



June 21, 2016

CITY OF SARATOGA SPRINGS
City Council Meeting
City Council Room
7:00 PM

7:00 PM

CALL TO ORDER

ROLL CALL

SALUTE TO FLAG

PUBLIC COMMENT PERIOD / 15 MINUTES

CONSENT AGENDA

1. Approval of 6/6/16 Pre-Agenda Meeting Minutes
2. Approval of 6/7/16 City Council Meeting Minutes
3. Approve Budget Amendments (Increases)
4. Approve Budget Transfers – Regular
5. Approve Payroll: 06/17/16 \$475,292.03
6. Approve Payroll: 06/10/16 \$477,091.44
7. Approve Warrant: 2016 Mid – 16MWJUN2: \$3,302,345.81
8. Approve Warrant: 2016 REG – 16JUN2: \$645,863.93

MAYOR'S DEPARTMENT

1. Discussion: NYRA Legislative Update
2. Discussion and Vote: Updates to the Camp Saradac Field Trips and Programs
3. Discussion and Vote: Authorization for the Mayor to Sign the 2016 Summer Youth Employment Program Worksite Application
4. Discussion and Vote: Authorization for the Mayor to Sign the Baseball Clinic Agreement
5. Discussion and Vote: Authorization for the Mayor to Sign the Saratoga City School District Transportation Agreement
6. Announcement: Saratoga Springs Recreation Programs, Clinics & Leagues
7. Discussion and Vote: Authorization for Mayor to Execute Agreement with CSEA Relative to Retiree Health Benefits
8. Discussion and Vote: Establishment of Full Time Zoning and Building Technician in the Building Department Effective July 1, 2016
9. Discussion and Vote: Establishment of a Full Time Civil Service Clerk in the Civil Service Department Effective June 22, 2016
10. Announcement: Saratoga Springs Charter Revision Update – Established Meeting Schedule: 2nd and 4th Tuesday of Every Month; Next Meeting June 28th at 7:00 p.m.
11. Announcement: Pitney Meadows Community Farm Engagement Event

ACCOUNTS DEPARTMENT

1. Award of Bid: Traffic Signal Rehabilitation – Union Avenue and Circular Street to Stilsing Electric

FINANCE DEPARTMENT

1. Announcement: Special City Council Meeting June 28th @ 7:00 PM RE: Schenectady's Mission Ambassador Program
2. Announcement: 2016 Bond Sale
3. Discussion: City Share with Burlington VT (June 16-17)
4. Discussion and Vote: Resolution for Non-Union Full Time Personnel – Civil Service Clerk
5. Discussion and Vote: Authorization for the Mayor to Sign Agreement with SaxBST
6. Discussion and Vote: Authorization for the Mayor to Sign Service Order with Lighttower aka Fibertech (DPW)
7. Discussion and Vote: 2016 City Fees – Building Department
8. Discussion and Vote: Budget Transfers – Payroll
9. Discussion and Vote: Budget Transfers - Benefits
10. Discussion and Vote: Budget Amendments - Benefits

PUBLIC WORKS DEPARTMENT

1. Discussion and Vote: Authorization for the Mayor to Sign Agreement with August Bohl Contracting Co., Inc. for the Woodlawn Avenue Water Main Replacement Project
2. Discussion and Vote: Authorization for the Mayor to Sign Agreement with Stantec Consulting Group for the Adams Street Pump Station Upgrade
3. Discussion and Vote: Authorization for the Mayor to Sign Agreement with Alpine Environmental Services Inc. for the Finance Office Renovations Project
4. Discussion and Vote: Authorization for the Mayor to Sign Changer Order #3 with Mid-State Industries Ltd. for the Canfield Casino Dining Room Clerestory Window Restoration Project
5. Discussion and Vote: Accept Donation – Bench
6. Discussion and Vote: Authorization for the Mayor to Sign Curbing Contracts

PUBLIC SAFETY DEPARTMENT

1. Discussion and Vote: Authorization for Mayor to Sign Agreement with Stilsing Electric
2. Discussion: Pedestrian Safety Day
3. Discussion: NYRA Box
4. Discussion: Confederate Flag

SUPERVISORS

Matthew Veitch

1. Special Meeting of the Board of Supervisors 6/15/16
2. Capital Resource Corporation Financing for Raymond Watkins Apartments
3. State and Federal Funding for Zim Smith Trail

Peter Martin

1. Public Health
2. Public Works

ADJOURN



June 21, 2016

CITY OF SARATOGA SPRINGS
City Council Meeting
City Council Room
7:00 PM

PRESENT: Joanne Yepsen, Mayor
Michele Madigan, Commissioner of Finance
Anthony Scirocco, Commissioner of DPW
Christian Mathiesen, Commissioner of DPS

STAFF PRESENT: Lynn Bachner, Deputy Commissioner, Finance
Maire Masterson, Deputy Commissioner, Accounts
Tim Cogan, Deputy Commissioner, DPW
Eileen Finneran, Deputy Commissioner, DPS

Vincent DeLeonardis

Matthew Veitch, Supervisor
Peter Martin, Supervisor

EXCUSED: John Franck, Commissioner of Accounts

RECORDING OF PROCEEDING

The proceedings of this meeting were taped for the benefit of the secretary. Because the minutes are not a verbatim record of the proceedings, the minutes are not a word-for-word transcript.

