

**Town of Andes
Regular Meeting
October 5th, 2020 7:00PM
Andes Town Hall**

Present:

Supervisor Wayland 'Bud' Gladstone
Councilman Dale Cole
Councilman Ritchie Gabriel
Highway Superintendent John Bouton

Councilman Shayne Moshier
Councilman Thomas Hall
Town Clerk Kimberly Tosi
Deputy Town Clerk Lauren Green

Others:

Greg Montminy
Gina Tralongo- CSEA EBF

Tim Moretti-CSEA
Jeff Switts- CSEA EBF

Others Via Zoom:

Peter Calvert-Andes Gazette

Call to Order:

The meeting was called to order by Supervisor Gladstone at 7:02PM.

Pledge:

The pledge of allegiance was led and recited by Councilman Cole.

Approval of Minutes:

Motion to approve the September 2020 Meeting Minutes and September 2020 Budget Workshop Minutes, made by Councilman Moshier, Seconded by Councilman Cole. All in favor, Motion carried.

Privilege of the Floor:

Gina Tralongo and Jeff Switts- EBF representatives
RE: Union Dental and Vision Plans

Ms. Tralongo and Mr. Switts provided the Town Board with information regarding the new Vision and Dental Benefits provided to all highway employees by the new union contract. "Guests" or non-union employees will be eligible for the plans at the same rates provided for union employees. Union employees must take both plans and guests will be able to use vision and dental or both plans. Town Clerk Tosi will be responsible for administering the plan.

Reports:

Supervisor's Report

*On Election Day, it may be necessary to have someone at the door of the courthouse to help direct the flow traffic, provide hand sanitizer and masks. Suzanne Gladstone has potentially volunteered. Will be in touch with Tom Joyce to work out all details.

*The Town of Hamden has reached out regarding the abandonment of Stevens Road. More information will be needed on this topic before any decisions can be made.

*Joe Sicinski from the Andes Food Bank reached out to thank the Town for the purchase of the freezer at the Railroad Station. Also thank you to everyone who has made donations to the food bank during this trying time.

*There are currently three buildings with ongoing construction from the Main Street Grant funds that were received through help from the MARK Project.

*The next budget workshop will be held on October 15th, at 6PM.

Respectfully submitted,
Bud Gladstone

Highway Report

The men have been ditching Fall Clove, touching up roads Kovba rd, Highlands, Bushkill, Shaver hollow, Bussey Hollow, cold patch on Hyzer hill, Crescent hills, Canada Hollow. Mowing is also going along well.

Maintenance and oil changes and tires on trucks getting ready for inspection and winter equipment.

Dot physical are being scheduled.

Respectfully submitted
John Bouton

*Hearing tests will be scheduled with Delaware County.

*Discussion regarding the highway department trailer took place.

*FEMA projects have been ongoing and two checks have been received by the Town.

Building Inspector/CEO's Report

*provided to Board.

Committees:

Transfer Station-

**Roof/siding- The committee is still waiting to hear from any contractors who are available to do the work.

Election Day Dinners-

Councilman Cole will be delivering the meals to the election workers from the Andes Fire Department.

Pool-

Rachel Andrews has requested quotes from several companies. She believes that the Town will need to replace all of fence. No quotes have been received at this time.

Motions:

Motion to approve Romo Machine to repair the highway department trailer, made by Councilman Hall, Seconded by Councilman Cole. All in favor, Councilman Moshier-abstained, Motion carried.

Motion to approve the September 2020 Supervisor, Justice, and Town Clerk Financial Reports, made by Councilman Gabriel, Seconded by Councilman Hall. All in favor, Motion Carried.

Motion to hold Trick-or-Treating in the Hamlet of Andes on October 31st, 2020, 5PM-8PM, please follow all NYS Guidelines, made by Councilman Moshier, Seconded by Councilman Hall. All in favor, Motion Carried.

