



AGENDA

January 3, 2023

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I. **OPEN MEETING**

II. **NEW BUSINESS**

- Approve minutes from November 21, 2022.
- Update on Main Corners Properties – fee appeal.
- Parking Enforcement update.
- Discuss Intermunicipal agreement establishing a Joint Ethics Committee for the Village of Pawling and the Towns of Beekman, Dover, East Fishkill and Pawling.
- Approve 2023 Participation Agreement for the Dutchess County Self-insured Workers' Compensation Plan.
- Approve the 2023 Holiday Schedule.

IV. **OLD BUSINESS**

- Engineer's Report

V. **MOTION TO PAY BILLS**

- December bills in the amount of \$156,476.25.

VI. **ADJOURNMENT**

VI. **EXECUTIVE SESSION - Litigation**

INTERMUNICIPAL AGREEMENT

THIS INTERMUNICIPAL AGREEMENT (“IMA”) made as of the ___ day of September, 2022 by, between, and among the **Town of East Fishkill**, a municipal corporation with an address of 330 Route 376, Hopewell Junction, New York 12533; the **Town of Beekman**, a municipal corporation with an address of 4 Main Street, Poughquag, New York 12570; the **Town of Pawling**, a municipal corporation with an address of 160 Charles Colman Boulevard, Pawling, New York 12564; the **Village of Pawling**, a municipal corporation with an address of 9 Memorial Avenue, Pawling, New York 12564; and the **Town of Dover**, a municipal corporation with an address of 126 East Duncan Hill Road, Dover Plains, New York 12522. The Town of East Fishkill, the Town of Beekman, the Town of Pawling, the Village of Pawling, and the Town of Dover are collectively referred to hereinafter as the **“Parties”**.

WITNESSETH

WHEREAS, the Parties are all municipal corporations with a history of intermunicipal cooperation; and

WHEREAS, each of the Parties have enacted Local Laws governing ethics; and

WHEREAS, the General Municipal Law allows communities to act jointly on various issues; and

WHEREAS, the Parties have many civic-minded members of their communities who participate in various organizations; and

WHEREAS, to handle ethics issues more objectively, a Joint Ethics Board is desired so that unbiased members of various communities can issue advisory opinions as to ethical inquiries;

NOW, THEREFORE, in consideration of ten dollars (\$10) and other good and valuable consideration, the receipt and legal sufficiency of which are hereby acknowledged, the Parties hereby covenant and agree as follows:

1. **Composition of Joint Ethics Board.** A Joint Ethics Board shall be formed consisting of five members. One member shall be a resident of and appointed by the Town Board of the Town of East Fishkill. One member shall be a resident of and appointed by the Town Board of the Town of Beekman. One member shall be a resident of and appointed by the Town Board of the Town of Pawling. One member shall be a resident of and appointed by the Board of Trustees of the Village of Pawling. One member shall be a resident of and appointed by the Town Board of the Town of Dover. An alternate shall also be appointed by the community which provides the Chair of the Joint Ethics Board.

2. **Term of Office.** Each member shall be elected to a term of one year, and the Parties agree to appoint a member to the Joint Ethics Board during each municipal corporation’s reorganizational meeting ~~in January.~~

2.3. Education. Each member of the Joint Ethics Board shall be required to take a course each year in ethics.

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3.4. Removal. A member can be removed for truancy or for other just cause.

4.5. Chair of the Joint Ethics Board. The member appointed by the Town of East Fishkill shall be the first chair of the Joint Ethics Board. The second year, the Chair shall be the member appointed by the Town of Beekman. The third year, the Chair shall be the member appointed by the Town of Pawling. The fourth year, the Chair shall be the member appointed by the Village of Pawling. The fifth year, the Chair shall be the member appointed by the Town of Dover. The selection of the Chair shall continue in this order. The Vice Chair shall be the member ~~from the community who will select the Chair~~ who is to be the Chairperson during the following year.

