

# Amplify & Connect



**NYAOT**

Your Town's Trusted Voice Since 1933



**February 16 -18, 2025**  
**New York City**



# Workers' Compensation for Municipalities

Exceptional Service. Long-Term Stability.

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The Comp Alliance is a not-for-profit group self-insured workers' compensation program designed for municipalities in New York State, sponsored by the Association of Towns (AOT) and the New York State Conference of Mayors (NYCOM).

We assist our members in creating safer workplaces and stabilizing the inherently volatile costs of workers' compensation by prioritizing risk management and meticulous claims handling.

**When you join the Comp Alliance you get...**

- ✔ **Stability:** Consistent, affordable funding contributions with optional multiyear fixed cost options and no payroll audits
- ✔ **Money Back:** Safe Workplace and Loyalty award programs, returning over \$10M to members since 2019
- ✔ **Exceptional Service:** Personalized claims management and an online claims portal
- ✔ **Resources:** Flexible training options and safety resources
- ✔ **Peace of Mind:** Active management and investigation of fraudulent claims

 866-697-7665



compalliancemarketing@wrightinsurance.com

# Welcome to #NYAOT2025



Welcome to the Association's 2025 Annual Conference! We're thrilled to be back here in New York City and to offer you a refreshed format through new educational classes, great opportunities to network, more interactive panels and more chances to learn about what's going on at the Association. I am glad that you made this investment in your town and in your professional development.

First, I'd like to highlight some of our schedule changes. Interactive lunchtime panel discussions will be held on both Monday and Tuesday dealing with workforce development issues and state energy policy, respectively. We offered discounted tickets to a Broadway play, *The Great Gatsby*, for NYAOT on Broadway on Sunday evening that is sold out. Please note also that we have changed the location and time of our Annual Business Meeting to Tuesday morning at 8:00 in the Broadway Ballroom. Refreshments will be served, but we are forgoing a plated breakfast as we instead launch our first-ever Awards Dinner on Tuesday night to honor longtime NYAOT leaders, Dorothy Goosby (Hempstead) with the Lifetime Service Award and Jean Raymond (Edinburg) with a Special Proclamation recognizing her nearly 40 years of public service.

Also, being that this is my first conference as Executive Director of NYAOT, I invite all of you to stop by registration between 11 a.m. and noon on Sunday as our conference opens to join me for coffee. When our exhibit hall opens at 2 p.m., please join us in the exhibit hall for some refreshments and to properly kick off our 2025 conference together.

This year, we are also excited and honored to welcome the governor to address our conference attendees. We also have the new Assembly Local Government Committee Chair Billy Jones slated to speak. Of course, we are also very excited to welcome back Comptroller DiNapoli and AG James for our Monday morning session.

I would like to take a moment to thank all of our corporate members, vendors and sponsors for all of their support. They truly are partners, and we could not provide all of this wonderful programming without them, so please make sure you visit them and consider their many services for your town. Of course, we could not run our educational programming without our accomplished speakers and presenters, and I want to thank all of them for their great work.

Putting this event on is time-consuming and requires a lot of dedicated work. I want to thank my great staff who has worked so hard over the past year to bring you the best possible conference. They have met the challenge of bringing a new approach to the conference with some innovative programming. You'll see them around the conference with NYAOT name badges, so please show them your appreciation.

Finally, this is your Association, and this annual conference offers you the best opportunity to engage with all your colleagues from across the state. Have fun, engage, learn and enjoy it! I look forward to seeing you around the conference.

A handwritten signature in black ink that reads "Charles Kelly". The signature is written in a cursive, flowing style.

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FOR ALL TOWN OFFICIALS

# CERTIFIED TOWN OFFICIAL PROGRAM

Our Certified Town Official Program is designed to give town officials a comprehensive education encompassing all primary offices of town government.

## How it works

All AOT-member town elected officials are eligible to enroll. Aside from any applicable meeting registration fees, this program is free to enroll.

Participants will learn about the responsibilities and basic duties of all main town offices. You can select your own curriculum from multiple eligible sessions at our live training events.

Earn and track your credits by attending credit-eligible training and submitting your completed affidavit after the event.

If we are providing training at another organization's event, check the agenda - that session may count toward your certification! For more information about our Certified Town Official Program, please call our office.

**What event will your next credits come from?**

**All AOT live training events offer credits that count toward your certification. Check the agenda and the affidavit to start your program today!**

## GET IN TOUCH

518-465-7933

info@nytowns.org  
www.nytowns.org

150 State St., Ste 203  
Albany, NY 12207



**Affidavit of Completion of Courses for Certified Town Official Training  
2025 Annual Meeting and Training School**

**Assessor/RPT Issues Category**

- Monday 11:30 Property Tax Case & Statutory Law Update
- Monday 2:00 Exempt Entities Update under RPTL 420-a
- Monday 2:00 Rising Property Values and the Impact Assessments Have on Municipal Finances
- Tuesday 11:00 Diversity, Equity, Inclusion and Ethics In Real Property Taxation and Assessment

**Attorney/Legal Issues Category**

- Tuesday 10:00 Astride Two Worlds
- Tuesday 4:00 The Anatomy of an Article 78 Proceeding

**Code Enforcement Category**

- Tuesday 11:00 Responsibilities and Legal Requirements of Building Code Enforcement
- Tuesday 2:00 Practical Housing Code Compliance

**Justice/Courts Category**

- Monday 10:30 Parking Program
- Monday 11:30 Dangerous Dogs
- Monday 2:00 DWI: Happy Hour to Handcuffs
- Monday 3:00 DWI & DMV Updates
- Tuesday 10:00 Record Retention
- Tuesday 11:00 Town Ordinances
- Tuesday 12:00 A Court Clerk's Role
- Tuesday 2:00 DNA

**Planning and Zoning Category**

- Monday 10:30 Incentive Zoning
- Monday 11:20 Local Regulation of Wireless Facilities IV
- Tuesday 10:00 Special Use Permits
- Tuesday 11:00 Skills That Make Great Board Members
- Tuesday 2:00 Subverting the Dominant Paradigm

**Superintendent of Highways Category**

- Monday 11:30 Speed Limit Reduction
- Tuesday 2:00 Local Road Safety Plans
- Tuesday 3:00 When Should We Post Weight Limits

**Supervisor Category**

- Monday 11:30 Fiscal Oversight Responsibilities of Town Officers and Employees Part 1
- Monday 2:00 Fiscal Oversight Responsibilities of Town Officers and Employees Part 2
- Monday 2:00 Collective Bargaining 101
- Tuesday 10:00 Addressing Attendance Concerns
- Tuesday 11:00 Employee Counseling & Progressive Discipline
- Tuesday 3:00 Workplace Accommodations
- Tuesday 3:00 Emergency Incident Command
- Tuesday 3:00 Which Fund is it Anyway?

**Tax Collector/Receiver of Taxes Category**

- Monday 3:00 Washing Checks and (Not) Waiving Penalties
- Monday 4:00 AOT vs OSC (Tax Collection Potpourri)

**Town Board Member Category**

- Monday 10:30 Valuing renewable energy projects and negotiating PILOTs
- Monday 11:30 The Future is Now: Managing Talent Pipeline
- Monday 4:00 Communicating and Understanding Financial
- Monday 12:40 Workforce Development Summit
- Monday 2:00 Employee Benefit Cost Trends and Options
- Monday 2:00 I Don't Want Another Cemetery!
- Monday 3:00 Serving Those Who Serve
- Monday 3:00 Improving the Boards' Audit of Claims
- Monday 3:00 Special Districts 101
- Monday 4:00 Ambulance Service in Rural New York State
- Tuesday 12:40 Renewable Energy Development Summit
- Tuesday 3:00 Can I Delete That?
- Tuesday 4:00 Using Financial Reports for Effective Oversight

**Town Clerk Category**

- Tuesday 4:00 Vital Records

Mail to: Association of Towns 150 State Street, Albany, NY 12207	Fax to: (518) 465-0724	Email to: bhernandez@nytowns.org
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I, \_\_\_\_\_, Town of \_\_\_\_\_,

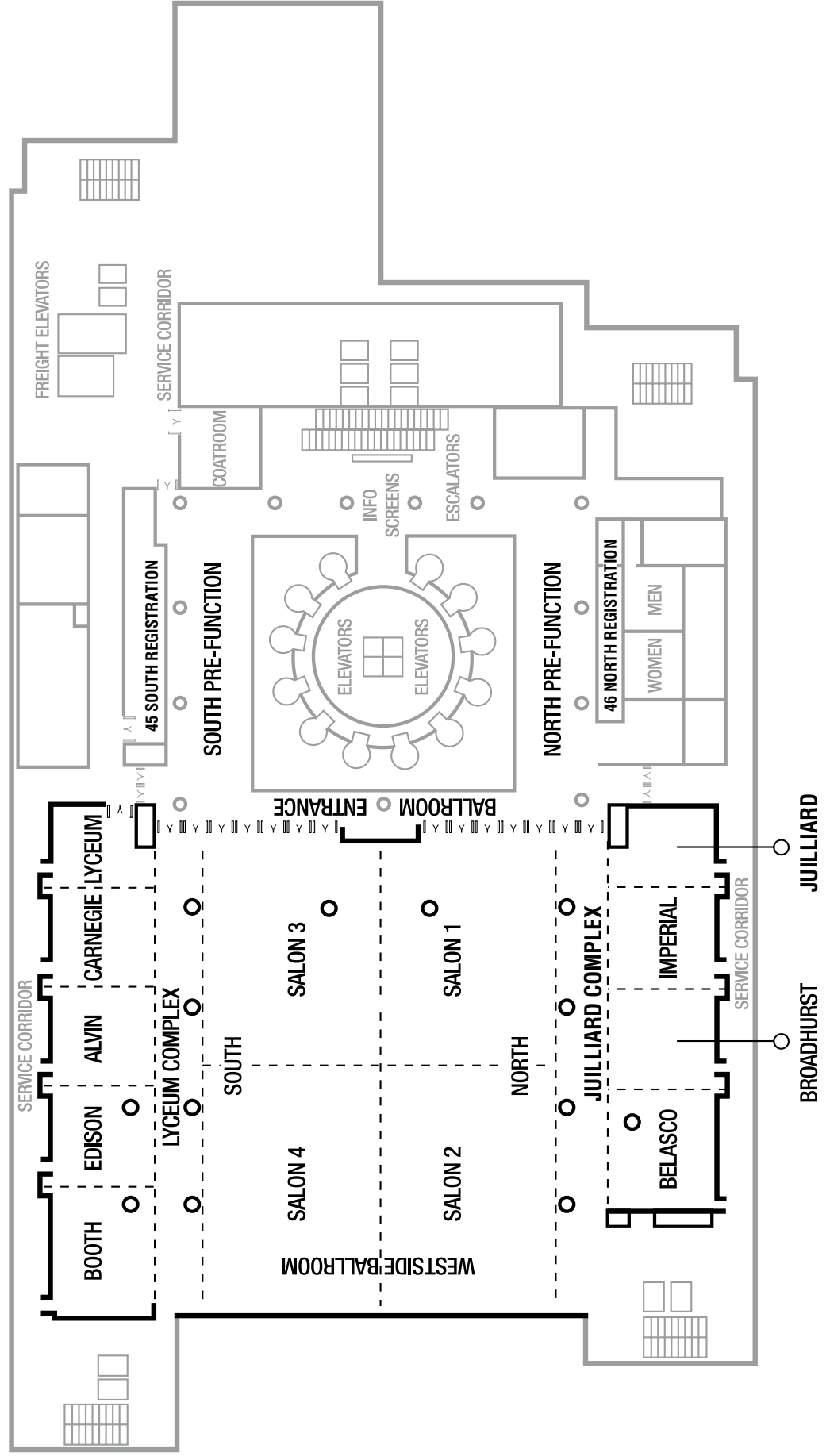
[Please Print] County of \_\_\_\_\_,

solemnly and sincerely declare and affirm that this is my name and handwriting, that I have completed the following courses within the approved program of education or training, and that the contents of this, my affidavit, are true and correct in every particular.

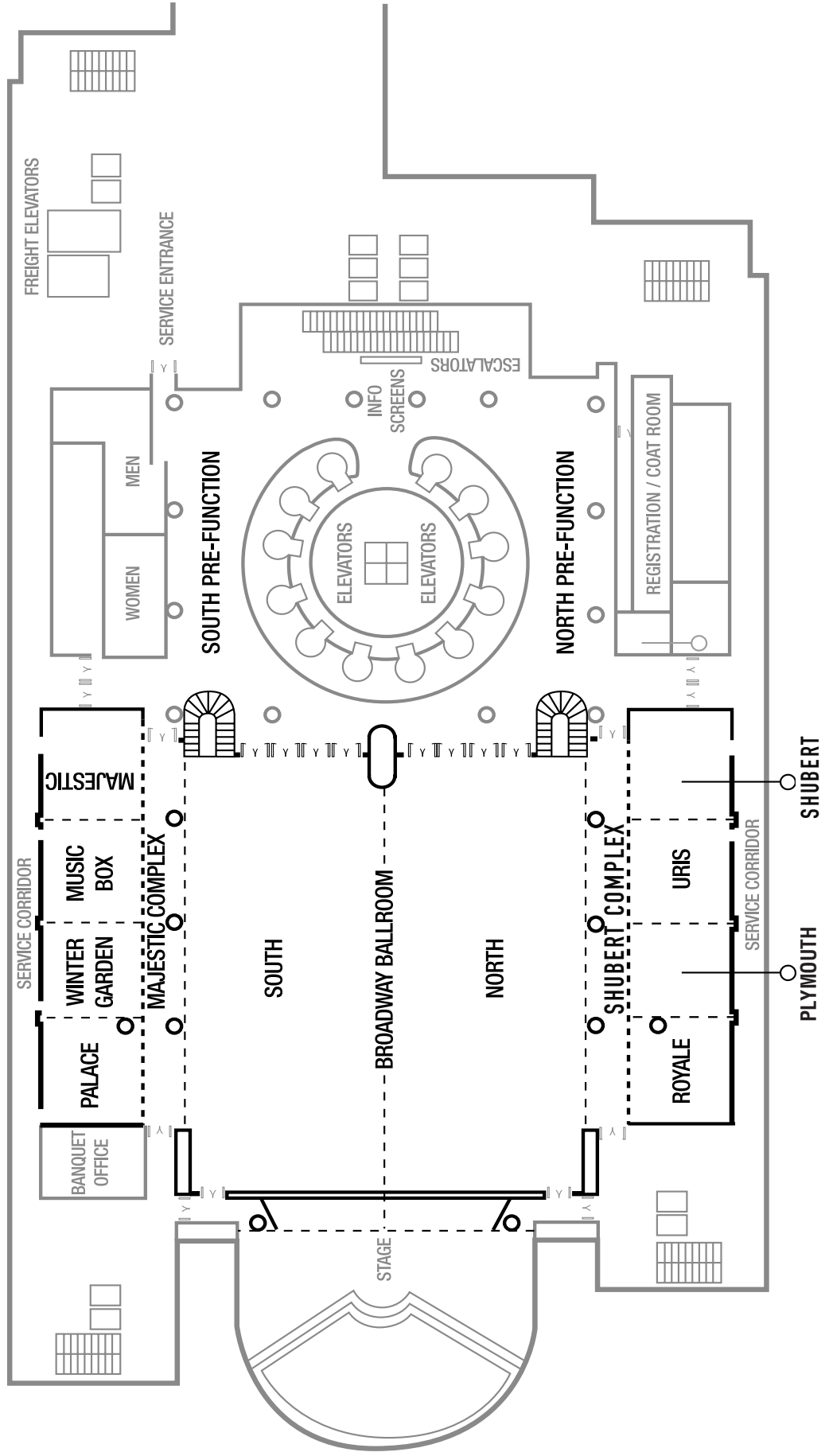
Date: \_\_\_\_\_

(Signature of official seeking certification)

