

**VILLAGE OF HASTINGS-ON-HUDSON, NEW YORK  
BOARD OF TRUSTEES  
REGULAR MEETING  
JUNE 5, 2012**

A Regular Meeting was held by the Board of Trustees on Tuesday, June 5, 2012 at 7:35 p.m. in the Meeting Room, Municipal Building, 7 Maple Avenue.

**PRESENT:** Mayor Peter Swiderski, Trustee Bruce Jennings, Trustee Marjorie Apel, Trustee Meg Walker, Trustee Nicola Armacost, Village Manager Francis A. Frobels, Village Attorney Marianne Stecich, and Village Clerk Susan Maggiotto.

**CITIZENS:** Seven (7).

**APPOINTMENT**

**Mayor Swiderski:** We have one appointment for Lisa Oswald to fill the term expiring in 2013 on the Village Arts Commission. And we have one resignation from the ARB by Ellen Hendrickx who is, sadly, leaving town. We will miss her calm and rational voice, and thank her for her fantastic service.

**APPROVAL OF MINUTES**

On MOTION of Trustee Jennings, SECONDED by Trustee Apel with a voice vote of all in favor, the Minutes of the Regular Meeting and the Executive Session of May 15, 2012 were approved as presented.

**APPROVAL OF WARRANTS**

On MOTION of Trustee Jennings, SECONDED by Trustee Apel with a voice vote of all in favor, the following Warrants were approved:

Multi-Fund No. 75-2011-12	\$260,873.21
Multi-Fund No. 76-2011-12	\$ 2,619.45
Multi-Fund No. 1-2012-13	\$ 44,732.59

**PUBLIC COMMENTS**

**John Gonder, 153 James Street:** Fire Chief Sarfaty, did a terrific job in the Memorial Day parade and the commencement after. It was one of the best ones that we have had in many years. I thank the chief and all those other people that were involved.

I wanted to mention a second rear admiral, not Farragut. He lived here for some duration. We also had Rear Admiral Ronald H. Jesberg. A lot of people do not realize that we had two rear admirals in Hastings. He went kindergarten through high school in our school system.

I want to thank the chief of police here. I feel a little safer because they made three arrests with the help of 15 of our policemen and New York and Westchester County in regard to the break-in on Main Street. I still think we need more police for the other break-ins and robberies and things that go on in the school and also in Graham School, and the traffic violations that I see every day

Third and last, the buffer zones. It is one of the best ordinances that we may come out with. But I would ask Trustee Walker not to make it complicated. Forget the trees, forget the stone walls. People are not going to take them down if you say this is the buffer zone. The only way they will take a tree down is if it is rotten or it is in Con Edison's lines and has to be trimmed. So please try to make it simple.

**Jim Metzger, 427 Warburton Avenue:** I want to second Mr. Gonder's appreciation to the Village. To the men and women in our armed services that came on Memorial Day, it was an incredibly moving parade. We tend to look at this as a celebration, but it was a reminder of the young people in our nation that stand up. These are the people that put it on the line to make sure that we do have the freedoms that we enjoy. I hope that we can keep some of those freedoms, but that is a political discussion for another day.

As someone who was photographing the bulk of the parade, one of the things that I have been finding disturbing, and maybe even more so this year, the men who travel up and down Warburton Avenue selling cheap, made-in-China plastic trinkets that are constantly in the way of everybody's enjoyment of this parade. It is an aberration. You might as well just throw garbage in the street. I do not know if these people have any special connection, if they are veterans. But we should raise the level of visuals during our parade so that we do not have to look at cheap plastic garbage being sold as we are trying to remember the people that defend our country.

**Tim Downey, 520 Farragut Parkway:** I would like to speak about some good things going on around Hastings. This spring we have a little blacktop roller doing a great job fixing potholes. The men finally have some equipment to do the work that has been badly needed. It is not a vibratory roller we would like to have, but it is a start. It is what we can afford, and it has made a big difference. I am very appreciative seeing the work. I like the utility truck that we have, the one that goes around and picks up appliances. The day that truck was spec'd and bought and brought into the Village it was obsolete the day it rolled in here. It made no sense to bring it in the way we did. I see the money was spent to bring it in with hard sides, where it can be better utilized as a dump truck for snow service and the like later on. Great money well spent.

Edgar's Lane. For about two years here I complained about a mulberry tree that blocked the pathway where people who live on Edgar's Lane or traverse Edgar's Lane had to walk out in the street. I spoke to Ray Gomes about in the wintertime, and miraculously this spring that was gone. People can use the walkway there again and walk safely out on the street.

It came to my attention that the Mayor, was at the sanitation truck on a Saturday a couple of weeks ago. Unfortunately, the men are put in a hard situation trying to dictate who can and cannot. I understand you spoke rather firmly to some people who probably did not belong there. That was a good thing to clean up that situation and not have the onus on the men so much. Just tell the rules; these are the rules, the way it works, and get the word out to community and beyond.

The last thing I would like to talk about is my favorite topic, the quarry. I typed up that document two meetings back, handed it to everyone, and I do not know if anyone had any questions or wanted to raise any dialogue. Trustee Apel is a new voice here. I do not know how often she has heard me speak on this topic. I presented the idea to a local engineer, a Shannon Rooney. She thought it made perfect sense, and she understands the logic and the value, and the savings in timing and coordinating things. I would like to ask the Village to consider making an investment at some point to hire a consultant like Shannon or somebody else, perhaps from the Village and we could shop locally on that, to look at that idea. It is out of the range of knowledge of most of you sitting up here. That is not what you do. I happen to be in the construction trade so I have some handle on it. But it always looks better when it comes from an engineer and an architect to vet that idea and see if it has some validity.

I hope before we spend a dime on the deer contraception, one thing that came to my attention when meeting with Ray Gomes is the Harmon Center, whenever they have to change a light bulb or a ballast we have to rent a ladder. We need to buy a ladder or a man hoist, even if it is a quality, safe, secondhand piece of equipment. Before we spend money on deer stuff I would like to get a ladder for the Harmon Center. It should come with the building. Perhaps we can get Mike and the guys down there some better equipment, the four-in-one bucket for the loader, to make life a little easier for them to do their job.

**Mayor Swiderski:** wanted to add my voice on the Memorial Day parade. It was certainly the best I have ever been to here, and it was moving in many ways. Especially the picnic at the waterside for the servicemen, which was the loveliest event to observe. Here were these guys who put their all on the line for us, able to relax and enjoy it. A number of them said this was the best time they had had in New York because nobody was trying to sell them anything. They were able to sit there, have a beer, dance. There was a DJ set up. It was so cute, so nice that my takeaway was we have to do that again. It should become an institutionalized part of our Memorial Day because it elevates it to something meaningful in a way that perhaps as memories fade we forget what the day is about. It was a remarkable day. I do not want it to be the highlight of my time in public service, as it has been to date. I want it to repeat, and it was great.

**Trustee Armacost:** Can we just thank the Village team? Because they did a phenomenal job.

**Mayor Swiderski:** Everybody over and over in gratitude. It was just great. Whoever decided to put up the ribbons, it made the Village a festive, inviting place that set the stage so nicely.

And arranging it at the level of the street changed the dynamic as well. All the many changes worked, and it moved along at a better clip that kept people engaged. And mostly, it was the presence of the servicemen. My peak moment was watching those Brazilian sailors dancing with the Coast Guard girl cadets to a salsa tune at the waterfront. It was priceless. It was this multicultural happy moment where everybody was able to drop their guard and enjoy themselves. It was really nice.

### **36:12 AUTHORIZATION TO SUBMIT GRANT APPLICATION – URBAN AND COMMUNITY FORESTRY GRANT FOR TREE INVENTORY**

**Village Manager Frobel:** This initiative comes from our Tree Board. They have begun their tree inventory community-wide. They are looking to secure some funding which will assist them in that endeavor. Competitive. There is \$750,000 available state-wide. It is a 50 percent grant; if they were able to get the \$5,000 there would be a \$5,000 obligation on the part of the community. Grants are due, June 21. I think they put together a pretty good program

**Brett Schneiderman, Tree Board Member:** This tree inventory that we kicked off for Arbor Day has been really successful. We have had over 100 volunteers. I have a stack here of all the inventories and I am starting to look through them now. The responses I have got have been very enthusiastic. People have offered to participate in the next phase, data entry. And then I have got a lot of ideas from the community at large on how to look at the bigger picture. Right now, I just had the street trees so we can stay focused on this one project. We have got help. Dr. Fred Cowett from Cornell University was down here last week. He did his PhD on New York state street tree inventories, and he is now working in Pennsylvania and New Jersey to help them with their process. He met with Bill, Jenny and myself to go over our procedures. I am going to be with him in Oneonta in two weeks performing an inventory for the city of Oneonta. Also, Paul Feiner wrote a letter to me asking if we could help unincorporated Greenburgh do the same process. So we have a groundswell. It is extremely successful where we are, and we have a lot of work to do to get to the next phase. That is this resolution. I have been writing the grant for two weeks now, so we are at that point. We hope that this goes through.

**Trustee Walker:** What will the grant monies be spent on?

**Mr. Schneiderman:** One of the things is the GPS equipment to have a GPS identification tag for each tree that is in the inventory. The Garmin units run \$350 apiece, and we are hoping to have more than one unit. There is a lot of equipment that is used for doing the diagnosis, tools of the trade. For the most part, I have been volunteering my services in using tools. But there are other tools that help us to do this, and they are in this process. Also, funds for the services of a certified arborist, Carmine Serpe, who has a relationship with the Village, should we need to bring in a consultant or an arborist to look at. I have the whole budget. I did not bring it with me today.

**Village Manager Frobel:** Those are the high points. Some of the other costs are some travel expenses and any soft costs that are related. So you covered it very well.

On MOTION of Trustee Apel, SECONDED by Trustee Armacost the following Resolution was duly adopted upon roll call vote:

**RESOLVED:** that the Mayor and Board of Trustees authorize the Village Manager to file an application for 50% matching funds in an amount not to exceed \$5,000, and upon approval of said request to enter into and execute a project agreement with the New York State Department of Environmental Conservation for such financial assistance to the Village of Hastings-on-Hudson for the Hastings-on-Hudson Tree Inventory – 2012.

ROLL CALL VOTE	AYE	NAY
Trustee Bruce Jennings	X	
Trustee Marjorie Apel	X	
Trustee Meg Walker	X	
Trustee Nicola Armacost	X	
Mayor Peter Swiderski	X	

**Mr. Metzger:** Is there any money in the grant for replanting trees that have been taken down or have come down in storms in the Village? Or is this grant strictly to identify trees that are existing?

**Village Manager Frobel:** I think they are focusing on trees that exist. But we also have in the budget money for planting. Every year we embark on a street tree planting program.

**Mr. Metzger:** I would like to request some of that money be spent on Warburton Avenue. We have had quite a number of trees taken down in the last three or four years. It would be nice to start replacing some so we do not look like Queens, like the stepchild of the Village.

**37:12 APPROVAL OF INTERMUNICIPAL AGREEMENT WITH WESTCHESTER COUNTY FOR SUNDAY SENIOR SOCIALS PROGRAM GRANT**

**Village Manager Frobel:** Some very good news. Largely through the efforts of Legislator Shimsky, the Village is the recipient of a grant of \$3,000 to offset expenses for programs that Anne Russak heads up for us at the Community Center. So we are very grateful, and a surprise that this legislator's grant has come through for us.

On MOTION of Trustee Armacost, SECONDED by Trustee Walker the following Resolution was duly adopted upon roll call vote:

**RESOLVED:** that the Mayor and Board of Trustees authorize the Village Manager to sign the Intermunicipal Agreement with Westchester County to receive a grant of \$3,000 for the Sunday Senior Socials Program.

