

**KEY:**

**MB: Mayor Barrett; TC: Trustee Crary; TD: Trustee Donecker; TM: Trustee McComb; TR: Trustee Rudes; CO: Crystal O'Brien; SF: Stacey Farina**

All Participants: I pledge allegiance to the flag of the United States of America, and to the republic, for which it stands and under God, indivisible with Liberty and justice for all.

**MB:** So, I would ask, for the sake of the recording that if you're not speaking to put yourself on mute and then if you want to speak of course take it off. Alright, so we are conducting this meeting by zoom again since the pause New York is still in place through the middle of May. Let's start with a motion to accept the regular minutes from April 13th 2020, may I have a motion to accept?

**TR:** so moved, Letty

**MB:** Letty and 2<sup>nd</sup>

**TD:** Mark

**MB:** Alright. Any comments or questions? OK, all in favor say I

**All Trustees: Aye**

**MB:** Opposed, say nay, motion carries. At this point I'd like to open up for public comment as we have three people from the public. OK, hearing no public comment we will close public comment and thank you for coming today. We will go to the report of public works from Roger Blanchard and I believe Mark you're giving that report.

**TD:** Yes, I have that so that was distributed by Crystal to boxes and she also emailed it. Last 30 days started sweeping the roads, cleaning out roadside ditches, he swept the school and Firehouse, fixed damages to park I don't know what damage there was but he raked the beach parking lot, again they collected the garbage and recycles, cut and chipped brush along road, they posted the village roads and check the dirt sections Elm Lake Rd.

**MB:** Mark if I can interject, the damage that he referred to is from the trees that were taken down, so he repaired that and there was a small bubble in the ball field that was also repaired

**TD:** Plans to takedown the skating ring, finish sweeping the roads, clean out the ditches, sidewalks, reke the Cemetery, rake the point which I know they're out there working the other day. Work on Elm Lake Rd dirt sections, cut and chip brush and pull posted signs on the village roads once they get nice and dry. Next 60 days is, clean the roadside ditches and then it's the Cemetery, shoulder work on roads, work on 3rd sections of Elm Lake, repaint lines a clerk office and pavilion parking lot and of course garbage and recycles, cut branches and trees along roadsides, molt and weed eat and cleaned dishes. His CHIPS planned activity for the next six months, he wants to plan on which road should be paving this year the best thing to do that is to hall in item 4, stockpil culverts we want to make sure that they complete all their spending by May 1<sup>st</sup>. He's looking into the specs for the new pickup truck, I don't know why, I'll talk to him tomorrow maybe there's an issue and he's still waiting on that new truck. Oh, I think the other new pickup is the one that's going to be shared between wastewater. The following all the guidelines that the mayor and the state directed.

**MB:** As an aside for the pickup truck, the transmission had an issue with the Ranger so again going towards the fact that that truck is on its last legs another point that Roger will be looking into based on a FEMA discussion is to evaluate with Lenny Croote the damage or possible repairs required for the culvert on Elm Lake Rd that was washed out during the Halloween storm. So there is an HH study that was suggested to see if there is a need for a larger culvert

there although in my brief history of the last 15 years, I haven't known that to overflow, Karen you've been down the end of the road at least that long have you known it to overflow in any flood conditions?

**TM:** Where is that culvert again

**MB:** The one about halfway to your house on the paved portion of the road it's where the

**TM:** Over by letters Creek

**MB:** Yes, yes, by Rogers mom's house

**TM:** No I think that that storm was the only time I've seen it overflow

**MB:** OK so you're going to valuate the headwall

**TM:** Yeah that was extenuating circumstances to then

**MB:** Right yeah I mean there was just so much water

**TM:** exactly, exactly

**MB:** Right, OK so they're going to do that as part of the engineering report that was provided as a result of the safety check in emergency evaluation, but just to see if there's something we need to do there. OK, I will be

**TM:** While we're still on Rogers report can i make a comment, I'd like to compliment whoever did a great job on the welcome to speculator sign. They repainted the murals that are on there

**MB:** That would be Tree

**TM:** Yeah and he did a very good job

**MB:** Yes yeah no, I have to say that uh the DPW guys have done a really good job during this pause New York keeping the village running and clean and free of debris and sprucing up signs and things like that I think they've done a nice job.

