

**Special Village Board Meeting**  
**Tuesday, April 14, 2015 - 11:30 a.m.**

A special Village Board meeting was held on the above date at 11:30 a.m. with the following members present:

PRESENT: Mayor Patricia Abato  
Trustee Frank Hagen, Trustee Robert Morris  
Trustee Edward Markunas, Trustee Matthew Byrne

ALSO PRESENT: Virginia Menschner, Village Clerk  
Terry Rice, Village Attorney

ABSENT: None

The Mayor said this is a special Village Board meeting of the Board of Trustees on April 14, 2015.

The Mayor said as she explained to all of them last night, the State Comptroller is expecting the information with regard to the tax cap and water and sewer rates to be able to accurately complete his audit by this Board requested from the State Comptroller's office. The Mayor said they asked for the results and she met with them. They were very disappointed that we did not have an answer for them on any of the three issues. She said they have explained to her that this will weigh very unfavorably on their report on the Village's finances. In addition it will have a further negative impact on the negative report that we got with regards to the financial status of the Village. This will also lead to damage to future borrowing once this report is submitted and he has suggested that the new Trustees be given the training that is offered by NYCOM and the State Comptroller's office with regards to municipal financing and budgeting. He would like the Trustees to please attend that training and he also has advised her that if in fact this goes back to the State Comptroller's office the State Comptroller will then take a look at the report and in some cases as in Yonkers and Newburgh they will send their own board in to the Village to run the Village as they will feel that is what is done for due diligence and is fiscally responsible in carrying on the finances of the Village. So that being said she called everyone here today because she feels it is very important that we do vote on the issues so that it can give the State Comptroller's office the best chance for us in giving us comments and suggestions in regards to our budget. And that is why we called them here and for those certain pieces of information it is certainly not going to be anything that is going to be positive for the Village and she thinks that we can all agree that we are looking to move in a positive direction. She said she wants to reiterate that if in fact we do pass the tax cap and the water and sewer rates that does not

mean we stop working. And we find ways to bring those numbers down. Obviously, she thinks we are all in agreement that we are never going to be below 2% in our raise this year. So that is kind of a moot point. However, the water and sewer rates she hopes we are all still trying to look for ways to bring down those numbers as well as a 20% tax increase. So she would like some discussion on some feelings. She said Ed and she just went up and spoke to Albert - he is one of the auditors that is up there and has been working. He is happy and he did say that if any of the Trustees had any questions they could go up individually and ask those questions to him. He would be happy to answer them. So before - if in fact you do choose to take another vote on these three issues she would certainly encourage them to go up and ask any questions that you need to before we absolutely take a vote on the three issues at hand. She asked if there was any discussion.

Trustee Byrne said his question would be that he understands the tax cap issues that we talked about last night but can't the State Comptroller - maybe this is a question meant for him rather than here but they have to make some assumptions about the budget obviously and the proposed tentative budget, water/sewer, has the rate that is proposed. Why can't they not use those assumptions rather than force us to adopt those two budgets prior to the deadline. He said he guesses that is his question. The Mayor said she doesn't think they make a practice of assumptions. She said she thinks that they deal in realistic numbers. Trustee Byrne said they are forcing us into a number though potentially - forcing us into a number prior to the legal deadline. The Mayor said well, again - Trustee Byrne said he finds that kind of underhanded. The Mayor said again not something that - unfortunately we requested this. It is not something they would come in and do. Trustee Byrne said he doesn't think we were ever under the assumption that they would come in and say, now two weeks ahead of time, adopt these two portions of the budget. The Mayor said she thinks - to be better to enable a budget the budget has to be complete. Trustee Byrne said the regular budget is not complete. The Mayor said they are not going to submit a report of something that may happen. They are going to submit a report - Trustee Byrne said they are. They are submitting a report - they are reviewing the proposed budget - the Mayor said correct - Trustee Byrne said and they are going to give us some - the Mayor said recommendations - Trustee Byrne said whatever it might be. But they are not willing to do that on water and sewer but they are willing to do that on the general budget? That's what doesn't make sense to him. Why are they separating out water and sewer and saying you must vote on this now for us to give you - the Mayor said she is just guessing - Trustee Byrne said but not on the final - the Mayor said she is just guessing but her understanding with speaking to them not just this year but in previous years is that the budget - the water and sewer are part of the budget. Trustee Byrne said right. The Mayor said so that 22.8% doesn't just reflect the general budget but it also reflects the