<b>ROLL CALL VOTE</b>	<b>AYE</b>	<b>NAY</b>
Trustee Bruce Jennings	X	
Trustee Marjorie Apel	X	
Trustee Meg Walker	X	
Trustee Nicola Armacost	X	
Mayor Peter Swiderski	X	

**38:12 AUTHORIZATION TO RECEIVE BIDS - DPW VEHICLES**

**Village Manager Frobel:** You have heard from the department on several occasions about our need to replace some of our heavy equipment. It has been a number of years since we have purchased anything. In fact, it was back in 2006 we received our last dump truck. We are looking for the authorization to release the specifications that we have developed to allow us to secure prices for these replacement trucks and we will come back to you with a recommendation for purchase. Mike Gunther is here again Jerry Daily, our lead mechanic, if you have any questions about the need, although I hope we have demonstrated that we are in pretty bad shape and that we need to replace those trucks, especially as we look into the winter months.

On MOTION of Trustee Armacost, SECONDED by Trustee Jennings the following Resolution was duly adopted upon roll call vote:

**RESOLVED:** that the Mayor and Board of Trustees authorize the Village Manager to receive bids on two (2) heavy duty and one (1) medium duty dump trucks

<b>ROLL CALL VOTE</b>	<b>AYE</b>	<b>NAY</b>
Trustee Bruce Jennings	X	
Trustee Marjorie Apel	X	
Trustee Meg Walker	X	
Trustee Nicola Armacost	X	
Mayor Peter Swiderski	X	

### **39:12 AMENDMENTS TO PERSONNEL RULES AND REGULATIONS**

**Village Manager Frobel:** This is a recommendation that we modify our personnel rules. Periodically we look at our rules to see where they need some updating. We believe these are two areas that with the change in staff it would be opportune to make the change in the feature for a senior-level retirement program, and the 24-hour use of Village vehicles is being modified.

**Mayor Swiderski:** So 24-hour emergency use is modified. What remains?

**Village Manager Frobel:** Group I, the 24-hour use would remain with the Village Manager. Group II, 24-hour emergency use is for the Superintendent of Public Works and the Police Chief. Removed would be the superintendent of recreation. Category III is detective for the police department. We are trying to have some clarity because we have not had it clearly delineated that the 24-hour use was available to the Building Inspector, and that it did not clearly delineate the 24-hour use for the director of Youth Advocate.

**Deputy Building Inspector Minozzi:** Mr. Mayor, may I speak on that? Devon Sharma could not be here tonight. He asked me if I would sit in on the meeting. I would like to voice our concern and opinion about the 24-hour use of the vehicle for the Building Inspector. We do on occasion get called in for some emergencies similar to the DPW superintendent, similar to the fire chiefs. Not nearly to their capacity, but it is part of our job to come out when there is some type of a building emergency. During the recent floods, there was foundation damage, structural damage that we were called out for.

We feel that the intent of taking the vehicles home on 24 hours is based upon the need to respond to said emergencies. In Dobbs Ferry and Irvington both building inspectors do, at this time, take their vehicles home 24/7. We feel, in the Building Department, that that vehicle should still be made available to the Building Inspector on a 24-hour basis for said emergencies.

**Trustee Armacost:** How often do you need it for emergencies on a monthly or yearly basis?

**Deputy Building Inspector Minozzi:** I would say during the storm season more often. During the drier seasons, not as often. Since I have been here, a year-and-a-half, we have gotten called out about a half a dozen times or so.

**Trustee Walker:** Thank you for coming and representing the Building Department, Mr. Minozzi. Another alternative is for the Building Inspector to use his own vehicle if he is called out in the middle of the night and simply bill the Village for the mileage. If it is that infrequent it would not be difficult for him to keep track of the mileage and be reimbursed as opposed to having a vehicle 24/7. Also, is it really necessary to respond immediately, for example in the middle of the night? Or is it something that could be left until the next day?

**Deputy Building Inspector Minozzi:** The emergencies that we get called out on are usually emergencies that do need to be responded to immediately. At least the calls that I have been on that Deven could not make, they were all of an immediate type of emergency. I believe I responded personally to four in my own vehicle. Deven has responded to a few others. So maybe it is more than six, but it is not dozens.

**Trustee Walker:** Fran, they would still have access to a Village vehicle during their work hours.

**Village Manager Frobel:** Yes. And they are eligible for reimbursement for any out of pocket expenses. I should point out, Deven had discontinued using the vehicle for well over a year now. He has not been taking it home. So there has already been a trend, a practice if you will, that it has been discontinued for over a year. And we have done pretty well in the meantime.

**Bill Finkeldey, director - Youth Advocate program:** I am here to talk about the resolution to eliminate the ability of department heads to take Village vehicles home. Certainly it makes sense to save the Village money in these difficult fiscal times. While it does not personally affect me because I no longer take a vehicle home, it does send a message to the department heads that despite wage freezes in three of the last four years, the Village wants to take back a long-standing privilege.

In the case of the Youth Advocate truck, it cost the Village nothing and gas expenses were paid for. It is hard to understand the rationale behind the resolution. It seems peculiar that earlier today I was at the county center receiving an award with Congresswoman Lowey, and tonight I am talking to you about a privilege granted to the Youth Advocate program 22 years ago that is about to be revoked.

I do not speak for every employee, but I have been around the longest. Except Rocky, he is in a class of his own. Employee morale is as low as I have seen it. People feel discouraged that their work is not recognized. And our employees do a wonderful job on a daily basis. Hastings needs to continue to attract top talent to its workforce. This year, the Board will have the opportunity to replace both Ray Gomes and myself. Hastings has always been behind our sister communities in salary, but in my mind offered something special, something unique, something I cannot put into words. I know I will miss it terribly.

My concern is that potential employees, upon asking about salary history in Hastings, will go elsewhere. I would have 30 years ago. So things like the take-home privileges do count. I understand it is a privilege, but it is a long-standing one and I think one that has not been abused.

**Trustee Walker:** In the past, why would you have needed the vehicle at night?



**Mr. Finkeldey:** Just to come down to town pretty much, to respond to a problem or a crisis here in town. It did not happen yearly; maybe four or five times. That is not really the issue; it is just the message that it sends.

**Trustee Armacost:** But can in the case that we heard where it is needed six times a year, what is going on? If they are not using it, it is sitting on their driveway, what is the principle that you are talking about? What are you trying to get at?

**Mr. Finkeldey:** Well, the principle I am talking about is, again, what I tried to point out. There has been very little salary growth in this employee class over the last few years. If we are trying to attract good people to the two jobs that are going to become available this year, I think it would be a wonderful opportunity to attract top talent. Hastings is doing a pretty good job for their employees and many people do a wonderful job on a daily basis.

**Trustee Armacost:** My question is it is not about whether people do a great job or not. Of course, people do an amazing job. My question is if the so-called privilege is not being used.

**Mr. Finkeldey:** It is being used to commute back and forth, and the expense is being paid for. That is the point. And there is no cost to the Village.

**Trustee Apel:** There would be no cost if you used your own car and went to work and then went home. It would not be a cost to the Village either way.

**Trustee Armacost:** But it is definitely a cost to the Village in gas.

**Mr. Finkeldey:** No, we pay for the gas.

**Village Manager Frobel:** It is a per diem. Over about 18 months the Board required them to pay.

**Trustee Apel:** To pay what? Who pays?

**Mr. Finkeldey:** When I was taking a car home, which I no longer am, we pay \$6 a day to offset the cost of gas. So effectively, there is no cost to the Village as far as gas goes. There is some wear and tear on the vehicle, certainly. But it is not a dollars and cents issue.

**Trustee Armacost:** So how do you regulate that people do not use it? Is the odometer checked at the end of each day? How does the Village establish that it is not being used for any other purpose than just being driven home? I do not know if there is a process for that.

**Village Manager Frobel:** I rely on the honesty of the department head.

**Mr. Finkeldey:** Thank you, Mr. Frobel. I think honesty of employees is something to be taken seriously.

**Trustee Armacost:** I see. No other mechanism.

**Mayor Swiderski:** So the gas expense is essentially covered.

**Village Manager Frobel:** Yes. When this first came up during the budget review two years ago, at that time it was decided it would be a per diem cost to those department heads that were assigned a vehicle for 24 hours to cover that expense from their home to work. And they have been paying.

**Trustee Apel:** Is this going to save us the purchase of cars by not having this?

**Village Manager Frobel:** Yes, it would reduce the amount of mileage put on the cars.

**Trustee Apel:** No, but it would reduce the amount of cars because they would be sharing cars. Because not everybody needs to use the cars. It is going to be the same amount of cars.

**Village Manager Frobel:** Right, I do not see any increase in the number of cars.

**Trustee Apel:** No, not an increase. It would be a decrease because you would, in a sense, be sharing cars. If you take your own car to work, and you get there and you sit there and you do not go anywhere during the day, then you do not need a car. Someone else can use the car. You do not have to have as many.

**Mayor Swiderski:** I do not think it operates on a pool basis.

**Trustee Apel:** So then they are sitting around? How many cars are we talking about?

**Village Manager Frobel:** In this case, two.

**Trustee Apel:** In those cases. But how many cars?

**Village Manager Frobel:** Three. One would be assigned to Parks and Recreation for those people there to use. The Building Inspector's office, the two gentlemen in that office. And then Youth Advocate for their Safe Rides program, any transportation during the day picking up food, making any deliveries.

**Trustee Apel:** So we will still have the same amount of cars. They are just not going home. I misunderstood. I thought we do not have to buy a car because they would be pooled.

**Village Manager Frobels:** No, they would still be assigned to those respective departments.

**Trustee Walker:** And the Safe Rides program requires a van?

**Village Manager Frobels:** SUV.

**Mr. Finkeldey:** Yes, it takes seven passengers, which is adequate.

**Trustee Armacost:** How is the insurance covered if it is taken out?

**Village Manager Frobels:** There should not be any change in the insurance costs for premiums. I do not see any change. I can ask, but I would be surprised.

**Deputy Building Inspector Minozzi:** Just one more thing I would like to add. When you were speaking about the \$6 a day, in Mr. Sharma's defense one of the reasons he does not take his car home is because he lives about 500 feet from the border of Hastings and he is charged \$6 a day. He is very much against that. So that is part of the reason why he does not take his car home at night.

**Village Manager Frobels:** Not to debate it, but when it was first proposed he was living in Croton. He has, by choice, decided not to take the vehicle home for quite some time now, unrelated to the cost. The cost certainly could have been adjusted when he moved closer to Hastings, but at the time he was living up on Croton.

**Mr. Metzger:** I have nothing but the highest regard for our Building Department, who I had an occasion to need their services in a project I was working on in the Village. They were nothing but helpful, professional, terrific to deal with. And Mr. Finkeldey, of course, needs no introduction to the wonderful things he does for the Village.=

That being said, we need to take a hard look at this. I mentioned this probably six years ago and four years ago, and every time the budget comes around. The costs to purchase them, the cost of depreciation, maintenance, gas. When I worked in the corporate world we got paid X number of cents per mile that we drove on company business. It worked out well for everybody. I appreciate the fact that we are all living in hard times, and there are certain, quote, "privileges" that people have come to expect. But let us not forget they are privileges. I know too many people who have had to leave this village in the last two to three years because they can no longer afford to live here. I want to know where their privileges are. We need to do whatever we can to maintain the people that we have in this village. We talk about Village character. It comes from the people that work here, but it also comes from the people that live here. We need to make sure that everybody understands that there is a balance.

