
zational
Meeting

Supervisor Fuller said they have seen the recreational facilities for residents of all ages expand with the addition of 5 new ball fields for our young at the Elm Avenue park. She said we also have a bike path that has been opened up and a compost facility. She noted we also have a boat launch.

As proud of all of this as we are, there is still much more that lies ahead. Supervisor Fuller said we must remain committed to providing our residents with quality of services that they have come to expect from Town government at a cost that is both reasonable and fair to Town taxpayers. She said to maintain that tax base it is imperative that we make business attracted to our Town. She said she has been involved in this process for some time and have helped to point out to business some of the advantages of locating in Bethlehem. She said the struggle between States, Counties and even Towns the size of ours vying to lure new commerce and increase jobs is fierce. She said it is necessary that we investigate new and better ways to assure that our Town is viewed as receptive and business friendly. She said we must take a serious look at ways to streamline application procedures so as to make those who have expressed an interest in doing business in Bethlehem feel that they are wanted, welcomed and appreciated.

Supervisor Fuller said she has been and will continue to pursue pre-application meetings for businesses and developers before they are required to appear before our boards. This procedure allows business people the opportunity to hold informal discussions with Town planners, engineers, our zoning inspectors regarding proposals and what they have to comply with in the Town of Bethlehem. Other communities have successfully used this process and have found it very useful for businesses to get early approval for projects and not get bogged down on last minute details as they prepare to move forward. She said attracting new business and industry is highly competitive these days and it is vital that we do all we can to let the word go forth that Bethlehem is prosperous, forward thinking, a business friendly community and Town government is always ready and willing to help those willing to locate here.

Supervisor Fuller said we are beginning a new year filled with promise and high hopes. She said if we who are elected to serve the people can work together in the harmony and dedication expected of us, we can achieve most, if not all, of the goals we set for 1998. She said if we are fortunate, perhaps, even a few more things.

Supervisor Fuller wished everyone in attendance a very healthy, happy, prosperous New Year and on a personal note she said thanks to the community for giving her the privilege of being here again to serve as Supervisor. She said it is a job that she has loved over the years and to stand very formally and deliver a speech is always difficult but she said she loves her job and the people in the audience, as well as, those who are not here, our employees are the ones that make my job what it is.

The Supervisor thanked her husband and family who without their support she would not have been able to be out running, campaigning and working as hard as she does. She thanked each one of her family. She also wished her husband a very happy birthday. She thanked everyone.

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Supervisor Fuller said as referred to earlier, she is appointing Councilman George Lenhardt to serve as Deputy Supervisor and noted this does not come with a stipend. Councilman Lenhardt indicated just a telephone. Supervisor Fuller agreed and the pleasure of running some meetings off and on.

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Supervisor Fuller said the first item on the agenda was to adopt a resolution setting salaries for the year 1998. The following resolution was presented:

Resolution
to set
salaries

WHEREAS, the Town Board of the Town of Bethlehem held a meeting on January 2, 1998; and

WHEREAS, the Town Board is desirous of setting the salaries of the employees, including elected officials and Civil Service positions, of the Town of Bethlehem for the year 1998;

NOW, THEREFORE, BE IT RESOLVED, that the Town Board does hereby adopt the salaries and titles of the employees as shown on the attached sheets.

The foregoing resolution was presented for adoption by Mrs. Davis, was seconded by Mr. Lenhardt and was duly adopted by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.
Abstain: None.
Absent: None.

(see list following minutes)

Councilman Burns said it is her understanding that this is just to set the salary and, as far as, the Board appointees terms is subject to the Town judges approval, asking if that was correct. Supervisor Fuller said the salaries are set for all employees of the Town of Bethlehem. She referred the question regarding the Court Clerk to the Town Attorney. The Town Attorney said it is a legal question and so far, unless he can see something different, the law provides that the Town Board appoint somebody when hiring on the advice and consent of the judges. He said there is no hiring of someone, it is somebody who has been in the job for approximately 15 years and she is continuing. He said also in the later section in the same law, there is a provision that says anyone hired before 1990 is exempt from that law. He said that was his opinion and he understands there is room for difference of opinion. He said we are not hiring anyone and the present person is locked in. He said we are continuing her at her salary just as we are all the other Town employees. Supervisor Fuller asked if the answer to the question is salary. Attorney Kaplowitz said it is salary. He said most of the people are civil service employees, you are not throwing anybody out or anything else, just extending the salaries for the jobs. Councilman Burns said it is her understanding the Board is setting salaries.

The next item was to approve the salaries for the Highway Department personnel at the grade and steps indicated.

Approve
salaries
for
Highway
Department

The motion was made by Mr. Johnson and seconded by Mr. Lenhardt to approve the following schedule of salaries for the Highway Department for 1998:

<u>TITLE</u>	<u>GRADE LEVEL</u>
Highway Foreman	16
Equipment-Mechanic	14
Equipment Operator II	14
- Maintenance Mechanic	
Equipment Operator II	12
Equipment Operator I	11
Laborer II	9
Laborer I	7
Summer Laborer	\$6.75/hour
	\$6.25/hour

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to authorize Public Works Department salaries according to approved grade/step schedule for 1998.

Approve
Public Works
Department
salaries

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the following job titles and grades as listed:

<u>Job Title</u>	<u>Grade Level</u>
Director of Field Operations	23
Eng. Services Administrator	23
Chief Water Treatment Plant Operator	23
Deputy Chief Water Treatment Plant Operator	19
Chief Sewage Treatment Plant Operator	20
Foreman II	17
Foreman I	16
Instrumentation Mechanic	17 (New - 14)
Senior Water Treatment Plant Operator	16
Public Works continued:	
Administrative Asst. I	12
Senior Sewage Treatment Plant Operator	16
Water Treatment Plant Operator	13
Sewage Treatment Plant Operator	13
Water Treatment Plant Operator Trainee	9
Sewage Treatment Plant Operator Trainee	9
Senior Utility Technician	12
Utility Technician	10
Utility Service Helper	7
Equipment Operator II	12
Equipment Operator I	11
Utility Billing Clerk	8
Senior Utility Billing Clerk	11
Clerk-Typist II	8
Clerk-Typist I	6
Temporary Employee - Hourly Rate Range from Meter Reader Minimum wage to \$15/hour Temporary Clerk-Typist commensurate with duties performed.	
Senior Engineer	21
Principal Engineering Technician	17
Sr. Engineering Technician	14

<u>Job Title</u>	<u>Grade</u>
Engineering Technician	11
Engineering Aide I	7
Draftsman	9 (7 New)

(Longevity pay to be added to above salary rates in accordance with Town Board policy.)

