TOWN OF HASTINGS, OSWEGO COUNTY, NEW YORK
PLANNING BOARD MEETING – October 1, 2026

Board Members Present: Chairman Paul Brissette, Rick Vose, Mike Hart, Andrew Weatherup, James Rowe and Jason Beardsley.

Also Present: David Bardoun, Rick Howley, Tim Reed and Allison Sheppard, Code Enforcement Officers, Lucas LeClair and Mike Kraus.

Chairman Paul Brissette opened up the Planning Board meeting at 7:30 p.m.

Chairman Paul Brissette asked if everyone had a chance to review the Minutes from the May 7, 2026, Planning Board meeting. Chairman Paul Brissette asked if there is Motion to approve those Minutes. Jim Rowe made the Motion and Rick Vose seconded the motion. All in favor. Aye. **Motion carried.**

Chairman Paul Brissette stated that Board Member Jeffrey Tetrault has resigned from the Town of Hastings Planning Board.

Chairman Paul Brissette called David Bardoun up to the table. David Bardoun gave the board members maps of property on Little Canada Road, owned by Rick Howley, who happens to be David Bardoun's brother-in-law. David Bardoun stated that this property in question has 41 acres of land and Rick Howley would like to eventually sell their home down the road and before doing so, they would like to give two parcels of land to their sons, Ricky and Ronnie Howley. In doing so, there is not a lot of road frontage and this becomes difficult with the sub-division guidelines. What Rick would like to do is relocate the driveway closer to the utility pole. Rick Howley would like to create one 27-acre lot and one 10-acre lot. Both flag lots that would be able to share a common drive and have access for water and power. David Bardoun stated that he knows that the Town of Hastings has in their sub division law, that they only allow one flag lot per parcel, so they are asking for an exception to that law if that is a possibility. David Bardoun stated that he spoke with Mike Lewis and he would gladly write a letter to the town stating how building a road would be a burden to the town and the owners. The Town would have to maintain the road for only two houses. David Bardoun found something in the Town's subdivision law and is hoping that they can look at possibly getting some guidance with regards to this. David Bardoun stated that on page 2 of the Town's subdivision law states under waiver: that when the opinion of the Planning Board undue individual hardship may result from strict compliance with these regulations, the board may modify these regulations so substantial justice may be done in the public interest secured; provided that such modification does not have nullified the intent and purpose of these regulations".

David Bardoun stated with regard to the guidelines to the flag lots, they can meet everything except for that one item, the one flag lot. If you look at the definitions of Section 425, the

location is a R-1 zone. “The size flag lot shall contain at least 1.5 times the minimum requested lot area, and they have 62 times the size of the minimum lot size area required. The dimensions of the flag lots must have at least 20 feet frontage, they will have 30 feet, and the minimum setbacks in the front yards, rear yards and side yards shall be 25 feet and no location structure shall be longer than 50 feet from the road line and the last one is the one they cannot meet, and that there shall be no more than one flag lot per parcel.”

David Bardoun explained that is where our burden is, 41 acres of land and there is enough road frontage to get a beautiful drive, rather than a public road. David Bardoun is asking for a variance, which he knows they can go through the Zoning Board process, but they are nervous going through that process due to there being another step other than a self-creating hardship. David Bardoun believes that this could make two beautiful residential lots, with no wet lands, no issues. David Bardoun stated that he has never had to use this waiver and is looking for a unique case that could be brought before the Planning Board. Chairman Paul Brissette stated that he does not think that this would “qualify” as a unique case. He believes that it would not be fair to everyone else in the town that would have to go through the proper channels to achieve this. Other town board members agree with the Chairman. David Bardoun stated that he could present this to the Zoning Board at their next meeting, which is October 22, 2026. He can be back to the next board meeting with the Planning Board next month. Mike Hart stated that the only issue he thinks would be the shared driveway between the brothers. David stated there would be a right of way for the driveway.

Chairman Paul Brissette stated that Allison Sheppard was next on the agenda. Allison Sheppard introduced herself and stated that she currently lives in Phoenix, New York and that she has seen every semi-conductor project go up from “TSMC” and lived in Boise for Micron and she has been the head of this project since they broke ground. She has worked with Micron and every General Contractor on all the semiconductor projects. She created her company approximately 3 years ago to identify what the actual issues may be when these major semiconductor projects hit a community. Allison stated that her project is evaluating a parcel of land in the Town of Hastings, which is an old golf course on Route 33 to create a community and develop a temporary space for the critical workforce to come in and to enhance the community that surrounds the project to bring economic growth back into the community, such as the Town of Hastings and the Village of Central Square.