I know that this board has been doing exceptional work on the budget. But now is the time to take a look at vehicles that are being used to move around a two square mile village. If we are going to use vehicles, is there something better we could be using, an electric vehicle, for example. New York City police officers use them all the time. Is that cheaper to maintain and operate and purchase? I cannot believe that there are emergencies that would require Ray Gomes to get someplace in the Village faster in a gasoline-powered car than in an electric vehicle. At this point, every dollar counts.

**Trustee Jennings:** I do hope that we can move in the direction of non gasoline-powered vehicles in our fleet. But for the moment, I would like to ask the Village Manager a different question. The resolution before us is revenue neutral. It is not going to change expenditure that we have on our fleet by changing this rule about employees taking it home with them as opposed to leaving it parked here at the end of the day.

**Village Manager Frobel:** It should not.

**Trustee Jennings:** So can we consider this resolution as the first step in a multi-step process that would lead eventually to reducing the size of our Village fleet? I would like to take it under consideration in the future. The system that Mr. Metzger describes is familiar to me also. A police chief, head of sanitation, firemen need specialized vehicles because of special functions that they are doing. Other employees, what they are called upon to do may or may not really require a Village automobile. They might be able to be compensated for the use of their own automobile. That is a reasonable thing for us to investigate. Mr. Finkeldey puts his finger on it. This is not a functional question, it is not an economic question. It is a symbolic question. But we have to get to the economics eventually, and it is going to need steps beyond what we are considering tonight. I hope we can take that under advisement.

**Mayor Swiderski:** Not that I am disagreeing with you, but we are in a transitional moment on a couple of these positions. While the immediate economic benefit now, or cost, is minimal, it sets an expectation for new employees coming in that is fair moving forward. It does not hold out a benefit that we then, in five years, decide to retract. We are establishing a baseline prior to the point of hire so that somebody does not feel like they were ripped off; that they joined with this expectation and it was retracted down the road.

**Trustee Jennings:** I do agree with you, although that is what I meant that it is "symbolic."

**Mayor Swiderski:** But that is not symbolic. That is quite real in a negotiation for a salary and package. It is a component. You want to be candid with what is on the table, and both these things in this resolution factor into setting that expectation: that there will not be this oddball, archaic retirement policy on our books, and that expectations regarding vehicles is said up front. Economically, it may even cost us a little revenue because people do not rent those effectively for \$6 a day, but it will extend their lives. Long-term, it does yield an economic benefit.

In regard to the green argument, the greenest car on the road is the one you do not remove from the road before its lifespan is up. There is no point in retiring these cars until they are clunkers. I tend to agree with you on that score. Down the road, probably about that point where these cars are being phased out, we may move to a pool concept because it is more appropriate. Maybe there is a mix of an electric car and two cars, or whatever, a mix that accommodates the future, that is a little different from now. What has changed since Mr. Finkeldey was hired is a two percent tax cap, a fiscal environment that as far as the eye can see is not pretty for us. It is not going to get any better. If we can trim \$5,000 here, \$10,000 there and avoid a layoff, I am sorry about morale issues, but I am proud that we did not have to lay off more people. It occurred through voluntary attrition to date. Part of that is by watching these pennies. They add up. So I hear privileges, but I would rather have people.

**Trustee Apel:** Do we offer our employees reimbursement for driving?

**Village Manager Frobels:** The 55 cents a mile for the use of their private vehicle, work-related.

**Trustee Armacost:** So let us say someone had moved to Croton. We are not paying for that person to drive from Croton to here. Their usage occurs once they arrive here.

**Village Manager Frobels:** Yes.

**Trustee Armacost:** I think it is going to save us money.

**Mayor Swiderski:** We will pay the 55 cents if they have to come here for an emergency.

**Trustee Armacost:** Which they do six times a year. But on a daily basis, if the car is going to their house then we are paying for their commute. We are out of pocket, then, depending on how far away the person lives. If the person lives on the other side of the border, then maybe not. But if the person lives in Croton, it makes sense that an employee would not choose that option. You can set up incentives in a way to encourage behavior that is more environmentally-sustainable, that has other elements in it that are more useful. In terms of recognizing our employees, we need to get more creative about other ways to recognize them that are not financial. That would be useful for us to do. Our employees do fantastic work. I do not know that this is the best way to recognize that.

**Mr. Gonder:** A take-home vehicle is very important to the individual, especially if or she is married. It means maybe you have to buy two cars because how are you going to get down to the Village. Either bus, walk, inclement weather. I had a take-home car for over eight years, and they did away with it and started paying us mileage. It cost me going out to buy another car because my wife needed a car. It is a big thing to some individuals. So you should consider that also.

On MOTION of Trustee Walker, SECONDED by Trustee Armacost the following Resolution was duly adopted upon roll call vote:

**RESOLVED:** that the Personnel Regulations for the Village of Hastings-on-Hudson are hereby amended as follows:

1. The Retirement Policy Management Personnel is hereby amended to close out the enrollment of any additional personnel named as previously eligible to participate in the Retirement Policy Management Personnel as of the date of passage of this resolution. Those employees currently eligible to participate in said program are “grandfathered.”
2. The Policy Manual Assignment and Operating Regulations for Village-Owned Vehicular Equipment is hereby amended to delete Superintendent of Recreation from Section 4, Group II, 24-Hour Emergency Use. Add: No authorization shall be granted for any employee not specified in this section, including Director of Youth Services or Building Inspector.

<b>ROLL CALL VOTE</b>	<b>AYE</b>	<b>NAY</b>
Trustee Bruce Jennings	X	
Trustee Marjorie Apel	X	
Trustee Meg Walker	X	
Trustee Nicola Armacost	X	
Mayor Peter Swiderski	X	

**40:12 CHANGE OF MEETING DATES**

**Village Manager Frobel:** Typically, at this meeting the Board consults your calendar for the summer months and determines your meeting schedule.

[Discussion of dates]

On MOTION of Trustee Walker, SECONDED by Trustee Armacost, the following Resolution was duly adopted upon roll call vote:

**RESOLVED:** that the Mayor and Board of Trustees hereby schedule the following Regular Meeting dates:

1. July 3 and 17, 2012
2. August 14, 2012

<b>ROLL CALL VOTE</b>	<b>AYE</b>	<b>NAY</b>
Trustee Bruce Jennings	X	
Trustee Marjorie Apel	X	
Trustee Meg Walker	X	
Trustee Nicola Armacost	X	
Mayor Peter Swiderski	X	

### **VILLAGE MANAGER'S REPORT**

**Village Manager Frobel:** Mayor, nothing to add to my written report.

### **BOARD DISCUSSION AND COMMENTS**

#### **1. Deer Immunocontraception Permit**

**Mayor Swiderski:** In December of last year, I went to the DEC field office to discuss whether they would be willing to consider issuing an immunocontraception permit for Hastings. I went with a Village resident, Lisa Litvin, and a Professor Rutberg, who is a specialist in this deer management technique. We spent some time there. And in the end, they indicated they would be receptive to an application. I created a draft letter for such an application in the first quarter and sent it to Dr. Rutberg, who was heading into second half of the school year and did not have a chance to finish it off until a week ago. He has returned the document I have shared with the Board that lays out the details of an immunocontraception program he is proposing to run here.

I do not think we have to talk about the deer issue in Hastings. There are a lot of them, and they impose costs on the Village in all sorts of ways: human health predominantly, property damage, vehicular damage, and last but certainly not least, damage to the understory of the forest we have here. There have been attempts at putting a number on that cost. If you factor in the health costs, it can easily exceed a million dollars a year. Hundreds of people have been injured, their health affected, in Westchester. In Hastings, it is dozens and probably even more than that. A factor of our life here, but the truth is it is a difficult problem to address, because if it was not, all the communities and dense suburbs would have figured out how to deal with this, and we have not. That is because the options are not great and are not particularly effective, relatively speaking.

You only have two choices. You either cull the deer, or you prevent them from breeding as much. One is far more well-established; culling is what we have been doing for several thousand years. And one is newer. But the fact it is in dense suburbs like ours for both environmental reasons and cultural reasons culling is a tough option. If it was not, you would see it being done everywhere. And it is not. It is a tough option physically because the state, the county and the

town have various restrictions. What we are left with is bow hunting in 500-foot radius circles. And bow hunting, where it has been tried, brings the population down but does not eliminate it. Twenty-five, 30 percent in the first two years, and the deer population tends to stabilize.

Immunocontraception, where it has been tried, has had varying results, lately more effective but not very far from those results: best case 50 percent, worst case 20 percent, and it has taken five years to get to that number, not two years. So it is a much slower ramp-up. You are preventing breeding and relying on a die-off from natural causes or whatever. In deer, with a natural lifespan of 10 years, it takes awhile for their numbers to come down. It is the nature of the demographics of a deer population. You will never tag all the deer, whether it is with immunocontraception or with bow hunting. Deer wise up to bow hunting; they avoid certain locations. So there is no good solution, and there are none that will ever fix the problem. Deer are here in Hastings and they are here to stay. Barring some sort of deer plague or other equivalent cataclysm, they are part of our ecology just like the other animals that have moved into town. We now have coyotes, we have a range of animals, fox. And part of what we face is adaptation. However, that does not mean we cannot try to limit the damage by bringing their numbers down so the impact they have on us is less so. We have wrestled with how to do that. You can pursue lethal methods. The question is, if you commit to that you have got to commit to that every year or two forever, because the moment you stop they bounce back in numbers. So it is a commitment to a method that is going to have some resistance in a community, and a method with results that are only OK in dense communities like ours.

Same thing applies to immuno. If we commit to that, it is something we have got to do for awhile, forever if you want to maintain the numbers down. We have talked about this up on the Board. The advantage of the immunocontraception experiment, and I use the word "experiment" advisedly because this is not a sure thing, is that if it works, and by works I mean brings the deer population down by a noticeable effect so there are fewer car accidents and less damage on the environment and private property, then we will have achieved a result that nobody in their right mind is going to object to.

There will not be people in town who will object to immunocontraception. This will not be a struggle that tears apart a community like it does in many communities when you face a cull. And we will have succeeded in adding an arrow to the quiver of all communities like ours that struggle with this issue. I do not see a down side from trying, especially if costs are abated by outside agents, which we are hoping for. Professor Rutberg is using a formulation of something called PZP, which is a protein derived from pigs. When it is injected, either manually into the haunch of the deer or by dart, this newer formulation renders them largely infertile for the first year and not very fertile for the subsequent two. So it has a prolonged effect, longer than current approved methods.

The big one out there is something called GonaCon. This is a new formulation that increases our odds for bringing the numbers down. The place it has been tried is Fripp Island. Numbers have



dropped by half, in part because, the professor believes, your need to be 100 percent accurate on locating the deer that have been hit each year with a dart drops off because this stuff lasts longer. So if you are not quite as effective each year in getting all the deer, because it is longer-lasting stuff your population as a whole remains more likely to breed less.

So the nature of the test is a couple of things. First is to try this new PZP. He is working with a couple of other professors to come up with a cheap and effective way of doing this, and seeking to have the U.S. government approve it. We have got to wait for the FDA to approve it. But previous immunocontraceptive vaccines have been approved, and it is just a question of submitting and going through the process.

