



City of Kingston Finance and Audit Committee
Meeting Agenda
Wednesday, June 10, 2020
6:30 PM

You can dial in using your phone.
(For supported devices, tap a one-touch number below to join instantly.)

United States (Toll Free): 1 866 899 4679
- One-touch: tel:+18668994679,,595145357#

United States: +1 (571) 317-3117
- One-touch: tel:+15713173117,,595145357#

Access Code: 595-145-357

NEW BUSINESS

Parks Capital Projects from Recreation Trust Fund

[20200604095040.pdf](#)

[Communication- Parks Capital Projects from Recreation Trust Fund.pdf](#)

Budget Amendment-Shade Tree Account

[20200604095425.pdf](#)

Budget Transfers for Projects at Barmann Park

[20200604100001.pdf](#)

Repeal Bond Ordinance Unissued Portion

[20200609134350.pdf](#)

Tax Certiorari Proceedings

[20200604100521.pdf](#)

Budget Transfer for Parks & Rec from CDBG

[20200608133119.pdf](#)

Update on 2021 Sales Tax Agreement--Mayor

[20200609084319.pdf](#)

CSEA Retirement Incentive

[20200610081740.pdf](#)

1 OLD BUSINESS

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Mayor

Item Type: Proposed Resolution

Agenda Section:

Subject:

Parks Capital Projects from Recreation Trust Fund

Suggested Action:

Attachments:

[20200604095040.pdf](#)

[Communication- Parks Capital Projects from Recreation Trust Fund.pdf](#)

CITY OF KINGSTON

Office of the Mayor

mayor@kingston-ny.gov

Fin

Steven T. Noble
Mayor



May 29, 2020

Ms. Andrea Shaut
Alderman- at-Large
Kingston Common Council
420 Broadway
Kingston, NY 12401

Re: Parks Capital Projects from Recreation Trust Fund

Dear President Shaut,

This is a request for placement on the agenda of the next appropriate Committee, expected to be the Finance and Audit Committee, to discuss a request for funding to be released from the Recreation Trust Fund for a variety of Capital Park Improvement Projects to be completed in 2020. The 2019 request which I submitted was not fully executed by the Parks and Recreation Department under the previous department leadership and thus the majority of that \$100,000 allocation was returned to the Fund at the close of 2019.

I have spoken with the Parks and Recreation Department and Department of Public Works regarding priorities for park improvements and we have identified several key projects to advance this year. This year would be most appropriate to advance these infrastructure projects as our park amenity use is limited by COVID restrictions, thus making the opportunity for maintenance and upgrades most accessible.

I will be forwarding a detailed plan to the Council under separate cover by the end of next week.

Thank you for your consideration.

Respectfully Submitted,

Steven T. Noble
Mayor

Cc: Lynsey Timbrouck
Ed Norman
John Tuey

CITY OF KINGSTON

Office of the Mayor

mayor@kingston-ny.gov



Steven T. Noble
Mayor

June 5, 2020

Honorable Andrea Shaut
President
Kingston Common Council
420 Broadway
Kingston, NY 12401

Re: Parks Capital Projects from Recreation Trust Fund

Dear President Shaut,

This is a request for placement on the agenda of the next appropriate Committee, expected to be the Finance and Audit Committee, to discuss a request for \$314,500 to be released from the Recreation Trust Fund for a variety of Capital Park Improvement Projects. The 2019 request which I submitted was not fully executed by the Parks and Recreation Department under the previous department leadership and thus the majority of that \$100,000 allocation was returned to the Fund at the close of 2019.