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to approve part time personnel appointments.

Part-time
personnel
appointments

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to approve in accordance with the policy on appointments of part time personnel, as adopted by the Board in October 1993, the following list of part time employees:

<u>FULL TIME</u>				
<u>TITLE</u>	<u>NAME</u>	<u>F-T GRADE</u>	<u>100/70%</u>	<u>97 RATE</u>
Clerk Typist I	Arduini, Kathleen	6	70	11.81
Clerk Typist I	Roberts, Tracy	6	70	11.81
Enforcement Off.	Sleurs, Joseph	3 yr.off.	100	18.76
Clerk Typist I	Hulme, Ann	6	70	7.76
Clerk Typist I	Schmitz, Mary	6	70	7.76
Clerk Typist I	Vadney, Lois	6	70	7.76
Clerk Typist I	Cooke, Noreen	6	70	7.76
Clerk Typist I	Boughton, Karen	6	70	7.76
Recycl. Coord.	Fisher, Sharon	11	100	14.10
Youth Employ.	Felson, Sharon	14	70	12.30
Sinuc, Linda	14	100	16.47	Outreach Wkr.
Asst.Bldg.Insp.	Dominelli, Edward	15	70	16.48
Public Info.Sp.	Lewis, Richard	15	70	13.00
Senior Assessment Clk	Granito, Karen	11	100	14.10
Util. Bldg. Clk.	Buno, John	8	100	12.20

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Appoint
Town Historian

The next item was to authorize the appointment of Town Historian, Joseph Allgaier at a salary of \$2,600.

The motion was made by Mr. Lenhardt and seconded by Mrs. Burns to approve the appointment of Joseph Allgaier, Delmar, NY to the position of Town Historian at an annual salary of \$2,600. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

 The following item was to appoint the following positions for the Board of Appeals for 1998.

Appoint Board
of Appeals

The motion was made by Mr. Lenhardt and seconded by Mr. Johnson to approve the following appointments for the Board of Appeals:

Chairman Board of Appeals	Michael Hodom	\$4,732
Member (Term expiring 12/31/02)	Gilbert Brookins	\$3,693

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

 The next item was to appoint the following positions for the Planning Board for 1998.

The motion was made by Mr. Johnson and seconded by Mrs. Davis to approve the following position and Chairman for the Planning Board for 1997:

Appoint
Planning
Board

Chairman/Member Planning Board	Douglas Hasbrouck	\$9,781
Member (Term expiring 12/31/2004)	Parker Mathusa	\$3,693

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

 Supervisor Fuller noted Mr. Mathusa was in the audience and indicated he was replacing David Blabey whose term expired. She also noted Mr. Mathusa's term is a little longer, 7 years.

 Councilman Davis commented having been a Planning Board member that Mr. Mathusa will get lots of papers. She said she hoped he planned on putting an addition on his home. She also noted she was very glad Doug was going back as Chairman due to the excellent job he has been doing. Mr. Hasbrouck said he was glad too.

 The next item was to accept the resignation of Dixon Welt as Counsel to the Board of Appeals effective January 1, 1998.

Accept Resig
nation of
Dixon Welt

The motion was made by Mr. Lenhardt and seconded by Mr. Johnson to accept the resignation of Dixon Welt as Counsel to the Board of Appeals for the Town of Bethlehem effective January 1, 1998. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

 The next item was to approve the appointment of Counsels. Supervisor Fuller said question has been raised as to the Police Department Counsel, Josh Effron, and the covering by the Town attorneys as Special Counsel. Town Attorney Kaplowitz noted it should be less specific. He asked that the people be appointed to

Appoint Couns

fill those positions subject to the pleasure of the Town Board and at direction of the Town Attorney. Attorney Kaplowitz said in this way some of the appointees could be used in different positions if needed. He also said there is question when the person is appointed to a particular position whether that makes a lot of sense. Other municipalities in the area appoint Assistant Town Attorneys and then they are assigned to whatever comes in.

Councilman Burns had a question for Supervisor Fuller, as far as, if the attorney for the Police Department is not available, if we should put down a substitute attorney. Town Attorney Kaplowitz indicated that is why he is making this suggestion so that the other attorneys can fill in if necessary. He said right now there might be an argument that they could not. He said this permits flexibility for all of the appointees. He further noted in appointing a substitute for the Police Counsel, that only solves one instance. He said with his suggestion, they could move interchangeably within Town government. Supervisor Fuller said Lance Crossett has been representing Josh Effron in the court room and there is some question because he is listed as Water District attorney. She said by wording this differently, it can solve the problem. Attorney Kaplowitz agreed.

Supervisor Fuller asked Councilman Burns if that was clarified for her. Councilman Burns said it was.

Supervisor Fuller noted Peter Bishko has been appointed Counsel to the Board of Appeals and Ruth Leistensnider's term with the Planning Board is being reappointed.

The motion was made by Mr. Lenhardt and seconded by Mr. Johnson to approve the appointment of the following Counsel to serve at the pleasure of the Town Board and subject to the direction of the Town Attorney:

Board of Assessors	Daniel Santola	Claim Basis
Water District	Lance Crossett	\$4,956
Sewer District	Charles J. Tobin, III	Claim Basis
Highway Department	Michael Smith	Claim Basis
Police Department	Joshua Effron	\$12,238
Planning Board	Ruth Leistensnider	\$15,299
Board of Appeals	Peter Bishko	\$15,299

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Appointment
of School
Crossing
Guards

The next item was to approve the appointment of School Crossing Guards.

The motion was made by Mrs. Davis and seconded by Mrs. Burns to approve the appointment of the following School Crossing Guards and approve the rates of pay as indicated:

Lawrence Becker	\$9.57/hour
Isabel D. Glastetter	9.57/hour
William Gathen	9.57/hour
Patricia Erno	9.57/hour

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was in accordance with Public Health Law, to appoint the Registrar of Vital Statistics.

The motion was made by Mrs. Burns and seconded by Mr. Lenhardt to appoint the following Registrar of Vital Statistics for the term period January 1, 1998 through December 31, 1999:

Registrar of Vital Statistics - Kathleen A. Newkirk - \$1,000.

Appoint
Registrar
of Vital
Statistics .

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.

Noes: None.