CALL TO ORDER

Mayor Yepsen called the meeting to order at 7:03 p.m.

PUBLIC COMMENT

Mayor Yepsen said the public comment period is limited to a total of 15 minutes and individuals are limited to two minutes.

Mayor Yepsen opened the public comment period at 7:04 p.m.

Phil Diamond of Saratoga Springs stated we could put the City in the news as a forward thinking City if we don't fly the Confederate flag anywhere in Saratoga Springs. It is an insult to people. He would like to see an ordinance to that effect. He would also like to see gun shows and sales at the City Center cease.

Barbara Garrow of Saratoga Springs stated she would like to see residents prominently display their street numbers.

Mark Baker, president of the City Center, stated they will be hosting the National Holstein Convention this week.

Joy Canfield of Broadalbin stated she thoroughly enjoys Saratoga Springs. As a former elected official of Broadalbin, she understands what the Council is facing regarding the court mandate. You are willing to use tax payer money to be able to process criminals which is putting the cart before the horse. Let's use the space on the third floor to benefit the community.

Maria Hoffmeir of Ballston Spa stated she is here regarding converting the Music Hall to a court room. Effort was put into preserving that space when City Hall was renovated in the 1930's. It serves in the positive formation of the youths in the City. This would be a great loss culturally to Saratoga Springs.

Barbara stated she caught the interview on Look TV where it was said we have a lot of rich company that comes to Saratoga Springs and we need to make them happy. There is an idea that we cater to the rich that come to Saratoga Springs. Saratoga has a lot to offer everyone not just the rich.

Landon Moore of Saratoga Springs stated he is here regarding the law of not being able to sit on the sidewalks. He wants to understand the law.

Darlene McGraw of Saratoga Springs stated we have to work on why the people are sitting on the streets and help them.

Matt Griffin of Saratoga Springs stated he read an article regarding the police have not been enforcing the sidewalk ordinance. If it is not going to be used it should be taken off the books.

Mayor Yepsen closed the public comment period at 7:20 p.m.

Commissioner Mathiesen stated the sidewalk ordinance will be enforced when there is a violation. It is not there to discriminate against anyone. It is to avoid people having to walk around another person or to prevent someone from tripping over them. Additionally the derogatory comments about Saratoga Hospital are not fair; they do a very good job.

Mayor Yepsen advised Code Blue is in the works. They are working to find another site. The last interview she did on Look TV was on affordable housing. She will be doing another interview this week.

Commissioner Madigan stated she too is surprised how many residents don't prominently display their street number and would like to see it done for safety reasons.

CONSENT AGENDA

Mayor Yepsen moved and Commissioner Madigan seconded to accept the consent agenda as follows:

1. Approval of 6/6/16 Pre-Agenda Meeting Minutes
2. Approval of 6/7/16 City Council Meeting Minutes
3. Approve Budget Amendments (Increases)
4. Approve Budget Transfers – Regular
5. Approve Payroll: 06/17/16 \$475,292.03
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Ayes – All

MAYOR'S DEPARTMENT

Discussion: NYRA Legislative Update

Mayor Yepsen introduced Assemblywoman Carrier Woerner.

Assemblywoman Woerner advised both houses unanimously passed re-privatizing NYRA and appointing of stakeholders be on the board. The governor immediately threatened to veto that. Other things that have passed include: seasonal bar license for outdoor bars; the brunch bill; Saratoga County is now included in the film tax credits; and we received mandate relief for indigent services. CDTA will be in charge of licensing taxi cabs in the capital region and all veterans are eligible to buy pension credits.

Discussion and Vote: Updates to the Camp Saradac Field Trips and Programs (16-231)

John Hirliman of the Recreation Department stated they are requesting approval of the 2016 updates to the field trips. The list has been attached to the agenda.

Mayor Yepsen moved and Commissioner Mathiesen seconded to accept the updates to the Camp Saradac field trips and programs.

Ayes - All

Discussion and Vote: Authorization for the Mayor to Sign the 2016 Summer Youth Employment Program Worksite Application (16-232)

John Hirliman stated they are looking for 2 people to work with our sports clinics over the summer. They employees will be paid by the County and hired through all the City's policies and procedures.

