

EXHIBIT 6

From: Matthew Andrus <mandrus@cliftonpark.org>
Sent: Monday, December 7, 2020 12:20 PM
To: Amy Standaert
Subject: draft response

Thoughts, questions, comments?

Tom,

In response to [REDACTED] has filled out your form in accordance with what you requested. Unfortunately, the unintended consequences of completing this form implied that I was applying for FMLA, which I am not. Still, I was approved for it.

Per a telephone conversation that I had with Ronnie Travers, the Town's HR contractor, on Friday, December 4, 2020 it was an error on her part to accept the completed form and process it for FMLA. It is the result of there not being a form for physician offices to complete to document the need for an accommodation under the Americans with Disabilities Act.

According to my conversation with Ronnie, I have submitted information, through my Oncologist and Primary Care Physician's office, which supports my need to work from home.

As to your question what job duties can be done at home and what cannot, I would posit the following, that most of my duties can be done at home using existing town-owned equipment. Specifically, that would include utilizing Raina Mufano's former laptop from the Senior Center. The laptop already has the ability and was previously configured for Raina to work remotely while logging into the network. Even though Donovan Ryan is ostensibly moving into her position at the Senior Center, he already has a desktop and thus no need for the laptop. Additionally, there are town-owned cell phones available, that we are already paying for service, that have been turned in by retired employees, that I could use to stay in contact with residents and Town Hall. Daily paperwork could also be emailed to me or scanned through an existing button on the copier located on the second floor of Town Hall. A process could also be set up where mail or other paperwork could be dropped off / picked up on a regular basis outside of normal operating hours. I would also be able to participate in meetings through tele-conference or video conferencing. Voicemails to my telephone extension would be forwarded to me via email.

At this time, I have identified the ensuing duties which I may not be able to complete from home but already have existing backups.

- Recording/Broadcasting of Town Board and other public meetings. (Both Mark Heggen and Meg Springli has the appropriate access and ability to accomplish this. Mark has already done this in the past and as a regular attendee of Town Board meetings it would not require additional time on his part)
- Room Set Up for Town Board and other public meetings (Can be accomplished by the Department of Building & Grounds)
- Information Technology Issues (IT issues can still be triaged from home. Over the past few years, the Town has installed software on computers allowing for remote access. Most IT issues at the Town are software related. Only rarely are they mechanical. In those cases, often fixes can be completed by

telephone assistance. In some instances, downloads to Town desktops might require an admin password. In the past, Meg Springli has had this ability and it could easily set up again. Meg has filled this role for numerous years, even prior to my tenure with the Town.)

- Town Supervisor Telephone Coverage (Accommodation would have to be made for when Jean Spiegel is out for lunch or otherwise out of the office. Past practice prior to my arrival called for Meg Springli or Melinda Ackerman to cover.)
- Town Supervisor Photography (individuals would need to travel to events with the Supervisor and be comfortable taking pictures with their personal phone or using Supervisor Barrett's personal phone)
- Setting Up Conference Calls and Video Conferencing Calls (Most Town staff have this skill set, developed during this pandemic)

As to your thoughts regarding what job duties can safely be done on-site if moved to another location, I believe that my doctors have made it clear that their recommendation is that I work from home.

Your question regarding a reasonable time length for my request and any possible milestones along the way I believe were answered in the two pieces of my medical documentation. My oncologist has called for six months beginning this past Wednesday, December 2, 2020 after which time it would be reviewed. My primary care physician has advocated that I work from home until such time as I am vaccinated. Therefore, I think it would be fair to say an initial six months or until successfully vaccinated.

I hope this answers your questions and concerns. I look forward to your response.

Thank you,
Matthew Andrus

From: mandrus@cliftonpark.org
Sent: Thursday, December 3, 2020 9:32 PM
To: AStandaert@cliftonpark.org
Subject: Fw: Work

See below. Of course the reason the health form was submitted with a FMLA request is because that is the form they gave me. I can't figure out if they simply don't know what it is they are doing or its part of some plot. Probably the first.

From: Phil Barrett <PBarrett@cliftonpark.org>
Sent: Thursday, December 3, 2020 8:29 PM
To: Matthew Andrus <mandrus@cliftonpark.org>
Subject: Work

I was told you submitted the health form Tom previously requested in conjunction with our discussion regarding work schedules. To date, you have not submitted a plan that identifies tasks you can complete while working from home and tasks that would need to be directed to another team member.

You have apparently submitted the health form with a FMLA request. Is FMLA the option you want to pursue? Is a work from home option a more attractive alternative? Tom and I have not received responses to requests for information from you, therefore I have no idea what your thought process is at this point. If you want to pursue a work at home option, submit the plan we discussed previously and we will then have the information necessary to make a determination. If you prefer the FMLA option that's fine. Ultimately its your decision.

Phil Barrett
Town Supervisor

From: mandrus@cliftonpark.org
Sent: Monday, November 9, 2020 9:08 PM
To: AStandaert@cliftonpark.org
Subject: Thoughts?

Supervisor Barrett,

Thank you for your response this past Thursday and your suggestion that I investigate the available programs that include Federal opportunities provided for everyone through the pandemic. As you might not be aware, to qualify for said Federal COVID-19 Relief programs which include the Families First Coronavirus Response Act or FFCRA, I would have to be unable to telework. If you are suggesting that I would not be allowed to or unable to work from home, then I would be able to pursue the possibility further. Until that determination is made, I am unable to apply for relief through FFCRA.

I also understand your concern for "the increased role of (my) fellow employees to ensure the mission is accomplished each day." That is why I have specifically requested the ability to work from home and to continue to contribute to the Town's mission on behalf of its residents to the greatest extent possible. If I were to utilize a program such as FFCRA or the Family Medical Leave Act, I would not be working at all, and the burden on my fellow employees would be even greater.

Regarding the time during the New York State Workforce Reduction Mandates I feel that I should point out that I was never declared essential. Yet now it would appear that after a few short months that status has changed. During the reduction mandates, many non-essential workers were willing to go home and not work to any extent at all and still be paid fulltime. Others continued to work from home, while not required, to the best of their abilities. I am only asking to be given the opportunity to keep working.

I do not wish to have to choose between my health and work, but I feel that I am being forced into an untenable position. I have had follow up conversations with my physicians and they remain concerned due to my underlying health conditions and the lack of safety protocols and policies put into place and/or currently enforced at Town Hall. They do not feel, and are willing to go on the record, that I should not be placed into a position where I should be required to negotiate my health prior to approval.

Therefore, for the third time, I respectfully ask for a yes or no answer on my request to be allowed to work from home due to the current COVID-19 Pandemic.

SUPREVISOR BARRETT MOST RECENT RESPONSE HIGHLIGHTED

If this concern you have just raised a couple days ago, after the pandemic has been a reality for most of the year is a grave worry at this point, I would recommend you take some time off until a solution is established.

The "available programs" include Federal opportunities provided for everyone through the pandemic. It is important for us to inform any employee of all possibilities when a health concern is raised. If you do not believe you require any more information in this regard that is your choice.

As far as the part time employee you identified is concerned, this is a person utilized on an as needed basis to review development plans. A far different situation than a FT employee.