5.6. Meetings. The Board shall meet ~~annually and~~ upon request of one of the Parties.

6.7. Location of Meetings. All meetings shall take place in the community that has requested the meeting.

7.8. Quorum. No meeting can take place without a quorum of the Joint Ethics Board (i.e. at least three members present).

8.9. Advisory Opinions. After receiving an inquiry from a member of one of the participating communities, the Joint Ethics Board shall conduct a hearing and review all submitted documentation. An advisory opinion shall be issued ~~by the attorney from the community from which the complaint originated~~ within one month of the hearing.

9.10. Costs. ~~Each Party shall pay 20% of any costs associated with the Joint Ethics Board. 100% of the costs shall be borne by the municipality that the complaint originated from.~~

10.11. Governing Law. This Agreement and the rights and duties of the Parties hereunder shall be governed by and shall be construed, enforced and performed in accordance with the laws of the State of New York without regard to principles of conflicts of law. Venue for any legal proceeding shall be the Supreme Court in Dutchess County.

11.12. Severability. If any term or provision of this Agreement or the application thereof to any persons or circumstances shall, to any extent be invalid or unenforceable, the remainder of this Agreement or the application of such term or provision to persons or circumstances other than those to which it is held invalid or unenforceable shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

~~12-13.~~ **No Modification.** This Agreement may not be effectively amended, changed, modified, altered or terminated unless such an amendment, change, modification, alteration or termination is in writing, intended for such purpose, and executed by all Parties hereto.

~~13-14.~~ **Counterparts.** This Agreement may be executed in counterparts, each of which shall be deemed an original and all of which shall constitute one and the same instrument. The Parties agree that a scanned or electronically reproduced copy or image of this Agreement bearing the signatures of the Parties hereto shall be deemed an original and may be introduced or submitted in any action or proceeding as competent evidence of the execution, terms and existence of this Agreement notwithstanding the failure or inability to produce or tender an original, executed counterpart of this Agreement and without the requirement that the unavailability of such original, executed counterpart of this Agreement first be proven.

~~14-15.~~ **Joint Workproduct.** This Agreement shall be considered the workproduct of all Parties hereto, and, therefore, no rule of strict construction shall be applied against any Party.

~~15-16.~~ **Authorization to Sign.** All signatories are legally authorized to sign on behalf of the respective legal entity that he or she signs for.

~~16-17.~~ **Term.** This Agreement shall be effective for three (3) years, and shall renew automatically unless terminated by a majority of the Parties to this agreement.

~~17-18.~~ **Entire Agreement.** This Agreement constitutes the entire agreement of the Parties regarding the subject matter of this Agreement and all prior or contemporaneous agreements, understandings, representations and statements, oral or written, are hereby merged herein.

IN WITNESS WHEREOF, the Parties have caused this instrument to be duly executed the day and year as first above written.

TOWN OF EAST FISHKILL

By: _____
Nicholas D'Alessandro
Town Supervisor

TOWN OF BEEKMAN

By: _____
Name:

Title:

TOWN OF PAWLING

By: _____

Name:
Title:

VILLAGE OF PAWLING

By: _____

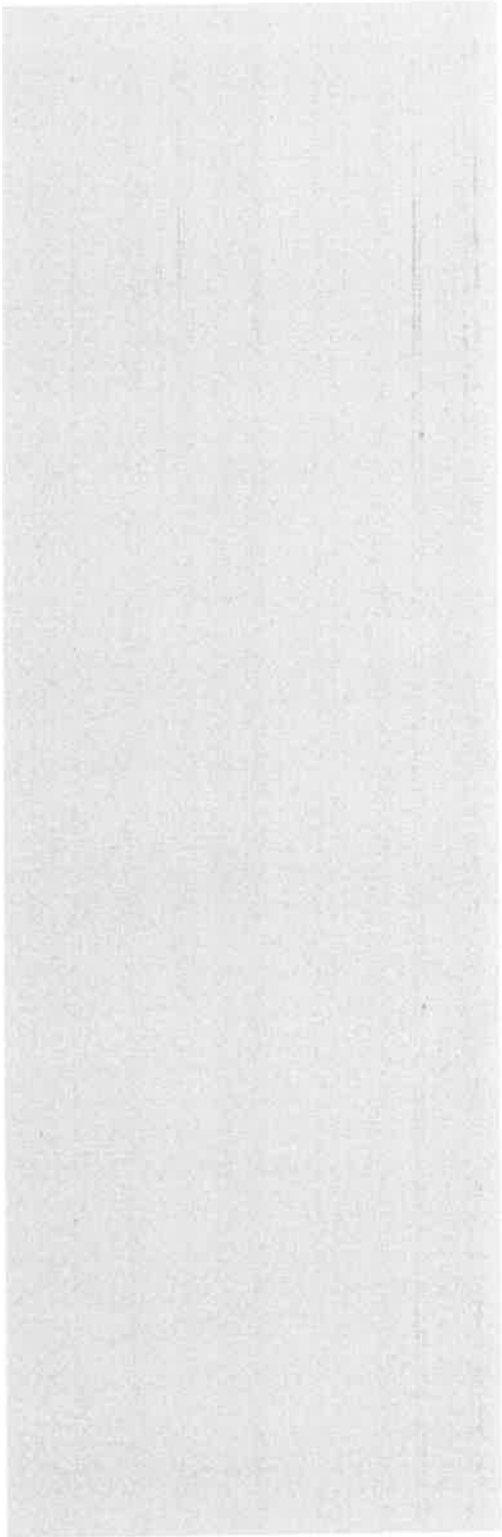
Name:
Title:

TOWN OF DOVER

By: _____

Name:
Title:

DRAFT





PARTICIPATION AGREEMENT BETWEEN
The Dutchess County Self-Insured Workers' Compensation Plan And
VILLAGE OF PAWLING

THIS AGREEMENT is entered into by and between the Dutchess County Mutual Self-Insurance Plan, 22 Market Street, Poughkeepsie, New York ("Plan") and the Village of Pawling ("Participant") for the purpose of providing statutory workers' compensation benefits and related coverages.

WHEREAS, the Dutchess County Self-Insurance Workers' Compensation Plan, established January 1, 1980, by Dutchess County Local Law No. 5 of 1980, and subsequently amended by Dutchess County Local Law No. 6 of 2013, provides for the administration thereof pursuant to Article 5 of the Workers' Compensation Law, Section 207-a and 207-c of General Municipal Law, Volunteer Firefighters Benefits Law, and Volunteer Ambulance Workers' Benefits Law, as applicable, to the County of Dutchess and municipal corporations located within the County of Dutchess;

WHEREAS, cities, towns, villages, Dutchess Community College, and public corporations within Dutchess County shall be eligible to apply for participation in the Plan; and

WHEREAS, the Plan is governed by the County of Dutchess ("County") and administered by the County's Director of Risk Management, ("Plan Manager"); and

WHEREAS, Local Law No. 6 of 2013 vests the Plan Manager with the authority to promulgate regulations to ensure fair and equitable administration of the Plan; and

WHEREAS, the Plan Manager requires that this Participation Agreement ("Participation Agreement" or "Agreement") be executed between the Plan and the Participant in order to ensure fair and equitable administration of the Plan; and

WHEREAS, the Plan Manager requires that this Participation Agreement be executed on or before December 31, 2017 and annually thereafter.

CONDITIONS OF PARTICIPATION agreed upon by and between the parties are as follows:

1. **Becoming a Participant.** An eligible entity may become a participant of the Plan at the discretion of the County of Dutchess and upon approval by the Plan Manager, upon filing with the Plan Manager:
 - a. A certified copy of the resolution of its governing body indicating its intention to become a participant in the Plan;
 - b. A five-year claims history;
 - c. A list of current employees with job titles and salaries;
 - d. The location of its facilities; and
 - e. Any other information deemed by the Plan Manager to be necessary to ascertain the Participant's suitability for

the Plan.

The Plan Manager may impose fair and equitable terms and conditions to be fulfilled by such new participant as a condition precedent to acceptance in the Plan.

2. **Duties of the Parties Regarding Claims.** The parties agree to the following:

Record Keeping. The Participant shall maintain a record of all injuries suffered by employees in the course of their employment.