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Supervisor Fuller acknowledged receipt of a communication from Town Clerk/Registrar Kathleen A. Newkirk, CMC, regarding appointment of Deputy Registrar of Vital Statistics for the period January 1, 1998 through December 31, 1999:

Deputy Registrar of Vital Statistics - Catherine T. Picarazzi

The next item was to approve the appointment of Voting Machine Custodians for the year 1998.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the appointment of Voting Machine Custodians for 1998 as follows:

Glenn Hammond, Republican
William McGarry, Democrat

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.

Noes: None.

The next item was a recommendation from Commissioner of Public Works, Bruce Secor, regarding the appointment of Consultant Chemist for Water District No. 1.

The motion was made by Mr. Johnson and seconded by Mr. Lenhardt to approve the appointment of Consultant Chemist, Kenneth E. Drautz, at a fee of \$8,037 for Water District No. 1 of the Department of Public Works. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Putney, Mr. Lenhardt, Mrs. Davis,
Mr. Johnson.

Noes: None.

The next item was to approve the appointment of Supervisors for the Fire Training Ground.

The motion was made by Mrs. Davis and seconded by Mrs. Burns to approve the appointment of Supervisors for the Fire Training Ground for 1998 as follows:

Charles Wickham
Richard Webster
Kevin Shea

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.

Noes: None.

The next item was to adopt a resolution authorizing membership dues for Town of Bethlehem employees as listed.

Adopt Resoluti
membership due
Town of Employ
as listed.

WHEREAS, the Town Board has held an organizational meeting for the year 1998, according to law,

NOW, THEREFORE, BE IT RESOLVED, that the attached list of membership dues for various Town departments are hereby authorized to be paid.

The foregoing resolution was presented for adoption by Mr. Johnson, was seconded by Mr. Lenhardt and was duly adopted by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

(See list following minutes) -----

The next item was to authorize the Town Superintendent of Highways, Gregg Sagendorph, to make highway purchases in an amount not to exceed \$10,000 without prior approval of the Town Board.

Authorize
Superintendent
of Highways
to make
purchases
not to
exceed
\$10,000
without prior
approval

The motion was made by Mr. Johnson and seconded by Mrs. Burns to authorize the Highway Superintendent, Gregg Sagendorph, to make highway purchases in an amount not to exceed \$10,000 without prior approval of the Town Board. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Appointments
of Local
Enforcement
Officer,
Bethlehem
Emergency
Management
Director,
Fire Marshall
and Fire
Inspectors

The next item was to authorize the appointments of the Local Enforcement Officer, Bethlehem Emergency Management Director, Fire Marshall and Fire Inspectors.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis, that in accordance with provision of Section 303 Multiple Residence Law, to authorize the following appointments:

Local Enforcement Officer	John H. Flanigan
Bethlehem Emergency Management Office Director	John E. Brennan
Fire Marshall	John H. Flanigan
Fire Inspectors	Walter Eck, Jr. David Scoons Edward Costigan Harlen Metz David Kellerman

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Appoint Board
of Review

The next item was to approve the appointment of the Board of Review.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to approve the appointment of the following to the Board of Review:

Richard Lewis
Robert J. Wiggand
Gilbert Brookins
Marjory O'Brien
Michael Hodom

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to approve the appointment of the Board of Assessment Review.

The motion was made by Mr. Johnson and seconded by Mr. Lenhardt to approve the appointment of the following to the Board of Assessment Review:

Richard Haverly -	\$120 per diem
Raymond Russom -	\$120 per diem
Herbert G. Steele -	\$120 per diem

Appoint
Board of
Assessment
Review

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to set the mileage rate for personnel for 1998.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the mileage rate of \$.30 per mile for personnel who use their automobiles in the performance of the duties of their offices to be paid on presentation of duly itemized claims for audit by the Comptroller in accordance with Town Law, Section 102, Subdivision 1. The motion was passed by the following vote:

Approve
mileage rate

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to approve the Petty Cash Funds for Town offices.

The motion was made by Mrs. Davis and seconded by Mr. Johnson to approve the following Petty Cash Funds:

Approve Petty
Cash Funds

PETTY CASH FUNDS - Establish in accordance with Town Law,
Section 64, Subdivision 1 (a)

Receiver of Taxes and Assessments	\$300.00
Town Clerk	200.00
Comptroller	100.00
Water District No. 1	100.00
Town Justice Department	200.00
Police Department	200.00
Recreation Department Office	150.00
Parks Pool	200.00
Highway Department	100.00
Sanitary Landfill	200.00
DARE Program	200.00

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to set the holidays for Town of Bethlehem employees.

Holidays of
Town of
Bethlehem

The motion was made by Mrs. Davis and seconded by Mr. Johnson to approve the designation of the following Holidays for Town of Bethlehem employees for 1998:

January 1	New Years
January 19	King's Birthday
February 16	President's Day
May 25	Memorial Day
July 3	Independence Day
September 7	Labor Day
October 12	Columbus Day
November 3	Election Day
November 11	Veterans' Day
November 26,27	Thanksgiving Day
December 24	1/2 day - Christmas Eve
December 25	Christmas Day

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Designate
Bank as
depositories

The next item was to designate banks as depositories for Town Officers.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the designation of the following banks as depositories in which all Town officers shall deposit all money coming into their hands by virtue of their offices:

Key Bank, N.A. Albany, New York	OnBank and Trust Co. Albany, New York
Fleet Bank of Upstate NY Albany, New York	Chase Manhattan Bank Albany, New York

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Annual
Association
of Town's
meeting assign
Delegate and
Alternate

Supervisor Fuller next acknowledged receipt of the Notice from the Association of Towns regarding the 1998 Annual Meeting in New York City to be held February 15, 16, 17 and 18, 1998.

The motion was made by Mrs. Davis and seconded by Mrs. Burns to Designate the Delegate and Alternate to the Annual Meeting of the Association of Towns as follows:

Delegate - John H. Flanigan
Alternate - George Lenhardt

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Set Regular
Town Board
meeting days

The next item was to set the regular Town Board meeting days. Supervisor Fuller requested the Town Board meeting be set for the Tuesday of the week of Thanksgiving as she has done in the past.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to approve the setting of Regular Town Board Meetings on the 2nd and 4th Wednesdays of each month with the exception of the week of

Thanksgiving in November when the meeting will be held on Tuesday evening. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to set the Official Hours for business at Town Hall for 1998.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the official hours for business at Town Hall for the Town of Bethlehem for 1998 at 8:30 a.m. through 4:30 p.m. The motion was passed by the following vote:

Set
Official
Hours at
Town Hall

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to designate the official newspaper of the Town Bethlehem.