During the NYS workforce reduction mandates, that were instituted suddenly, we made a tremendous number of adjustments. Included in the changes was the reality that on a given day many employees were not required to report to work. Did some of them work from home on days they did not report to work? Absolutely. We were also operating under an extended Town State of Emergency at the time. An emergency situation definitively alters the dynamic of the workplace. In fact, in addition to disrupted work schedules we even closed Town Hall to public access for weeks to provide additional protective measures.

I will also state it would seem to me you should be offering to discuss how a work at home situation could be successfully executed without the caveat of "should my request be approved." I expect you would view any solution in this regard to include a sense of the larger picture and the increased role of your fellow employees to ensure the mission is accomplished each day.

If you have a plan and ideas send them to me. If you send me the requisite form requesting time off, it will be approved within reason.

Phil Barrett
Clifton Park Town Supervisor

From: Matthew Andrus <mandrus@cliftonpark.org>
Sent: Thursday, November 5, 2020 9:06 AM
To: Amy Standaert
Subject: FW: Coronavirus (COVID-19) Request to Work from Home

We can discuss later

From: Phil Barrett <PBarrett@cliftonpark.org>
Sent: Thursday, November 5, 2020 9:05 AM
To: Matthew Andrus <mandrus@cliftonpark.org>
Subject: RE: Coronavirus (COVID-19) Request to Work from Home

If this concern you have just raised a couple days ago, after the pandemic has been a reality for most of the year is a grave worry at this point, I would recommend you take some time off until a solution is established.

The "available programs" include Federal opportunities provided for everyone through the pandemic. It is important for us to inform any employee of all possibilities when a health concern is raised. If you do not believe you require any more information in this regard that is your choice.

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If you have a plan and ideas send them to me. If you send me the requisite form requesting time off, it will be approved within reason.

Phil Barrett
Clifton Park Town Supervisor

From: Matthew Andrus <mandrus@cliftonpark.org>
Sent: Wednesday, November 4, 2020 10:12 PM
To: Phil Barrett <PBarrett@cliftonpark.org>
Subject: Re: Coronavirus (COVID-19) Request to Work from Home

Supervisor Barrett,

Thank you for your response. Regarding your question about "available programs" I must ask what programs it is that you are referring to in relation to my potentially working from home. If it is the tools and technology available to accomplish my work, I have identified said items which are already owned by the Town and readily available.

As to my job responsibilities, I have attached the civil service job description provided to me via the Saratoga County Department of Human Resources. The overwhelming work activities can be conducted remotely.

Concerning your statement that only quarantine situations and instances during the "workforce reduction mandates . . . have involved people doing some work at home", I have to respectfully disagree. I am not aware of the Town having a policy either written or verbal that said staff could only be sent home during a "workforce reduction mandate". What does exist is precedent for a supervisor directing an employee home during the COVID-19 emergency due to their underlying health concern. As you pointed out to me in our conversation today, that practice continues with a part-time employee. Which leads me to question if part time employees are afforded benefits not otherwise available to full time employees of the Town. Finally, employees at Town Hall continue to self-direct themselves to work at home at their own choosing seemingly without any prior approval. In my case I am seeking formal approval.

I agree with your assertion that finding a suitable resolution is important. As I wrote in my initial request, "I have some thoughts . . . and would be willing to discuss those options should my request be approved."

Thank you for your time and attention and I once again respectfully request to be allowed to work from home due to the current COVID-19 Pandemic and underlying health conditions.

From: Phil Barrett <PBarrett@cliftonpark.org>
Sent: Wednesday, November 4, 2020 3:33 PM
To: Matthew Andrus <mandrus@cliftonpark.org>
Subject: RE: Coronavirus (COVID-19) Request to Work from Home

Matt,

Have you researched all available programs? Would an office utilized by you solely provide a suitable workplace alternative? It would be helpful to have you list your job responsibilities and frequent daily work activities. You can then identify what can be accomplished working from home and what you can't do from home. Working through a process to a suitable resolution is important. Only quarantine situations and instances during the workforce reduction mandates, prior to our Town Hall reopening to the public the first couple days of June, have involved people doing some work at home.

Phil Barrett
Clifton Park Town Supervisor

From: Matthew Andrus <mandrus@cliftonpark.org>
Sent: Tuesday, November 3, 2020 7:04 PM
To: Phil Barrett <PBarrett@cliftonpark.org>
Subject: Coronavirus (COVID-19) Request to Work from Home

Dear Supervisor Barrett,

This letter is to formally request to work from home due to the Coronavirus (COVID-19) Pandemic.

At my recent annual physical on Monday, November 2nd, my primary care provider expressed his serious concerns about my potential exposure to COVID-19 due to my underlying health conditions. I have attached a scanned copy of his letter which was sent to Laurie Luse, the Town's Payroll and Employee Benefits Coordinator.

As a member of the most vulnerable group of people susceptible to COVID-19 as recognized by the Centers for Disease Control and Federal and State guidance, I am strongly advised and directed by the government and my medical providers to work from home where possible.

Throughout this pandemic, several town department heads as well as numerous other employees, including those with underlying health conditions, have been provided the opportunity to work from home, as necessary. In some cases, town employees were even directed to work from home due to their underlying health concerns.

It is my understanding that in those instances there was no negative effects or drawbacks, and they were able to successfully continue to fulfill many of their job responsibilities. I have some thoughts on how I would be able to accomplish the same and would be willing to discuss those options should my request be approved.

For all the reasons stated, I respectfully request to be allowed to work from home due to the current COVID-19 Pandemic.

Thank you for taking the time to consider my request. I would appreciate an answer as soon as possible. Please let me know if you have any questions or concerns.

Sincerely,
Matthew Andrus

From: mandrus@cliftonpark.org
Sent: Wednesday, November 4, 2020 9:26 PM
To: AStandaert@cliftonpark.org
Subject: draft response, please review

DRAFT DRAFT DRAFT

Supervisor,

Thank you for your response. Regarding your question about "available programs" I must ask what programs it is that you are referring to in relation to my potentially working from home. If it is the tools and technology available to accomplish my work, I have already identified said items which are already owned by the Town and readily available.

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I agree with your assertion that finding a suitable resolution is important. As I wrote in my initial request, "I have some thoughts . . . and would be willing to discuss those options should my request be approved."

Thank you for your time and attention and I once again respectfully request to be allowed to work from home due to the current COVID-19 Pandemic and underlying health conditions.

From: Matthew Andrus <mandrus@cliftonpark.org>
Sent: Wednesday, November 4, 2020 4:24 PM
To: Amy Standaert
Subject: FW: Coronavirus (COVID-19) Request to Work from Home

See below. Keeping you in the loop. I'm thinking they are concerned with appearances should they deny my request.

- matt

From: Phil Barrett <PBarrett@cliftonpark.org>
Sent: Wednesday, November 4, 2020 3:34 PM
To: Matthew Andrus <mandrus@cliftonpark.org>
Subject: RE: Coronavirus (COVID-19) Request to Work from Home

Matt,

Have you researched all available programs? Would an office utilized by you solely provide a suitable workplace alternative? It would be helpful to have you list your job responsibilities and frequent daily work activities. You can then identify what can be accomplished working from home and what you can't do from home. Working through a process to a suitable resolution is important. Only quarantine situations and instances during the workforce reduction mandates, prior to our Town Hall reopening to the public the first couple days of June, have involved people doing some work at home.

