

Minutes of September 9, 2025, Germantown Town Board meeting, held in the Germantown Town Hall, 50 Palatine Park Road, Germantown, NY and via Zoom, commencing at 7:00pm.

Present: Supervisor Helsley
Councilman Sullivan
Councilman Kukon
Councilmember Suarez
Councilman Christian

Town Attorney, Corinne Smith

Recorded by: Town Clerk, Joyce Vale

Supervisor Helsley opened the meeting and Led with the Pledge to the Flag.

Motion to approve August 12, 2025 Town Board meeting minutes made by Councilman Kukon, seconded by Councilman Sullivan, with all in favor and none opposed.

Review of Financial Reports- Comments, Questions. No comments.

Motion to pay the audited bills for September 2025 made by Councilmember Suarez, seconded by Councilman Sullivan, with all in favor and none opposed.

Written Communications to the Town Clerk

Town Clerk received the Highway report for August.

AUGUST REPORT

1-CLEANED UP AROUND POND BY DOG PARK

2-BROUGHT IN TOPSOIL AND PLACED WHERE NEEDED

3-SUBMITTED FOR CHIPS REIMBURSEMENT

4-DITCHED AND BROOMED HELSEY RD

5-STILLMOWING SHOULDERS

6-GETTING GROUNDS READY FOR 9/11 CEREMONY

7-WORKING WITH STEVE JENNINGS AND NATIONAL GRID FOR THE METER AND SERVICE ON SAND AND SALT BUILDING

8-DID AUGUST WATER SAMPLING

9-STILL MOWING AND WEEDEATING

ANTHONY CIDRAS

HIGHWAY SUPERINTENDENT

Old Business

- Zoning and Subdivision Law Update. Updated Draft has not been received from LaBella. Workshop is scheduled for Tuesday, September 23, 2025 at 6:00pm.
- Bard Parcel. Title policy has been sent to DEC.
- LWRP. Any updates to report. Councilman Christian said they are out of money and is wondering if there is any other money for that project, maybe Greenway as a possibility.
- IFB for Parsonage Roof. Resolution awarding bid.

Supervisor Helsley read the following Resolution:

TOWN BOARD
TOWN OF GERMANTOWN
COLUMBIA COUNTY, NEW YORK

Dated: September 9, 2025

RESOLUTION AWARDING BID FOR RE-ROOFING OF PARSONAGE

WHEREAS, the Town of Germantown issued an Invitation for Bids (“IFB”) for Re-Roofing of the Parsonage for the Town of Germantown (the “Project”); and

WHEREAS, sealed bids for the Project were publicly opened and read at the Germantown Town Hall on August 29, 2025, with bids being received from seven parties; and

WHEREAS, the Town has reviewed the bids submitted, and Better Homes Builders Inc.’s bid was the lowest bid submitted by responsible bidder.

NOW, THEREFORE, BE IT RESOLVED, by the Town Board of the Town of Germantown:

1. That Better Homes Builders Inc.’s bid for \$58,786.25 for re-roofing of the parsonage using 24 gauge standing seam metal roofing, is hereby accepted pending satisfactory response from the bidder’s references and subject to the terms of the IFB; and
2. That the Supervisor be, and he hereby is, authorized to issue the Notice of Award to Better Homes Builders Inc. And execute a contract for such Project in substantially the form provided in the IFB, subject to approval by the attorney for the Town.

On a motion by Councilman Sullivan, and seconded by Councilmember Suarez and having been approved by a majority of the Board, this Resolution was declared duly adopted by the Town of Germantown Town Board.

Joyce Vale, Town Clerk

- Salt Shed Solar array service- awaiting response for start date. Supervisor Helsley said the paperwork was filled out for National Grid, just waiting on the start date from the Planner for National Grid.

- Franchise Agreement with Hilltop Communications. Renewal agreement has been drafted and we are awaiting legal review by Archtop. Corinne will follow up.

New Business

- Set a date for 2026 Budget workshop. Budget workshop set for September 23, 2025, following the Re-zoning and Subdivision workshop.

- Authorize the acceptance of credit card payments and internet payments. Supervisor Helsley has contacted a few vendors, with no response- follow up this week. A recommendation to accept other pay apps such as Venmo- this has been discussed by the Board and will be implemented at a later date. Corinne asked if this if that one is on the state contract. Supervisor Helsley said he thinks so. Corinne said the credit card reader will be in the Town Clerk office for any fees collected. Tony Albino asked if the fire alarm fees can be paid with credit cards? Supervisor Helsley said once we have the vendor set up we can figure it out. Councilmember Suarez mentioned an online form. Supervisor Helsley said the vendor probably does have the online option.

- Policy on the Rights of Employees to Express Breast Milk in the Workplace. Resolution to adopt. Supervisor Helsley read the following Resolution:

TOWN BOARD

TOWN OF GERMANTOWN

COLUMBIA COUNTY, NEW YORK

RESOLUTION ADOPTING POLICY ON THE RIGHTS OF EMPLOYEES TO EXPRESS BREAST MILK IN THE WORKPLACE

Dated: September 9, 2025

WHEREAS, New York State Labor Law Section 206-c gives all employees in New York the right to express breast milk in the workplace.

