

Mayor Michael Monnat called the regular meeting of the Village Board to order at 6:00 p.m. Roll call was taken with the following members present: Mayor Michael Monnat, Trustees Bruce Widrick, Matt Nortz, Linda Nortz, and Lloyd Richardson. Also present were Treasurer Charlene Moser, Deputy Clerk Liz Jones, Clerk Kay Sabo, and Public Works Maintenance Worker Chris Nortz. Guests included David Bradford from ANCA, Glen Gagnier, Gordie Baxter, and Colby Rivers.

Mayor Michael Monnat opened the 2018 – 2019 Budget Hearing at 6:01 on a **motion** by Trustee Widrick, seconded by Trustee Linda Nortz, with all in favor.

Minutes of April 11, 2018

Gordie Baxter, CFD President, presented the budget and roster of 2018 – 2019 officers. He signed the Oath of Office as well as 3rd Assistant Colby Rivers, and they were sworn in by the Clerk.

The following Croghan Fire Department representatives will sign their Oath of Offices and be sworn in at a later date:

Chief - Steve Monnat
1st Assistant - Mike Hoch
2nd Assistant – Kevin Austin
Fire Police Captain – Dennis Meyer

Gordie Baxter and Colby Rivers left the meeting.

Mayor Michael Monnat made the following appointments with a **motion** by Trustee Matt Nortz, seconded by Trustee Linda Nortz. All appointments were approved unanimously as stated.

Bruce Widrick as Deputy Mayor
Kay Sabo as Clerk/Registrar
Kay Sabo as Records Management Officer
Charlene Moser as Treasurer
Charlene Moser as Budget Officer
Elizabeth Jones as Deputy Clerk.

Those appointed signed the Oath of Office.

Deputy Clerk report: Liz was notified by Rebecca Ruscito, Counsel, NYS Conference of Mayors. By operation of law the start of the official year begins at noon on the Monday of the month following the election, so the village's official year actually started back in December. To correct this mistake, the Board is stating for the record, that subsequent to changing the date of the village election, the Board failed to modify the village's official year and continued to hold its organization meeting in April. Therefore, the Board will make all appropriate appointments now and will, in December, assume the lawful schedule for the official year.

Treasurer's Report was reviewed and after discussion, a **motion** was made by Trustee Matt Nortz, seconded by Trustee Widrick, to approve the report as read, all in favor.

Motion made by Trustee Widrick seconded by Trustee Richardson and carried that

General Fund Abstract	#11	241 – 257	\$ 28,397.11
Water Fund Abstract	#11	121 – 126	\$ 2,593.33
Sewer Fund Abstract	#11	74 – 77D	\$ 2,562.60
Sewer Fund Abstract	#11A	78 – 82	\$ 2,890.70

Be forwarded to the Treasurer for payment. Motion passed unanimously.

Trustee Widrick offered the following Resolution, seconded by Trustee Linda Nortz and carried by a vote of YES 4 - NO 0. Resolve the Village Treasurer be authorized to transfer:

\$ 45.	from A-7140.43	to A-1640.4	
\$2,162.	from A-7140.12	to A-1910.4	
\$ 7.	from A-9050.8	to A-9030.8	
\$ 3.	from F-9050.8	to F-9030.8	
\$ 179.	from G-8130.41	to G-8130.44	For the purpose of paying bills.

Charlene suggested we obtain information about cancer insurance for the Croghan Fire Department.

Trustee Widrick and Treasurer Moser discussed CDBG funds. Trustee Widrick had been in touch with Snowbelt Housing for information. As a result, Mayor Monnat signed the Certificate of CDBG Program Income.

Treasurer Charlene proposed opening up a new savings account with \$5,000 for recreation park improvement. This proposal was approved on a **motion** by Trustee Richardson, seconded by Trustee Linda Nortz with all in favor. This will be a "Type Fund" which will need a permissive referendum to expend the funds.

Charlene had presented the board two budgets; one with salary increases for Deputy Mayor, Deputy Clerk, and Treasurer/Budget Officer, the other budget without the salary increases.

