

TOWN OF CLIFTON PARK TOWN BOARD

March 3, 2026

The meeting of the Town Board of the Town of Clifton Park was held in the Town Office Building at 7:01 p.m. Supervisor Barrett presiding.

Pledge of Allegiance

Present: Supervisor Barrett
Councilwoman Bellamy
Councilman Fantini
Councilman Manir
Councilwoman Reid
Town Clerk Fantini

Also Present: Town Attorney Dailey
Mark Heggen, Comptroller
Daniel Clemens, Director of Parks, Buildings & Recreation
Norah Hofer, Communications and Technology Coordinator
Megan Babendreier Director of Parks & Recreation
Terri Cook Director of Animal Control
Michael O'Brien, Collection System Manager

MINUTES

Pending as there was not enough time in between meetings for the Board to review

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir,
Councilwoman Reid, Supervisor Barrett

Abstain: None

Noes: None

MOTION CARRIED

ANNOUNCEMENTS & COMMUNICATIONS

Councilwoman Reid- Announced that registration is officially open for the Easter Eggstravaganza event, generously sponsored by Starpoint Church. The event will be held at Clifton Common on Saturday, April 4th, and attendees must register in advance at Starpoint Church's website.

Councilman Manir- Thanked the Town employees and all department heads. He noted that last Friday, he and Councilwoman Reid met with department heads to identify any IT service deficiencies, software needs, and potential modifications to onboarding and offboarding processes. He described the meeting as very productive and stated that they will continue working on it and provide updates to the Board when available.

Supervisor Barrett- Mentioned that last year the Town held a forum on e-bikes and, with warmer temperatures approaching, he expects to see more e-bikes around Town. He proposed holding a public forum on e-bikes during the regularly scheduled Town Board meeting on March 17th. The forum would revisit topics raised by residents and prior research presented to the board, making it part of the regular meeting agenda.

PUBLIC PRIVILEGE 7:05 p.m.

Mikayla Hugg of Jonathan Drive on behalf of Team 20, the Rocketeers from Shenendehowa Robotics, thanked Supervisor Barrett for his many years of support and formally invited him and the Board members to the New York Tech Valley Regional Competition at the MVP Arena on April 17th and 18th. She noted that she will forward additional information to Jean Spiegel to distribute to the entire board.

Supervisor Barrett- Praised the event, noting it is always exciting to see teams from across the country and internationally compete, with Team 20 consistently performing well. He thanked longtime advisors and team members like Mikayla Hugg for their continued involvement, whether as referees or supporting the team directly. He expressed appreciation for their commitment to the event, Team 20, and the entire FIRST Robotics program.

Carol Hugg of Jonathan Drive asked for clarification regarding the agenda item authorizing the hiring of Stacie Agostino and Robert McTarnaghan. She questioned why the Board would not follow the department head's guidance on the hire, since that employee will be working directly with the department. She noted that some Board members claimed they were unaware that Stacie Agostino was the first choice, despite a memorandum in the agenda packet clearly indicating that Megan Babendreier intended to put forth a resolution to hire Stacie. She asked how it was possible that members did not know Stacie was the top choice.

Councilman Fantini- Noted that an email from Megan Babendreier dated February 20, 2026, at 10:09 a.m. *Good morning, program director. We sat down with several qualified applicants. My personal top two are Stacie from the senior center and Robert.* Councilman Fantini added that the previous employee in the position, Lori, also recommended Robert. Councilman Fantini explained that Robert was qualified and performed well in his interview, which informed the board's thought process.

Ms. Hugg pointed out that Megan's email clearly stated her top two candidates, with Stacie Agostino listed first. She asked why, if there was any uncertainty about the top candidate, the board did not follow up with Megan to confirm her first choice.

Councilman Manir- Stated that he personally followed up with Megan Babendreier. After the interviews, he spoke with her in her office—waiting about 15 minutes because she was busy—and shared his opinion on which candidate he felt was the best choice.

Ms. Hugg clarified that her question was whether any of the Board explicitly asked Megan Babendreier who her top pick was. Ms. Hugg asked why, when the resolution was put forth stating Stacie Agostino, the Board did not go back to Megan Babendreier to clarify or confirm her top choice if there was any question or concern.

Councilman Manir- Stated that he did have a final conversation with Megan Babendreier, during which he shared his judgment and opinion from the interviews. He noted that he also informed Councilwoman Reid about his decision. He explained that he messaged Megan to communicate his feelings and recommendations and that, during a 15-minute discussion with her, she confirmed she had no issue with his input. Manir emphasized that he believes in making independent, unbiased judgments and following proper protocols and procedures when providing recommendations.

Ms. Hugg asked whether, if procedures and protocol are being followed, Stacie Agostino is still a Town employee. Ms. Hugg further asked whether there is a policy or procedure in place that prioritizes hiring from within the organization.

Councilman Manir- Responded that the procedure requires selecting a qualified candidate and, when candidates are qualified, choosing the most qualified individual. He added that if there is any question about the interpretation, the Town Attorney could be consulted.

Ms. Hugg stated that she was simply asking whether the Town has a policy to promote from within when there is a qualified internal candidate. She noted that Megan Babendreier appeared to feel strongly that Stacie Agostino was the candidate she wanted to work with, as indicated in the agenda packet, which stated that a new employee resolution request had been submitted.

Councilman Manir- Responded that, with due respect, he cannot put words in Megan Babendreier's mouth. He stated that they had a conversation and that she thanked him for his recommendation. He added that if she later changed her mind, that would be beyond his control. Councilman Manir stated that he did not see a reason to return to Megan Babendreier after their conversation because, in his view, the discussion had already concluded. He said he had already provided his written statement and recommendation and intended to stand by it.

Ms. Hugg stated that each individual is only one member of the Board and that there appears to be a conflict in communication. She expressed that someone should have gone back to Megan Babendreier to ask for clarification on her preference.

Supervisor Barrett- Stated that the Union Agreement references the promotion of internal employees and noted that promoting from within has long been part of the Town's culture and standard practice.

Councilwoman Reid- Read from the union contract, Article 2, Section 4 regarding job postings. She stated that the Town must post notices of job openings on the designated Town Hall bulletin board for at least 10 working days before the position is filled and must notify the CSEA unit president in writing of all job vacancies and new positions, including the job title, minimum qualifications, and duties. She added that if the position is not filled from a competitive civil service list, the town must give priority consideration to qualified current employees within the bargaining unit based on their qualifications and civil service status. She concluded that the town is therefore obligated to both post the job publicly and give preference to qualified internal candidates.

Councilman Manir- Stated that he did not believe further discussion was necessary, calling it a waste of time. He said the Board has a democratic process and will vote on the matter. He added that he has already shared his opinion and will stand by it, while each Board member is free to vote according to their own judgment.