# FIFTH FLOOR

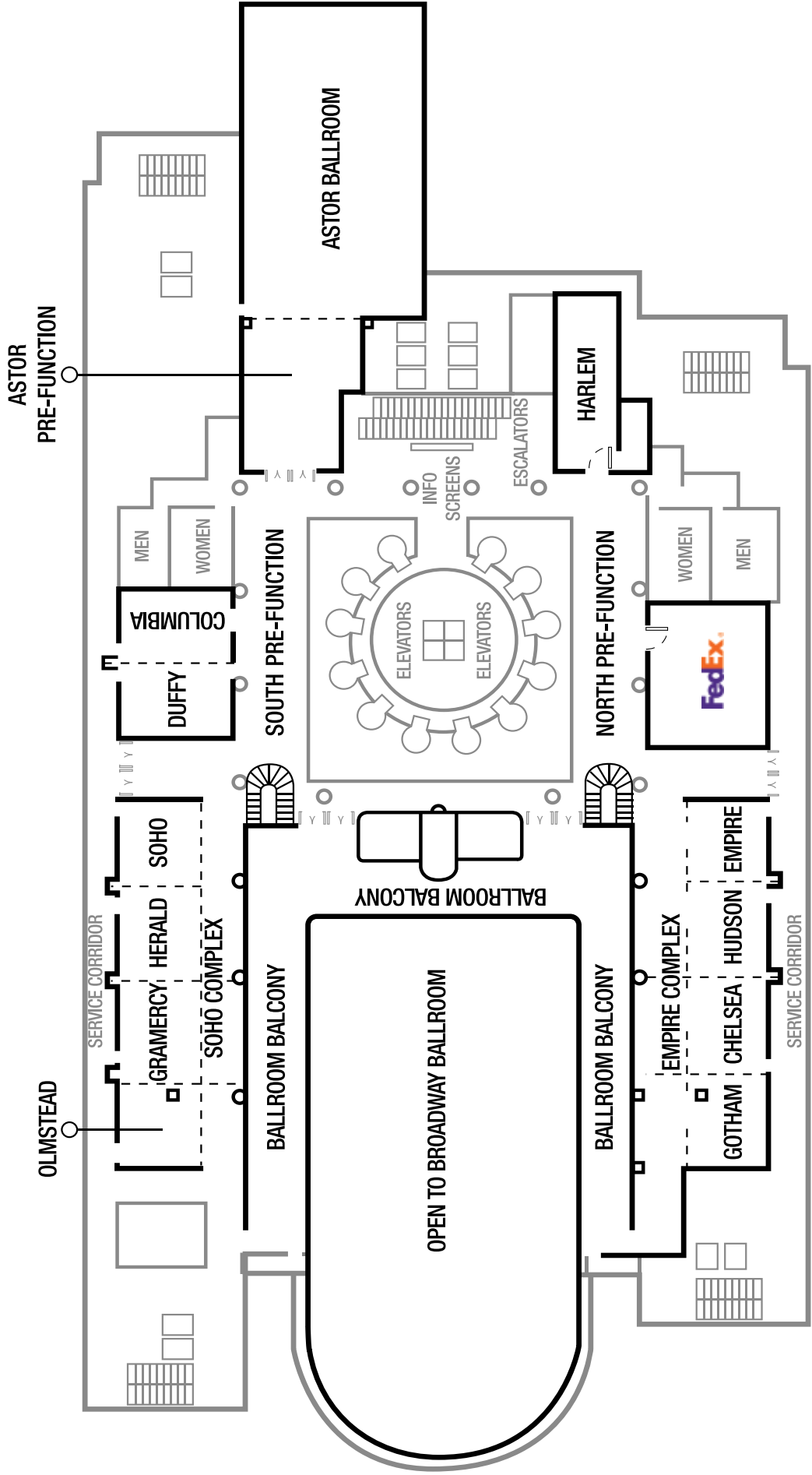


# SIXTH FLOOR

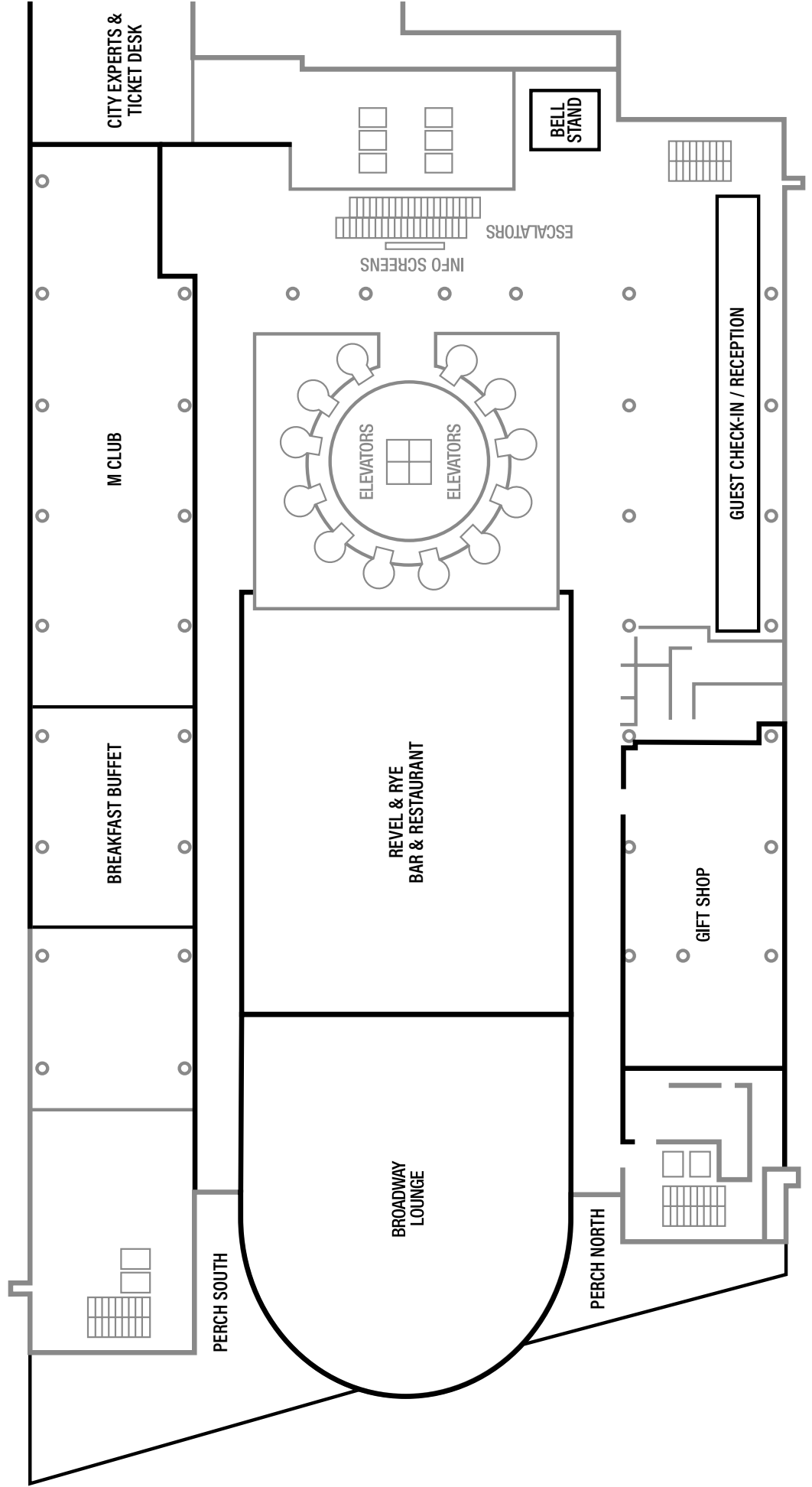




# SEVENTH FLOOR



# EIGHTH FLOOR



# *Breakout Sessions & Schedule of Events*

5TH, 6TH & 7TH FLOORS  
NEW YORK MARRIOTT MARQUIS  
FEBRUARY 16 - 18, 2025



# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

### SUNDAY, FEBRUARY 16, 2025

#### Attendee, Exhibitor and Speaker Registration

**11:00 a.m. – 5:00 p.m., 45th Street Registration, 5th floor**

Attendees, vendors and presenters may check in and pick up their badge and other materials for the conference.

#### Coffee with Chris

**11:00 a.m. - 12:00 p.m., 45th Street Registration, 5th floor**

Executive Director Christopher Koetzle invites attendees to join him for a cup of coffee as registration opens to discuss what's in store for the New York Association of Towns in 2025 and beyond.

#### 2025 Exhibit and Trade Show & Conference Kickoff

**2:00 p.m. – 5:00 p.m., Westside Ballroom, 5th floor**

Visit with our exhibitors and state agencies to see what solutions they can offer your town.

#### Informational Hearing on NYAOT Budget

*Michael Marinaccio, First Vice President and Town Supervisor, Town of Dickinson, Christopher Koetzle, Executive Director; Sarah Brancatella, Deputy Director; Lori Mithen-Demasi, Chief Counsel; Katie Hodgdon, Association Counsel; and Dana Campbell, Policy Analyst, New York Association of Towns (NYAOT)*

**2:00 p.m., Julliard/Imperial, 5th floor**

This session gives attendees an opportunity to ask questions regarding the New York Association of Towns' proposed 2025 budget, per NYAOT's bylaws. Join the Association of Towns' executive director, first vice president and legal staff will provide an overview of the proposed budget which will also be presented at the 2025 Annual Business Meeting on Tuesday, Feb. 18 at 8:00 a.m. in the Broadway Ballroom, 6th floor. There will be an opportunity for questions and comments.

### MONDAY, FEBRUARY 17, 2025

#### Attendee, Exhibitor and Speaker Registration

**7:30 a.m. – 5:00 p.m., 45th Street Registration, 5th floor**

Attendees, vendors and presenters may check in and pick up their badge and other materials for the conference.

#### 2025 Exhibit and Trade Show

**8:00 a.m. – 5:00 p.m., Westside Ballroom, 5th floor**

Visit with our exhibitors and state agencies to see what solutions they can offer your town.

#### Opening General Session for all Conference Attendees

*Keynote Speakers Senate Minority Leader Charles Schumer; New York State Attorney General Letitia James; and New York State Comptroller Thomas P. DiNapoli*

*Welcoming Remarks: Christopher A. Koetzle, Executive Director, New York Association of Towns*

**8:00 a.m. – 10:30 a.m., Broadway Ballroom, 6th floor**

All are invited to join us for the opening session, which includes keynote addresses from invited state and federal representatives.

#### Core A: Cybersecurity

- **Justice Track**

**10:00 a.m. - 10:50 a.m., Duffy/Columbia, 7th floor**

#### Working Together for a Better New York: A Conversation with NYSAC, NYCOM and NYAOT

*Stephen J. Acquario, Executive Director, New York State Association of Counties; Barbara Van Epps, Executive Director, New York Conference of Mayors; and Christopher A. Koetzle, Executive Director, New York Association of Towns*

**10:30 a.m. - 11:20 a.m., Imperial/Julliard, 5th floor**

Join the leaders of the statewide advocates for cities, counties, towns and villages for a discussion on working together for a better New York, the 2025 state budget and the current state of affairs affecting local governments.

#### Taking the Grants Journey: An Essential Guide to Funding Success

*Jim Thatcher, Manager, Community Development, C.T. Male*

**10:30 a.m. - 11:20 a.m., Belasco/Broadhurst, 5th floor**

Whether you are a new supervisor or town board member, or a seasoned veteran that has little time to deal with grant applications, program rules, and fast-approaching deadlines, come on this journey to seek funding success for your projects. This essential *Grants Guide* will help you organize local priorities, complete grant thresholds, and avoid traps to ensure your travels go well. This session will focus on grant planning tips and techniques, as well as do's and don'ts once you have

# Breakout Sessions

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been awarded funding, to ensure your grants journey is a success for your community.

## Energy Pathway to Maximize IRA Tax Credit Monetization for Towns

Jenna Farley, Marketing Coordinator, Centrica Business Solutions

**10:30 a.m. – 11:20 a.m., Alvin/Carnegie, 5th floor**

Rather than forcing progress through regulation, the Inflation Reduction Act (IRA) provides an unprecedented amount of funding for energy security, innovation, and carbon reduction projects. With the IRA, direct pay has now been enacted to benefit tax-exempt entities as well, giving towns a runway to monetize tax credits for renewable projects. Attendees will be taken through a sample deployment of solutions as well as a sample project comparison to learn how they can effectively take advantage of the Inflation Reduction Act Incentives.

## Valuing Renewable Energy Projects and Negotiating PILOTs\*

Daniel Spitzer, Amy D'Ambrogio, Henry Zomerfeld, Hodgson Russ LLP

**10:30 a.m. - 11:20 a.m., Booth/Edison, 5th floor**

The continued growth of renewable project development across the state creates opportunities for communities who are eligible under RPTL 487 to enter into PILOT agreements. This session will discuss the state assessment model under RPTL 575-b for renewable projects, the RPTL 487 exemption, and PILOT agreements for renewable projects.