Motion to hold the November Regular Meeting on Thursday, November 5th, 2020 at 6:00PM, made by Councilman Hall, Seconded by Councilman Gabriel. All in favor, Motion Carried.

Motion to hold the Public Hearing for the Local Law to Override the Tax Cap on November 5th, 2020 at 5:45PM, made by Councilman Gabriel, Seconded by Councilman Moshier. All in favor, Motion Carried. ****The Town Board does not plan to have to override the tax cap, but if for some unseen circumstances this must happen the correct procedures must be put in place****

Motion to hold the Public Hearing for the 2021 Budgets on November 5th, 2020 at 5:45PM, made by Councilman Moshier, Seconded by Councilman Cole. All in favor, Motion Carried.

Motion to keep the seasonal transfer station employee through December 31st, 2020 made by Councilman Moshier, Seconded by Councilman Hall. All in favor, Motion Carried.

Resolutions:

Resolution 25 of 2020 Winter Bids

BE IT RESOLVED, that the Andes Town Board hereby accepts the following Winter 2020 bids:

Andes WWTP:

- 1.) Plowing consists of snow removal of the driveway, parking lot and gate. Snow will be removed prior to 6:30AM. Snow will be removed in front of every overhead door each time the facility is plowed and around the front of the court building. The Court sidewalk/walkway is also to be shoveled every day prior to 6:30AM.

Tri-Town Services \$1,875.00

Andes Water District:

- 1.) Spring Treatment Plant- Plowing to consist of snow removal of the driveway, wide enough for truck deliveries, inside the fence to each building and the gate. Snow removal will be before 6:30AM. Bid per season.

Tri-Town Services \$624.00

- 2.) Pump House- Shovel entrance and steps to the Pump House.

Tri-Town Services \$224.00

Town of Andes-

- 1.) Snow removal on delinquent home owner sidewalks will be at the direction of the Town of Andes C.E.O. or the Town of Andes Supervisor. Delinquent home owner snow removal from sidewalks will be on a per sidewalk basis.
Tri-Town Services \$14.40/walk or \$28.80 with salt
- 2.) Snow removal from Veteran's Park (Bohlmann Park) sidewalk, Library sidewalk, and Hamlet bridges prior to 6:30AM
Tri-Town Services \$2,200.00
- 3.) Snow removal from the Andes Town Hall sidewalk and both entrances prior to 6:30AM
Tri-Town Services \$525.00
- 4.) Snow removal at the Andes Railroad Station. Plowing and shoveling to the building as needed. Snow must be removed from the driveway and parking area. Snow must be shoveled from the walkways and doorways of the building.
Tri-Town Services \$895.00
- 5.) Andes Library- Plowing of the parking lot as needed. Snow must be removed from the entrance and parking area. (Bill to Andes Public Library-PO Box 116)
Tri-Town Services \$1,050.00
- 6.) FUEL OIL- For heating Town Highway Garage -automatic delivery
Allison Oil, Inc. \$1.59/gallon (fixed price)
- 7.) WINTER MIX- For fuel oil for heating at the Town Highway Garage-automatic delivery
Allison Oil, Inc. \$1.79/gallon (fixed price)
- 8.) L.P. GAS- Wastewater Plant, Town Hall, Library, Railroad Station and Spring Water Reservoir- automatic delivery
Mirabito \$1.65/gallon (fixed price)
- 9.) GASOLINE- Town Highway Garage- automatic delivery
Mirabito \$1.7385/gallon (fluctuating price)
- 10.) DIESEL FUEL- Town Highway Garage-automatic delivery
Mirabito \$1.8137/gallon-low sulfur diesel fuel (fixed price)
\$2.1137/gallon-low sulfur kerosene if needed for winter blend (fixed price)
- 11.) WINTER MIX FOR DIESEL FUEL-Town Highway Garage-automatic delivery.
Mirabito \$1.9137/gallon-winterized diesel fuel (fixed price)