Dr. John Gulyas of Clifton Park Center Road, chair of the Ethics Committee, informed the Board that he received a complaint from the Town Clerk that will need to be addressed. He noted that his next committee meeting is scheduled for the 11th, but he currently has a resignation from a committee member and may not have enough members to proceed. He said he cannot move forward on matters submitted by the Town Clerk without knowing if the committee will be present on the 11th. Dr. Gulyas expressed that he feels somewhat "handcuffed" in handling the process and requested clearer direction from the board regarding how to proceed, emphasizing the need for guidance given the scrutiny on his committee. He added that he will consult with Attorney Kevin Dailey on procedural matters.

Councilman Manir- Expressed appreciation for the update from Dr. Gulyas. He explained that after the last Public Hearing, he needed additional time to review the issues raised. He agreed with Supervisor Barrett that the Ethics Committee should select its own chair. Councilman Manir noted that he requested the Town Attorney to contact nearby Towns to learn how they handle similar matters. While the review process may take time, he emphasized that the Board should not delay the committee from conducting its meeting and recommended that the Town Attorney provide clear guidance on what actions are legally required.

Attorney Dailey- Noted that if there are qualified candidates to fill vacancies, any appointments must comply with local laws regarding political distribution. He suggested that if the group can reach an agreement, they could proceed with making appointments accordingly.

Councilman Manir- Mentioned that he saw a Facebook post indicating someone is interested in applying for the Ethics Committee. He asked for clarification on the procedure, specifically whether interested individuals should notify any Board member or the Town, so the Board can then consider their application.

Supervisor Barrett- Stated that the Town Board should not be involved in the internal business of the Ethics Committee. He said he would not provide advice on their procedures, meetings, or operations, emphasizing that it is up to the Ethics Committee to manage its own affairs independently.

Kevin Goggins of Thoroughbred Way asked for clarification regarding the hiring of a new person from outside the organization verses inside. He inquired whether there are any issues with Stacie's current job performance and whether things are running smoothly at the Senior Center from a programming standpoint.

Supervisor Barrett- Responded that, without delving too far into personnel matters, the Stacie's abilities have been clearly demonstrated at the Clifton Park Senior Community Center. He noted that the center has experienced significant growth—reaching 1,600 members—and affirmed that she has been a very important part of that success.

Mr. Goggins emphasized that it's important to note on the record that Stacie is doing a great job and that it would be concerning if she were potentially overlooked, both from her perspective and the public's. He then asked about the Ethics Committee matter, noting that it was tabled, and questioned whether it will remain tabled or be reopened for public input. He expressed concern that the issue might be quietly pushed through as an agenda item without proper discussion, given the strong opinions already expressed.

Councilman Manir- Stated that by the next meeting, after he has had further discussions, the matter can be brought back as an agenda item. He noted that at that time the Board can decide whether to pursue it further or determine the appropriate next steps.

No one else wished to heard.

Public Privilege closed at 7:24 p.m.

RESOLUTIONS

Resolution No. 67 of 2026, a resolution to reschedule the Town Board meeting and agenda session from November 3 to November 4, 2026, due to Election Day.

Introduced by Councilman Manir, who moved its adoption, seconded by Councilman Fantini.

WHEREAS, the Town Board of Clifton Park is scheduled to hold its first November 2026 meeting and agenda session on Tuesday, November 3rd, and

WHEREAS, November 3, 2026, is Election Day, a federal midterm election date that may conflict with civic participation, polling site usage at Town facilities, and staff/resident availability, and

WHEREAS, rescheduling will avoid disruptions and promote accessibility; now, therefore, be it

RESOLVED, that the Tuesday, November 3, 2026 Town Board meeting and agenda session be rescheduled to Wednesday, November 4, 2026, at the same time and location.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Supervisor Barrett- Announced that when board meetings move to Tuesday nights, the meeting schedule will need to be adjusted on Election Day because the room is used for voting. He stated that the meeting will be moved by one day and asked members to mark their schedules accordingly.

Resolution No. 68 of 2026, a resolution correcting Resolution No. 2 of 2026, relating to the Climate Smart Community Task Force appointments.

Introduced by Councilman Manir, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, by Resolution No. 2 of 2026, two appointees of the Climate Smart Community Task Force were omitted from the appointing resolution heretofore adopted on January 6, 2026, and

WHEREAS, four appointees included in the Climate Smart Community Task Force appointments in Resolution No.2 of 2026 need to be removed; now, therefore, be it

RESOLVED, that Resolution No. 2 of 2026 is amended to edit the Climate Smart Community Task Force appointments as follows: add Nancy Tudor and Anne Orgren and remove Cathy Fruhauf, Gurinder Garcha, Haley Balcanoff and Thomas Piwinski.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Councilman Manir- Stated that edits are needed to the January 6th meeting minutes because two names were missed and four names need to be removed.

Resolution No. 69 of 2026, a resolution authorizing reappointment of members to the Clifton Park Zoning Board of Appeals and Clifton Park Planning Board.

Introduced by Councilman Manir, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, that as a result of a failure to timely file an Oath of Office as is required by the Public Officers Law, that Zoning Board of Appeals members Chris Lemire, who was appointed on January 3, 2023, John Klimes, who was appointed on January 6, 2025, Scott Styles, who was appointed on January 3, 2023 and Lisa McCoy, who was appointed on January 2, 2024, resulted by law in these positions being open and vacant, and

WHEREAS, the Town Board desires to fill these positions and to reappoint Chris Lemire, John Klimes, Scott Styles and Lisa McCoy to the Clifton Park Zoning Board of Appeals, and

WHEREAS, Planning Board members Emad Andarawis, who was appointed on January 6, 2025, and Heather Fariello, who was appointed on December 20, 2021, also did not timely file an Oath of Office as is required by the Public Officers Law, resulting in these positions being open and vacant, and

WHEREAS, the Town Board desires to fill these positions and to reappoint Emad Andarawis and Heather Fariello to the Clifton Park Planning Board; now; therefore, be it

RESOLVED, that Chris Lemire, John Klimes, Scott Styles and Lisa McCoy are reappointed to the Clifton Park Zoning Board of Appeals as of even date herewith, to serve the remainder of their respective terms, to wit: December 31, 2028, December 31, 2030, December 31, 2028 and December 31, 2029; and be it further

RESOLVED, that Emad Andarawis and Heather Fariello are reappointed to the Clifton Park Planning Board, as of even date herewith, to serve the remainder of their respective terms, to wit: December 31, 2032 and December 31, 2028.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Councilman Manir- Explained that the item concerns members of the Zoning Board and Planning Board whose terms have expired. Four Zoning Board members have requested reappointment to continue serving, and two Planning Board members whose terms have ended will also be reappointed to continue in their roles.