Budget Hearing: Mayor Monnat closed the budget hearing at 6:25 p.m. on a **motion** by Trustee Widrick, seconded by Trustee Richardson, with all in favor. After discussion, the 2018 – 2019 proposed budget with salary increases was approved by the board. Resolve to adopt proposed budget with salary increases as presented on a **motion** by Trustee Widrick, seconded by Trustee Richardson and that the Clerk issue the tax warrant to the Village Treasurer in the amount on \$72,163.00. The board voted all in favor, YES – 4, Vote- No – 0. The tax key will be \$20.00 per thousand.

The meeting continued with Dave Bradford from ANCA who gave a presentation further explaining LED lights vs the conventional lights. There are two options available when making the decision to replace the bulbs with LED lighting; utility owned (National Grid) and municipality owned. Dave Bradford and Glen Gagnier left the meeting at 7:50 pm.

Mayor Monnat is sending a letter to National Grid requesting more information.

Public Works Maintenance Worker: Chris reported he will be going on vacation later this month. Mark Birchenough will monitor the water and sewer while Chris is gone.

- Chris spoke with the representative from Neptune meters. They agreed to swap tops off the water meters so we can use what we already have, so we will be credited for that. Trustee Richardson will be contacting Neptune for a final quote, and confirm the necessary hardware we need to be compatible with their software.

Clerk Report:

- A **motion** to approve March minutes was made by Trustee Widrick, seconded by Trustee Linda Nortz, with all in favor.
- Reported that Candy Aiken from Real Property verified that the village could rescind a decision to allow the county to do the village assessing. The village could actually save approximately \$1,000. We no longer would pay \$750.00 annual charge by NYS for the RPS file, \$316.00 annual charge by Real Property for maintaining the RPS file, as well as any cost for notices published in the Journal. A packet was distributed to each board member to look over before next month's meeting to see if this is something the village should consider.

Mayor's Report:

- A **motion** by Trustee Widrick, seconded by Trustee Richardson, to adopt the 2018 – 2019 Rules of Procedure, with all in favor. (document below)
- A **motion** by Trustee Linda Nortz, seconded by Trustee Widrick to adopt the changes to the Employee Handbook, with all in favor.

BIDS: Gleason's Septic Service was awarded the bid on a **motion** by Trustee Widrick, seconded by Trustee Linda Nortz, .135 cents per gallon with additional .035 cents added in the event the Carthage Sewer Plant were to shut off outside haulers and were forced to haul to Watertown Sewer Plant. All in favor. This was the only bid received.

One bid was received for operation of the Food Stand at the Recreation Park. Croghan Mennonite Church was awarded the bid for \$125 per month on a **motion** by Trustee Widrick, seconded by Trustee Linda Nortz, with all in favor.

- Trustee Richardson reported a price of \$589.00 for a new computer for the garage.
- Chris Nortz did order the new skid steer.
- The mayor sent the NYSERDA application for the Solar Project.
- Two bids were presented for putting a door in the office at the garage. A **motion** was made by Trustee Linda Nortz, seconded by Trustee Matt Nortz to accept the bid from KW Construction for \$3,250.00, with all in favor.
- The Merry Gardens is scheduled for May 9 to landscape the playground, and May 30 at the village park.
- A two-year Library Lease Agreement has been signed by Mayor Mike Monnat and Library President, Jeanne Duffany.
- After discussion about speed bumps being installed in the park, Chris will inquire about prices for speed bumps larger than the 4' that are priced at \$40.00 each.
- Trustee Richardson will contact TD Paving to have the tennis courts sealed by May 31st so it can be completed in this year's budget. The mayor has a quote from last year.
- Trustee Linda Nortz filed the Lewis County Hazard Mitigation Plan with the Emergency Management Agency.
- Clerk Kay Sabo presented her letter of resignation. She will remain in the position until a replacement clerk is hired and trained, with ending date of December 31 2018. The position will be advertised.

There being no further business, the meeting adjourned at 8:45 p.m. on a **motion** by Trustee Richardson, seconded by Trustee Matt Nortz and carried.

Respectfully submitted,
Kay Sabo
Village Clerk

After review and modifications Trustee Bruce Widrick made a motion to approve the following designation, procedures and resolutions for the coming year. The motion was seconded by Trustee Lloyd Richardson and carried unanimously.

**Rules of Procedure 2018-2019
Adopted April 11, 2018**

Regular Meetings:

- The Village of Croghan shall hold its regular meetings on the 2nd Wednesday of each month at 6:00 p.m. at the Village Garage meeting room.
- The Board of Trustees shall determine any deviation of this.