NOW, THEREFORE, BE IT RESOLVED, by the Town Board of the Town of Germantown that the attached Policy on the Rights of Employees to Express Breast Milk in the Workplace is hereby adopted; and be it further

RESOLVED, that a copy of said Policy shall be provided to all employees when they are hired and again every year after. Said Policy shall also be provided to employees as soon as they return to work following the birth of a child.

Introduced by Councilmember Suarez

Seconded by Councilman Kukon

This Resolution having been approved by a majority of the Board, the same was declared duly adopted.

Joyce Vale, Germantown Town Clerk

- Revised Discrimination and Harassment Policy. Resolution to adopt.

Supervisor Helsley read the following Resolution:

TOWN BOARD
TOWN OF GERMANTOWN
COLUMBIA COUNTY, NEW YORK

RESOLUTION ADOPTING POLICY AND COMPLAINT PROCEDURE REGARDING
DISCRIMINATION AND HARASSMENT
Dated: September 9, 2025

BE IT RESOLVED, by the Town Board of the Town of Germantown that the attached Policy and Complaint Procedure Regarding Discrimination and Harassment is hereby Adopted;

RESOLVED, that a copy of said Policy shall be provided to all employees when they are hired and again every year after.

Introduced by Councilmember Suarez

Seconded by Councilman Kukon

This Resolution having been approved by a majority of the Board, the same was declared duly adopted.

Joyce Vale, Germantown Town Clerk

- Delaware Engineering- Plan for Maple Avenue. Councilman Christian said there are 4 parcels beyond the current sewer district boundary that were discussed about a year ago. Councilman Christian suggested putting some money in the budget for next year to hire a consultant from Delaware Engineering. Supervisor Helsley will reach out to Mary Beth. Councilman Christian will send Supervisor Helsley the map. Councilman Christian also brought up those septic flow into the lake. Supervisor Helsley said he can add some money into the budget for a consultant.

- Lasher Park- Installation of new docks-paving schedule. No updates as of yet. Councilman Kukon had people reach out to him about the lighting at the park all safety issues. Supervisor Helsley said they can run the conduit underneath before they pave the parking lot. Supervisor Helsley will reach out to Dennis.

- Overnight camping at Cheviot Park. Installation of signage. Councilmember Suarez suggested signage. Councilman Sullivan said both parks should have the same re-enforcement. Supervisor Helsley will bring it up with Dennis from DEC. A person associated with the River Keeper suggested to Supervisor Helsley putting a port o potty in at Lasher Park. Councilman Christian said the contact person with DEC is Josh Choquette. Supervisor Helsley will talk to Anthony about putting signs up. Town Board agreed on the same signage at both parks.

- Hamlet traffic safety- Councilmember Suarez suggested appointing another person to the Columbia County Traffic Safety Board. Request a traffic study.

- Roy Brown has declined to serve another term as Board of Assessment Review Chair. Now there is two members short on the Board.

- Motion to re-appoint Matthew Mercier to the Columbia County CSC Taskforce made by Councilman Christian, seconded by Councilman Sullivan, with all in favor and none opposed.

- Germantown Water Table discussion. Councilman Christian asked if we could hire the same man that did the water study 8 years ago, he works for LaBella's now. Councilman Kukon explained about fracking wells.

- Local law requiring Septic inspections on Property Transfers. Councilman Christian suggested waiting until the rezoning law is completed.

- Installation of old Germantown Fire District sign for Town use. Councilman Sullivan thinks the sign should be permanent and a nice design. Councilman Kukon suggested Phathom Gardner for the landscaping.

Supervisor's Report

- 9/11 Remembrance Ceremony beginning at 8:46AM

1. Welcome: Supervisor Helsley
2. God Bless America: Dennis Nesel
3. Remarks: Local Representatives
4. National Anthem
5. Taps: Americal Legion
6. Final Remarks: Supervisor Helsley

- Columbia County will be providing an IT assesement on Town Equipment. Supervisor Helsley will be proposing some machine replacements for 2026- all IT systems should be County supported by 2026.

- Welcome Back to Brandon Mullins as CEO- Thank you to Eli Fieser for filling in during his absence.

Comments from Councilmembers

No comments from Council.

Comments and Questions from the public

Tony Albino would like made available register online for the fire alarm law. Set up on the town website and for now they can bring in a check to the Town Clerk. Put the law along with the application online. Tony suggested sending a mailer to all residents. Finalizing the application. Councilman Sullivan said to use Columbia County's list for the fire alarms in Germantown.

Tony will ask residents if they would like to become a member of the Board of Assessment Review. Tony also said there should be another study done on water sources.

Supervisor Helsley introduced Les Coon, Sr Area Sewer Plant Operator.

Motion to enter into executive session to discuss personnel at 7:59pm made by Councilman Sullivan, seconded by Councilmember Suarez, with all in favor and non opposed.

Motion to exit executive session at 8:45pm made by Councilman Sullivan, seconded by Councilmember Suarez, with all in favor and none opposed.

Motion to appoint Cheryl Kaszuga as Town Assessor made by Councilmember Suarez, seconded by Councilman Kukon, with all in favor and none opposed.

Motion to adjourn at 8:46pm made by Councilmember Suarez, seconded by Councilman Sullivan, with all in favor and none opposed.

Respectfully submitted,