**TM:** Very good

**MB:** Nice job I do have something that we should probably think about at present there are signs up for COVID-19 asking people not together you know keep this social distance, not encouraged crowds. I'm wondering if that's something that we should revisit going forward entering our summer season depending on what the guidelines are for our region to make those a little more firm then a piece of paper that's been film covered.

**TD:** He,m Cuomo has pushed it to May 15<sup>th</sup>

**MB:** Yeah

**TD:** So I don't know if we have to do anything now but I think it before that we have to determine if we're going to post more permanent signs up for the summer and I think it's just too early to tell.

**TM:** I do too

**MB:** So all right, so we'll get into that as we go into the COVID-19 update,

**TD:** Just thought four docks were put in the lakes on Saturday, people, a lot of people were up raking their lawns and cleaning up, people actually swimming in 47 degree water on Saturday at the public beach.

**MB:** That's great

**TD:** They were here

**MB:** Did they have their masks on? All right, so if that ends Rogers report, we are still waiting on the on the big truck that was ordered, of course with the covid shut down he's still not sure when that's going to come. And in speaking with Crystal what to do if we need to push that into the 2020-21 budget, I think Crystal if I remember correctly we can do that by resolution to allow

the amount of money that we had set aside to pay for that and of course would be reimbursed by chips but to push that into the 2020-21 budget.

**CO:** Yup

**TD:** I'll talk to Roger tomorrow and if I have to make a call to the dealer, I will, and see, it stop because of the GM strike that was the first issue right and they're not making a lot of cars so I can't understand why it's not here yet

**MB:** Right OK, so if there's no further comment on Rogers report then Crystal...

**CO:** OK, just a couple of quick updates. I took or attended the webinar for elections on the postponement on the elections do the COVID-19. There still is no date set for that they're really hoping to schedule that and they're kind of pushing for June 16<sup>th</sup>, so it doesn't interfere with the primaries but they don't have any confirmation or any date as of yet. Since all of our requirements were met up with our election and we were literally a day away there will be no change to our ballots, everything will stay the same and there cannot be any change 'cause we're past all the deadlines for those anyways. Right now, the postponement of the elections doesn't change the official year either since the terms were supposed to start in April the term will still end in April 2022. Additionally, the terms that were supposed to end are extended until elections are finalized. Because of the governor's executive order, it allows anyone to fill out and submit an absentee ballot application that's including anybody whether they are sick or not or just afraid to be sick, don't wanna risk going out in public in case they coming in contact with somebody. Those we will be accepting up until, pretty much because we can do them electronically up until the day before and then any that are requested to be mailed, there's still the Seven day limit on those and once we have a date I will put those dates up on the website and I'll update everybody on that as well. Even though we're allowed to accept absentee ballot applications we are not allowed to hand out any absentee ballots yet because we do not have a date. Once we have a date, we can start to hand those out and again anybody who gives us an absentee ballot application, once were able to distribute the ballots then we can contact them to either pick up or we can mail or whichever that they prefer. Of course, all legal notices still have to be resubmitted to the paper, reposted around the town and on the website. Let's see here... we do not have to make any new resolutions as far as the election inspectors or the election place or time or anything like that, once you make the resolution it's good for one year and since they came in and sign their oath of office, they're all fine we don't have to do anything for that which is great. The organization meeting, we can also have that since it's usually the beginning of April, as soon as everything is finalized with the elections, we can have that at the next regular scheduled meeting. Like I said last time, there is some really great guidance on NYCOM's website and that's [www.nycom.org/COVID-19](http://www.nycom.org/COVID-19). There are several documents for anything covid related. Jeanette did I answer your question?