Special Meetings: Notice of the time and place of all meetings will be given prior to meeting.

- The mayor or any trustee upon notice to the entire board may call special meetings.
- Notice shall be given by telephone, in person, or in writing at least 24 hours in advance unless an emergency exists.
- For meetings planned at least one week in advance, notice must be given to the Journal and Republican and to the public by posting a notice in the Croghan Post Office at least 72 hours in advance of the meeting.
- For meetings scheduled less than one week in advance, notice must be given to the news media to the extent practicable and must be posted at a reasonable time before the meeting.

Organizational Meeting: This meeting will be held annually at the regular village board meeting in April.

Quorum:

- A quorum shall be required to conduct business.
- A quorum of the 4-member board of trustees shall be three.

Executive Sessions:

- Executive sessions shall be held in accordance with the NYS Public Officers Law #105.
- All executive sessions shall commence in a public meeting.

Agendas:

- The mayor shall prepare the agenda.
- The clerk, treasurer or any trustee may have an item placed on the agenda.
- When possible, items for the agenda shall be given to the mayor at least 24 hours before the meeting; however, items may be placed on the agenda at any time, including during the meeting.

Voting:

- Pursuant to Village Law each member of the board shall have one vote.
- The mayor may vote on any matter but must vote in case of a tie.
- A majority of the totally authorized voting power is necessary to pass a matter unless otherwise specified by State law.

- An abstention, silence or absence shall be considered no vote at all for the purposes of determining the final vote on a matter.
- A vote upon any question shall be taken by ayes and nos.
- The Code of Ethics of the Village of Croghan shall be that which was established by board resolution on 9/9/70 by the Board of Trustees of the Village of Croghan.

Conflict of Interest:

- No board member or employee shall use the authority of his or her position or any confidential information received through holding this position for the personal or private benefit of himself or herself, a member of his or her immediate family or a business with which he or she is associated. If the member is presented with a matter that could affect the interest of a member, a member of his or her immediate family or a business with which he or she is associated, that member shall inform the board of the conflict, withdraw from discussion on the matter and, disqualify him or herself from voting on the matter.

Sexual Harassment Policy:

- The Sexual Harassment Policy will be that which was adopted by resolution 9/6/94 and supplemented by that adopted 4/14/04.

Minutes:

- The clerk shall take minutes.
- Minutes shall consist of a record or summary of all motions, proposals, resolutions and any other matter formally voted upon and the vote thereon.
- Minutes shall be taken at executive session of any action that is taken by formal vote which shall consist of a record or summary of the final determination of such action, and the date and vote thereon; provided, however, that such summary need not include any matter which is not required to be made public by the NYS Freedom of Information Law.

Minutes shall also include the following:

- Name of the board
- Date, place and time of meeting
- Notation of presence or absence of board members and time of arrival or departure if different from time of call to order and adjournment.
- Name and title of other village officials and employees present and will approximate number of attendees
- Record of communications presented to the board
- Record of reports made by board or other village personnel
- Time of adjournment
- Signature of clerk or person who took the minutes if not the clerk.

- Minutes may contain a summary of the discussion leading to action taken or include verbatim comments if a majority of the board shall resolve to have the clerk do so.
- Minutes shall be approved at the next board meeting. Amendments to the minutes shall require board approval.

Order of Business:

1. Call to order
2. Pledge of Allegiance
3. Roll Call
4. Minutes
5. Public Comment
6. Correspondence
7. Treasurer's report, including paying bills
8. Clerk's report
9. Public Works Maintenance Worker report
10. Mayor's report
11. Deputy's report
12. Trustees' report
13. Old Business
14. Good of the Order
15. Adjournment

General Rules of Procedure:

- The mayor shall preside at meetings. In the mayor's absence, the deputy mayor shall preside.
- The presiding officer may debate, move and take other action that may be taken by other members of the board.
- The presiding officer must recognize board members before making motions and speaking.
- Motions require a second.
- A member, once recognized, shall not be interrupted when speaking unless it is to call him/her to order. If a member, while speaking, were called to order, they shall cease speaking until the question or order is determined, and, if in order, he shall be permitted to proceed.
- There is no limit to the number of times a member may speak on a question.
- Motions to close or limit debate may be entertained but shall require a two-thirds vote.