**Trustee Armacost:** So he is doing this on a one-off basis?

**Mayor Swiderski:** No, it is for this formulation.

**Trustee Armacost:** For anyone to use. And how long is the approval expected to be?

**Mayor Swiderski:** It is certainly through this year. This is not an experiment that will be run this winter. And, frankly, it will be hard to rally the organizational support to pull that off by then anyway. We are looking at two application processes running here. One is his with the FDA and us with the DEC. So he is testing this new formulation, this pellet, remote delivery which is the darting from a distance. The first round will be done by hitting the deer with tranquilizer darts. The darts have tracking sensors, and these days it is all so cheap it can be done. If they get hit, and run, you can track the deer until they collapse. Then, once they have fallen, you tag their ear and you hit them with the PZP. The deer wake up and groggily march off and their fertility seems to drop off to about three percent. So highly effective in the first year. Then subsequent years you would not be tranquilizing and injecting. You would be darting from a distance. The darts would have booster shots of PZP and would deliver the reinforcing doses every couple of years at a distance. It is much less tedious. New deer that have come to town two years down the road would have to be hit, but the proposal does not address whether those would be tranquilized and tagged and everything, or whether it would just be darting at that point.

**Trustee Walker:** Why does the second round not require tranquilizers?

**Mayor Swiderski:** Because the point of the tranquilizer round is to tag the ear and create a population they can study. They want to establish a base population and then they can properly track as a formal part of the study.

**Trustee Apel:** Who is supervising this? Who are the dart shooters? I presume they would be professionals. The other thing was, because of the follow-up I noticed they were going to count all these things. I got the feeling they were going to use volunteers to do that.

**Mayor Swiderski:** The administration of both the tranquilizer and the first round of injections, and the first follow-up round of distance darting with PZP, would be done by professionals working with Dr. Rutberg. That is part of the project. The local deer counting and informal tabulation of population will be done by Hastings residents, many of whom two years ago signed up and were never activated because this process was working its way through. There are people in town who care about this issue. It is probably the top two that I am stopped on the street and spoken to about. If we could find 100 people for trees and 30 people for the infrastructure committee, I think we will find a crew who would be willing to tabulate the daily sightings of deer and run this effort. I am not worried about that.

**Trustee Apel:** They have told us is that the deer are very smart. If they can have offspring, and they realize that there are few around, they give birth to twins. So is that going to be taken into consideration, that they are going to try to repopulate as we try to keep the numbers down?

**Mayor Swiderski:** . I am not a deer biologist so I am not going to try to present this in proper ecological terms, but the danger is not that they bear twins. That is not an easy choice that they suddenly notice, they do it. If that were so, it would work in other species as well. It does not quite work like that. I am not saying your question is invalid, but a more valid concern is that Hastings is not ring-fenced, so how do you prevent deer from Dobbs Ferry and from Yonkers coming in. There have been immunocontraception experiments in other non-island environments, but they have typically had some containment. Cornell has been running one with a combination of sterilization and culling. But it is another part of the experiment to see how effective this can be. The same applies to bow hunting. It does not matter how you take out that 20 percent or 30 percent. You are still going to have to deal with deer movement, and those coming in. I have been told that deer are not especially migratory. They tend to stick to a range, and while over time the range shifts, it is not dramatic. And nobody is saying that this effort stops on day one. Every year, new deer that wander into town will be hit with the PZP and this will become part of the annual ritual. You get those that are here, and if new ones show up, what can you do? It would be nice if we had other towns cooperating as a group. Dobbs Ferry has a deer committee that has looked at this. They were inclined to a cull.. They have not made a formal decision one way or another. They have reviewed the options, their committee has discussed things, but they have not decided what they are going to do. It would be great if they did something.

We really have two boarders. We have one to the south, which is the Andrus Children's Home, which has a sizeable herd on it, 30 to 40 deer, and the border to the north with Dobbs Ferry. We do not have to worry about the Hudson River, and there is not a whole lot of migration across the Saw Mill. So it would be nice if our neighbors did something, but they are not going to, at least not currently. We have two options. Either we say until everybody is doing something we cannot do anything, or we start, and we try. If we make a little progress, others might join us. If the cost to us is minimal, and I am going to define minimal explicitly here, \$15,000 or less and

the rest is matched by the Humane Society as has been indicated it will be, and we have some sort of success, then it is an experiment worth doing, because the real costs of deer predation on gardens, human life and everything is greater than that. My garden alone is some significant part of that \$15,000. We all know people who have gotten Lyme disease. So if we can help bring these numbers down a little, and that is all it will be, it will help.

I do want to add, as a sidebar, that there are other things happening on tick control. You can distribute tubes onto property that supposedly will help suppress ticks. You can use devices for deer, like a feeding station that they put their heads into rollers and it kills ticks. There is technology out there that might be worth looking at. The single biggest cost of this is Lyme disease, which is in a complex loop that involves deer, ticks, and white mice. If you can disrupt that somewhere along the way in addition to bringing the deer population down, it will make a difference.

But we start with this. It is going to take us a year and a half to get there. And along the way, the professor needs to come here. I am suggesting it is relatively soon. He needs to answer concerns and questions. And we flesh out the details, mechanically, how this will work and we try. In a few years, it should be clear whether it has succeeded or not. If it has, we will have a tool that, again, is not divisive and will be useful for other communities. If we fail we will be back to where we were. If the Board's pleasure is to pursue other mechanisms, we can talk about it at that point. But those will be difficult mechanisms, too.

**Trustee Jennings:** Since this is research, presumably it is going to be designed to produce meaningful results and empirical data. Maybe Dr. Rutberg is going to go after external research grant funding. I am curious as to how long a research project like this typically runs. My guess would be it would be two or three years. So we might be looking at a three-year project that would have substantial external funding beyond what the Village and other groups match. Or has he ruled out research funding from an external source?

**Mayor Swiderski:** He has not ruled it out, and I think it would have to be a condition on our end of participating that that funding be at least nominally lined up for the first two years. There is no point in engaging in this if we do not have that outside support. I am willing to run an experiment, I am not willing to ask the Village to shoulder it.

**Trustee Jennings:** Right. You made it clear that we were not going to shoulder a big amount, but maybe even less than \$15,000?

**Mayor Swiderski:** It would be nice, and there is a possibility of that. Three to four years, and he explicitly lays out three years. He lays out the first round, and then a darting round and collecting the information during a three-year period. The expectation has always been that at some point his experiment ends and our maintenance begins. The dart guns are not rocket science. They are operationally no different than a gun in terms of the complexity. In fact,

volunteers can be trained. There are more than a few hunters in town who have said they would be delighted to be trained. With the right safety protocols, all these culls run in other villages, where they have been run, are not always run by professionals. Many of them are run by amateurs who have passed certain qualification tests. The same would apply here. But we are talking three or four years in the future. We are talking about the post-test phase. Let us see if the test succeeds, and then we can talk about the lower-cost ongoing maintenance effort. The real cost here is the personnel initially: the professionals who will come in and do the tagging and everything else. The cost of the vaccine, once it is in mass production, is several hundred dollars a dose. You multiply by 100 deer, you are still not talking a whole lot of money. And these rifles are a thousand dollars apiece. So if you add up what the ongoing cost was, even if we bore it fully ourselves, it is not a substantial impact on the Village's finances if it is effective. And if it is not, the experiment has been run over three years and we can say we tried.

**Trustee Walker:** I agree with Bruce that the funding should be secured for this three-year period for the entire duration of the trial, so we are not talking about an annual grant that we want to go after. Are we still limited to the 500-foot radius with these dart guns?

**Mayor Swiderski:** We are, at the moment. I would like to see if we can get that law changed for dart guns. The effective range of a dart is not 500 feet, so I would like to see that cut down. The reason these 1,000-foot diameter bubbles that you are limited to are an issue with the gun and bow hunting is that a lot of people would not approve that who that circle would overlap in Hastings. I do not think you are going to find the same resistance with going door-to-door for those homes, looking for approval for PZP. The risk is virtually nil. There is no nightmare scenario unless you really have an active imagination, so getting homes to sign up and say fine, you can do it closer to the border, will not be an issue.

**Trustee Walker:** Would you still set up a station and bait the deer the same way you would if you were doing the cull?

**Mayor Swiderski:** Yes, correct.

**Trustee Walker:** So you are attracting them to one spot.

**Mayor Swiderski:** Or multiple spots. We want to do Hillside, and we would like to get approval from Andrus to do the Children's Home.

**Mr. Downey:** I have a lot to say on this topic and I hope that I will be afforded the opportunity when Dr. Rutberg comes here to speak. A very simple thing that could have and should have been done has not been done. We should have been collecting data on the strikes. I am sure the police department has some of that, but it would be nice to have that in a spread sheet and examine it and see the trends. The other thing would be to create exclosures in certain areas so we can see what it is before, two or three years to heal.

**Mayor Swiderski:** I know what you are talking about, but could you describe an enclosure?

**Mr. Downey:** As opposed to an enclosure, an exclosure you are just fencing in areas in the woods that the deer cannot get to. That way, we could actually see and measure deer unchecked, deer checked, what the issues are. That would be important to seeing the effects of this. You are going to start shooting the deer with the tranquilizers, you do not have a good timeline, a good database. We should have been doing that over the past two or three years to begin building the. On Circle Drive, this winter a deer got caught in a soccer net. It thrashed around. Greenburgh came out with a tranquilizer, shot it, had to shoot it a second time. They finally got the deer out of the net. The deer walked into the little wooded area some feet away and expired. So there is a tranquilized deer, they go lay down, sometimes they do not wake up.

**Mayor Swiderski:** It does happen. I am not sure how far you can carry concern for that outcome if you want to run a valid experiment. I am not sure how else you trap a deer.

**Mr. Downey:** I just did not want to have the illusion that they lay their head down and they go to sleep. There are risks across the board. But the main point I wanted to bring was exclosure. That is so important to run this experiment here.

**Mayor Swiderski:** Either Dobbs or Irvington have been talking about doing an exclosure experiment, as well. It has been done, and the results are amazing. Within the exclosure, you suddenly cannot see through the woods within three years.

**Mr. Downey:** But that is convincing for our community to see that with their own eyes.

**Trustee Armacost:** Yes, our community is one where that would be very interesting. It would be interesting to the students to be able to see the difference.

**Mayor Swiderski:** It adds an expense. It is not for nothing to build a 12-foot fence for a statistically valid size. I am not ruling it out. I am just pointing out one of the things that stopped me from putting that in here was that you have got to do a couple of different exclosures. You cannot just do one.

**Trustee Armacost:** But why would that not be part of his experiment? When you are doing an experiment like that you have a set of hypotheses. And your hypothesis is that if the deer population were to decrease, then X, Y, Z results.

**Mayor Swiderski:** We have that. That is baked in. One of the metrics is to mark off plots within the woods and do species counts. So you go in and count how many different species of both fauna and plant life are in that plot, and then every year you do that, and you see if there is increasing diversity over a five-year period. That is baked in to the metrics portion of the proposal. That can be done with local staff, appropriately trained.

**Trustee Jennings:** It does strike me that as a baseline comparison, to have an enclosure to see how the understory comes back, and then to have the metric you are talking about with an understory that is subject to a smaller deer population and see how that, it would be useful to have the other baseline.

**Mayor Swiderski:** I am happy to add it.

**Trustee Jennings:** You also have some timeline phenomenon. If you drive out the species because you have undercut the ecosystem it may take longer than the three-year deer reduction project to get that biodiversity back, both in terms of plants and animals, so you may not see the kind of resilience, bounce-back, of the ecosystem that you would hope to see. But it might not be because it is not happening. It might just be that it is out of time-synch. So there are a lot of question marks. And the more controls we can build in, the more definitive information we will have at the end of three or four years.

**Mayor Swiderski:** I would love this to be a full-featured experiment, a proper experiment. And the more to it, the better. I was trying to balance it against expense, but I can add it and we can see how that goes in terms of funding.

**Trustee Jennings:** I would love to see, in four to five years, a conversation about should we sustain this on our own nickel or not that is a well-informed conversation about the actual consequences and the benefits of it. Mr. Downey's point is well-taken. We have lost a couple of years of information, but it is very important in the next few years as, hopefully, Rutberg's experiment will go forward, to get good information during that period.