For 2020, the following projects would be completed with this funding:

- 1) \$25,000 for the construction of a new roof at the Hasbrouck Park Pavilion which overlooks the Hudson River. This pavilion roof is in poor condition and has been in need of replacement for several years.
- 2) \$50,000 for the full re-construction of a new Hutton Park Pavilion.
- 3) \$50,000 for the repair and replacement of playground equipment and tennis court repairs at Loughran Park
- 4) \$50,000 for the first phase of construction of a Skate Park, pouring concrete and installation of 2 park elements
- 5) \$70,000 for park improvements at Rickel Knox Memorial Playground (Gill Street) including safeguarding playground from compromised retaining wall, removing dead and dangerous trees and shrubs, installing new playground equipment, leveling out the surface, new front fencing and signage.
- 6) \$24,500 for installation of WIFI and security cameras at 7 City Parks, to include equipment
- 7) \$45,000 for removal and installation of a new boundary fence between Barmann Park and the Metro Building, per Resolution #104 of 2018 and the February 22, 2108 transaction between RUPCO and the City of Kingston. This will include removal of any impeding vegetation, removal of the existing fence and installation of a new fence.

At present, the Recreation Trust Fund has \$451,354.66 available. This request is to utilize 70% of the fund for necessary park improvements, from funds strictly dedicated for this purpose.

Please feel free to contact me with any questions regarding the projects. Thank you for your consideration.

Sincerely,

Steven T. Noble
Mayor

Cc: Lynsey Timbrouck, Ed Norman, John Tuey

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Planning

Item Type: Proposed Resolution

Agenda Section:

Subject:

Budget Amendment-Shade Tree Account

Suggested Action:

Attachments:

[20200604095425.pdf](#)

CITY OF KINGSTON

Kingston Planning

planning@kingston-ny.gov

fin

Suzanne Cahill, Planning Director
Kyla Dedea, Assistant Planner



Steven T. Noble, Mayor

May 21, 2020

Ald. At Large Andrea Shaut, Pres.
City of Kingston Common Council
City Hall – 420 Broadway
Kingston, New York 12401

Re: FY 2020 Budget Amendment – Shade Tree Account (A1-8560)

Dear Pres. Shaut:

In late April of this year, a local business truck hit and damaged a city street tree located at 221 West Chestnut Street. The incident was reported to our Department as we oversee the Tree Commission. A local certified arborist who is a member of our Tree Commission was asked to inspect the damage to the tree and provide a recommended course of action. This task was completed and we subsequently obtained a quote for the work from a local tree service whom had contracted with the City recently. The quote was then sent on the business along with supporting information and the business has submitted payment to cover the repair costs.

Therefore, this is to request that the City of Kingston Common Council consider the following budget modification to our current FY 2020 Shade Tree account:

INCREASE EXPENDITURE LINE A1-8-8560-14-5472 (Contracted Services).....\$600.00

INCREASE REVENUE LINE A1-8-8560-22-42770 (Other Unclassified Revenue).....\$600.00

With a budget impact of zero, I respectfully ask for your authorization of this amendment. Should there be any questions, you may contact our office.

Thank-you.

Sincerely,

Suzanne Cahill
Planning Director

Cc: Ald. Koop, Chair. Finance
J. Tuey, Comptroller

THE CITY OF KINGSTON COMMON COUNCIL

FINANCE AND AUDIT COMMITTEE REPORT

REQUEST DESCRIPTION

INTERNAL TRANSFER _____
AUTHORIZATION _____
CLAIMS _____

CONTINGENCY TRANSFER _____
BUDGET MODIFICATION X
ZONING _____

TRANSFER _____
BONDING REQUEST _____
OTHER _____

DEPARTMENT: Planning / Shade Trees

DATE: 5/21/20

Description:

Authorize FY 2020 Budget Amendment as follows:

INCREASE EXPENDITURE LINE	AI-B-8560-14-5472	\$ 600.00	(Contracted Expenses)
INCREASE REVENUE LINE	AI-B-8560-22-4270	\$ 600.00	(Other Unclassified Revenue)

Estimated Financial Impact: \$ 0

Signature Sydney Cahill

Motion by _____

Seconded by _____

Action Required:

SEQRA Decision:

Type I Action _____

Type II Action _____

Unlisted Action _____

Negative Declaration of Environmental Significance: _____

Conditioned Negative Declaration: _____

Seek Lead Agency Status: _____

Positive Declaration of Environmental Significance: _____

<u>Committee Vote</u>	<u>YES</u>	<u>NO</u>
Douglas Koop, Chairman		
Reynolds Scott-Childress Ward 3		
Anthony Davis, Ward 6		
Michele Hirsch, Ward 9		
Steven Schabot, Ward 8		

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Parks and Recreation

Item Type: Proposed Resolution

Agenda Section:

Subject:

Budget Transfers for Projects at Barmann Park

Suggested Action:

Attachments:

[20200604100001.pdf](#)

Fin

City of Kingston
Parks and Recreation Department
ltimbrouck@kingston-ny.gov

Steven T. Noble, Mayor



Lynsey Timbrouck, Director

May 29, 2020

Honorable Andrea Shaut
President/Alderman- at-Large
Kingston Common Council
420 Broadway
Kingston, NY 12401

Re: Budget Transfers for CDBG Funded Projects at Barmann Park

Dear President Shaut,

This is a request for placement on the agenda of the next appropriate Committee, expected to be the Finance and Audit Committee, to discuss a budget transfer to complete playground upgrades to Barmann Park as part of the CDBG funded Barmann Park Playground grant projects.

In 2018 and 2019, the Kingston Parks and Recreation Department received CDBG funding in the amounts of \$50,000 and \$20,000, in Grants B-18-MC-36-0120 and B-19-MC-36-102 respectively, to fund park improvements. To date, these funds have not been expended. We are requesting a budget transfer in the amount of \$70,000 to cover expenses for the project. The transfer would be to increase the Expense line A17110.5301 by \$70,000 and increase the Revenue line A17110.2020 by \$70,000, with \$0 financial impact.

Please feel free to contact me with any questions regarding the project. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynsey Timbrouck".

Lynsey Timbrouck

Director of Recreation
Kingston Parks and Recreation

Cc: Julie Noble
John Tuey

THE CITY OF KINGSTON COMMON COUNCIL

**FINANCE AND AUDIT
COMMITTEE REPORT**

<u>REQUEST DESCRIPTION</u>		
INTERNAL TRANSFER _____ AUTHORIZATION _____ CLAIMS _____	CONTINGENCY TRANSFER _____ BUDGET MODIFICATION _____ ZONING _____	TRANSFER <u>x</u> _____ BONDING REQUEST _____ OTHER _____

DEPARTMENT: <u>Parks and Recreation</u>	DATE: <u>5/28/2020</u>
Description: Transfer funds in the amount of \$70,000.00 in the 2020 Parks and Recreation budget to complete playground upgrades to Barmann Park as part of the CDBG funded Barmann Park Playground grant projects.	
From: Parks and Recreation Account: A17110.2020 To: Parks and Recreation Account: A17110.5301	
Estimated Financial Impact: \$0	Signature <u></u>

Motion by _____

Seconded by _____

Action Required:

SEQRA Decision:

Type I Action _____

Type II Action _____

Unlisted Action _____

Negative Declaration of Environmental Significance: _____

Conditioned Negative Declaration: _____

Seek Lead Agency Status: _____

Positive Declaration of Environmental Significance: _____

<u>Committee Vote</u>	<u>YES</u>	<u>NO</u>
Douglas Koop, Chairman		
Reynolds Scott-Childress Ward 3		
Anthony Davis, Ward 6		
Michele Hirsch, Ward 9		
Steven Schabot, Ward 8		

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Comptroller

Item Type: Proposed Resolution

Agenda Section:

Subject:

Repeal Bond Ordinance Unissued Portion

Suggested Action:

Attachments:

[20200609134350.pdf](#)

City of Kingston
New York 12402

Office of The Comptroller



CPO Box 1627
City Hall, 420 Broadway

Telephone:(845) 331-0080
Fax:(845) 334-3944

May 27, 2020

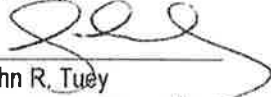
Alderman at Large Andrea Shaut
City of Kingston Common Council
Kingston, NY 12401

RE: Bond Ordinance Repeal

Dear Alderman at Large Shaut,

Please see attached request to repeal the unissued portion of bond ordinances for the completed Abeel Street Reconstruction and Greenkill Avenue Bridge Improvement projects that were primarily funded by NYS grants.