water and sewer rates as well. Trustee Byrne said but they are forcing us to adopt two components of the budget - water/sewer - now before the May 1 deadline. The Mayor said she hears him. Trustee Byrne said it is not making sense. Trustee Byrne asked if Trustee Markunas had spoken to him. Trustee Markunas said they had no discussion. We discussed with him about possibly coming to the Board meeting and he declined, refused and he stated that he would speak to any of us. The Mayor asked if she could make a suggestion. She said she thinks this is exactly how we should do this. Let's come up with all of our concerns and then have someone go up and speak to him instead of one person individually and bring the answers back with all the concerns. Does that sound reasonable? She said it doesn't have to be her. It could be anybody. Trustee Byrne said those are the two concerns. Why are you potentially forcing our hand on two parts of the budget now. Trustee Byrne said two because they are not having us adopt the budget today. The Mayor said the tax cap. Trustee Byrne said the tax cap. He said he is on a little different page with that but anyway. Trustee Hagen asked if you wanted to ask him. Do you want him to go up. Trustee Markunas said he thinks before we go that Mr. Genito should be involved in maybe showing us an indication that the water rates can be - the increases can be reduced. The Mayor said again. For the purposes of the audit itself that is something that we control. So if we adopt those water rates tomorrow or this afternoon and Mike says to us gee, you know what, we can change the contingency number. We can do whatever - whatever it is that he feels is a realistic safe financial decision for us and that we are not going to keep running into a deficit. We don't have to go with that rate. We can amend it. Trustee Markunas said amend the rate again. Pass the rate - the Mayor said you pass it and then amend it. Trustee Byrne said you would have to amend it by May 1 in order for it to kick in - the Mayor said you would have for the what just passed. Trustee Markunas said then you would have to amend the budget too. The Mayor said no, no. You are not really amending the budget because we haven't voted on it.

Ms. Cottiers said of the timeframe for the actual May 1 bill. Once she does calculations - she actually gets the readings and then she has to calculate it - that step, once that step is done, it's done let's say on the 24<sup>th</sup>, which is Friday, because next week we have to get the bills together. Once the calculation is done we can't change it for that bill. For the May 1 bill. We need the week before to actually get everything ready. It is dated May 1 but the process is the week before. Trustee Byrne said if we were going to make a change we would have to do it next week. Ms. Cottiers said right. The Mayor said before that date. Ms. Cottiers said if you can come up with something today you can change it as long as she hasn't done it for the May 1 bill. If you wanted to amend it to the following November bill. Trustee Byrne said if you approve it now - Trustee Markunas said if you approve it now when is the billing going to be. Ms. Cottiers said as long as she hasn't done - Trustee Markunas asked when is the calculation going to be done. Ms.

Cottiers said by Monday, the 27<sup>th</sup>. Trustee Byrne said because they go out the end of the month. Trustee Markunas said Monday, the 27<sup>th</sup>. So by Friday the 25<sup>th</sup>. Ten days. The Village Clerk said the local law doesn't become official until it goes up to the State and then it takes about six or seven days to get back to her. Trustee Byrne said except that the calculations are done based upon that even though it may not have come back yet.

Trustee Markunas said so that would change. If we did adopt the different rate all that is going to do is change the outcome of the auditors report to the State and then we are going to amend it. The Mayor said here's the thing. She said this is how she thinks about it. We know we have to raise the water and sewer rates. We are in a deficit. So she thinks the message to the Comptroller's office is going to be that we recognize our deficit and that we are doing something about it. It may not be that number or it may be that number. But it certainly is not - but we recognize - she recognizes - she shouldn't speak - she recognizes that they have to be raised. Trustee Morris said theoretically we could raise it by half the rates that are being requested. And if you raise it by half the rates if you need to come back and found that this was a disaster to the Village we would still have that same ten days to amend the rates. The Mayor said but we don't have - we are passing something that we don't have the numbers as a recommendation. Trustee Markunas said how is it going to be reflected in the budget from Mr. Genito? That is why he thinks he should be part of the conversation. Trustee Morris said he doesn't know if we have to make those calculations on the fly. Trustee Byrne said the only calculations that have been made so far are those that are in the proposed increase. Trustee Morris said right. Trustee Byrne said the old calculations that have been made that are based on actual numbers. Trustee Morris said a reduction of those that we would have in a couple of days and we would have ten days - Trustee Byrne said if there was a reduction it could still be done prior to - Trustee Morris said again, actually look at the numbers and what's the problem. Trustee Byrne said he doesn't think we are in a position today to say let's adopt half the increase. He said he thinks we either adopt what's been proposed understanding that we have the ability to potentially, if numbers get crunched further and the increase can be lessened within the next roughly ten days. Or we choose not to go by what the Comptroller is potentially directing us to do so they can properly evaluate the proposed budget. Trustee Markunas said before we go forward with that he would think that - he would go and speak with the Comptroller himself. The Mayor said she would strongly recommend that you don't discuss your intentions to amend. Trustee Markunas said no. He would want his feedback directly. The Mayor said yes, and she agrees with that. Trustee Byrne said he would want feedback on whether we do or don't - do we adopt. If we choose not to what is the impact of that.