**\*CTO Eligible - Town Boards**

## PFAS & Forever Chemicals in Wastewater: Future Regulations & Possible Funding For Compliance Mandates

Bob King, Esq, Principal, King Law

**10:30 a.m. - 11:20 a.m., Shubert Complex, 6th floor**

Per- and Polyfluoroalkyl substances, known as PFAS, are quickly moving toward wastewater regulation. The wastewater issue will affect many more towns than related drinking water issues because more towns have sewage treatment plants than have water treatment plants. Towns have recovered tens of millions of dollars for dozens of affected municipalities, including some that found me at NYAOT. These topics and more will be discussed.

## Strategic Planning Best Practices

Robert Battaglia, Sr. Account Executive, Cleargov

**10:30 a.m. – 11:20 a.m., Majestic Complex, 6th floor**

In today's fast-paced and constantly evolving world, strategic planning has become more critical than ever for elected officials who need to balance their obligations to their communities with their responsibilities to their constituents. This workshop will discuss best-practice approaches to strategic planning at the town level, with a focus on connecting policy and accountability. This session will cover how strategic planning can help meet constituent needs and expectations while fulfilling town obligations, the value of developing an actionable roadmap, and offers a novel approach to the planning process.

## Control Your Community's Economic Destiny: A Guide for Local Officials to Actively Engage in Economic Investment and Job Creation

Mary Beth Bianconi, Partner, Delaware Engineering, DPC, and Alexander "Sandy" Mathes, Jr., President, Mathes Public Affairs

**10:30 a.m. – 11:20 a.m., Empire Complex, 7th Floor**

Join us for an insightful economic development workshop targeting elected officials and local decision-makers highlighting the essentials of successful economic development strategies, visionary business investment, and attraction of high-quality jobs, all with community support. This session will include specific examples and lessons learned from community-driven strategic economic development achievements throughout the State of New York. Attendees will walk away with specific ideas for an economic investment action plan tailored to your community.

## Incentive Zoning\*

William W. Moehle, Supervisor, Town of Brighton (Monroe County) and John Mancuso, Principal, Mancuso Brightman PLLC

- Continuing Legal Education Track

**10:30 a.m. – 11:20 a.m., Astor Ballroom, 7th floor**

Incentive zoning is a system by which municipalities can allow deviations from the use and bulk requirements of the zoning code – through mechanisms known as bonuses or incentives – in return for the developer providing amenities that the municipality could otherwise not require. This course will

# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

provide an in-depth analysis of establishing incentive zoning and examples of successful projects.

### \*CTO Eligible - Planning & Zoning

#### Parking Program\*

*John Ferrell and Dennis Farrell, Fundamental Business Service, Inc; Deb Newham, Village of Patchogue Senior Court Clerk*

- Court Clerk Track

#### 10:30 a.m. - 11:20 a.m., Harlem, 7th floor

This session will discuss parking violation enforcement remedies. Part one will focus on the remedies available for the court to enforce/collect Parking Violations. Part Two is an open discussion for clerks working with today's technology of the benefits and challenges attributable to Electronic Issuance, Electronic Enforcement, LPR, Electronic Pay by Space, and Electronic Permitting.

### \*CTO Eligible – Justice/Courts

#### Visualize, Manage, and Share Your Data for Enhanced Collaboration and Decision-Making: Leveraging ArcGIS Online

*Maria Dolce, GISP, Senior GIS Solution Specialist, LaBella PC*

#### 10:30 a.m. – 11:20 a.m., Soho Complex, 7th floor

Attendees will gain an understanding of Esri's online mapping platform, ArcGIS Online. They will explore how applications such as Field Maps, ArcGIS Experience Builder, ArcGIS Hub, and ArcGIS Dashboards can streamline workflows and enhance decision-making. The course includes demonstrations of real-world examples showcasing how this technology has helped clients achieve better organizational insights, improve communication, and increase workflow efficiency.

#### Core A: Ethics I

- Justice Track

#### 11:00 a.m. – 11:50 a.m., Duffy/Columbia, 7th floor

#### The Future is Now: Managing the Talent Pipeline amid the Changing Needs of the Workforce\*

*Ian Coyle, PhD., County Administrator (retired), County of Livingston, NY and Principal, Pracademic Partners*

#### 11:30 a.m. - 12:30 p.m., Imperial/Julliard, 5th floor

The public sector workforce is facing a unique set of challenges in 2025. This session will explore the latest trends in recruiting and retaining top talent for town governments, including:

- Engaging a new generation of public servants while

recruiting/retaining all generations

- Adapting to a changing job market with evolving applicant preferences
- Competing effectively in a tight labor market
- Optimizing compensation and benefits
- Fostering a positive work culture for long-term retention

Join us for a dynamic presentation and gain insights on how to build a strong and sustainable public sector workforce for the future.

### \*CTO Eligible – Town Boards

#### Inside the Edgemont Village Incorporation Impact Study

*Paul Bishop, Principal, and Patrick Smith, Vice President of Sales, Center for Governmental Research*

#### 11:30 a.m. - 12:30 p.m., Belasco/Broadhurst, 5th floor

The question about incorporating the Edgemont area of Greenburgh has percolated for decades. CGR was engaged by New York State to analyze the potential impact of Edgemont becoming a village on both the residents of a potential village and those that would remain in the unincorporated areas of the Town of Greenburgh. This project looked at every service that would be impacted if Edgemont becomes a village and the range of financial impacts to both sets of residents. The goal of the report was to inform the entire community and particularly those who will be asked to vote on incorporation if this issue finally has its day at the ballot box. However, because of the complexity of creating a seventh village inside of a town with extensive services, many questions lacked definitive answers. The report was completed in April 2024 and the question of incorporation has not yet been brought before the voters. This presentation will review the study process, the key findings and provide any updates on the incorporation process.

#### Avoiding Insurance Pitfalls

*Peter Baynes, Executive Director, New York Municipal Insurance Reciprocal (NYMIR) and Susan O'Rorke, President NYMIR Division, Wright Risk Management; and Sarah Brancatella, Deputy Director, New York Association of Towns (NYAOT)*

#### 11:30 a.m. - 12:30 p.m., Alvin/Carnegie, 5th floor

They say you don't think about insurance until something goes wrong – this course will help your town forget (or at least think less) about insurance by going over the top issues towns encounter with property and casualty insurance, ranging from garage fires to getting caught off guard by a claims denial and

# Breakout Sessions

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stuck with the bill.

## Housing and Economic Development in the Rural Adirondacks: Regulatory Impacts

Stephen McNally, Supervisor, Town of Minerva and President, Adirondack Association of Towns and Villages (AATV)

**11:30 a.m. - 12:30 p.m., Booth/Edison, 5th floor**

This session will discuss the recent background and current local municipal efforts to address housing shortages and economic development challenges in a rural destination location – the Adirondack Park. Join Town of Minerva Supervisor and President of the Adirondack Association of Towns and Villages (AATV) as he discusses state regulation and the need for dynamic partnerships in addressing such topics.

## Drinking Water Source Protection Program (DWSP2)

Tyler Bobko, NEIWPC Environmental Analyst; New York State Department of Environmental Conservation (NYSDEC)

**11:30 a.m. - 12:30 p.m., Shubert Complex, 6th floor**

The Drinking Water Source Protection Program (DWSP2) assists local governments to create community-specific drinking water protection plans in a way that strengthens relationships, fosters collaboration, and engages stakeholders. The overall goal is to protect public drinking water sources both now and in the future. The state is offering municipalities a technical assistance provider, free of charge, to develop and initiate implementation of their drinking water source protection program. This session will cover the free technical assistance and resources available, highlight previous communities that have gone through this process, and potential next steps for interested communities.

## Local Government Regulation of Wireless Facilities IV\*

Andrew J. Campanelli, Esq., Principal, Campanelli & Associates, P.C.

**11:30 a.m. - 12:30 p.m., Majestic Complex, 6th floor**

This session will explore how towns can exercise the zoning powers explicitly preserved to them under the federal Telecommunications Act of 1996, to control the number and placement of cell towers and other wireless facilities within their town.

**\*CTO Eligible – Planning & Zoning**

## Fiscal Oversight Responsibilities of Town Officers and Employees Part 1\*

Dan Acquilano, Division of Local Government and School Accountability, OSC and Katie Hodgdon, Association Counsel, NYAOT

**11:30 a.m. - 12:30 p.m., Empire Complex, 7th floor**

Both the newly minted and veteran town officer know that there are many moving parts that work together to ensure that the town's financial responsibilities are completed efficiently and in compliance with the law. Like a well-oiled machine, town officers have individual statutory and delegated financial responsibilities and must perform their fiscal duties individually as one part of the machine and in a way that, taken with the other components (town officials), makes the machine, ahem, town government, work as efficiently and smoothly as possible. Each component - that is, each officer's responsibilities - is essential to the smooth running of town government. This course will provide an overview of the fiscal responsibilities associated with town government and then provide an in-depth analysis of the roles of the town board, the town supervisor, the town comptroller and the town budget officer.

**\*CTO Eligible – Town Supervisor**

## Real Property Tax: Case and Statutory Law Update

Daniel Spitzer, Amy D'Ambrogio and Henry A. Zomerfeld, Hodgson Russ LLP

• Continuing Legal Education Track

**11:30 a.m. - 12:30 p.m., Astor Ballroom, 7th floor**

Real property taxation remains the single most important component of local government revenue, and this program is designed to update practitioners on key issues involving New York State property taxation and assessment methodologies. The session will review the significant decisions by the highest courts and legislative action from the past year and provide implementation guidance.

## Dangerous Dogs\*

• Court Clerks Track

**11:30 a.m. - 12:30 p.m., Harlem, 7th floor**

This session will review the Agricultural and Markets Laws affecting dangerous dogs. We will also review an actual case study of a dangerous dog prosecution. This session is open to all town officials.

**\*CTO Eligible – Justice/Courts**

# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

### Speed Limit Reduction: How to Establish Safe Speeds in Your Community\*

*Jesse Vogl, AICP, Principal Transportation Planner, LaBella PC*

**11:30 a.m. – 12:30 p.m., Soho Complex, 7th floor**

Recent changes in New York State legislation have enabled municipalities to set area-wide speed limits as low as 25 mph compared to the previously permitted 30 mph minimum. This change from 30 mph to 25 mph can transform local communities by promoting safer speeds and roadway designs that benefit all roadway users. Yet before a new area-wide speed limit can be enacted, an engineering study is required to establish an appropriate speed limit that is safe, enforceable, fair, and accepted.

This course will review federal, state, and local guidance and best practices as they relate to establishing a 25-mph area-wide speed limit. We will cover the requirements set forth in the Vehicle and Traffic Law (VTL) and Manual of Uniform Traffic Control Devices (MUTCD) and NYS supplement for conducting a speed limit study, including identifying data needs and methods of analysis. In addition to the speed limit study, we will review steps to implementation, including signing requirements. Lastly, we will touch on additional engineering methods to calm traffic that may be implemented in conjunction with a speed limit reduction to achieve safe speeds and promote local roadways that are safe for all users.

**\*CTO Eligible – Superintendent of Highways**

### Core A: Legislative Updates 2025

- Justice Track

**12:00 p.m. - 1:00 p.m., Duffy/Columbia, 7th floor**

### Workforce Development Summit: A Discussion with Key Players in the Industry\*

*Moderator: Katie Hodgdon, Association Counsel, NYAOT*

*Panelists: Chris Koetzle, Executive Director, NYAOT; Dr. Ian Coyle, Founder / President, Pracademic Partners; and Dr. Robert Hinckley, Professor, Political Science and Assistant Dean for Academic Programs and Curriculum, SUNY Potsdam*

**12:40 p.m. – 1:30 p.m., Astor Ballroom, 7th floor**

Recent headlines predict a labor shortage; local government officials have been in the trenches long enough to confirm the shortage is already here. Competing with private sector wages and benefits has made it increasingly difficult to hire and retain

employees in the public sector in all levels of government, from the town comptroller to the highway motor equipment operator. Join the Association of Towns as this innovative panel provides an insightful discussion of the issues from experts in the field on both sides of the employment spectrum and offers tips on how not only to recruit reliable employees but also retain them in the long-term when facing stiff competition from the private sector. Questions are welcome and encouraged!

**\*CTO Eligible – Town Boards**

### Employee Benefit Cost Trends and Options\*

*Tom Augustini, Benefit Consultant, Haylor, Freyer & Coon, Inc.; Board Member, Town of Union*

**2:00 p.m. - 2:50 p.m., Imperial/Julliard, 5th floor**

Towns across New York State have historically provided quality and affordable health insurance coverage to its employees and retirees. With healthcare costs continuing to be a major cost center for all municipalities, this session will provide education and an overview of this important employee benefit. From small to mid-size to large municipalities, options for health insurance vary, and this session will explore alternatives for each classification. We will discuss what is driving the escalating costs of health insurance, what funding methods can be utilized to bend the trend and how to negotiate your health insurance renewals. We will share case studies illustrating successes and pitfalls to avoid. Plus, how to best handle retiree health insurance is always a challenge that will be analyzed.

The main theme of this session will be, "Who is looking out for your bottom line?" Come with questions, and you will leave the session with an action plan for your municipality.

**\*CTO Eligible – Town Boards**

### AI in Action: Practical Tools for Modern Towns

*Ryan Endacott, Stella*

**2:00 p.m. - 2:50 p.m., Belasco/Broadhurst, 5th floor**

A hands-on session showing practical AI tools that NY towns can use today. See live demonstrations of AI for park planning, project documentation, and citizen service. Whether you're already using AI or just getting started, you'll leave with concrete tools and templates you can implement immediately. Includes real examples from NY towns and a step-by-step implementation guide.



# Breakout Sessions

**Tag us on Social! @nytowns**

## **Building a Safer Town: Five Cybersecurity Tips for Meeting Compliance Requirements**

*Lisa A. Brown, CEO & Founder, CST Group Inc.*

**2:00 p.m. - 2:50 p.m., Alvin/Carnegie, 5th floor**

In an era where cybersecurity threats are increasingly sophisticated, local governments must prioritize their digital safety to ensure compliance with regulations and protect community data. This presentation will provide actionable insights into five essential cybersecurity practices designed to help your town meet compliance requirements. Learn how to implement effective strategies, safeguard sensitive information, and enhance your town's overall digital resilience. Join us to discover practical tips and solutions for building a safer, more secure community.

