

VILLAGE OF MARCELLUS
6 SLOCOMBE AVENUE
MARCELLUS, NY 13108
OFFICE 315-673-3112
FAX 315-673-3217
VILLAGEOFMARCELLUS@GMAIL.COM

### AGENDA 2024 ANNUAL MEETING APRIL 1, 2024

- 1. Pledge of Allegiance
- 2. Swearing in of Elected Officials
- 3. Call the Meeting to Order
- 4. Appoint Deputy Mayor
- 5. Set Date & Time of Regular Board Meetings
- 6. Set Date & Time of Special Board Meetings
- 7. Establish Rules of Procedure
- 8. Official Bank
- 9. Official Newspaper
- 10. Attorney Resolution
- 11. Standard Workday Resolution
- 12. Appointment of Village Employees
- 13. Review of and Approval of Salaries and Benefits
- 14. Execute Bond for Village Employees
- 15. Appointment of Village Committees
- 16. Appointment of Village Engineers
- 17. Appointment of Village Historian
- 18. Appointments to Planning Board
- 19. Appointments to Zoning Board of Appeals
- 20. Annual Contracts
- 21. Annual Resolutions
- 22. Procurement Policy
- 23. Items from the Floor
- 24. Adjourn Annual Meeting and Open Public Hearing on Tentative Budget
- 25. Adjourn Tentative Budget Hearing and Open Public Hearing re: Local Law #2 of 2024



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### **2024 LIST OF BOARDS**

Code Enforcement Officer/Fire Inspector315 673-3112 Ext 4Deputy CEO/Fire InspectorPaul E. Stacey315 673-3112 Ext 4Stormwater DesigneePaul E. Stacey315 673-3112 Ext 4

### **CURRENT TERMS**

Village Clerk	Charnley A. Abbott	04/01/22-03/31/26	315 673-3112 Ext 1
Village Treasurer	Antonino J. Provvidenti	04/01/22-03/31/26	315 673-3112 Ext 3

#### VILLAGE BOARD OF TRUSTEES

Chad A. Clark	04/01/24-3/31/26	6 Flower Lane	315 673-3112 Ext 1
Timothy P. Manahan	04/01/22-3/31/26	44 North Street	315 673-3112 Ext 1
James P. Curtin	04/01/24-3/31/28	7 Reed Parkway	315 673-3112 Ext 1

#### PLANNING BOARD

Peter Chapman, Chair Gabriel Lutwin	04/01/22-03/31/27 04/01/21-03/31/26	7 First Street 25 Highland Drive
Theresa LaMarre	04/01/24-03/31/29	2 First Street
Richelle Schettine	04/01/20-03/31/25	19 Reed Pkwy
Patricia White	12/18/23-03/31/28	12 Beach Road
Jesse Faulkner (Alternate)	01/22/24-03/31/25	7 Paul Street

### **ZONING BOARD OF APPEALS**

Jeffrey Averill, Chair	04/01/24-03/31/29	22 First Street
Kathleen Kershaw	04/01/20-03/31/25	14 E. Main Street
Kimberly Spitzer	04/01/23-03/31/28	2 Kinderwood Drive
Maribeth Rayfield	04/01/21-03/31/26	3 First Street
Keith Spencer	04/01/24-03/31/27	1 Mulroy Place

### VILLAGE HISTORIAN

Peg Nolan 04/01/24-3/31/25 Station Lane 315 673-1765

### SENIOR CITIZEN HOUSING COMMITTEE

04/01/24-3/31/25

### MARCELLUS BETTERMENT ASSOCIATION

04/01/24-3/31/25

#### 2024 RULES OF PROCEDURE – MARCELLUS VILLAGE BOARD MEETINGS

Establish Rules of Procedure – The Village Board will conduct Village Board Meetings pursuant to the following Rules of Procedure, a copy of which is on file, for inspection, in the Village Office.