**MB:** Most of it.

**CO:** What was the remainder that I didn't answer?

**MB:** The remainder is when would the new terms start? So usually you have the election the last week or so of March or week and a half before the end of March and the new term starts on the first Monday

**CO:** Right, the first Monday of April. Yes, so they are advising that we should, that terms can start right after everything is finalized. That is the guidance that they've had. We could do it in the organizational meeting you know then that would be the you know next regular scheduled

meeting. As of right now, I think with the 16<sup>th</sup>, if it is the 16<sup>th</sup>, we would have a meeting the following Monday. I think yeah possibly if I looked at the calendar right, would be the following Monday, so it could be as soon as that. I think there's a timeline, I think it's four days or something like that in order to request a recanvas and then there's a little timeline afterward but we should be able to. The next Monday should be OK.

**MB:** OK but we carry on with the organizational meeting as I think we've already missed

**CO:** No, since the organizational meeting happens usually you know in April and this is that yearly meeting to get everything organized then. What Rebecca said was that they are also extended until after elections since we have a March election date we could hold that right after everything is finalized.

**MB:** OK

**CO:** like a June election date would have it in July, but we don't have to wait that long, we can just have it right after everything is finalized.

**MB:** OK perfect

**CO:** Yeah, if there's no more questions I move on to my next little update. OK, just to follow up with the executive orders on the open meeting law. We have had our web developer create a page where we will, we made the recordings and transcripts of the recordings available. It is under the meetings tab and the page is labeled board audio and transcripts. I will have those available on there until, most likely until the uh pause on New York is over. That's really the extent of what we have to do with this and between Stacey and I, we've kind of come up with a little plan, she'll do the meeting minutes for a meeting and I'll do the transcription and then the next meeting I'll do the minutes and she'll do the transcription. So that we can kind of help each other out and get those materials finished in a timely manner. I'd like to have them up on the website by the Thursday or Friday, at least the recording in the transcription, by Thursday or Friday of after the meeting so that people can listen and or read. We will still send it to Dackland Radio for him to broadcast on Thursdays.

**MB:** You guys really have done a great job with that, I don't know if anybody has looked on the website for the transcripts, they've really done it in an incredible amount of time so thank you for that.

**CO:** Thanks. It took a little getting used to but it wasn't too bad

**MB:** Very good thank you

**CO:** And that is it for me

**MB:** OK any questions for Crystal and or Stacey?

**TM:** Good job.

**MB:** So at this point I notice that everyone had signed the financial report #8, so may I have a motion to accept financial report #8.