## **Exempt Entities Update under RPTL 420-a\***

*Daniel Spitzer, Amy D'Ambrogio and Henry A. Zomerfeld, Hodgson Russ LLP*

**2:00 p.m. - 2:50 p.m., Booth/Edison, 5th floor**

Non-profit entities' real property can be exempt from real property taxes when the property is owned by the exempt entity and used for an exempt purpose, and in certain cases when a third party is carrying out the use. This session will provide a discussion of case law updates and case studies on the exemption, including what "ownership" and "use" are under the statute, under what circumstances vacant land may be exempt during construction, and avoiding litigation over the exemption.

**\*CTO Eligible – Assessors/RPT**

## **Rising Property Values and the Impact Assessments Have on Municipal Finances**

*Scott Shedler, Principal, CMS Realty Advisors and former President, NYS Assessors Association*

**2:00 p.m. - 2:50 p.m., Shubert Complex, 6th floor**

This course will examine the effects of rising property values on local assessments and the subsequent impact on municipal finances. Participants will gain insights into the dynamics between property valuation trends and assessment practices, as well as the role of assessors in managing fair and equitable property assessments amid growth. There are challenges and opportunities posed by higher property values. Learn how to navigate these changes to ensure stable budgets while maintaining fair property assessments.

## **Towns Rule! The Benefits of Home Rule and the Need to Preserve it**

*Dana Campbell, Policy Analyst, and Lori Mithen-DeMasi, Chief Counsel, NYAOT*

**2:00 p.m. - 2:50 p.m., Majestic Complex, 6th floor**

Is your town board debating whether to allow backyard chickens, alter terms of office, or expand residency requirements for town officers? Please join Dana and Lori from NYAOT's legal staff to discuss the essentials of Home Rule and its impact on your local governance. They will delve into the fundamentals of Home Rule, explore the boundaries set by the courts, and understand how local laws can address your town's unique issues effectively. Come discover how Home Rule can shape local decisions and empower your community.

## **Fiscal Oversight Responsibilities of Town Officers and Employees Part 2\***

*Dan Acquilano, Division of Local Government and School Accountability, OSC; and Katie Hodgdon, Association Counsel, NYAOT*

**2:00 p.m. - 2:50 p.m., Empire Complex, 7th floor**

This course is a continuation of the discussion of the fiscal roles and responsibilities of town officers, with a specific focus on the roles of the town clerk, collecting officer, highway superintendent and assessor. Questions are encouraged!

**\*CTO Eligible – Town Boards**

## **DWI: Happy Hour to Handcuffs\***

*Joseph Gerstenzang, Esq & Matthew DeSimone Esq*

- Court Clerk Track

**2:00 p.m. - 2:50 p.m., Harlem, 7th floor**

The role of the Court Clerk is essential in every DWI case. This program will endeavor to take you out of the Court and into the field during and after a DWI investigation. We will explore the legal issues that the defense focuses on, as well as the police procedures utilized during an investigation. Volunteers will be requested from those audience members willing to see how they fare on field sobriety testing. Best practices will be thoroughly discussed from the perspectives of the defense and law enforcement. In addition to the stop and arrest of the defendants, the program will discuss refusals, breath testing, admissions and ignition interlock devices. By the end, we hope you will see just how integral your work is to this process.

**\*CTO Eligible – Justice/Courts**

# Breakout Sessions

**Wifi Network & Passcode: nyaot2025**

## **Core A: Domestic Violence Law Updates and Hope Cards**

- Justice Track

**2:00 p.m. - 2:50 p.m., Duffy/Columbia, 7th floor**

## **Collective Bargaining 101\***

*Pamela Bass; Melissa Knapp; Thomas, Drohan, Waxman, Petigrow & Mayle, LLP*

- Continuing Legal Education Track

**2:00 p.m. - 2:50 p.m., Astor Ballroom, 7th floor**

In this session, participants will learn the basics of collective bargaining, including preparing for negotiations, who should be at the bargaining table, what is a mandatory versus non-mandatory subject of negotiations, what is the duty to negotiate in good faith, and tips on negotiations and costing out economic components of contract and union proposals.

**\*CTO Eligible – Supervisor**

## ***I don't want another cemetery!***

### **Cemetery Abandonment and the Changes in Cemetery Laws and Regulations Impacting Towns\***

*David F. Fleming, Jr., Chief Operating Officer, Featherstonhaugh, Clyne & McCardle*

**2:00 p.m. – 2:50 p.m.,**

Town Law requires municipalities to assume maintenance and, often, operation of public cemeteries that are abandoned. Cemetery abandonments are escalating across New York, costing local governments millions of dollars. New state regulations have been implemented in relation to cemetery abandonments. At the same time, recent changes to state law have vested more responsibility in local government to supervise cemetery operations all while operations such as Natural Organic Reduction are changing the death care landscape. We will explore options to prevent significant fiscal impacts to localities in the abandonment process and how to address the code and zoning impacts of a changing consumer driven marketplace.

**\*CTO Eligible – Town Boards**

## **Serving Those Who Serve: Employee Well-Being in the Public Sector\***

*Michael Kenneally, Executive Director and Bob Blaisdell, Director of Loss Control, Comp Alliance; and Geoff Jones, Senior Claims Attorney, Midwest Employers Casualty*

**3:00 p.m. - 3:50 p.m., Imperial/Julliard, 5th floor**

Mental health and well-being have become an increasingly important area of focus for public employers. Your work culture matters, and at every opportunity, positive work environments should be created where employees feel safe to seek help. Our training will include identifying and mitigating mental health hazards and PTSD in the workplace to improve workplace safety, employee morale.

**\*CTO Eligible – Town Boards**

## **Getting Dirty: Using Infrastructure to lay the Foundation for Community Revitalization**

*Jim Thatcher, Manager, Community Development, C.T. Male*

**3:00 p.m. - 3:50 p.m., Belasco/Broadhurst, 5th floor**

Upgrading municipal infrastructure is key to promoting community revitalization and redevelopment, and funding levels for a variety of public facilities continue to rise. This session will explore strategies to connect essential infrastructure with revitalization and economic development objectives and secure more funding for your community. Topics include setting priorities, identifying grants that fit high-priority needs, using new and creative resources to address traditional problems, and avoiding detours so you can get your applications to the front of the grants pipeline. Let us do the heavy lifting to help you advance your revitalization goals.

## **NYS Homes & Community Renewal's Grant Sources**

*Jessica Gabriel, Senior Program Director, Office of Community Renewal, NYS Homes & Community Renewal*

**3:00 p.m. - 3:50 p.m., Alvin/Carnegie, 5th floor**

New York State Homes and Community Renewal (HCR) is the state's consolidated affordable housing agency. HCR administers a variety of state and federal resources to empower local governments, not-for-profit organizations, and private partners to build on the unique and historic character of New York's communities through housing, infrastructure and job creation activities. Join the HCR team to learn about funding opportunities, meeting the various grant requirements, and tips and tricks to writing a successful grant application.

# Breakout Sessions

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## Washing Checks and (Not) Waiving Penalties: Hot Topics in Real Property Tax Collection\*

*Katie Hodgdon, Association Counsel, NYAOT*

**3:00 p.m. - 3:50 p.m., Booth/Edison, 5th floor**

This interactive course will cover the legislative changes in 2024 that directly impact collecting officers, as well as provide an overview of the tax collection process and delve into some recent hot topics, including when it is appropriate to waive penalties (spoiler alert: almost never) and pending changes to the penalty structure, among other things. Come with questions!

**\*CTO Eligible – Tax Collector/Receiver of Taxes**

## Unlock the Power of Clean Energy: Energy Efficiency, Electrification, Solar, Geothermal and More

*Staff, New York Power Authority*

**3:00 p.m. - 3:50 p.m., Shubert Complex, 6th floor**

Join us to explore a wide range of clean energy options to meet your sustainability objectives. We discuss the development of your clean energy master plan, including how to combine options to meet your goals. Explore a range of possibilities including 1) energy efficiency measures like LED lighting and HVAC upgrades, 2) electrification solutions such as ground and air source heat pumps, 3) transitioning to electric vehicle (EV) fleets, and 4) incorporating green power supply, and 5) harnessing the potential of renewables such as solar and geothermal energy.

Understand the benefits, challenges, and prioritization criteria for clean energy initiatives. We also discuss how, as a state authority, NYPA has the ability to streamline the procurement process - saving time and money.

## Why Buy Through NY: Benefits of Using OGS Centralized Contracts

*Emily Shusas, Contract Management Specialist, NYS Office of General Services, Procurement Services*

**3:00 p.m. - 3:50 p.m., Majestic Complex, 6th floor**

Learn about the many benefits that municipalities can realize by using centralized contracts administered by the New York State Office of General Services (OGS) Procurement Services division. This course will include an overview of the commodities, services, and technology available on centralized contracts, along with online tools like the Centralized Online Management for eProcurement Tool (COMeT) that make it easier to fulfill your procurement needs.

## Improving the Effectiveness of the Governing Boards' Audit of Claims

*William Naylor, Division of Local Government and School Accountability, OSC*

**3:00 p.m. - 3:50 p.m., Empire Complex, 7th floor**

This session will assist members of the governing board in establishing an effective and efficient claims processing system. A well-designed system ensures proper use of municipal resources, provides local officials with useful information, and complies with all applicable laws and regulations.

## Special Districts 101: Town Special Improvement Taxing Districts

*Marie M. Michel, Esq., Special Counsel to the Law Department, Deputy Commissioner, Housing and Community Development, Town of Brookhaven*

- Continuing Legal Education Track

**3:00 p.m. - 3:50 p.m., Astor Ballroom, 7th floor**

This session will outline the who-does-what, when, where, and how of Town Special Improvement Taxing Districts Formation Law with emphasis on: key considerations; preliminary steps; map, plan and report requirements; notice and public hearing requirements; procurement; SEQR compliance; consolidations and when to use property owner petitions (Town Law Article 12) and town board-initiated procedures (Town Law Article 12-a).

## Core A: Current DWI Practice Examined\*

- Justice Track

**3:00 p.m. - 3:50 p.m., Duffy/Columbia, 7th floor**

## DWI & DMV Updates

*Joseph Gerstenzang, Esq. and Matthew DeSimone Esq.*

- Court Clerk Track

**3:00 p.m. - 3:50 p.m., Harlem, 7th floor**

This section of the class will focus on a wide array of issues that are typically left to the Court Clerk to navigate. Examples include suspension pending prosecution and suspension pending a DMV refusal hearing. Also, eligibility for hardship privileges and the term for which a defendant will have their driving privileges suspended/revoked or revoked at sentencing. In addition, the floor will be opened for a discussion regarding any other VTL challenges that are Clerks are contending with. And all the new DMV points updates.

**\*CTO Eligible – Justices/Courts**

# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

### Council of Governments Model: A Unique Way to Share Services

*Katie Malinowski, Executive Director, NYS Tug Hill Commission*

**3:00 p.m. - 3:50 p.m., Soho Complex, 7th floor**

The Council of Governments model is an alternative way for towns to organize shared services, which encompasses a host of municipal services – circuit riders, cooperative zoning boards of appeals, websites, justice courts, infrastructure mapping, and more.

### Exploring Retiree Healthcare Solutions\*

*Glen Anderson, Vice President, Benistar Admin Services, Inc.*

**4:00 p.m. - 5:00 p.m., Imperial/Julliard, 5th floor**

With the increased rates over the past several years to your Medicare-eligible population, NYAOT has developed a program with Wright Risk Management and a leading third-party administrator (TPA), Benistar Admin Services, Inc. to help relieve the high cost of your current retiree healthcare plans. These are alternative, fully insured, group medicare solutions providing medical and prescription drug benefits that are equal to or better than the benefits currently offered at lower costs. Some of the program highlights are:

- Voluntary Option,
  - Lower Premiums with proposed rates approx. 32 percent less than the two-person current rate,
- Non Voluntary (Carve Out) Options result in even greater savings,
- Provides access to the country's largest and most respected fully insured Medicare plan carriers on a nationwide basis,
- Provider Access with no network nor provider disruption, Retiree members will continue to have access to the Medicare providers and facilities that they use today and
- Benefits the town in reducing the budget amount devoted to servicing retiree cost, less administrative work, free up dollars for other essential services.

**\*CTO Eligible – Town Boards**

### Media Training for Towns

*Geoff Redick, Public Affairs Manager, Baker Public Relations*

**4:00 p.m. - 5:00 p.m., Belasco/Broadhurst, 5th floor**

The veteran former television news reporters at Baker Public Relations have worked in local news stations from Maine to

Ohio. Now, they successfully secure positive media coverage and handle media crises for clients across the United States. Learn how the news industry really works, what reporters are looking for, and how to make your best story shine, all while minimizing reputational damage when bad news strikes.

### How Taking Climate Action Can also Save Your Town Money

*Joshua Klainberg, Senior Vice President, NY League of Conservation Voters; Dazzle Ekblad, Office of Climate Change, NYS Department of Environmental Conservation; Warren Lucas, North Salem Town Supervisor; Christopher Kennan, North East Town Supervisor; Bruce Shenker, New Lebanon Town Climate Smart Communities Coordinator; and Matt Salton, Federal Policy Manager, NYLCV Education Fund*

**4:00 p.m. - 5:00 p.m., Alvin/Carnegie, 5th floor**

Climate Smart Communities (CSC) is a New York State program that helps local governments take action to reduce greenhouse gas emissions and adapt to a changing climate. The program offers state grants, rebates for electric vehicles, and free technical assistance. There is also new federal money available through the federal Inflation Reduction Act (IRA). Hear from towns that have successfully become certified as CSC's. Learn about what actions your town can take to access these state and federal funding programs.

### AOT vs OSC (Tax Collection Potpourri)\*

*Dan Acquilano, Manager of Local Official Training, NYS Office of the State Comptroller, LGSA and Katie Hodgdon, Association Counsel, NYAOT*

**4:00 p.m. - 5:00 p.m., Booth/Edison, 5th floor**

As the collecting officer knows, collecting taxes often finds one at the intersection of the law and practicality, as the law often does not address issues that come up – leaving a gray area with room for interpretation. Join Katie Hodgdon, Association Counsel with NYAOT and Dan Acquilano, Manager of Local Official Training with OSC as they discuss the appropriate ways to handle questions that do not have a clear answer.