Mayor Yepsen moved and Commissioner Mathiesen seconded to approve the mayor's signature on the 2016 Summer Youth Employment Program Worksite Application.

Ayes - All

Discussion and Vote: Authorization for the Mayor to Sign the Baseball Clinic Agreement (16-233)

John Hirliman advised this is an annual agreement. The City will receive revenue.

Mayor Yepsen moved and Commissioner Madigan seconded to approve the mayor to sign a baseball clinic agreement.

Ayes - All

Discussion and Vote: Authorization for the Mayor to Sign the Saratoga City School District Transportation Agreement (16-234)

John Hirliman stated this is an annual agreement for Camp Saradac to use the buses. It is \$25 per bus per day and mileage is charged at \$1.82. The City will hire the bus drivers from the school district.

Mayor Yepsen moved and Commissioner Mathiesen seconded to approve the mayor's signature for the Saratoga City School District transportation agreement.

Ayes - All

Announcement: Saratoga Springs Recreation Programs, Clinics & Leagues

John Hirliman announced the ice rink will open July 5th; registration for fall soccer has started; and there are 2 tournaments to be held at the Rec. Center.

Discussion and Vote: Authorization for Mayor to Execute Agreement with CSEA Relative to Retiree Health Benefits (16-235)

Mayor Yepsen moved and Commissioner Madigan seconded to approve the mayor to execute the agreement with the CSEA relative to retiree health benefits.

Ayes - All

Discussion and Vote: Establishment of Full Time Zoning and Building Technician in the Building Department Effective July 2, 2016 (16-236)

Mayor Yepsen stated this is part of the growth of our City. The Building Department is trying to keep up with the workload. This would be adding a half time employee to make this a full time employee and help bring in an additional \$50,000 per year in revenues.

Mayor Yepsen moved and Commissioner Mathiesen seconded to establish the position of a full time zoning and building technician in the Building Department to be a part of the CSEA City Hall collective bargaining unit at the current grade 10, step 1, level effective Saturday, July 2, 2016.

Commissioner Madigan stated this position has been requested in the past. They have shown there is enough work to take this from a part time position to a full time position.

Steve Shaw, building inspector, asked the staff to inquire of other municipalities to see what their fees are. We are not the highest but better differentiated between projects.

Ayes - All

Discussion and Vote: Establishment of a Full Time Civil Service Clerk in the Civil Service Department Effective June 22, 2016 (16-237)

Mayor Yepsen stated this position was added to the Civil Service Department last year. The transfer is pending on the Finance agenda. She is asking the Council to establish the title of civil service clerk.

Mayor Yepsen moved and Commissioner Mathiesen seconded to establish the position of a full time civil service clerk within the Civil Service Department to be a non-union, non-exempt employee with an annual salary of \$34,820 effective Wednesday, June 22, 2016.

Ayes - All

Announcement: Saratoga Springs Charter Revision Update – Established Meeting Schedule: 2nd and 4th Tuesday of Every Month; Next Meeting June 28th at 7:00 p.m.

Mayor Yepsen announced a Charter Review Commission has been established. The first meeting was held on June 14th. They will meet the 2nd and 4th Tuesday of each month. They will discuss by-laws of their Commission at the next meeting and have a guest from NYCOM. The chair is Bob Turner.

Tony Izzo, assistant city attorney, stated they had a good start to the first meeting.

Mayor Yepsen stated she submitted the budget tonight to Commissioner Madigan. They are working to put this on the special City Council meeting on June 28th in the Music Hall.

Announcement: Pitney Meadows Community Farm Engagement Event

Mayor Yepsen announced there will be an unveiling on June 26th from 5 – 7 p.m.

ACCOUNTS DEPARTMENT

Award of Bid: Traffic Signal Rehabilitation – Union Avenue and Circular Street to Stilsing Electric (16-238)

Mayor Yepsen moved and Commissioner Mathiesen seconded to award the bid for the Traffic Signal Rehabilitation – Union Avenue and Circular Street to Stilsing Electric for an amount not to exceed \$23,025.00. Funding is in line H3143312 / 52000 / 1198.

Ayes - All

FINANCE DEPARTMENT

Announcement: Special City Council Meeting June 28th @ 7:00 PM RE: Schenectady's Mission Ambassador Program

Commissioner Madigan announced there will be a special City Council meeting on June 28th regarding Schenectady's Mission Ambassador Program. Members of the business community will also be in attendance.

Announcement: 2016 Bond Sale

Commissioner Madigan announced the bond sale took place June 8th. We have a AA+ bond rating. There were 6 bidders with interest ranges from 2.09% - 2.3%. The Pitney Farms Project was not included in this.