**TM:** So moved

**MB:** Good, Karen and a 2<sup>nd</sup>?

**TD:** Mark Donecker

**MB:** Any questions or comments? OK, all in favor of approving the financial report #8 say aye

**All Trustees:** Aye

**MB:** All oppose say no... Motion carries and then a motion to approve abstract 21, May have a motion for that?

**TR:** So moved Letty

**MB:** Letty and 2<sup>nd</sup>

**TD:** Mark

**MB:** Mark, alright any questions or comments for that? Alright, all in favor of approving abstract 21 say aye...

**All Trustees:** Aye

**MB:** All oppose? OK... Mark, you know you're on mute right?

**CO:** I was trying to unmute him but it won't let me...

**MB:** So Mark, if you do have something to say.... we can't even see your hand saying yes or no. you there?

**TC:** Yes

**MB:** Yes, now you're unmuted. So you're good with the financial report and the abstract 21?

**TC:** Yes

**MB:** Perfect, OK so there's a little bit, I'll try and keep it brief. An update for the COVID-19 and I know that this is an information download, so the first thing you've probably been hearing from Governor Cuomo is how to reopen New York, and of course our North Country region is important to us, so they're assigning folks to oversee that and last I checked he had not assigned someone to upstate New York, to the North Country region that includes the Adirondacks. But at present, as most of you should know, we have some of the best numbers in the state. With regards to few positive cases there are no current isolations or quarantines at this time. Of course we do have to balance that with a demographic perspective since Hamilton County was ranked number one for most vulnerable from a demographic perspective and that's talking about age, number of generations in your home, the number of People per home. Those sorts of demographics were ranked number one, but we are ranked number 28 in the state for medical risk factors, so in that regard that's a pretty good thing. So in speaking with Bill Farber this week the Hamilton County Board of Supervisors has been working with the Department of Health to look at the businesses, the different sectors, the municipal operations, as well as an eye toward coming up with something that's going to be regionally viable and something that the state will be in agreement with and most importantly something that is right for the County. So we are staying tuned for that. We continue to have meetings once a week with the Department of Health and basically it's update sharing what's going on with the schools. Second, the Department of Health, Erica Mahoney, issued our recommendations to 2nd homeowners and renters, it's pretty much the same as what was posted about a month ago, asking that people who are coming to the area self-isolate for 14 days, bring sufficient supplies so as not to require using public shops or stores and then suggest longer term rentals versus weekends or overnights. Again these are suggestions these are not impossible but so far it seems for the most part people have been fairly compliant with masks with staying away from the public areas, at least the folks that I've come in contact with or I've talked to or they've called, they've very good about that, I think a big concern and a lot of questions that I've gotten and I'm sure you have as well are what's going to happen with the camps. So obviously there are some day camps in the Adirondacks, but there are also the overnight camps and facilities such as Camp for the Woods, so I had a very nice conversation with Susie Lupert from New York State Camp Directors Association regarding this situation. Camps are licensed by the Department of Health, so at the present time the New York State Camp Directors Association, working with the American Camp Directors Association is waiting for guidance to be provided

by the New York State Department of Health which would then be adopted at the County level. In the interim, the American Camp Association is working, develop protocols and guidance for camps using independent camp and medical experts as well as in collaboration with the CDC childcare guidelines because a children's camps fall under childcare guidelines. She believes that at this point a decision at the state level should be about a week away, but no more than two weeks for a definitive understanding which I think will be good news. Once that comes down, camps will then decide for themselves how they should open and how to be compliant with the guidelines and if they can be compliant with guidelines. So at this time they are urging camps not to make any final decisions for the camp season until they hear from New York State Department of Health. Any...

**TR:** Jeanette will these guidelines to be apropos for our village beach?

**MB:** I think those are things that we should consider in applying for guidelines for our beach absolutely.

**TR:** OK

**MB:** Yeah, I would think that's that would be the case and also for use of our public space...

**TR:** The pathway

**MB:** Yeah, yeah. OK correct. So I look forward to seeing those and seeing how we can implement those appropriately. FEMA assistance. There is FEMA assistance available for emergency measures and impacts to the village as a result of COVID-19. Our actual effects from a village perspective haven't necessarily been felt that acutely at the present time we have spent extra money for website postings we've had to increase our budget a little bit there for the transcriptions and posting of the recordings. Our guys have been able to work at the DPW and wastewater treatment plant, Crystal and Stacey have been able to keep the office going so there have been no extra expenditures there, but if we move into summer and determine how bad the summer is going to be as far as guests and visitors, we will most likely see an impact on our revenue for our wastewater treatment with respect to usage and later on this week earliest next week Ed, Crystal, Roger and myself are going to sit down and see what those longer term impacts are and what our opportunities to mitigate those will be. And if anybody wants to participate in that conversation of course we'll bring that back at the next board meeting as well. NYCOM is leading efforts to determine whether we'll get federal funding at this time there's no local funding provided in the stimulus packages but there is some talk that there might be a fourth round of government aid that would be directed towards state and local aid regardless of the size of the community. So governor Cuomo has stated that without the appropriate infusion of federal aid to the state of New York there will be need there will need to be across the board cuts in all forms of local aid in an amount equal to or exceeding 20%. Now this is still remained pretty vague not sure how that's going to impact us directly. His budget was released with an updated financial plan that among other things projects a 16 to 20% drop in annual sales tax revenue and assumes 8.2 billion dollars in cuts to all State local aid programs which is huge, if there's no additional assistance. So will continue to monitor that situation with NYCOM. We're trying to get our name on petitions asking for aid and assistance because that would be a big hit to us. So we'll keep you posted. Just to go back to our former emergency, Halloween storm lest we forget, good news is we have completed our sub mission for FEMA. They are finalizing a few remaining items, so we got everything on in on time, I have been insured that we are in good shape there was a slight discrepancy in the way that wages in