Sincerely,


John R. Tuely
Comptroller, City of Kingston

cc: Mayor Steven T. Noble



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New York, NY 10019-6142

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Thomas E. Myers

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May 4, 2020

VIA E-MAIL (jtuey@kingstonny.gov)

Mr. John R. Tuey
City Comptroller
City of Kingston
City Hall
420 Broadway
Kingston, NY 12401

Re: City of Kingston, Ulster County, New York
Repeal of Bond Ordinances
Orrick Files: 42394-2-NEW

Dear John:

In accordance with your recent request, enclosed please find an ordinance authorizing the repeal of certain bond ordinances adopted by the Common Council, in accordance with the provisions of Section 41.00 of the Local Finance Law, for adoption by the affirmative vote of at least two-thirds of the entire voting strength of the Common Council.

No Legal Notice needs to be published in connection with this repeal.

When available please return to me a certified copy of the enclosed proceedings for our transcript.

With best wishes,

Very truly yours,

Tom

Thomas E. Myers

/es

Att.

REPEAL OF BOND ORDINANCES

At a regular meeting of the Common Council of the City of Kingston, Ulster County, New York, held at Common Council Chambers, City Hall, 420 Broadway, in said City, on the ____ day of May, 2020, at ____:____ o'clock P.M., Prevailing Time.

The meeting was called to order by _____, and upon roll being called, the following were present:

PRESENT:

ABSENT:

The following ordinance was offered by Alderman _____, who moved its adoption, seconded by Alderman _____, to-wit:

ORDINANCE DATED MAY __, 2020.

ORDINANCE REPEALING CERTAIN PREVIOUSLY ADOPTED SERIAL BOND
AUTHORIZATIONS.

WHEREAS, the Common Council of the City of Kingston, Ulster County, New York, has heretofore pursuant to various bond ordinances duly adopted by said Common Council on various dates authorized financing for various capital improvements in and for said City, including incidental improvements and expenses in connection therewith, and

WHEREAS, it has now been determined that all or a portion of certain of said financing authorizations will not be required for said capital projects and it is now desired to repeal solely from said serial bond authorizations of said ordinances, the unused portion thereof; NOW, THEREFOR, BE IT

RESOLVED, by the affirmative vote of not less than two-thirds of the total voting strength of the Common Council of the City of Kingston, Ulster County, New York, as follows:

Section 1. The serial bond authorizations of the bond ordinances listed on the attached Appendix A are hereby repealed to the extent indicated therein; provided, however, such repeal shall only be effective to the extent any such authorization to be repealed has not heretofore utilized for the issuance of obligations of the City therefor.

Section 2. This ordinance shall take effect immediately and neither publication nor posting is required.

The question of the adoption of the foregoing ordinance was duly put to a vote on roll call, which resulted as follows:

Alderman _____	VOTING _____
Alderman _____	VOTING _____
Alderman _____	VOTING _____
Alderman _____	VOTING _____
Alderman _____	VOTING _____
Alderman _____	VOTING _____
Alderman _____	VOTING _____
Alderman _____	VOTING _____

The ordinance was thereupon declared duly adopted.