**\*CTO Eligible – Tax Collector/Receiver of Taxes**

### Solar Renewables: Implementation Models, Bill Credits and Energy Savings for Local Governments

*Staff, New York Power Authority*

**4:00 p.m. - 5:00 p.m., Shubert Complex, 6th floor**

In this informative session, the New York Power Authority

# Breakout Sessions

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(NYPA) will discuss solar models ranging from behind-the-meter to remote crediting and Community Distributed Generation (CDG). We show you how you can use underutilized space (such as landfill, brownfields, and parking lots) to generate energy bill credits or reduce energy consumption from the grid. We explain how you may be able to benefit from solar even if you have no available land. We will also discuss NYPA's expanded authority to build and own new renewables. NYPA is a leader in solar projects for New York State. As a state authority, we provide advisory services and implementation project management – with the goal of helping towns and municipalities make the best decisions to achieve their goals. We will provide examples of successful projects, and our experts will be available to answer your questions about renewables and the implementation of solar.

#### **Ambulance Service in Rural New York State\***

*Katie Malinowski, Executive Director and Angie Kimball, Circuit Rider, NYS Tug Hill Commission*

**4:00 p.m. - 5:00 p.m., Majestic Complex, 6th floor**

Ambulance services provide critical first-response care statewide, but face challenges, especially in rural communities across New York State. A significant number of emergency medical services (EMS) agencies have closed in the recent years. The challenges for EMS and ambulance services include volunteer and staffing changes, a dysfunctional funding model, and increasing costs and training requirements. This session will provide background on emergency services in New York, discuss each of these challenges as experienced with municipalities and ambulance services in the Tug Hill region, and explore potential solutions.

**\*CTO Eligible – Town Boards**

#### **Ask the OSC Auditors**

*William Naylor and Joseph Testa, Division of Local Government and School Accountability, OSC*

**4:00 p.m. - 5:00 p.m., Empire Complex, 7th floor**

Have an accounting question? Want to hear some audit stories? Or maybe you have a follow-up question for OSC from another session? This session will allow town officials to ask the OSC staff questions in an open forum.

#### **Human Trafficking: Engaging the Local Community**

*David M. Ryan, Chief of Police (Ret.), Co-Founder, Westchester County Anti-Trafficking Task Force*

• **Court Clerk Track**

**4:00 p.m. – 5:00 p.m., Harlem, 7th Floor**

The class presentation will define trafficking and then discuss what it looks like in a community, what to look for, how to report possible trafficking and what resources are available throughout the state.

**\*CTO Eligible – Justice/Courts**

#### **Core A: Animal Cruelty**

• Justice Track

**4:00 p.m. - 5:00 p.m., Duffy/Columbia, 7th floor**

#### **New York State Voting Rights Act: Are You Ready?**

*Professor Jeffrey M. Wice, New York Law School, N.Y. Elections, Census & Redistricting Institute*

• Continuing Legal Education Track

**4:00 p.m. - 5:00 p.m., Astor Ballroom, 7th floor**

The John R. Lewis New York State Voting Rights Act is now in effect. Several towns and localities will be required to have election law-related changes “precleared” (or pre-approved) by the state attorney general’s office before they can go into effect. All local governments are subject to challenge for minority vote dilution if certain situations are present. This session will provide the “basics” of the new law and how your attorneys and town boards should be prepared for the law’s implementation and possible challenges against your locality.

#### **Local Leaders’ Toolkit for Attracting Housing Investment**

*Matt Horn, Director, Local Government Services and Diana Smith, Director of Business Development, MRB Group*

**4:00 p.m. – 5:00 p.m., Soho Complex, 7th floor**

Insights and case studies on how best to address your housing goals and challenges. New York’s housing crisis is challenging communities to attract new residents and retain lifelong citizens. This presentation will share insights on the impacts of the housing crisis across the state, and case studies showcasing how state and federal dollars, along with local zoning and policy changes can support the development of new housing units in your community.

# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

### TUESDAY, FEBRUARY 18, 2025

#### Attendee, Exhibitor and Speaker Registration

**7:30 a.m. – 2:00 p.m., 45th Street Registration, 5th floor**

Attendees, vendors and presenters may check in and pick up their badge and other materials for the conference.

#### 2025 Exhibit and Trade Show

**9:00 a.m. – 12:00 p.m., Westside Ballroom, 5th floor**

Visit with our exhibitors and state agencies to see what solutions they can offer your town.

#### Annual Business Meeting

*Keynote Speaker: Governor Kathy Hochul*

**8:00 a.m. – 10:00 a.m., Broadway Ballroom, 6th floor**

Please note this major scheduling change from past annual meetings and join us for a Tuesday morning Annual Business Meeting to conduct association business, such as electing officers, adopting our 2025 legislative platform, hear from the NYAOT Executive Director Christopher A. Koetzle on the goals and forecast for the Association in its advocacy and member services.

#### Turning Plans into Action: Strategies for Effective Implementation

*Norabelle Greenberger, AICP, Senior Planner, LaBella PC*

**10:00 a.m. – 10:50 a.m., Imperial/Julliard, 5th floor**

Effective planning is crucial for community growth and development, but too often, detailed plans remain just that – plans. In this presentation, we will explore the importance of transforming comprehensive plans and other community-prepared plans into actionable strategies that drive tangible results. By reviewing real-world examples and case studies, we will identify common challenges and successful approaches to plan implementation. Attendees will gain insights into best practices for bringing plans to life, ensuring that their community's vision is realized and not left collecting dust. Join us to learn how to bridge the gap between planning and action, creating a vibrant and proactive community.

#### Tourism in Your Town: How to Optimize Beneficial Outcomes and Add Vitality to Your Community

*Robert "Bob" Provost, President and CEO, NYS Tourism Industry Association*

**10:00 a.m. – 10:50 a.m., Belasco/Broadhurst, 5th floor**

Using case studies from New York State communities and beyond, we'll illustrate how smaller communities are harnessing the visitor economy to benefit residents, create jobs and support small business success. We'll be discussing: how collaboration and networking give smaller towns an edge in offering unique experiences; the difference between a visitor and a guest; and the value of a community shared vision for the future

#### Addressing Attendance Concerns

*Stuart Waxman; Pamela Bass; and Melissa Knapp; Thomas, Drohan, Waxman, Petigrow & Mayle, LLP*

**10:00 a.m. – 10:50 a.m., Alvin/Carnegie, 5th floor**

Employee attendance is a difficult issue for employers to address, especially when trying to address attendance while also complying with any collective bargaining provisions, statutory leave laws, and human rights law. This session is designed to walk municipalities through addressing attendance issues, while also giving a brief overview on a number of laws that need to be considered when doing so.

#### Special Use Permits

*Paula Gilbert, Local Government Specialist, Division of Local Government Services, NYS DOS*

**10:00 a.m. – 10:50 a.m., Booth/Edison, 5th floor**

Some uses require additional review and should be granted permission only if the application meets certain conditions. These special uses include gas stations, dog kennels, and uses with drive-through windows. The special use permit is also used for development in environmentally sensitive zones with overlays such as for wetlands, steep slopes, and along scenic ridgelines. Scenarios in which the special use permit tool is most helpful will be discussed, along with rules local boards must follow for reviewing and approving applications for special use permits.

# Breakout Sessions

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## Procurement I (Competitive Bidding and Procurement Policy)

*Erina Fitzgerald, Senior Attorney, Legal Services and Ingrid Otto, CPA, Auditor 2, NYS Office of the State Comptroller, Division of Local Government and School Accountability, OSC; Sarah Brancatella, Deputy Director, NYAOT*

**10:00 a.m. - 10:50 a.m., Empire Complex, 7th floor**

The Office of the State Comptroller's Legal Division and New York Association of Towns Legal Staff will discuss legal requirements for competitive bidding, including statutory amendments to the General Municipal Law Section 103 and various exceptions to the bidding requirements. An OSC auditor and the rest of the panel will discuss important items to be addressed in your town's procurement policy.

## Record Retention

*Everton Stair, NYS Office of Court Administration*

### • Court Clerk Track

**10:00 a.m. – 10:50 a.m., Gotham [Empire Complex], 7<sup>th</sup> Floor**

The Basics of Records Management is a comprehensive introduction to managing court records efficiently, covering essential principles, best practices, and the importance of compliance within New York state Courts. Perfect for court staff or anyone looking to enhance their understanding of records management.

**\*CTO Eligible – Justice/Courts**

## Advanced Fiscal 2025

### • Court Clerk Track

**10:00 a.m. – 10:50 a.m., Harlem, 7th floor**

## Core B: Fiscal Review

### • Justice Track

**10:00 a.m. – 10:50 a.m., Duffy/Columbia, 7th floor**

## Astride Two Worlds: Ethical Considerations for Government Attorneys\*

*Steven G. Leventhal, Esq. Leventhal, Mullaney & Blinkoff, LLP*

### • Continuing Legal Education Track

**10:00 a.m. – 10:50 a.m., Astor Ballroom, 7th floor**

This course will compare and contrast the ethical obligations of municipal attorneys under statutory and common law principles of government ethics, and the NY Rules of Professional Conduct. Rules pertaining to confidential information, duties to current and former clients, and persons

represented by counsel will be examined using hypotheticals.

**\*CTO Eligible – Attorney/Legal**

## PFAS Removal and Destruction for Water and Wastewater

*Mark Koester, Gregg Palmer and Michael Ademovic; Koester Associates*

**10:00 a.m. – 10:50 a.m., Soho Complex, 7th floor**

Attendees of this training session can expect to gain knowledge and understanding of the different technologies for removal and destruction of per- and polyfluoroalkyl substances (PFAS). Often referred to as "forever chemicals," PFAS have garnered significant attention due to their persistent nature and potential adverse effects on human health and the environment. This presentation offers a comprehensive overview of the various methods StreamGo studied and tested for the removal, isolation, and concentration of PFAS compounds. This presentation will further offer valuable insights into the multifaceted problem of "forever chemicals" and inspire further exploration into innovative solutions for PFAS removal, concentration, and destruction. The presenters are part of a wide network of water and wastewater professionals who are involved with various aspects of PFAS removal and destruction. As such, references, contacts, and information sources will be shared throughout the session.

## Community Solar the Right Way

*Matt Nelligan, US Energy Light*

**11:00 a.m. - 12:30 p.m., Imperial/Julliard, 5th floor**

Learn to separate fact from fiction about solar energy projects in your community and discover ways municipalities can work together with good developers to build sustainable projects that include real benefits for local residents, good-paying local jobs while addressing residents' concerns and respecting home rule. The presentation will also include ways to craft a fair solar ordinance, recognize good developers from bad and constructive methods to engage the community.

## Responsibilities and Legal Requirements of Building Code Enforcement: How It Can Benefit Your Community\*

*Mark A. Schwarz and Stephen N. Haramis, New York State Building Officials Conference*

**11:00 a.m. - 12:30 p.m., Belasco/Broadhurst, 5th floor**

Code enforcement officers play a crucial role in daily community operations and quality of life. Their duties have a

# Breakout Sessions

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direct impact on property values and community image. Presented by the New York State Building Officials Conference in association with the Building Inspectors Association of Nassau County, this session will provide town officials an overview and discussion of the building code enforcement process, a discussion of the legal requirements for building and code enforcement departments, and perhaps most importantly to those unfamiliar with code enforcement, a discussion of the benefits of supporting the code enforcement efforts in your community. We encourage supervisors, board members and municipal officials from outside the building and code departments to attend. Please bring your questions.

**\*CTO Eligible – Code Enforcement**

### Employee Counseling and Progressive Discipline\*

*Stuart Waxman; Pamela Bass; and Melissa Knapp; Thomas, Drohan, Waxman, Petigrow & Mayle, LLP*

**11:00 a.m. – 12:30 p.m., Alvin/Carnegie, 5th floor**

Understanding the concept of progressive discipline, the benefits of using progressive discipline when addressing employee performance or misconduct, and how best to implement and administer progressive discipline effectively. What to do at each step, including an in-depth discussion of informal and formal counseling and how to write an effective counseling memorandum.

**\*CTO Eligible - Supervisor**

### Skills That Make Great Board Members\*

*Paula Gilbert, Local Government Specialist, Division of Local Government Services, NYS DOS*

**11:00 a.m. - 12:30 p.m., Booth/Edison, 5th floor**

What makes a great land use board member? This course examines some of the necessary skills needed for new members and should serve as a refresher for more seasoned members alike. Topics include board procedures and applicable laws to more practical matters, including conducting site visits, working with consultants, avoiding ex parte communications, and working with the public. How to build your technical knowledge and find assistance when needed, as well as using the comprehensive plan for your decisions, will also be discussed.

**\*CTO Eligible – Planning & Zoning**

### Procurement II (Municipal Procurement Potpourri)

*Erina Fitzgerald, Senior Attorney, Legal Services and Ingrid Otto, CPA, Auditor 2, Division of Local Government and School Accountability, OSC; Sarah Brancatella, Deputy Director, NYAOT*

**11:00 a.m. - 12:30 p.m., Empire Complex, 7th floor**

Office of the State Comptroller legal staff, auditing staff and the New York Association of Towns Legal staff will continue the conversation of important concepts, laws, exceptions and other important concepts surrounding procurement, to assist your town in developing effective procurement procedures.

### Town Ordinances

*Robert Bogle, Nassau County Justice Court*

• **Court Clerk Elective Track**

**11:00 a.m. - 12:00 p.m., Gotham [Empire Complex]**

This session will address court enforcement of local laws such as those that regulate zoning, municipal planning, health or fire protection or the environment. Non-court officials may want to consider this session.

**\*CTO Eligible - Justice/Courts**

### Americans with Disabilities Act Compliance II

• **Court Clerk Track**

**11:00 a.m. - 12:30 p.m., Harlem, 7th floor**

### Core B: CPL 530.60 Modification of Securing Orders

• **Justice Track**

**11:00 a.m. - 12:00 p.m., Duffy/Columbia, 7th floor**

### Diversity, Equity, Inclusion and Ethics In Real Property Taxation and Assessment\*

*Kara Cavallo, Partner, J & G Law, LLP*

• **Continuing Legal Education Track**

**11:00 a.m. – 12:30 p.m., Astor Ballroom, 7th floor**

This course will provide the 1.0 hour of Diversity, Equity and Inclusion CLE credit by exploring the application of these concepts in the area of real property taxation and assessment. The course will provide an overview of constitutional claims relating to real property taxation, including in the context of Equal Protection and 42 U.S.C. §1983, the application of First Amendment principles in the context of RPTL §420-a real property tax exemptions, and explore how under-assessed real property may result in social and economic inequality within a taxing jurisdiction. The course will provide .5 hours



# Breakout Sessions

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of Ethics CLE credit by reviewing the lawyer's obligations of competence, recognition and resolution of ethical dilemmas and the promotion of fairness and equity as related to real property taxation and assessment.