The motion was made by Mrs. Burns and seconded by Mr. Johnson to designate the Official Newspaper of the Town - THE SPOTLIGHT and also designate the Times Union as an additional newspaper for the publication of notices, resolutions and ordinances for the year 1998 for the Town of Bethlehem.

Designate
official
newspaper

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Supervisor Fuller introduced Lisa Kelly, the new Spotlight reporter to everyone.

The next item was to authorize the Supervisor to execute leases for the year 1998.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to authorize the Supervisor to execute the following Leases for 1998:

Supervisor
to execute
leases

Water District No. 1 - Town Hall	\$9,600.00
Sewer District - Town Hall	\$9,600.00
Sewer District - Town Garage, Adams St.	\$19,000.00

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to authorize the Supervisor to execute a contract agreement with Project Hope for the year 1998.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to authorize the Supervisor to execute a contract Agreement with Project Hope for the year 1998 in the amount of \$10,000. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to authorize the Supervisor to execute an agreement with Callanan Industries for the firearms training site.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to authorize the Supervisor to execute an Agreement with Callanan Industries for the Firearms Training Site, Quarry, for 1998, at a cost of \$1.00. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.

Noes: None.

Commissioner
of Public
Works increase
in fee schedule

The next item was a request from Commissioner of Public Works, Bruce Secor, for an increase in the fee schedule established by the Town Board.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the Increase of fee schedule as established by Town Board for field inspections and Engineering Review as of January 1, 1998, as follows:

Senior Engineer: \$70.00 per hour straight time and \$104.00 per hour for overtime, weekends and holidays.
Senior Inspector: \$53.00 per hour straight time and \$79.00 per hour for overtime, weekends and holidays.
Inspector: \$40.00 per hour straight time and \$60.00 per hour for overtime, weekends and holidays.
Survey Field Crew: \$82.00 per hour straight time and \$123.00 per hour for overtime, weekends and holidays.

Subdivision Review fees revised as follows:

1 & 2 lots - Final Plat \$84. per lot.
3 or more lots - Final Plat \$84. per lot.

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.

Noes: None.

Supervisor Fuller explained for Councilman Burns's information that many of the rates were set during budget time, as well as, many of the contract amounts.

Supervisor
to execute
agreement
with Albany
honor court
program

The next item was to authorize the Supervisor to execute an agreement with Albany Honor Court Program, Inc.

The motion was made by Mrs. Burns and seconded by Mr. Johnson to authorize the Supervisor to execute an agreement with Albany Honor Court Program, Inc. for the year 1998 at a cost of \$3,000.00. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.

Noes: None.

Supervisor
execute agreement
with Volunteer
Center of
Albany

The next item was to authorize the Supervisor to execute an agreement with the Volunteer Center of Albany, Inc.

The motion was made by Mrs. Burns and seconded by Mr. Johnson to authorize the Supervisor to execute an agreement with Volunteer Center of Albany, Inc. for a Community Services Sentencing Program for the year 1998 at a cost of \$3,000.00. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to adopt a Resolution for facsimile signature of checks drawn on accounts at Key Bank, N.A.

RESOLUTION NECESSARY FOR FACSIMILE SIGNATURES

RESOLVED: That checks of this corporation, drawn on Key Bank, N.A., may be signed by the printed facsimile signature of the Supervisor, Sheila Fuller, of this corporation, with like force and effect as if said facsimile signature had been affixed by such officer or either of them, manually, and that said Bank is hereby authorized, empowered and directed to pay said checks so drawn and to charge the same to the account of this corporation, with like force and effect as if said signature had been affixed by such officer or either of them, manually, and be it

FURTHER RESOLVED: That all of the terms and conditions embodied in the agreement between said Bank and this corporation, as the same appears upon the original signature card of this corporation now in the filed of said Bank, shall apply to all checks of this corporation so signed, and be it

FURTHER RESOLVED: That said Bank shall not be liable for and that this corporation does hereby waive any claim which it may have against said Bank, and does hereby agree to defend, indemnify and save harmless said Bank from any liability, loss or damage incurred by it for paying or charging to the account of this corporation any checks to which such facsimile signature may have been affixed without authority, by the unauthorized use of the machinery and equipment by which such facsimile signatures to such checks other than such die, device, machinery or equipment used by this corporation for that purpose.

The foregoing resolution was presented for adoption by Mr. Lenhardt, was seconded by Mrs. Davis and duly adopted by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Noes: None.

Supervisor Fuller noted basically the signature is used for the paychecks so that they do not have to be hand signed, as well as, vendor checks -- almost 300 checks every 2 weeks. She further noted they do come through for her approval.

The next item was to approve the charge of 25 cents (.25) per page for copies of records.

The motion was made by Mr. Lenhardt and seconded by Mr. Johnson to approve 25 cents (.25) per page to be charged for all Freedom of Information requests and any other materials that are requested by the general public for copying. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to authorize the Supervisor to enter into an Agreement with the Town's auditors for the year 1998.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to authorize the Supervisor to enter into an Agreement to retain

Resolution
for facsimile
signature
of the super-
visor on
accounts at
Key Bank

Copies of
Records 25¢
Charge

Authorize
supervisor
agreement
with Town's
auditors

Casey & Lubbe, P.C., as the Town's Auditors for the year 1998. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Supervisor
to execute
Agreement
with Town's
Insurance
Carrier

The next item was to authorize the Supervisor to execute an Agreement with the Town's insurance carrier regarding a Public Official Liability Policy and a Fidelity Bond in effect for the year 1998.

Supervisor Fuller said this item has been added in recent years to the agenda and it came from the NYS Association of Towns meetings where they advised to have this as part of the organizational meeting.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to authorize the Supervisor to execute an Agreement with the Town's insurance carrier to have a Public Officials Liability Policy, as well as, a Fidelity Bond in effect for the year 1998.

Councilman Burns asked if this was in addition to the coverage from the insurance carrier. Attorney Kaplowitz said there is coverage with 2 or 3 carriers. He said the Public Officials Liability Policy is a completely different thing. He said he was surprised to see it here, not remembering it from before, but noted it probably was. He said we do have Public Officials Liability coverage now and have ever since he can remember. Supervisor Fuller said the Fidelity Bond is the new item. Attorney Kaplowitz asked if that was in addition and Supervisor Fuller said it was. She said that is what was added. She noted the Public Officials Liability Policy has been on the organizational agendas right along. She said the Fidelity Bond was on the last 2 or 3 years. Comptroller Kehoe said it is really a very small component of the overall insurance, of course, the general and liability, the property coverage, is the larger component of that and then there is the Police professionals insurance as well and then Workers Comp which is probably close to 40 percent of the total insurance coverage that the Town has.