Trustee Markunas said he thinks each Board member should ask their own question. Trustee Byrne said that is the question. The Mayor said she thinks that is the question in her mind. If there are other questions - she personally would say that is her question. Trustee Morris said that Trustee Byrne presented it very well and why doesn't he go upstairs and ask about the impact - Trustee Byrne said he would be happy to go upstairs. He asked where he was located. Trustee Markunas also went with him.

When Trustee Byrne and Trustee Markunas returned, Trustee Byrne said well the picture he painted was an awful picture and he thinks that is what you are getting at. The numbers are - he said he doesn't think - if we relied entirely on increasing the water and sewer rates to balance out the funds there is not enough money there to even do it. We are running deficits from last year, this year, next year. The picture he painted was not good. But getting to our issue which is whether we adopt the rates today and what timeframe must we or should we that would look most favorable to their analysis. He essentially said we have got until the end of the week. We have until the end of the week and he is going to start compiling his report next week and he does want our action here as part of that report. That is clear. But the need to adopt the rate today, no. But it should be done this week. So his feeling personally, and he will let them talk on their own, is that if you do want to play with the numbers, to have a conversation - Mike Genito that is, to work on the numbers and see where adjustments have to be made in any direction, frankly, based upon the information he provided to us. We don't have a large window. We have a little one and his feeling is that you should adjourn the special meeting to Friday and meet on Friday and meet for the purpose of adopting the rates.

Trustee Markunas said he agrees. Speaking with the Comptroller he said there has been no corrective action since 13, 14 or 15 as he could see now in any of the budgeting. He is most concerned with water and sewer. The huge deficits are there. There is no way - the guarantee of collecting this revenue. He said in accommodation of increasing your fees and limiting your expenses it might be a plan. He said you need to put forth a plan to show the Comptroller that you are taking corrective action which has not been shown in the last three years. So speaking about Mike Genito, and sitting down with Mike Genito, and trying to work the numbers and develop some type of plan or strategy that is what he would recommend also.

The Mayor said about that plan - you have not discussed that with him. Here's the thing. People were talking about him and she is sure this comes to mind too is why we have to take it all in one year. She said we are not taking it all in one year. His plan is over a few years because if you did it all in one year you would have to raise the rates astronomically. Trustee Markunas said right. The Mayor said so this is the first step and he said this on so many occasions. Trustee Markunas said right. The Mayor said this

is the first step in bringing back financial stability. Is it going to be brought back in a year and everything is going to be hunky dory and happy in the Village? No. This is going to take a multi-year plan which is something that he has put together. And she has asked him about - she has talked to him about that plan and she was led to believe that he also spoke to you all about that plan. Trustee Markunas said he spoke to him and asked him if he had some type of pro forma budget or something planned - not planned. A budget. And he indicated to him that he did not have the time or resources and that he was not able to put together a pro forma budget but in regards to the plan, which we spoke about, it is a long term deficit financing plan, yes, we did speak about that. Trustee Markunas said he is not aware of a plan to reduce the specific deficit in the sewer and water fund - the Mayor said that is a very good point. She said she doesn't know if they are going to know about the long-term deficit plan. Because that doesn't reflect in the budget. Trustee Byrne said he thinks that the tone that he got upstairs though was - perhaps Mike is already prepared to do this and maybe he already has - to submit something in writing to them in anticipation of their report because plan was what they used a lot upstairs - what is the plan, what is the plan, what is the plan. The Mayor said she doesn't know if that was included in just giving - Trustee Markunas said they are aware of the long-term deficit financing. The Mayor said yes, they know but - Trustee Byrne said maybe a narrative might not be a bad idea.

