

TOWN OF CLIFTON PARK AGENDA SESSION
 March 3, 2026

The Agenda Session meeting of the Town Board of the Town of Clifton Park was held in the Wood Memorial Room of the Town Office Building at 6:30 p.m., Supervisor Barrett presiding.

Present: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett, Town Clerk Fantini, Town Attorney Dailey.

Also Present: Comptroller Mark Heggen, Buildings, Parks & Recreation Director Daniel Clemens, Parks & Recreation Director Megan Babendreier

MINUTES APPROVAL

MOTION by Councilwoman Bellamy, seconded by Councilman Fantini, to approve the Agenda Session Minutes for February 3, 2026, as presented. All Ayes. MOTION CARRIED

RESOLUTIONS FOR CONSIDERATION

<u>SOURCE</u>	<u>RESOLUTION</u>	<u>TOWN BOARD MEETING DATE REQUESTED</u>
1. Parks & Recreation	Authorize the issuance of an alcohol permit to Tim Ward of Dig Deep, Inc. for a gathering at Veterans Park on October 31, 2026, from 11:00am-4:00pm	03/03/2026*
2. Parks & Recreation	Authorize hiring of seasonal employees for the Town’s Summer Camp Program and the three (3) Town pools	03/03/2026*
3. Parks & Recreation	Authorize hiring Allyson Paradis as Recreation Leader for the department	03/03/2026*
	Megan Babendreier- The committee interviewed approximately five other candidates for the position. Allyson was noted for her strong work experience and is currently employed at Wilton Wildlife Preserves. Her background is expected to enhance nature programming and environmental education in parks, and she also brings a strong computer and IT skill set.	

4. Parks & Recreation

Authorize hiring Stacie Agostino as Program Events Coordinator for the department

03/03/2026*

Supervisor Barrett- Stated that there are three resolutions related to Parks and Recreation. He noted that the fourth and fifth resolutions both pertain to the same Program Events Coordinator position in the Parks Department. Resolution No. 4 authorizes the hiring of Stacie Agostino for the position, and Resolution No. 5 authorizes the hiring of Robert McTarnaghan. He added that several Board members had participated in interviews for the position over the past couple of weeks and asked if anyone wished to comment on the process.

Megan Babendreier- Stated that she put the first resolution (resolution 4) forward. She explained that there was a strong pool of nearly 30 candidates for the position, which was narrowed down to the top nine for interviews. Following the interview process, Stacie Agostino emerged as the top candidate. She noted that Stacie is also an internal candidate currently serving as Program Coordinator at the Senior Center and is her top choice for the position.

Supervisor Barrett- Stated that Stacie Agostino has done a great job as a member of the team over the past several years and noted that he can personally speak to her abilities.

5. Parks & Recreation

Authorize hiring Robert as Program Events Coordinator for the department

03/03/2026*

Councilman Fantini- Stated that an email had been sent to the entire Board indicating support for both Robert McTarnaghan and Stacie Agostino.

Megan Babendreier- Stated that Stacie Agostino, the internal candidate, is her number one pick, as noted in her email. She also identified Robert McTarnaghan as her second top choice, making them her top two candidates for the position.

Councilman Manir- Clarified that Megan Babendreier's email indicated that she liked both candidates.

Megan Babendreier- Clarified that her preferences were listed in order, and that her other email also reflected the candidates ranked in that same order.

Councilman Manir- Asked for clarification on what “in order” means, noting that Megan Babendreier mentioned two top candidates. He sought to confirm his understanding as to which name she referenced were indeed her top choice.

Megan Babendreier- Stated that if there was any need for interpretation of her ranking, others could have reached out for clarification, noting that there had been no further communication after her email. Megan added that, given the contract with the union, Stacie Agostino should be awarded the position.

Councilwoman Reid- Stated that she has the email dated February 20th, which seemed clear and self-explanatory. She noted that Megan Babendreier listed her preferred candidates in multiple places and consistently placed Stacie Agostino first.

Councilman Fantini- Stated that in his submission for Resolution 19, he included Megan Babendreier’s email listing both candidates. He suggested that, if there is any confusion, the email could be added to the public record for clarification.

Councilman Manir- Expressed strong concern about ethical interference in the hiring process. He stated that he was approached by someone asking if he favored a candidate based on party affiliation, which he considered inappropriate and unethical. He emphasized that, as a career civil service employee with 26 years of experience in the State of New York, he evaluates candidates based solely on his own interviews. After interviewing both Stacie Agostino and Robert McTarnaghan, he personally communicated his opinion to Councilwoman Reid. He criticized the inclusion of two candidates’ names in the resolution as inappropriate and concluded by stating that he intends to vote for Robert McTarnaghan.