Councilman Burns said at this time she would like to make an amendment to propose that Supervisor Fuller contract for an independent consultant to review the insurance policies for the Town, the carriers and the insurance committee. She said this is for 3 reasons, that insurance has changed three-fold in recent years, just to make sure there are no gaps with the coverage and also for accountability for the residents of the Town. Supervisor Fuller asked if this was an amendment. She asked if there was a second. Councilman Lenhardt questioned to the fact that the Town has been doing that. Comptroller Kehoe said that is an option. She said she did some research on who the consultants were, what the nature of the services were that they would render and what the cost would be. She said there is an insurance committee for the Town in place which has been giving advice and recommendations on that. She said they did do their review of each of the proposals from the 4 carriers that submitted quotes to the Town this year and the proposals were all very competitive. She said the insurance committee met and based on the fact that all the proposals were competitive, including a number of factors looked at in terms of what coverage was offered, they do not come back apples-to-apples. Some things cover some things that the others do not, according to Comptroller Kehoe. She said they weighed all of this in meeting with the insurance committee and decided to select the Hartford as the carrier for the primary insurance. She said because they were all close and they had what they felt were some pretty legitimate reasons for making that decision, there did not appear to be any major issue with it that they felt it was justified to spend the additional \$3500 to \$4500 that it would cost for the consultant. Comptroller Kehoe said that is something that can still be done if the Board desires that. She said they did not feel it was necessary at their meeting given that it had been looked at and appeared to be the proper decision.

Supervisor Fuller said she thought the question was raised last year also, are we getting the best bang for our buck so to speak. She said last year \$103,000 was saved and this year it was another \$100,000 but the insurance committee does try and shop around to get the lowest rates with different carriers. She said there has been a couple carriers that have raised this specific question, would we hire the independent consultant. She said she thinks there is a real plus with Hartford, as far as, service which is a big factor with the Town. She said it is very nice to be able to pick up the phone and reach Greg Turner, who is chairman of the insurance committee and have him get back to the Town within minutes, really. She said looking at the savings of \$100,000 this year, if the Board would like to go with an independent consultant she thinks this is something that can be done. Supervisor Fuller said she is not sure that it is necessary at this time. She thinks service and savings is pretty much where it is. Councilman Lenhardt indicated he thought this discussion would be more appropriate at budget time this year for next year.

Comptroller Kehoe noted there are limited carriers out there that serve the municipal market and the committee received quotes from the limited carriers. She said they tend to have a lot of questions coming from various agents or brokers who wish to be the designated representatives for the carriers. She said they felt the Town had not been shut out of any of the markets, therefore, they kind of took that with the territory, that the vendors wanted to be the representative for the Town but they have had wonderful service and professionalism from the local agents. She said it has been their successful experience to be working with them due to their being very knowledgeable about insurance issues and are prompt in responding to the Town's needs. She said it has always been the preference of the Town and regardless of which carrier selected, the Town would still be designating the local agent as the representative. She said, again, it is up to the Board but that is just a quick overview of the insurance selection.

Councilman Johnson said referring to Mr. Lenhardt's point, at budget time some conversation on this was done. He said personally, the people he talked to answered with the fact that we are doing very well because we have some good representation. Comptroller Kehoe said the savings that we are seeing is really a result of the competition in the market. She said there are fewer carriers offering coverage to the municipal market. She said they want the business and they have been dropping the prices accordingly. Supervisor Fuller noted competition is always healthy.

Supervisor Fuller asked if there was a second on Councilman Burns's motion to hire an independent consultant. There was no second and the motion failed for lack of a second. Supervisor Fuller noted this can be brought back at budget time. She asked Comptroller Kehoe to make a note to discuss this at budget time as Councilman Lenhardt had suggested.

Supervisor Fuller asked for a vote to pass the motion. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

The next item was to authorize the Supervisor to sign an Agreement with Mohawk and Hudson River Humane Society for 1998.

The motion was made by Mrs. Davis and seconded by Mrs. Burns to authorize the Supervisor to sign the Agreement with Mohawk and Hudson River Humane Society for 1998. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Supervisor
to sign
agreement
with Mohawk
and Hudson
River Humane
society

Supervisor Fuller said that finished the organizational meeting. She said the next portion of the meeting is basically closing out the books from last year. She said normally there are 2 meetings in December but the second meeting fell on December 24, 1997 and she did not think anyone wished to be at a meeting. She said the transfers have been held off until this meeting.

Highway
Superintendent
approval
of transfer
funds

The next item was a request from Gregg Sagendorph, Highway Superintendent, for approval of transfer of funds.

Councilman Johnson asked Comptroller Kehoe, relating to all the transfers, if these are transfers within the Department heads budgets and if they affect any of the Department heads bottom line in the budget. Comptroller Kehoe said these are transfers within the budgets and does not affect the bottom lines. She said there are no supplemental appropriations within these requests. Councilman Johnson commented these are administrative transfers by the Department heads. Comptroller Kehoe said this was correct. She said the budget is prepared way in advance, then comes the end of the year where the actual figures are put in. Councilman Johnson thanked Comptroller Kehoe.

The motion was made by Mr. Johnson and seconded by Mrs. Davis to approve the transfer of funds requested by Gregg Sagendorph, Highway Superintendent, as follows:

FROM:	D.5120.4	Bridges (Contractual)	\$2,000.
	D.5140.1	Brush & Leaves (Personal Svcs.)	27,000.
	D.5142.1	Snow Removal (Personal Svcs.)	<u>25,000.</u>
		TOTAL	\$54,000.
TO:	D.5110.4	General Road Repair(Contractual)	\$25,000.
	D.5130.2	Machinery (Equipment Purchases)	13,000.
	D.5130.4	Machinery (Contractual)	<u>16,000.</u>
		TOTAL	\$54,000.

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Parks and
Recreation
approval transfer

The following item was a request from David Austin, Administrator, Parks & Recreation Department, for approval of transfers.