Attorney Dailey- Advised the Board to ensure that all appointees file their oaths of office within 30 days to avoid repeating the current situation. He noted that there are also other Boards, including the IDA, where oaths of office were not filed in a timely manner and will need to be addressed at future meetings. He explained that if the Planning Board or Zoning Board were to vote on significant or controversial matters while members were technically serving in vacant positions due to not filing their oaths, it could create legal issues for the Town. He emphasized the importance of properly completing appointments and filings, adding that the board's consensus appears to be that the current members are qualified and doing a good job and should be reappointed accordingly.

Resolution No. 70 of 2026, a resolution scheduling a public hearing to discuss proposed expenses to be paid from the Clifton Knolls/ Mill Creek Park District budget.

Introduced by Councilwoman Reid, who moved its adoption, seconded by Councilman Manir.

WHEREAS, the Town Board of the Town of Clifton Park, acting as Park Commissioners of the Clifton Knolls/Mill Creek Park District, desires to set a public hearing to gather information concerning the ongoing state of affairs concerning the operations of the Park District, and

WHEREAS, the Park Commissioners are desirous of hearing from the residents of the Park District concerning such matters as the maintenance of the Park facilities, the annual budget, personnel and workload, participation and most importantly, the future of the direction of the Park District, and

WHEREAS, the Park Commissioners desire a free exchange of information and opinions and wish to conduct the hearing as an open forum for the free exchange of information, ideas and conversation, and as a result, encourage Park District residents to attend; now, therefore, be it

RESOLVED, that a public hearing to consider proposed expenses to be paid from the Clifton Knolls/Mill Creek Park District budget, will be held on Wednesday, March 25, 2026, at 6:30pm in the Wood Memorial Room, One Town Hall, Plaza, Clifton Park, New York; and be it further

RESOLVED, that the Town Clerk is directed to publish appropriate notice of the same.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Councilwoman Reid- Explained that the Town Board acts as commissioners for the various Park Districts. She noted that several residents in the Clifton Knolls and Mill Creek Park District

have raised concerns about how their tax funds are being allocated, including spending on flowers, landscaping, maintenance of entrance signs, and playground equipment. She stated that residents hold differing opinions on these issues. Councilwoman Reid said the purpose of the Public Hearing is to allow residents to ask questions, receive clarification, share their input, and work toward a consensus on how to proceed. Because the district includes around 800 homes and a large turnout is possible, she recommended holding the hearing on a separate date rather than during a regular Town Board meeting. The hearing is scheduled for March 25 at 6:30 p.m. in the Wood Room.

Resolution No. 71 of 2026, a resolution to establish minimum call-in pay for Animal Control Officers in the Town of Clifton Park.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, the Clifton Park Animal Control Department provides essential 24-hour, 365-day service to Town residents, including enforcement of animal codes, emergency responses, patrols, quarantine checks, court appearances, and assistance to law enforcement and fire departments in situations involving animals, wildlife, and public safety; and

WHEREAS, the Department handles over 2,300 calls annually, covers Animal Control duties for neighboring towns of Halfmoon and Mechanicville during weekends, holidays, vacations, and sick days, and manages dangerous dog hearings, and other community support services with a staff of two full-time and two part-time officers; and

WHEREAS, Animal Control Officers are on call every night and on holidays, restricting personal activities to ensure rapid response to emergencies, yet are currently compensated only for actual hours worked when called out, with a nominal \$25 stipend for weekend overnight on-call duty; and

WHEREAS, this on-call requirement involves significant inconvenience and risk, including responses to hazardous situations such as dog attacks, rabid animals, car crashes, fires, drug-related incidents, and violent disputes, all in coordination with law enforcement; and

WHEREAS, the current union agreement allows for a minimum 3-hour call-in; now, therefore, be it

RESOLVED, that Animal Control Officers called in for after-hours emergencies not contiguous with their normal workday shall receive a minimum of three (3) hours of pay, regardless of actual time spent; and be it further

RESOLVED, that the on-call stipend on weekends and primary holidays shall remain in effect.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Councilman Fantini- Explained that Animal Control officers are on call 24/7 and may receive calls at any time, including late at night. When they respond, they must get ready, travel to the location, and perform their duties regardless of the length of the call. He noted that most Town employees receive a minimum of three hours of pay when called in to work and stated that it is appropriate and fair for Animal Control officers to receive the same compensation.

Supervisor Barrett- Added that the Town's Animal Control team continues to do an excellent job. He noted that the team has expanded in recent years due to an increase in call volume and

partnerships with other municipalities, particularly the Town of Halfmoon. He stated that the arrangement has been working well and expressed appreciation for the team members.

Resolution No. 72 of 2026, a resolution hiring a Part-time Dispatcher for the Town of Clifton Park Senior Van Department.

Introduced by Councilwoman Reid, who moved its adoption, seconded by Councilman Manir.

WHEREAS, an open position has occurred as a result of George Bradt's resignation in November 2025, and

WHEREAS, Keyra Howery, of Clifton Park has been recommended to fill the position; now, therefore, be it

RESOLVED, that Keyra Howery, of Clifton Park, be appointed to fill the position of Part-time Senior Van Dispatcher, at Grade 2, Step 1, to be paid \$21.29/hr. from A-6772-E4000 (General Fund-Community Support-Part-time laborers), effective immediately.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Councilwoman Reid- Stated that she had the opportunity to meet and interview Keyra along with Jean Spiegel, who manages the Senior Van Department, and Planning Director John Scavo. She said Keyra appeared to be an excellent fit for the position, describing her as dynamic and noting that she brings valuable professional experience that will translate well to the role. Councilwoman Reid added that Keyra is familiar with the necessary technology and demonstrated a clear understanding of the position by asking thoughtful questions during the interview. She also highlighted Keyra's experience working over the phone in high-pressure situations with individuals with disabilities. Reid noted that Keyra is a Clifton Park resident and knows the area well, which will help with scheduling rides and understanding travel times and traffic flow. She also mentioned that Keyra is personally familiar with the service because she has used it in the past with her mother. For these reasons, Reid said she believes Keyra is a strong fit for the role.

Councilwoman Bellamy- Noted that she did not interview Keyra in person but instead conducted the interview by phone. She added that this worked out well since the position involves frequent phone communication and stated that she would recommend Keyra for the position.