Timely Reporting. The Supervisor's Report of On-The-Job Injury/Incident shall be filed with the Plan Manager and/or third-party administrator within twenty-four (24) hours of the incident or knowledge of the incident.

Reports to be Filed. Any and all reports required to be filed with the Workers' Compensation Board pursuant to the Workers' Compensation Law, shall be filed promptly with the Plan Manager.

Claims Administration. The Plan Manager or its designee(s) will administer workers' compensation claims for which notice of injury has been given, contact injured employees as appropriate, attend New York Workers' Compensation Board hearings, and pay reasonable claims expenses.

Professional Services. The Plan Manager may solicit contracts for professional, consultant, and management services as deemed necessary and within its appropriation. Acquisition of all contracts and services by the Plan Manager shall be done pursuant to the procurement requirements of the General Municipal Law and/or procurement policies of the County of Dutchess.

Statement of Claims ("Loss Runs"). The Plan Manager will routinely and upon request provide the Participant a statement of claims including paid-to-date amounts and estimates of future liabilities ("Reserves", as defined by paragraph 5 of this Agreement).

Cooperation with Reporting. The Participant will fully cooperate with the Plan Manager in the administration of the Plan and shall render such reports as may be requested quarterly or annually, within thirty (30) days of the close of each quarter or calendar year and at such other times as the Plan Manager may require, and shall promptly furnish all pertinent information relative to any claim and aid in the investigation of any claim involving the Participant.

Penalty or Expulsion. If the Participant violates any of the provisions of this section or the requirements of the Workers' Compensation Law, in addition to any accrued penalties or fees, the Plan Manager may charge the Participant a lump sum penalty not to exceed the sum of One Thousand and 00/100 (\$1,000) Dollars. Alternatively, the Plan Manager may expel the Participant from the Plan in accordance with the rules of Section 17 entitled *Expulsion from the Plan*. Fines arising from the Participant's late reporting of an injury or incident will be the responsibility of the Participant.

3. **Commitment to a Safe Workplace.**

Statement of Safety. The Participant commits to provide a safe workplace for its employees and volunteers. The Plan

Manager shall establish a safety program for the Participant designed for the responsible and reasonable protection of lives, health, and safety of its employees. The Participant shall receive and abide by the recommendations of the Safety Committee, of which the Plan Manager shall be a member, and may further establish such steps as may be deemed reasonable by the Plan Manager to protect the lives, health, and safety of its employees.

Workplace Safety Training and Education. The Plan Manager may employ or contract workplace safety experts or professional service persons or organizations to provide workplace safety education and training for the benefit of the Participant or the plan participants.

Participant Safety Programs. Notwithstanding any other provision to the contrary, nothing herein shall be construed to prohibit the Participant from developing or implementing any safety program or procedure.

4. **Plan Budget.** The Plan Manager shall present to the County Executive, County Budget Officer, and Commissioner of Finance, who shall approve, no later than the twentieth day of August in each year an estimate of four components for the ensuing calendar year to:
 - a. Meet the payments with respect to the liability of participants required to be made by the County pursuant to Section 63 of the Workers' Compensation Law,
 - b. Pay the administrative expenses of the Plan,
 - c. Repay any amounts advanced to the Plan, and
 - d. Provide for contributions to the Plan's reserve, as described in paragraph (5), below.
5. **Plan Reserve.** A reserve not to exceed the present value of the Plan's outstanding liabilities as calculated by an actuary has been established for the Plan and is annually adjusted on a calendar year basis.
6. **Calculation of Contribution.** The Plan's expenses will be apportioned among the Plan participants using factors and rules promulgated by the New York Workers' Compensation Insurance Rating Board and approved by the New York State Department of Financial Services, in effect on the first day of the fiscal year for which the apportionment is made. Participants will be notified of their apportionment amounts on or before the twentieth day of August for the ensuing calendar year. A sample calculation is attached.
7. **Annual Submission of Data.**

Employee Payroll. The Participant will provide a copy of its quarterly Form NYS-45 along with a list of employees and their current job title, according to the following schedule. The Plan Manager reserves the right to audit the Participant's NYS-45 form and its list of employees in current job titles. The Participant may furnish an alternative source of this data upon approval of the Plan Manager (e.g. spreadsheet).

