

LEGAL AND HUMAN RESOURCES COMMITTEE

NOVEMBER 5, 2018

MINUTES

CALL TO ORDER

The meeting was called to order by Committee Chairman Stagno at 3:38 p.m.

ROLL CALL

Members present: Chairman Stagno, Trustee Kerman

Members absent:

Others present: President McCombie, Trustee Abbate, Trustee Guranovich,

Staff present: Treasurer Bodie and Administrator Palmer

APPROVAL OF MINUTES

Motion was made by Trustee Kerman to approve both the Minutes and Executive Session Minutes of the October 1, 2018 Legal and Human Resource Committee Meeting. Seconded by Chairman Stagno. On a voice vote the motion passed.

PUBLIC COMMENT

No public comments were made.

AGENDA ITEMS

Personnel Policy Changes

Treasurer Bodie presented several proposed changes to the Personnel Policy, largely due to the recent passage of the Union Contract for the Police Department Union members. Bodie explained that some adjustments to the Personnel Manual were in order since some of the provisions of the contract should be passed along to the other members of the Police Department specifically Sergeants. Bodie reviewed the proposed changes to the Compensatory Time policy that will provide for paying down comp time banks. Comp time will be paid out in excess of 40 hours under the proposed change. Under sick leave, a statement that was incorporated into the contract, will be added to the manual stating that sick leave abuse is a serious offense and discipline would be imposed up to and including termination. Chairman Stagno requested the change be made in the statement, changing 'may' to 'is' in relation to the phrase – "...sick leave benefit, is cause for disciplinary action...". Under vacations, an additional week of vacation was added based on the top bracket of longevity. Holidays would be paid out unless requested otherwise, this too was a provision in the contract. Having no further discussion, Trustee Kerman made a motion to recommend the five resolutions making changes to the Village's Personnel Policy, to the Village Board for consideration. Chairman Stagno seconded the motion and on a voice vote the motion was approved.

OLD BUSINESS

No old business was discussed.

NEW BUSINESS

No new business was discussed.

ADJOURNMENT - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 4:07 PM.

Respectfully submitted by

A handwritten signature in black ink, appearing to read "Bob Palmer", written over a horizontal line.

Bob Palmer, Administrator

November 5, 2018