**Ron Cascone, 33 Terrace Drive:** I worked for number of years with Jacques Padawer and others on a deer report, which the people who worked on it felt it disappeared into the ether after it written. Peter, you and I have had conversations about it. I am about as extreme on the deer population and the need to get them down to a much lower level, ten percent of what it is now, than anyone else I know. We had a conversation in which we talked about culling. You painted a picture, with all due respect, of a pandemonium, Armageddon of plywood panels and nets and all sorts of crazy things that no one would ever tolerate. Now we have just painted a picture, a scenario, of a dart being shot into a deer and someone walks over and administers a serum to that deer. Could just as well put a gun in its ear, facing the ground, and blow it away and cart the body away? Do we need a 500-foot radius? If you got the deer lying on the ground you can kill the deer. It is going to be a lot cheaper than what you are talking about.

I know you are talking about social issues, and we are not willing to face that. You got people who would not like the idea that you have killed the deer after tranquilizing the deer. But it seems to me that there is a practical solution. These are animals that are devastating the ecosystem. You get people from the Audubon Society who would agree with me that anything

you do to eliminate the deer would be reasonable because they are a vicious, horrible blight on the ecosystem in this area.

Property values; the fact that my wife had Lyme disease and is still suffering from Bell's palsy; and other people's families or individuals here have had diseases caused by the deer: All of that aside, my priority is the ecosystem. I am not going to be wrong in wanting to eliminate deer that are devastating the ecosystem. I think you ought to start thinking about not tranquilizing and buying into something that might work and might not work; buying into something that could be very expensive, or maybe we will be subsidized. But it is a pretty simple solution. If you can dart the deer and put the deer down, you can kill the deer very cleanly in a very orderly manner. I know it sounds Nazi-like, but we are talking about deer here that are devastating the environment. This is a good thing, not a bad thing. There are people who will not agree with that, but they are not looking at the big picture, if they are. They are not really environmentalists, they are not really concerned about all of the species that are in balance in this ecosystem.

I am proposing that we stop messing around with something that might not work. If you are willing to spend the money to tranquilize the deer it costs you another 25 cents to kill the deer. Of course, you have to spend the money to take the deer away and do something to dispose of it. But there are renderers who render fallen animals on the roads. If we are able to deal with a deer that is dead on the side of the road because a Volvo hit it, we are able to deal with a deer who is dead 50 feet off the road because we shot it.

**Trustee Jennings:** If I understand what the law requires, and the permission that we need to get from the people in a close proximity, I think you are mistaken. We may get permission to dart them and tranquilize them. We would need additional permission to shoot and kill them. Peter's proposition was that we will get permission in Hastings more readily for the tranquilizing and contraceptive approach; if we ask people if can we shoot them once we get them down on the ground, does not the law require unanimous agreement of all the contiguous property owners, so one veto prevents it?

**Mr. Cascone:** With all due respect, I have been present when a police officer dispatched an animal that needed dispatching. Did not walk around and ask all the neighbors can I shoot this raccoon.

**Trustee Jennings:** Can I ask our attorney, was that police officer violating state law?

**Village Attorney Stecich:** Without knowing the exact situation, I cannot say without seeing the law in the exact circumstances. This is not something I have researched recently. But I imagine there is always an emergency situation that the police can deal with, and I imagine that is what that was.

**Mr. Cascone:** Well, if we do not think this is an emergency we have some thinking to do here.

**Village Attorney Stecich:** Emergency and imminent. That there is imminent concern.

**Mr. Gonder:** I am not sure you will get approval from all the people within the 500-foot radius. There is always someone that has a different opinion. I may be one of them because I do not think the thing is going to work. I would go for it, but I am sure you are not going to get 100 percent in a 500-foot area. You are pretty sure of it. I would bet against you.

**Mayor Swiderski:** No, the problem is where is the circle and how many people do you need to sign off. I am not suggesting the whole Village sign off.

**Mr. Gonder:** That is only one place. You have told us it is in Hillside. That is only one place, but we got deer probably other places just as dense. So you are not solving the problem of deer in Hastings.

**Mayor Swiderski:** And nothing will. I prefaced my discussion here by making that statement that you are absolutely right. There are deer outside of Hillside Woods and Andrus Children's Home, which are the two large plots of land that are intermixed in our backyards, living on the strips of woods that are here and there, running behind houses. No mechanism, culling or otherwise, is easily going to get at those, at least under the current law.

**Mr. Gonder:** And when do you think you are going to get this permit from the DEC? Two years?

**Mayor Swiderski:** I do not know whether it makes sense to apply now for something we would not use until the following winter, or to request a multi-year permit. That remains to be discussed with the DEC.

**Mr. Gonder:** But we have lost so much in the last five years, and no decisions made. Or there was some decisions made, and then it was changed.

**Mayor Swiderski:** If it was an easy solution every community around here would be doing it. None of us are because it is borderline intractable. Most people I think line up behind Mr. Cascone, at least when I get cornered on the street. Not all, but most, without a doubt. However, I think the appetite for that will change the closer you get to the mechanics of a implementing a cull. And the fact is, it is not difficult to disrupt a cull. So those who feel strongly one way or another can do things that would make it even more difficult. If we can avoid that, and do something that will not have the same sort of dissention.

**Mr. Metzger:** I will be the voice of dissent here, and say that I would like to approve what the Board is trying to do here. We have spent hundreds of years culling deer. Has not solved the



problem. As we continue to develop in this densely-populated area, and we destroy things like the Burke Estate where there was a population of deer that I believe have now migrated over to the Aqueduct, as we continue to do that, culling is not going to take care of the problem. I believe if you substantially reduce the deer population and create a vacuum in Hastings, that would be what would draw other deer in. As the food sources in other areas become slim, that is what is going to cause them to migrate. It is time to look at a new solution to this problem, something that can be potentially done over a much longer period of time that could expand out into other communities. Culls have not worked over the long range, as you have said. They need to be done over and over and over again. Perhaps we can slowly reduce the population, not create a vacuum, and y buffer the population down slowly. I believe this bears some strong looking into, and I think there is great merit in going forward with this approach.

## **2. Conservation Commission Recommendations on Municipal Solid Waste**

**Trustee Jennings:** It is my understanding that the Conservation Commission has been discussing and made some recommendations about certain alterations in the way in which we manage the dumping of material that will go into landfills and also handle our recycling. We have our representative from the Conservation Commission here tonight who is going to brief us on the recommendations. Landfills are not good, and the less we put into them the better. It is a win-win. Landfills are not good for the environment. They are polluting of both the atmosphere and water. And it is a win for us economically, too, because we the taxpayers of Hastings pay money for every pound that is put into the landfill. So if we produce less garbage that has to go to a landfill, and if we recycle more that does not go into that amount of weight, we will be financially better off as taxpayers. And we do what we can in terms of education and also Village policy and practice. So that is what our Conservation Commission has been working on and thinking about hard, and we invite their latest ideas.

**Elisa Zazzera, Conservation Commission:** If I might clarify, our garbage does not go to a landfill. It is incinerated. But there are lots of landfills in the country and, indeed, they are not good things.

**Mayor Swiderski:** Incinerated is not much better.

**Ms. Zazzera:** Well, you could argue our incinerated garbage generates electricity so it is a waste-to-energy plant. It is not just going to ash. Which is not to say that we should create more trash to be burned to create energy, because it still is polluting the air when it is burned, and we still have ash left over which needs to be trucked, now, to Connecticut because we filled our ash pit in Croton. So trash is being traveled miles and miles.

Some of the recommendations we made will indeed go toward diminishing the amount of trash. A more robust and regular amount of communication to the residents about trash and how they should be putting it out for pickup: the size of the containers, the amount, the weight of the

containers, what should and should not be included in recyclables and how, again, they should be put out. We did a mailing two years ago now. If it could be put in regularly, every year we send some kind of communication via post office to every resident as well as maybe quarterly or twice a year e-mails that talk about our waste situation and what we should be reminded to do.

If I can digress slightly, last Saturday the DPW yard was closed to people bringing in their trash. I went down and, of course, even given the sign that was put up, No Trash Here, people dumped their trash. So everyone has this idea that I can just put my trash out there and someone else is going to take care of it. Personally, and I think I might speak for the Conservation Commission, we need to reorient everyone's thinking on that, and people need to be more responsible for their own trash. They cannot just assume that putting it out on the curb is where their responsibility ends. So communication to the public more regularly.

The public recycling bins. While they are a great new addition, the process by which they were purchased and then placed did not include the staff of the DPW and their recommendations. So more fully the director as well as the staff should be engaged in making the decisions on what kind of bins and where they are placed.

The Farmers' Market: they should be in charge more directly of the trash that they produce. That has been discussed back and forth with the DPW and Farmers' Market. So in concert, we will check that the bins are empty before the Market. And the Market, as I have seen in their recent communications, has been stepping up communication about individuals being responsible for the trash they produce.

The DPW yard. As some people like to call it, "the dump." It is not a dump. It is a yard, where people work. The Saturday drop-off has been a great benefit, convenience. But I think we can start scaling it back. I know that you have discussed that, and the idea of maybe twice a month on Saturdays, not having it every Saturday. People will adapt. I was not here when the recycling came in, but I understand that cutting from two days a week pickup to one day a week pickup on trash was uncomfortable for some. But no one has scars from it now, so changing the way we accommodate people's trash should be looked at in a very serious way.

**Mayor Swiderski:** Why scale back the Saturdays?

**Ms. Zazzera:** It is overtime for us. We get charged a man to stand at the truck overtime. There is a truck running for four hours there, spewing the stuff into the air. An idling truck is not performing as well as a truck that is driving. So it is more wear and tear on the truck. I will let your imagination go with the rest of that.

**Trustee Apel:** Will you not have to have a guard there on the other weekends for the people that are going to come and dump anyway?

**Ms. Zazzera:** There is a camera now. Not much is done with that on a regular basis, as far as I understand. I do not know how many fines have been given out. So even with the Saturday truck there, people are dumping. I would imagine for the first few if we go to twice a month instead of four times a month on Saturdays, there will be some people not paying attention or flagrantly disregarding the law. So maybe for the first couple of months we get some volunteers to go down on the Saturdays that there is no truck. Or pay the man overtime but do not run the truck for a few Saturdays.

**Trustee Apel:** They seem to produce a lot of trash. I would be concerned that twice a month you are going to get a lot of stuff coming at you, and can you handle all of that coming in twice a month as opposed to being spread out over the four times?

**Ms. Zazzera:** I believe that over time this will engage people to think about their trash differently. It is an element for them to think I cannot dump my trash on Saturday, I am going to have to manage it differently. I am going to have to wait 'til Monday or Tuesday.

**Trustee Apel:** People that are working, and they can only come on the weekends.

**Ms. Zazzera:** We have regular trash pickup. Everything that I have seen go into that truck, on a Saturday is something that can be picked up either by calling and making arrangements or putting it in your trash bin on a Monday or Tuesday pickup.

**Village Manager Frobel:** Through the collective bargaining process we are able to modify our collection process. Any kind of bulky waste is picked up at the curb on the normal collection day. That is part of the change in the operation where we see benefits. But right now, it is a convenience for people to come on Saturday.

