

TOWN OF CANTON
Special Year End Board Meeting via Zoom
Minutes
Thursday-12/31/20
10:00 A.M.

Present: Supervisor Mary Ann Ashley, Council Members Bob Washo, Karen Blackburn, Tim Danehy, Jim Smith

Also in Attendance: (A complete list of those who attended the Zoom meeting is attached).

A. Call Meeting to Order

Supervisor Mary Ann Ashley called the meeting to order at 10:00 am. Supervisor Ashley moved to designate Brian Gardam to take minutes for the record, Board Member Bob Washo seconded, all approved, motion carried. Superintendent Ashley reviewed the Zoom protocol for the meeting.

B. Public Comment

Supervisor Ashley opened the public comment session by noting that comments related to Town Clerk position are personnel issues and subject to confidentiality rules. Because of the timing of the resignation, the Town Board could not take action until a legal vacancy existed. The Board received expressions of interest from two individuals. The Town Board received official notice from the New York Department of State on December 16 of 2020, and we conducted two interviews on December 17th. The Town Board has the obligation to fill vacancies in unexpired elected positions.

Carol Pynchon and Anna Sorenson had agreed to act as moderators for the public comment session.

Tim Danehy, Board Member: He said that while he has disagreed with other Board Members on different issues, they are all motivated by what is best for the Town of Canton. He said that the Board does not get a lot of easy wins, that usually decisions are a balancing act. When we get into confidential information, the council members cannot respond to every question. It has been said it is unprecedented for the deputy not to be appointed if there is a vacancy in a position. It has actually happened 12 years ago. He also heard people say that there has been a plan since February to move Karen Blackburn into this position. This is not true. No one is serving on the town board for personal gain. He worries that some of the response to the board's decision to fill the town clerk position has been unkind, and hopes we can all be kind and respectful.

Bob Washo, Board Member: He thanked Board Member Danehy for his words. He said he wanted to be clear that we are here because Lisa Hammond resigned

before she completed her elected term as Town Clerk. It is the Town Board's responsibility to fill the position. His decision is not a rebuke of Heidi Smith. She is a valuable member of the town government. He believes that Karen Blackburn has demonstrated the skill set needed to move the clerk's office forward. Karen is not an unknown. She was elected to the board by a thousand voters. The board has followed the law at every step of the process.

Lynn Soulia, Canton resident: She asked to see all the Town Board Member's faces of the Zoom meeting, just as she would be able to at a regular meeting, to assure that they were there. [All board members displayed their video so they could be seen]

Mary Dolan: She had two questions: Could the board please share what the job requirements were for the position of town clerk? What competencies you were looking for in your questions to the candidates?

Board member Washo: He suggested that the town attorney be asked if that is area we can discuss.

Eric Gustafson, Town Attorney: He advised that the board members should not get too deeply into the background of the candidates. That is not appropriate. He also noted that the public comment session is not generally a time for asking the board members questions and having them respond.

Mary Dolan: She reiterated that she just wanted to know what the qualification are.

Board Member Washo: The only qualifications to run for clerk are to be a resident of the Town of Canton and be over 18 years old. He reported that the same questions were asked of both candidates.

Janet Robert, Canton taxpayer: She said she was puzzled that Heidi Smith with her experience was not given a better chance at being the town clerk. She has been in the office for several years learning from her predecessor. She thought Lisa Hammond was allowed to give her opinion about her successor.

Heather Newcomb, Rensselaer Falls: She noted that Heidi Smith is her sister, and acknowledged that she may be biased, but thought the board has passed over a very hard worker, and she did not think Heidi Smith was given a good enough reason for why she was passed over. She reminded the public that town residents must look at who they are voting into office.

John Pinkney: He informed the Town Board that he will not be seeking reappointment as Chair of the Zoning Board of Appeals. He thanked Lisa

Hammond for all the help she has given him and the Zoning Board of Appeals. He also said that he will be happy to help transition successor to learn the responsibilities of the chair position.

Supervisor Ashley and Board Members Washo and Danehy thanked John Pinkney for his service.