Resolution No. 73 of 2026, a resolution authorizing the purchase of a large air compressor for use by the Buildings and Grounds Department.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, Daniel Clemens, Director of Buildings, Parks & Recreation, has requested authorization for the purchase of a large air compressor that will be used by his department's shop, and

WHEREAS, Mr. Clemens has solicited quotes for the air compressor, and

WHEREAS, Air Compressor Engineering, Clifton Park, NY, solicited the lowest conforming quote for the compressor, at a cost not to exceed \$8,665, and

WHEREAS, Mr. Clemens has recommended the air compressor be purchased from Air Compressor Engineering; now, therefore, be it

RESOLVED, that the Town Board hereby authorizes the Director of Buildings, Parks & Recreation to purchase the Ingersoll-Rand model #UP6-5-150 air compressor from Air Compressor Engineering, Clifton Park, NY, at a cost not to exceed \$8,665, to be paid from A-7110-200 (General Fund – Buildings & Grounds – Equipment).

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Daniel Clemens- Explained that the current air compressor is undersized for their needs, especially with the addition of an automotive mechanic and ongoing equipment maintenance. The new compressor they are proposing has a much larger storage tank, is more powerful, and operates more quietly, making it better suited to supply the required air volume.

Resolution No. 74 of 2026, a resolution authorizing the purchase of fertilizer and other chemicals to be applied during the 2026 season at the Barney Road Golf Course.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, Daniel Clemens, Director of Buildings, Parks and Recreation, has requested authorization to purchase fertilizer and other chemicals to treat the Barney Road Golf Course for the 2026 season, and

WHEREAS, Mr. Clemens recommends the following product purchases after his department's review of available fertilizers from various vendors:

- Target Specialty Products (proprietary)- \$11,583
- Harrell's LLC (proprietary)- \$5,700
- First Turf (generic)- \$4,798
- Site One (generic)- \$2,037

Total: \$24,118

now, therefore be it

RESOLVED, that the Town Board hereby authorizes the Director of Buildings, Parks and Recreation to purchase fertilizers and other chemicals from the four vendors noted above to treat the Barney Road Golf Course for the 2026 season, at a total estimated cost not to exceed \$24,118, to be paid from A-7190-024 (General Fund - Barney Road Golf Course – Maintenance).

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Daniel Clemens- Explained that the annual standard maintenance for the golf course requires specialized care because bent grass is very temperamental compared to an average lawn. Over the past few years, Mike has dedicated significant time to learning and refining the process. He's

fully licensed by the DTC as an applicator, networks with multiple businesses, and has identified several reliable vendors. By streamlining purchases across four vendors, the team is saving thousands of dollars while ensuring they have the right products for the full season—barring unforeseen issues like an infestation.

Resolution No. 75 of 2026, a resolution authorizing the installation of new flooring in the Highway Garage.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, Daniel Clemens, Director of Buildings, Parks and Recreation, has requested authorization to replace the vinyl composition tile in the Highway Garage breakroom, bathrooms and hallway, and

WHEREAS, Mr. Clemens advises that Northeast Commercial Interiors, Clifton Park, NY, be authorized to supply and install the flooring, for an amount not to exceed \$13,860 under NYS Contract; now, therefore, be it

RESOLVED, that the replacement of vinyl composition tiles in the Highway Garage breakroom, bathrooms, and hallway is awarded to Northeast Commercial Interiors, Watervliet, NY, at a cost not to exceed \$13,860, under State Contract #PC70142, to be paid from A-5132-200 (General Fund - Highway Garage – Equipment).

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Daniel Clemens- Explained that the Highway Garage break room, hallway, and men's and women's locker rooms currently have worn-out vinyl floor tiles. The plan is to remove the old tiles and install new vinyl tiles, which should provide a durable surface that will last approximately 30 more years.

Resolution No. 76 of 2026, a resolution authorizing the hiring of 2026 seasonal help for the Buildings and Grounds Department.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, openings exist for seasonal help in the Buildings and Grounds Department, and

WHEREAS, Daniel Clemens, Director of Buildings, Parks and Recreation, has recommended that the individuals listed on the attached Schedule A be hired to fill the positions at pay rates as indicated on the Schedule; now therefore be it

RESOLVED, that the individuals listed on the attached Schedule A, be employed as seasonal workers for the Buildings and Grounds Department for the 2026 season, at the rates of pay shown and budgeted from the accounts indicated, effective immediately.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Daniel Clemens- Provided an update on staffing for the upcoming season. He noted that many returning employees are coming back, including retired individuals, college students, and some high school teachers. Additionally, a few new candidates interviewed well for full-time and seasonal positions, and he plans to add them to the roster. The staff list is nearly full if everyone shows up, but he mentioned there's still a need for about three to four more people—particularly young college students or retired individuals—to help with outdoor work over the summer.

Resolution No. 77 of 2026, a resolution authorizing the sharpening of mowing equipment used for the maintenance of the Barney Road Golf Course.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, the Director of Buildings, Parks & Recreation, Daniel Clemens, has identified a need for the sharpening of cutting reels and bed knives for mowers used at the Barney Road Golf Course, and

WHEREAS, Saratoga Golf and Polo Club, Saratoga, NY, has submitted a quote of \$4,999 for the sharpening of mowing reels and bedknives and replacement of bedknife screws on the golf course mowers used by the Buildings and Grounds Department, and

WHEREAS, Mr. Clemens has recommended that the quote from Saratoga Golf and Polo Club, in an amount not to exceed \$4,999, be accepted; now therefore be it

RESOLVED, that Town Board hereby authorizes the Director of Buildings, Parks and Recreation to accept the quote from Saratoga Golf and Polo Club, Saratoga, NY, for \$4,999 for the sharpening of cutting reels, bedknives and replacement of bedknife screws on mowers used at the Town's Barney Road Golf Course, to be paid from A-07190-00024, (General Fund-Barney Road Golf Course-General Maintenance).

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Daniel Clemens- Provided a detailed update on the maintenance of the bent grass mowers at the golf course. He explained that each mower has three to five different reels that cut greens, tees, collars, fairways, and more. Every year, all the reels are removed, sharpened off-site, and then reinstalled on the machines. This maintenance generally lasts the whole season unless a reel needs additional work. With all sets prepared, the team will be ready to start mowing as soon as the snow melts, getting the course ready for spring and ensuring operations run smoothly.