- a. Agenda the Village Clerk shall prepare an agenda for each meeting of the Village Board, which shall list the matters to be considered by the Village Board at such meeting. The matters to be listed in the agenda shall be determined by the Mayor, in consultation with the other members of the Board of Trustees.
- **b.** Presiding Officer the Mayor shall preside at all meetings of the Village Board and may vote on any matter before the Board. In addition, the Mayor must vote in the case of a tie.
- c. Questions of Order the Mayor shall decide all questions of order. In discussing a question or issue, a Trustee shall address the Mayor and will have the floor when recognized by the Mayor.
- **d. Robert's Rules of Order** "Robert's Rules of Order" shall govern the deliberations of the Board of Trustees. The rules of order, other than those prescribed by statute, may be suspended at any time by the consent of a majority of the members of the Board present at any meeting.
- e. Recording of Open Meetings all open meetings of the Village Board of Trustees shall be audio taped by the Village Clerk. Nothing in this section precludes the videotaping of open meetings of the Board of Trustees. It is the policy of the Village Board to cooperate with representatives of the print and broadcast media and with other members of the public who wish to record public meetings of the board by tape, film or other means, so long as said recordings are not disruptive to the meeting, and do not violate the rights of the members of the public body, witnesses and the public.
- **f. Order of Business** the order of business at regular meetings of the Village Board shall be as follows:
  - 1. Call Meeting to Order
  - 2. Roll Call
  - 3. Pledge of Allegiance
  - 4. Consent Agenda shall include
    - a. Acceptance of minutes of previous Regular Board Meeting and any Special Board Meetings
    - b. Acceptance of Audit of Bills on Abstract Sheets for previous month
    - c. Acceptance of Police Report for previous month
    - d. Acceptance of Building Inspector's Report for previous month

- e. Acceptance of minutes of Marcellus Town Board Meeting for previous month
- f. Acceptance of Financial Statements for previous month
- g. Acceptance of Other Reports
- 5. Regular Agenda Items
- 6. Village Updates new business
- 7. Other Recognitions
- 8. Items from the Floor
- 9. Adjournment
- g. Transaction of Business at Special Board Meetings at special meetings of the Village Board, the business to be transacted thereat shall be only that stated in the notice of such meeting, except that any other business may be transacted at such special meeting by two-thirds consent of all the members of the Village Board.
- h. Voting every member of the Village Board present at any meeting thereof, when a vote is taken, shall vote for or against or abstain or recuse, or be excused from voting by the Village Board. In the event of a roll call vote, silence, when a Trustee's name is called, shall be deemed an affirmative vote by the Trustee. Roll call vote shall be called in alphabetical order of the last name of the Trustee. The Mayor shall be the last one to cast a vote.
- i. Suspension of Regular Order of Business the regular order of business at a stated meeting may at any time be suspended by the affirmative vote of two-thirds of the members of the Village Board present at such meeting.
- **j.** Executive Sessions upon a majority vote of its total membership, taken in an open meeting pursuant to a motion identifying the general area or areas of the subject or subjects to be considered, the Board of Trustees may conduct an executive session for matters which Federal, State, or Local law permits an executive session.
- **k.** Comments by Members of the Public during that part of the Agenda, Items from the Floor, the Mayor shall entertain comments from members of the public as to the merits of any item set forth on the agenda, or any other items that members of the public may wish to address. The Mayor shall have the discretion to withhold recognition of members of the public until the regular agenda has been completed.

### Village of Marcellus Annual Resolutions April 1, 2024

### **DESIGNATION OF OFFICIAL BANK**

WHEREAS the Board of Trustees has determined that Village Law requires the designation of banks or trust companies for the deposit of all Village monies,

**NOW, THEREFORE, BE IT RESOLVED** that Solvay Bank be, and is hereby designated as, the depository for regular accounts, and that Solvay Bank also be, as is designated, as the depository for capital and investments, and that all monies received by the Village Treasurer, Village Clerk, and Receiver of Taxes be deposited in said depositories. This resolution, upon approval is effective immediately.

### **AUTHORIZATON TO SIGN CHECKS**

WHEREAS, all members of the Board of Trustees should have the authority to sign checks; and WHEREAS, in the absence or inability of the Village Treasurer or a Village Trustee to sign checks,

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees authorizes the Mayor to sign checks, a certified copy of which resolution will be provided to the bank or Village depository.

### **AUTHORIZE PAYMENT OF CLAIMS**

WHEREAS, the Board of Trustees had determined to authorize payment in advance of audit of claims for public utility services, postage, freight, and express charges; and

WHEREAS, all such claims must be presented at the next regular meeting for audit; and WHEREAS, the claimant and officer incurring or approving the claim are jointly and severally liable for any amount the Board of Trustees disallows.