Allison Sheppard stated she would like to answer any questions the Board may have and explain to the Board what her plans are and what her overviews will be with regard to what her company is anticipating. Allison stated that she works very closely with all of the unions involved and partners with all the labor unions across the country. Allison stated that the unions supported her company and that she works very closely with the Lead General Contract on the project along with Micron. Allison stated that Micron does not get involved with the critical workforce, being the actual construction workers that will be building the project, not the workforce that will come in after the project is finished that everyone anticipates and talks about. She explained to the Board that what actually happens on these large projects, is that the unions will call out the work

and anticipate filling out the project with a lot of local workforces. She also stated there is a shortage in the construction trades and she does not have enough local workforce to fill the number of construction workers that will be needed for the project, so her only option is that the unions start calling out of state union construction workers. Allison stated that as these out of state union workers start to come in, there is nowhere to house them. The workers will be paid a per diem and their standard of care, and her company is the only one in the country that does this type of work. Allison stated that out of state workers end up staying in a hotel or sleeping in their cars to save money or sleep in tents or bring a fifth wheel. In Arizona the workers started taking up state land first and/or squatting. The community will rent out houses for many of them to stay and room together. She also stated that the workers will have to travel to and from the work site and the roadways start to get more congested with the amount of traffic coming through.

Allison stated what her company is proposing is that they have a gated community of tiny homes. The entire community will be continually managed. Allison stated that her company focuses on the actual people and she provides financial resources, financial education, mental health and substance abuse counseling. Her entire focus is to create workforce sustainability and workforce resiliency, so they can build back and give back to the people who are building our backbone of America. She stated that all the workers will be leaving their homes and families to come build this project and the least her company can do is to give them decency and a safe place to lay their head, safe place to stay and help build back a sustainability for them to continue to grow and drive.

Chairman Paul Brissette asked Allison how long this project would last. Allison stated that how she presents this is a five-year plan and knowing that the first half is going to be approximately a 5-year timeline with an additional 5 years. Allison stated that her company will bring in all the utilities into the tiny homes and the units are temporary. They will landscape this community so that it looks extremely nice within the gated community. She is working with the General Contractor so they will have shuttles to and from the work project along with badges to Micron to reduce the traffic flow. Allison stated that once the actual critical workforce starts to decline, her company will start to decommission the area. Allison also stated that some of the other things they looked for with the land owners are talking to some of the local hospitals that may want to put up a clinic where they add additional local infrastructure into the space or food infrastructure for grab and go food or possibly restaurants space for the community as well to be open for the public. Chairman Paul Brissette asked Allison: if this is a possible 7-year build, that her company will come and remove all that was built originally. Allison stated yes. Allison stated they will do gravel roadways and the units are basically taken down into pieces and they trailer them out.

Chairman Paul Brissette stated that the area in question is not zoned for this specific architecture. Allison and Chairman Paul Brissette stated that temporary housing is tough. Allison asked what would be the best steps for them on that land. Chairman Paul Brissette stated that the zoning, she is asking to change is for one little piece of land in the middle of our town in a residential area. That one parcel would have to be zoned different. Paul stated there are residents living in that area that may not see this as a positive project. Allison asked the board what the town has

planned for the 6000 workers that will be coming into town. Chairman Paul Brissette stated that they have many good project ideas coming in this town and they are talking about them and moving forward with these projects.

Mike Hart asked Allison what Onondaga County has planned for the influx of critical workers. Allison stated that her company is working with Onondaga County as well with regards to this project. Mike Hart stated that being the devil's advocate, but this is Onondaga County's project and that the Town of Hastings will get the swamp lands and man camps. Allison stated that this project is not a man camp and that her company that has trade only hotels and only focuses on the workforce and resilience of the workforce. Allison also stated that she is the only company with an application to put all the workforce together and works directly with the unions and cares about the workers. She stated they will connect the workforce to build out that community as well. Mike Hart asked if there were other companies that do similar work as her company. Allison stated that there are other companies that will provide housing, but no other company will take care of their people. Chairman Paul Brissette asked about going in depth a little further regarding taking care of the "people". He asked what the standard of care would be. He stated construction workers usually take care of themselves and what other standards of care would be involved. Allison stated that without their standard of care, suicides and substance abuse goes on the rise as well, there are about 6000 suicides every year and 55,000 overdoses per year with construction workers that do not have her company's standard of care. Allison stated that in these major industrial projects this is where you start to see the influx of chaos and mass chaos, so what they do is work directly with the project and unions to control this chaos and take care of the people. Her company takes control of the 12 hours off site by taking care of the emotional needs that people go through when they are isolated and away from their families. Trying to reduce the substance they may be consuming and taking care of their mental health, by having a safe place to rely on. Allison stated that every Sunday they have family meals with the workers. Andy Weatherup asked Allison how many people will they have in their company to support the amount of people in the small community. Allison stated that she would have approximately 100 employees on site at all times. She stated that if you calculate it all out, there will be 2 dedicated people to every 100 workers. Depending on how much this gets built out. Allison stated there will be separate staff to clean and provide security. She stated that for mental health they will use the local resources and use resources to help guide the workers with any issues that may come about. Allison stated that her company works very closely with emergency response teams to create local plans and then have an internal communication system to provide a constant back and forth to the actual workers.

