



# TOWN OF SAUGERTIES

4 High Street  
Saugerties, New York 12477

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Fred Costello Jr.  
Supervisor  
Leeanne Thornton  
Deputy Supervisor

Members of Town Board  
Zach Horton  
Michael Ivino  
Mary M. (Peg) Nau

## AGENDA

**TOWN BOARD MEETING**

**OCTOBER 15, 2025**

CALL TO ORDER/PLEDGE OF ALLEGIANCE

PRIVILEGE OF FLOOR:

PUBLIC COMMENT PERIOD: (30 MINUTES)

SUPERVISOR'S COMMENTS:

APPROVAL OF MINUTES:

- Pre-Board Meeting of 10-1-25
- Town Board Meeting of 10-1-25
- Budget Workshop of 10-1-25

APPROVAL OF BILLS:

DEPARTMENT HEAD REPORTS:

BOARD COMMITTEE REPORTS:

MOTIONS & RESOLUTIONS:

**Motion**-To add to the Ice Arena's Part Time Call-Out List Skyler Sprance at a rate of \$19.00/hr. as per the recommendation of the Ice Arena Director and the Parks and Buildings Superintendent.

**Motion**-To declare surplus and no longer of use to the Town of Saugerties one (1) 2001 Stone Champion Concrete Mixer, Model #65CM, Serial # 252003252, as per the recommendation of the Parks and Buildings Superintendent.

**Motion**-To dispose of the aforementioned Concrete Mixer via the most revenue producing means, which may include Metal Salvage Reclamation, as per the recommendation of the Parks and Buildings Superintendent.

**Motion**-To declare surplus and no longer of use to the Town of Saugerties twenty-five (25) 1500w Metal-Halide Sports Field light fixtures, along with eight (8) Cross-Members, from West Field # 7, as per the recommendation of the Parks and Buildings Superintendent.

***Motion-***To donate to Saugerties Little League the required number of aforementioned field lighting fixtures and Cross-Members to upgrade their field lighting on Sauer Field # 1, as per the recommendation of the Parks and Buildings Superintendent.

***Motion-***To dispose of remaining aforementioned fixtures via the most revenue producing means, which may include Metal Salvage Reclamation, as per the recommendation of the Parks and Buildings Superintendent.

***Motion-***To authorize the Parks and Buildings Department to advertise for Sealed Bids for the purchase and install of an Inclusive Playground System, along with Rubberized Poured-In-Place Safety Surface, in reference to the combined Senate and Assembly's JayCee Field Grant, as per the recommendation of the Parks and Buildings Superintendent.

***Motion-***To authorize the Parks and Buildings Department to advertise for Sealed Bids for the install of a new full-court (size) asphalt Basketball Court, along with option for the excavation and removal of the existing Basketball Court at JayCee Field in reference to the combined Senate and Assembly's JayCee Field Grant, as per the recommendation of the Parks and Buildings Superintendent.

***Motion-***To allow the supervisor to sign the Memorandum of Agreement, as on file, between the Town of Saugerties and the United Public Service Employees Union (UPSEU).

***Motion-***To appoint Lou Klepner as the regular representative for the Town of Saugerties on the Ulster County Planning Board from January 1, 2026 through December 31, 2029.

***Motion-***To approve the resolution, as on file, in opposition to the discharge of contaminated water into the Hudson River.

**MOTION TO ADJOURN:**

**NEXT SCHEDULED MEETINGS:**

|                             |                                         |                                        |
|-----------------------------|-----------------------------------------|----------------------------------------|
| Wednesday, November 5, 2025 | Public Hearing<br>Exceed the 2% Tax Cap | 6:00 p.m.                              |
| Wednesday, November 5, 2025 | Public Hearing<br>2026 Budget           | 6:30 p.m.                              |
| Wednesday, November 5, 2025 | Pre-Board Meeting<br>Town Board Meeting | Following Public Hearings<br>7:00 p.m. |

**MEMORANDUM OF AGREEMENT**

***By and Between***

***The Town of Saugerties  
("Town")***

***and***

***The United Public Service Employees Union  
(Landfill/Sewer Treatment/Animal Control Unit)  
("UPSEU")***

The January 1, 2022 through December 31, 2024 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions shall remain unchanged except modification of dates where applicable and other housekeeping items. This Memorandum of Agreement is subject to approval by the Saugerties Town Board and the membership of the UPSEU. Members of the respective bargaining teams affirm to support the Memorandum of Agreement.