Resolution No. 78 of 2026, a resolution authorizing four (4) Sewer Department employees to attend driver training classes to obtain Class A Commercial Driver Licenses.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, Mike O'Brien, Collection Systems Manager, is recommending that current Sewer employees seek Class A Commercial Driver Licenses as they are necessary to operate the Department's vehicle, and

WHEREAS, in addition to Mr. O'Brien, there are three (3) current department employees, Brady Craver, Michael Grimmer, and Robert Van Buskirk, who are interested in seeking Class A Commercial Driver Licenses, and

WHEREAS, WSWHE BOCES is offering Part A of a two-part Class A Driver License training, all at a cost not to exceed \$650 per license, and the training runs from March 17, 2026 through April 1, 2026; now, therefore, be it

RESOLVED, that the Collection Systems Manager, Mike O'Brien, and employees Brady Craver, Michael Grimmer and Robert Van Buskirk, are hereby authorized to attend the Class A Commercial Driver's license course through WSWHE BOCES, located at 267 Ballard Road, Wilton, NY, at a total cost of \$2,600, to be paid with a transfer of \$2,600 from G7-8111-200 (Clifton Park Sewer District #1 – Sewer Contractual – Equipment) to G7-8111-001 (Clifton Park Sewer District #1– Sewer Contractual - Training & Conferences).

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Michael O'Brien- Addressed an issue with the town's non-CDL deck truck, which was purchased a few years ago. During daily operations, the truck often runs overweight when traveling to scales in Albany, which legally requires the operators to have a CDL license. To resolve this, the town is implementing a two-step process. First, employees will take a CDL training class, following guidance from the highway department and using the same approach as counties like Warren, Saratoga, and Washington. Second, after completing the class, employees will take the CDL driving test. O'Brien noted that a six-month probationary employee will wait before participating, but the other two employees will move forward with the training, ensuring both compliance and safety while maintaining daily operations.

Supervisor Barrett- Emphasized the importance of continuing to expand licenses and develop new skills within the team. He noted that gaining these new talents is crucial for making the team more efficient and proficient. Supervisor Barrett expressed appreciation for everyone stepping up and accepting the challenge to enhance their capabilities.

Resolution No. 79 of 2026, a resolution authorizing the purchase of a V-plow for the Bobcat Skidsteer used by the Highway Department, from NYS Contract.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, Highway Superintendent, Dahn Bull, has recommended the purchase of one v-plow attachment for use on a Bobcat Skidsteer used by the Highway Department, and

WHEREAS, the Highway Department sent out a Request for Proposals (RFPs) for this v-plow attachment, and

WHEREAS, Mr. Bull recommends the lowest proposal for the 72-inch v-plow, which was submitted by Bobcat of Schenectady, under NYS Contract #PC70868, in an amount not to exceed \$5,360.25; now, therefore, be it

RESOLVED, that the Highway Department is authorized to purchase one 72-inch v-plow attachment for the department's Bobcat Skidsteer from Bobcat of Schenectady, under NYS Contract #PC70868, in a amount not to exceed \$5,360.25, to be paid from DA-5130-229 (Highway – Machinery Highway - Small Equipment).

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

No one wished to be heard.

Resolution No. 80 of 2026, a resolution authorizing the Laura Glogowski and the Catallo Family to serve alcoholic beverages at a gathering to be held at Collins Park on July 11, 2026.

Introduced by Councilwoman Reid, who moved its adoption, seconded by Councilman Fantini.

WHEREAS, Loretta Glogowski and the Catallo Family are hosting a gathering at Collins Park and have requested permission to serve alcohol in the form of beer and wine at the event, and

WHEREAS, Ms. Glogowski submitted a permit application for use of Town facilities at Collins Park on July 11, 2026, from 10:00am-5:00pm; now, therefore, be it

RESOLVED, that Loretta Glogowski, Clifton Park, is hereby authorized to serve beer and wine at a gathering to be held at Collins Park on July 11, 2026, from 10:00am-5:00pm.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Supervisor Barrett- Explained that this resolution, along with the next one, concerns the approval of alcohol permits for events held on Town property. He noted that anyone wishing to serve alcohol at a Town property event is required to obtain Town Board approval, and this resolution addresses that requirement.

Resolution No. 81 of 2026, a resolution authorizing Tim Ward and Dig Deep, Inc. to serve alcoholic beverages at a fundraising event to be held at Veterans Memorial Park on October 31, 2026.

Introduced by Councilwoman Reid, who moved its adoption, seconded by Councilman Fantini.

WHEREAS, Tim Ward and Dig Deep, Inc. are hosting a fundraising softball tournament on October 31, 2026, from 11:00am-4:00pm., and

WHEREAS, Tim Ward has requested permission to serve alcohol in the form of beer and wine at the event; now, therefore, be it

RESOLVED, that Tim Ward and Dig Deep, Inc. are hereby authorized to serve beer and wine at a fundraising softball tournament at Veterans Memorial Park on October 31, 2026, from 11:00am-4:00pm.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

No one wished to be heard.

Resolution No. 82 of 2026, a resolution hiring seasonal staff for the 2026 Parks & Recreation Programs.

Introduced by Councilwoman Reid, who moved its adoption, seconded by Councilman Fantini.

WHEREAS, the Town Board wishes to retain returning staff members for operation of the Town’s Summer Camp Program for 2026, and the three (3) Town pools, and

WHEREAS, Megan Babendreier, Director of Parks and Recreation, has recommended that the individuals listed in the attached Schedules A be hired; now therefore be it

RESOLVED, that the individuals listed in the attached Schedule A be accepted as staff for the Town’s 2026 Day Camp Programs and the three (3) Town pools, to be paid as indicated on the schedule through the end of the 2026 season.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Megan Babendreier- Discussed the rehiring of staff for the upcoming summer season, including pool managers, campsite directors, the health director, adventure challenge facilitator, and swim lesson director. She noted that all of these individuals worked with the town last year, with some having served for up to 20 years, and confirmed that they are all returning this year.

Resolution No. 83 of 2026, a resolution authorizing the hire of Allyson Paradis for the position of Recreation Leader in the Parks and Recreation Department.

Introduced by Councilman Manir, who moved its adoption, seconded by Councilwoman Reid.

WHEREAS, an opening exists for a Recreation Leader due to the promotion of Megan Babendreier to Director of Parks & Recreation, and

WHEREAS, Mrs. Babendreier, in her new position as Director of Parks & Recreation, recommends Allyson Paradis, Glenville, NY, to be hired provisionally, pending civil service certification, to fill the position of Recreation Leader for the department; now, therefore, be it

RESOLVED, that the Director of Parks & Recreation is hereby authorized to hire Allyson Paradis, provisionally, pending civil service certification, as Recreation Leader for the Parks and Recreation Department, at a salary of \$54,572, to be paid as detailed in the attached Schedule A, effective March 18, 2026.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir, Councilwoman Reid, Supervisor Barrett

Noes: None

DECLARED ADOPTED

Megan Babendreier- Reported that several candidates were interviewed for the Recreation Leader position, and Allyson was selected as the top candidate. Allyson currently serves as the Education Director at Wilton Wildlife Preserve, bringing substantial knowledge and experience. Megan expressed enthusiasm about working with her in the upcoming role.