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| 6. Planning | <p>Authorize acceptance of the Town’s Tree Committee proposal to engage the Capital Region Partnership for Invasive Species Management for a no cash cost volunteer education program</p> <p>Councilman Manir- Explained that, based on discussions from the Tree Committee, there is a free volunteer program focused on addressing invasive vine species that are damaging trees. The program is run by the Capital Region Partnership and trains volunteers to assist in managing these issues. He suggested involving the Tree Committee in the program, highlighting that it is educational and provides guidance that benefits everyone.</p> | 03/17/2026 |
| 7. Buildings & Grounds | <p>Authorize the sharpening of mowing equipment used at the Barney Road Golf Course</p> | 03/03/2026* |
| 8. Buildings & Grounds | <p>Authorize welding and fabrication repairs on nine (9) roll-off containers</p> | 03/17/2026 |
| 9. Senior Van | <p>Authorize hiring of Keyra Howery as a part-time Dispatcher</p> <p>Jean Spiegel- Stated that the team was very pleased with their interviews of Keyra for the part-time dispatcher position (8–12 hours per week), which can be challenging to fill. Keyra has extensive experience working with seniors and individuals with disabilities, particularly those who are blind, and much of her full-time work experience will translate well to dispatching and scheduling rides. She is also a long-time resident familiar with the Capital Region, which aids in efficient scheduling. Keyra is skilled at working with disabled individuals over the phone and using technology, aligning with the daily responsibilities of the dispatcher role. Councilwoman Reid, Councilwoman Bellamy, and John Scavo all spoke with her and agreed that she would integrate well with the upcoming new ride scheduling system. The team is excited about her potential and believes she will be a strong addition.</p> | 03/03/2026* |

10. Town Board Authorize update to the Hiring Coordination and Procedure process for the Town Board 03/17/2026

Councilwoman Reid- Stated that she submitted the item and that the entire Board has had an opportunity to review it. She noted that it was discussed at the last Board meeting and involves updates to recently passed language, making it more consistent with current operations and aligning with guidelines set forth by the County.

Councilman Fantini- Asked if there is a track changes or markup version available, noting that the current document appears to be a complete rewrite compared to what was passed last week.

Councilwoman Reid- Responded that she can look for a markup version. She noted that she previously gave Councilman Manir a version highlighting the changes she made but is unsure if he still has it.

11. Town Board Authorize review of Town Health Care Benefit Eligibility 03/17/2026

Councilman Manir- Explained that the Town needs clarification and flexibility regarding post-employment healthcare benefits. He noted that the current employee handbook states that an employee *must* retire directly from the Town and receive retirement benefits from the New York State Employees Retirement System. He suggested removing the word “must” so that the policy reads that employees retire directly from Town service *in order to qualify* for post-employment healthcare benefits, allowing more flexibility for employees to claim their credit. He then asked Supervisor Barrett if he would like to add anything.

Supervisor Barrett- Explained that the Town code currently requires an employee to retire directly from the Town and receive a retirement benefit from the New York State Employees Retirement System to be eligible for post-retirement healthcare coverage. Eligibility also requires either being at least 55 with 20 years of continuous service or at least 50 with a minimum of 10 years of service. He noted that there is no provision for employees with 30 years

of service who do not meet the age requirement, meaning some long-serving employees may still be too young to qualify. He asked whether addressing this issue would require a public hearing or could be handled as a simple code amendment.

Attorney Dailey- Stated that he is unsure at this point, but noted that changing the code would likely require a public hearing. Attorney Dailey added that it would be helpful to review how other, larger towns have handled similar situations. He suggested contacting town attorneys in nearby municipalities to see if they have addressed the issue in the past, noting that such inquiries often yield useful guidance.

Councilman Manir- Stated that while the matter is not an emergency, it could be discussed at the next regular or agenda meeting.

*Denotes a resolution that is on both the Agenda Session Schedule and the Town Board Meeting agenda for tonight (assuming a positive vote in the Agenda Session), due to timing issues for the proposed resolution.

MOTION by Councilman Manir, seconded by Councilwoman Reid, to approve resolutions be heard at the requested Town Board meeting date. All Ayes: MOTION CARRIED

Councilwoman Bellamy- Stated that she and Councilwoman Reid discussed the receptionist position and noted that many places now have a Sheriff or patrol officer, such as in school districts. She asked whether it might be possible to consider filling the position as a security patrol role instead of a receptionist.

Supervisor Barrett- Explained that the school program involves a Sheriff's deputy in partnership with the County, which he helped initiate and has worked well. However, because the Town does not operate on the same school-year schedule, replicating that arrangement would require discussions with the Sheriff. He added that if an official security officer is needed, someone could be hired specifically for that role from within the department, noting that there are full-time staff available.

Councilwoman Bellamy- Noted that the receptionist role provides support to other units and departments, which a Sheriff or patrol officer would not be able to do.

Supervisor Barrett- Clarified that a Sheriff would not perform the receptionist duties. He explained that if a security officer were hired for the position, it could potentially come from current full-time or part-time staff within the department, such as court officers or existing security officers. He noted that there is currently no eligibility list for security positions. He

suggested first checking internally to see if anyone is interested, which would involve a transfer of duties. He then asked whether the proposed security officer would be armed or not.

Councilwoman Reid- Stated that having a security officer could help Town employees feel safer while also addressing the need for someone at the front desk. She noted that currently there is no receptionist, so this approach could serve both purposes.

MOTION by Councilwoman Reid, seconded by Councilman Manir, to adjourn the Agenda Session. All Ayes: MOTION CARRIED at 6:54 p.m.

Caitlin Fantini
Town Clerk