Discussion: City Share with Burlington VT (June 16-17)

Commissioner Madigan advised she attended a discussion with members of the Champlain Chamber and business community. Burlington does have paid parking and are new to the technology of the model of paid parking. They have a full time working mission.

Mayor Yepsen stated her biggest take-away was how many similarities we have with Burlington. They have the same gap in housing. They too are a tourist/destination community.

Discussion and Vote: Resolution for Non-Union Full Time Personnel – Civil Service Clerk (16-239)

Commissioner Madigan stated this is for the new Civil Service clerk position. This title has been added to the resolution for non-union full time employees. There is a correction to item 'F' - it should state effective June 22, 2016; not June 21st.

The Council agreed to waive the reading of the following resolution:

Resolution For Non-Union Full Time Personnel
Amended June 21, 2016

It is the intent of this resolution to establish changes in compensation and fringe benefits for the following non-union full time employees of the City of Saratoga Springs. Employees and personnel subject to this resolution shall be each hereinafter referred to as "employee", and include:

Executive Assistant to the Mayor, Executive Assistant to the Commissioner of Public Works, Executive Assistant to the Commissioner of Public Safety, Secretary to the Civil Service Commission, Civil Service Clerk, Human Resources Administrator, Director of Risk and Safety, Principal Planner, Zoning and Building Inspector, Administrative Director – Recreation, Deputy Commissioner of Public Works, Deputy Commissioner of Accounts, Deputy Commissioner of Finance, Deputy Commissioner of Public Safety, Deputy Mayor.

This resolution shall supersede all prior resolutions affecting compensation and benefits for said employees. This resolution shall only be effective for stated employees in service as of the date of the resolution adoption and those in service subsequent to the date of adoption and specifically shall not apply to employees who have retired, or left office, prior to date of adoption.

Nothing in this resolution shall be construed to create an employment agreement nor alter the "at-will" status of the Executive Assistant to the Mayor, the Executive Assistant to the Commissioner of Public Works, the Executive Assistant to the Commissioner of Public Safety, Secretary to the Civil Service Commission, Deputy Commissioner of Public Works, Deputy Commissioner of Accounts, Deputy Commissioner of Finance, Deputy Commissioner of Public Safety and the Deputy Mayor.

NOW THEREFORE BE IT RESOLVED as follows:

- A. The terms of this resolution shall take place on January 1, 2007, and shall include such further terms as added by Resolutions dated July 19, 2011, January 15, 2013, August 6, 2013, December 17, 2013, August 5, 2014, September 16, 2014, November 18, 2014, January 19, 2016, and June 21, 2016.
- B. Unless otherwise stated, the terms added by the September 16, 2014 amendment shall take effect January 1, 2015.
- C. Effective January 1, 2014, the Principal Planner, Zoning and Building Inspector shall no longer be included in or covered by this Resolution, or any terms and conditions contained herein.
- D. Effective July 11, 2014, the Administrative Director – Recreation shall no longer be included in or covered by this Resolution, or any terms and conditions contained herein.
- E. Effective January 1, 2015, the Secretary for the Civil Service Commission shall have a total annual base salary, inclusive of all increases to through January 1, 2015, of fifty thousand dollars (\$50,000.00).
- F. Effective June 22, 2016, the Civil Service Clerk shall be a non-exempt position and have a total annual base salary of thirty-five thousand eight hundred and twenty dollars (\$35,820).
- G. The employee shall not be entitled to overtime compensation, except that employees classified as non-exempt shall be entitled to overtime compensation.
- H. The employee's standard workweek shall be 40 hours per week; excluding Secretary to the Civil Service Commission, the Executive Assistant to the Mayor, the Executive Assistant to the Commissioner of Public Works, and the Executive Assistant to the Commissioner of Public Safety, which shall remain at 33 hours per week.
- I. The salary of the Executive Assistant to the Commissioner of Public Works and the Executive Assistant to the Commissioner of Public Safety shall be the same as the Executive Assistant to the Mayor.
- J. The employee shall enjoy and be entitled to the following benefits:
 1. Vacation: An employee shall earn annual vacation as follows: 10 working days during their first year of service, and during each of the next four years of service; 15 working days upon completion of five (5) years of service; 20 working days upon completion of ten (10) years of service; 25 working days upon completion of fifteen (15) years of service and 30 working days upon completion of twenty (20) years of service. For each employee hired after January 1, 2006, a proration of the 10 days will be granted during the first year of service.

Vacations for the employee shall be scheduled and approved by their respective Council member.

Vacation must be taken by December 31st of the year vacation was earned, or else the time shall be forfeited. If the employee retires, resigns, or is not reappointed, the employee shall be entitled to payment for only those vacation days earned and unused for the period between the employee's last anniversary date and the date of retirement, resignation or other termination.

If a recognized City Hall holiday falls within the vacation period, the vacation period shall be extended by the holiday falling within such periods.