* * * * *

STATE OF NEW YORK)
) ss.
COUNTY OF ULSTER)

1. That a meeting of the Issuer was duly called, held and conducted on the ____ day of May, 2020.
2. That such meeting was a **special regular** (circle one) meeting.
3. That attached hereto is a proceeding of the Issuer which was duly adopted at such meeting by the Board of the Issuer.
4. That such attachment constitutes a true and correct copy of the entirety of such proceeding as so adopted by said Board.
5. That all members of the Board of the Issuer had due notice of said meeting.
6. That said meeting was open to the general public in accordance with Section 103 of the Public Officers Law, commonly referred to as the "Open Meetings Law".
7. That notice of said meeting (***the meeting at which the proceeding was adopted***) was caused to be given **PRIOR THERETO** in the following manner:

POSTING (here insert place(s) and date(s) of posting- should be a date or dates falling prior to the date set forth above in item 1)

(CORPORATE SEAL)

4153-6273-0276

APPENDIX A

BOND ORDINANCES SUBJECT TO REPEAL IN WHOLE OR PART

<u>ADOPTION DATE</u>	<u>CAPITAL PROJECT</u>	<u>AMOUNT AUTHORIZED</u>	<u>AMOUNT HEREBY REPEALED</u>
03/06/2012	Reconstruction of Abeel Street	\$3,960,000	\$3,760,0000
06/14/2012	Reconstruction of Abeel Street	\$160,094	\$160,094
05/06/2014	Improvements to the Greenkill Avenue Bridge	\$3,700,000	\$3,403,000
12/01/2015	Improvements to the Greenkill Avenue Bridge	\$61,000	\$61,000

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Assessor

Item Type: Proposed Resolution

Agenda Section:

Subject:

Tax Certiorari Proceedings

Suggested Action:

Attachments:

[20200604100521.pdf](#)

FIN

CITY OF KINGSTON
Office of the Assessor
assessor@kingston-ny.gov

Steven T. Noble, Mayor



Daniel Baker, City Assessor
Judy Piazza, Deputy Assessor

5/29/2020

Re: Tax Certiorari Proceedings

Madam President:

I am requesting the opportunity to update and discuss with the common council the tax certiorari proceedings involving the City of Kingston that my office handles. Typically these are commercial property owners contesting their assessed value in an attempt to reduce their real property tax burden.

I am requesting this communication be placed on the Common Council's communication list at their next meeting. I am also requesting that this be referred to the Finance and Audit Committee. Lastly, I respectfully request these discussion are in executive session since these are active actions in Ulster County Supreme Court.

Thank you.

Daniel P Baker II

Assessor, City of Kingston

dbaker@kingston-ny.gov

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Parks and Recreation

Item Type: Proposed Resolution

Agenda Section:

Subject:

Budget Transfer for Parks & Rec from CDBG

Suggested Action:

Attachments:

[20200608133119.pdf](#)

City of Kingston
Parks and Recreation Department
ltimbrouck@kingston-ny.gov

Steven T. Noble, Mayor



Lynsey Timbrouck, Director

May 8, 2020

Dear President Shaut:

We are seeking repairs to the lower roof and HVAC units at the Rondout Neighborhood Center.

These expenses will be reimbursed with CDBG funds. I respectfully request a \$30,000 fund transfer below:

From: A1 7141 22 42020 (CDBG Reimbursement)

To: A1 7141 13 5301 (Contracted Services)

Thank you in advance for your consideration.

Respectfully,

Lynsey Timbrouck
Director of Recreation

cc: Brenna L. Robinson, Director, Office of Economic and Community Development
John Tuey, Comptroller

THE CITY OF KINGSTON COMMON COUNCIL

FINANCE AND AUDIT COMMITTEE REPORT

<u>REQUEST DESCRIPTION</u>		
INTERNAL TRANSFER <u> X </u>	CONTINGENCY TRANSFER <u> </u>	TRANSFER <u> </u>
AUTHORIZATION <u> </u>	BUDGET MODIFICATION <u> </u>	BONDING REQUEST <u> </u>
CLAIMS <u> </u>	ZONING <u> </u>	OTHER <u> </u>

