

Town of Freedom
Reorganization Meeting Minutes
Monday, January 5, 2026

Board Members Present: R. Nick Morgan, Denise Willard and Supervisor Josh Cutler
Absent: Josh Aarum

Other Officials: Highway Superintendent Jim Haggerty

Others: 2

Meeting called to order at 7:00 p.m. by Supervisor Josh Cutler

- I. PLEDGE TO THE FLAG: Led by Supervisor Josh Cutler**
- II. SWEARING IN SUPERVISOR JOSH CUTLER, COUNCILMAN R. NICK MORGAN, & HIGHWAY SUPERINTENDENT JIM HAGGERTY:**
- III. REVIEW OF MINUTES:**

A) Regular Board Meeting – December 15, 2025

A motion was made by Josh Cutler to accept the Meeting Minutes as submitted. Motion seconded by R. Nick Morgan.

Roll Call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

IV. TOWN OF FREEDOM

RESOLUTION # 1-2026

January 5, 2026

A Resolution Transferring Funds

The Town Board of the Town of Freedom, pursuant to Town Law Section 112, Paragraph 1 wishes to:

Transfer funds from:

Highway Savings Account in the amount of \$119,262.25

To:

DA5130.4 (Machinery Contractual Exp.) to cover the purchase of the 2026 Hitachi Loader, as set forth in Highway Voucher #3.

Motion by: Josh Cutler, Seconded by Denise Willard

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Roll call:

Aarum: Absent

Morgan: Aye

Willard: Aye

Cutler: Aye

Clerk: *N. Morgan* Date: 01/05/2026

V. Audit Declaration and Petty Cash and Annual Audit for:

- A) TAX COLLECTOR - \$200.00-Bank Statements- Annual Report
- B) TOWN CLERK - \$100.00 -Minute Book- Bank Statements-Annual Report
- C) JUSTICE - \$150.00
- D) HIGHWAY SUPT. - \$200.00
- E) BUILDING INSPECTOR – 2025 printout of all permits
- F) SUPERVISOR – POST PONE TILL JANUARY 19, 2026, BECAUSE LACK OF QUORUM

A motion was made by Josh Cutler to accept the annual audit of the records as presented.
Motion was seconded by R. Nick Morgan.

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

VI. ASSIGNMENTS:

- a) Set Monthly Board Meeting Time/Date/Place: 7PM on the Third Monday of the month at the Freedom Town Hall (unless otherwise stated)
- b) Official Depository: Five Star Bank
- c) Official Payroll Service: Complete Payroll, Perry, NY
- d) Hourly Wages: *SEE PAGE 6*
- e) Official Newspaper: Herald Courier, or Olean Times Herald or Pennysaver
- f) Mileage Rate: IRS Standard Mileage Rate for said year.
- g) Town Doctor: Wyoming County Community Health
- h) Authorization for Supervisor to Pay Utilities Prior to Meetings (when necessary):
- i) Authorization for Supervisor to Invest Town Monies According to Investment Policy:
- k) Appointment of the Association of Towns Delegate-Certificate Of Designation
- l) Agreement for the Expenditure of Highway Monies: (Signed by Board

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Members) – Post Pone till January 19, meeting.

A motion was made by Josh Cutler to accept the above assignments except I. Seconded by Denise Willard.

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

VII. APPOINTMENTS

A) **Appointments:** (All appointments are for 1 year –ending December 31, 2026, unless otherwise noted.)

1. **Deputy Supervisor** \$4,750/ Annual: R. Nick Morgan
Note for future- If it's an election year of a supervisor, its recommended to change the appointment end date for Deputy Supervisor, so paychecks can be signed before a new Supervisor gets approved at the bank to sign said paychecks.
2. **Deputy Clerks/Collectors** (\$19.00/Hr)(2): Sherry Bernard, Jessica Dart
3. **Deputy to Highway Superintendent** (additional \$1.00/Hr): Alan Bly
4. **Clerk to the Court** (\$11,600 annual salary): Gillian Koerner
5. **Constables** (\$80.00 per duty on court night and \$27.00 per hour to service papers): Robert Harrington
6. **Dog Control Officer** (\$6,000 annual salary): Jeremy Lavery
7. **Bookkeeper/Accountant** (\$20,000 annual salary): Jessica Dart
8. **Town Historian** (\$1,500 annual salary): Lorna Spencer
9. **Deputy Town Historian** (\$1,000): Sherry Bernard
10. **Town Attorney:** Mindy Zoghlin
11. **Town Prosecutor** (\$300.00 per month): Robert Kutzuba
12. **Building Custodian** (\$19.00/hr.): Jack Lawrence
13. **Planning Board Member:** (\$800 per member), 1 opening to fill expiring 5 year term: Lyle Morgan
14. **Building Code Enforcement Official:** (\$17,250.00 annual salary) Appointed thru 2027: Patrick Cumming

A motion was made by Josh Cutler to accept the above appointments. Seconded by R. Nick Morgan.