fringe benefits were being calculated initially but that has since been corrected so the initial projected reimbursement amounts were a little higher than what they will actually be. These have been adjusted in the 2020-21 budget numbers. I think the overall bottom line is that we would still be taking less from the reserve fund... I always call it the wrong thing, the unappropriated fund balance. So we would still be taking less from the fund balance for this year to maintain our tax increase at 0, so that's the good news. Any questions about that? The fire tower, nothing new, with all the things that have been going on we did delay our application for the APA but that will be getting back in gear and as per our last conversation there will be presentation to the community from the fire tower experts and that should be August 20th on a Thursday 7:00 o'clock down at the pavilion, but we'll try and get information out on that. If anybody knows anyone who would like to head up fund raising for that initiative that would be great because that's certainly something we cannot do as village officials. Verizon small cells we are awaiting the final plans for the small cell tower from Verizon and they are still on board to finishing their buildout plans in the 2020 time frame so that would certainly be helpful. I was all set to say that the LED streetlight buyout was still on hold as it has been for the last four months, but today we did receive buyout numbers from National Grid. They had found an error in their calculations, as I'd mentioned before, and their new number that they've come back to us with is approximately \$4000 higher than it was before, so I'll be having a call with NYPA and ANCA to discussing impact of the overall project costs, the projected savings where they are in the process within our region, to determine if we can still take advantage of potential savings with the bulk purchases with other towns moving forward and they've had some learning since then. So Saranac Lake now has LEDS, Nancy Bernstein from ANCA said that they had some learnings that we can put into our cost estimates and project plans that I think would be very helpful so we'll discuss that in greater detail at our next board meeting and hopefully Jessica Waldorf will be able to join us and walk us through and hopefully will be able to make a decision whether we go forward or stay the way we are. Is there a board member who would like to join me on that call for the lights with Nancy Bernstein and Jessica Waldorf?

**TD:** Mark

**MB:** Thank you Mark. So we will add you in on that list. All right, moving to new business. Despite the article in the paper this past week and notices regarding the budget we have received no further input from the public, so at this time, Crystal there are no further adjustments other than the modifications for the FEMA reimbursement?

**CO:** Correct

**MB:** So at this time, I would like a motion to approve the 2020-2021 budget

**TC:** So moved

**MB:** ok Mark Crary, 2<sup>nd</sup>?

**TD:** Mark Donecker

**MB:** Ok, Mark Donecker, any questions or comments? Right all in favor of approving the budget say aye

**All Trustees:** Aye

**MB:** All opposed... OK, motion carriers and we have an approved budget. I did get an email this week and in a little bit of interchange with Ryan Marshall. There is a grant proposal available for the fire Department to apply for that would cover the costs are electronic sign. We did have some discussion as to where that would be placed, how it would be used, those sorts of details,

what were the zoning concerns. Ryan has met with Dave McComb or our zoning director and sees no zoning issues at this point. They are thinking about putting it above one of the garages in the new section so it would not be on the road. It would not necessarily be as distracting or flashing as the sign, let's say in Wells sometimes is, so he would like approval to write for the grant and then of course see what happens if they get approved or not. So any thoughts or feedback to him?

**TD:** that's no cost to the village?

**MB:** that would be no cost to the village so it would be a 90/10 split again and I think the amount of money that would have to be paid would be a few \$100 and the fire Department is confident that they would be able to match that out of their budget, their own funds.