If an employee should die during his or her employment, all vacation time earned and unused for the period between the employee's last anniversary date and the date of death, shall be paid in cash or as employee's death benefit to his/her designated beneficiary or estate.

2. Sick Leave: The employee shall be entitled to sick leave with pay for a maximum of twelve (12) working days per year. The employee may accumulate sick leave, but may not use more than 150 days in any given 12 month period. Employee shall use sick leave in no shorter than two hour increments. Each employee hired after January 1st shall be granted a proration of the 12 days allotted during the first year of service.

If an employee is absent because of illness or disability for more than three consecutive days, they may be required by their Commissioner/Mayor to provide a physician's statement of sickness or disability.

Prior to any cash payments for unused sick leave, an employee who terminates his/her service prior to December 31st shall be granted a proration of the 12 days allotted.

Their Commissioner on an annual basis must maintain an employee's records of sick time with a copy submitted to the Commissioner of Finance for each employee's payroll folder.

Cash payments will be made for accumulated unused sick leave remaining in the employee's individual account at termination of employment or upon death of employee while in the employ of the City upon the following basis: Twenty-five percent (25%) of accumulated sick leave up to a maximum of 200 days (cash payment of 50 days). Cash payments upon death of employee while in the employ of the City shall be paid to the employee's beneficiary or estate.

3. Personal Days: The employee who works 40 hours per week shall be granted six (6) personal days per year. The employee who works 33 hours per week shall be granted five (5) personal days. Each personal day may be taken at either a full day, one half day, or at a minimum of two (2) hour increments at a time. Such leave shall be requested in writing at least 24 hours in advance of the request time.

The six (6) personal days (or five (5) for employees working 33 hours per week) shall be granted for the year on January 1. Each employee hired after January 1st shall be granted a proration of the six or five days allotted, however, if the employee does not complete the entire year, the pro-rated equivalent daily rate of pay shall be subtracted from any monies due to the employee. Personal days not used in any calendar year shall be credited to accumulated sick leave.

4. Holidays: The employee shall be entitled to 12 paid Holidays: New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and Election Day at the November General Election.
5. Bereavement: The employee shall be entitled to three (3) consecutive workdays off per death in their immediate family. Immediate family shall be defined as mother, father, sister, brother, son, daughter, mother-in-law, father-in-law, sister-in-law, brother-in-law, spouse, grandparent (s), grandchild, step parent, step child, aunt, uncle or other persons living in the household of the employee.
6. Retirement: The employee shall be covered by the New York State Employee's Retirement System known as 75i of the New York State Retirement Law.
7. Health: For employees hired prior to January 1, 2007, the employee shall be entitled to participate in the MVP25 health insurance plans offered by the City to the various bargaining units, at no cost to the employee. The City shall provide the plans to the employee, their dependents, and retired employees and their dependents at the City's own expense. For employees hired after January 1, 2007, the employee shall be entitled to participate in the MVP25 health insurance plans offered by the City to the various bargaining units, at a cost to the employee of 10% of the total cost of his or her health insurance plan not to exceed \$750 per year. The City shall provide the plans to the employee, their dependents, and retired employees and their dependents.

For all Medicare eligible retirees residing within the geographic network served by MVP, the City shall offer the MVP Medicare Advantage Preferred Gold as the sole plan. For all Medicare eligible retirees residing outside the geographic network served by MVP, the City shall offer the MVP Preferred PPO Plan as the sole plan. For all retirees not eligible for Medicare residing within the geographic network served by MVP, the City will offer the MVP Co-Plan 25 HMO as the sole plan. For all retirees not eligible for Medicare residing outside the geographic network served by MVP, the City will offer the MVP Preferred PPO Plan as the sole plan. The City shall provide these plans to the retired employees and their dependents.

In the event that federal or state legislation, rules and/or regulations issued in relation to the Patient Protection and Affordable Care Act ("PPACA"), the Health Care and Education Reconciliation Act of 2010 ("HCERA") and/or any other legislation, rule or regulation:

- A) impact in any way the health insurance plans, costs or benefits provided for in this Resolution (including but not limited to contractual benefits such as health insurance buy-outs or stipends); or
- B) raise a question as to whether the health insurance benefits provided for herein meet certain standards contained in such legislation, rules and/or regulations (including, but not limited to, compliance with legislation, rules, regulations, or any legislation, rules, or regulations which may cause the City to be charged any penalty, or those that govern whether plan benefits meet the "minimum essential benefits" standard or a similar standard, whether the City premium contribution levels are adequate and/or meet legal requirements, or whether the individual household affordability standard is satisfied); or
- C) permit an individual or group of individuals to receive benefits, subsidies, or credits through a health insurance exchange program (or any other government subsidy or benefit provided pursuant to the PPACA, HCERA, or any state or federal regulations or rules implementing health insurance reform laws);;

The City may immediately implement changes as necessary to comply with federal and/or state laws, rules, and regulations and/or to avoid or eliminate penalties, potential penalties, or taxes. Such changes may include, among others, modifications for individual employees, including modification to individual or group coverage, benefits, contributions or wages, to the extent necessary to comply with federal and/or state laws, rules, and regulations and/or to avoid or eliminate penalties, potential penalties, taxes, or cessation of payments toward the cost of benefit(s) if such benefit(s) are not compliant with the PPACA/HCERA or if such compliance would cause the City penalty or cost associated with avoidance of penalty.