The motion was made by Mr. Lenhardt and seconded by Mrs. Davis to approve the transfer of funds requested by David Austin, Administrator, Parks & Recreation Department, as follows:

FROM:	A7110.1	Parks (personal services)	\$800.
TO	A7020.1	Recreation Administration (personal svcs.)	
	and		
FROM:	A7110.8	Parks (Employee Benefits	\$7,000.
TO:	A7020.8	Recreation Administration (personal svcs.)	

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Parks and
Recreation
Seasonal Personnel

The next item was a request from Administrator of Parks & Recreation Department, David Austin, for approval of seasonal personnel.

The motion was made by Mr. Johnson and seconded by Mr. Lenhardt to approve the appointment of seasonal personnel as listed in the Memorandum from David Austin dated January 2, 1998 at the rates and titles indicated. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson.
 Noes: None.
 Abstain: Mrs. Burns.

The next item was a request from Jeffrey Dammeyer, Director of MIS, for approval of a resolution authorizing use of Capital Reserve Funds, subject to a permissive referendum. Supervisor Fuller noted this was in the budget.

Dammeyer
 approval
 of resolution
 authorizing
 use of
 Capital reserve
 funds

RESOLUTION AND PUBLIC NOTICE

NOTICE IS HEREBY GIVEN that the Town Board of the Town of Bethlehem in the County of Albany, State of New York has on the 2nd day of January 1998, duly adopted, subject to a permissive referendum, a resolution as follows:

WHEREAS, the Town Board of the Town of Bethlehem has determined that it is necessary to upgrade its AS/400 computer system, and
 WHEREAS, it is estimated that the costs of said work will be approximately \$142,000 and

WHEREAS, in recognition of these needs, funds for such purpose are in the General Fund Capital Reserve; and,

NOW, THEREFORE, BE IT RESOLVED that it is in the public interest to complete this system upgrade; and

BE IT FURTHER RESOLVED, that the Town Board authorizes the expenditure of the reserve moneys to fund this project up to a maximum amount of \$142,000 and,

BE IT FURTHER RESOLVED, that the Town Comptroller is authorized to expend from the General Fund Capital Reserve the funds necessary up to \$142,000 in said reserve fund; and

This resolution shall be subject to a permissive referendum as permitted by law.

The motion to adopt the resolution was made by Mr. Lenhardt, was seconded by Mr. Johnson and duly adopted by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
 Mrs. Burns.
 Noes: None.
 Absent: None.

The following item was a request from David Leafer, Assessor, to set a public hearing to amend the Code of the Town of Bethlehem by adding new Article V to Chapter 111, Taxation, relative to partial exemption from taxation to persons with disabilities who have limited incomes.

Assessor to
 set public
 hearing amend
 code of Town
 of Bethlehem
 exemption of
 taxes for
 people with
 disabilities

The motion was made by Mrs. Burns and seconded by Mr. Johnson to hold a public hearing on January 28, 1998 at 7:30 p.m. to consider proposed Local Law No. 2 of 1998 to amend the Code of the Town of Bethlehem, Taxation, relative to partial exemption from taxation to persons with disabilities who have limited incomes. The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
 Mrs. Burns.
 Noes: None.

The next item was a request from Bruce Secor, Commissioner of Public Works, for end of year budget transfer for Water & Sewer Departments. Supervisor Fuller noted the money was in the budget.

Commissioner of
 Public Works
 Year end budget
 transfers

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to approve the transfer of funds as requested by Commissioner of Public Works, Bruce Secor, as follows:

FROM:	F8310.8	TO:	F8310.4	\$6,000
FROM:	F8330.8	TO:	F8330.4	\$12,000
FROM:	G8120.8	TO:	G8120.4	\$6,000
FROM:	G8130.8	TO:	G8130.4	\$6,000
FROM:	G8110.1	TO:	G8120.4	\$30,000
FROM:	F8310.2	TO:	F9065.8	\$1,450
FROM:	F9730.7	TO:	F9730.6	\$1,000.

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Chief of Police
authorize budget
transfers

The next item was a request from Richard LaChappelle, Chief of Police, for authorization of budget transfers of funds for the town fiscal year closeout.

The motion was made by Mr. Johnson and seconded by Mr. Lenhardt to approve the budget transfers as requested by Chief of Police, Richard LaChappelle, as follows:

FROM:	A3120.8	TO:	A3120.1	\$40,000
FROM:	A3020.1 Communications	TO:	A3120.1, Police	\$40,000
FROM:	A2680	TO:	A3120.4	\$4,469
				\$206
				\$1,752
				\$746.

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Comptroller
budget transfers

The following item was a request from Comptroller, Judith Kehoe, for budget transfers.

The motion was made by Mrs. Burns and seconded by Mr. Johnson to approve budget transfers as requested by Comptroller, Judith Kehoe, as follows:

Town Board	FROM: A1010.2	TO: A1010.8	\$750
Town Clerk	FROM: A1410.8	TO: A1410.1	\$500
Town Attorneys	FROM: A1420.8	TO: A1420.4	\$5,500
	FROM: A1420.1	TO: A1420.4	\$500
	FROM: A1450.4	TO: A1420.4	\$4,000
Elections	FROM: A1450.4	TO: A1450.1	\$3,000
	FROM: A1450.4	TO: A1450.8	\$150
Records Mgmt.	FROM: A1460.1	TO: A1460.8	\$50
Public Info.	FROM: A1480.4	TO: A1480.1	\$400
Shared Svcs.	FROM: A1620.2		\$3,500
	FROM: A1620.8		\$2,800
	FROM: A1910.4		\$15,000
		TO: A1620.1	\$3,300
		TO: A1620.4	\$18,000
Mgmt. Info. Svcs.	FROM: A1680.1		\$18,500
	FROM: A1680.4		\$6,000
		TO: A1680.2	\$24,500
Fire Prevention	FROM: A3410.2	TO: A3410.4	\$7,000
Zoning	FROM: A8010.4		\$600
		TO: A8010.1	\$200
		TO: A8010.8	\$400

Planning Bd.	FROM: A8020.2		\$100
	FROM: A8020.4		\$940
	FROM: A8020.8		\$560
		TO: A8020.1	\$1,600
Planning Dept.	FROM: A8021.4	TO: A8020.8	\$4,500
Debt Service	FROM: A9730.7	TO: A9730.6	\$4,000.

The motion was passed by the following vote:

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Supervisor Fuller asked if there was anyone who would like to address the Board or any Board Member who would like to speak.