DEPARTMENT <u>Parks and Recreation</u>	DATE <u>May 8, 2020</u>
Description: Transfer \$30,000 for facility improvements to the Rondout Neighborhood Center for replacement of the lower roof and HVAC units. The funding for the improvements will be reimbursed by CDBG. Transfer from: A1-7-7141- 22-42020 – CDBG Reimbursement to: A1-7-7141-13-5301 – Contracted Services Estimated Financial Impact <u> 0 </u> Signature <u></u>	

Motion by _____

Seconded by _____

Action Required:

SEQRA Decision:

Type I Action

Type II Action

Unlisted Action

Negative Declaration of Environmental Significance:

Conditioned Negative Declaration:

Seek Lead Agency Status:

Positive Declaration of Environmental Significance:

<u>Committee Vote</u>	<u>YES</u>	<u>NO</u>
Douglas Koop, Chairman		
Reynolds Scott-Childress Ward 3		
Anthony Davis, Ward 6		
Patrick O'Reilly, Ward 7		
Steven Schabot, Ward 8		

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Elisa Tinti

Submitting Department: Mayor

Item Type: Informational Purposes

Agenda Section:

Subject:

Update on 2021 Sales Tax Agreement--Mayor

Suggested Action:

Attachments:

[20200609084319.pdf](#)

Tinti, Elisa

From: Koop, Douglas
Sent: Tuesday, June 09, 2020 9:34 AM
To: Tinti, Elisa
Cc: Noble, Steve; Shaut, Andrea; Scott-Childress, Reynolds; Davis, Tony; Hirsch, Michele; Steve Schabot
Subject: Fw: Sales Tax Agreement Update

Would you please add this item (Update on 2021 Sales Tax Agreement--Mayor) to Wednesday's Finance agenda?

Thanks,
Doug

From: Noble, Steve
Sent: Tuesday, June 9, 2020 7:58 AM
To: Alderman
Subject: Sales Tax Agreement Update

Dear President Shaut and Chairman Koop,

I would like to request a few minutes at the upcoming Finance Committee meeting to discuss the current status of the negotiations between the City of Kingston and the County of Ulster regarding our Sales Tax Agreement that expires in February of 2021. This would only be informational at this time for the Common Council but I believe it is important to keep everyone up to date on where we are in the process and the tentative terms the County Executive and I have discussed.

Thanks,

-Steve

Steven T. Noble
Mayor, City of Kingston
420 Broadway
Kingston, NY 12401
845-334-3902
www.kingston-ny.gov

Finance and Audit Committee Agenda Item Report

Meeting Date: June 10, 2020

Submitted by: Dee Sills

Submitting Department: Mayor

Item Type: Proposed Resolution

Agenda Section:

Subject:

CSEA Retirement Incentive

Suggested Action:

Attachments:

[20200610081740.pdf](#)

Tinti, Elisa

From: Noble, Steve
Sent: Tuesday, June 09, 2020 3:46 PM
To: Alderman
Cc: Tuey, John; how_deb@msn.com
Subject: CSEA Retirement Incentive
Attachments: CSEA-City Retirement Incentive_signed version.pdf

Dear President Shaut and Chairman Koop,

Please accept this late communication for the upcoming Finance Committee meeting tomorrow evening. Attached, you will find a signed agreement between the City of Kingston and CSEA in relation to a proposed retirement incentive. This retirement incentive in order to be enacted, will need to be ratified by the Common Council. In summary, this incentive will allow those with 10 years or more of service with the City and are over the age of 55, to be able to retire with Dental and Vision benefits at no cost to them. Currently, Dental and Vision is not provided to regular retirees. I want to thank the leadership of CSEA for being willing to work with the City on this incentive.

We are hopeful that this effort will help reduce the number of permanent layoffs this year and next, as the City grapples with the financial situation caused by the pandemic.

I will be available, along with John Tuey to discuss this at the Finance Committee meeting.