Mark Smith, Canton resident: He had heard that Jim Smith told Heidi that if Lisa had retired in July, most likely Heidi would mostly get position. He wanted to know why if she would be qualified then but not now. He wanted everyone in town to know that the board does not care at all what the town wants. The person coming into the position of Town Clerk does not have the needed certifications. The only way to fix this is for people to step up and run for these appointments that are coming up this fall and in coming years.

Dan Soulia: He asked what difference does it make if Lisa Hammond had retired after tax season?

Lynn Soulia: She noted that there were only two people interviewed. Was the position posted anywhere? There should have been availability for other people to apply.

Supervisor Ashley: The board could not take action until there is an actual vacancy. The resignation was submitted Dec. 2, and the State Department has to notify the town that a vacancy existed.

Board Member Danehy: The Board was under no obligation to advertise for position. Town residents had opportunity to be aware that position was becoming vacant. The Board considered everyone who submitted interest.

Lynn Soulia: How would I have known that the position was available?

Board Member Washo: He appreciated Ms. Soulia's frustration about the process. Similarly, that is what occurred in 2008. That is how these political appointments work. It is a different process then filling an appointed position. He does not care for the system, but that is the rules we have to operate under.

Katie Dolan, Canton: There was a fear of bias that someone who was on the Board was appointed to the position. This was an opportunity for the Board to assuage that fear of bias.

Linda Casserly, Town Historian: She was the former deputy clerk along with Lisa Hammond. She has worked for the town and village for 30 years and watched Heidi perform for the last three years. Heidi has the experience and

know-how. Tax season starts on Monday. That is a huge program. She hopes that the new clerk has experience to handle all the money coming in.

Renee Lomoglio, Canton taxpayer: She has known Heidi since she was a small girl. Her family is well known for volunteering. It has been disgraceful that she has been overlooked. She hopes voters will look at this situation in this year's election. It is concerning that the Board says that they had no notice when Lisa told them verbally in September. There should have been a heads-up to the community that this position was available.

Brandon Kelly: He thanked Lisa Hammond for her years of service. He is a member of the Rensselaer Falls Fire Department. He thinks it is unfortunate that the recommendation of the previous town clerk was overlooked. If the Board had a short term to make a selection, it is too bad that the Board overlooked Heidi for the position. He questions the ethics of having a Town Board Member step down to take position.

Katheryn Liscum, Canton taxpayer: The idea that we should have known that the position was open is not really being transparent. The public thought that the deputy town clerk would be appointed to the position. The public did not have information that the position was open. That fact that the board overlooked Heidi Smith speaks to the board members' lack of character and integrity, and the people of Canton do not deserve this.

Katie Dolan: She asked if people making comments in the Zoom chat will be part of public record.

Moderator Anna Sorenson: The zoom chat transcript is saved with the recording.

- C. Agenda revision:** Mary Ann advised that there would be a departure from the published agenda to next address three items from New Business.
- a. Acknowledge 12/22/20 Resignation of Town Board Member Karin Blackburn
 - i. Supervisor Ashley noted for the record that the Town Board was notified of the resignation of Lisa Hammond as Town Clerk on December 22, 2020.
 - b. Appointment of Town Clerk; Tax Collector; Registrar of Vital Statistics; and Marriage Officer to finish out term of retiring Town Clerk effective 1/1/2021-12/31/2021
 - i. Board Member Washo moved to appoint Karen Blackburn to carry out the remainder of the term, Board Member Danehy seconded, all approved, motion carries.
 - c. Organizational Meeting

- i. Supervisor Ashley moved to change the Town of Canton's organizational meeting from January 4, 2021 to January 6, 2021 at 6:00 pm via Zoom, Board Member Washo seconded, all approved, motion carried.