Chairman Paul Brissette asked Allison where in Onondaga County do they plan on setting up this project. Allison stated there is a parcel located directly down the street where Micron is being built in the Town of Clay.

Mike Hart asked her if she is being funded through the per diem of the employees. Allison said she bases her rates very low so they can keep part of their per diem, rather than exploit the system, to make sure the community doesn't also exploit the workforce that comes through.

What happens the hotels will upcharge the room rates. She also stated that the workers will end up getting their tools stolen by staying in a cheaper hotel and/or deal with the locals that are staying at that hotel and the locals doing drugs etc. and they don't want to have to put their workers in that situation when they are working 10 hours a day, 6 days a week. The workers want a safe place to stay and be safe, lay their heads down at night and be able to go to work and be able to feed their loved ones back home.

Mike Hart asked what happens when 6 or 7 years down the road and the project is done, what is left. Allison stated that they have a decommissioning plan and there will be funds set aside for this as well. Jim Rowe asked what do they have set aside for emergency vehicles? Chairman Paul Brissette stated that their town has volunteer firefighters and he wants to know how that will work. She stated that her company does not have those types of problems come about, because they have preventative care and their entire focus is to take care of the people. When you bring stability and take care of the people, you mitigate most of the actual issues that everyone has seen out there that exist in the workforce. The reason she made this project is to minimize the risk to prevent any of the crisis that may happen and mitigate any of the civil issues that will happen when 3000 guys are driving their own trucks throughout the roadways. Which will overflow to all of the towns to the workforce. That is why they provide shuttle service to the workers.

Allison stated that there is a watch and management that takes care of people so they can be tended to and not have isolation which is the number one cause of suicides and substance abuse. So, when you give events and stability and protect people, they actually start to thrive. They have seen this done internally, because they have done this through all the semiconductive projects around the country. Mike Hart asked how many projects they have now. She stated on a scale this large; they have not done any on a scale this large. Allison stated that they started with TSMC a larger semi-conductor project and grew it into Intel and expanded into Micron in Boise and continue to grow based on the demand, because it's so well received by the end users because it changes the environment and the experience for the projects. Allison stated for example, when they put in the “Trade Only Hotels” called Trade Stay. It gentrified the entire community. All the other hotels changed over the way they managed the space and operated and it reduced any crime in that area. Allison stated they do not have crime on their properties.

Chairman Paul Brissette asked about the winters and what they will do with regard to plowing and the upkeep of her community. Allison stated that they will provide snow removal as part of their plan and coordinate within the community where the snow removal will be placed. Allison stated that it's an old golf course with squatter activity in the old building on that site. Mike Hart stated that logistically with all the workers driving will cause havoc. Allison stated that they will only be driving when not working 10 hour days and six days a week. She also stated that the badging will happen through the shuttle service. Allison stated that they will provide all the tools needed on site for this project, so no tools will need to be transported to and from the site project. Allison stated that Pac-tool, will provide all the tools to the workers. Allison stated that the Unions hire the workers and Pac-tool provides the tools. She stated that Pac-tool will need 300

iron workers, the union will go to their local unions and if there are not enough local workers to fill those spots, they will call out of state unions to provide workers.

Allison stated what her company anticipates is a beautiful center area that has local food trucks and guys are thriving and barbecuing. People will take care of the other coworkers by uplifting each other as possible problems come along, by providing a community experience, not by being alone. Allison also stated they will bring in local businesses to introduce to that community. The workers will have a lot of money to spend on all the local businesses and provide a pathway to enhance the local economy as well. She stated they envision a beautiful community and workers want to be here and put roots down and stay permanently and look for real estate. With that, she provides real estate classes. The company teaches them how to work their finance and retirement plans and retire early and not work till they are 78 years old. She gives them a sense of home.