Proposed by: Councilman Moshier

Seconded by: Councilman Hall

Roll Call:

Councilman Gabriel---Aye
Councilman Cole---Aye
Councilman Hall---Aye
Councilman Moshier---Aye
Supervisor Gladstone---Aye

Resolution 26 of 2020 MARK Project Contract

WHEREAS, the Town of Andes hereby desires to hire MARK Project to research and write any grants that benefit the Town of Andes, as well as to promote economic development in the Town;

NOW THEREFORE, BE IT RESOLVED, that the Andes Town Board finds the continued relationship with the MARK Project is beneficial; and

BE IT FURTHER RESOLVED, that the Andes Town Board hereby authorizes Supervisor Gladstone to sign the contract with a term ending December 31st, 2020 and pay the administrative fee of \$5,000.

Proposed by: Councilman Moshier
Seconded by: Councilman Hall

Roll Call:

Councilman Gabriel---Aye
Councilman Cole---Aye
Councilman Hall---Aye
Councilman Moshier---Aye
Supervisor Gladstone---Aye

Resolution 27 of 2020 Retention and Disposition Schedule

BE IT RESOLVED, that the Andes Town Board hereby adopts the Retention and Disposition Schedule for New York Local Government Records (LGS-1) which will replace any and all previous retention schedules adopted by the Town.

Proposed by: Councilman Hall
Seconded by: Councilman Gabriel

Roll Call:

Councilman Gabriel---Aye
Councilman Cole---Aye
Councilman Hall---Aye
Councilman Moshier---Aye

Supervisor Gladstone---Aye

Resolution 28 of 2020 Union contract approval

Be it resolved that the Town Board of the Town of Andes accepts the new union contract between C.S.E.A. and the Town of Andes for the Town of Andes Highway Employees. Effective January 1, 2021.

Proposed by: Councilman Gabriel
Seconded by: Councilman Moshier

Roll Call:

Councilman Gabriel---Aye
Councilman Cole---Aye
Councilman Hall---Aye
Councilman Moshier---Aye
Supervisor Gladstone---Aye

Approval of Bills:

Motion to approve General Warrants #285-316 totaling \$14,238.81

Highway Warrants #218-235 \$25,134.59

FEMA Warrants #1-10 \$14,747.30

WWTP Warrants #115-126 totaling \$27,216.64

Water Warrants #72-83 totaling \$7,611.90, made by Councilman Hall, Seconded by Councilman Moshier. All in favor, Motion Carried.

Districts:

Water- N/A

Sewer- N/A

Executive Session:

RE: Personnel

Motion to enter executive session, made by Councilman Hall, Seconded by Councilman Moshier. All in favor, Motion Carried 8:18PM.

Motion to exit executive session, made by Councilman Moshier, Seconded by Councilman Gabriel. All in favor, Motion Carried 8:52PM.

Public Comment/Questions:

N/A

Adjourn:

Motion to adjourn

Tri-Town Services
Bill Draw/ Owner PO Box 484
Andes, NY 13731
Phone:(845)676-3206 Cell:(845) 707-2203

INVOICE

1780

bdrewtritown@gmail.com

DATE 10/2/20	ORDER NO.
SHIP TO	

TO

Town of Andes

SALESPERSON	DATE SHIPPED	SHIPPED VIA	F.O.B. POINT	TERMS	
QUANTITY	DESCRIPTION		UNIT PRICE	TOTAL	
>	Bit D WWTP			1875	00
Thanks Bill town of Andes					
>					

THANK YOU

INVOICE

Tri-Town Services
Bill Drew/ Owner PO Box 484
Andes, NY 13731
Phone: (845) 676-3206 Cell: (845) 707-2203



bdrewtritown@gmail.com

TO

Town of Andes

DATE

ORDER NO.

