

Minutes

Village Board of Trustees

March 9, 2016

A **Special Meeting** of the Village of Horseheads Board of Trustees was held on the above date at 4:00 p.m.

Present were:

Village Board and Staff

Mayor Louise McIntosh
Trustee Mike Skroskznik
Trustee Brad Lytle
Trustee Pat Gross
Trustee Bill Goodwin

Manager's Asst. Rachel Baer
Village Attorney John Groff
Clerk-Treasurer Sharron Cunningham

Others Present

Wayne Brubaker, Gardner Rd.

Resolution by Trustee Lytle, seconded by Trustee Goodwin

WHEREAS, the Village of Horseheads Police Department staffing levels have been adversely effected by a number of factors including personal injuries to officers, and

WHEREAS, Chief Tom Stickler has explored the merit and benefit of utilization of part time police officers to meet various staffing needs, and

WHEREAS, the Village police department has not, in recent times, had a policy or procedure regarding employment and utilization of part time police officers including wages, benefits, and terms and conditions of employment, etc., and

WHEREAS, pursuant to a Collective Bargaining Agreement, part-time police officers are represented by the Horseheads Police Benevolent Association, Inc. (PBA), and

WHEREAS, Chief Stickler has prepared and presented a proposed Memorandum of Agreement to the PBA which provides for a temporary employment of part-time police officers on an experimental basis, and further provides terms, conditions, and benefits of employment; provides for an hourly wage of \$19.00 and limits employment to not more than 20 hours per week among other things, which MOA has been agreed to in principal by the PBA, and

WHEREAS, Chief Stickler has informed this Board relative to 2015-2016 budgetary changes which would be necessary to fund this temporary program.

NOW THEREFORE BE IT RESOLVED by the Village of Horseheads Board of Trustees as follows:

1. Chief Stickler is authorized to implement a program for the hiring and deployment of part time police officers within the Village of Horseheads Police Department as outlined in the proposed MOA to be implemented at his discretion and to expire on July 1, 2016. Such hiring shall be in accordance with and pursuant to the powers and duties of Acting Village Manager Louise McIntosh.
2. Acting Village Manager Louise McIntosh is authorized to enter into an MOA regarding this program, at her discretion, as outlined in the above-noted MOA.
3. Clerk-Treasurer Sharron Cunningham is authorized to establish any and all necessary budget accounts and lines and to make the following budgetary transfers:

| AMOUNT | FROM | TO |
|---------|-----------------------|------------------------------|
| \$4,000 | 3120.116 Police Chief | 3120.124 Police Officers, PT |
| \$2,000 | 3189.498 K9 Program | 3120.124 Police Officers, PT |

Trustee Gross asked why it expires July 1, and what are the benefits.

Atty. Groff - there is no policy, therefore no conditions of employment, so if you get them we establish that there are no benefits - no sick, no vacation, no bereavement, retirement, etc. Strictly an hourly wage. If you look at the PBA agmt, one benefit is uniform allowance. In this MOA it says there is no annual uniform allowance. If they are hired they will be provided a uniform but no annual allowance. The idea of the MOA is it is experimental and temporary. The elements cannot be incorporated into the PBA agmt because its freestanding. If you want to continue the program you want to be able to start from scratch.

Trustee Gross - this goes until July 1, and if no other injured officers return, will we have to continue this.

Atty. Groff -yes

Trustee Lytle - if there are no benefits, why does it list it.

John - has to be inclusive of wages, terms and conditions - per collective bargaining agreement - only for that purpose.

Trustee Gross - but your saying there are no benefits per the MOA.

Atty. Groff - that is correct.

Chief Stickler distributed copies of the proposed MOA.

Atty. Groff - MOA was drafted by Chief Stickler who provided it in draft form to PBA, and to me. I gave him comments back. Final document represents what Chief Stickler and the PBA discussed.

Trustee Goodwin - by hiring Part Time officers there will be no OT for full time officers?

Chief Stickler - it will be greatly reduced.

Trustee Goodwin - are our full time officers ok with this?

Chief Stickler - yes.

Trustee Gross - at the end of July can we have a copy of the costs of the PT officers and any overtime that is being given to full time officers.

Mayor McIntosh - yes.

Trustee Skroskznik- I'm going to abstain from all conversation and the vote.

Roll Call Vote:

| | |
|--------------------|---------|
| Mayor McIntosh | Aye |
| Trustee Skroskznik | Abstain |
| Trustee Lytle | Aye |
| Trustee Gross | Aye |
| Trustee Goodwin | Aye |

Meeting adjourned at 4:08 p.m.

/rmb