<u>Quarter</u>	<u>Due Date</u>
January 1 to March 31	April 17
April 1 to June 30	July 17
July 1 to September 30	October 16

October 1 to December 31

January 15

Volunteer Firefighters. If the Participant employs or engages volunteer firefighters, the population served by the Participant will be collected from the Dutchess County Department of Emergency Response.

Other Data. Other data necessary for the calculation of contribution shall be provided within twenty- one (21) days upon the Plan Manager's written request.

Verification. The Plan reserves the right to verify the data through reasonable and reliable means and to set the values at its discretion if not provided.

8. **Payment of Contribution.** The share of the Participant shall be billed by the County with payment due by January 30th of the plan budget year. The Participant will be assessed a penalty of 1.5% of any overdue balance owed at the end of each successive month.
9. **Excess or Primary Insurance.** The Plan Manager shall acquire and keep in force during the life of the Plan an Excess Workers' Compensation and Employers' Liability Insurance Policy, the cost thereof to be paid from the funds of the Plan.
10. **Custodian of Funds.** The Dutchess County Commissioner of Finance, pursuant to Section 64 of the Workers' Compensation Law, shall be the custodian of the monies of the Plan and shall disburse the same in conformity with the direction of Section 64(2) of such statute.
11. **Third Party Administrator Escrow.** In the event the Plan Manager determines that it is necessary to contract with a third-party claims administrator to assist with the administration of the Plan, the Plan Manager, with the concurrence of the Commissioner of Finance, may also determine that the third- party administrator may hold an escrow account to make payments to providers and claimants on behalf of the Plan.

The County will establish and maintain a system of internal controls to monitor any payments made through a third-party claims administrator.

The Plan Manager will maintain and file all copies of case file documentation provided by the third- party administrator.

The Plan Manager will review this documentation to ensure that all claims are for eligible work-related injuries or illnesses, and that required forms are filed with the Workers' Compensation Board in a timely manner.

The Plan Manager will verify that claimants are legitimate employees of the Participant.

The County will audit and reconcile claims paid with the list of claims payments submitted by the third- party administrator to the Plan Manager.

12. **Attorney.** The Dutchess County Attorney, pursuant to section 64(3) of the Workers' Compensation Law, is hereby designated as the attorney for the Plan. The Dutchess County Attorney may engage special counsel in accordance

with Section 64(3) of the Workers' Compensation Law, subject to the approval of the County Legislature. However, nothing in this paragraph shall prevent the Plan Manager from soliciting contracts for professional, consultant and management services as deemed necessary and within appropriations, pursuant to Paragraph two (2) hereof.

13. **Certificates of Insurance.** Upon written request by the Participant, the Plan Manager shall deliver a "Certificate of Participation in Workers' Compensation County Self-Insurance Plan" or its equivalent to the Participant and the Workers' Compensation Board, and the Certificate Holder if requested to do so by the Participant, when the Participant is required to provide proof of workers' compensation coverage to receive a permit, license, or when entering into a contract.

If the participant withdraws or is expelled from the Plan, the Plan Manager shall notify the certificate holder within ten (10) days of termination.

The Plan Manager shall issue a Workers' Compensation Board Notice of Compliance or its equivalent to the Participant on an annual basis.

14. **Settlements.** All settlements of the Participant's workers' compensation claims shall be approved by the Plan Manager after consultation with the Participant.
15. **Quarterly Activity Report.** Upon request of the Participant, but no more than quarterly, the Plan Manager shall issue detailed workers' compensation claim and safety reports to the Participant.
16. **General Municipal Law 207.** The Participant shall cooperate with The Plan Manager or its designee(s) in the management of claims under GML 207 in conformity with the applicable Collective Bargaining Agreement and regarding recommendations of granting or denying GML 207 benefits from the Plan Manager or its designee(s).
17. **Withdrawal from the Plan.** The Participant shall make every attempt to may notify the Plan Manager of its intent to withdraw from the Plan by July 1st. The Participant must notify the Plan Manager of its intent to withdraw from the Plan by filing with the Plan Manager a certified copy of the resolution of its governing body evincing its intent to withdraw (60) days in advance of its anniversary date, upon the condition that it agree to pay its proportionate share of the estimated liabilities of the Plan at the time of withdrawal. Payment of such liabilities will be made pursuant to the provisions of the Workers' Compensation Law, as determined by the Plan's actuary within ninety (90) days of notification.