SHIP TO

SALESPERSON

DATE SHIPPED

SHIPPED VIA

F.O.B. POINT

TERMS

QUANTITY

DESCRIPTION

UNIT PRICE

TOTAL

>

Bid 1) Spring treatment

624

KA

Thanks Bill

>

THANK YOU

Tri-Town Services

Bill Drew/ Owner PO Box 484
Andes, NY 13731
Phone:(845)676-3206 Cell:(845) 707-2203

INVOICE

~~1781~~

bdrewtritown@gmail.com

DATE

ORDER NO.

TO

Town of Andes

SHIP TO

SALESPERSON DATE SHIPPED SHIPPED VIA F.O.B. POINT TERMS

QUANTITY DESCRIPTION UNIT PRICE TOTAL

> Bid 2) Pump house 224 -

thanks bill

>

THANK YOU

Tri-Town Services
Bill Drew/ Owner PO Box 484
Andes, NY 13731
Phone:(845)676-3206 Cell:(845) 707-2203

INVOICE

1784

bdrewtritown@gmail.com

TO

Town of Andes

DATE	ORDER NO.
SHIP TO	

SALESPERSON	DATE SHIPPED	SHIPPED VIA	F.O.B. POINT	TERMS
-------------	--------------	-------------	--------------	-------

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
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>

1 Bid Town Hall Snow removal

525

*Thanks
Bill*

>

THANK YOU

Tri-Town Services

Bill Drew/ Owner PO Box 484

Andes, NY 13731

Phone:(845)676-3206 Cell:(845) 707-2203

INVOICE

1784

bdrewtritown@gmail.com

TO

Town of Andes

DATE

ORDER NO.

SHIP TO

SALESPERSON

DATE SHIPPED

SHIPPED VIA

F.O.B. POINT

TERMS

QUANTITY

DESCRIPTION

UNIT PRICE

TOTAL

>

Bid 4 RR Station

895

thanks Bill

>

THANK YOU

Tri-Town Services
Bill Drew/ Owner PO Box 484
Andes, NY 13731
Phone:(845)676-3206 Cell:(845) 707-2203

INVOICE

1784

bdrewtritown@gmail.com

TO Town of Andes

DATE	ORDER NO.
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SHIP TO

SALESPERSON	DATE SHIPPED	SHIPPED VIA	F.O.B. POINT	TERMS
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QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
----------	-------------	------------	-------

>	Bid 5 Andes Library		1050
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>			
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THANK YOU

Allison Oil, Inc.
815 Lower Dingle Hill Rd.
Andes, NY 13731
(845) 676-HEAT (4328)

Town of Andes
PO Box 125
115 Delaware Ave.
Andes, NY 13731

October 1, 2020

Bid for **6**) Fuel Oil – For heating, Town Highway Garage – automatic delivery

\$1.59 per gallon (fixed price)

OR

\$.19 per gallon over rack (fluctuating price)

We appreciate being contacted for this bid and look forward to hearing from you.

Thank you,



Djennarra (Dj) Long
Secretary, Treasurer

Allison Oil, Inc.
815 Lower Dingle Hill Rd.
Andes, NY 13731
(845) 676-HEAT (4328)

Town of Andes
PO Box 125
115 Delaware Ave.
Andes, NY 13731

October 1, 2020

Bid for ~~2~~ Winter Mix (50/50 blend) – For heating at the Town Highway
Garage – automatic delivery

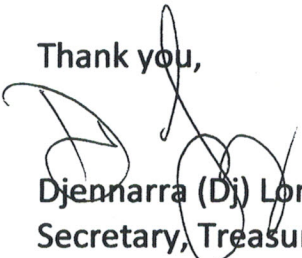
\$1.79 per gallon (fixed price)

OR

\$.19 per gallon over rack (fluctuating price)

We appreciate being contacted for this bid and look forward to hearing
from you.