Councilman Burns thanked Supervisor Fuller, all the Board Members, Mr. Kaplowitz and the Town Clerk for making her first Board meeting very easy and she looks forward to working with everyone and serving the residents of the Town. Supervisor Fuller thanked Councilman Burns and noted they enjoy having her with the Board.

Supervisor Fuller wished everyone a very Happy New Year.

The motion was made by Mrs. Davis and seconded by Mr. Lenhardt to adjourn the organizational meeting of the Town Board of the Town of Bethlehem at 1:08 p.m. The motion was passed by the following vote:

Meeting was
adjourned

Ayes: Mrs. Fuller, Mr. Lenhardt, Mrs. Davis, Mr. Johnson,
Mrs. Burns.
Noes: None.

Kathleen J. Newkirk
Town Clerk

12/30/97

Town of Bethlehem
1998 Annual Salaries

Last Name	First	Title	Salary	
BURNS	SUSAN	COUNCILMAN	9,684.00	10 10
DAVIS	DORIS	COUNCILMAN	9,684.00	
JOHNSON	ROBERT	COUNCILMAN	9,684.00	
LENHARDT	GEORGE	COUNCILMAN	9,684.00	
HODOM	BARBARA	COURT CLERK	47,935.00	11 10.
WHITNEY	BARBARA	DEPUTY COURT CLERK	34,078.00	
EGAN	THERESA	TOWN JUSTICE	32,388.00	
MUNNELLY	KENNETH	TOWN JUSTICE	32,388.00	
SABATINO	LISA	CLERK TYPIST II	26,994.00	
BLANCHARD	GERALDINE	CLERK I	26,663.00	
FULLER	SHEILA	TOWN SUPERVISOR	69,361.00	12 20
ASPRION	BARBARA	CONFIDENTIAL SECRETARY	33,578.00	
KEHOE	JUDITH	COMPTROLLER	59,087.00	13 15
WEBSTER	RICHARD	DEPUTY COMPTROLLER	47,935.00	
WEIGAND	PATRICIA	ACCOUNT CLERK II	32,522.00	
TREMBLAY	MARY	ACCOUNT CLERK I	23,261.00	
DELONG	SHEILA	ACCOUNT CLERK I	11,104.00	
MENDICK	NANCY	RECEIVER OF TAXES	38,963.00	13 30
DEGONZA	BETTY	DEPUTY RECEIVER OF TAXES	29,971.00	
LINGNER	NANCY	ACCOUNT CLERK/TYPIST	25,655.00	
DELONG	SHEILA	ACCOUNT CLERK I	11,104.00	
LEAFER	MELVIN	ASSESSOR	46,685.00	13 55
BUSICK	A. DIANE	ADMINISTRATIVE ASST. I	34,578.00	
MCINTYRE	ELEANOR	SENIOR ASSESSMENT CLERK	32,522.00	
NEWKIRK	KATHLEEN	TOWN CLERK	47,935.00	14 10
PICARAZZI	CATHERINE	DEPUTY TOWN CLERK	32,828.00	
MCNEIL	JULIE	DEPUTY TOWN CLERK	29,971.00	
KAPLOWITZ	BERNARD	TOWN ATTORNEY	37,397.00	14 20
SECOR	BRUCE	COMMISSIONER OF PUBLIC WORKS	76,263.00	14 90
CIRILLO	MICHAEL	ENGINEERING SERVICES ADMIN.	58,665.00	
FENZL	JOHN	SENIOR CIVIL ENGINEER	51,224.00	
SAXE	DAVID	PRINCIPAL ENGINEER TECHNICIAN	42,311.00	
GORDON	MORRIS	DRAFTSMAN	28,326.00	
HUMMEL SR	RICHARD	BUILDING MAINTENANCE MECHANIC	29,971.00	16 2
ASPRION	CHARLES	BUILDING MAINT. HELPER	24,413.00	
DAMMEYER	JEFFREY	DIR OF MANAGEMENT INFO SERV	59,837.00	18
ESPOSITO	JOHN	PROGRAMMER/ANALYST	40,871.00	
BARTKUS	MAUREEN	COMMUNICATIONS SUPERVISOR	34,558.00	30 2
BECKER	MARK	TELECOMMUNICATOR	33,558.00	

12/30/97

Town of Bethlehem
1998 Annual Salaries

2

Last Name	First	Title	Salary	
COOKE	KATHY	TELECOMMUNICATOR	33,308.00	30 20
DONOVAN JR	JAMES	TELECOMMUNICATOR	32,808.00	
GOULET	SANDRA	TELECOMMUNICATOR	32,808.00	
KEEZER	BENJAMIN	TELECOMMUNICATOR	32,208.00	
KELLY-KEEZER	DEBRA	TELECOMMUNICATOR	32,208.00	
SLEURS	BRIAN	TELECOMMUNICATOR	32,208.00	
KELLOGG	STEVEN	TELECOMMUNICATOR	26,843.00	
TOMPKINS	LEONARD	TELECOMMUNICATOR	26,843.00	
ANDERSON	GREGORY	TELECOMMUNICATOR	25,602.00	
HORNICK	ADAM	TELECOMMUNICATOR	25,602.00	
LA CHAPPELLE	RICHARD	CHIEF OF POLICE	65,749.00	31 20
VANDERBILT	RICHARD	POLICE LIEUTENANT	58,843.00	
CLARK	COLIN	POLICE LIEUTENANT	58,343.00	
HOLLIGAN	FREDERICK	POLICE LIEUTENANT	58,343.00	
SLEURS	JOSEPH	POLICE SERGEANT	53,860.00	
ROBERTS	PAUL	POLICE SERGEANT	52,860.00	
* CORSI	LOUIS	POLICE SERGEANT	52,110.00	
* CORBETT SR	JAMES	POLICE OFFICER	52,069.00	
* BEEBE	TIMOTHY	POLICE SERGEANT	52,010.00	
* KERR	JAMES	POLICE SERGEANT	52,010.00	
* COX SR	JOHN	POLICE OFFICER	51,569.00	
* STRIANO SR	JOSEPH	POLICE OFFICER	50,319.00	
* LSON	THEODORE	POLICE OFFICER	50,319.00	
* WDISH	CHRISTOPHER	POLICE OFFICER	49,469.00	
LA CHAPPELLE	WAYNE	POLICE OFFICER	46,853.00	
* MOSCA JR	JOSEPH	POLICE OFFICER	46,853.00	
* MCMILLEN	MICHAEL	POLICE OFFICER	46,503.00	
* ARDUINI	ANTHONY	POLICE OFFICER	46,353.00	
* HAKER	JAMES	POLICE OFFICER	46,353.00	
* REED-KERR	CYNTHIA	POLICE OFFICER	46,353.00	
* BECKER	KEITH	POLICE OFFICER	45,853.00	
* DEMAREST SR	STEPHEN	POLICE OFFICER	45,853.00	
* LINSTRUTH	RAYMOND	POLICE OFFICER	45,853.00	
* RINALDI	VINCENT	POLICE OFFICER	45,603.00	
* OLIVER	BRUCE	POLICE OFFICER	45,103.00	
* BERBEN	ROBERT	POLICE OFFICER	44,753.00	
* WUNCK	JEFFREY	POLICE OFFICER	44,603.00	
* ANSON	SCOTT	POLICE OFFICER	44,253.00	
* HARRINGTON	DAVID	POLICE OFFICER	44,253.00	
* HELLIGRASS	ROBERT	POLICE OFFICER	44,253.00	
* MARKEL	ROBERT	POLICE OFFICER	44,253.00	
* PAULEY	CHRISTOPHER	POLICE OFFICER	44,253.00	
* RUDOLPH JR	CHARLES	POLICE OFFICER	42,055.00	
* HEFFERNAN JR	THOMAS	POLICE OFFICER	39,525.00	
* HUGHES	BRIAN	POLICE OFFICER	39,525.00	
* HEMPEL JR	RUSSELL	POLICE OFFICER	39,025.00	
* DLIFF JR	CHARLES	POLICE OFFICER	37,729.00	
* SNICK	PETER	POLICE OFFICER	37,729.00	
* GHES	CHRISTOPHER	POLICE OFFICER	36,997.00	