Payment of such liabilities shall be made in lump sum or the Plan Manager may permit said payment to be made in installments.

18. **Expulsion from the Plan.** The Plan Manager reserves the right to expel any Participant from the Plan if a Participant violates any of the provisions of this Participation Agreement or the requirements of the Workers' Compensation Law. Any Participant expelled from the Plan, shall receive written notification from the Plan Manager of such expulsion at least ninety (90) days prior to the effective date of such expulsion. Upon expulsion from the Plan, the Participant shall be liable to pay a lump sum penalty not to exceed One Thousand

and 00/100 (\$1,0000) Dollars. Alternatively, the Plan Manager may elect to expel such Participant and the Participant shall be liable to pay its proportionate share of the estimated liabilities of the Plan upon the effective date of expulsion. Payment of such liabilities will be made pursuant to the provisions of the Workers' Compensation Law, as determined by the Plan's actuary within ninety (90) days from the Plan Manager's notification to the Participant of pending expulsion. Payment of such liabilities shall be made in lump sum or the Plan Manager may permit said payment to be made in installments.

19. **Severability.** If any clause, sentence, paragraph, subdivision, section, or part of this Agreement or the application thereof shall be adjudged by any court of competent jurisdiction to be invalid or unconstitutional, such order or judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation the clause, sentence, paragraph, subdivision, section, or part of this Agreement or in its application to the person, corporation, entity, or circumstance directly involved in the controversy in which such order or judgment shall be rendered.

20. **Changes to this Agreement.** Amendments of the Plan Participation Agreement may be made by mutual agreement of the parties with the same formalities of this Plan Participation Agreement.

Such amendments will require a signature from a person authorized to bind the Participant in contract within thirty (30) days of the adopted changes.

Failure to sign the Plan Participant Agreement may be treated by the Plan Manager as the Participant effectively electing to withdraw from the Plan in which case, a certified copy of the resolution of the governing body electing to withdraw shall not be required.

21. **Term of Agreement.** This Agreement shall be effective January 1, 2023 and shall terminate on December 31, 2023, unless otherwise terminated as set forth herein.

22. **Retention of Records.** The Participant agrees to maintain and have available for audit such records as may be required by the Plan Manager, the County, or United States governmental agencies. These records shall be available for inspection by the Plan Manager upon reasonable notice to the Participant, and shall be maintained for a minimum of ten (10) years after termination of this Agreement.

23. **Non-Assignment.** This Agreement may not be assigned by the Participant without prior written consent of the Plan Manager, and the County and/or Plan Manager shall be relieved of all liability and obligations consistent with the New York State General Municipal Law Section 109 in the event of such unauthorized assignment.

24. **Notice.** Except as otherwise provided in this Agreement, notice required to be given pursuant to this Agreement shall be made in writing and addressed to the following or such other person as the parties may designate:

COUNTY OF DUTCHESS
Attn: George L. Salem, Jr. Director of Risk Management
22 Market Street – 5th Floor
Poughkeepsie NY 12601