Phil Barrett
Clifton Park Town Supervisor

From: Matthew Andrus <mandrus@cliftonpark.org>
Sent: Tuesday, November 3, 2020 7:04 PM
To: Phil Barrett <PBarrett@cliftonpark.org>
Subject: Coronavirus (COVID-19) Request to Work from Home

Dear Supervisor Barrett,

This letter is to formally request to work from home due to the Coronavirus (COVID-19) Pandemic.

At my recent annual physical on Monday, November 2nd, my primary care provider expressed his serious concerns about my potential exposure to COVID-19 due to my underlying health conditions. I have attached a scanned copy of his letter which was sent to Laurie Luse, the Town's Payroll and Employee Benefits Coordinator.

As a member of the most vulnerable group of people susceptible to COVID-19 as recognized by the Centers for Disease Control and Federal and State guidance, I am strongly advised and directed by the government and my medical providers to work from home where possible.

Throughout this pandemic, several town department heads as well as numerous other employees, including those with underlying health conditions, have been provided the opportunity to work from

home, as necessary. In some cases, town employees were even directed to work from home due to their underlying health concerns.

It is my understanding that in those instances there was no negative effects or drawbacks, and they were able to successfully continue to fulfill many of their job responsibilities. I have some thoughts on how I would be able to accomplish the same and would be willing to discuss those options should my request be approved.

For all the reasons stated, I respectfully request to be allowed to work from home due to the current COVID-19 Pandemic.

Thank you for taking the time to consider my request. I would appreciate an answer as soon as possible. Please let me know if you have any questions or concerns.

Sincerely,
Matthew Andrus

Margaret M Kasky
D.B.A. Mater's
403 Solomon Avenue
Clifton Park, New York 12065

October 19, 2022

Daniel J Clemens
Director of Buildings & Grounds
Two Town Hall Plaza
Clifton Park, New York 12065

Dear Daniel,

Please accept this written notice that this year, effective October 31, 2022, will be the end of my business contract with the Town of Clifton Park to seasonally clean public park restrooms. This letter is a follow-up to the verbal notice that I previously gave you on or about September 29, 2022.

After retiring from the Buildings & Grounds office in January 2022, I decided that I would continue cleaning restrooms this year then retire after 17 years of seasonal cleaning.

Thank you for the opportunity.

Regards,

A handwritten signature in black ink that reads "Margaret M Kasky". The signature is written in a cursive style with a large, sweeping "M" and a checkmark-like flourish at the end.

Margaret M. Kasky
D.B.A. Mater's

Margaret M Kasky
D.B.A. Mater's
403 Solomon Avenue
Clifton Park, New York 12065

October 19, 2022

The Clifton Park Town Board
One Town Hall Plaza
Clifton Park, New York 12065

Dear Members of the Town Board,

Please see the attached letter I gave Daniel Clemens, Director of Buildings & Grounds. This letter is a follow-up to verbal notice that he was given on or about September 29, 2022, that I would discontinue my contract for the seasonal restroom job I had been doing for the past 17 years. As you all know, I retired after 22 years with the Town of Clifton Park earlier this year.

I am shocked, dismayed, and, to say the least, disappointed, to have recently learned that there have been some questions into the ethics of the business that I have proudly run for over 17 years. These questions have been brought to the New York State Comptroller's Office by a Town Board Member, and an investigation has been launched, including Regan Cardona and John DeSimone, neither of whom were involved in any part of the process when I was awarded the contract in 2005. While I had decided to end my contract long before I heard about this inquiry, and I don't owe anyone an explanation, the information below should answer some of these questions, and is purely for your information.

In 2005, I was awarded the contract after following the required sealed bid process, according to New York State Procurement Policy, which also states that it could be a multi-year contract. As you may know, sealed bids are opened in the Town Clerk's Office, by the Town Clerk themselves. The sealed bid that I gave was for \$9990.00, per year, to clean public park restrooms from April 1st – October 31st, a price that I never increased over the life of my contract, even when it was time to go to bid again. That breaks down to is 214 days, and at 7 days a week, that's \$45.00 per day. It isn't much, but with children in college, it was an extra help for many years. You may not know that there are 15 bathrooms that I cleaned each and every day for the last 17 years. During that time, I had many compliments from residents, about the cleanliness and condition of the Town's park restrooms, without them knowing that I was the person responsible for their cleaning.

Over these last 17 years, I awoke most mornings anywhere between 3-4:00AM to have the restrooms cleaned and opened before they needed to be, which per the contract was 8:00AM, so I could get to my full-time job with the Town on time. Never in all of my years did I finish the cleaning late, even on holidays and weekends, when I was off.

If you, as a Town Board Member, ever had a concern about the quality of my work, my schedule, or my integrity and ethics, you could have asked. I would have

happily sent you text messages when I began and also when I completed my daily cleaning, some days 3-4 hours later. I would also have sent you before pictures of the condition of the, at times disgusting, bathrooms when I began cleaning them for the morning, especially on busy tournament weekends, and an after picture when I was done. After all of my years of dedication and service to this community, in many facets, any of you should have known that you could speak to me about any issue that you had.

Regards,

Margaret M. Kasky
D.B.A. Mater's

Help

Subject: link per your request
Date: 2022-06-16 15:09:12
From: Matthew Andrus
To/Cc: Amy Standaert

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<https://www.osc.state.ny.us/investigations>



Town of Clifton Park

Office of Town Attorneys

Thomas McCarthy
Town Attorney

One Town Hall Plaza • Clifton Park, New York 12065 • (518) 371-6651 • FAX: (518) 371-1136

November 2, 2022

Margaret Kasky
DBA Mater's
403 Solomon Avenue
Clifton Park, NY 12065

RE: Mater's Cleaning Contract

Dear Margy;

I received a copy of your October 19 letter to the Board, and I understand your confusion and can empathize with what must be your feelings of betrayal on this matter. You should know that we have investigated this matter and have found evidence indicating that Councilmember Standaert likely filed the complaint with the New York State Office of the Comptroller that resulted in the inquiry, probably back in mid-June. The evidence pointing in this direction was uncovered as a result of investigations into other matters involving Ms. Standaert. Unfortunately, I can confirm that we have uncovered clear evidence of serious wrongdoing and misconduct on Councilwoman Standaert's part, as well as significant levels of deceit, untruths and lies concerning Town employees and elected officials.

Substantively, I'm sure you recall that I analyzed the circumstances surrounding the Maters Contract back in 2008, and found no inconsistencies with either the Town's Procurement Policies, ethics laws, or the New York State Conflict of Interest laws found in General Municipal Law §801 et seq. Nothing has changed since that time, relative to the contract, or to the relevant statutes and standards. Therefore, I remain confident in the appropriateness of the Town's procurement process here, as well as your performance of the work under that contract over these many years.

I would be happy to review all of these matters with the Office of the State Comptroller, or anyone else who may ask. Obviously, Councilwoman Standaert never asked me about the analysis of the contract under the relevant statutes and standards. Based on the pattern of conduct that we have uncovered, it appears to me that this is because she did not want to know what the legal analysis actually was and is, but rather simply wanted to "get" Phil Barrett, as Town Supervisor.