**NOW, THEREFORE, BE IT RESOLVED,** that the Board of Trustees authorizes payment in advance of audit of claims for public utility services postage, freight and express charges. All such claims must be presented at the next regular meeting for audit and the claimant and the officer incurring or approving the claims are jointly and severally liable for any amount the Board of Trustees disallows.

### REIMBURSMENT FOR MILEAGE

WHEREAS the Board of Trustees had determined to pay a fixed rate for mileage as reimbursement to Village officers and employees who use their personal automobiles while performing their official duties;

**NOW, THEREFORE, BE IT RESOLVED** that The Board of Trustees will approve reimbursement to such officers and employees at the rate of \$0.67 per mile.

### ANNUAL TRAINING AUTHORIZATIONS

WHEREAS there is to be held during the coming official year a number of schools, conferences and seminars for the benefit of the local government, and

WHEREAS attendance by certain municipal officials and employees at one or more of these meetings, conferences or schools benefits, the municipality;

NOW, THEREFORE, BE IT RESOLVED, that the following officers and employees are authorized to attend the following schools/meetings:

Mayor, Trustees

NYS Conference of Mayors – Winter Legislative Meeting, Annual Meeting and Fall Training School

Onondaga County Mayors Association-monthly meetings

Village Clerk and Village Treasurer

NYCOM Annual Meeting and Fall Training School

NYALGRO Annual Conference

NYS Association of City and Village Clerks Annual meeting

Mayor, Trustees, DPW Employees

Association of Towns Highway Superintendent Meetings – Monthly and Annual

Conference

Highway School - Ithaca - Cornell Local Roads Program

Board of Transportation- 3-4 times per year

CNY Water Works Conference -Spring and Fall

NYWEA Training-Spring and Fall

NY Rural Water Annual Training - Spring

Mayor, Trustees, Chief of Police

NYS Chiefs of Police Association - Annual four-day conference

Onondaga County Chiefs of Police - Monthly

Central New York Chiefs of Police- Monthly

### Schedule A- Salaries June 1, 2024 - May 31, 2025

Salary schedule includes elected and appointed officers and employees of the Village of Marcellus. Salary schedule is for the calendar year listed above. Multi-year contracts are not included.

\*SRO rates for 2022-2023 school year (rates negotiated annually with schools)

Position Mayor	New Salary \$3,900.00	Prior Salary \$3,900.00	Per Year	Increase % 0.00%	Increase \$0.00
Trustee	\$3,000.00	\$3,000.00	Per Year	0.00%	\$0.00
Attorney	\$19,122.80	\$18,212.19	Per Year	5.00%	\$910.61
Village Clerk	\$42,603.32	\$40,574.59	Per Year	5.00%	\$2,028.73
Village Treasurer	\$52,609.01	\$50,103.82	Per Year	5.00%	\$2,505.19
Dog Control Officer	\$3,566.50	\$3,396.67	Per Year	5.00%	\$169.83
DPW Superintendent	\$32.46	\$30.91	Per Hour	5.00%	\$1.55
Deputy DPW Superintendent	\$29.18	\$27.79	Per Hour	5.00%	\$1.39
Motor Equipment Operator	\$28.53	\$27.17	Per Hour	5.00%	\$1.36
Head WPCP Operator	\$28.81	\$27.44	Per Hour	5.00%	\$1.37
Laborer	\$19.52	\$18.59	Per Hour	5.00%	\$0.93
Crossing Guard	\$24.24	\$23.09	Per Hour	5.00%	\$1.15
Police Chief - Part Time	\$30.05	\$28.62	Per Hour	5.00%	\$1.43
Police Captain - Part Time	\$27.48	\$26.17	Per Hour	5.00%	\$1.43
•					
Police Sergeant - Part Time	\$25.14	\$23.94	Per Hour	5.00%	\$1.20
Police Detective - Part Time	\$23.81	\$22.68	Per Hour	5.00%	\$1.13
SRO-Marcellus 2023-2024*	\$30.23	\$28.50	Per Hour		
SRO-Lyncourt 2023-2024*	\$45,488.75	\$42,840.00	Per Year		
SRO- Onondaga 2023-2024*	\$47,735.00	\$45,000.00	Per Year		
SRO- Tully 2023-2024*	\$31.17	N/A	Per Hour		
Patrolman - Part Time	\$23.07	\$21.97	Per Hour	5.00%	\$1.10
Police Clerk - Part Time	\$19.52	\$18.59	Per Hour	5.00%	\$0.93
Code Enforcement Officer	\$30.28	\$28.84	Per Year	5.00%	\$1.44
Deputy Code Enforcement	\$29.20	\$27.81	Per Hour	5.00%	\$1.39