**TD:** After a talk with Matt, they were supposed to limit their expenditures over the next year

**MB:** Correct

**TD:** So as long as the taxpayers don't have to spend any money I have no problem with it

**MB:** Correct

**TR:** What is the need that they feel they need that for?

**MB:** I think that they were saying that they would like to do it as more of a community service. So if there are announcements, if there are village elections, if there is concerts in the park, especially during our emergency time when people were looking for information on where to go for disaster relief or who to call or who to talk to, those are the sorts of things that they would be looking to post.

**TC:** Is this a duplication of services from the library sign?

**MB:** I think it would be more effective than the library sign because the electronic sign at the library is limited to the amount of text that can be displayed at any given time, so it would be more along the lines of the type of sign you would see at Charlie Johns.

**TC:** You said mount it on top of the new addition?

**MB:** Above the new addition. It would be on the new addition, above the garage, if they get the grant.

**TC:** How largest a sign would that be to be able to view it properly from the road

**MB:** Right I believe it would be approximately the same size as the one down in Wells.

**TC:** OK

**TR:** As long as they don't get carried away with neon signs

**MB:** Yeah, I know, I'm not a huge proponent of neon signs. I did ask what impact it would have on the neighborhood itself and the lemon tree is across from there, there is one resident if they're renting above the former lemon tree, I don't think there are other residences there and it wouldn't necessarily interfere with traffic.

**TC:** I believe the residents next to the lemon tree would have total view

**MB:** Is that towards the Lake?

**TC:** Next to King of the Frosties

**TD:** Shoomaker

**TC:** Barbara nephew

**MB:** Oh no it shouldn't oh Barbara nephew

**TR:** No, he probably won't even see it

**MB:** Yeah they shouldn't, no they shouldn't see it

**TM:** No



**MB:** This, so at this point I'd like to permission to apply for it at the end of the day if I some stroke of luck they get it we can always turn it down but I think at this point if they use it for community service sorts of advertisement and community events, I could see it as a good thing.

**TD:** I agree, yeah just you know for change their minds later on that's fine but they could go for the ground as far as I'm concerned

**MB:** Letty, Karen?

**TM:** Yeah I think I would make the motion that we approve them going for the grant

**MB:** Yeah I didn't think that we need a motion. I think it's just an agreement of the board

**TM:** OK

**MB:** We don't necessarily have a...

**TR:** As long as they understand that we have final say even if the grant is right is awarded

**MB:** Correct. Right, I would agree to that. Alright, so that's the electronic sign. Now we move to the most exciting portion of this evening which is the employee Handbook review and update in the hopes that it will be finished today but for the sake of our visitors who would be enthralled with that portion of the meeting, may I go onto the board round table and will circle back to the employee Handbook.

**TD:** I don't even know where we are in the employee Handbook.

**MB:** Oh, but I do

**TR:** is there a lot left?

**TD:** Can this be a part of a separate meeting and during the week

**MB:** Well then we have to put a notice in the paper and we have to put appropriate notices up

**TR:** Is there a lot left Jeannette?

**MB:** Personally, I don't think so

**TR:** We've all seen what's there and I feel if any of us have any objections or concerns or whatever they could voice them but I don't see any reason why we should drag this out. Why don't we just accept what's there?

**MB:** So for the for the sake of transparency, I'm just going to literally highlight those sections that were adjusted or modified or changed 'cause most of it stays the same. So let's circle back with that and then if needed Mark to your point we'll take it outside and nail that.