D. Financial Statement Draft Report

- a. This is a draft preliminary report for the December. In January John Gray will report the whole year. Mr. Gray reported the figures for the year to date are:
 - i. General Fund A: There was a reduction of revenue over budget of \$84,338, a reduction of appropriations over budget of \$29,401, resulting in expenses over revenue of \$54,937, leaving a fund balance of \$169,733.
 - ii. Account B: Reduction of Revenue of \$3,858, reduction appropriations of \$92,768, resulting in revenue over expenditures of \$88,910, leaving a fund balance of \$198,580.
 - iii. RBEG: No activity, leaving a fund balance of \$87,483.
 - iv. Misc. Spec. Rev. CM: No activity, leaving a fund balance of \$2,539.
 - v. Townwide Highway DA: Excess of Revenue of \$3,603, Excess of appropriations of \$39,393, resulting in expenditures over revenue of \$35,790, leaving a fund balance of \$85,271.
 - vi. Part-Town Highway DB: Excess of Revenue of \$108,318, reduction of appropriations of \$154,440, resulting in revenue over expenditures of \$262,759, leaving a fund balance of \$523,385.
 - vii. Fire SF: Excess of Revenue of \$9,329, excess of appropriations of \$9,329, resulting in a zero surplus, leaving a fund balance of \$808.
 - viii. Lighting SL: Excess of Revenue of \$8, reduction of appropriations of \$218, resulting in revenue over expenditures of \$226, leaving a fund balance of \$14,638.
 - ix. Total: Excess of Revenue of \$33,069, reduction of appropriations of \$228,106, resulting in a total surplus for the year of \$261,168, leaving a fund balance of \$985,000.

Supervisor Ashley reported that the Town has received the revenue from the village, and the pilot payment from United Helpers. We are still waiting for the pilot payment from the Housing Authority. At the January meeting we will have a better picture of what has happened for the year.

Supervisor Ashley expressed her appreciation for all the departments acting with due diligence in a difficult year, and noted that the town has not had to lay anyone off or lose any benefits.

E. Audit Committee

- a. Board Member Washo submitted the following year end audited expenditures for approval
 A Fund: \$28,227.76
 B Fund: \$523.59
 DA Fund: \$4,725.30
 DB Fund: \$5,399.04

Board member Smith moved approval of the audited expenditures, Board Member Washo seconded, all approved, motion carried.

F. Old Business

- 1. Adjustment of 12/10 Abstract(s)
 - a. Supervisor Ashley reported that there was a duplicate payment to county highway department in amount of \$78.96 that will be voided.
- 2. Consider Elected Officials Health Insurance Contributions
 - a. Supervisor Ashley read the resolution regarding the policy for health insurance for town elected officials (attached).
 - b. Board Member Danehy moved the approval of the resolution, Board Member Smith seconded. Board Member Danehy commented that we had deferred this decision from the regular December meeting to clarify the language. All approved, motion carried.

G. New Business

- 1. Gray & Gray CPA 2021 Agreement
 - a. Board Member Washo moved to appoint Gray and Gray to be the town's accountant for 2021, Board Member Smith seconded. Board Member Washo and Supervisor Ashley thanked John Gray and his staff for all the hard work they do. All approved, motion carried.
- 2. Pease & Gustafson 2021 Agreement
 - a. Board Member Washo moved to appoint Pease and Gustafson as the town's attorney form 2012, Board Member Smith seconded. Board Member Washo thanked Eric Gustafson and his staff for protecting the town and looking out for its best interest. Supervisor Ashley and Board Member Danehy All approved, motion carried.

H. Other business

- a. Board Member Smith asked if the contracts with the fire departments have been completed. Supervisor Ashley responded that contracts with Rensselaer Falls and Morley have been signed. The town is waiting to get final contracts from Pyrites and the Village of Canton fire departments.

I. Executive Session: Upon a majority vote upon a motion that identifies the subject to be considered, the Board may conduct an executive session to discuss any of the issues identified as proper by Public Officers Law 105(1)

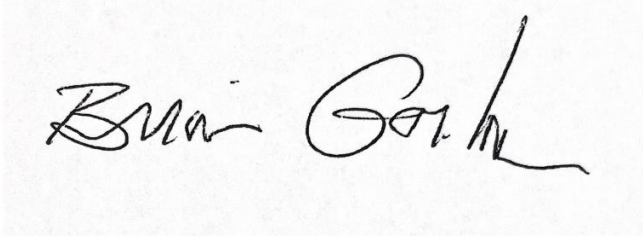
- a. At 11:02 am, Board Member Danehy moved to go into executive session, Board Member Washo seconded, all approved.