Trustee Morris said if somebody is developing a plan to address all of the deficiencies in the Village - wouldn't it be written someplace that anyone could pick up this plan and evaluate it. Let's say we are going to project to correct this in five years. We should be able to pick up a report and read it to see if it makes sense - the steps that he has addressed - the Mayor said she thinks he is right but she doesn't think it is completed yet. She said because he had the task of not only straightening out the treasurer's office but also all of the - Trustee Morris said he understands. But he thinks the Comptroller's office - Trustee Byrne said he thinks the Comptroller needs something by us by the end of the week before he prepares his report. And he thinks at the end of the day, between now and Friday based upon the time it takes he thinks we need to adopt the rates. Now whether there is anything that needs to be done with those rates in the next four or five days with discussions with Mike - the Mayor said not even - today is Tuesday. Trustee Byrne said we have two full days - he said he is happy to come back for another meeting for the purpose of giving some people some time and himself to talk to Mike and see what might be done, if anything. But he thinks based upon, just again, his conversation upstairs the rates should be adopted by Friday. He even implies frankly that he will start his report and he will be here next week but he would not want to take the chance of saying come back on Monday or Tuesday and his report is half written - Trustee Byrne said he thinks Friday is the latest. The Mayor said

she has already spoken to Mike about the rates. So if you all could do whatever you feel is necessary to make sure that Friday we are ready to make a decision that would be great.

Trustee Markunas said so going back to - his other comments upstairs was including the deficit and overall in the budget. This water rate issue is not done to solve the deficit. The Mayor said not for it to completely go away. Trustee Markunas said not at all because you are not guaranteed - the Mayor said you have a \$800,000 deficit. Trustee Markunas said that is where a plan has to come into effect. The Mayor said right. Trustee Byrne said something should be reduced to writing. The Mayor said you need to have a conversation with Mike in addition with a narrative. Trustee Byrne said he would move to adjourn to a time set on Friday - the early afternoon would be best. The Village Clerk said we would adjourn to Friday at 1:00 p.m. Trustee Byrne said and the items on the agenda would be the setting of the water and sewer rates and the tax cap.

Trustee Morris asked if we are going to do anything about adjusting this budget. The Mayor said yes, she has given Mike her stuff in addition that she is getting a couple of more things that she is getting numbers on. She asked if they have submitted anything to him. Trustee Morris said they will. The Mayor said you need to do that sooner than later.

The Village Clerk said Trustee Byrne made a motion to adjourn. She asked if anyone would second it. The Mayor said we will go into executive session. The Village Clerk asked if someone would make a motion to go into executive session. The Mayor said we are not ready yet.

Trustee Morris said there are a number of issues. He said one of the most glaring one is that he is looking at the dispatcher's contract and built into this thing - he said he doesn't understand the rationale for it. When he has seen it done before it was simply a way of hiding raises. The Mayor said for this budget, nothing is going to get cut. You are not going to be able to affect any of those changes in this year's budget because they have to agree with them. So it is not going to affect this year's budget. Trustee Markunas said because of the contract. The Mayor said this contract. Trustee Morris said he would anticipate going past - their contract expires May 31. He said he thought this contract expires May 31. The Mayor said no. Trustee Morris asked if we budgeted them at their present rate or with their raise. Ms. Cottiers said the 2% is last year's and then a percentage going forward. The Mayor said they are budgeted in this budget at 2%. Trustee Morris said okay. Can we eliminate the 2%? Can we change their chart days to save a hundred days. The Mayor said you can't do that unless it is negotiated. And you are not going to negotiate it before the budget is going to be adopted. Trustee Morris said he understands. But you are budgeting for a raise of 2% in their budget. In the upcoming budget you have a 2% raise in there. The

Mayor said right. But in fact let's just say for arguments sake we set it as zero. And they decide they are not accepting zeros. You still have to keep them at 2%. Trustee Morris said he is not sure about that. Trustee Markunas said you are saying their contract expires and they continue working - it stays in effect until they - Attorney Rice said the last contract stays in effect. So whatever they are getting paid on May 31 they will continue. Trustee Morris said so what he is saying they don't automatically get a 2% even if they - Attorney Rice said no. You are tied to that contract. So for arguments sake a year from now it would be retroactive.

Trustee Morris said the other issue he had was cutting everybody's budget by a percentage - whether it be 5%, 10%. He said he thinks there is nobody that can't cut 10% out of their budgets. The Mayor said right. She said she has already spoken to Clarke who has given up quite a bit already. She said she doesn't think we can trim back Cathy Mills any more. Trustee Morris said no, she did 14% already. The Mayor said the fire department - they are making some adjustments in their budget as well. So she thinks you are going to get 10% out of all. Trustee Morris said if we can get 10% it helps.