**Trustee Apel:** Well, then, your first recommendation of educating the public that that is available is important.

**Village Manager Frobel:** It has been a good 18 months now. Marie does a fine job in telling people, when they call, to say let us schedule a pickup. You can leave it right at a curb, and we will pick it up during your normal collection day. The people I have interviewed, their response is I am doing the garage on Saturday, I have got it in the car now, I want to get rid of it now. I will tell them, leave it at the curb, we will be happy to pick it up. But to some people, it is very convenient to get rid of it at that moment. We are hoping, in time, to see that transition. A scaling-down in the transition from every Saturday to maybe once a month is my goal; we would have a police officer there on those Saturdays that we are not accepting garbage to convince people to bring it back home; we are not accepting it at the yard at that time. There are several action items in the work that the commission has done that have a lot of merit. They are things that had been considered by our staff over the past several months, and we are ready to make some recommendations. But we are not quite at that point in terms of the Saturday collection. I

have asked Mike to be here tonight so he can hear the dialogue first-hand. But there are Saturdays where that garbage truck is filled. We put 15 tons of garbage in, and that is a lot of trash. All the material that would have been picked up gladly, Monday or Tuesday at your curb, but still we have got a large segment of the community that find that very convenient. Now in the summer months, maybe half a truck. It changes. Springtime, fall, there seems to be certain times that we have been tracking where there is a heavier usage. Those would be the months that you probably would want the truck there on a Saturday.

**Trustee Walker:** Elisa, in the past you have talked about setting up a swap shop for materials that could be reused. Do we see a lot of that going into the truck on a Saturday? Things that somebody might want?

**Village Manager Frobel:** I am sure. The problem with that kind of an operation is location. We do not have a nice indoor contained area where we could count on material being brought there, people picking it up, and cleaning it up at the end of the day, not leaving it for our crews on Monday to dispose of everything. So there are some logistics that have to be worked out prior to being ready to propose it. Danielle Goodman had planned on putting one together one Saturday for us when she was a Trustee. It never happened. So there is a spirit that we are willing to work with that, but we need some direction, we need some assistance. We just do not have the staff to properly man a facility like that. When people say I have got something that has some value, I do not want to throw it away, we tell them about the Goodwill or the Salvation Army or the other agencies. And they are happy to hear that, and they say yes, I will call, thank you, good suggestion.

**Ms. Zazzera:** White Plains opened two years ago the take-it and leave-it shed. They took old shipping containers, retrofitted them. They have a volunteer force there, it is open two days a week. I was there on opening day this season. Seems like a fantastic thing to do, right?

**Trustee Apel:** What type of stuff are we talking about?

**Ms. Zazzera:** They limit it. It is not upholstered furniture. I do not think they take TVs. Some electronics, household appliances that work. There are a lot of kids' things. Books. Toys, games. They do not take clothing. So they limit it to what they feel that they can manage. At the end of their season they will have a Goodwill or someone come in and take whatever has not been taken.

**Mayor Swiderski:** It looks like a general store, all through reused, recycled materials. I do not want to overuse the term, but it is charming. It is surprising.

**Ms. Zazzera:** But as you point out, space. They have acres of land there.

**Trustee Apel:** You can also use freecycle.com. They just advertise and put it on their lawn, and it is gone.

**Trustee Armacost:** I know you have information in the Village calendar, but perhaps there can be an insert. It would be a way of making sure that you reach everyone, even if that person does not use e-mail or some of the other ways that people communicate.

**Ms. Zazzera:** Certainly that would go to the once a year mailing. I feel strongly that communicating to every resident via mail about this is important. And then follow up with quarterly or bi-yearly e-mails. Or maybe even advertising on the trucks. Signage at the yard in terms of what is allowable, what is not. I was there last Saturday, and a man was going to throw a plastic bag in the recycling, and he said, how do I know no plastic bags there? So simple signs about what goes where and what is not to be put into the recycling bins.

**Trustee Armacost:** Everyone has managed to adapt to the shift to Thursday and Friday very quickly. I think you can teach old dogs new tricks. I think it is fantastic that you are moving this on. Some of the other efforts have already had effects, at least from my perspective.

**Ms. Zazzera:** Limiting the Saturday dump to local residents, and proving it. I do not know if that is still an issue these days.

**Village Manager Frobel:** I do not see it as an issue. The times that I have attended, I am very impressed with the men working there knowing the customer. They know the residents. I will turn to Anthony when he is working there and say do you know him? Oh, yes, he lives on High Street, he lives on Warburton, he is up on Nepperhan. So I do not see that as a real problem. The problem are the pickups. We have got people that come down there on Saturday and pretty much camp out and keep going through recyclables, going through the trash trying to pull out metals. We are constantly chasing them away. We realize the profits from the metals; those go to the Village. But that is part of the tension. But the other problem is people that bring a lot of construction demolition material. There is a rule that you are limited to the amount that can be in our load. So that becomes a bit of a problem.

The other challenge is someone who does not live in the Village, cannot produce the fact he lives in the Village, but is cleaning the garage out for Mom, who lives in the Village. Our man will confirm that they are residents, so they are allowed to use it. There is some of that buzz that goes out there that he is a contractor from another community. Well, he is working for a Hastings resident. The only other problem we have is when the yard is closed. It is a public road, it bisects our operation. We cannot close it off to the community. Normally, you would like that area gated off. So we do have contaminated loads. We had a dumpster there where someone took advantage and dumped a lot of construction and demolition material in with our recyclables. We have got to pick through that now, or we are going to be charged with a fine from the county because we have a contaminated load. So that is part of the problem.

**Mayor Swiderski:** Does a camera not pick that up?

**Village Manager Frobel:** There is a camera there, but it is linked up to the police desk, and if the policeman is doing something else, he is not constantly staring at that camera which covers five or six different areas. They will dispatch if they see someone that looks inappropriate dumping off tires or something. But that is almost more the exception. They do not have the luxury of time to quickly dispatch a car that may be on another call to go down there and chase someone out of there, to challenge why they are there. There are some real operational problems. Mike tries the best he can with the limited resources we have. We have added more dumpsters to take on more recyclables. But come Monday morning it is over the top, it is on the ground, it is everywhere. It has been a problem for us.

**Trustee Walker:** Is there any way to expand the yard to the north or to the south on the east side of the road? Is there not Village property that extends to the north?

**Village Manager Frobel:** There is. There is a small piece that is rented to Pete's Moving. We have looked at that. I do not think it would be a big help. We can look at it again.

**Trustee Walker:** It is not enough room to contain the containers? It would be great if there was a fenced area not on the west side of the road where everything just spills off. It is so awful to look at it when you are coming into the Village on the train and that is your first glimpse of Hastings. First you see, of course, the cars at the Dosing's towing area. And then you see the garbage spilling out of the containers. This is your welcome to Hastings view.

**Village Manager Frobel:** That will happen on Monday morning. But I routinely have a community service person there. He has been there for the last couple of weeks cleaning up. Mike has them in before the start of their workday or at the end of their workday when they have a full workday assignment. They will clean it. Mike, do you want to offer comments on that?

**Superintendent Gunther:** To Meg's question as far as the fence, when we moved there originally in 1986 we had it all fenced off. Came in Monday morning, it was all piled in front of the fence. Recycling, construction debris and everything else. When I first started there, we used to clean up the construction debris with loaders, trucks. Like the city of Yonkers does, they have it manned six days a week. I think their crews work Tuesday through Saturday. We do not have that option. We do not have the personnel. But it needs to be manned our hours of operation at least, or a full day Saturday. The problem is being open. After our 3:30 quitting time they bring it down. The recyclables attract everything. If a person comes down with a bag of recycling that happened to miss the pickup, yes, it is a nice convenience to bring that stuff and dump down at the DPW yards. But they will see the couch that was dumped there. Maybe the next trip they bring down their own couch and stuff. But we should also concentrate on our new schedule coming on a Monday and Tuesday. If we can teach the people like we did on Thursday

and Friday recycling, teach them to put a little more out at the curb. We can curtail the construction debris at times. It is not as bad as it was. Like Fran says, people are working for other people that are Hastings residents. We will normally pick it up at the curb, we will accept it at the truck. It does vary season to season.

**Trustee Walker:** Is there a lot of recycling dumping at the yard? They are recycling at the curb and they are bringing it down. Does that happen all the time?

**Superintendent Gunther:** Basically like Fran said. Every Monday we come in, we have five dumpsters full. We empty those dumpsters religiously.

**Trustee Walker:** Just mostly on the weekends.

**Superintendent Gunther:** Two days a week, sometimes three days a week. Sanitation guys, you can usually dump Mondays and Tuesdays, and they will dump them either Thursday morning before they go on the paper routes.

**Trustee Walker:** If we were to fence it, you do not think it is possible to educate people to bring their recycling down on Saturday morning?

**Superintendent Gunther:** Yes, high fencing and signs.

**Trustee Walker:** I have taken material to waste centers in towns in Massachusetts where it was completely fenced with a white picket fence, very clean, and you could only go in certain days of the week. There was no place to leave it outside the fence, and it was very clean. Now, I was only there a few days a week. But you do not think that is possible?

**Superintendent Gunther:** Was that area staffed?

**Trustee Walker:** Yes, it was staffed when the gate was open.

**Superintendent Gunther:** Was it monitored?

**Trustee Walker:** I do not know. It was a small town, probably not monitored. I did not see anybody there.

**Superintendent Gunther:** It is on a public road. Like Fran said at the beginning, if the cops watch the camera, they are not going to send a cop car down every time. It could be the person who brings the recycling, or it could be that van sticking that couch by the side of the road.

**Trustee Walker:** It is so much easier to dump the stuff at any time of the day or night.

**Superintendent Gunther:** It is. It is open. I am open for suggestions. I will do anything.

**Village Manager Frobel:** Let us take these suggestions and we can build from that. There are some very good ideas here, and some action items that we can work with. So we will take it from here.

Our green team is alive and well. They are working on some plans to change some of the trash cans along Warburton. We are finding out that we have got plenty of the green baskets, but what we do not have is enough recycling effort. So maybe we can begin to merge these in groups of three, where we have trash, paper and mixed. So we have some suggestions coming from our green team, as well, that we are going to be working on. We will build from this.

**Mr. Downey:** I attend the Conservation Commission meetings on occasion, when I do not have conflicts. And I brought up in those meetings what I would like to restate here. I was in conversation with people in Dobbs Ferry. They survive without this. Dobbs Ferry is a village just over the line and survives without this kind of convenience, as we call it, down there. If I were sitting behind the table where you folks are I just would get tougher, period. Tougher. This is ridiculous what goes on down there; the chaos and behavior. The men in Dobbs Ferry think of the guys in Hastings and say they got to come down to that every Monday morning? You got to think about these guys. This is ridiculous to waste this kind of time. It is not lockable, which is one of the many reasons I give for changing the location of the facility to something that can be locked. But can we do something? One of the things I have heard from the police department is can we invest in a better camera system, one that perhaps has a joystick that allows the officer on the desk to zoom in and get plates. If we cannot send a car there every time we can certainly send out a \$250 or \$500 dumping ticket via mail when we have their plate.

First, we should not do it anyway. But it should be a pay-for-go. I think of the people who live behind the Food Emporium, the apartments, or other homeowners. Whether it is through their rent or the homeowners through their taxes, we are subsidizing probably a small group of regulars that abuse this. I know there are contractors who do come down there and heave it into the truck. I have seen people from Dobbs Ferry who own property and use the excuse, I own a property here, and I know they are bringing construction stuff. I know exactly who they are, the person I am speaking of. I know somebody who lives up on Palisades Street in Dobbs Ferry. I saw him down at the truck one time.

We have to just clamp down. Dobbs Ferry is able to survive with a phone call to DPW. I am sure Mike would prefer to have that kind of control versus facing every Monday morning. Irvington, we pick it up. Dobbs Ferry, we pick up. Hastings, just throw it on the ground and we will get around to it. That is unfair to them. We cannot keep running like that. A pay-per-go, is the only way we are going to get people to hold back, curtail their abuse of the system.