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### SCHEDULE B VACATION DAYS AND HOLIDAYS

### **HOLIDAYS**

There are thirteen (13) paid holidays in the Village of Marcellus calendar year, including:

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Memorial Day

Juneteenth

Christmas Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

The dates when holidays are celebrated will be those that are nationally recognized. Each full-time employee, during each calendar year shall receive equivalent time off for thirteen (13) holidays.

### VACATION DAYS

Each full-time employee shall be entitled to an annual period of vacation based upon his/her length of service.

Vacation days may be accrued up to the level the employee has reached, starting with his/her anniversary date.

Vacation time credited to an employee on his/her anniversary date is for use throughout the following year. If an employee separates from employment or retires prior to his/her anniversary date, vacation days will be prorated accordingly

# YEARS EMPLOYED VACATION DAYS EARNED 0-1 YEAR 5 DAYS 2-4 YEARS 10 DAYS 5-9 YEARS 15 DAYS 10-19 YEARS 20 DAYS 20+ YEARS 25 DAYS



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### SCHEDULE C 2024 SICK AND BEREAVEMENT LEAVE POLICY

### SICK LEAVE

For definition purposes, sick leave and personal leave are included in the same general category.

Each full-time employee, during each anniversary year, may be credited with 10 days of paid sick leave, up to a maximum of 120 sick days has been reached.

A probationary full-time employee will be credited with 5 days of paid sick leave upon beginning the probationary period. The remaining 5 days of paid sick leave will be credited after the probationary period ends.

For each year of service, up to a maximum of 120 business days, sick leave may be accumulated. Accumulated sick leave may be applied toward illness or injury, which is not work related.

At retirement or resignation, a full-time employee may be eligible for a maximum of 10 business sick days, to be paid in full at that time.

### BEREAVEMENT LEAVE

Each full-time employee, at his/her request, may be granted up to four (4) days of leave from work with pay in the event of death of one of the following:

- Spouse
- Parent
- Sister
- Brother
- Child

Each full-time employee, at his/her request, may be granted up to two (2) days of leave from work with pay, in the event of death of one of the following:

- Father-in-law
- Mother-in-law
- Foster or Step-parent
- Grandparents
- Grandparents-in-law

### **EXTENUATING CIRCUMSTANCES**

In the event a full-time employee has extenuating circumstances requiring leave from active employment not otherwise provided for in this plan, he/she may apply to the Village Board for such leave, which it may grant or refuse, with or without pay.

Effective 4/1/2024

# Schedule D Village of Marcellus Health Benefits Plan (effective 1/1/2024) 2024

Both part time and full time employees are eligible.

If selected, Part-Time Employees will contribute 100% to health and dental costs EXCEPT,

Part-Time Employees with 30+ years of continuous service will contribute only 25% of single health and single dental costs. Health Benefits do not extend to retirees who have been part time employees.

# FULL TIME EMPLOYEES

10% Employee 90% Village	\$4.68 \$42.13	\$9.36 \$84.26	\$8.72 \$78.44	\$14.18 \$127.58	CE	25% Employee 75% Village Dental	\$11.70 \$35.10
Total Cost	\$46.81	\$93.62	\$87.15	\$141.76	IINUOUS SERV	Total Cost Dental	\$46.81
10% Employee 90% Village DENTAL	\$96.19 \$865.71 \$97.95 \$881.51	\$192.38 \$1,731.41 \$195.89 \$1,763.00	\$163.52 \$1,471.71 \$166.51 \$1,498.55	\$274.14 \$2,467.26 \$279.14 \$2,512.28	IIME EMPLOYEES WITH 30+ YEARS OF CONTINUOUS SERVICE	25% Employee 75% Village Health	\$240.48 \$721.43
Total Cost	(Gold 1) \$961.90 (Gold 5) \$979.45	(Gold 1) \$1,923.79 (Gold 5) \$1,958.89	(Gold 1) \$1,635.23 (Gold 5) \$1,665.05	(Gold 1) \$2,741.40 (Gold 5) \$2,791.42	PART-T	Total Cost Health	\$961.90
<u>HEALTH</u>	Single	Double	Emp & Child	Family		Coverage	Single

# Effective 01/01/2024



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### SCHEDULE E RETIREE HEALTH CARE COVERAGE

Retiree health care covers those who have been long-term as well as full-time employees only.