Guidelines for Public Comment:

- The public shall be allowed to speak only during the Public Comment period of the meeting or at such other time as a majority of the board shall allow.
- Each person shall sign in and check whether or not they would like to speak. Speakers must give their name, address and organization, if any.
- The presiding officer must recognize speakers.
- Speakers must limit their remarks to 3 minutes on a given topic.
- Speakers may not yield any remaining time they may have to another speaker.
- Board members may, with the permission of the mayor, interrupt a speaker during their remarks, but only for the purpose of clarification or information.
- All remarks shall be addressed to the board as a body and not to any member thereof.
- Speakers shall observe the commonly accepted rules of courtesy, decorum, dignity and good taste.

Use of recording equipment:

- All members of the public and all public officials are allowed to tape or video record public meetings.
- Recording is not allowed during executive sessions.
- The recording should be done in a manner that does not interfere with the meeting.
- The mayor may make the determination that the recording is being done in an intrusive manner taking into consideration, but not limited to, brightness of lights, distance from the deliberations of the village board, size of the equipment, and the ability of the public to still participate in the meeting. If the mayor makes the determination that the recording is intrusive and has the effect of interfering with the meeting, the mayor may request an accommodation to avoid the interference and if not complied with ask the individual to leave the meeting room.

****RESOLUTIONS******Now therefore be it resolved:**

1. The meeting dates for the upcoming year shall be: 4/11/18, 5/9/18, 6/13/18, 7/11/18, 8/8/18, 9/12/18, 10/10/18, 11/14/18, 12/12/18, 1/9/19, 2/13/19, and 3/13/19. Dates may be changed at the discretion of the board.
2. The Board of Trustees authorizes payment in advance of audit of claims for payroll, public utility services, postage, freight, express charges, schools and conferences, and all such claims shall be presented at the next regular meeting for audit and the claimant and officer incurring or approving the same shall be jointly and severally liable for any amount disallowed by the Board of Trustees.

3. The Board of Trustees has determined to pay federal mileage rate as reimbursement to officers and employees of the village who use their personal automobiles while performing their official duties on behalf of the village.
4. The board authorizes the Public Works Maintenance Worker to attend meetings and schools throughout the year as deemed necessary by the board.
5. The board authorizes members of the board and the mayor to attend meetings, schools and conferences at the discretion of the Village Board throughout the year.
6. The Board of Trustees designates Key Bank, Community Bank and Carthage Savings and Loan as the depository of all monies received by the village.
7. The Board of Trustees designates Timothy Farley as the Village Attorney.
8. The Board of Trustees designates the Journal and Republican as the official newspaper of the village.
9. The Board of Trustees designates Sean Harney as Health Officer for \$400/year.
10. The Board of Trustees designates Cedarcrest and/or Chad Pate as backhoe operators.
11. The Board of Trustees designates the salaries for mayor at \$4,000/year, the village clerk \$4,000/year, treasurer \$4,500/year, deputy clerk \$1,450/year, deputy mayor \$2,250/year, and trustees to be \$2,000/year.
12. The Board of Trustees designates the Wastewater Treatment Plant Operator to be Mark Birchenough.
13. The Board of Trustees designates Village of Lowville as consultant for the WWTF.
14. The Board of Trustees designates Marie Ball of Alcohol Substance Administration Plus as the program administrator for the Village of Croghan's Alcohol and Substance Abuse program in compliance with 49CFR Part 40 of the Omnibus Employee Testing Law.
15. The Board of Trustees authorizes the mayor and clerk to advertise for the following on a yearly basis:
 - Pumping of septic tanks
 - Lifeguards
 - Recreation attendants
 - Food stand availability
16. The "Village of Croghan Employee Handbook" outlines employment and personnel policies of the Village. Changes to this document require a two-thirds vote by the Board of Trustees.
17. Wage payments to support the Summer Swimming program will be available.
18. Wage payments to support the Winter Ice Program will be available.
19. **The Board of Trustees designates the payroll policy to be:**
 - Pay periods are bi-weekly for Public Works Maintenance Worker and all other employees.