1. ***Term of Agreement:***

January 1, 2025 through December 31, 2028.

2. ***Article 26, Salaries & Wages.***

Effective and retroactive to January 1, 2025, the annual base wages for members of the beginning unit shall be as follows:

|             |         |
|-------------|---------|
| DeMarco, V. | \$27.00 |
| Fisher, M.  | \$27.00 |
| Foster, G.  | \$27.00 |
| Wood, D.    | \$28.00 |
| Hartrum J.  | \$31.00 |
| Hartrum, G. | \$32.50 |
| Hanzel, J.  | \$31.00 |

|                  |         |
|------------------|---------|
| Haines, M.       | \$27.00 |
| Monfett, Elly    | \$25.00 |
| Bach, Morgan     | \$23.00 |
| Newkirk, Shalene | \$21.50 |

Effective January 1, 2026, the annual base salary for members of the bargaining unit shall be increased by 2.25% except as follows:

|                  |         |                |         |
|------------------|---------|----------------|---------|
| Monfett, Elly    | \$27.00 | Zoe Hartrum    | \$19.00 |
| Bach, Morgan     | \$25.00 | Cynthia Denise | \$19.00 |
| Newkirk, Shalene | \$25.00 | Claire Ruppert | \$18.00 |

Effective January 1, 2027, the annual base salary shall be increased by 3.00%.

Effective January 1, 2028, the annual base salary shall be increased by 3.25%

3. *Article 10, Overtime, paragraph E* shall be modified to read as follows:

For the purpose of computing overtime, paid holidays, personal leave days, sick leave, bereavement and vacation days shall count as if time worked.

4. *Article 26, Salaries & Wages, paragraph C.*

Effective January 1, 2026, the longevity shall be increased prospectively as follows:

|                              |              |                              |              |
|------------------------------|--------------|------------------------------|--------------|
| 1 <sup>st</sup> Anniversary  | \$150        | 16 <sup>th</sup> Anniversary | \$3,3503.800 |
| 2 <sup>nd</sup> Anniversary  | \$300        | 17 <sup>th</sup> Anniversary | \$3,5754.100 |
| 3 <sup>rd</sup> Anniversary  | \$450        | 18 <sup>th</sup> Anniversary | \$3,8004.400 |
| 4 <sup>th</sup> Anniversary  | \$600        | 19 <sup>th</sup> Anniversary | \$4,0254.700 |
| 5 <sup>th</sup> Anniversary  | \$1,000      | 20 <sup>th</sup> Anniversary | \$4,2505.000 |
| 6 <sup>th</sup> Anniversary  | \$1,1501.200 | 21 <sup>st</sup> Anniversary | \$4,4755.300 |
| 7 <sup>th</sup> Anniversary  | \$1,3001.400 | 22 <sup>nd</sup> Anniversary | \$4,7005.600 |
| 8 <sup>th</sup> Anniversary  | \$1,5501.600 | 23 <sup>rd</sup> Anniversary | \$4,9255.900 |
| 9 <sup>th</sup> Anniversary  | \$1,7001.800 | 24 <sup>th</sup> Anniversary | \$5,1506.200 |
| 10 <sup>th</sup> Anniversary | \$2,000      | 25 <sup>th</sup> Anniversary | \$5,3756.500 |
| 11 <sup>th</sup> Anniversary | \$2,2252.300 | 26 <sup>th</sup> Anniversary | \$5,6006.800 |
| 12 <sup>th</sup> Anniversary | \$2,4502.600 | 27 <sup>th</sup> Anniversary | \$5,8257.100 |
| 13 <sup>th</sup> Anniversary | \$2,6752.900 | 28 <sup>th</sup> Anniversary | \$5,8257.400 |
| 14 <sup>th</sup> Anniversary | \$2,9003.200 | 29 <sup>th</sup> Anniversary | \$5,8257.700 |
| 15 <sup>th</sup> Anniversary | \$3,1253.500 |                              |              |

5. *Article 26, Salaries & Wages, paragraph E, Entry Level Salaries* shall be modified to read as follows:

Full-time starting salary for landfill and sewer employees at forty (40) hours will be set at \$24.50. After six months of employment, the salary shall be increased to \$25.50 and after one year of employment, the starting salary shall be \$26.50.