Therefore, I am confident that this strange episode has little or nothing to do with you, your work, your schedule, or your integrity and ethics, which you referenced in your letter to the Board. In fact, you were not even the target of her smear campaign, but just "collateral damage" thereof. It is merely part and parcel of Councilwoman Standaert's political ambition and her

Neil Weiner
Deputy Town Attorney

Robert Wilcox
Deputy Town Attorney

demonstrated willingness to involve, use, or smear Town employees to achieve those political goals.

I hope this provides at least some closure to you and offers some information on where you do and don't fit into the episode. If you have any questions of me, or if you hear anything further on this matter, please feel free to call me at any time.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. McCarthy', with a long horizontal stroke extending to the right.

Thomas R. McCarthy
Town Attorney

ARPA Points of Discussion

- As originally discussed, none of the funds previously discussed to be allocated are sufficient to pay in its entirety for any of the proposed projects. Only the \$60k discussed for an engineering study for the replacement of the gas tanks at the highway department.
- Has funding for the remaining dollars necessary to complete the mentioned projects been included in the tentative 2021 budget?
- If so, for what projects and in what amounts?
- No potential bonding has been discussed or proposed?
- Wouldn't it be better to do one complete proposal encompassing ARPA funding, general fund, and bonding, if necessary, of specifically defined projects?
- Should ARPA funding be used now where possible to pay for entire projects so that they might be started as soon as possible instead of waiting for additional funding, thereby delaying the entire process?
- To that end, have departments taken the time to rank their proposals by importance or necessity?
- Perhaps this board needs to ask the relevant departments to provide us with their listings in writing so that we have something to work from. At this time I have only been able to gather information in an ad hoc manner which I have provided to all of you.


Subject: this evening
Date: 2021-10-12 16:20:20
Download
From: Matthew Andrus
To/Cc: Amy Standaert

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attached

 [ARPA Potential Projects for Funding Discussion.docx \(19KB\)](#)

Subject: tonight's meeting
Date: 2021-10-12 13:41:53
From: Matthew Andrus
To/Cc: Amy Standaert

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Please see attached points of information per your request for tonight's meeting.

- Matt

 ARPA Comments for October 12th.docx (21KB)

ARPA Opening Comments

- As you are aware, members of this Board, me included, were concerned that a proposal spending \$1 million of taxpayer monies was put forward without any significant details or supporting documentation and with no prior notice to the public
- To date, no specifics or rankings of priorities have been provided to the Town Board. Only generalities.
- We are not Congress. We will not spend millions of dollars on bills that we haven't read or in this case haven't even been provided.
- This body has asked for that information on two separate occasions. The September 20th Town Board meeting, three weeks ago, and a week ago at the October 4th Town Board meeting.
- It would appear that the members of this board will now have to move forward without any assistance from the town administration.
- At this time, I have some questions that I would like to ask of town staff and fellow board members that I hope will stimulate discussion and help to move this process along.

Subject: RE:
Date: 2021-09-28 13:50:48
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From: Matthew Andrus
To/Cc: Amy Standaert

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Hi Kathleen,

I did state that providing an opportunity for non-profits to apply for ARPA funds was a smart way to invest in the community's recovery. It's important the Town Board takes a thoughtful, transparent, and measured approach as to how these funds are awarded. It is our duty to ensure that these recovery funds are appropriately reinvested back into our community, to organizations for life changing and sustainable programs that directly suffered because of the pandemic.

Application guidelines for non-profits seeking funding should be clearly established and delineated before going out to the public. The Town Board should be presented proposals in writing prior to being asked to vote for something unseen. I take this responsibility very seriously as this is not our money to give away. It is the people's money, and the people deserve to know that their elected officials take a very measured approach to appropriating these recovery funds.

From: Amy Standaert <AStandaert@cliftonpark.org>
Sent: Tuesday, September 28, 2021 1:35 PM
To: Matthew Andrus <mandrus@cliftonpark.org>
Subject:


Subject: per your request
Date: 2021-10-04 12:27:13
Download
From: Matthew Andrus
To/Cc: Amy Standaert

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Please see attached.

 Monday Comments.docx (20KB)

MONDAY COMMENTS

UNDER COMMUNICATIONS AND ANNOUNCEMENTS

I would also like to thank and recognize the volunteers at yesterday's shred day. In particular, the members of the GREEN Committee, Joanne Coons and Gurinder Garcha. As you know, the GREEN Committee was a founding sponsor for shred day where in partnership with a great local business, 3N Document Destruction, residents can safely shred and recycle personal documents. Now the GREEN Committee is the impetus behind another initiative that would provide for numerous environmental, societal, and financial benefits for the Town. On the agenda later this evening is a resolution adopting a town tree ordinance which is the final step towards the Town achieving Tree City USA designation. Thanks once again to the hard work of the all-volunteer GREEN Committee we are close to achieving our goal. The members of the Board have had an opportunity to review the ordinance and when it comes forward, I would certainly appreciate board members support as would the members of the GREEN Committee who have come out in support tonight.

Mr. Supervisor, two weeks ago at the September 20th town board meeting, this body held its first preliminary discussion regarding funding received from the American Rescue Plan Act of 2021 or ARPA as it is commonly known. During that meeting you discussed in very general terms spending \$1 million dollars of the ARPA taxpayer monies. As you are aware, members of this Board, me included, were concerned that a proposal spending \$1 million of taxpayer monies was put forward without any significant details or supporting documentation and with no prior notice to the public. In fact, the proposal wasn't even given to the Board in writing. To date, even though it was requested two weeks ago, members of this Board have yet to see any details regarding the proposal.

I would like to request that at next week's October 12th town board meeting, an item be added to the agenda for the purposes of further ARPA Public Discussions. Prior to that meeting, if you would please provide to the board your proposal in writing it will allow an opportunity for everyone here to review and prepare to discuss. The information should also be made available to the public. If next week is not sufficient time for you to prepare the background information and details, I would then suggest the October 18th meeting at the latest. Thank you.

UNDER RESOLUTIONS FOR CONSIDERTATION

I want to thank the hard-working staff of the Planning Department who have been working diligently on the plan for several years now. I would also be remiss if I didn't thank the members of the Planning Committee and Stakeholders group who conducted an inclusive planning process to develop a master plan consistent with the community's vision. Environmental Design Partnership came before this board two weeks ago and presented a very thorough and detailed first phase for the development of this park to realize that vision. They

addressed all our questions and concerns. I'm excited to see this project moving forward and I will be voting yes.

This resolution is the result of numerous community volunteers, including

I want to recognize them for their hard work and look forward when we gather to celebrate the Town's designation as a Tree City USA.

UNDER OTHER BUSINESS

Move to enter Executive Session to discuss a personal matter under Article 7, Section 105 of the Public Officers Law of New York State

Subject: NYS Parks Alienation Handbook
Date: 2021-07-29 11:34:41
From: Matthew Andrus
To/Cc: Amy Standaert

Help

[View Message](#)

[View Source](#)

<https://parks.ny.gov/documents/publications/AlienationHandbook2017.pdf>

Subject: Executive Session
Date: 2021-06-07 09:51:52
Download
From: Matthew Andrus
To/Cc: Amy Standaert

Help

[View Message](#)

[View Source](#)

Page 36, Pages 41-43

<https://opengovernment.ny.gov/system/files/documents/2021/02/foil-and-oml-presentation.pdf>

Tom McCarthy

From: Amy Standaert <AStandaert@cliftonpark.org>
Sent: Tuesday, May 10, 2022 4:56 PM
To: Lynda Walowit; Amy, Flood; Anthony Morelli
Cc: Tom McCarthy
Subject: Employee Complaint
Attachments: quick sheets.pdf

I was advised by counsel to inform the rest of the Town Board about a verbal complaint I received on April 27, 2022, from Matt Andrus. I was also advised by counsel that this complaint was not to be sent to the subject of the complaint, Supervisor Phil Barrett.