The Mayor said that she has asked Mike to take non-contractual raises out - lifeguards, department heads. Trustee Markunas said right. He said we took out the two dispatchers positions out. The Mayor said one full time clerk and one dispatcher. Trustee Markunas said they are not filled. The Mayor said they are budgeted for but they are not filled. Trustee Markunas said are they budgeted for one sergeant? The Mayor said no. All sergeants are budgeted for and accounted for. Trustee Markunas said okay. He said and we took out the two officers that they had in the line. The Mayor said just in your numbers remember that they weren't for a full year. Trustee Markunas said right. The Mayor said Clarke put a lesser amount of time to try to save a little bit of money. The Mayor said we also have to remember that he has to rework his overtime so that has been bumped up a little bit. Trustee Hagen said he had about \$40,000 that he was going to add. The Mayor said right. Trustee Markunas said \$40,000 on top of the \$240,000? Trustee Hagen said yes, he was going to add \$40,000 because he can't hire two new one's. Trustee Markunas asked Ms. Cottiers if there is a formula that Mike uses for personnel as it reflects to overtime. Ms. Cottiers said just a dollar amount. Trustee Markunas said a dollar amount. So they don't use a calculated - Ms. Cottiers said not to her knowledge. The Mayor said that Clarke explained to her that he uses - that he has to see where the shortage in the squad is. If it is on midnight, then it is one rate. If it is - Trustee Markunas said no, no. He is saying - he understands that. He is saying but the overall cost of overtime as to your salary - as to your overall salary to manning requirements to overtime. Is there a formula. Trustee Morris said are you assigning overtime to 30%. The Mayor said that Lance told her that the formula that he has used - if in fact your overtime budget is 10 to 20% of your overall department

budget you are understaffed. Trustee Markunas said no, you are good at 10 to 20%. You are good at 10 to 20%. The Mayor said no. Trustee Markunas said over 20% you are understaffed. Right.

Trustee Morris said the last agency that we are going to look at is the parking authority. He said we have a great opportunity to eliminate - the Mayor said she looked over the parking authority. She said she doesn't feel - this is her personal perception of the department. She said it is a department and it needs overseeing as a whole, she does believe, and she still does believe that it does. Whether it is a full-timer or a part-timer you have to have someone who is overseeing that department because Terry is here, Mike is here and they are a department in themselves. She said the one question she does have, and she has to speak to Scott Shedler and she hasn't yet but it is Amy. She is still working there. Trustee Markunas said he is not sure. The Mayor said yes. She said we don't need her anymore. Trustee Markunas said right. The Mayor said so she doesn't know why she is still working there. So we need to end that relationship. She said she doesn't know what they have her budgeted for - is there a position? Because there is three if you notice. The Mayor said wasn't she contracted? Trustee Markunas said yes, not a position. The Mayor said so she is not even in the budget. Trustee Markunas said he doesn't have his budget here. The Mayor said unless she is under contractual - it could be grouped. She doesn't know. Ms. Cottiers said her name is not under individuals - Trustee Markunas said so maybe contractual. The Mayor asked how we are paying her. Ms. Cottiers said by voucher. Trustee Morris said as far as supervision - if we brought them under the police department - the shift sergeant. The Mayor said the problem is that they are down there and we need somebody to watch over the store. Trustee Markunas said that is a whole other problem. Trustee Morris asked if we can get out of the store. The Mayor said she had Terry draft a letter to Mrs. Bahoosh asking her to please sit down and meet with us to discuss the possibility of (a) her finding another tenant and letting us out of the contract, (b) allowing us to sublease so that we can have it freed up that way or if there is anything that she is willing to do for us. We would help her find - but we are waiting for her to respond. She said she has to ask Terry when the letter went out - the beginning or middle of March. Trustee Markunas said for the financial situation he believes that we shouldn't be paying the rent or the taxes or the utilities in that building if we can find an available space here in Village Hall. The Mayor said that is all fine and good but we can't break the contract. The contract is until 2021. Trustee Markunas said if she agrees to it. Trustee Morris said until 2021? The Mayor said we already have a space for them. Trustee Markunas said upstairs. The Mayor said yes, so that is not a problem. Ms. Cottiers said we are also paying for snow removal. The Mayor said right. Trustee Markunas said they do the sidewalks. The Mayor said what happens is that we bid on it. Trustee Markunas said bid on what? The Mayor said on the train lot. So that has been the whole thing with that. And Charles said it really becomes time consuming and a nightmare