**\*CTO Eligible – Assessor/RPT**

### Municipal Infrastructure Funding Experience: Uncover Opportunities – Part 1

Colleen Caraher, Area Specialist, Rural Development, US Department of Agriculture; Averi Davis, Program Manager, Syracuse University Environmental Finance Center; Jessica DiDominick, State Engineer, Rural Development, US Department of Agriculture; Nicholas Demitraszek, Program Coordinator, Environmental Facilities Corporation Executive Division; Ashley Hyde, NEIWPC Program Manager, New York State Department of Health; Patrick Lynch, Program Manager, Syracuse University Environmental Finance Center; Leila Mitchell, Environmental Program Specialist II, Division of Water, NY Department of Environmental Conservation; Charles Phillion, Program Director, Office of Community Renewal, New York State Homes & Community Renewal; Kyle Wilber, Local Government Specialist, New York State Department of State, Division of Local Government Service; and Melissa Young, Director, Syracuse University Environmental Finance Center

**11:00 a.m. - 12:30 p.m., Soho Complex, 7th floor**

Discover funding opportunities for clean and safe water infrastructure and other community investments in the first part of our Municipal Infrastructure Funding Experience. Meet state and federal agency representatives for valuable insights. Ideal for those considering grants or financing in 2025, this session includes updates on state and federal funding programs, co-funding opportunities, and a panel discussion for audience participation. Join us for the exciting Part 2 – The Funder Games!

### Protecting the Integrity of the Courts: Cybersecurity and Ethics

- Court Clerk Track

**12:00 p.m. – 1:00 p.m., Harlem, 7th floor**

### A Court Clerk's Role

Kimberly Stahley, Town of Stockton Court Clerk and President NYSAMCC and Marie Barbera, Town of North Greenbush Court Clerk and 2<sup>nd</sup> VP NYSAMCC

- Court Clerk Elective Track

**12:00 a.m. - 1:00 p.m., Gotham [Empire Complex]**

This course will discuss the roles of the clerk in the court, with particular focus on how judges and clerks work together

within the court. For example, ex-parte communication, digital recordings, fiscal responsibilities, handling of pleas, scheduling, setting of fines and surcharges. Please bring questions you face in your court.

**\*CTO Eligible - Justice/Courts**

### Ethics 2 – Local Connections, Meetings and Interactions with the Municipality

- Justice Track

**12:00 p.m. – 1:00 p.m., Duffy/Columbia, 7th floor**

### Renewable Energy Development and the Role of Local Governments\*

Moderator: Sarah Brancatella, Deputy Director, NYAOT  
Panelists: Sarah Crowell, Program Manager at ORES; Deb Peck Kelleher, Deputy Director, ACENY; Matt Nelligan, New Yorkers for Affordable Energy; Chris Koetzle, Executive Director, New York Association of Towns; Steve Broderick, Supervisor, Town of Lewiston; and Mark Richardson, US Light Energy

**12:40 p.m. – 1:30 p.m., Astor Ballroom, 7th floor**

Love it or hate it, renewable energy development is a hot topic in New York. With so many different stakeholders and viewpoints, open conversation between interested parties is more important than ever as the state continues to implement and develop policies. This panel discussion brings individuals representing diverse interests together to talk about the role local governments have under existing rules and what the future could hold.

**\*CTO Eligible – Town Boards**

### Town Clerk Roundtable\*

Cindy Goliber, Town Clerk, Town of Potsdam; Susan Haag, Town Clerk/Tax Collector, Town of Austerlitz; Tina Ward, Town Clerk/Tax Collector, Town of Cobleskill; Dan Acquilano, Manager, Local Official Training, Division of Local Government and School Accountability, Office of the New York State Comptroller; and Lori Mithen-DeMasi, Chief Counsel, NYAOT

**2:00 p.m. - 2:50 p.m., Imperial/Julliard, 5th floor**

Join a panel of seasoned town clerks to discuss issues affecting town clerks, vital records, meeting minutes, First Amendment audits, and other such topics. Bring your headscratches and see what the experts suggest.

**\*CTO Eligible – Town Clerks**

# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

### Local Road Safety Plans\*

David P. Orr, PE, Director, NYS LTAP Center

**2:00 p.m. - 2:50 p.m., Belasco/Broadhurst, 5th floor**

Over 40,000 people were killed on roads and streets across the United States in the last year. And too many of those fatalities were pedestrians, bicyclists, and public works crews. Having a plan in place to improve safety is something every town should have; it will improve safety and help obtain grants to solve safety issues. Come learn about Local Road Safety Plans (LRSPs) and how to implement one for your community.

**\*CTO Eligible – Superintendent of Highways**

### Workplace Accommodations and the Interplay of Various State & Federal Statutes\*

Pamela Bass and Melissa Knapp; Thomas, Drohan, Waxman, Petigrow & Mayle, LLP

**2:00 p.m. - 2:50 p.m., Alvin/Carnegie, 5th floor**

This session will begin with an overview of the various laws that pertain to employee disabilities and accommodations. What are the employer's obligations under these laws, and when are those obligations triggered? What happens when more than one law applies? Discussion on the process for accommodation requests, including identifying the essential functions of a job and the interactive dialogue between the employer and the employee.

**\*CTO Eligible – Supervisors**

### Subverting the Dominant Paradigm: Vision-led Planning that Prioritizes People not Cars and Transferable Approaches from European Cities\*

Paul Curtis, Director of Transport and Mobility Research and Development, SLR Consulting and Ian Todreas, Head of Sustainability Solutions, SLR Consulting

**2:00 p.m. - 2:50 p.m., Booth/Edison, 5th floor**

For the past several decades, planners and policymakers have dutifully built cities and towns by predicting transportation capacity and then providing the infrastructure to accommodate it. The result? Sprawling landscapes dominated by motor vehicles that deliver traffic congestion, unhealthy air quality, inequitable access to jobs and amenities, increasing greenhouse gas emissions, and dwindling biodiversity. Are we doomed to repeat these mistakes? Perhaps not. Over the past several years, an emergent movement is gaining traction in Europe and other places that turns the "predict- and-provide" mindset on its head. Sometimes referred to as "vision and validate," forward-thinking planners and policymakers are placemaking by starting with

a goal-focused vision of results and lifestyle and building to that, accordingly. The result is more equitable, climate-resilient, mobility-focused communities and even regional and national policies codifying the process. Can this work in the U.S. as well? Join us as we present the origin story of "vision and validate," its contrasts to "predict-and-provide," its successes and lessons learned in Europe and developing countries, and its potential applications in the U.S.

**\*CTO Eligible – Planning & Zoning**

### The Annual Financial Report - Filing with OSC and Common Errors

Joseph Testa, Auditor 1, NYS Office of the State Comptroller, LGSA

**2:00 p.m. - 2:50 p.m., Empire Complex, 7th floor**

The Office of the State Comptroller (OSC) has replaced the AUD with the new Annual Financial Report (AFR) application to collect annual financial reports submitted by local governments. Come learn about how to access and navigate reports, what additional information you need to report and some common reporting errors to avoid.

### Conduct in the Courts: Addressing Sexual Harassment and Bias

- Court Clerk Track

**2:00 p.m. - 2:50 p.m., Harlem, 7th floor**

### DNA

Sara Macintosh, NYSOCA

- Court Clerk Elective Track

**2:00 p.m. - 2:50 p.m., Gotham [Empire Complex]**

This presentation will provide a broad overview of the NYS Convicted Offender DNA Databank, successes of the NYS DNA Databank, and how the court contributes to those successes. Included in this approximately one-hour long presentation will be statistics related to DNA samples and DNA 'hits', the court's role and responsibility in DNA collection compliance, and statewide court compliance data.

**\*CTO Eligible - Justice/Courts**

### Core B: Anti-Bias

- Justice Track

**2:00 p.m. - 2:50 p.m., Duffy/Columbia, 7th floor**

# Breakout Sessions

Tag us on Social! @nytowns

## Practical Housing Code Compliance: How to Uphold Your Housing Code without Overburdening Your Residents\*

Joseph Trapp, Associate, Greco Trapp, PLLC

- Continuing Legal Education Track

**2:00 p.m. - 2:50 p.m., Astor Ballroom, 7th floor**

This course will start with a brief discussion on evidence, including crowdsourcing with reporting bounties and “open data portals.” From there, the discussion will shift to CEO workload optimization from community relations to AI charge/document standardization. In discussing charging, the course will review the differences between local codes and the Uniform Code, as well the utilization of both civil and criminal charges. Next, a review of prosecution triaging / deferment to reduce negative impacts to destitute homeowners, including a brief overview of the municipal adjudication trend. Additionally, prosecution strategy and shifts based on recent changes to the Executive and Real Property Tax Laws will be covered, concluding with methods to engage local nonprofits to increase private litigation locally to reduce some of the municipality’s burden.

**\*CTO Eligible – Code Enforcement**

## Municipal Infrastructure Funding Experience: Welcome to the Funder Games! Part 2

Colleen Caraher, Area Specialist, Rural Development, US Department of Agriculture; Averi Davis, Program Manager, Syracuse University Environmental Finance Center; Jessica DiDominick, State Engineer, Rural Development, US Department of Agriculture; Nicholas Demitraszek, Program Coordinator, Environmental Facilities Corporation Executive Division; Ashley Hyde, NEIWPC Program Manager, New York State Department of Health; Patrick Lynch, Program Manager, Syracuse University Environmental Finance Center; Leila Mitchell, Environmental Program Specialist II, Division of Water, NY Department of Environmental Conservation; Charles Phillion, Program Director, Office of Community Renewal, New York State Homes & Community Renewal; Kyle Wilber, Local Government Specialist, New York State Department of State, Division of Local Government Service; and Melissa Young, Director, Syracuse University Environmental Finance Center

**2:00 p.m. – 2:50 p.m., Soho Complex, 7th floor**

Immerse yourself in Part 2 of our Municipal Infrastructure Funding Experience with The Funder Games! Join this engaging and interactive session where you and your team will rescue the fictional Town of Calamity Falls. Facing multiple infrastructure challenges, you’ll work directly with state and federal funders to craft a co-funding strategy. This session not only promises

fun but also improves your understanding of state and federal funding opportunities, showcasing how these programs collaboratively finance community investments.

## Safety in Numbers: Building a Culture of Prevention and Protection

Bob Blaisdell, Director of Loss Control, Comp Alliance and Geoff Jones, Sr. Claims Attorney, Midwest Employers Casualty

**3:00 p.m. - 3:50 p.m., Imperial/Julliard, 5th floor**

Join us as we explore innovative strategies and best practices to enhance safety across public sector operations. This presentation will cover the critical role of safety committees to prevent accidents, proactively manage risk and implement a safety-first culture that protects public employees and the community alike. Together, we’ll shape a safer future for your town.

## When Should We Post Weight Limits Towns Roads

David P. Orr, PE, Director, NYS LTAP Center

**3:00 p.m. - 3:50 p.m., Belasco/Broadhurst, 5th floor**

Posting a highway for maximum loads can protect the road and make sure it will survive as long as possible. David will discuss when to post town roads, the roles and responsibilities of the board and provide details on when to post due to spring thaw.

## How to Get Certified as a Pro-Housing Community

Staff, Division of Housing and Community Renewal

**3:00 p.m. - 3:50 p.m., Alvin/Carnegie, 5th Floor**

## Joint Boards: Options for Intermunicipal Review Boards

Paula Gilbert, Local Government Specialist, Division of Local Government Services, NYS DOS

**3:00 p.m. - 3:50 p.m., Booth/Edison, 5th floor**

Some local governments across the state have been challenged to find citizens able to serve on their planning boards and zoning boards of appeals. One option is to reduce the number of board members; another is for villages and towns to form joint village-town planning boards and sometimes village-town zoning boards of appeals. This course discusses these and other innovative approaches to maintaining planning boards and zoning boards of appeals when there isn’t a waiting list of applicants for those posts.

# Breakout Sessions

## Wifi Network & Passcode: nyaot2025

### Which Fund is it Anyway? - A/DA vs B/DB and more!

*Dan Acquilano, Manager of Local Official Training, LGSA, Office of the State Comptroller and Katie Hodgdon, Counsel, NYAOT*

**3:00 p.m. – 3:50 p.m., Empire Complex, 7th floor**

A, B, DA, DB – to the casual observer, these are just a random assortment of letters, but local government officials know differently. This course will provide an overview of the funds with which town officials must be familiar, as well as an analysis of the appropriate charges to each fund. This course is suitable for all town officials **and will be especially helpful for towns containing villages.**

### Legislative Updates and Hope Cards

- Court Clerk Track

**3:00 p.m. - 3:50 p.m., Harlem, 7th floor**

### Town Court Questions & Answers

*Staff, NYSAMCC*

- Court Clerk Elective Track

3:00 p.m. - 3:50 p.m., Gotham [Empire Complex], 7th Floor

### Core B: Summary Proceedings Updates 2025

- Justice Track

**3:00 p.m. - 3:50 p.m., Duffy/Columbia, 7th floor**

### Can I Delete That? Social Media, Public Officials and the First Amendment\*

*Sarah Brancatella, Deputy Director, NYAOT*

- Continuing Legal Education Track

**3:00 p.m. - 3:50 p.m., Astor Ballroom, 7th floor**

Social media can be a great resource to stay in touch with people and share information, but it can also be a space where harassing and vitriolic speech thrives. It's well-established that deleting comments from a municipal page can be a constitutional mess, but what about a town officer blocking someone or deleting comments on a social media page they consider private? In March 2024, the United States Supreme Court issued an opinion in *Lindke v. Freed* with a new test to determine when a public official's private social media page becomes a government problem. This class goes over the decision, reviews how the *Lindke* standard has been applied since March, and offers some practical tips for consideration.

**\*CTO Eligible – Town Boards**

### Emergency Incident Command: Flexible Response to Dynamic Situations

*Brian Kulpa, Supervisor, Town of Amherst*

**3:00 p.m. – 4:00 p.m., Soho Complex, 7th floor**

An incident command system provides an organizational structure capable of responding to all levels of emergencies from simple to complex. It also provides the flexibility to respond to an incident as it escalates in severity. Join Town of Amherst Supervisor Brian Kulpa to explore town responses to emergency situations.

### Q&A with the New York Association of Towns' Staff

*Christopher A. Koetzle, Executive Director; Sarah Brancatella, Deputy Director; Lori Mithen-Demasi, Chief Counsel; Katie Hodgdon, Association Counsel; Dana Campbell, Counsel, NYAOT*

**4:00 p.m. - 5:00 p.m., Imperial/Julliard, 5th floor**

This session offers an opportunity to ask the staff from the New York Association of Towns your questions.