On Wednesday, April 27, 2022, I received a phone call from Matt Andrus stating that he was just physically harassed by Phil Barrett. I took handwritten notes of the complaint which I have attached for your convenience.

In addition to the verbal complaint from Matt Andrus, I received a phone call the following day from John Scavo. He reported to me that he was in the building at the time of the above incident. He saw Matt in the hallway shortly after mine and Matt's phone conversation. John said that Matt was visibly upset and stated he felt unsafe. John stated that Matt described the incident to him. John took a quick phone call but then proceeded to stay with Matt and escorted him to his car. He wanted to make sure a Town Board member was aware.

According to our handbook, we, the Town Board are responsible for reviewing this matter.

Sincerely,

Amy Standaert
Clifton Park Councilwoman
Town of Clifton Park
One Town Hall Plaza
Clifton Park, NY 12065
Cell: 518-881-5419
Office: 518-371-6651

NO
NO
NO
NO
heard nothing
There was no voices
That, well, he's
Doors slamming
Saw the
frustration.
he said he was
upset. John tried
Just brown
frustrated.
of course he's
upset
Just saw out his window that
he got into the car.

Wednesday April 27, 2022

4:56 PM Call from Matt Andrus
at Town Hall

- Matt reported that while he was in the copy-room making copies for TB members, Phil came in the room.

- Matt grabbed his papers and left the room.

- Phil followed Matt out of the room to the entry way to Matt's office.

- Matt turned to address Phil & that is when Phil physically pushed (with hands & body) Matt into the office.

- Once in office Phil closed the door.

- Phil proceeded to hand Matt a disciplinary action. As he did so, Phil continued to move forward physically intimidating Matt as he tried to forcebelly hand Matt the papers.

- Matt was in fear of what was going to happen and made sure to position himself behind his desk.

- After Phil left him Matt called me immediately.

ROLL CALL VOTE

Ayes: Councilwoman Flood, Councilwoman Standaert, Councilman Morelli,
Councilwoman Walowit, Supervisor Barrett

Noes: None

DECLARED ADOPTED

November 1, 2021

Teresa Brabston, Town Clerk

raft
notes
written
down
over
weekend of
4/29-3/1
M/Spr...



Wed. 4/21 have a narrow view of
hall through my office door
About 4:40

I was sitting at my desk
working on computer

I noticed the Town Supervisor
walk past my door and
he turned down the hall.

He did an about-face
just past the Information
Specialist's door. TS was
holding a rolled up piece
of paper.

About 4:45 (est)

I exited my office to use the
rest room. I noticed the Town
Supervisor and Confidential Secretary
were in the copy room.

As I walked past the T.S.'s office,
I saw he was leaning back



Real Estate Services

in his chair with the telephone
up to his ear.

I used rest room and returned
to my office, ~~and so~~ closed the
door and sat at my desk.

at: Within a couple minutes, I
saw Matt leave his office
and walk in my general
direction then he turned quickly
to his left toward the copy room.
~~I assumed since I did~~ or stairs.

Shortly after Matt re-entered
the hallway and turned to his
right. He was followed by Phil.

Next, I saw Phil at Matt's ^{open} doorway.
He leaned in, pulled door closed
and I noticed he no longer held
the rolled up paper.
I looked at clock on my PC to



Real Estate Services

check if it was 5:00 yet and
noticed it was 4:55

I finished up the draft I
was working on and tidied
my files a bit. and left at
5:04

2022 Foil Requests

5/19/2022

| Request Date | Request From | Request To | Subject | STATUS |
|--------------|------------------|------------|-----------------------------------|---|
| 1/2022 | Wendy Liberatore | Sheriff | Incident reports - Barrett Andrus | Denied - unwarranted invasion of personal privacy |
| 0/2022 | Matthew Andrus | Sheriff | Case 22-002523 | Provided - Portions redacted |
| 0/2022 | Matthew Andrus | Sheriff | Audit Trail - 22-002523 | Call for Service - Portions redacted |

ANDRUS Foil Trail

Resolution No. 249 of 2021, a resolution reaffirming the Town of Clifton Park's commitment to transparency and openness in the conduct of public meetings.

Introduced by Councilwoman Standaert, who moved its adoption, seconded by Councilwoman Flood.

WHEREAS, under the New York State Open Meetings Law, often known as the "Sunshine Law", it states in the Legislative Declaration that "It is essential to the maintenance of a democratic society that the public business be performed in an open and public manner and that the citizens of this state be fully aware of and able to observe the performance of public officials and attend and listen to the deliberations and decisions that go into the making of public policy", and

WHEREAS, transparency and openness are important tenets of our democracy, and

WHEREAS, on October 19, 2021, Governor Hochul signed into law legislation amending the New York State Public Officer's Law, in relation to making certain documents available for open meetings, and

WHEREAS, the legislation was passed with overwhelming bipartisan support in both houses of the state legislature; and

WHEREAS, the new legislation requires that any proposed resolution, law, rule, regulation, policy, or any amendment thereto, that is scheduled to be the subject of discussion by a public body during an open meeting shall be made available, upon request therefor, to the extent practicable at least twenty-four hours prior to the meeting during which the records will be discussed, and

WHEREAS, it is important for transparency and openness that the town follow not only the letter of the open meetings law, but also the spirit with which it was written, and

WHEREAS, during the COVID-19 Pandemic, it was shown that the town has the technology available to disseminate information in an expedient, effective and practicable manner to the public, and

WHEREAS, members of the Town Board wish for the public to have ample opportunity to review proposed resolutions and ask questions of their elected officials and representatives; now, therefore, be it

RESOLVED, that the Town Board hereby directs the appropriate town department(s) to make available upon request and post to the town's website all relevant documents and resolutions at least twenty-four hours prior to the meeting during which the records will be discussed; and be it further

RESOLVED, that this directive will go into effect November 18, 2021.

Resolution No. _____ of 2021, a resolution reaffirming the Town of Clifton Park’s commitment to transparency and openness in the conduct of public meetings

Introduced by _____, who moved its adoption, seconded by _____.

WHEREAS, under the New York State Open Meetings Law, often know as the “Sunshine Law”, it states in the Legislative Declaration that “It is essential to the maintenance of a democratic society that the public business be performed in an open and public manner and that the citizens of this state be fully aware of and able to observe the performance of public officials and attend and listen to the deliberations and decisions that go into the making of public policy”, and

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WHEREAS, it is important for transparency and openness that the Town follow not only the letter of the Open Meetings Law, but also the spirit with which it was written; and

WHEREAS, during the COVID-19 Pandemic, it was shown that the Town has the technology available to disseminate information in an expedient, effective and practicable matter to the public; and

WHEREAS, members of the town board wish for the public to have ample opportunity to review proposed resolutions and ask questions of their elected officials and representatives; now, therefore be it

RESOLVED, that the Town Board hereby directs the appropriate town department(s) to make available upon request and post to the town’s website all relevant documents and resolutions at least twenty-four hours prior to the meeting during which the records will be discussed; and be it further

RESOLVED, that this directive will go into effect November 18, 2021.