- Pay periods for the Board of Trustees, clerk, treasurer and mayor are: March, June, September and December.
 - Based on job performance and completion of at least one term in office, salary increases for Mayor, Clerk, Treasurer and Trustee may be increased at the discretion of the Board of Trustees.
 - Laborer(s) hired on as needed basis to assist Public Works Maintenance Worker – minimum wage.
 - Part time laborers (summer employees and recreation attendants), and lifeguards– minimum wage.
 - Head Lifeguard instructor – NYS minimum wage plus \$1.90/hr.
 - The village will utilize Pratt-Northam funds for our summer program and adhere to their guidelines as closely as possible.
 - It shall be the policy of this board to employ students whenever possible to fill part time positions in an effort to give our youth a start in the work force.
 - All qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, religion, color, national origin, sex, age, disability, marital status, sexual orientation, genetic predisposition or carrier status or veteran status. The Village of Croghan will act affirmatively to develop avenues of entry and mobility for minorities, women, individuals with disabilities, and Vietnam Era Veterans.
 - All employees shall have an application on file.
 - It will be the policy of this board to advertise for all employment.
20. The Board of Trustees will designate the Work Plan as submitted at the November regular meeting to be the work plan for the coming year. Modifications may be made to the plan as necessary throughout the year.
21. **Procurement Policy:**
- Goods and services >\$500 and <\$10,000 and purchase contracts >\$500 and <\$20,000 for public works shall have two minimum, three recommended written quotes and shall require approval of the Board of Trustees before purchase.
 - Goods and services and contracts above these limits shall be subject to public bidding laws.
 - Goods and services <\$500 may have verbal quotes and should have the approval of the Board of Trustees before purchasing.
 - The following are exempt from competitive bidding (not all inclusive):
 1. Emergencies – GML 103(4).
 2. Second hand goods or surplus items from the Federal or State government, from any other political subdivision, district, or public benefit corporation – GML 03(6).
 3. Purchases through the Office of General Services _ GML 104.
 4. Purchases under county contract – GML 103(8)
 5. Professional Services

6. Sole source situations
 7. Leases
 8. Work performed by municipal employees under municipal cooperation agreements.
- Board members and appointees may make purchases and sign vouchers after approval of the mayor or board of trustees.
22. Public Works Maintenance Worker may, without board approval:
 - Purchase incidental items necessary for the carrying on village day to day business and effecting repairs up to \$500/month. Public Works Maintenance Worker must use village credit card for purchases.
 - Purchase supplies necessary for road repair <\$500,
 - Initiate repairs to vehicles <\$500.
 23. The village treasurer shall invest funds not immediately necessary for payment, on a monthly basis as directed by the Board of Trustees.
 24. **The Board of Trustees has determined that charges for use of the park shall be:**
 - Ball field - \$15.00 for each practice with lights,
 - Ball field - \$10.00 for each game without lights,
 - Ball field - \$20.00 for each game with lights,
 - Ball field - \$25.00 extra for leaving lights on,
 - Practice without lights - free
 - Fourth of July Tournament will be charged \$150; National Qualifier - \$250.
 - Little League will not be charged for use of the ball field,
 - Ice rink - \$100.00 per event.
 - Small pavilion. - \$60 per event.
 - Use of the park for a major fund raising event, not <\$125/ day, (For Profit organizations raising money.)
 - Use of the park for a benefit, not <\$10, (Benefit to raise money for persons/families facing life threatening/ severe problems. Fee may be waived.)
 - Use of the park for a fund raising event by a NOT-FOR-PROFIT organization, not <\$50/ day.
 - Use of the park for school picnics, donation accepted
 - Use of the park by Boy Scouts, Girl Scouts, etc. will be free unless lights are used, in which case the charge will not be <\$10.
 - Camping trailers using electricity, not <\$10/night. Campers may set up along outfield fence.