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

VIII. COMMITTEE ASSIGNMENTS:

- A) **Building Committee (2):**
 1. R. Nick Morgan
 2. Denise Willard
- B) **Highway Committee (2)**
 1. R. Nick Morgan
 2. Josh Cutler
- C) **Insurance Committee (2):**

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- 1. Josh Cutler 2. Josh Aarum
D) Parks & Recreation Committee (2):
1. R. Nick Morgan 2. Denise Willard
E) Liaison to the Planning Board (1): Josh Cutler**

**A motion was made by Josh Cutler to accept the above committee appointments.
Second by Denise Willard.**

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

IX. POLICY UPDATES :

- A) Emergency Plan :**
- B) Fund Policy :**
- C) Investment Policy :**
- D) Pandemic Plan :**
- E) Procurement Policy :**
- F) Sexual Harassment Policy :**
- G) Cemetery Policy :**
- H) Workplace Violence Policy :**
- I) Employee Handbook : To be reviewed by and updated properly.**

**A motion was made by Josh Cutler to accept all the above policies except I.
Seconded by Denise Willard.**

Roll Call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

X. APPROVAL OF VOUCHERS:

NOTE: Voucher Number 5 to Freedom Senior Citizens: The Department of Labor has sent three (3) bills to the Town of Freedom. The town needed to pay for unemployment that a prior employee had filed unemployment on the town for. The bills never made it to the accountant's desk to be paid. Because the Town had not responded to these bills that had come due and past due with interest, the Department of Labor took it upon themselves to garnish the Freedom Senior Citizens Community Bank account. The Town of Freedom has all accounts at Five Star Bank. The Freedom Seniors brought a letter they received from the Department of Labor for the Town Accountants' attention. Jeessica Dart the Town Accountant called the Department of Labor, and it was decided that they would need a check from the Town of Freedom for the Department of Labor to reimburse a check in the amount of \$2,063.02 to the Town and then the Town would have to cut a check to the Freedom Seniors. Jessica asked if she could just give the Freedom Seniors a check directly instead of the back and forth. The Department of Labor had no issue with this. The Town of Freedom issues a check for \$2,153.02. This has the amount the Department of Labor took for payment, plus the \$90.00 bank fee that the Seniors also had to pay.

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General #1 to #5, *Amt. \$36,686.86, Yrly Amt. \$36,686.86.*

**Motion made by Josh Cutler to accept the General vouchers as written.
Seconded by Denise Willard.**

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

Highway #1 to #3, *Amt. \$137,066.65, Yrly Amt. \$137,066.65.*

**Motion made by Josh Cutler to accept the Highway vouchers as written.
Seconded by Denise Willard.**

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

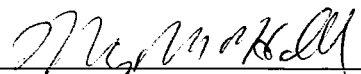
XI. Road Use Agreement: Councilman R. Nick Morgan asked with he reapproval of Mindy Zoghlin as the Town Attorney, would the board like her to continue with the renegotiation of the Road Use Agreement.

XII. ADJOURNMENT:

Josh Cutler made the motion to adjourn the meeting at 7:28 p.m. Seconded by R. Nick Morgan.

Roll call: Ayes-3 R. Nick Morgan, Denise Willard, & Supervisor Josh Cutler

Respectfully Submitted By:



Freedom Town Clerk
01/10/2026

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Town of Freedom
2026

PAY SCALES FOR APPOINTED POSITIONS

GENERAL GOVERNMENT

	2021	2022	2023	2024	2025	2026
CLERK ASSISTANTS	14.00	14.50	17.50	18.00	18.50	19.00
CUSTODIAN	14.00	14.50	17.50	18.00	18.50	19.00

ALL APPOINTED POSITIONS PAID FROM BUDGETED PERSONAL SERVICES ACCOUNTS WILL BE PAID ON ANNUAL SALARY PER BUDGETED AMOUNTS.

PAY SCALES

HIGHWAY DEPARTMENT

- DEPUTY HIGHWAY SUPERINTENDENT – ADDITIONAL \$1.00/HOUR

	2024	2025	2026
ALAN BLY - Deputy HWY Supt.)	28.00	29.00(+ \$1/hr.)	30.00(+ \$1/hr. –
NATHANIEL BRAUEN -	27.00	28.00	29.00
TERRY SMITH -	26.00	27.00	-----
MATTHEW HAGGERTY -			28.00