### Agrivoltaics: Co-Locating Solar and Agriculture

*Katie Malinowski, Executive Director, NYS Tug Hill Commission*

**4:00 p.m. – 5:00 p.m., Belasco/Broadhurst, 5th floor**

Agrivoltaics, also known as co-location or dual-use solar, is defined as agricultural production, such as crop or livestock production or pollinator habitats, underneath or adjacent to solar panel arrays. This session from the NYS Tug Hill Commission will discuss stories of successful energy/agriculture integration.

### Vital Records: Local Registrar and Clerk Responsibilities for Births, Deaths, and Marriages\*

*Gary Martinez, Registration Unit and Kyriakos Diamantatos, DAVE Unit, Bureau of Vital Records, NYS Department of Health*

4:00 p.m. – 5:00 p.m., Alvin/Carnegie, 5th Floor

A Department of Health representative will present on and answer questions related to Vital Records (births, deaths, and marriages), including DAVE (formerly EDRS), and recent changes in laws that impact the local Clerks and Registrars.

**\*CTO Eligible – Town Clerks**

# Breakout Sessions

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## Using Financial Reports for Effective Board Oversight & Decision-Making

*Ingrid Otto, CPA, Auditor 2, NYS Office of the State Comptroller, LGSA*

**4:00 p.m. - 5:00 p.m., Empire Complex, 7th floor**

This session will examine the governing board's use of town financial reports, results of operations, and financial trend analysis to determine and monitor their town's financial condition. We will discuss the role of both external and internal reports, and then go into detail on how to comprehend and analyze the figures presented in the budget status report, bank reconciliation and balance sheet.

## Summary Proceedings Updates 2025

- Court Clerk Track

**4:00 p.m. - 5:00 p.m., Harlem, 7th floor**

## ADA Compliance II

- Justice Track

**4:00 p.m. - 5:00 p.m., Duffy/Columbia, 7th floor**

## The Anatomy of an Article 78 Proceeding

*Elena DeFio Kean, Esq., Principal, Hinman Straub*

- Continuing Legal Education Track

**4:00 p.m. - 5:00 p.m., Astor Ballroom, 7th floor**

What do you do when your town is served with an Article 78? What is an Article 78 and what should you do in response? This CLE presentation will provide an overview of an Article 78 proceeding, highlight the procedural requirements of same, and explore the legal bases by which an agency determination may be challenged. Additionally, this presentation will provide practical considerations when assessing whether to file a petition to challenge a determination and/or when responding to a petition that has challenged a determination.

## 2025 Awards Program and Dinner

*Honorees: Dorothy Goosby, Deputy Supervisor, Town of Hempstead, will receive the first-ever NYAOT Lifetime Service Award.*

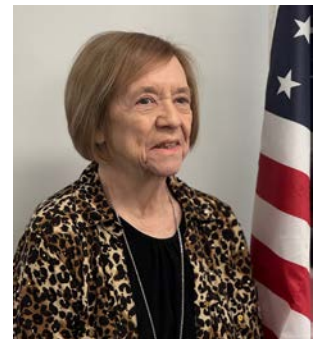
*Jean Raymond, retired Town Supervisor, Town of Edinburg, will receive a special proclamation for her 30-plus years of public service.*

**6:00 p.m., Astor Ballroom, 7th floor**

NYMIR and Comp Alliance will also present their annual awards. Tickets will not be sold at the door; prior reservation/dinner selections required.



2025 NYAOT Lifetime Service Award  
Recipient Dorothy L. Goosby



2025 Special Proclamation Recipient  
Jean Raymond

## 2025 Awards Program Honorees

The recipient of our first-ever Lifetime Service Award is Town of Hempstead Deputy Supervisor Dorothy Goosby. First elected to the Hempstead Town Board in 1999, becoming the first African-American woman to serve on the board. Ms. Goosby became Senior Councilwoman in 2016 and then Deputy Supervisor in October 2012. Ms. Goosby is a longtime NYAOT Executive Committee member and past President (2014-2015) of NYAOT. In 2020, Ms. Goosby was honored by the Town of Hempstead when it renamed its plaza the Senior Councilwoman Dorothy L. Goosby Plaza.

Retired Supervisor Jean Raymond of the Town of Edinburg will receive a special proclamation recognizing her more than 30 years of public service -- 37 to be more exact. In 2023, she became the longest-serving supervisor on the Saratoga County Board of Supervisors. Ms. Raymond began her service with NYAOT in 1995, serving on the Resolutions Committee before her appointment to the Executive Committee in 2010, where she served through most of 2024, before her retirement.

Rounding out our 2025 Awards Program, our friends and sponsors at NYMIR and Comp Alliance will deliver their annual awards to two towns that best exemplify leadership in risk management and safety practices. Congratulations to the Town of Granby, recipient of the 2025 NYMIR Risk Management Award. Congratulations also to the Town of Irondequoit and the Town of Ossining, co-recipients of the 2025 G. Jeffrey Haber Leadership Award.

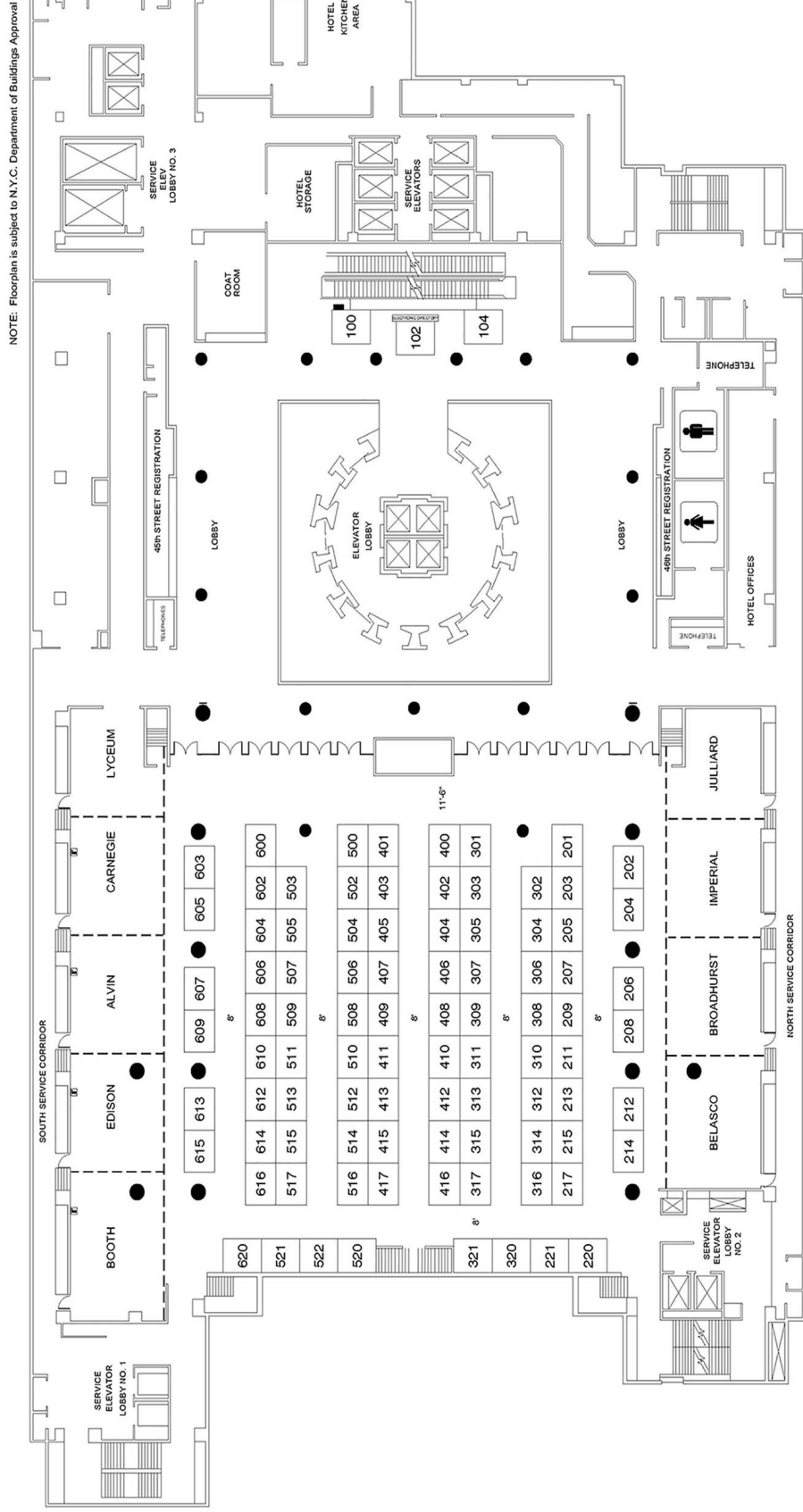
# ***2025 Exhibit & Trade Show Directory***

***Westside Ballroom, 5th Floor  
New York Marriott Marquis  
February 16 - 18, 2025***



AOT 2018 as of 08/28/2017 12:03pm

Dimension 8'x10'  
 Qty 93  
 Size 80  
 SqFt 7,440  
 Totals: 93 7,440



NOTE: Floorplan is subject to N.Y.C. Department of Buildings Approval



# 2025 Corporate Members

## THANK YOUR FOR YOUR SUPPORT!

COMPANY	LEVEL	BOOTH
Absolute Auction & Realty, Inc.	Silver	415
Aerial Innovations LLC	Silver	305
Auctions International, Inc.	Silver	316
Benistar Admin Services, Inc.	Silver	
Baker Public Relations	Gold	
Belfor Property Restoration	Silver	417
C.T. Male Associates	Gold	500
C2AE	Silver	403
Centrica Business Solutions	Silver	602
CLA (CliftonLarsonAllen)	Silver	413
Comp Alliance	Platinum	102
CSG Forte	Silver	605
CST Group, Inc.	Silver	604
Delaware Engineering	Titanium	
DocuPet	Gold	401
Equitable	Silver	303
Good Energy	Platinum	104
GovDeals	Silver	304
Harter Secrest & Emery LLP	Silver	402
Koester Associates	Gold	400
LaBella Associates	Titanium	201
Laberge Group	Silver	603
Lynkwell	Silver	416
Metropolitan Commercial Bank	Silver	405
Miracle Recreation/Vortex Water Play	Silver	607,609
MRB Group	Gold	
Municipal Electric & Gas Alliance (MEGA)	Silver	612
MuniCollab, Inc.	Silver	320
New York Municipal Insurance Reciprocal (NYMIR)	Platinum	100
New York Power Authority	Gold	202,204
NYers for Affordable Energy	Bronze	
NYS Environmental Facilities Corporation	Silver	311
OpenGov	Gold	302
SDL	Silver	600
Sound Actuarial Consulting	Silver	106
Springbrook Software	Silver	507
Stella	Gold	505
U.S. Light Energy	Gold	
Wendel	Silver	301
Whiteman, Osterman & Hanna, LLP	Silver	504
Williamson Law Book Company	Silver	503





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**PRESENTING**

**Monday, February 17, 2025**

**10:30 a.m. – 11:20 a.m.**

**Soho Complex, 7<sup>th</sup> Floor**

Visualize, Manage, and Share Your Data for Enhanced Collaboration and Decision Making: Leveraging ArcGIS Online

**Rebecca Smith, GISP  
Senior GIS Professional**

**Monday, February 17, 2025**

**11:30 a.m. – 12:30 p.m.**

**Soho Complex, 7<sup>th</sup> Floor**

Speed Limit Reduction: How to Establish Safe Speeds in Your Community

**Frank Filiciotto, PE  
Principal Traffic Engineer**

**Tuesday, February 18, 2025**

**10:00 a.m. – 10:50 a.m.**

**Imperial/Juilliard, 5<sup>th</sup> Floor**

Turning Plans into Action: Strategies for Effective Implementation

**Norabelle Greenberger, AICP  
Senior Planner**

**BUILDINGS, ENERGY, INFRASTRUCTURE, ENVIRONMENTAL.**

# 2025 Show Hours

Sunday, February 16	11 AM - 2 PM	Badge Pick-Up / Exhibit Set-Up
Sunday, February 16	2 PM - 5 PM	Show Open / Conference Kickoff
Monday, February 17	8 AM - 5 PM	Show Open
Tuesday, February 18	9 AM - 12 PM	Show Open
Tuesday, February 18	12 PM	Show Closes / Exhibit Breakdown

**Please note: All visitors to the Exhibit Hall area Must be accompanied by a registered attendee with a badge. Visitor Badges will not be distributed.**



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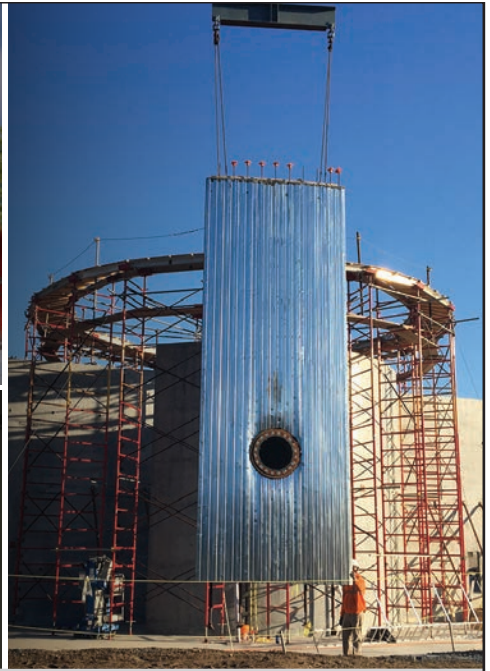
# ELEVATING COMMUNITIES.