and could really potentially pull our resources away because it is a constant battle that Rino has in trying to get that thing plowed. So it may be more of a hindrance to our own department. Trustee Markunas said what are you saying. The Mayor said it may cost us more than it's worth. Trustee Byrne asked if we knew what we paid. Ms. Cottiers said she has written some checks out for \$75 but she doesn't know what the agreement is. Trustee Byrne said so you are not talking thousands and thousands of dollars. Trustee Markunas said so we would relinquish the management of the lot? The Mayor said we don't have it now. Trustee Markunas said overall we have management of that lot because that contract from NJT transferred to the Village when it is dissolved. The Mayor said we would still get the revenue from the parking department so we don't want to relinquish that. Trustee Markunas said so you are going to continue to pay Rino. The Mayor said for us to do that lot - the savings and the manpower. We would have to pay overtime. And then it is a liability because we would be responsible for it. Trustee Markunas said that is what he is saying. Are we going to relinquish the management of that lot. Trustee Morris said you wouldn't relinquish the management. You would simply put the snow removal out to bid. The Mayor said right. Leave it the way it is. Let NJ Transit do it and we just don't bid on it. We just manage the lot. Whoever bids the snow contract assumes the liability for the ice, snow, etc. instead of the Village.

The Mayor said that we have to look into Amy. Ms. Cottiers said she understands that Michael had asked Scott Shedler for his budget and he never received it. Trustee Morris asked if one of them was on long-term disability over there. Trustee Markunas said that is a good question. He said Debbie Schoenleber has not been working full-time. The Mayor said she didn't get hurt on the job. Trustee Markunas said no, she didn't get hurt on the job. She has been out sick since September. The Mayor said we are going to send a letter out to her asking her if she is going to come back. Clarke said we still need that parking attendant.

Trustee Morris asked how big is this area and why do we need it. It is only the parking lots. Trustee Markunas said they are part-timers. Trustee Hagen said you can have two guys. The Mayor said we have to have one at the school. Trustee Hagen asked if that was an agreement. Trustee Morris said why do we assume the responsibility for that. Why doesn't the school. You need a crossing guard - truthfully you are putting somebody up there to direct traffic. God forbid somebody gets hurt. We are in for a lawsuit. The person is a civil service job issuing summonses for parking violations. The Mayor said the other problem that we also have is if we have someone out sick we don't have a third person. Trustee Markunas said he thinks that the crossing guard is good from a safety aspect for the kids that walk to school. He said it is a half hour. And the way they talk about it it seems to work fine. It is a half hour and then they come back and then they do these other specific

functions - they do the collection of money, the issuance of summonses, and then the other officers take care of the other part of the Village. Trustee Morris said okay. Trustee Markunas said it could be discussed or restructured or looked at. The Mayor said she thinks that is something we can look at. Trustee Markunas said if you look at the permitting system that they have online - if you look at the numbers that they sell online versus the permits that they sell in the shop.

Trustee Byrne said the only thing - he said someone brought it up last night, he thinks, but maybe as a sign of good faith on the part of the Board we may want to look at our own salaries. He said we are asking people to cut themselves whatever the number may turn out to be - we just may want to take a look at our own. He said we should consider it. Trustee Morris said if every department - right down the line - 10% fine. We will go 10% too. Trustee Byrne said he wouldn't want to connect that with others saying that we will only do it if you do it. He said he thinks we need to make a decision to do it. He said we just do it as an advance sign of good faith that we are in it too. Trustee Markunas said he agrees. Trustee Morris said he has mixed feelings about that. He said DPW is not willing to move off their contract and there is an awful lot of fat built in down there. And believe him, it is not the thousand dollars. But the same idea came out of DPW and personnel down there - give up 10%. Well I'm willing to give it up if everyone else is willing. But you are not going to take a 3 ½% raise when we are struggling. Trustee Byrne said he understands what he is saying. He said he thinks we need to set the tone. Trustee Markunas asked how we would go about that if we decide to do that. Trustee Byrne said Terry is not here but he assumes that whatever we adopt in the budget is the salary for the position is what they will be. Terry would have to let us know if there are other legalities on it.

A motion to go into executive session at 12:40 p.m. was made by Trustee Byrne, seconded by Trustee Morris. Upon vote, the motion was carried.