Councilwoman Reid- Echoed Megan's comments, noting that the department was fortunate to have several strong applicants. She highlighted that Allyson's current role closely aligns with the responsibilities she will assume in the Parks and Recreation Department, making for a smooth transition. Councilwoman Reid expressed enthusiasm about working with Allyson.

Resolution No. 84 of 2026, a resolution authorizing the hiring of Stacie Agostino as Program Events Coordinator for the Parks and Recreation Department.

Introduced by Councilwoman Reid, who moved its adoption, seconded by Supervisor Barrett.

WHEREAS, an opening exists for a Program Events Coordinator due to the retirement of Lori Hughes in January, 2026, and

WHEREAS, Megan Babendreier, Director of Parks & Recreation, recommends Stacie Agostino to be hired provisionally, pending civil service certification, to fill the position of Program Events Coordinator for the department, and

RESOLVED, that the Director of Parks & Recreation is hereby authorized to hire Stacie Agostino, provisionally, pending civil service certification, as Program Events Coordinator for the Parks and Recreation Department, at a salary of \$66,046, to be paid as detailed in the attached Schedule A, effective March 18, 2026.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilman Fantini, Councilman Manir

Noes: Councilwoman Reid, Supervisor Barrett

DECLARED TABLED

Councilman Fantini- Made a motion to table the item.

Councilman Manir- Seconded the motion

Councilwoman Reid- Emphasized that during the Agenda Session, it was noted many strong candidates applied for the position. She stressed that the union contract (CSEA) requires that if a vacancy isn't filled from a competitive civil service list, priority consideration must be given to qualified internal employees. Stacie Agostino, currently the program and events coordinator in another department, was highlighted as exceptionally qualified. Councilwoman Reid read into the record a glowing recommendation from a recreation attendant at the Senior Center, praising Stacie's reliability, professionalism, leadership, organizational skills, interpersonal strengths, and ability to adapt to changing needs. She noted additional letters of reference from Rob Kirkman, a Town Supervisor in Glennville, and the local Rotary Club president, which she shared with the board. Councilwoman Reid stressed that her recommendation of Stacie is in compliance with the CSEA contract and is not meant to disparage other candidates, but reflects the obligation to prioritize qualified internal applicants.

Supervisor Barrett- Noted that one of his main concerns is that Megan is currently managing the department alone. He gave her kudos for managing under those circumstances. He also mentioned that with the hiring of Ms. Paradise, one position is filled, but the interviews for the deputy position haven't even started yet. Because Megan is essentially running the department solo, he emphasized that the decision regarding additional hires, such as the Program Coordinator, requires careful consideration.

Councilwoman Bellamy- Stated that she had never heard of the union-related hiring considerations before. She added that, in her understanding, the Supervisor generally prefers to hire from within the organization whenever possible.

Supervisor Barrett- Emphasized the need to act with a sense of urgency, noting that these positions must be filled as quickly as possible. He acknowledged that the interview process had

already taken significant time and that careful consideration had been given by all involved. He then asked Megan if she had submitted the resolution, referencing the discussions that had taken place both at the agenda session and during the current town board meeting.

Megan Babendreier- Confirmed that she had indeed submitted the resolution.

Supervisor Barrett- Asked Megan Babendreier if there were additional emails, beyond those already referenced during the meeting, indicating that Stacie Agostino was her top choice for the position.

Megan Babendreier- Responded that she believes there were additional emails indicating Stacie Agostino as her top choice, though they may not have been sent to the entire town board, but rather to her liaisons.

Supervisor Barrett- Emphasized that, in keeping with past practice and the positive working culture cultivated during his tenure as Town Supervisor, hiring from within has always been a top priority. He noted that promoting standout team members from other departments—like Stacie Agostino, who has done an exceptional job at the Clifton Park Senior Community Center—is consistent with that approach. He highlighted her significant contributions, including helping grow the center’s membership from 620 to over 1,600 since the Town assumed operational responsibility several years ago. Supervisor Barrett also stressed the importance of adhering to the Union contract with CSEA to avoid potential grievances, noting that the Town takes contract language seriously and typically renews agreements every few years. Maintaining this practice, he said, supports a strong town culture and underscores the need to move with a sense of urgency to fill the position.

Councilwoman Bellamy- Explained that during her meeting with Megan, she was asked for her preference and provided it, but she did not inquire about Megan’s choice. She added that she was unaware of the union rules requiring preference for internal candidates, especially when they had interviewed around 30 applicants, many of whom were not Town employees.

Councilman Fantini- Clarified that the union guidance provides positional preference for internal candidates, but it’s not absolute. If there is a candidate who is clearly better or stronger, that candidate may be chosen instead. The guidance acts like a tiebreaker: if two candidates are equally qualified, the current employee should be selected. Similarly, if comparing a resident and a non-resident, the better-qualified candidate takes precedence.

Supervisor Barrett- Clarified that residency is not a factor in the union contract, the Town handbook, or local code. While it can be considered during the hiring process, it is not a requirement, and the town is not legally bound to favor residents when making hiring decisions.

COUNCILWOMAN REID AMENDMENT

Councilwoman Reid- Noted that the Town employs several excellent staff members who are not residents of the Town. She referenced the most recent resolution in which the Board unanimously approved the hiring of Allyson Paradis, who is also not a Town resident.

Supervisor Barrett- Explained that the hiring process follows the union contract, which requires posting the position internally for 10 days, while also posting it publicly. At the time of posting, the Town does not know in advance who will apply, either from within the organization or externally. This process ensures transparency and compliance with established guidelines.

Councilwoman Reid- Cited Article 2, Section 4 of the union contract, which governs job postings. According to this section, the town is required to post all job openings on the designated Town Hall bulletin board for at least 10 working days before filling the position. The CSEA Union President must also be notified in writing of each vacancy, including the job title, minimum qualifications, and description of duties, at the time the notice is posted. Most importantly, if the vacancy is not filled by a competitive civil service list, the Town is obligated to give priority consideration to qualified current employees within the bargaining unit, based on their qualifications and civil service status. This ensures that internal candidates are considered first when appropriate.

Supervisor Barrett- Provided an explanation of the civil service process and how it relates to the current hiring situation. He noted that for many Town positions, candidates take a civil service exam, are scored, and then ranked on a list for that specific job title. When a position opens, the Town typically hires from that list based on rank. If an internal candidate is interested but not on the civil service list, the town is generally obligated to hire the person on the list, even if the internal candidate is qualified. However, in this particular case, there is no existing civil service list for the position. This means the civil service rules do not apply, and the Town can proceed with hiring a qualified candidate provisionally. Supervisor Barrett also explained that provisional hires must eventually take the exam once it is scheduled and score within a certain range to become permanent. Since there is currently no civil service list, the hiring process can focus on the internal candidate without violating civil service rules.