STATE OF NEW YORK

1228--A

2021-2022 Regular Sessions

IN ASSEMBLY

January 7, 2021

Introduced by M. of A. PAULIN, GALLAGHER, SEAWRIGHT, JACKSON, GALEF --
read once and referred to the Committee on Governmental Operations --
committee discharged, bill amended, ordered reprinted as amended and
recommitted to said committee

AN ACT to amend the public officers law, in relation to making certain
documents available for open meetings

The People of the State of New York, represented in Senate and Assem-
bly, do enact as follows:

1 Section 1. Subdivision (e) of section 103 of the public officers law,
2 as added by chapter 603 of the laws of 2011, is amended to read as
3 follows:
4 (e) Agency records available to the public pursuant to article six of
5 this chapter, as well as any proposed resolution, law, rule, regulation,
6 policy or any amendment thereto, that is scheduled to be the subject of
7 discussion by a public body during an open meeting shall be made avail-
8 able, upon request therefor, to the extent practicable [~~as determined by~~
9 ~~the agency or the department,~~] at least twenty-four hours prior to [~~or~~
10 ~~at~~] the meeting during which the records will be discussed. Copies of
11 such records may be made available for a reasonable fee, determined in
12 the same manner as provided therefor in article six of this chapter. If
13 the agency in which a public body functions maintains a regularly and
14 routinely updated website and utilizes a high speed internet connection,
15 such records shall be posted on the website to the extent practicable
16 [~~as determined by the agency or the department,~~] at least twenty-four
17 hours prior to the meeting. An agency may, but shall not be required to,
18 expend additional moneys to implement the provisions of this subdivi-
19 sion.
20 § 2. This act shall take effect on the thirtieth day after it shall
21 have become a law.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets
[~~-~~] is old law to be omitted.

LBD02143-02-1

Subject: talking points
Date: 2022-04-04 12:03:13
From: Matthew Andrus
To/Cc: Amy Standaert

[View Message](#) [View Source](#)

- For purposes of transparency and accountability, town business should be done on town devices
- it's important that there is a uniform standard of technology and software across all town devices. Many individuals who have to rely on their own personal equipment use different programs and operating systems.
- Elected officials will now have the opportunity to share and work with town departments on new initiatives in real time
- Since the pandemic, numerous town committees and community organizations have made the move to virtual meetings in an effort to accommodate their members. Upgraded technology will streamline the ability of officials to interact with constituents on a regular basis.
- Elected officials hours are 24/7. This move will increase accessibility to the public.
- Prior to these initiatives from the Information Technology Committee, employees such as our codes officials had to rely on paper and flip phones to conduct their official business.
- Town employees will now have the ability to complete their work in real time and on-site. Speeding up review and approval processes for the benefit of businesses and residents alike.
- Resources such as paper, ink, and even physical storage space were wasted. Now information will be shared with "the click of a button"
- If the pandemic taught us anything, it was the need to improve and rebuild our information technology infrastructure at town hall.
- At the end of the day it is the responsibility of town hall to ensure that it's employees and elected officials have the tools necessary to do their jobs on behalf of the taxpayers of Clifton Park

ELECTRONIC RESOLUTION REQUEST

Please type in this form. Scan and attach all backup materials.

Must be submitted by email to mspringli@cliftonpark.org

CC: jspiegel@cliftonpark.org

SOURCE (DEPARTMENT): Town Board CONTACT: A. Standaert

REQUESTED MEETING DATE: 11/01/2021 (Subject to approval. Submissions received after 5:00 pm on the deadline date* may be delayed to the next meeting)

BRIEF DESCRIPTION

a resolution reaffirming the Town of Clifton Park’s commitment to transparency and openness in the conduct of public meetings

BUDGET #: n/a

BUDGET DESC: n/a

\$ AMOUNT: _____

*****Please contact Comptroller x233 to verify Budget Line and #. Resolution Requests without verified funding sources will not be placed on an agenda***

ADDITIONAL COMMENTS/DETAILS

Questions regarding the resolution may be directed to Councilwoman Standaert.
A draft resolution is attached. Please confirm with Councilwoman Standaert any edits, corrections, or changes to the draft.

**Typical Submission dates are the Tuesday prior to the meeting, however, may be subject to change due to holiday schedules.*

Town of Clifton Park



EMPLOYEE HANDBOOK

Adopted by Resolution of the Town Board on May 7, 2012

Revised March 18, 2018

Revised October 9, 2018

Revised January 9, 2020

Revised March 9, 2020



Prepared by:
Public Sector HR Consultants LLC
14 Knollwood Drive
Glenville, New York 12302
Telephone: 518.399.4512
www.publicsectorhr.org

510 Telephone / Cell Phone / Other Electronic Communication Device Usage

Guidelines – Telephone, cell phone and other electronic communication device usage must adhere to the following guidelines:

- An employee must answer promptly and speak in a clear, friendly and courteous tone.
- An employee must give the name of the department or office and one's own name. If the call is not for the employee who answers, the employee must transfer the caller to the correct party or take a message recording all pertinent information.
- If the call must be placed on hold, the employee who answered the call must return to the line frequently to confirm that the call is being transferred.
- During office hours, each employee is responsible for there being at least one employee in the department or office to answer telephones. If the department or office has a limited staff, arrangements must be made with another department or office for telephone coverage or an answering device must be in operation.
- An employee may make personal telephone calls; however, such calls should be limited in duration and frequency and must not interfere with the performance of the employee's job duties.
- An employee may not make or receive personal calls on a Town provided telephone, cell phone or other communication device that will result in additional charges to the Town, except in an emergency and/or with prior approval from the Department Head. The employee must reimburse the Town for the cost of the call.
- Use of a Town issued cell phone for personal text messaging during work hours is prohibited.
- The use of a cell phone or other communication device while driving on Town business must be in compliance with all applicable laws.

Employees are permitted to carry personal cell phones or other communication devices during working hours but must adhere to the guidelines shown below. These guidelines also apply to Town-owned cell phones or other communication devices that are issued for the specific use of an employee's job duties.

- Use of a cell phone for personal calls, text messaging or e-mails during work hours is permissible for emergencies or on a limited basis for family matters.
- No non-business related movies or videos will be allowed during working hours.
- Personal communication and/or electronic devices that are broken, damaged or lost during working hours will not be replaced or paid for by the Town.

Tom McCarthy

From: Meg Springli
Sent: Tuesday, November 15, 2022 3:02 PM
To: Tom McCarthy
Subject: Resolution 249 of 2021
Attachments: Res249.2021 Public Meeting Transparency Openness.docx; New York-2021-A01228-Amended.pdf

Tom,

This is the resolution passed last fall. And the amended Section 103 Public Officer's Law that the council members quoted in the resolution. I know you are considering some adjustments to the Resolution Request submittal timeline.