The City shall provide such medical coverage for the widow or widower of the employee or retired employee in this resolution until the widow or widower's death or remarriage whichever occurs sooner. Children shall be covered until age 19 or as stipulated in the appropriate health care contract or otherwise as may be required by law.

"Retirees" shall be defined as full time employees who have served the City of Saratoga Springs for at least twenty consecutive years and retire from the New York State Employee's Retirement System Section 75i of the New York State Retirement Law and were serving as full time employees of the City of Saratoga Springs at the time of retirement. For the purposes of this definition, the commencement date of "full time employment" for the current Civil Service Secretary, Patsy Berrigan, shall be deemed September 4, 1995, and the number of consecutive years of full time employment required is ten, as per prior documentation.

An employee may elect not to participate in a plan of medical and health insurance benefits provided under this agreement and such employee shall be eligible to receive a payment of \$2,200.00 for single coverage, \$2,500.00 for two-person coverage or \$3,000.00 for family coverage per calendar year. No employee shall be eligible to receive such payment unless the employee shall have provided proof to the Finance Office that such employee and such employees' eligible dependents are covered by a comparable plan of medical and health insurance benefits for the entire year that such employee elected not to be covered by a plan provided by the Employer. Payments shall be made on December 15 of each year. The parties understand that participation in a plan of medical and health insurance benefits is mandatory. An election not to be covered shall be made on or about December 15th of each year to the Principal Account Clerk in the Finance Office in charge of City provided benefits pursuant to the regulations of the plan in effect together with evidence of coverage of such employee and such employee's eligible dependents under a comparable plan of medical and health insurance benefits. Such employee must promptly notify the Employer of termination of alternative medical and health insurance benefit coverage. In the event that an employee reenrolls in a health insurance program, the employee shall be permitted to a prorated portion of the \$2,200.00 (for single coverage), \$2,500.00 (for two-person coverage), or \$3,000.00 (for family coverage), payment but shall not be permitted to again opt-out of the insurance program during the calendar year.

Employees hired before July 1, 2011 shall be entitled to participate in the Health Reimbursement Arrangement as contracted by the City Council and will receive the full benefits of such as are being enjoyed by members of the collective bargaining units under the HRA Plan. The City shall provide this plan to the employee, their dependents, and retired employees and their dependents. Effective January 1, 2015, said employees will no longer be entitled to participate in the Health Reimbursement Arrangement. Employees shall have until March 31, 2015 to submit claims for expenditures incurred in 2014.

8. Vision: The City agrees to pay 100% of the cost of the Employee Benefit fund Vision Plan Platinum 12 for all employees and their dependents.
9. Disability: New York State Disability Insurance shall be offered to the employee.
10. Life: The City shall provide group term life insurance for the employee in the amount of \$5,000.00 while they are employed by the City of Saratoga Springs.
11. All increases in compensation and benefits paid to employees under this resolution shall be drawn from the budget of the employees department, except that if said departmental budget does not contain funds sufficient to pay the employee, the Head of that Department may draw any remaining compensation or payment due to the employee from the City's contingency budget.
12. Each employee shall receive longevity payments as follows:
 - After 5 years of service \$250.00;
 - After 10 years of service \$500.00;
 - After 15 years of service \$1,550.00;
 - After 19 years of service \$1,800.00;
 - and an additional \$250.00 each five (5) years thereafter.

All longevity payments shall be paid upon completion of the specified amounts of consecutive eligible service regardless of the title (s) held during that time.