Resolution No. 85 of 2026, a resolution authorizing the hiring of Robert McTarnaghan as Program Events Coordinator for the Parks and Recreation Department.

Introduced by Councilman Fantini, who moved its adoption, seconded by Councilman Manir.

WHEREAS, an opening exists for a Program Events Coordinator due to the retirement of Lori Hughes in January, 2026, and

WHEREAS, Megan Babendreier, Director of Parks & Recreation, recommends Robert McTarnaghan to be hired provisionally, pending civil service certification, to fill the position of Program Events Coordinator for the department, and

RESOLVED, that the Director of Parks & Recreation is hereby authorized to hire Robert McTarnaghan as Program Events Coordinator, provisionally, pending civil service certification, for the Parks and Recreation Department, at a salary of \$66,046, to be paid as detailed in the attached Schedule A, effective March 9, 2026.

ROLL CALL VOTE

Ayes: Councilwoman Bellamy, Councilwoman Reid, Supervisor Barrett

Noes: Councilman Fantini, Councilman Manir

DECLARED TABLED

Councilwoman Reid- Emphasized that, although she interviewed Robert and has no personal issue with him, her decision on the hiring vote will be guided by compliance with the union contract. This aligns with the discussion about giving priority consideration to qualified internal candidates as outlined in the CSEA contract, which takes precedence when no competitive civil service list exists.

Supervisor Barrett- Stated that he did not conduct any interviews himself but emphasized that voting in the affirmative on this resolution would bypass established past practices. He highlighted that hiring from within has been an important part of building a strong culture and morale at the Town of Clifton Park. He also noted that the residency language in the CSEA contract does not apply to this situation and should not be used as a reason for hiring decisions. Finally, to avoid potential grievances and further complications, he moved to table the resolution.

Councilwoman Reid- Seconded

New Business

Councilwoman Reid- Stated that on February 25th, the day after the previous Board meeting, she requested documentation regarding the legal fees for which the Board had voted to reimburse the Highway Superintendent. She asked for the invoices and proof of payment, emphasizing that the Board is being asked to reimburse the Superintendent directly, not pay the lawyers. She noted that she is still waiting for this information and requested that it be provided to the entire Board as soon as possible.

Attorney Dailey- Informed Councilwoman Reid that he has all of the invoices for the legal fees and that they are itemized, showing the time spent and tasks performed. He explained that a retainer was paid at the beginning, which is standard practice, and that he has requested a copy of the cancelled check as proof that the retainer was received by the attorney. While he does not yet have the cancelled check, he can provide the invoices immediately and will supply the proof of payment as soon as it is received.

PUBLIC PRIVILEGE 8:18 P.M.

Chad Gregory of Route 9 expressed support for expanding CDL licensing for Town drivers but suggested implementing an employee repayment agreement. He explained that in his company, when an employee is promoted to obtain a CDL, they sign an agreement requiring them to repay the training cost if they leave within a certain period, typically over a two-year prorated term. He said this protects the Town's investment and ensures employees remain long enough to justify the expense, noting that the CDL market is very competitive and trained drivers can easily be recruited elsewhere. He also questioned the tabling of the hiring resolution, asking why alternative resolution was introduced for another candidate. In addition, he stressed that Town Board members should be well-educated about the union contract and CSEA rules, arguing that hiring from within is good practice because it helps maintain a positive organizational culture. Finally, Mr. Gregory criticized the private whispering between the Town Attorney and Councilman Fantini during meetings, suggesting that any such discussions should be placed on the public record rather than occurring quietly during the session.

Councilman Fantini- Explained that under standard meeting procedure, once a motion to table is made and seconded, the board should immediately proceed to a vote without further discussion. He noted that he was prepared to show the Town Attorney the procedural rule on his computer to confirm this. Councilman Fantini said that in the spirit of cooperation and working together, the Board allowed additional discussion even though it technically should not have occurred after the motion to table. He clarified that the purpose of his explanation was simply to help the public understand what "tabling" a motion means procedurally—that it pauses the matter and normally ends debate until the Board votes on the motion to table.

Chad Gregory argued that if Board members believed a different candidate should be hired, they should have brought that to the table and discussed prior to the Board meeting. He said doing so would have shown proper due diligence and helped ensure that Megan's department received the additional staff member it needs as soon as possible. He criticized what he described as the Board going in circles instead of reaching a decision, emphasizing that the priority should be getting Megan the help she needs to run the department effectively. Mr. Gregory also commented on the frequent consultations between a Board member and the Town Attorney during the meeting, suggesting that their seats be switched so they would not need to whisper back and forth while discussing procedural or legal matters.

Attorney Dailey- Explained that Councilman Fantini had asked him about the procedure regarding the motion to table. He noted that the situation was somewhat complicated because two procedural actions occurred almost simultaneously. First, a motion had been made by Councilwoman Reid, but it had not yet been seconded. During that time, a motion to table was introduced. Shortly afterward, the original motion was seconded, which created a procedural overlap. Because of these circumstances, Attorney Dailey said he had to make a judgment call on how to proceed. He concluded that, regardless of the sequence of motions, the Board would hear the comments, whether they applied to the current resolution or the next one under consideration.

Mr. Gregory argued that everything discussed by the Board at the dais should be clearly recorded for the public. He emphasized that private conversations among Board members should only occur during Executive Sessions, not during the public meeting. According to him, when officials are addressing constituents, they should speak directly into the microphones so the public record is clear. He also raised concerns about audio clarity in past meeting recordings, stating that he reviewed several videos and found that it was difficult to hear Councilman Manir and Councilman Fantini because they were sharing a microphone or speaking too quietly. Mr. Gregory stressed that improving the audio setup and microphone use is important so residents can properly hear and understand what is happening during town board meetings.

Carol Hugg of Jonathan Drive responded to Mr. Gregory's suggestion about requiring employees to repay the Town for training costs, such as obtaining a CDL license. She cautioned that the Town should review a new law she believes will take effect around December 1, often referred to as the "Trapped at Work" law, which limits employers from requiring employees to reimburse certain employment-related costs. She encouraged the Town Attorney to look into the legality of repayment agreements before adopting such a policy. Ms. Hugg then raised another question related to a previous Town meeting she had watched. She acknowledged that the Board is still waiting for the detailed legal invoices, but asked if the Board could provide the total amount of legal fees paid by residents (through the Town) in connection with the settlement involving Dan B related to the Section 284 filing issue that had not been filed correctly. She was seeking clarification on the overall cost to taxpayers for that legal matter.