* EXCLUDES SHIFT DIFFERENTIAL

12/30/97

Town of Bethlehem
1998 Annual Salaries

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Last Name	First	Title	Salary	
SERES	NOEL	ADMIN. AIDE/ACCT CLERK	33,578.00	31 20
MARKEL	FRANCES	CLERK TYPIST I	24,413.00	
WATT	RICHARD	ANIMAL CONTROL OFFICER	26,994.00	35
GRANDY	GEORGE	ANIMAL CONTROL OFFICER	24,413.00	
FLANIGAN	JOHN	BUILDING INSPECTOR	58,665.00	36 20
GRIFFITHS	ROGER	ASSISTANT BLDG. INSPECTOR	41,371.00	
MORRELL	ANTHONY	ASSISTANT BLDG. INSPECTOR	39,463.00	
SHEA	KEVIN	ASSISTANT BLDG. INSPECTOR	38,963.00	
PLATEL	MARK	ASSISTANT BLDG. INSPECTOR	38,213.00	
DONOVAN	LOIS	CLERK TYPIST II	27,744.00	
DRAGON	JO MARY	CLERK TYPIST II	26,994.00	
DUNN	MARLYN	CLERK TYPIST II	26,994.00	
NEWKIRK	KATHLEEN	REGISTRAR OF VITAL STATISTICS	1,000.00	40 20
SAGENDORPH	GREGG	HIGHWAY SUPERINTENDENT	67,051.00	50 10
BARRETT	MARY	ADMINISTRATIVE ASST. I	32,828.00	
CHENEY	SANDRA	CLERK TYPIST I	24,413.00	
PELLETTIER	KAREN	DIRECTOR OF SENIOR SERVICES	45,305.00	67 72
BECKER	JOYCE	ASST DIR SR CITIZEN SERV	36,984.00	
WIRTH	CAROLINE	OUTREACH WORKER	36,234.00	
LAYMAN	JOYCE	PROGRAM ASSISTANT - SENIOR SRV	26,994.00	
MOSIER	ELIZABETH	CLERK TYPIST I	23,261.00	
AUSTIN	DAVID	ADMINISTRATOR PARK & REC	55,072.00	70 20
HINMAN	NAN	ASST.ADM.OF PARKS AND REC.	42,311.00	
REAGAN	JAMES	PARKS&RECR MTGE SUPERINTENDENT	39,963.00	
ELLIS	LISA	ACCOUNT CLERK II	30,721.00	
DLUGOLECKI	NOREEN	CLERK TYPIST II	26,994.00	
GLASTETTER	DONALD	RECREATION MAINTENANCE MAN	30,721.00	71 10
ALLEN	WILLIAM	RECREATION MAINTENANCE MAN	29,971.00	
HUMMEL	STEVEN	RECREATION MAINTENANCE MAN	29,971.00	
TURNER	SCOTT	RECREATION MAINTENANCE MAN	29,971.00	
ALLGAIER	JOSEPH	HISTORIAN	2,600.00	75 10
KEHOE	JUDITH	CABLE ADMINISTRATOR	1,500.00	75 20
HODOM	MICHAEL	CHAIRMAN BOARD OF APPEALS	4,732.00	80 10
LEWIS	RICHARD	BOARD OF APPEALS MEMBER	3,693.00	
MORGAN	JAMES	BOARD OF APPEALS MEMBER	3,693.00	
O'BRIEN	MARJORY	BOARD OF APPEALS MEMBER	3,693.00	
WIGGAND	ROBERT	BOARD OF APPEALS MEMBER	3,693.00	
CIRILLO	ALICE	CLERK STENOGRAPHER II	37,984.00	80 20
HASBROUCK	DOUGLAS	CHAIRMAN PLANNING BOARD	9,780.00	

12/30/97

Town of Bethlehem
1998 Annual Salaries

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Last Name	First	Title	Salary
BLABEY	DAVID	PLANNING BOARD MEMBER	3,693.00 80 20
BLENDELL	JAMES	PLANNING BOARD MEMBER	3,693.00
NELSON	MARCIA	PLANNING BOARD MEMBER	3,693.00
ODELL	DANIEL	PLANNING BOARD MEMBER	3,693.00
REED	PATRICK	PLANNING BOARD MEMBER	3,693.00
ROOKS	JOSEPH	PLANNING BOARD MEMBER	3,693.00
LIPNICKY	JEFFREY	TOWN PLANNER	57,165.00 80 21
SAATMAN	JANINE	DEPUTY TOWN PLANNER	46,685.00
WEBB	MARIE	CLERK TYPIST I	22,207.00
WINNE	BRUCE	EQUIPMENT OPERATOR II	32,828.00 81 60
VAN ALSTYNE	DONALD	LABORER I	24,413.00

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