Thank you,


Djennarra (Dj) Long
Secretary, Treasurer



THE METROCENTER
49 COURT STREET, PO Box 5306
BINGHAMTON, NEW YORK 13902
PHONE 607.352.2800
FAX: 607.352.2880

October 2, 2020

Andes Town Clerk
115 Delaware Ave.
P.O. Box 125
Andes, NY 13731

Re: Item # 8, L.P. Gas Bid

Dear Board Members:

Mirabito Energy Products proposes the following for the item # 8, L.P. Gas bid:

PRODUCT	POSTING	FIRM DIFFERENTIAL	FLUCTUATING BID PRICE AS OF 9/30/2020	FIRM BID PRICE
LP Gas	BPN Selkirk NY 9/30/2020 \$.8144/gal.	+ .5500/gal.	\$ 1.3644/gal.	\$ 1.6500/gal.

Term of Contract: 11/11/2020- 11/10/2021

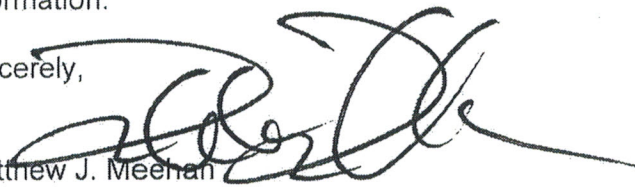
Fluctuating price is based on the BPN Selkirk, NY price the day of delivery plus the firm differential.

Firm Bid Price option must be accepted by written notification to Mirabito Energy Products by October 9, 2020 by 12:00 noon to Joe D'Esti via e-mail to e-mail address joe.desti@mirabito.com. You may also fax the notification to (607)352-2880.

Acceptance of the firm pricing option after the aforementioned date and time will be at the sole discretion of Mirabito Energy Products.

Thank you for giving the Mirabito Energy Products the opportunity to serve your energy needs. Feel free to contact us should you have any questions or need any additional information.

Sincerely,


Matthew J. Meehan
V.P. Home Comfort


Joe D'Esti
Pricing and Bid Administrator



THE METROCENTER
49 COURT STREET, PO Box 5306
BINGHAMTON, NEW YORK 13902
PHONE 607.352.2800
FAX: 607.352-2880

October 2, 2020

Andes Town Clerk
115 Delaware Ave.
P.O. Box 125
Andes, NY 13731

Re: Item # 9 Gasoline Bid

Dear Board Members:

Mirabito Energy Products proposes the following for the item # 9, Gasoline bid:

PRODUCT	POSTING	FIRM DIFFERENTIAL	FLUCTUATING BID PRICE AS OF 9/30/2020	FIRM BID PRICE
Unleaded Gasoline E10 (87 Octane)	Global Rack Albany, NY 9/30/2020 \$ 1.2400/gal.	+ .4985/gal.	\$ 1.7385/gal.	N/A

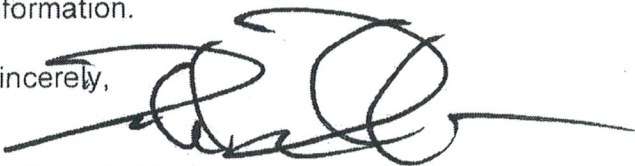
Term of Contract: 11/11/2020 – 11/10/2021

Fluctuating price is based on the Rack price the day of delivery plus the firm differential.

Please notify accepted bid by written notification to Mirabito Energy Products to Joe D'Esti via e-mail to e-mail address joe.desti@mirabito.com. You may also fax the notification to (607)352-2880.

Thank you for giving the Mirabito Energy Products the opportunity to serve your energy needs. Feel free to contact us should you have any questions or need any additional information.