Retiree health care begins at age 62.

Retiree health care applies to single (individual) medical coverage only.

Retiree health care does not apply to vision or dental coverage.

Years Employed	Village %	Employee %
0-9 years	0%	100%
10-19 years	50%	50%
20-24 years	75%	25%
25+ years	90%	10%



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# SCHEDULE F-1 CLOTHING AND EQUIPMENT DEPARTMENT OF PUBLIC WORKS

The following applies to employees of the Village of Marcellus Department of Public Works (Highway, WPCP)

At the expense of the Village, each full-time employee, during each calendar year, shall be furnished with items of new clothing listed below:

Five (5) pairs of uniform pants Seven (7) pairs of uniform shirts One (1) pair construction footwear

Replacements for worn out or damaged items listed shall be the responsibility of the employee, compensation to be determined by the Board of Trustees.

Each department head shall be furnished with equipment items listed below.

One (1) cell phone



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# SCHEDULE F-2 CLOTHING AND EQUIPMENT MARCELLUS POLICE DEPARTMENT

The following applies to employees of the Marcellus Police Department.

At the expense of the Village, upon receiving an appointment to the Police Department, each employee, during each calendar year, shall be furnished with the following items of clothing and equipment listed below:

- 1. One (1) Ballistic Vest
- 2. Two (2) Pair uniform pants
- 3. One (1) Police-type cap
- 4. Four (4) Police-type shirts, 2 winter and 2 summer
- 5. Two (2) Police-type patrol jackets 1 winter, 1 spring/fall raincoat
- 6. One (1) Police-type neckties
- 7. Two (2) Badges 1 shirt, 1 wallet
- 8. Two (2) Nameplates 1 shirt, 1 coat
- 9. One (1) Set handcuffs and key
- 10. One (1) Handcuff case
- 11. One (1) Duty Belt
- 12. One (1) Under Duty Belt
- 13. One (1) Holster for duty weapon
- 14. One (1) Duty weapon (3 Magazines)
- 15. One (1) Magazine Holder
- 16. One (1) O.C. spray
- 17. One (1) O.C. Spray Holster
- 18. One (1) ASP Baton
- 19. One (1) ASP Baton Holster
- 20. One (1) Portable Radio Carrier
- 21. Four (4) Duty Belt Keepers

Clothing to be provided shall be new. Replacements for worn out or damaged items listed shall continue to be the responsibility of the Village. All items shall remain property of the Village and returned at the end of employment.



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### CONTRACT MARCELLUS HEALTH/LOAN CLOSET

MARCELLUS by its Mayor, Chad A. Clark, he	of April, 2024, between the VILLAGE OF ereinafter called the Party of the First Part, hereby ARCELLUS HEALTH/LOAN CLOSET, by its ne Party of the Second Part, that:
Marcellus to enter into a contract with the Pa Second Part is to provide storage facilities and	ized by the Board of Trustees of the Village of rty of the Second Part, wherein the Party of the d operate a loan closet relating to health care for lderly members of the Village, many of whom s in the Village, for the year 2024-2025; and
consideration a statutory exemption that allow that aid the elderly, pay to the Party of the Se	E OF MARCELLUS, will, having taken into s the Village to extend contributions to programs econd Part, the MARCELLUS HEALTH/LOAN y Dollars and no Cents (\$250.00), payable upon
Attest	Mayor, Village of Marcellus
Attest	President, Marcellus Health/Loan Closet
(seal)	



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### CONTRACT MARCELLUS HISTORICAL SOCIETY