- b. At 11:33 am, Board Member Washo moved to come out of Executive Session, Board Member Smith seconded, all approved, motion carried.

J. Adjourn

- a. Board Member Smith moved to adjourn the meeting, Board Member Washo seconded, all approved, motion carried.
- b. The meeting was adjourned at 11:34 am.

Respectfully submitted: Brian Gardam

A handwritten signature in black ink, reading "Brian Gardam". The signature is written in a cursive style with a large, stylized "G" and a long, sweeping underline.

Canton Special Town Board Meeting, December 31, 2020
Zoom Attendance List

Attendance List	John (Guest)
13153230162 (Guest)	John Friot Jr (Guest)
6N61sg (Guest)	John J. Gray# Jr.# CPA (Guest)
86245636011 (Guest)	Jonathan Pinckney (Guest)
A Ames (Guest)	June O'Neill (Guest)
Almyra's iPad (Guest)	Karen (Guest)
Angela Gray# CPA (Guest)	Kate Mulkin (Guest)
Barbara Knauf (Guest)	Kathryn Liscum (Guest)
Barbara Stiles (Guest)	Kathryn O'Connell (Guest)
Brandon Kelley (Guest)	Katie Benoit (Guest)
Brian Gardam (Guest)	Katie Dolan (she/her) (Guest)
Camille Brown (Guest)	Kelley Glasgow (Guest)
Christina Martin (Guest)	Kelly (Guest)
Cindy Ames (Guest)	Kendra Mitchell (Guest)
CMS (Guest)	KJ (Guest)
Connie Maguire-Parishville (Guest)	Klaus Proemm (Guest)
Customer (Guest)	LaSaja.Carol (Guest)
Dan Soulia (Guest)	Linda (Guest)
Dave Curry (Guest)	linda fay (Guest)
Debbi (Guest)	Lyne Soulia (Guest)
Derek (Guest)	M. Morgan (Guest)
Diane's iPhone (Guest)	Marc's iPhone (Guest)
Ellis Giacomelli (Guest)	Mark Smith (Guest)
Eric Gustafson (Guest)	mary (Guest)
garma102 (Guest)	Mary Ann Ashley
Gray & Gray (Guest)	Mary Dolan (Guest)
Hannan (Guest)	Melissa Baxter (Guest)
Heather Levac (Guest)	Michael Hammond (Guest)
Heather Newcombe (Guest)	Michael Wainwright (Guest)
Heidi Smith (Guest)	Mollie Ladouceur (Guest)
Hilary's iPhone (Guest)	Nicholas Fulcher (Guest)
iPad (Guest)	Rachelle Fosters iPhone (Guest)
iPhonepaul (Guest)	Renee Lomoglio (Guest)
J9gn (Guest)	Rensselaer Falls (Guest)
James Mattice (Guest)	rhuntley (Guest)
Janet's iPad (Guest)	Susanne Smith (Guest)
Janine G. (Guest)	Taillon (Guest)
Jen Brown (Guest)	Tim Danehy (Guest)
Jennie Bacon (Guest)	Toby Irvn (Guest)
Jessica DeLorme (Guest)	user (Guest)
Jim Smith (Guest)	V50 ThinQ (Guest)
jmur9708@gmail.com (Guest)	
Joan (Guest)	

00:39:28 Heather Newcombe: But appointing someone without
experience during tax season makes sense?

00:40:27 Joan: Why didn't Lisa's recommendation hold any
merit has it has in other times?

00:43:18 Lisa Hammond: i gave a verbal in September

00:44:51 Heather Newcombe: Then let's change it!

00:46:39 Lisa Hammond: in 2008 I was appointed TC and Linda
Casserly was appointed DTC. Linda Casserly was appointed Tax Collector
and I was appointed Deputy Tax Collector , this kept Linda in the
office and we had a great working relationship.

00:46:43 Mollie Ladouceur: Great Comment Katie.

