

SPECIAL MEETING
November 10, 2015

Board Members Present: Mayor David Hazelton
Trustee J. Dale Abram
Trustee Bryan Woleben
Trustee Craig Miller
Trustee Gary Planty

Present: Sonia Luszczak, Village Clerk/Treasurer

Mayor Hazelton opened the special meeting with the pledge to the flag at 7:00 p.m.

Public Comments: No public in attendance.

Mayor Report: Mayor Hazelton began the meeting with a review of the Employee Handbook.

Several changes that the Employees requested during the meeting held for this review.

One change that was asked was for the Office Staff to be included in the drug testing. It should now include "All Employees".

Overtime and Legal Holidays – Right now it reads that they will get 2 and ½ times when they work. We will change the wording to state "If work is required on a holiday time and ½ hours plus holiday pay." The Board will designate the work hours as in the Water Plant or Sewer Plant.

Longevity was increased to 45 years to accommodate one employee - \$1,800.00.

Time off as the Employee birthday cannot be used if it creates overtime.

Disability was discussed as one of our employees was not aware that the Village had this insurance.

Sick Leave – wording was changed to state only when an employee is working. Will not accrue when out.

Buy Back - If an employee has 5 years of service, they can sell back up to one week of vacation with prior Board approval. The Board believes our employees should take their vacations.

Health Insurance will now be changed to read January through December with mid-November for meeting to go over health care benefits with the employees. There is a change that removes pregnancy as a disease.

Trustee Planty stated that all of the employees that attended the meeting were asked to sign in and did not change any wording in the safety area but explained that we wanted all of the employees to think "Safety". There was a question as to who was responsible to teach safety classes and should there be safety training all the time? The Board will consider making some changes in regards to safety training. More to follow.

The Mayor told the Board that he had been doing research on the Health Insurance as to what part the employees pay and what the Village pays. Village of Brocton Employees currently pay 34% of the health insurance. The Mayor felt that was quite a chunk and wondered if we could somehow get this to be more equitable for our employees. Trustee Gary Planty went on to explain that during his research he found we could change the percentage of what the employee pays to 14% without a large cost to the Village. This was considered. There will be an increase of the insurance buy out for the employees who do not use the Village insurance from \$2500.00 to \$2750.00 starting the first of the year. After some discuss it was decided that the budget could take the small increase and the Mayor felt this is something that we could do for the employees. There was concern with Obama Care as this is still not implemented fully. A motion was made by Trustee Bryan Woleben and second by Craig Miller to change the employee contribution for the health insurance to 14% and increase the buyout from \$2,500.00 to \$2,750.00. Vote was unanimous, motion carried.

The Mayor and Trustee J. Dale Abram attended the North Chautauqua County Water District and would like that have the Mayors signature on the contract. See the attached resolution.

Resolution 95-2015 was introduced

RESOLUTION 95-2015

APPROVAL FOR MAYOR'S SIGNATURE ON THE NORTH CHAUTAUQUA COUNTY WATER DISTRICT CONTRACT

WHEREAS the Village of Brocton Board of Trustees and Mayor have reviewed the contract for the North Chautauqua County Water District and,

WHEREAS after legal review and corrections have been made on the water contract,

THEREFORE BE IT RESOLVED that the Mayor is hereby authorized to sign the North Chautauqua County Water District contract to provide water to the Village of Brocton, and

NOW, THEREFORE BE IT RESOLVED that once the North Chautauqua County Water District supplies water to the Village of Brocton, the Village will cease the production of water and close the Water Filtration Plant.

Resolution introduced by Trustee J. Dale Abram, second by Trustee Gary Planty with vote as follows:

4 aye

0 nay

0 absent

Dated: November 10, 2015

Sonia Luszcak
Village Clerk/Treasurer

Trustee Bryan Woleben requested that the following three firefighter be added to the insurance rolls. A motion was made by Trustee Bryan Woleben and second by Trustee Craig Miller to add the following firefighters to the insurance rolls – John Fleunt, Tyler DeJoe, and Michael Grover. Vote was unanimous, motion carried.

A motion was made to adjourn the meeting at 8:03 pm by Trustee J. Dale Abram, second by Trustee Bryan Woleben. Vote was unanimous, motion carried.

Respectfully submitted by,

Sonia Luszcak
Village Clerk/Treasurer