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GRANT SERVICES

# 2025 Exhibitors & Agency Consultants

## Numerical Order

<u>BOOTH</u>	<u>COMPANY</u>	<u>BOOTH</u>	<u>COMPANY</u>
100	New York Municipal Insurance Reciprocal (NYMIR)	304	GovDeals
102	Comp Alliance	305	Aerial Innovations LLC
104	Good Energy	306	Tyler Technologies
106	Sound Actuarial Consulting	307	Colliers Engineering & Design
108	Hill Electric Supply Co. Inc.	308	PaintCare
110	Gametime Park & PlayGround Eqt./MRC	309	Solar Liberty
112	NY MuniTrust	310	NYS DEC - Office of Climate Change
201	LaBella Associates	311	NYS Environmental Facilities Corporation
202,204	New York Power Authority	312	NYS Department of Environmental Conservation
203	Cooperative Funeral Fund Inc.	313	NYS Office of General Services
205	The Alliance for Clean Energy New York (ACENY)	314	NYSDEC - Division of Water
206	Haylor, Freyer & Coon	315	NYS Energy Research & Development Authority (NYSERDA)
207	NYS Hudson River Valley Greenway	316	Auctions International, Inc.
208	Adirondack Association of Towns & Villages	317	NYSLTAP - Cornell Local Roads Program
209	NYS Assessors Association	320	MuniCollab, Inc.
211	NYS Workers' Compensation Board	321	NYS Department of State
212	New Wave Energy	400	Koester Associates
213	NYS Town Clerks Association	401	DocuPet
214	NYS Association of Magistrates Court Clerks, Inc.	402	Harter Secrest & Emery LLP
214	NYS Magistrates Association	403	C2AE
215	NYS Archives	404	ClearGov
217	NYS Homes & Community Renewal	405	Metropolitan Commercial Bank
220	NYS Association of Professional Land Surveyors	406	North East Recreation
221	Syracuse University Environmental Finance Center	407	Homeland Towers
301	Wendel	408	Municipal Power Solutions
302	OpenGov	409	Deckard Technologies
303	Equitable	410	Edmunds GovTech
		411	Veregy
		412	Millennium Strategies
		413	CLA (CliftonLarsonAllen)



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Public Infrastructure Grant Writing  
Public and Industrial Buildings  
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414	Seery Systems	512	Office of the State Comptroller-
415	Absolute Auction & Realty, Inc.		Office of Unclaimed Funds
416	Lynkwell	513	Office of the State Comptroller-
417	Belfor Property Restoration	Oil	Spills Fund
500	C.T. Male Associates	514	GovWell
502	Landscape Structures	515	NYS Deferred Compensation Plan
503	Williamson Law Book Company	516	ICC Community Development
504	Whiteman, Osterman & Hanna, LLP	517	Weston & Sampson
505	Stella	520	ENGIE Energy Services
506	MJ Engineering	521	Oracle NetSuite for
507	Springbrook Software		Government
508,510	Office of the State Comptroller-	522	CGR
	NYSLRS	600	SDL
509,511	Office of the State Comptroller-	602	Centrica Business Solutions
	LGSA	603	Laberge Group

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- / LABOR AND EMPLOYMENT / LAND USE AND DEVELOPMENT
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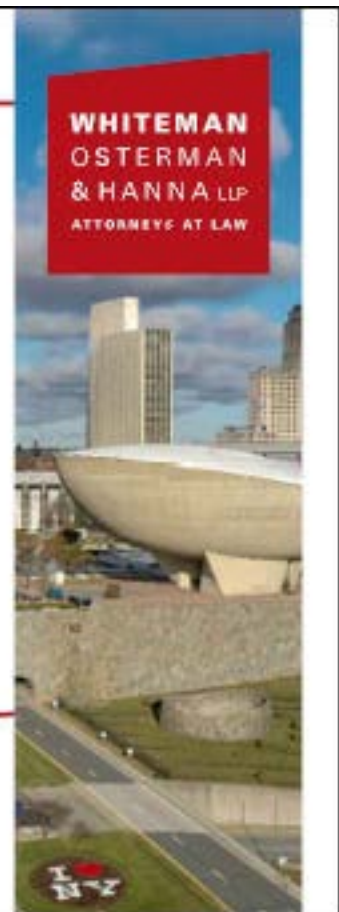
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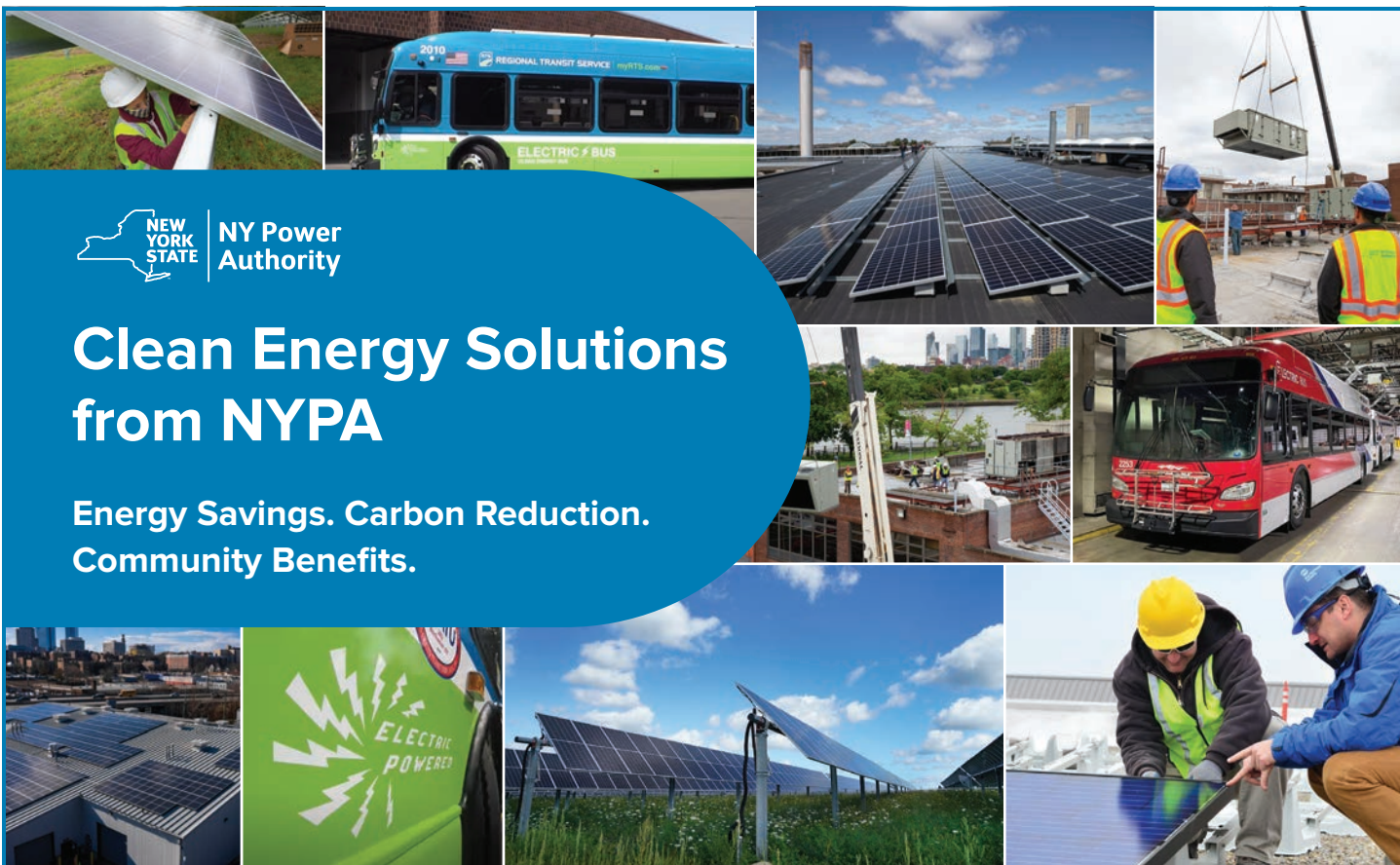
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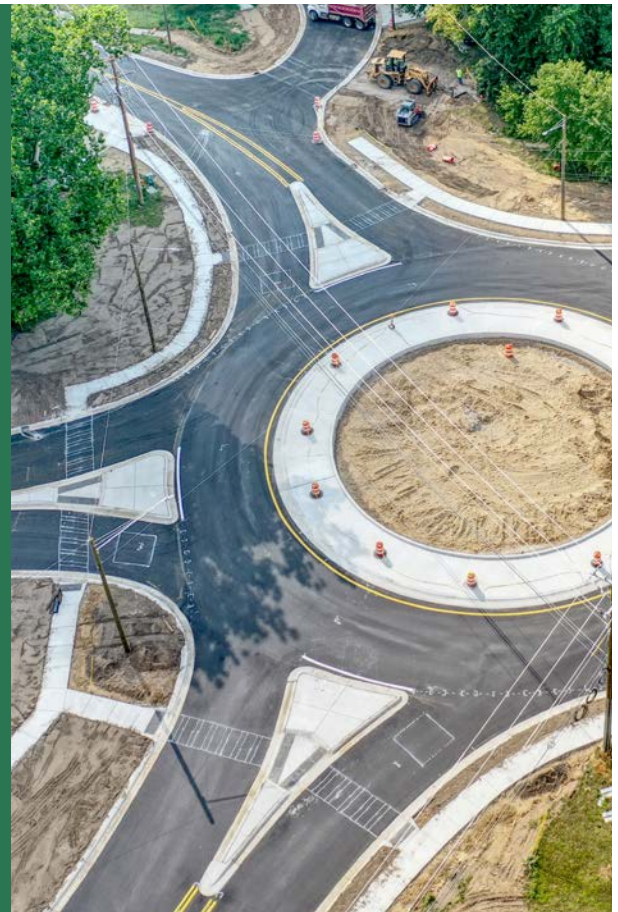
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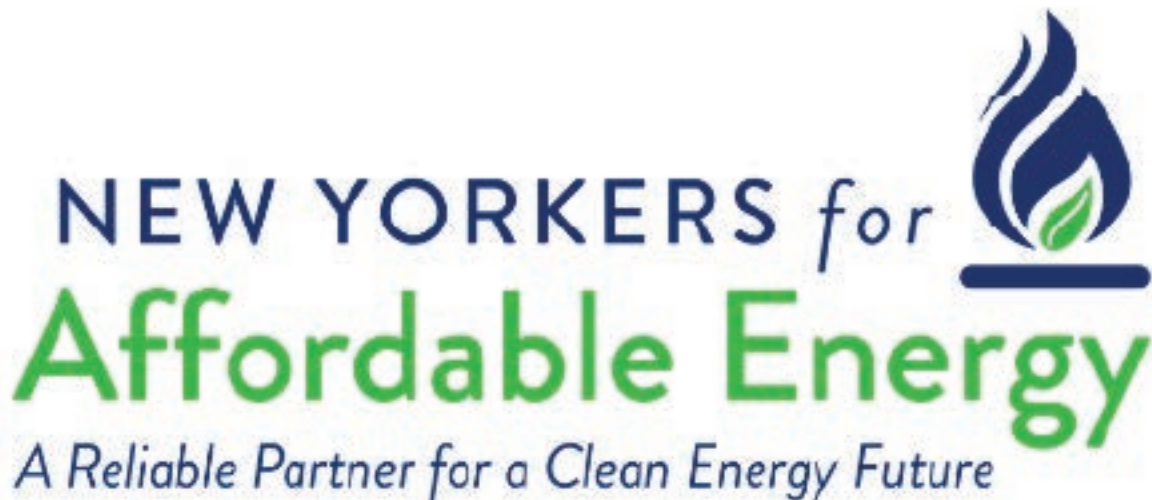
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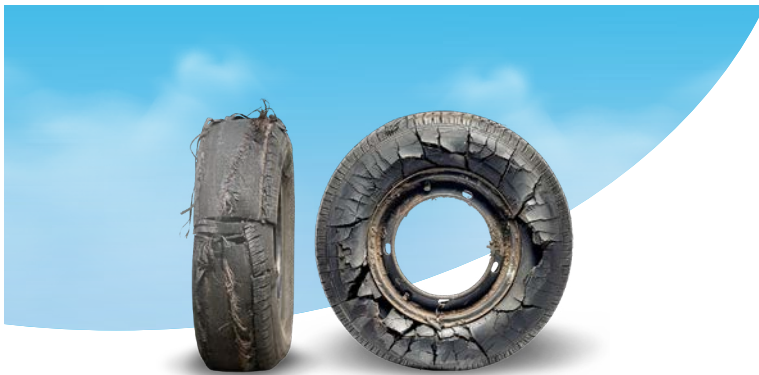
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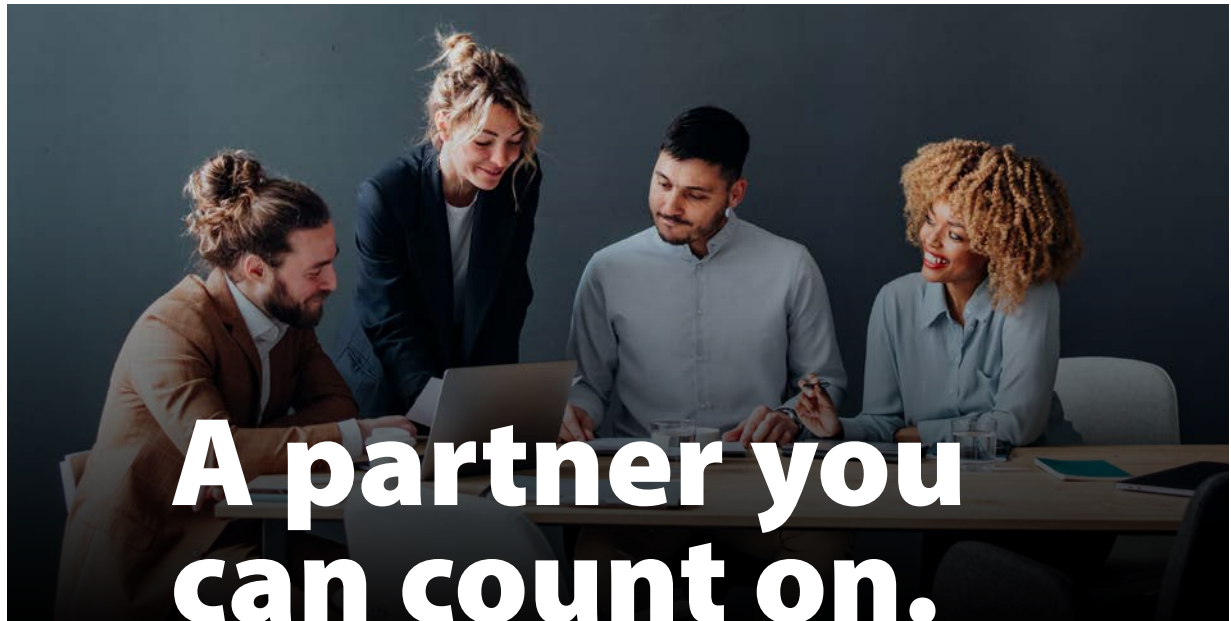
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