TOWN OF LLOYD TOWN BOARD
SPECIAL MEETING MINUTES
OCTOBER 15, 2026

Present:
Supervisor Stuart Weiss
Councilmember Michael Guerriero
Councilmember Tiffany Rizzo
Councilmember Michael Petty

Absent:
Councilmember Lacy Maffei

Also Present:
Wendy D. Rosinski, Town Clerk
Sharan Sekhon, Secretary

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1:35 PM – Supervisor opened meeting with Pledge of Allegiance led by Supervisor Weiss

Meeting will be held live in Town Hall, Live on Zoom and live streamed on Optimum Channel 22.
All meetings are available on You Tube Town of Lloyd the next day.
Most current meeting is replayed on Optimum Channel 22 Monday 7pm, Wednesday 9 am, Friday 7 pm and Saturday at 9 am.

Tentative Budget Review

The Following items, some changes, were discussed.

ACCOUNTS	CODE	FINAL BUDGET 2026 - MISCOPY	FINAL BUDGET 2026 - Corrected	REQUESTED BUDGET 2027	TENTATIVE BUDGET 2027	PRELIM BUDGET 2027 - Working	BUDGET 2027 - Working	% Change 2026 -2027	$ Change 2026-202
Police Dept Lease	1620.41	$ 48,000.00	$ 48,000.00	updated estimate	$ 48,000.00		$ -	100%	$ -
T.H. Capital Imp.	1620.50	$ 12,500.00	$ 35,000.00	reserve 20k from 26			$ -	0%	$ (12,500.00)
Personnel Services	3510.10	$ 17,200.00	$ 17,200.00	should we pay per service? Ticket?	$ 15,000.00		$ -	87%	$ (2,200.00)
Highland Landing Park	7110.42	$ 10,000.00	$ 10,000.00	reduce from 18 to 13	$ 13,000.00		#REF!	130%	$ 3,000.00
Contractual Exp	8610.40	$ 4,000.00	$ 4,000.00		$ 4,000.00		$ 4,000.00	100%	
Cannibus Tax	1116			County estimate is 160,000; our estimate conservative based on quarterly	$ 90,000.00				
County Sales Tax	1120	$ 376,000.00	$ 378,000.00	updated estimate from county (increase from 3 to 3.5%) conservative estimate	$ 398,000.00		$ 378,000.00	106%	$ 22,000.00

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Franchise Tax	**1170**	$ 182,500.00	$ 160,000.00	updated estimate	$ 140,000.00		$ 160,000.00	77%	$ (42,500.00)
SummerFun Fees	**2003**	$ 42,500.00	$ 48,500.00	increase 10/per kid - Dept meeting discussion	$ 52,700.00		$ 48,500.00	124%	$ 10,200.00
Research Fees	**2125**	$ 34,500.00	$ 34,500.00	possible increase to 30 from 29	$ 29,660.00		$ 34,500.00	86%	$ (4,840.00)
Sale of Used Material	**2650**	$ 5,200.00	$ 5,200.00	updated dept estimate of materials	$ 11,200.00		$ 5,200.00	215%	
Interfund Revenues	**2801**	$ 185,000.00	$ 210,850.00	increase in gas + incidentals (parking paving etc)	$ 252,450.00		$ 210,850.00	136%	
Consolidated Hwy	**3501**	$ 290,000.00	$ 295,000.00	increase by 5k updated estimate	$ 300,000.00		$ 295,000.00	103%	
PAVE NY	**3503**	$ 41,500.00	$ 41,500.00	increase by 5k updated estimate	$ 50,000.00		$ 45,000.00	120%	
Personnel Services	**8320.10**	$ 192,398.83	$ 224,806.27	corrected Dept estimate (miscalc) + reduction in OT (to 15%)	$ 209,332.42		$ 224,806.27	109%	
Personnel Services	**8340.10**	$ 174,551.20	$ 190,335.77	corrected Dept estimate (miscalc) + <2% reduction in OT	$ 198,010.78		$ 190,335.77	113%	
Pymt in Lieu	**1003**			outstanding bills accounted for	$ 16,500.00			#DIV/0!	
Metered Sales	**2140**	$ 974,000.00	$ 1,061,000.00	increase price by .25	$ 1,167,800.00		$ 1,061,000.00	120%	
Bridge Authority	**2806**	$ 14,000.00	$ 20,600.00	change in price	$ 23,600.00	$ 22,600.00	$ 20,600.00	169%	
Verizon Cell Water Tower	**2807**	$ 19,000.00	$ 20,000.00	change in price	$ 22,000.00	$ 22,000.00	$ 20,000.00	116%	
Prof Services	**8110.30**	$ 25,000.00	$ 25,000.00	Funding through capital instead	$ 13,000.00		$ 25,000.00	52%	
Bridge Authority	**2806**	$ 14,000.00	$ 20,600.00		$ 23,600.00	$ 22,600.00	$ 20,600.00	169%	
Verizon Cell Water Tower	**2807**	$ 19,000.00	$ 20,000.00		$ 22,000.00	$ 22,000.00	$ 20,000.00	116%	
Prof Services	**8110.30**	$ 25,000.00	$ 25,000.00		$ 13,000.00	$ 13,000.00	$ 25,000.00	52%	
Personnel Services	**8120.10**	$ 174,550.22	$ 190,335.77		$ 186,621.45		$ 190,335.77	107%	
Personnel Services	**8130.10**	$ 222,417.36	$ 230,256.41		$ 246,819.64		$ 230,256.41	111%	
Pymt in Lieu	**1003**	$ 14,500.00	$ 14,500.00		$ 16,500.00		$ 14,500.00	114%	