Attorney Dailey- Responded that, to the best of his recollection, the total amount of legal fees related to that matter was \$13,722. He noted that he did not have the exact figure in front of him at the moment, but that amount was what he remembered as the approximate total.

Ms. Hugg asked a follow-up question seeking clarification on the amount mentioned by Attorney Dailey. She wanted to know whether the \$13,722 figure referred only to the legal fees or if it also included any interest that may have been part of the settlement.

Supervisor Barrett- Clarified that the interest was separate from the legal fees. He explained that the interest was calculated based on the amount the town was sued for regarding payment for the services themselves, not on the legal fees.

Attorney Dailey- Clarified that no interest was charged on the attorney fees. He explained that the legal fee amount did not include any interest. Attorney Dailey clarified that while no interest was charged on the attorney fees, interest was added to the bill paid to Callanan Industries.

Ms. Hugg asked for the amount of interest added to the Callanan Industries bill, which resulted from the 284 form not being signed correctly and impacted taxpayer funds. She also questioned why no one from the highway department was present at the town board meeting to represent that department, noting that other departments, such as the sewer department, had staff in attendance.

Councilman Manir- Acknowledged Ms. Hugg's concern, agreed with her point, and stated that he will request that someone from the Highway department attend future meetings. He also noted that if no one from the Highway department is present, he will vote against any motions for that reason.

Ms. Hugg expressed frustration that, unlike other department heads who consistently attend town board meetings, no one from the highway department was present. She noted that even during the previous week's discussion—when the board was addressing the highway superintendent's bills and associated penalties—he was absent due to being sick, and no other representative from the department attended in his place.

Dan Keegan of Stoney Heights Courts stated that, based on his experience hiring and firing employees, bringing in someone from outside a department when qualified internal employees are available can negatively affect morale. He explained that current full-time employees may begin to question their own job security or feel they could be bypassed for advancement opportunities. He advised the Board to carefully consider the impact on employee morale before making a hiring decision.

Angelo Caruso of Hemlock Drive stated that he wanted to address an issue of transparency raised earlier. He said that, since the first meeting of the year, there has been frequent whispering between a certain member of the Board and the Town Attorney during meetings. He expressed concern that these side conversations reduce transparency for the public. Mr. Caruso suggested that adding another microphone could help ensure that discussions are clearly heard and recorded. He also noted that the Town Attorney represents the entire Board and emphasized that meetings should maintain full transparency for residents.

Councilman Fantini- Responded that the Town is working on improving the microphone system and asked Daniel Clemens to speak about the matter.

Daniel Clemens stated that a bid for new audio equipment had recently been issued, which was submitted to the Town Clerk a day or two earlier. The project includes installing new microphones, new speakers, and a direct connection to the YouTube live feed to improve the audio quality during Town Board meetings.

Supervisor Barrett- Stated that the current microphones are functioning and that they can clearly capture sound when used properly. He added that the microphones can be turned on or off, meaning that not everything said at the dais will necessarily be recorded if the microphones are not activated.

Councilwoman Reid- Asked whether the new audio system would address an issue where side conversations in the back of the room are picked up by the camera during live streams. She explained that these background conversations sometimes drown out the voices of speakers using the microphones, making it difficult for viewers watching the meeting online to hear the intended discussion.

Daniel Clemens responded that the new system would route audio directly from the microphones to the camera feed, rather than relying on ambient sound in the room. As a result, the live stream will primarily capture audio from the microphones themselves, which should reduce background noise and side conversations being picked up during the broadcast.

Mr. Gregory suggested that the Town also consider installing a new camera or changing the camera position during meetings. He explained that it is currently difficult to see Board members clearly, including their body language, which he believes is important for understanding the discussion. He acknowledged that the Town is making efforts to improve transparency and said the Town generally performs well, but he felt better camera visibility would further improve the public's ability to follow meetings.

Mike Sposili of Jamison Drive thanked the Town Board for its decision to compensate animal control officers for their work. Based on his personal experience working with animal control during two separate incidents involving his dog, he spoke highly of Teri Cook and her staff, stating that they do an excellent job and deserve public recognition. He also urged the Town Board to review the existing ordinances related to repeated dog bite incidents in the Town of Clifton Park. Mr. Sposili explained that he had personally appeared before Judge Rybak after two incidents in which his wife and their pet were seriously injured by a dog. He emphasized that repeated incidents like these can pose a public safety risk and asked the Board to carefully examine whether current regulations are adequate to address such situations.

Supervisor Barrett- Asked Mr. Sposili whether the incident that had still been unresolved when they previously spoke after a recent meeting had since been adjudicated.

Mr. Sposili stated that all stipulations in the order issued by Judge Rybak have now been complied with, though he noted there was a significant delay that contradicted the order's language requiring immediate action. He emphasized that everything has ultimately been addressed and urged the town board to review and possibly amend ordinances concerning repeated dog incidents, suggesting that a third violation could result in the dog being euthanized.

Supervisor Barrett- Suggested that instead of the term "immediately" in Court orders, a specific deadline with a date and time might be more effective. He recommended that the Town Attorney review this with the courts if necessary and asked Teri to examine the Town Code regarding repeated dog incidents and provide recommendations for potential amendments, to be discussed later in the week.

Councilman Manir- Asked if there were any proposals or ideas for addressing repeated dog bite incidents, noting that while they can research the law, they could also begin considering practical suggestions. He indicated that he personally has some thoughts on the matter that could be shared for discussion.

Mr. Sposili- Stated that in cases where a dog commits a third offense, particularly if it is the same animal and has attacked both people and other dogs, the animal should be euthanized without exception. He emphasized that the town would benefit from strengthening its ordinances on repeated dog bite incidents to ensure public safety. Mr. Sposili stated that when judges do not treat cases with sufficient seriousness and instead allow repeated second or third chances, the interests of the victim may not be adequately served. He noted that, in this particular case, justice for the victim was lacking. He encouraged the board to consider addressing the issue through clearer ordinance provisions rather than relying solely on judicial discretion. He suggested that greater clarity and definition in the ordinance could help mitigate risk.

Supervisor Barrett- Responded that the Board took steps last year by establishing a County-level Animal Abuse Registry and passing new legislation regulating businesses that care for pets, which he noted was the first of its kind. He expressed pride in those efforts but acknowledged that there may be opportunities to make further legislative improvements. He added that he would follow up with Teri to discuss the matter further.

No one else wished to be heard.

Public Privilege closed at 8:38 P.M.

MOTION BY Councilwoman Reid, seconded by Councilman Fantini to adjourn the meeting to the next regular meeting or any other meeting necessary for the conduct of Town business.

Motion carried at 8:39 P.M.

Caitlin Fantini
Town Clerk