25. **Choice of Law, Venue.** Any dispute arising directly or indirectly out of this Agreement shall be determined pursuant to the laws of the State of New York. The parties hereby choose the New York State Supreme Court, Dutchess County as the forum for any such dispute.
26. **Notice of Intent to Sue.** (a) Participant agrees that at least ninety (90) days prior to commencing suit against the County for any matter arising directly or indirectly out of this Agreement, the Participant shall provide to the Plan Manager a sworn document listing the time, place, and manner of any breach of this agreement, together with an itemized list of any damages to which Participant believes itself entitled. (b) County shall have the right to conduct a deposition upon oral questions of an officer, employee or agent of the Participant, of the County's choice, as to any matter arising under this agreement within the 90-day period described above. (c) Strict compliance with this paragraph shall be a condition precedent to maintenance or institution of any action or proceeding, whether legal or administrative. This paragraph shall not be construed to toll any applicable statute of limitation. (d) Any action against the County must be commenced within one year of the event which gives rise to liability.
27. **Rules of Construction.** This contract shall be deemed to have been mutually prepared by the parties hereto and shall not be construed against any of them solely by reason of authorship. The Participant warrants that this Agreement has been signed by a person with authority to bind the Participant in contract.
28. **Entire Agreement.** The terms of this Agreement, including its attachments and exhibits, represent the final intent of the parties. Any modification, rescission or waiver of the terms of this Agreement must be in writing and executed and acknowledged by the parties with the same formalities accorded this basic Agreement.

VILLAGE OF PAWLING

BY: _____
MAYOR

Date:

COUNTY OF DUTCHESS

BY: _____
GEORGE L. SALEM, JR. PLAN MANAGER

Date:

Per #6 - please see sample calculation attached as a PDF.

Contribution Calculation

Pawling Village

Participation Year 2023

		Basis	Charge
Contribution Calculation			
	Workers Compensation (based on payroll)	543,886	24,112
	Volunteer Firefighter Benefit Law (pop. served)		0
Calculation of Estimated Retail Cost	NYCIRB Manual		24,112
	Experience Modification Factor (see below)	1.17	4,099
	Underwriting Discount	-0.20	(5,642)
	Expense Constant, Terrorism, and Natural Disaster charges		497
	Retail Workers' Compensation Board Assessment		1,777
Retail Estimate with WCB Assessment			24,844
Calculation of Contribution to Group	Retail Estimate Less WCB Assessment (A)		23,067
	Retail Estimate Less WCB Assessment for All Participants (B)		4,783,911
	Participant's Share of Plan Cost (A / B)		0.4822%
	Plan Budget Prior to Board Assessment (C)		4,621,008
	Participant's Share of Plan Cost Pre-WCB Assessment (A / B * C)		22,281
	County Plan WCB Assessment Charge		1,026
	Special Adjustment(s)		0
Final Contribution			23,307

	Primary Losses		Stabilizer		Excess Losses		Total		EMF
Experience Modification Factor (EMF)	Actual	20,960	+	81,102	+	2,119	=	104,180 (A)	(A) / (B)
	Expected	6,770	+	81,102	+	1,514	=	89,386 (B)	1.17

Classification Codes	Description and Code	Exposure	Rate	Manual
	5506: Street or Road Construction and Repair	51,115	8.45	4,319
	7542: Meter Readers -Utility Company	11,568	4.56	528
	8809: Executive Officers NOC - Board members	66,579	0.22	147
	8810: Clerical Office Workers	228,471	0.16	356
	9402: Street Cleaners/Drivers; Snow plowing	63,060	6.50	4,099
	9403: Garbage Works - Collectors	75,661	13.52	10,229
	9410: Outside Inspectors, Lab Workers, Tax Assess	47,432	9.35	4,433
		543,886		24,112

MAYOR
Lauri Taylor

TRUSTEES
John Burweger
Daniel Peters
Jerry Locascio
Tom Meyer

Office of
Board of Trustees
Village of Pawling
9 Memorial Avenue
Pawling, New York
12564

Incorporated Feb. 9, 1893

CLERK
Jennifer Osborn

TREASURER
Elizabeth Shedd

Tel: (845) 855-1122
Fax: (845) 855-9317

2023 HOLIDAYS OBSERVED

January

2 (Monday) New Year's Day observed
16 (Monday) Martin Luther King, Jr. Day

February

20 (Monday) President's Day

April

7 (Friday) Good Friday

May

29 (Monday) Memorial Day

June

19 (Monday) Juneteenth

July

4 (Tuesday) Independence Day

September

4 (Monday) Labor Day

October

9 (Monday) Columbus Day

November

10 (Friday) Veteran's Day
23 (Thursday) Thanksgiving
24 (Friday) In lieu of Election Day

December

25 (Monday) Christmas Day
26 (Tuesday) Floating Holiday