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Sewer Rents	2120	$ 844,000.00	$ 969,400.00		$ 1,035,380.00		$ 969,400.00	123%	
UNEXPENDED BALANCE DEBT		$ 75,000.00	$ 56,000.00		$ 39,000.00		$ 39,000.00	52%	$ (36,000.00)
Interest & Earnings	2401	$ 4,000.00	$ 4,000.00		$ 10,000.00		$ 4,000.00	250%	

Discussion or Comments

Councilmember Petty commented that the proposed water and sewer budget, which relies heavily on a 25-cent increase in water and sewer fees. The budget includes a 25-cent increase in water and sewer fees. The increase would represent approximately $250,000 more in water and sewer revenue compared with the previous year.

Councilmember Petty expressed concern that if the anticipated revenue is not achieved, the Town could face a budget shortfall and potentially exceed the tax levy limit by approximately $250,000. Councilmember Rizzo agreed that the structure of the proposed increases needs to be discussed openly at an upcoming board meeting.

Confidential Secretary Sharon emphasized that the current budget depends significantly on generating the additional revenue from these increases.

Councilmember Rizzo stated that the current budget retains all originally proposed raises.

Rizzo noted that the seasonal worker position had been removed because no department needed a full-time, six-month employee during the rest of the year and emphasized that Buildings and Grounds still needs additional help and that another staffing solution should be considered.

Councilmember Rizzo questioned the proposed Supervisor salary increase, describing it as excessive and argued that employee raises should be more consistent, suggesting that if union employees receive a 4% raise, non-union employees should receive a comparable increase. Rizzo called for further discussion about the differences in proposed raises.

Supervisor Weiss explained that a previous Supervisor had reportedly increased their salary by approximately $10,000 in 1999, which would exceed $20,000 in present-day value.

Weiss noted that the Supervisor's salary had previously been reduced substantially and that subsequent increases had attempted to restore it. Weiss argued that a salary of approximately $62,000 was reasonable for the position, considering its responsibilities and the Town's needs.

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Fred Pizzuto, that state retirement-system rules, had historically limited compensation for certain elected officials participating in the retirement system. Mr. Pizzuto also noted that the compensation limits had changed over time and that salaries for elected officials have not kept pace with current economic conditions and suggested that compensation levels should be reconsidered.

Councilmember Petty stated that the Supervisor's salary had increased by approximately $12,000 over the previous five years, with increases implemented incrementally.

Rizzo acknowledged the historical increases but emphasized that the proposed adjustment could also be implemented gradually.

Rizzo that increasing the salary to approximately $62,000 was excessive for a position considered part-time.

Rizzo suggested that a smaller increase, potentially bringing the salary to approximately $45,000, would be more reasonable and also proposed considering a base salary with longevity increases for elected officials and appointed personnel.

Councilmember Petty argued that municipal compensation should reflect current economic conditions and the responsibilities of managing a Town with a budget exceeding $14 million and suggested that higher compensation could attract more qualified candidates and potentially encourage the Supervisor's position to become full-time.

Councilmember Petty emphasized that compensation should reflect the level of responsibility involved in managing Town operations and employees.

Rizzo questioned whether the Supervisor's position should be considered part-time based on the actual workload and time spent performing Town duties.

Dennis from Highway expressed concern that inconsistent attendance or differences in work expectations could negatively affect employee morale.

Rizzo argued that compensation should be evaluated alongside the position's actual responsibilities and expectations.

Councilmember Petty reported that health insurance benefits for elected officials had cost the Town more than $250,000 over the previous five years.

Rizzo questioned whether part-time elected officials should receive health insurance benefits comparable to those offered to full-time employees and suggested that the Board reconsider eligibility and the overall cost of these benefits.

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Councilmember Guerriero noted that some elected officials receive benefits while others pay for their own coverage and explained that they had previously paid for their own health insurance rather than accepting Town coverage Guerriero reported receiving a payment of $120 per month after declining coverage for four years, until that arrangement was discontinued.