- Camping trailers with no electric hookup, not <\$5/night. Campers may set up in open space behind village garage.
25. The Board of Trustees has determined that the Rules of Procedure as presented 4/1/18 to be the meeting guidelines for the Village of Croghan. Amendments shall require board approval.
26. The Board of Trustees has determined that Park regulations shall include:
- Hours of use shall be sunrise to sunset, excepting special events.
 - The park speed limit is 5 mph.
 - There will be no admission charge to the park.
 - There may be an admission charge to a special event being held in the park.
 - Acceptable conduct is expected by all using the park. Persons exhibiting questionable conduct will be asked to desist. Continuance will be ground for removal and/or notification of police.
 - Vandals will be prosecuted.
 - Organizations using the park are responsible for their garbage.
 - Reservations for use of the park may be made at any time throughout the year. (Since 2003) (This means events may be scheduled anytime for the following year).
 - Activities requiring a reservation include ball games, reunions and special events.
 - Persons using the ball field, swimming pool, playground and ice arena must follow the rules associated with each area.
 - Open fires are prohibited.
 - Camping is allowed during special events only and by special permission of the Mayor.
 - Operators of the food stand must follow Department of Health guidelines and rules of Compensation insurance as administered by Lewis County Self Insurance.
 - The minimum bid for the lease of the concession stand will be \$125/ month for 4 months with award starting on May 1 and ending August 31. Payment for full month is due by the 15th of each month. No partial month payments are allowed.
 - All events must be scheduled through the Trustee in charge of scheduling.
 - Bridge St. Park: Built over a former landfill, debris, including broken glass, may still be found. Footwear is required at all times, no swimming or wading, cooking is allowed only in B.B.Q. grills, no open fires allowed, park closes at dark, carry in/carry out.
27. The CFD can continue to hold its chicken BBQ and letter writing on an annual basis without petitioning the Board.
28. Gifts/ flowers can be sent to board families and past employees upon death or catastrophic illness/ hospitalization of member or member of family without a formal vote.

29. A Thanksgiving turkey and a Christmas ham will be purchased for each full time employee during the holiday period. This does not extend to elected and appointed officials. No elected or appointed official may receive material benefit at taxpayer expense accruing from his or her position.
30. Only authorized persons may operate licensed Village owned vehicles, except in emergency situations.
31. The Board will consult with a human resource person or qualified legal counsel prior to terminating an employee.
32. The village may charge for dishonored checks the amount of \$30.
33. Village property may be removed on an occasional basis from Village premises with permission of the mayor/board. Make use of the sign out system with instruction "return as borrowed"
34. **Billing of Water, Wastewater and Relevy to Taxes**
 - Water rent is collected in July; therefore the billing year is July 1 – June 30 for purposes of prorating, etc. Water rent is payment for the actual water usage based on annual May to May reads plus a flat fee. Water rates for Village users for 2018 are: \$125 plus \$0.72/1000 gallons and outside users at \$156 plus \$0.90/1000 gallons.
 - Wastewater rent is collected in April; therefore the billing year is April 1 – March 31 for purposes of prorating, etc. It is a payment in advance based on water usage through users' system on November to November meter reads. \$370.00 for billing per unit for 2018 - 2019 inside the Village and \$462.50/unit outside.
 - Water bills outside the Village of Croghan will be at the rate of 125% the rate of Village residents.
 - New connections, except commercial, to the wastewater system will be billed at the one unit charge until usage is established. For new hookups, fees start at time of connection to mains unless other arrangements are made.
 - Water Tricking: Prior to November 1 of each year water customers may request in writing to the Village Board of Trustees that the Board grant permission for the customer to run a steady trickle of water from November 1 to April 30 in order to prevent frozen water service lines. The Village Board will consider the request and notify the customer whether the request has been granted as soon as possible, but no later than the next regularly scheduled meeting of the Village Board. If the Village Board grants permission for the customer to trickle water, then the usage to be billed for the period from November 1 to April 30 shall be the lesser of (1) the actual usage for the period from November 1 to April 30, or (2) the actual usage for the previous period from May 1, to October 31. The Village of Croghan will not be responsible for frozen water lines or water meters nor for the damages caused thereby.
 - Village taxes are levied on June 1st. Collection is made for one month with no penalty. By November 1st any unpaid items are sent to the County Treasurer for relevy.

- Unpaid Wastewater and Water rent bills are relieved on the following year's Village tax bills for collection.
- An outside user who fails to pay or make payments on his water and/or Wastewater bill within 6 months of billing will receive a certified with return receipt letter from the Board of Trustees a) requesting payment within 30 days, b) requesting information on any extenuating circumstance that may be reason for nonpayment of the bill within 30 days and c) informing them that payment must be made within 60 days to avoid termination of service. The Board will consider the response and make adjustments as it deems fit. Penalty will continue to accrue during this time. If it appears necessary to shut off the water to said residence, a certified letter will be sent to the resident and the health department informing them of the date and time such action will take place. Arrangements for payment may be made up to the moment of shutting off the water.

35. **Americans with Disabilities Act (ADA) Employment Policy**

- See attached policy

THESE RESOLUTIONS SHALL TAKE EFFECT IMMEDIATELY