Sincerely,


Matthew J. Meehan
V.P. Home Comfort


Joe D'Esti
Pricing and Bid Administrator



THE METROCENTER
49 COURT STREET, PO Box 5306
BINGHAMTON, NEW YORK 13902
PHONE 607.352.2800
FAX: 607.352.2880

October 2, 2020

Andes Town Clerk
115 Delaware Ave.
P.O. Box 125
Andes, NY 13731

Re: Item # 10. Diesel Fuel

Dear Board Members:

Mirabito Energy Products proposes the following for the item 10. Diesel Fuel bid:

PRODUCT	POSTING	FIRM DIFFERENTIAL	FLUCTUATING BID PRICE AS OF 9/30/2020	FIRM BID PRICE (Pay per delivery)
Ultra Low Sulfur Diesel Fuel (ULSD 15ppm)	Global Rack Albany, NY 9/30/2020 \$ 1.1540/gal.	+ .3103/gal.	\$ 1.4630/gal.	\$ 1.8137/gal.
Low Sulfur Kerosene (if needed for Winter Blend, ULSD/ULSK 15ppm)	Global Rack Albany, NY 9/30/2020 \$ 1.3690/gal.	+ .3103/gal.	\$ 1.6793/gal.	\$ 2.1137/gal.

Term of Contract: 11/11/2020 – 11/10/2021

Fluctuating price is based on the Rack prices the day of delivery plus the firm differential.

Firm Bid Price option must be accepted by written notification to Mirabito Energy Products by October 9, 2020 by 12:00 noon to Joe D'Esti via e-mail to e-mail address joe.desti@mirabito.com. You may also fax the notification to (607)352-2880.

Acceptance of the firm pricing option after the aforementioned date and time will be at the sole discretion of Mirabito Energy Products.

Thank you for giving the Mirabito Energy Products the opportunity to serve your energy needs. Feel free to contact us should you have any questions or need any additional information.

Sincerely,


Matthew J. Meehan
V.P. Home Comfort


Joe D'Esti
Pricing and Bid Administrator



THE METROCENTER
 49 COURT STREET, PO Box 5306
 BINGHAMTON, NEW YORK 13902
 PHONE 607.352.2800
 FAX: 607.352.2880

October 2, 2020

Andes Town Clerk
 115 Delaware Ave.
 P.O. Box 125
 Andes, NY 13731

Re: Item # 11 Winter Mix For Diesel Fuel Bid

Dear Board Members:

Mirabito Energy Products proposes the following for the item # 11 Winter Mix For Diesel Fuel bid:

PRODUCT	POSTING	FIRM DIFFERENTIAL	FLUCTUATING BID PRICE AS OF 9/30/2020	FIRM BID PRICE (Pay per delivery)
Winterized Diesel Fuel (with cold flow)	Huguenot Rack Albany, NY 9/30/2020 \$ 1.1836/gal.	+ .3103/gal.	\$ 1.4939/gal.	\$ 1.9137/gal.

Term of Contract: 11/11/2020 – 11/10/2021

Fluctuating price is based on the Rack price the day of delivery plus the firm differential.

Firm Bid Price option must be accepted by written notification to Mirabito Energy Products by October 9, 2020 by 12:00 noon to Joe D'Esti via e-mail to e-mail address joe.desti@mirabito.com. You may also fax the notification to (607)352.2880.

Acceptance of the firm pricing option after the aforementioned date and time will be at the sole discretion of Mirabito Energy Products.

Thank you for giving the Mirabito Energy Products the opportunity to serve your energy needs. Feel free to contact us should you have any questions or need any additional information.

Sincerely,

Matthew J. Meehan
 V.P. Home Comfort

Joe D'Esti
 Pricing and Bid Administrator

THIS AGREEMENT is made and dated as of January 1, 2020 by and between **M-ARK Project Inc.** (hereinafter “MARK”) and the **TOWN OF ANDES** (“Town”), a municipal corporation, organized and existing under the laws of the State of New York.