Kendra, the bookkeeper, discussed the need for the Town's water and sewer districts to generate sufficient revenue to cover their operating expenses. It was noted that other towns have established water and sewer rates that cover their costs, while Highland has not yet reached that point.

Councilmember Guerriero stated that revenue collected from customers within a water or sewer district should cover that district's expenses. Funds from taxpayers outside the district should not be used to subsidize those costs.

Councilmember Petty expressed no opposition to increasing water and sewer rates but emphasized the importance of revising the fee schedule to ensure the projected revenue is actually generated before it is included in the budget.

Kendra revisited the possibility of adjusting rates on a graduated scale based on water usage. The current budget estimate uses a flat $0.25 increase across all usage levels. The proposed graduated rate structure and its potential revenue were not included in the budget calculations because no final decision had been made. A more detailed breakdown is needed to determine whether a different rate structure could generate sufficient revenue.

Councilmember Petty discussed Stu's requested $20,000 salary increase, emphasizing that the request should be considered through the budget process and weighed against what the Board believes is fair and reasonable.

Councilmember Rizzo noted that salary negotiations involve requests and counter offers, and that it is ultimately the Board's responsibility to determine an appropriate increase. While acknowledging that a smaller raise may be warranted and also expressed discomfort with the full $20,000 increase and stated that the request needed further discussion.

Councilmember Petty agreed that Stu should have an opportunity to explain the basis for his request at the next Board meeting. It was clarified that the discussion should occur publicly rather than in executive session.

Supervisor Weiss explained that his request reflects the Consumer Price Index, his experience and skills, and the substantial time he dedicates to his position. He also emphasized the year-round work involved in preparing the budget, controlling

expenses, managing union negotiations, and ensuring taxpayers receive value for their money.

Wendy, Town Clerk. supported the proposed part-time HR position, noting that the need for additional HR support has been discussed for several years. Wendy raised a concern that Frank needs additional help, potentially part-time or full-time, to manage buildings, grounds, and recreation responsibilities. A proposed position has been eliminated from the budget, prompting discussion about alternative staffing options.

Councilmember Petty introduced an opportunity through Ulster BOCES' Career and Technical Center to hire year-round, part-time student interns. The program may help offset some insurance and employment costs, with students earning slightly above minimum wage. The goal would be to give Highland students the first opportunity, with recruitment expanding to neighboring communities if needed. Eligible students would generally be ages 17–19 and would receive OSHA certification and other relevant training. The internship program could provide practical work experience and establish a pathway for recent high school graduates to transition into full-time Town employment.

Councilmember Rizzo while Buildings and Grounds was identified as an immediate need, interns could also assist the Highway Department or Water and Sewer Department, depending on their skills and the work available.

Councilmember Rizzo and Councilmember Guerriero acknowledged that interns would require supervision and discussed the need for reliable staffing during summer vacations and other employee absences.

Rizzo emphasized that Frank's department is understaffed and needs additional support.

Sharon, Confidential Secretary, Discussions with Ulster BOCES workplace-learning coordinators were already underway, with a meeting planned for the following week to explore the program's requirements and available opportunities.

Frank, Grounds & Recreation, explained that he has worked for the Town since 1999 and has been full-time since 2012. Over the years, the Town has added and improved numerous facilities, including the Rail Trail, Highland Landing, Veterans Park, Black Creek, and expanded amenities at Tony Williams Park. While these improvements benefit the community, they have also increased the ongoing maintenance workload.

Frank emphasized that the current staff consists of one full-time employee and one part-time employee working approximately 16 hours per week. Vacation, sick leave, and other absences further reduce available coverage. Weekends are particularly demanding when multiple baseball and softball games and other activities take place

at different locations. He proposed hiring an additional part-time employee with a schedule that includes at least one weekend day.

Frank would like to consider hiring one or two part-time employees to provide additional coverage during the busy season and help with routine maintenance.

Councilmember Petty mentioned the possibly of exploring whether a full-time position would be justified, although finding someone willing to work only six months could be difficult.

Councilmember Guerriero mentioned considering student interns to supplement the workforce, while recognizing that they would require supervision and might not fully meet the department's needs.

Councilmember Guerriero mentioned whether Highway Department employees, who have equipment and supplies, could assist with certain maintenance responsibilities when appropriate.

Rizzo mentioned that possibly a town personnel member could take over some mowing and landscaping currently performed by outside contractors.

Frank noted that planting, watering, and other maintenance continues beyond the summer months, sometimes after student workers return to school. Additional coverage could also allow staff to complete painting and other maintenance projects that have been outsourced or postponed.

MOTION by Rizzo, seconded by Guerriero to exit executive session at 5:40 P.M.
Four Ayes carried

Respectfully submitted,

Wendy D. Rosinski
Town Clerk

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