-Steve

Steven T. Noble
Mayor, City of Kingston
420 Broadway
Kingston, NY 12401
845-334-3902
www.kingston-ny.gov

6/4/2020

MEMORANDUM OF AGREEMENT

By and Between

The City of Kingston

and

*Civil Service Employees Association, Inc.,
Local 1000 AFSCME, AFL-CIO,
Kingston City Unit 8951
Ulster County Local #856*

WHEREAS, the City of Kingston ("City") and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, Kingston City Unit 8951, Ulster County Local #856 ("CSEA") are signatories to a Collective Bargaining Agreement; and

WHEREAS, the City has proposed an early retirement incentive to eligible members of the bargaining unit represented by CSEA who are covered by the Collective Bargaining Agreement; and

WHEREAS, the City and CSEA have engaged in good faith negotiations to provide a retirement incentive to eligible members of the bargaining unit represented by CSEA during the COVID-19 Emergency.

NOW, AS AND FOR A MEMORANDUM OF AGREEMENT, the City and CSEA agree as follows:

1. The City agrees to offer an early retirement incentive to employees in the bargaining unit represented by CSEA who are vested and eligible to retire under the New York State Retirement System. Employees must be at least 55 years of age and have at least ten (10) years of full time continuous service with the City as of December 31, 2020.

2. In order to be entitled to the retirement incentive herein, the employee must submit an irrevocable letter of retirement/resignation with the City no later than August 1, 2020 and retire from the City no later than December 31, 2020 with a New York State pension.

6/4/2020

3. The employee must sign and execute an approved election form and general release for the voluntary retirement incentive plan herein.

4. The City agrees to pay 100% of the dental and vision premium insurance coverage for the retiree and family if enrolled in a family plan at the time of retirement for those employees who retire under the early retirement plan herein and this Agreement. The benefit levels for the dental and vision plans shall be at the same level in place for active employees and changes that may be negotiated.

5. An employee may elect family dental and vision as a retiree even if the employee only selects individual retiree health insurance so long as the employee has family dental and vision at the time of retirement.

6. An employee who retires under this plan shall be eligible for all other benefits that bargaining unit members are entitled to upon retirement pursuant to the Collective Bargaining Agreement between the City and CSEA. The retirement notice provision(s) outlined in Article VI, Section 1.C(5) of the Collective Bargaining Agreement shall be waived by the City. All separation payouts shall be made within thirty (30) days of the employee's retirement/separation of service from the City.

7. Nothing contained herein shall constitute, be deemed or in any way cited as a precedent or past practice between the City and CSEA. The parties agree and understand that the early retirement incentive offered by the City under this agreement is being offered on a one time basis and shall not serve as a precedent.

8. This Memorandum of Agreement constitutes the entire understanding and agreement between the City and CSEA with respect to the early retirement incentive, which is subject of this Agreement, and it supersedes and cancels all prior negotiations, agreements,

6/4/2020

commitments, and understandings, written or oral, between the City and CSEA with respect to the matter herein.

9. This Memorandum of Agreement may not be amended, changed, or modified in any manner, orally or otherwise, except by an instrument in writing signed by a duly authorized representative(s) of each of the parties herein.

10. All other provisions of the Collective Bargaining Agreement shall remain unchanged.

11. This Memorandum of Agreement may be executed in separate counterparts, each of which shall constitute an original. Signatures may be transmitted by facsimile and/or electronically, which shall be acceptable as originals for all purposes.

12. This Memorandum of Agreement shall be interpreted in accordance with the laws of the State of New York no matter where it may come up for enforcement.

Dated: June 9, 2020

CITY OF KINGSTON

By:


Steven T. Noble, Mayor

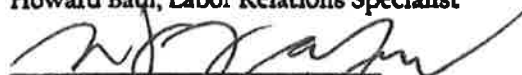
Dated: June 8, 2020

CIVIL SERVICE EMPLOYEES ASSOC., INC.,
LOCAL 1000, AFSCME, AFL-CIO,
KINGSTON CITY UNIT

By:


Howard Baul, Labor Relations Specialist

By:


Francis Fagan, Unit President

By:


Daniel Quesnell, Unit Vice President