MARCELLUS by its Mayor, Chad A. Clark,	ay of April, 2024, between the VILLAGE OF, hereinafter called the Party of the First Part, hereby MARCELLUS HISTORICAL SOCIETY, by its led the Party of the Second Part, that:
Marcellus to enter into a contract with the Second Part, THE MARCELLUS HISTORI collection of artifacts and memorabilia relate	Party of the Board of Trustees of the Village of Party of the Second Part, wherein the Party of the CAL SOCIETY, is to own and maintain the official ed to the history of the Village of Marcellus for the reellus residents for the year 2024-2025; and
of) services, up to a value of \$2000, related to Steadman House (e.g., the mowing of grass	OF MARCELLUS, will provide in-kind (or the cost to seasonal maintenance of the public grounds at the s and the plowing of the driveway and parking lot), i.e., sewer and refuse) at the Steadman House to the
Attest	Mayor, Village of Marcellus
Attest	President, Marcellus Historical Society
(seal)	



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### 2024-2025 PROCUREMENT POLICY

WHEREAS, §104-b of the General Municipal Law requires every village to adopt internal policies and procedures governing all procurement of goods and services not subject to the bidding requirements of GML §103 or any other law; and

WHEREAS, comments have been solicited from those officers of the village involved with procurement;

**NOW, THEREFORE, BE IT RESOLVED** that the Village of Marcellus does hereby adopt the following procurement policies and procedures, updating the original policy adopted March 22<sup>nd</sup>, 1993 and amended in October 2002, and most recently in April 2018:

Guideline 1: Every prospective purchase of goods or services shall be evaluated to determine the applicability of §103 (competitive bidding). Every Village officer, board, department head or other personnel with the requisite purchasing authority (hereinafter Purchaser) shall estimate the cumulative amount of the items of supply and the canvass of other village departments of past history to determine the likely yearly value of the commodity to be acquired. The information gathered and conclusions reached shall be documented and kept with the file or other documentation supporting the purchase activity.

### Guideline 2: All purchases of:

- a. supplies or equipment which will exceed \$20,000 in the fiscal year or
- b. public works contracts over \$35,000 shall be formally bid pursuant to GML §103.

### Guideline 3: All estimated purchases of:

- a. Less than \$20,000, but greater than \$5,000, require a written request for a proposal (RFP) and written quotes from three (3) vendors.
- b. Less than \$5,000, but greater than \$1,000, require an oral request for the goods and oral quotes from 2 vendors.
- c. Less than \$1,000, but greater than \$500, are left to discretion of the Purchaser.

### All estimated public works contracts of:

a. Less than \$35,000, but greater than \$15,000, require a written (RFP) and proposals from 3 contractors.

- b. Less than \$15,000, but greater than \$3,000, require a written (RFP) and proposals from 2 contractors.
- c. Less than \$3,000, but greater than \$500, are left to the discretion of the Purchaser.

Any written RFP shall describe the desired goods, quantity and the particulars of delivery. The Purchaser shall compile a list of all vendors from whom written/oral quotes have been requested and the written/oral quotes offered.

All information gathered in complying with the procedures of the Guideline shall be preserved and filed with the documentation supporting the subsequent purchase and public works contract.

- Guideline 4. The lowest responsible proposal or quote shall be awarded the purchase or public works contract unless the Purchaser prepares a written justification providing reasons why it is in the best interest of the village and its taxpayers to make an award to other than the low bidder. If a bidder is not deemed responsible, facts supporting that judgment shall also be documented and filed with the record supporting the procurement.
- Guideline 5. A good faith effort shall be made to obtain the required number of proposals or quotations. If the Purchaser is unable to obtain the required number of proposals or quotations, the Purchaser shall document the attempt made at obtaining the proposals. In no event shall the inability to obtain the proposals or quotes be a bar to the procurement.
- Guideline 6. In those situations when competitive bidding is not required, except when directed by the village board, no solicitation of written proposals or quotations shall be required under the following circumstances:
  - a. Acquisition of professional services;
  - b. Emergencies (must be documented)
  - c. Sole source situations;
  - d. Goods purchased from agencies for the blind or severely handicapped;
  - e. Goods purchased from correctional facilities;
  - f. Goods purchased from another governmental agency;
  - g. Good purchased at auction;
  - h. Goods purchased for less than \$500
  - i. Public works contracts for less than \$500
- Guideline 7. This policy shall be reviewed annually by the Village Board at its organizational meeting or as soon thereafter as is reasonably practicable.