By the way, did I hear Lynda say this morning that the only reason this was passed last fall was just to "piss you off"?

Meg Springli

Administrative Assistant
Town of Clifton Park
518-371-6651 x210

To submit Resolution or Presentation Requests please go to:
https://cliftonpark.org/index.php?option=com_rsform&view=rsform&formId=73

Resolutions and all backup information are typically due by close of business the Tuesday before a meeting, unless otherwise noted.

Subject: questions for tonight's public hearing
Date: 2022-04-11 11:42:07
From: Matthew Andrus
To/Cc: Amy Standaert

[Download](#)

[View Message](#)

[View Source](#)

Please see attached.

 [Public Hearing Questions.docx \(21KB\)](#)

Current Town Code 171-4-G-15

Political signs, not exceeding four square feet in the residential districts nor 16 square feet in the business districts, provided that:

(a) No signs shall be placed prior to September 1 and must be removed within five days after the general election; provided, however, that with respect to special elections and/or referendums, such signs may not be placed more than 30 days prior to the date thereof and must be removed within five days thereafter.

(b) The names and addresses of the sponsor and the person responsible for removal are identified in writing in advance to the Building Department.

QUESTIONS FOR PUBLIC HEARING

- Does the current town code place restrictions on when residents may place signs on their private property? Is it differentiated by the type of information conveyed on the sign?
- Will this proposed amendment to the town code continue to place restrictions on when and what taxpayers may place on their private property?
- Since the current town code requires the names and address of the sponsor and the person responsible for removal to submit in writing to the Building and Development Department, does the Department follow up or inspect for compliance?
- When was the last time Building and Development Department found cause to cite a private resident for a violation of the current town code related to "political" signs?
- Has the current code and proposed amendment been reviewed in relation to Reed et al. v. Town of Gilbert, Arizona, et al. (No. 13-502, June 18, 2015) where the United States Supreme Court ruled 9-0, that regulations that categorize signs based on the type of information they convey (e.g. temporary, political and ideological) and then apply different standards to each category, as is proposed with this change to the town code, are content-based regulations of speech and are not allowed in the First Amendment to the United States Constitution.
- I am concerned that the proposal before this Board has serious First Amendment implications. Based on what I have heard tonight I also believe that we should take time to review our existing sign regulations for similar conflicts. I will always support the right to free speech and personal property rights and for this reason I will be voting no on the current proposed amendment were it to appear before the board.

4/8/2022 2Pm

In Attendance:

Dahn S. Bull Highway Superintendent

Amy Standaert Town Councilman

Ellen Martin Taking Notes

The conversation started with Amy mentioning the memo or what is likened to a legal brief that Tom McCarthy sent out to the entire Town Board Members. He copied Comptroller Mark Heggen and Town Clerk Teresa Brobston on this memo as well. The memo is likened to a legal brief and states that Dahn Bull is creating a hostile work environment for Meg Springli, Mark Heggen and Tom McCarthy himself. Amy feels that Tom is trying to create a record as a smear tactic. Ronnie asked if Mark and Meg were mentioned specifically in the memo and the answer is yes. Amy and Dahn met with Meg on March 3rd, to discuss the fact that Meg felt Dahn had been hostile. When Meg explained what happened and that he raised his voice to her and how she felt, Dahn said that he did not realize he had raised his voice and immediately apologized. He then sent an email thanking Meg for meeting with him and Amy. Dahn also mentioned that he has had meetings and conversations with Mark Heggen and Mark does not appear to feel threatened or anxious to meet with Dahn. Dahn asked if he should reach out to Mark to see if Mark does have an issue with him. Ronnie recommended that he should do this.

Amy had asked Ronnie about what the Town Board might look at doing. Ronnie suggested that at the next Town Board Meeting that they go into executive session so that all members can express their thoughts. Amy also mentioned that after a previous Town Board Meeting Tom went to a department head and another Town employee at separate times and was mocking Amy for the Yellow jacket she was wearing. He told the employee she should watch the town board meeting. The department head and the other employee were very uncomfortable with this discussion and went to Amy regarding it. Employees at the town hall are afraid of Tom. Amy must work very closely with Tom on many projects as a Town Board member and is now very intimidated to work with him. Ronnie told Amy that Tom's action towards her must also be brought up in the executive session and that corrective action should be taken. Ronnie feels that this is an exaggerated issue and that Dahn should not lose sleep over it.

Amy also mentioned that there is a hostile work environment at the town hall, and it is centered around Phil Barrett and Tom McCarthy. Employees are terrified for their lively hood. Their jobs depend on Phil.

Call ended at 2:20pm

Respectfully submitted

Ellen Martin

Circumstances to Investigate:

- 1) Tom McCarthy – Town Attorney and Dahn Bull – Highway Superintendent
 - a) Allegations were made by Tom McCarthy that Dahn Bull has been creating a “hostile work environment.”
 - b) Serious allegations were made both publicly & privately.
 - c) Town Attorney wrote 2 memos making these allegations. First memo dated April 4, 2022. Second memo dated April 18, 2022. The 2nd memo was Tom’s response to his actions during the April 11th Executive Session.

- 2) Matt Andrus – Information Specialist
 - a) Employee filed 2 Federal EEOC complaints that are currently being investigated by the EEOC.
 - b) Violation of American with Disabilities Act – January 2021.
 - c) Retaliation – April 2022.
 - d) The people responsible for investigating those complaints in the Town are the individuals who are named in the complaints.
 - e) Need BSK to investigate whether there are conflicts of interest.
 - f) The Town Board has not been informed or updated on either of these complaints.
 - g) April 27, 2022 – Councilwoman Standaert received a complaint from this employee that he was physically harassed by a Town Board member. This complaint was filed with the Saratoga County Sheriff’s Department on April 29, 2022.
 - i) Councilwoman Standaert formally filed the employee’s complaint to the entire Town Board and Town Attorney on May 10, 2022, by email. There has been no follow-up or updates or communication about this incident.
 - ii) Councilwoman Standaert received a phone call from John Scavo on April 28, 2022, to report that Mr. Andrus had told John about the incident as well as John was the only other employee in the building at the time. Mr. Scavo reported to Standaert that he escorted Mr. Andrus to his car.
 - h) May 3, 2022, Mr. Andrus was suspended for 3 days unpaid.

- 3) Employee Complaints
 - a) There is concern from employees that the current complaint process is not being followed or administered fairly.
 - i) There were 2 recent complaints filed through Councilwoman Standaert by 2 separate employees: Sharon Simmons and Lori Hughes. Both employees have stated that their complaints were not fairly resolved.
 - ii) Town Board members have received numerous verbal complaints from many employees. Not sure how to handle these. These complaints have been ongoing for years leaving everyone frustrated and fear retaliation.

Outcome

- b) Review of current policies and procedures in our employee handbook to evaluate and make recommendations for improving our process.
- c) Currently Town employees have no one they can go to with Human Resource related questions.
- d) Inconsistent administering of employee rules & procedures across Town Departments.
- e) We would like BSK to set up a way for employees to speak to an independent source without fear of retaliation. Must be confidential.