**Village Manager Frobel:** We are the only River Town that has that Saturday dump, by the way. We have surveyed it. We are not aware of anyone else. It is one that we are prepared to evaluate closely and make a recommendation at some point in the near future.

### **3. Workplace Rules Regarding Harassment**

**Village Manager Frobel:** I presented to the Board a draft of a policy that the Village Attorney's office a couple of years ago had put together for us. Marianne reviewed it recently and offered some further suggestions. It is something we believe we should have in place. It lays out the policy that we will not tolerate any kind of harassment in the workplace. But then it goes further, to outline the process that an employee who believes that he or she may be subject to that we need to follow up, ending up with a form that can be completed by them and submitted. While it will not end the practice, it puts us as an employer in a position of affirming that we are very much committed toward elimination of any kind of harassment. That puts us in a defensible position if a claim were ever to arise. If you would get back to me with comments I will have it on the agenda at the next meeting for your consideration.

**Village Attorney Stecich:** There were a few typos on it. It did not come from me, it came from someone else in my office. There are places where you would have to insert on the basis of sexual orientation. It is in the opening paragraph, but it is not all through the document. Other than that, I thought it looked pretty good and comprehensive.

**Trustee Apel:** Do employees of the Village have to take a workshop about harassment?

**Village Manager Frobel:** I have had, because we are members of Westchester County's human resources department. I had an instructor come out a number of years ago and offer that kind of a sensitivity training to the employees. It is perhaps time for a refresher.

**Trustee Apel:** We had to take online courses. I would prefer having a person come in and do it. But there are these types of programs that you can purchase and the person can watch it at their convenience. They study it, and then you know that they have been educated to whatever that is. I would be happy to find out what that is.

**Village Manager Frobel:** Thank you. And I will pursue having the county come back. It is part of subscription we pay per employee.

**Trustee Apel:** Then if it is already paid for it sounds like a wonderful thing to do.

**Trustee Jennings:** The provision which encourages but does not require a written complaint: what is the rationale for permitting someone not to file written complaint? It seems to me that every complaint should be put in writing.

**Village Manager Frobel:** It should be. Just looking at the workforce, we may have some employees that are not comfortable in writing everything down. My thought was at least if they come to me with a complaint verbally then I will take it from there.

**Village Attorney Stecich:** It is hard to believe, but there are people who if they have to write something just will not do it. Writing is that difficult for them that they would rather not. You would not want it to inhibit anybody from making a complaint because their English is not good or they do not write well.

**Trustee Jennings:** I see that. But I also see the importance of giving people assistance if they have difficulty writing it with their own hand and producing a written document to which they attest, that they sign. I am concerned about the ability to simply give a verbal statement without anything else, and go on your way and have the investigation proceed. I do not want to make a big issue out of this. And certainly you need to have the verbal conversation thoroughly anyhow. If you go to the police they sit down and they make out a written report. It seems to me the supervisor could do that, and the complaining party could sign it.

**Trustee Armacost:** It is very important for the employee because it is a serious allegation against an employee. You do not want a frivolous claim made against someone. It needs to be substantive and it needs to be substantiated. It needs to be kept in a file. It cannot be hearsay that a complaint was made but there is no evidence that the complaint was made. For those reasons, I agree with Bruce and you, Marianne, that there is a way to help a person. You do not want to inhibit a person who is making a complaint. But by the same token, you need to have a proper record if a complaint is being made, and you need to have a way to remove the complaint if it was found out to be found to be frivolous. There needs to be a way that that goes off the person's record.

**Village Attorney Stecich:** That is a middle ground. You could have the person they report it to, the supervisor, write it down and have the person sign that yes, this is in fact what happened. I will put something together.

**Trustee Armacost:** Did this come about for any particular reason? Just because you felt you ought to have a policy, or did something make you feel like you needed a policy?

**Village Manager Frobel:** There is something that made me feel we needed the policy which I would be happy to brief you on.

**Trustee Armacost:** If that is the case it is important to do a training so everyone is on the same page and has the same ground rules.

**Village Manager Frobel:** It is time for a refresher. It is overdue.

**Trustee Armacost:** And we may have new employees.

**Trustee Walker:** In the complaint procedure page, when it talks about the Village will do this, the Village will do that, does that mean the Village Manager?

**Village Manager Frobel:** Yes, it is the Manager, unless it is a complaint against me. Send me an e-mail if there is anything further you would like us to polish up or add, and we will look to have it your next meeting.

#### **4. Downtown Forum**

**Trustee Walker:** I have proposed that the Village commence a new strategy to look at the downtown in a way that we have not before. This would be independent of the Chamber of Commerce, and it might be initialed by the Village but our hope is that it would become independent of the Village. The idea was to create an entity that could take on several roles in looking at the downtown. I was using material that I found when I went to a conference on main streets in Baltimore about a month ago that had been generated by the National Trust Main Street program. But we also discussed that first, before we go ahead with any strategy we should have a meeting, certainly talk to people. Maybe the best way would be to have a downtown forum, where we invite particularly downtown merchants and business owners and property owners as well as residents and organizations in the Village who might be interested in the downtown.

The next step was to come up with some dates and begin to talk to interested parties who might be able to give us some feedback on this idea. In terms of the interested parties, I reached out to the members of the Economic Development Committee. They are pleased to meet with me and talk about this idea, so we are setting up a date next Tuesday to discuss the forum and the other ideas. These are ideas that I want to float by people, but I really want their input. It is important to start with them because they have been thinking about this for quite a while. They have a variety of opinions, but it is important for them to weigh in.

I approached Carl Carvalho to see if I could get his help in reaching out to Chamber members. The date that came up before the end of June that seemed the best is June 21. The next step is to see if we can use the Community Center. It means a lot of work to get word out. Because we cannot just send e-mails, we need to go around to every single business, to every single property owner and y have face-to-face. If there is any volunteer who would like to help me do that, it is a big job. It is dozens and dozens of people who need to be contacted.

**Village Clerk Maggiotto:** Is that not high school graduation?

**Trustee Walker:** It is? That is a good point. The following week, unfortunately, Carl was away. Maybe we could do it on June 20.

**Village Manager Frobel:** Just checked with Lisa. The room should be available to you. Did Susan tell you we generated a list of property owners a while ago?

**Trustee Walker:** Yes, and Susan gave me a list, which is great, and we need to probably update it because there are some new property owners in the downtown. Whatever we can get from local realtors we should try, as well. Each one of those landlords has to be personally called. We do not have e-mails for them, as far as I can tell.

**Trustee Armacost:** There are some people who have volunteered, but not for anything in particular. So if you want me to collect those people and give you those names, this may be something that would be something they would be willing to help you on.

**Trustee Walker:** That would be great. Mayor, you mentioned that there was a resident who lives in the downtown who had contacted you who was really interested in the downtown. Maybe you could remind me of his name again.

**Mayor Swiderski:** He lives in 45 Main. I reached out to him yesterday.

**Trustee Walker:** I might be calling him. Carl is willing to help, and I am sure we will find other downtown business people who would be willing to help, because there is a lot of interest in this.

Nobody is at fault here. This is a structural problem that downtowns are having all over the country. They have so much competition from the Internet, from Central Avenue, from Ridge Hill. It is tremendously difficult to run a small business in a storefront anymore. We need to think what is it we want in our downtown, what is going to bring us back downtown. Why are Hastings residents not shopping downtown? We do not need just more turnover, more turnover. We need businesses that will be successful in our downtown, and businesses that will serve residents' needs, or find other needs to serve. Landlords are not well served by having businesses that come and go either. So it is a combination of finding the right businesses and helping the businesses we have to sustain themselves here. And then I brought up the aesthetic issues, design and the physical and organizational issues. There is a range of things that we can tackle, but we are going to need a hardworking, enthusiastic group of people to help with this.

I do not know where else to turn. I do not think the merchants and the businesspeople are at fault at all. They are working very hard to attract customers and to serve residents. It is a bigger issue than they alone can tackle, especially as individuals. It needs to be tackled collectively. It needs residents' assistance and the Village's assistance. I am pretty optimistic about this because it has worked in a lot of different places. We just need to figure out strategy.

On a happy note, our directional signs are here. They are in the Village, and they are going to start installing them very soon. We need to confirm the locations and the DPW is going to work in the next couple weeks to install the signs.

**Village Manager Frobels:** They just need to mark underground utilities.

**Trustee Walker:** There is going to be some fine-tuning of the locations based on several different factors. I know it has been three years, and I am sorry that it has taken so long. But there was a lot more bureaucracy and a lot more parties to involve in this than we ever realized.

**Mayor Swiderski:** It is a ridiculous amount of parties.

**Trustee Walker:** A ridiculous number of parties who had to be included in this whole process. Everybody from the state DOT to the county DOT to Metro-North. And Metro-North was a particular sticking point and held us up for months. Then there were the designers, and customizing these designs for our use. Locating every single sign for the New York State DOT, measuring a location of every sign and doing photo simulations of each sign in each location. The Village signs did not require as much work. But we have ones on county roads so they need to have a report, too.

**Trustee Armacost:** Is there a way to include the point of view of the younger people, 12 to 18 year olds, on the downtown? I think they are the most active users of the downtown. They are a constituency that cannot vote, but they are a constituency that is very important for the life of the downtown. We need to find a way, whether it is through the Youth Council or in collaboration with the school. We need a focus group of young people in that age to talk to about the downtown; what works for them, what does not work for them, what they would like to see more of. I think it would be helpful.

**Trustee Walker:** It is a terrific idea. I would hope that out of this forum we come up with a group that will undertake surveys so that it is not our Board or the EDC doing the surveys. There is a group of people who want to have focus groups and gather this information. Maybe they go to the high school, maybe they come up with some clever way to engage people. Just having a meeting is not enough. Coming up with some clever way to get a lot of input from youth.

**Trustee Armacost:** What I am saying is we need to segment the users of downtown. One segment is youth, another segment are seniors. They have quite different needs and interests, and would look for different things. They are very distinct. They are a constituency that is worth having a set of discussions with separately. They tend not to be included in these kinds of forums. Part of what you are trying to do, Meg, is so admirable. We may end up getting more interesting, innovative ideas if we think about our population, not just the typical voter population, but some of these other users.

**Trustee Walker:** The forum is a kickoff. Then I see a lot of information that is going to have to be gathered after that. This is not strictly an information-gathering session.

**Mayor Swiderski:** Mobilization?

**Trustee Walker:** It is a mobilization effort, and an effort to get input in basic strategy.

**Trustee Armacost:** But the point I am making is, if you do not think about the constituency.

**Trustee Walker:** I hear you. You do not have to say it again. I hear you. We have to come up with a strategy for getting that input from these interest groups. Maybe at the forum we can talk about that: what is the best way to get that input? Maybe there is a group who would like to do it. I am not volunteering myself as the person to write the surveys, lead all the focus groups. I am hoping that there will be other folks who will be interested in helping with this effort. It is a lot of work, and I cannot do it all. We need a lot of volunteers, and then we can work with those volunteers to figure out how to get that information. This is the mobilization effort. I hope there are people who really care about the downtown and want to help us.

## **5. Future Grant Applications**

**Trustee Walker:** I want to talk about two areas of grant applications. Fran can help me with one, the parks grant application which is due July 16. The second is something that the Rivertowns Tourism Board is putting together that is part of our IMA. First, the parks application. Fran and Margaret and I met last week. I went to the state's grant workshop two or three weeks ago which they held for our Regional Economic Council, the Mid-Hudson Regional Council. They have a new procedure. We had to go through this new procedure last fall, which is the consolidated funding application. They screen the applications now for how well they align with the regional economic councils' strategic plan, which has a lot to do with economic development: job creation, attracting new businesses. Thankfully, tourism is one of the industries that they want to promote.