00:50:12 Joan: It seems like it was a slap in Lisa face not
to take her recommendation.

00:50:51 Kathryn O'Connell: concerning and shady are two
great words to describe what is happening here.

00:52:23 Joan: Exactly Brandon Kelly, why not put her in
there until the election!!!

00:53:00 Jen Brown: Great point Brandon. If short notice
was a deciding factor, the candidate with the most direct experience
just makes sense.

00:53:08 Kathryn O'Connell: just like the rec department
it is obvious Canton is going downhill.

01:00:05 Heather Newcombe: Thank you Lisa Hammond for
your service. Apologies if you feel the lack of information that was
given to the public by the town board overshadowed your hard work and
dedication. I also apologize that your recommendation was ignored.

01:00:13 Renee Lomoglio: Don't forget to vote community to
right the wrong that was made today. Heidi, you will have our votes!

RESOLUTION 23
December 31, 2020

Town of Canton
POLICY FOR TOWN SPONSORED HEALTH INSURANCE FOR
ELIGIBLE ELECTED OFFICIALS

WHEREAS, the Town Board of the Town of Canton has caused a comprehensive review of previously adopted Town Resolutions/Policies as they relate to Town provided health insurance while in office and in retirement for duly elected officials of the Town; and

WHEREAS, said review has prompted the Town Board to clarify, amend, restate and newly adopt a Town Policy as it relates to elected officials regarding entitlement to health insurance while in office and who retire directly from Town service.

NOW, THEREFORE, be it resolved as follows:

1. That the only elected officials of the Town of Canton who are eligible for health insurance while in office and in retirement are the two (2) full-time elected officials, namely the Town Clerk and the Town Highway Superintendent.

2. That while in office, the Town Clerk may obtain Town sponsored health insurance consistent with the Non-contract Policy language provided they contribute 25% of the premium for the coverage chosen, which amount can be amended by resolution of the Town Board.

3. That while in office, the Town Highway Superintendent may obtain Town sponsored health insurance consistent with the CSEA labor contract provided the Superintendent contributes the same percentage of the premium as required of employees under the contract for the coverage chosen, which amount can be amended resolution of the Town Board.

4. That in order for retirees in either of these positions to be eligible for Town sponsored health insurance in retirement they must begin receiving a retirement benefit from the New York

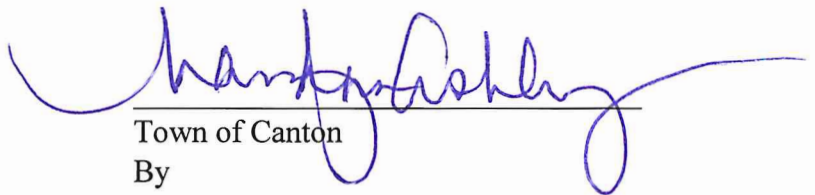
State and Local Retirement System immediately upon the cessation of their service from the Town of Canton.

4. That said retiree must meet the following criteria:
 - (a) Be at least fifty-five (55) years of age on their last day of service to the Town;
 - (b) Have rendered at least 20 years of full-time service to the Town either as an employee or as an elected official in the Office of the Town Clerk and/or the Town Highway Superintendent.

BE IT FURTHER RESOLVED that retired elected officials who meet the foregoing criteria will be eligible for town sponsored health insurance in retirement. The retiree will pay thirty-five percent (35%) of the cost of the insurance for year 2021 and fifty percent (50%) of the cost of the insurance for 2022 and beyond. The Town Board reserves the right to annually modify and/or revise its policy(ices) concerning health insurance, including the right to require higher employee/retiree contributions and/or to terminate such insurance.

AND, BE IT FURTHER RESOLVED that upon said retiree attaining the age of 65, Medicare shall become the primary health insurance for said retiree and the Town may provide an option for a Medicare Supplemental Plan with a premium contribution by the retiree of thirty-five percent (35%) for year 2021 and fifty percent (50%) for year 2022 and beyond, which amount can be amended by resolution of the Town Board.

Date 12/31/2020


Town of Canton
By