

“HIGHWAY ADVISORY” COMMITTEE REPORT  
from Wednesday, February 21, 2026, 1 PM  
Present: Committee Members: Bill Hribar, Sr., Bill Hribar, Jr., Mike Thayer,  
Pat Kennedy, Karl Steere, Jay Bosley, Ted Feury

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**Update Status:**

- DEC requires underground fuel storage plans. *Molly found Hans deWaal's 1999 plans. Bravo. Bill forwarded electronic version to Abigail at DEC. Abigail needs clarification on the distance from the wall of the barn to the tanks. **Bill to arrange a call between DeWaal and Abigail. Pat does not have Abigail's phone number.***
- Highway Employee health insurance. *During the meeting Mike called Daryl O'Connor to arrange employee and CSEA confirmation of the MoA Pat drafted and sent the previous week. **Ted to process and submit paperwork**, enter into contract with LBS and create account for LBS deductions for new Excellus Silver HRA health plan to be effective on 3/1/26.*
- .GOV email for highway? **Ted to implement**
- Phone at highway barn? *Still not working for original number posted on our website. **Ted to continue to deal with Spectrum and Ring-Squared to resolve. Also to identify and return Ring squared equipment.***
- Decision on hiring new highway employee: *Confirmed Bill's decision. Money is in 2026 budget. **Bill has been talking to some potential candidates.** Did not ask us to advertise, but we could. Still unclear whether 1 fulltime or 2 part-year summer employees would be best. If part year, where would unemployment insurance \$\$ come from? **Unclear who will find out.** Employees must be 18 or older. Pay rates established in contract.*
- Results of IT security training: *Tylar Thayer and Mike Rhyde attended. They will be making some suggestions for highway IT equipment security. **First one – Buy back up hard drive.***

**Tasks & Reminders:**

- Mid-month billing **in time for 2/25** working meeting. *Explained needed to reduce late payments and double payments.*
- This Committee: *Pat asked others to help find another community member.*

**Equipment, Purchases & Budget**

- Two Big trucks. *Sufficient information received by Committee to pass on to Board to request purchase of 2 trucks. However; Crew encouraged to document maintenance of older or high maintenance trucks to show why new trucks needed. Materials will be sent separately to board members and explained at meeting on 2/25. Board members Karl Steere and Jay Bosely reviewed the specs on the invoices carefully and support the Highway department's choices of one automatic and one stick shift.*
- Salt? *Running low. 3 loads hoped for- Delivery expected this week at **approved amount +/- \$6600***
- Road costs all at once this summer. *Mike Thayer's Question: If the roads are ready and enough hot pave comes during the same billing period, are we ready to pay up to \$700K before getting CHIPs reimbursement? **Ted says YES.***

**Highway Education Open House – For Spring 2026**

**Saturday, April 18 - day time - tentative date.**

*What to include? Pat's suggestions. She will contact Tylar and Mike and Bill, Jr to help with presentation slides. Who we are: Big picture of road, Roads we “plan” to work on during season 2026, Stages we build roads? Advice for property owners? Something about equipment road sharing safety? Spoils policy. Other suggestions.*

**Roadwork” presentation suitable to entice BOCES students to consider Highway. Dept?**

*Still something we are considering. **Jay and Karl to meet with BOCES** superintendent for best approaches.*

**CSEA Contract for Crew will end Dec 2027.** *Salary decisions will not impact till 2028 budget. However, discussion on this and other terms will continue during 2026 and 2027. Goals: keep our crew and get others to join.*

**Spoils Site.** *Bill to check out Jay's property site on Rte 28 for spoils offload when other closer sites not available. After Town approves \$1/year lease. Need to get the approved at 2/25 or 3/11 meeting.*