But there is this whole layer of economic development that is now put over all the grant applications, even parks. The Regional Economic Council has to screen all the grants before they go to the state agency that is going to do the final review. And their rating and whatever point system they apply to all the grants they review will make up 20 percent of the overall rating that the state is going to give each grant application. They do not determine who gets the grants, but they have quite a bit of say in how they are rated.

It is important to know that before you start writing applications because you have to align everything with this new strategic plan. That said, we still think it is worth going after funds for Quarry Park. We want to use the same application pretty much that we did last year. We have decided not to go after Riverview Park because we do not have the matching funds there. But the Quarry Park we do have matching grants, which we believe we can use. So there would not be Village monies needed to match the application. We will bring send it to you ahead of time, and then ask for a resolution. It is the same as last year unless we run into some snafus once we

look at the details of the budget. But what we are envisioning is completion of the Quarry Trail all the way down to Southside, and additional funds to complete the design of Quarry Park. We think we have the matching funds for that so there will not be any taxpayer money used.

**Trustee Armacost:** But if it failed the last time, and you are using the same application, why do you think it will not fail this time?

**Trustee Walker:** It failed on technicalities the last time.

**Village Manager Frobel:** There were some SEQRA requirements. We believed we were exempt from it, and the committee that Meg talked about, this regional group, was working from a cookie cutter set of rules. We felt we were not subject to it. And by the time we submitted to it, it seemed that it almost let the group off the hook, because as Meg said, everything has to funnel through this group. And if they can toss out as many as possible before it gets to the next level it is to their advantage. So we felt we were somewhat treated unfairly. But in hindsight, I do not think it was necessarily a bad thing insofar as timing. We are still not at a point to get to the next-level design anyway. We are still in predesign. My fear is always Hastings has been successful in the past in getting grants, but by the time we get to them, they are getting stale. We need to stay more current with it, so this round was the one I envisioned we would be going after funding to get the final design and to complete that trail.

**Trustee Armacost:** But have the requirements changed in some way?

**Village Manager Frobel:** This is what Meg is pointing out, that we have to make sure this project aligns to their strategic focus. Margaret Moulton is researching that now.

**Trustee Armacost:** Then it is not going to be the same proposal.

**Trustee Walker:** No, it will be the same proposal because we are not ready to undertake anything else besides the completion of the trail and completing the design. In terms of what we want to fund, we may emphasize things in different ways. One of the things that is important about this project is that it is adjacent to a state park. We need letters of support, and we got them the last time so we do not think it is a problem. But we are going to emphasize that even more. That is part of the strategic plan. Improvements to state parks is one of the priorities, so we are going to say it is not in the state park, but it is adjacent to the state park and it enhances it. We will be adding language that will bolster our argument. I think we have a much better chance this time around. After I went to the workshop I felt pretty positive about this particular grant application.

**Village Manager Frobel:** And even a year ago we did not have rough sketches, we did not have a lot of documentation we could submit to the evaluators about the project. We are that much further along with this predesign work that we have done now.

**Trustee Walker:** Right. We have got a preliminary design and we have got a cost estimate. So that is fantastic, and we have shown that we have been moving ahead.

**Village Manager Frobel:** And we may have strengthened our matching money. If we were successful in getting the donated gravel and working with the abutting property owner who is going to make some improvements to the trail we think that could work to help show some matching funds.

**Mayor Swiderski:** Ned Sullivan is on that council of Scenic Hudson and he is a good friend of the Village's, so it may make sense to touch base with him.

**Trustee Armacost:** On volunteer work, we have talked about the fact that there are a bunch of Scouts that need Eagle Scout projects. The extension of the Quarry Trail, they have cleaned the trail a bunch of times themselves. It may be worth talking to them before too much time goes on because you may be able to say that there is an Eagle Scout project that is part of this, too. I do not know if that is helpful. It is 100 hours worth.

**Trustee Walker:** It is in-kind service, as well. We have to figure out exactly what they will be doing, but that could be counted toward the match.

On the second grant, we have the IMA that we talked about at the last meeting for the Rivertowns Tourism Board to work together, the three villages to work together, to go after grant applications. Marianne has made some comments to it. It has been approved by Irvington. We will bring it to the next meeting for your approval. That, then, will allow us to go after a joint grant. Because there is a wonderful, relevant called the Regional Tourism Marketing Grant Initiative under the I Love New York fund, up to \$3 million. This is exactly targeted toward the kinds of regional tourism promotion that we are doing: marketing events, attractions, unique assets. We are not doing it in the spring like we did last year, but we are thinking of doing it in the fall in conjunction with the Friends of the Old Croton Aqueduct's Aquefest in early October, to have a discover the river towns weekend that is concurrent with the Aquefest. We would like to tie it into some bicycle events, maybe a kayaking event, and attract people regionally, from New York City and the whole metropolitan region. We did pretty well last year with our ads on WFUV. If we could expand that, maybe do some ads on another radio station and think of other audiences we want to target outside of Westchester. We would use these funds primarily for running these ads, but there could be some used toward updating our maps, brochures, getting them in hotels, and possibly updating our Web site and doing some other marketing on Twitter and Facebook.

We are not sure what the amount is yet. I am working with Bruce Bolger on what the budget would look like. We do not think we are ready to go after signs yet. That might be the next round. But this will be a good opportunity for the villages to work together on a grant



application, and then next time we could do something a little bigger, more challenging like signage down by the train stations, or signage on the Aqueduct or South County Trailway. So we want to keep thinking about that for the future. So I wanted to give you a heads up and get your feedback. The other representatives to the tourism board are doing the same in Irvington and Dobbs Ferry. And there is no match required I should point out.

**Mayor Swiderski:** There is a draw here of people who come up for the day. The spread of bicycling culture in New York easily extends to up here. And once you begin to think of an afternoon spent bicycling as something you do, to come up and rent them in Dobbs Ferry, or perhaps one day in Hastings, hit the Aqueduct Trail or South County Trailway, there are so many things you can do that are pleasant and get you out of the city.

**Trustee Walker:** Danny's Bicycles from Central Avenue is opening a rental kiosk at Life, the event center, on Lawrence Street right on the South County Trailway. There is plenty of parking, and they can rent bicycles there. Is that not great? I hope that goes well.

**Village Manager Frobel:** And the final grant that Meg and I wanted to just preview, and again this is part of our staff assignments, is the Safe Routes to School. That will not be until October 5 but, again, we are trying to get a handle as to what the rules and regulations might be. The Village applied k in 2008. We did very well. We lost 25 points out of a possible 100 because we did not have any matching money. This grant will requires some match. We also did not meet some of the statistics in terms of pedestrian-motor vehicle collisions. There were no accidents to support the application. So we are going to look at those standards and regulations and see what that holds. That will come to you again probably mid-summer.

**Mayor Swiderski:** Meg, nobody works harder than you. It is amazing how much you have on your plate between the grants and Friday Night Live and the downtown. Thank you.

## **6. Update on the Waterfront**

**Mayor Swiderski:** Just a couple of items not related to our dirty waterfront, but rather MacEachron Park. Last Saturday we had the unveiling of the marker of the Hudson River School of painting, one of four being set up at strategic sites up and down the Hudson where either there was a Hudson River School presence or famous vistas were painted. We had a couple of painters resident in Hastings, Cropsey being the biggest. We are honored to be chosen, and the marker is meant to be viewed against the backdrop of the cliffs and is quite striking. There is text that describes the historic nature of our community and this movement. It is a nice acknowledgment of something that we have, both the museum and the studio, that celebrates that, as well. I wanted to thank the people who were involved to help set that up. On the waterfront, the infrastructure committee has met several times and is already well along in the process of thinking about these issues. Doug Alligood has produced a series of maps that show what is mandated in terms of the various consent decrees and records of decision and what

is restricted. They are narrowing down the field of play. They are talking about a public session in early September to begin to poll the public. There was a waterfront tour for the members who had not been to the site on Saturday.

Jerry Quinlan has drafted a comparison of the new record of decision, against the existing consent decree that was signed 10 years ago, showing where things may need to change. I want to review that with the Board at the next meeting. We need to go over his issues, and then the negotiations with Riverkeeper and the DEC and BP will begin on a revision to that consent decree so we can get the judge to sign off.

## 7. Other

**Mayor Swiderski:** We sent out an e-mail on Saturday on the Comprehensive Plan, and I wanted you to speak to that call for volunteers.

**Trustee Apel:** The Board has discussed that we would like to have a committee of about seven people that would review the Comprehensive Plan, look over what we have already done and started to do in the community, and come up with a schedule of ideas, or a spread sheet, that could be reviewed by the community, with priorities as to which parts of the plan they want to start, what would they like to implement. Also, this committee would be thinking about who would be doing what: should the Board handle it, should other committees already in existence be handling some of these things if they have not done it already? After the public input, there would be a final discussion as to who would be doing what. Part of the planning of this is also the finances, the cost of implementing some of the projects that we want to go forward with.

We are looking for people to volunteer that have some skill sets; whether they have been architects or landscapers or project managers or planners or have some background in finance. We know that we are all interested in this project. It encompasses the entire Village. We would like to have them in by June 15.

**Trustee Armacost:** To [volunteer@hastingsgov.org](mailto:volunteer@hastingsgov.org). We have had four.

**Trustee Apel:** So they are starting. This is a very exciting time for all of us, and it is going to start moving everything forward. I am excited, and I cannot wait to get the committee moving. We would like to make a decision over the summer, and get people moving and, hopefully, have some idea of where we are going and what we are doing by the end of December.

**Trustee Armacost:** Could I make a request, Peter, that you send an e-mail out just on this one topic so that the header is not confusing to people, so it says something like volunteer.

**Mayor Swiderski:** It was Help Plan Your Village's Future. It was pretty explicit. We will do it again. It is a more complicated committee. Planning the waterfront is concrete, and people can

wrap their minds around it. This is more rarified, a little more tricky for people to understand.

**Trustee Armacost:** And implies a lot more time. I do not know whether it will or not at the end of the day, but that may be part of it.

**Trustee Walker:** Friday Night Live on Friday is our Spring Thing summer kickoff. It is going to be highlighting visual arts. There will be a number of artists doing sidewalk paintings, and there will be this wonderful interactive painting opportunity for people of all ages, a 15 foot long, 8 foot wide canvas that is going to keep getting repainted. It is an opportunity for anybody who would like to paint and express themselves artistically. A local artist whose name is Patrick, and I do not have his last name in front of me, I am afraid, has volunteered to do this, and he is putting a lot of time and energy into it. It is going to be spectacular. Lisa O'Reilly and Liz Liebeskind are putting together some great entertainment. We are going to have a band, and Warburton Avenue is going to be closed. Let us hope for fine weather, and it will be a great party downtown.

**Mayor Swiderski:** The next day, Saturday, we have the garden tour, which is a fund-raiser for the library, from 1 p.m. to 5 p.m. A \$20 ticket in advance at the library, and you get a map and the ticket gets you access to 11 different homes and their gardens. The gardens were hand-selected by Rebecca Mudge, who is a garden designer. It is a chance, if you have got that instinct, to see what others are doing, and visit. It is paired with a plant sale at the library.

### **EXECUTIVE SESSION**

On MOTION of Trustee Walker, SECONDED by Trustee Jennings with a voice vote of all in favor, the Board scheduled an Executive Session immediately following the Regular Meeting to discuss personnel and tax matters.

### **ADJOURNMENT**

On MOTION of Trustee Armacost, SECONDED by Trustee Walker with a voice vote of all in favor, Mayor Swiderski adjourned the Regular Meeting at 10:35 p.m.