RECITALS

WHEREAS, MARK is a not-for-profit company specializing in, among other things, economic development in rural communities and providing grant writing and administration services for various municipalities and other entities within Delaware County, New York; and

WHEREAS, the Town is a municipality within the geographic area served by MARK; and

WHEREAS, the Town desires to hire MARK to research and write any grants that benefit the Town of Andes, as well as to promote economic development in the Town;

NOW IT IS AGREED between the parties as follows:

- 1) MARK will administer all grant projects within the Town and will be responsible for interim and final reports as well as reimbursement requests.
- 2) MARK will seek to facilitate the economic, recreational and cultural development of the Town, by pursuing projects and goals approved by the Town Board. Specifically, MARK will:
 - a. research and identify funding sources that address and support the development needs and desires set forth by the Town;
 - b. draft and submit grant applications to such sources for new projects approved by the Town. MARK shall be responsible for drafting whatever budget development, letters of support, written narrative, goals and objectives, board resolutions and budget summaries that are required by such applications.
 - c. Upon the awarding of any grant, MARK will assist in the implementation of the funded project(s). If the Town is the lead agency, MARK will be responsible for reimbursement

requests (when applicable) and all interim and final reports. Any administrative fee included in a grant award shall be payable to MARK as compensation for the additional work required by the grant, unless the Town and MARK agree otherwise on a case-by-case basis.

- 3) MARK will work with other regional, municipal and independent agencies on larger collaborative grant funding projects that could benefit the Town.
- 4) MARK will seek to ensure the Town is well represented in any regional tourism promotion and take full advantage of tourism services offered through Delaware County.
- 5) MARK will report on the status of its work under this contract at the monthly meetings of the Town Board or in writing when applicable.
- 6) For the services set forth above, The Town of Andes shall pay MARK the sum of five thousand dollars (\$5,000) for the period starting on the date of this contract and ending on December 31, 2020. The Town shall pay a sum of \$2,500 upon signing of this contract, \$2,500 due November 30, 2020. The contract will expire on December 31, 2020.
- 7) Miscellaneous.
 - (a) This agreement contains the entire understanding of the parties. Any alleged verbal representations or modifications concerning this agreement shall be of no force or effect unless contained in a subsequent written modification signed by all parties.
 - (b) If any term, provision, or condition of this agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the rest of the agreement shall remain in full force and effect and shall in no way be affected, impaired or invalidated.
 - (c) This contract shall be governed by the laws of the State of New York.

MARK Project

by _____

Peg Ellsworth, Executive Director

Town of Andes

by _____

Wayland Gladstone, Town

Supervisor

**Tentative Agreement
by and between
CSEA Local 1000 AFSCME,
AFL-CIO
Town of Andes Unit #6615
Delaware County Local 813
and
The Town of Andes**

Article IV-Union Status and Rights

- Section 4: Delete Agency Fee references, create 2nd paragraph as follows-
"Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:
 - Employee's name
 - address
 - job title
 - department and work location

Within 30 days of providing the notice described above, the District shall allow CSEA to meet with a new employee for a reasonable amount of time, not to exceed 45 minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or CSEA representative and the Employer's representatives shall not be present unless specifically requested by CSEA."

Article VII-Employee Benefits

- Create Section 7 "Vision and Dental": Add CSEA Equinox level dental and vision plans. Premium shall be covered by the Town at 100%

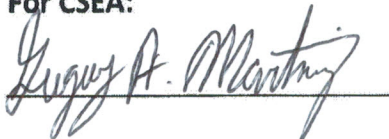
Article XII-Compensation

- Delete the first paragraph and table. Replace with: All new employees hired after 12/31/20 will be subject to the salary table in Appendix A.
- All current employees will be subject to wage increases of \$.50/hr in each year of the contract (1/1/21-12/31/24)

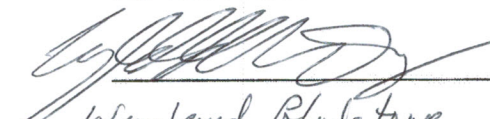
Create Appendix A

- Create a Salary Schedule with 5 steps (Base rate through Step 4. All current employees are at Step 4)
- Each next step will increase base salary by \$.48 per hour.

For CSEA:



For The Town:



Wayland Bludstone
Town Supervisor

7th March