From: Moore, Kathleen <Kathleen.Moore@timesunion.com>
Sent: Friday, January 7, 2022 8:57 AM
To: Amy Standaert; Bump, Bethany
Subject: RE: Phil Barrett COVID Positive

Hi Amy,

I asked him a lot of questions about this because I was worried about isolation requirements too. While he got his test results Monday, he said he actually got tested last week when he felt sick, to make sure he was safe for the meetings this week, and that he was (on Thursday) beyond his five-day isolation period. He said he never approached any cars to hand out tests. Our photographer, who was there, confirmed that he was in a parking lot far from the giveaway line. With all these changes in the rules it's hard to know what's safe anymore, and I don't know what to think about the reduction from 10 days to 5, but that's the rule this week. Isn't that his truck he's standing next to in the picture? If you have photos showing him with another person...that's a horse of a different color.

Kathleen Moore

From: Amy Standaert <AStandaert@cliftonpark.org>
Sent: Friday, January 7, 2022 8:40 AM
To: Bump, Bethany <bbump@timesunion.com>; Moore, Kathleen <Kathleen.Moore@timesunion.com>
Cc: Lynda Walowit <LWalowit@cliftonpark.org>; Amy, Flood <aflood@cliftonpark.org>; Anthony Morelli <AMorelli@cliftonpark.org>; Dahn Bull <DBull@cliftonpark.org>; Teresa Brobston <tbrobston@cliftonpark.org>; dkuhles@saratogacountyny.gov; Steve Bulger <SBulger@saratogacountyny.gov>; Tom McCarthy <TMcCarthy@cliftonpark.org>; Lou, Pasquarell <lpasquarell@cliftonpark.org>; Susan Leonard <sleonard@cliftonpark.org>; tedisco@nysenate.gov; walshm@nyassembly.gov; Jean, Spiegel <JSpiegel@cliftonpark.org>; John DeSimone <JDeSimone@cliftonpark.org>; CZeilman@saratogacountyny.gov; Ronni Travers <rtravers@publicsectorhr.org>; Phil Barrett <PBarrett@cliftonpark.org>
Subject: [EXTERNAL] Phil Barrett COVID Positive

Good morning Bethany and Kathleen,

I just read your article about the COVID-19 home testing kit giveaways and was shocked to read that you indicated that Phil Barrett tested positive last week.

That is incorrect.

Phil Barrett publicly announced by telephone on January 3 that he had tested positive for COVID that morning. That declaration can be found at the 34 minute mark of our recorded January 3, 2022 Town Board meeting linked here: <https://youtu.be/HF4ayfH8Hrs>

Not only was Phil Barrett COVID positive for your interview, he was present at the giveaway and maskless. Picture attached.

Phil Barrett's reckless behavior put Town staff and residents at risk. Phil Barrett violated Saratoga County Public Health, New York State Department of Health and CDC isolation guidelines.

If any resident or employee had close contact with maskless Phil Barrett yesterday, they should be concerned and monitor themselves for symptoms in the next few days and get tested.

Sincerely,

Amy Standaert

Clifton Park Councilwoman

Town of Clifton Park

One Town Hall Plaza

Clifton Park, NY 12065

Cell: 518-881-5419

Office: 518-371-6651

From: AStandaert@cliftonpark.org
Sent: Tuesday, May 10, 2022 4:56 PM
To: LWalowit@cliftonpark.org; aflood@cliftonpark.org; AMorelli@cliftonpark.org
Cc: TMcCarthy@cliftonpark.org
Subject: Employee Complaint
Attachments: quick sheets.pdf

I was advised by counsel to inform the rest of the Town Board about a verbal complaint I received on April 27, 2022, from Matt Andrus. I was also advised by counsel that this complaint was not to be sent to the subject of the complaint, Supervisor Phil Barrett.

On Wednesday, April 27, 2022, I received a phone call from Matt Andrus stating that he was just physically harassed by Phil Barrett. I took handwritten notes of the complaint which I have attached for your convenience.

In addition to the verbal complaint from Matt Andrus, I received a phone call the following day from John Scavo. He reported to me that he was in the building at the time of the above incident. He saw Matt in the hallway shortly after mine and Matt's phone conversation. John said that Matt was visibly upset and stated he felt unsafe. John stated that Matt described the incident to him. John took a quick phone call but then proceeded to stay with Matt and escorted him to his car. He wanted to make sure a Town Board member was aware.

According to our handbook, we, the Town Board are responsible for reviewing this matter.

Sincerely,

Amy Standaert
Clifton Park Councilwoman
Town of Clifton Park
One Town Hall Plaza
Clifton Park, NY 12065
Cell: 518-881-5419
Office: 518-371-6651

Wednesday April 27, 2022

4:56 PM Call from Matt Andrus
at Town Hall

- Matt reported that while he was in the copy-room making copies for TB members, Phil came in the room.

- Matt grabbed his papers and left the room.

- Phil followed Matt out of the room to the entry way to Matt's office.

- Matt turned to address Phil & that is when Phil physically pushed (with hands & body) Matt into the office.

- Once in office Phil closed the door.

- Phil proceeded to hand Matt a disciplinary action. As he did so, Phil continued to move forward physically intimidating Matt as he tried to forcefully hand Matt the papers.

- Matt was in fear of what was going to happen and made sure to position himself behind his desk.

- After Phil left him Matt called me immediately.

Subject: Phil Barrett COVID Positive
Date: 2022-01-07 08:40:47
Download
From: AStandaert@cliftonpark.org
To/Cc: + bbump@timesunion.com; Kathleen.Moore@timesunion.com; LWalowit@cliftonpark.org; aflood@cliftonpark.org; AMorelli@cliftonpark.org
Bcc: smyers@cliftonpark.org; mspringli@cliftonpark.org; jscavo@cliftonpark.org

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Not only was Phil Barrett COVID positive for your interview, he was present at the giveaway and maskless. Picture attached.

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If any resident or employee had close contact with maskless Phil Barrett yesterday, they should be concerned and monitor themselves for symptoms in the next few days and get tested.

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Subject: Phil Barrett COVID Positive
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Bcc: PLambooy@cliftonpark.org; SRusinovich@cliftonpark.org

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Bcc: cbrown2@nycourts.gov

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Bcc: - cfitzgerald@cliftonpark.org; cook@cliftonpark.org; jviggiani@cliftonpark.org; mandrus@cliftonpark.org; cshuhart@cliftonpark.org; lhughes@cliftonpark.org; jryan@cliftonpark.org; emartin@cliftonpark.org; kboni@cliftonpark.org; wsmead@cliftonpark.org; dryan@cliftonpark.org; astandaert@cliftonpark.org; cpagniello@cliftonpark.org; kmiller@cliftonpark.org; lluse@cliftonpark.org; sdrenchko@cliftonpark.org; mheggen@cliftonpark.org; dclemens@cliftonpark.org; klynch@cliftonpark.org; ssimmons@cliftonpark.org; mkramer@cliftonpark.org; rsavallo@cliftonpark.org; sreese@cliftonpark.org; rmunafa@cliftonpark.org; macker@cliftonpark.org

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Cell: 518-881-5419
Office: 518-371-6654

Subject: districts
Date: 2022-02-01 16:35:57
Download
From: Matthew Andrus
To/Cc: Amy Standaert

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https://newyork.redistrictingandyou.org/?districtType=cd&propA=current_2012&propB=congress_latfor_20220130#%26map=5.5/42.957/-75.332