6. *Article 26, Salaries & Wages, paragraph F, Permanent Part-time Clerical/Landfill/Sewer* shall be modified to read as follows:

The starting salary for permanent part-time landfill/sewer/animal control shall be ~~fourteen~~eighteen dollars (~~\$14.00~~\$18.00) per hour for the life of the Agreement.

7. *Article 26, Salaries & Wages, paragraph G, Seasonal Part-time Clerical/Landfill/Sewer* shall be modified by deleting in its entirety.

~~G. The salary for seasonal part-time employees shall be a minimum of thirteen and 20/100 dollars (\$13.20) per hour for the life of the Agreement.~~

8. *Article 11, Uniforms* shall be modified to read as follows:

The Employer agrees to maintain the uniform service provided for unit members at the current level and further agrees to reimburse each unit member up to ~~one hundred seventy-five~~two hundred fifty dollars (~~\$175~~\$250) per contract year upon presentation of a receipt for the cost of OSHA approved work shoes, and effective January 1, ~~2023-2026~~ to reimburse each unit member up to ~~two hundred fifty-two hundred seventy-five~~ dollars (~~\$250~~\$275) per contract year. The Town shall provide two hundred ~~twenty-five~~ dollars (~~\$200~~\$225) per employee for the purchase of one (1) winter coat for ~~2023-2025~~ and through 2024-2028 or other pre-approved clothing purchases, such as sweatshirts, hats, gloves, etc. The Town also provides raincoats, pants, rubber boots, and gloves for unit

members' use when necessary while performing their jobs. Said employees must wear all uniforms. This provision, except for work boots, shall apply to the Dog Warden, at the Employer's option.

9. *Article 20, Health Insurance.*

A. 1. For employees hired prior to April 10, 1997, the Town shall pay one hundred percent (100%) of the premiums for health insurance. In addition, the Employer shall provide dental coverage for all permanent full-time employees hired prior to April 10, 1997, and their dependents covered by this Agreement. Employees hired after April 10, 1997 shall be required to pay ten percent (10%) of the premiums for health and dental. Employees hired after February 18, 2015 shall be required to pay twenty percent (20%) of the premiums for health and dental.

2. ~~Effective February 1, 2015, the Town shall offer all permanent full-time employees the CDPHP High Deductible (QEPOL3115) with a \$2,000 single/\$4,000 family (aggregate) deductible. The Town shall fund the single HRA at \$1,625 and the family HRA at \$3,250. The Town shall offer all permanent full-time employees the CDPHP High Deductible Plan. The Town shall fund the HRA at 80% of the applicable deductible. Employees shall be responsible for any additional costs above said amounts. The Town may change health insurance plans or carriers so long as the benefits are comparable to the existing plan. Prior to any change, the Town shall provide notice to the Union.~~

3. In addition, the Town shall provide vision coverage for all permanent full-time employees. The Town shall also reimburse all Employees ~~\$175.00~~\$225.00 per year per dependent covered by this Agreement.

B. ~~The Employer will make every effort to maintain comparable coverage but reserves the right to seek carrier change. The Town shall not be responsible for any changes in health insurance co-pays or benefits which are imposed by the insurance carrier. The Employer will offer employees \$1,000 buyout for those who wish to take advantage of this option, provided that insurance is maintained by the spouse. When both spouses are employees of the Town, the employees shall be entitled to either two individual plans or a family plan. The employees shall not be entitled to the buyout.~~

C. For those permanent full-time employees who were employed by the Town for ten (10) consecutive years and who will retire from service with a pension, the Town shall provide ~~\$12,500~~\$15,000 to use by said retiree to pay for the premium cost of health insurance upon retirement, which shall be administered by the Town. The Town shall provide the employee with a yearly statement, which will notify the retiree of the amount of money remaining in the

9/24/25

retiree's account. The retiree shall notify the Town of the amount that the retiree wishes to be applied toward the monthly health insurance premium on a yearly basis. If the retiree passes away before the exhaustion of the ~~\$12,500~~\$15,000, the remainder in the retiree's account may be used by the retiree's spouse or dependents for insurance. In no event shall the account be paid in cash to the retiree or the retiree's dependents.