Mike Hart asks what the ratio is in these tiny homes and Allison stated one unit with one bed. She stated it's basically equivalent to a studio apartment. With common area spaces for the workers to hang out together. There are some two bedrooms available to family members to come as well. The houses are put together on site, i.e. a panelized system. Gyms will be available for the workers as well. She wants to make sure they bring in food and beverages for the workers as well along with dentists and doctors because they won't have time to find these things.

Jason Beardsley asked Allison if she could provide any other towns that they could provide as reference that they could talk to. She stated that Micron in Boise and all of the people they served and unions that supported them. She has letters from unions nationally as well. She is here specifically because if they don't control this and create a community and build something amazing, somebody else will create chaos or something else will happen in a bad manner. Her solution and goals are to identify the problem, which they already have and build a solution and take care of the people.

Andrew Weatherup asked what about all the emergency services that have to support this project, what do they do? With all the influx of all the thousands of people they help, how will this impact that. Allison stated that she is talking to a few different entities, such as the EMS and State Troopers and stated that they will have onsite security and first response to mitigate any actual calls. Allison stated that most property management companies set and forget, but they are very hands on and will stop it from happening. She stated that they clean their rooms weekly to make sure they are taking care of themselves and that they won't have a crisis point. Allison stated that their communities are drug free so there are no illegal activities. You simply won't be able to live there if this should happen. She stated they give them their freedom so they don't feel bound to stay there by providing experiences, such as taking them fishing or going on trips. They give them resources to see what Upstate New York has to offer. She also stated that they have a 24/7 communication system, so if anything does happen it is an internal system and they take care of each other.

Jim Rowe stated that you will bring in all these people and right now the town is low on ambulances, what will happen now. She stated then the question is how can they help. Allison stated that they will try and mitigate that from happening with onsite medical attention, by having first aid available and nursing care on site as well.

Mike Hart stated that schools are supposed to be drug free, how can her team mitigate that from happening in the small community? Allison stated that she has been doing this job for years and she has never had an overdose, she has had a few guys coming off of alcohol and have had diabetes and had to call an ambulance for that. Any major concerns that you will see when you don't take care of your people. We get ahead of all of that. She stated they are pro police as well. Jim Rowe asked how will you monitor and prevent the workers from doing drugs. Allison stated that she has dedicated staff that is trained for that. Allison stated that there will be 2 staff members monitoring 100 workers and stated that it is done very successfully.

Andrew Weatherup stated that she is very into this project but we are a very small town and have two people to enforce all that we have. So, what happens six months down the road and your company does not live up to the standards you presented? Do we send our guys down there and fight in court for the next six years? Allison asked what would the line be at that point that states this is not working? Allison stated that she would like to work with the town to find out what she can do to make this work. Andrew stated that we are geared up for the standard that we have now. What will happen when you bring in an influx of people? How do we stop the chaos?

Chairman Paul Brissette stated that they are there to represent their community and for us to put that in the middle of their community, with all the neighbors that surround them, they are not going to like that. Allison stated that she sees bringing in food and entertainment and bring back a calm in that space by reducing traffic flow. A lot of people will become landlords. Chairman Paul Brissette stated if he lived there, he personally would not like this in his neighborhood and Allison stated she for one would like to live next to this because she knows what experiences that it can bring. She stated it's a very different experience that already exists because she has made it different than what they are used to.

Allison asked what the Town of Hastings wants to benefit economically from the project. Chairman Paul Brissette stated they would want this to be accepted by the community. Allison stated that this will bring in an increase of taxes because it will change the assessment of the land and that will go into the community and all the local businesses will thrive to this connection.

Chairman Paul Brissette asked Allison what she is looking for from the Planning Board. Allison stated she is looking for guidance and what the community is looking for ultimately. Paul stated if you are looking to move forward you must go to the Zoning Board to see if they will consider this. Allison asked what would be a better development on that land or better use of that land for the community. The board members stated housing would be better.

Chairman Paul Brissette asked if there were any other topics for the Planning Board meeting and asked to entertain a motion to adjourn the meeting. Jim Rowe made the motion to adjourn the meeting and Jason Beardsley seconded the motion. All in favor. Aye. **Motion carried**.

Respectfully Submitted,

Robin Smith