**TD:** Yeah I just need to see it again from all the changes that were made and yeah oh absolutely absolutely yeah.. OK um as far as the board roundtable, I had a very interesting a telephone call from a fellow out in Utica who organizes a Speculator fly in. This year they're scheduling it for May 29<sup>th</sup>, 30<sup>th</sup> and 31<sup>st</sup> and the organizer was wondering what our position was for the fly in. So in my in my opinion, I don't think that this would be a problem, I think that the folks who come out to see them are not overwhelming in number, I think that with the current guidance to wear masks and be socially distant as appropriate you, the six feet I think is very easily implemented, there's no, I don't see a downside to it personally, and that's after the pause New York has been lifted. Any thoughts with that? I just wanted to fly by you before I I respond in the affirmative or negative with him.

**TM:** I think it's great that they want to come back

**TR:** Right

**MB:** This will be their 48th year

**TM:** Yeah positive

**MB:** Great, great. Yeah I was excited about that myself.

**TC:** Is the chamber taking the lead on this in terms of rooms, meals, transportation, anything like that

**MB:** I have not heard from the chamber in that regard. I will make a note of it though.

**TR:** I don't think it's as large Mark as the Piseco fly in

**TC:** Oh no way

**TR:** Most, well most of 'em are pontoon airplanes anyway, so, and there never over abundance of them

**TD:** It used to be as you remember Letty, it was from you know the beach all the way down through Camp of the Woods

**TR:** Oh yeah, TWIGS used to sell food at the Camp of the Woods so I do realize how big it used to be.

**MB:** Wow, it would be nice to see that come back

**TR:** Yeah it would

**MB:** Those are very cool planes

**TM:** Yeah

**MB:** Number two is northern borders, a regional grant NBRC, we are exploring opportunities to see if we can get additional grant monies for the wastewater treatment plant and those ongoing projects so once that becomes finalized we're working with Brendon and Ed to determine the scope of that project. As you know with the SPEDES permit some of the testing will have to be improved and there will be some modifications to the plant accordingly, so we're going to see if we can do that. We should also have a meeting with DEC in the next couple weeks regarding bike paths and to see what we can do to open up a bike paths and restore them as well as apply for some grants that would cover the cost of maintenance and improvement. There are a good group of volunteers who are excited about doing that and that gives me encouragement and excitement to see that happen and hopefully draw visitors in the future for that multi use trail in addition to bike paths. So and thank you Crystal for the role and the interest that you have played in that as well. And then finally there was a comment about the insurance regarding, about the moose Creek holding notice of claim, so today we did it was today right Stacy

**SF:** The check came today

**MB:** So we received a reimbursement for funds expended to date for that they are continuing to work with us and determine what their stance would be going forward. So we'll keep that available and I think that's it for round table on my end. Does anyone else have anything that they'd like to raise? No?

**TM:** no things are good

**MB:** All right, so at this point what I was going to do is I was going to go to the Handbook which is 8.5 medical insurance, that's where we left off Mark.

**TD:** I don't have any of that stuff anymore

**TM:** I don't either

**MB:** Well I am going to share with you because we have that capability, and I really would love to have that capability going forward in the office

**TR:** Can you tell me what page we are on, my pages won't agree with yours anyway.

**MB:** Now don't be scared don't be sorry so 8.5, can you see my screen? So this has been modified a little and everybody can read that OK? All right so all of this information in red was