- K. Effective January 1, 2013, all employees covered by this resolution and who have been employed with the City for the past six consecutive months without interruption shall receive a 2% increase in salary.
- L. Effective January 1, 2014, and for every year thereafter effective on the first of the year, all employees covered by this resolution, with the exception of the Human Resources Administrator for the year 2014, shall receive an increase in salary based on the Bureau of Labor Consumer Price Index – Northeast Region June (12-month) of the prior year. If there is no increase in the Bureau of Labor Consumer Price Index – Northeast Region June (12-month), then salaries remain unchanged. However, employees other than Executive Assistants and Deputies named herein must be employed with the City for six consecutive months prior to January 1 in order to be eligible for the increase in salary described in this paragraph. This section is repealed effective January 1, 2016.
- M. Effective January 1, 2016, all employees covered by this resolution and who have been employed with the City for the past six consecutive months without interruption shall receive a 2% increase in salary. Effective January 1, 2017 all employees covered by this resolution and who have been employed with the City for the past six consecutive months without interruption shall receive a 2% increase in salary.
- N. Effective January 1, 2018, and for every year thereafter effective on the first of the year, all employees covered by this resolution will receive the same increase awarded under the CSEA-City Hall bargaining unit contract for that year. In the event that the last CSEA-City Hall bargaining unit contract has expired, and no subsequent contract has yet been ratified, all employees covered by this resolution will receive those increases awarded the CSEA-City Hall bargaining unit upon ratification of a new CSEA-City Hall contract and will receive the associated retroactive pay.
- O. This Resolution shall be reviewed by the City Council annually on the Commissioner of Finance's agenda, by no later than the first meeting in August of each year.

Commissioner Madigan moved and Commissioner Mathiesen seconded to approve the resolution for non-union full time personnel as distributed with the agenda, as revised this evening.

Ayes - All

Discussion and Vote: Authorization for the Mayor to Sign Agreement with SaxBST

Commissioner Madigan removed this item from her agenda.

Discussion and Vote: Authorization for the Mayor to Sign Service Order with Lightower aka Fibertech (DPW) (16-240)

Commissioner Madigan advised this will allow us to bring data connection service to the DPW garage. It is a faster more reliable line. The cost is \$6,840 per year for 3 years.

Commissioner Madigan moved and Commissioner Mathiesen seconded to authorize and direct the mayor to execute the service order with Lightower aka Fibertech as distributed with the agenda.

Ayes - All

Discussion and Vote: 2016 City Fees – Building Department (16-241)

Commissioner Madigan advised the fees have been adjusted.

Commissioner Madigan moved and Commissioner Mathiesen seconded to approve the 2016 City Fees – Building Department as distributed with the agenda.

Ayes - All

Discussion and Vote: Budget Transfers – Payroll (16-242)

Commissioner Madigan moved and Commissioner Mathiesen seconded to approve the 2016 budget transfers – payroll which were distributed with the agenda.

Ayes - All

Discussion and Vote: Budget Transfers – Benefits (16-243)

Commissioner Madigan moved and Commissioner Mathiesen seconded to approve the 2016 budget transfers – benefits which were distributed with the agenda.

Ayes - All

Discussion and Vote: Budget Amendments – Benefits (16-244)

Commissioner Madigan moved and Commissioner Mathiesen seconded to approve the 2016 budget amendments - benefits which were distributed with the agenda.

Ayes - All

PUBLIC WORKS DEPARTMENT

Discussion and Vote: Authorization for the Mayor to Sign Agreement with August Bohl Contracting Co., Inc. for the Woodlawn Avenue Water Main Replacement Project (16-245)

Commissioner Scirocco advised this will replace 100+ year old water mains on Woodlawn Avenue.

Commissioner Scirocco moved and Commissioner Mathiesen seconded to authorize the mayor to sign an agreement with August Bohl Contracting Co., Inc. for the Woodlawn Avenue Water Main Replacement Project in the amount of \$919,930.

Ayes – All

Discussion and Vote: Authorization for the Mayor to Sign Agreement with Stantec Consulting Group for the Adams Street Pump Station Upgrade (16-246)

Commissioner Scirocco stated this is for Stantec to assist the City with construction inspections services. It also covers required asbestos testing and monitoring service.

Commissioner Scirocco moved and Commissioner Madigan seconded to authorize the mayor to sign the agreement with Stantec Consulting Group for the Adams Street Pump Station Upgrade in the amount of \$25,000.

Ayes – All

Discussion and Vote: Authorization for the Mayor to Sign Agreement with Alpine Environmental Services Inc. for the Finance Office Renovations Project (16-247)

Commissioner Scirocco stated this is for the interior renovation project. Alpine Environment will provide asbestos services, report preparation, and budget estimates.

Commissioner Scirocco moved and Commissioner Madigan seconded to authorize the mayor to sign the agreement with Alpine Environmental Services, Inc. for the Finance Office Renovations Project in the amount of \$1,500.

Ayes – All

Discussion and Vote: Authorization for the Mayor to Sign Changer Order #3 with Mid-State Industries Ltd. for the Canfield Casino Dining Room Clerestory Window Restoration Project (16-248)

Commissioner Scirocco stated this is for the stabilization of the overlying cornice which is pulling away from the ceiling arch in several locations.

Commissioner Scirocco moved and Commissioner Madigan seconded to authorize the mayor to sign change order #3 with Mid-State Industries, Ltd. for the Canfield Casino Dining Room Clerestory Window Restoration in the amount of \$18,100.06.