Dated: September \_\_, 2025

**TOWN OF SAUGERTIES**

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: September 24, 2025

**UNITED PUBLIC SERVICE  
EMPLOYEES UNION**

By: \_\_\_\_\_

By: Joseph J. Harts

By: \_\_\_\_\_

**RESOLUTION IN OPPOSITION TO THE DISCHARGE OF CONTAMINATED WATER INTO THE HUDSON RIVER**

WHEREAS, the Indian Point Energy Center, a former nuclear power plant in Buchanan, New York, ceased operations in 2021 and was subsequently transferred to Holtec International for decommissioning; and

WHEREAS, as part of the decommissioning process, Holtec International has proposed discharging treated—but still radioactive—wastewater into the Hudson River, a plan that has generated significant opposition from local communities and environmental advocates; and

WHEREAS, the Hudson River is a vital ecological resource, a source of drinking water for numerous communities, and an economic engine for the Hudson Valley region through recreation and tourism; and

WHEREAS, the discharge of radioactive materials, including tritium, poses potential risks to public health and the environment, despite claims that the levels would be within federal regulatory limits; and

WHEREAS, alternative methods for wastewater disposal, such as on-site storage and evaporation, exist and have been presented as viable options for protecting the Hudson River; and

WHEREAS, the State of New York passed a law in 2023, known as the "Save the Hudson" Act, to prohibit such discharges, but a federal judge ruled in September 2025 that the state law was preempted by federal authority; and

WHEREAS, this ruling disregards the clear will of New York State and its residents to protect the Hudson River and its surrounding communities; and

WHEREAS, the Town of Saugerties wishes to memorialize its strong opposition to the discharge of any radioactive substance into the Hudson River and to support action that prioritizes public health and environmental protection; and

WHEREAS, that the Town of Saugerties hereby memorializes its strong opposition to Holtec International's plan to discharge any radioactive wastewater from the Indian Point facility into the Hudson River; and

WHEREAS, that the Town of Saugerties urges Holtec International to reconsider its plans and instead use alternative, safer methods of wastewater disposal; and

NOW, THEREFORE, BE IT RESOLVED, that the Town of Saugerties calls upon the U.S. Nuclear Regulatory Commission and all relevant federal officials to intervene and direct Holtec to cease any actions that would lead to the discharge of radioactive material into the Hudson River; and

BE IT FURTHER RESOLVED, that copies of this resolution shall be sent by the Saugerties Town Clerk to Holtec International, the U.S. Nuclear Regulatory Commission, the Governor of New York, the New York State Attorney General, the Commissioner of the New York State Department of Environmental Conservation, and the Indian Point Decommissioning Oversight Board.

This resolution was hereby adopted by the Town of Saugerties Town Board on this 15th day of October 2025-

Motion made by:

Seconded by:

Upon a roll call vote, the vote is as follows:

|                                     | <u>YES</u> | <u>NO</u> |
|-------------------------------------|------------|-----------|
| Fred Costello Jr., Supervisor       | _____      | _____     |
| Lecanne Thornton, Deputy Supervisor | _____      | _____     |
| Michael Ivino, Councilperson        | _____      | _____     |
| Peg Nau, Councilperson              | _____      | _____     |
| Zach Horton, Councilperson          | _____      | _____     |

This resolution was submitted to a vote and the vote was thereon as follows:

YES \_\_\_\_\_ NO \_\_\_\_\_ ABSENT \_\_\_\_\_

Lisa Stanley, Town Clerk \_\_\_\_\_