actually reorganized for clarity there were some clarifications of what part time is, employees work less than 40 hours a week, so those definitions pulling from other sections that were appropriate for medical insurance, those have been added here. We have updated dependent children based on the resolution for health insurance and limiting that to dependent children up to age 26. The rest is formatting. The next section is coverage, the only change here is that coverage has been changed to begin immediately upon hiring provided that all eligibility requirements of the insurance plan are met, in past I think there was a requirement to wait for a month. So again this is just corrections, formatting, you know nice to have. This is medical insurance buyouts so through December 31<sup>st</sup>, an employee who is eligible for medical insurance buyout will receive an amount equal to 20% of the individual premium and then beginning January 1st the buyout shall be \$70.00 each pay period, so 26 pay periods for each calendar year and that covers the buyout amount. And then there's a method in form of payment, so before it was a large amount of one some and here it's being dispersed over each pay period. OK, in the medical insurance for retirees, in the past there has been a requirement, well it is always been in our insurance but never in the Handbook, that insurance for retirees actually requires the retirees to reside at least more than six months in Hamilton County. So it's not something that you could take anywhere, however there is the possibility of providing coverage that a retiree can take with them and we can apply a premium or that that amount of extra that would allow them to take it anywhere in the United States. So that's what this section does under medical insurance 8.7. So in speaking with the folks who are coming up for retirement they're not planning on sticking around for a long time, so you know they were very much in favor of this and I think that that's an appropriate thing to do. And then 30 days to determine whether retirees will stick with our plan or not. And then premiums all premiums due to the village are required to be received by the clerk by the end of the month preceding the coverage, so paying in advance. On any premiums or portions that are more than 30 days past due would result in cancellation but of course they would be notified and reminded and given every opportunity to pay but once it's terminated then it would be terminated. And then any employee who retires from the village and is determine it anytime they owe any financial obligation, the retired employee would pay 100% of his or her village portion until that financial obligation has been paid, so I think those situations are rare but if they are surfacing at least there's an opportunity for the village to recoup any monies owed. What that does. Workers compensation, the summary was deleted because it's pretty self explanatory. As we go through um compliance for policy's nothing has really changed, maybe a little formatting here or there, with sexual harassment under the prohibited conduct this was found elsewhere in the document but now it's just very explicit as far as what that prohibited conduct include, so there's nothing really added and it is in line with our sexual harassment policy. Alright and then supervisor responsibilities stays the same. A prohibited conduct for violence in the workplace, this was modified to say provoking a fight or fighting is prohibited at all times while conducting village business and or on village property and that was basically a rewrite of what had been there before for clarity, so nothing really added. A controlled substance in alcohol testing, this was under 9.7, controlled substance and testing covered employees, this was clarified to include all drivers and operators of village vehicles so anyone who requires a commercial license and would operate a municipal motor vehicle is subject to that. Smoking safety, nothing's changed their. Hazard everything's fine. Communication procedures, just a word it

actually had said the town change it to the village. Dispute resolution nothing's really changed just a little bit of clarity for some extra words that were removed like that or this. And then note to board reviewers were in the process of collecting and compiling all related policy forms referred to in the employee Handbook and we're done.

**TR:** Very good

**TM:** That wasn't...

**MB:** Was it painful

**TM:** There was less than I thought.

**TD:** Mayor, wasn't there supposed to be 1 addition? That was added by, and I forgot what it was...

**MB:** Comp time?

**TD:** I had sent an email couple months ago..

**MB:** Yeah we had addressed that Mark.

**TD:** Oh you did?

**MB:** Yeah, yeah. We've already gone through that part

**CO:** I was gonna say I think we went through everything else

**MB:** Yeah, yeah. All the extra additions. So at this point what I would suggest is, I'll make a cleaned up copy, send it out to you and please read it through and we will try and have that approved at the next board meeting.

**TM:** Can we pick up that copy at the village hall

**MB:** Of course just give me give me a couple days to get all that stuff in

**TM:** Right,

**MB:** Alright good. Alright so stop that share, good, alright, if there's nothing further, Letty...

**TR:** Yes I make a motion we adjourn.

**MB:** All right well thank you

**TM:** She had to beat me.

**MB:** Well I did give her a head start so, alright well be safe out there...

**CO:** Jeannette,

**MB:** Yes

**CO:** You didn't finish your motion

**TR:** yeah you gotta have a second

**MB:** Now I have heard that you don't need a second or in all in favor to adjourn, right, but for finality, who would like to 2nd that

**TM:** I would like to 2<sup>nd</sup>

**MB:** Karen, would like to 2nd all in favor

**All Trustees:** Aye

**MB:** All opposed? Alright meeting is adjourned. Thank you very much. Goodnight, Bobbi Lynn and Rebecca and Cindy

**CO:** have a good night

**Participants:** Thanks.