Ayes – All

Discussion and Vote: Accept Donation – Bench (16-249)

Commissioner Scirocco advised a bench has been purchased in the name of Jean Stamm to be placed in Congress Park in the amount of \$1,500.

Commissioner Scirocco moved and Commissioner Madigan seconded to accept a donation of \$1,500 for the purchase of a decorative bench.

Ayes - All

Discussion and Vote: Authorization for the Mayor to Sign Curbing Contracts (16-250)

Commissioner Scirocco advised he has 3 additional contracts for curbs for approval. The City will perform the work for the residents.

Commissioner Scirocco listed the following curb contracts:

- Tim Hanley – 2 Pinewood Avenue – 30 linear feet for \$600.
- Joseph Denning – 37 Pinewood Avenue - 50 linear feet for \$1,000.
- William Whalen – 62 Catherine Street – 53 linear feet for \$1,060.

Commissioner Scirocco moved and Commissioner Mathiesen seconded to authorize the mayor to sign the residents curbing agreements in the amounts as stated.

Aye - All

PUBLIC SAFETY DEPARTMENT

Discussion and Vote: Authorization for Mayor to Sign Agreement with Stilsing Electric (16-251)

Commissioner Mathiesen moved and Commissioner Scirocco seconded to authorize the mayor to sign the agreement with Stilsing Electric. The money will be coming from line H3143312 / 52000 / 1198 and will not exceed \$23,025.

Ayes - All

Discussion: Pedestrian Safety Day

Commissioner Mathiesen stated Pedestrian Safety Day was held June 8th. The Police Department and volunteers paid special attention to pedestrian safety and crossing. Many pedestrians were sighted for not crossing legally and motorists were cited for not respecting the rights of pedestrians in crosswalks. Informational sheets were also handed out to enhance awareness.

Discussion: NYRA Box

Commissioner Mathiesen advised this is something that was formerly called the mayor's box. In 2013 NYRA changed their policy that they would no longer make boxes available for free to elected officials. He received an e-mail from the Ethics Board chair that they consider the box at the track a City asset. Commissioner Mathiesen stated he feels this is a NYRA asset; not a City asset.

Mayor Yepsen stated she heard through their e-mails that the Council has decided to let the box go.

Commissioner Madigan asked Tony Izzo how this Ethics Board made this recent decision and if an inquiry was made to initiate this e-mail.

Tony Izzo advised stated there was an inquiry regarding the racetrack box. The Board on its own initiative issued this e-mail. He believes the opinion issued is not the box but the right to use the box is a City asset.

Commissioner Madigan stated the e-mail does go on to say the use would be an asset.

Discussion: Confederate Flag

Commissioner Mathiesen stated he received a phone call insisting the person who had the Confederate Flag in the parade had every right to have the flag as it was honoring the war dead from the Confederate states. He feels it is important to clarify it; it is not. Nationwide, the Confederate flag means different things – it is a symbol of a different way of life and a different economic system and an economic system largely based on slavery. In this day the Confederate flag is based on a time when people were enslaved. Having the flag in the parade or any City sanctioned function is uncalled for. We need to take a stand and make sure the City wouldn't allow this flag to be included in any parade in the future.

Mayor Yepsen stated the parade commission was not aware of this happening. The city attorney stated this is a City function and we get to make the decisions about what happens within a City function. We can set our guidelines and policies about this. It wouldn't hurt for the City Council to adopt policies regarding participation in these events.

SUPERVISORS

Matthew Veitch

Special Meeting of the Board of Supervisors 6/15/16

Supervisor Veitch reported the Board of Supervisors held a special meeting on June 15th as they needed to get a land transfer through. The bill did not get through the Assembly and Senate, so they will try again.

Capital Resource Corporation Financing for Raymond Watkins Apartments

Supervisor Veitch reported the Capital Resource Corporation approved the issuance of \$13 million dollars in bonds for the upgrade projects.

State and Federal Funding for Zim Smith Trail

Supervisor Veitch reported \$50,000 was approved for the design phase.

Peter Martin

Public Health

Supervisor Martin reported a cost of living increase was approved today by the Board. The public health nurses are treating an increase in tick bites. Ten cooling shelters have been identified throughout the county with 2 in the City of Saratoga Springs.

Public Works

Supervisor Martin reported additional funding was authorized for the Zim Smith Trail Bridge; they also authorized funding for the bridge projects on Staffords Bridge Road and Mott Road in Northumberland.

ADJOURNMENT

There being no further business, Mayor Yepsen adjourned the meeting at 9:13 p.m.

Respectfully submitted,

Lisa Ribis
Clerk

Approved: 7/5/16
Vote: 5 - 0