

Village of Webster
Village Workshop Meeting
November 3, 2015

Webster Community Meeting Hall
29 South Avenue
Webster, NY 14580

Present: Mayor Cahill, Trustee Balcaen, Trustee Ippolito Jr., Trustee Byerts, Trustee Lancy, and Attorney Don White

Village Board Business

A discussion regarding compensation of exempt employees who work over the normal 40 hours a week took place. The Board referred to a policy that was in place when the Clerk and Treasurer were hired and now the policy is gone. The policy could have given an additional week vacation according to the wording which was changed to the word “will” in 2012 and changed to “may” in April of 2014 and then the policy was deleted from the policy manual in 2015.

Don White, Attorney said the policy was discretionary with the Village Board and not fair to the employee and that is why it was eliminated. He suggested adjusting salaries in the next budget which would be the way to go. Attorney White said it is possible to give the one week vacation back for just this one time and then eliminate it.

Mayor Cahill agreed with Don White and said we will reinstate the policy for exempt employees meaning the Village Clerk and Treasurer for this one time only or for this budget year only and then it is done. The Board of Trustees will vote on this item at the next Board meeting because it has been established that the Board would not vote at workshops unless it is absolutely necessary.

The Board also had a discussion related to sick time, personal time and vacation time for exempt employees. Trustee Ippolito said if a salaried employee calls in sick but says he is going to work from home then the employee is working from home and he is not using a sick day. He continued and said but if the employee calls in sick and is not going to work at home then that is considered a sick day and then he would come in at a later time and make up the work. A sick day is used when there is no work done for the company. When you are on salary it is give and take. Mayor Cahill said he doesn't believe any exempt employee is abusing or has abused the salary structure with respect to hours and if anything they are working more hours for what their pay is. He said if an exempt employee is going to be sick or stay at home then according to the policy they should email the Board members that they are sick and that way it is on record.

The next discussion was regarding the Cricket cell tower termination agreement. Jake Swingly said he received a price from another company to eliminate the antennas on the tower and it would cost about ten thousand dollars. Jake said he would reach out to Cricket and hopefully have enough information to make a determination for the next Board meeting.

Mayor Cahill said there is not enough room to erect a cell tower next to the south tank and the AT&T representative agreed. He said they discussed possibly to the north of the north tower where the open land is and that area can be used to erect a tower. The AT&T representative said it is possible to have the carriers front the bill for the new tower for so many years and they would keep the revenue. Mayor Cahill asked if any of the Board members would like to assist him in trying to get the cell companies together and ask if they would help with building a cell tower in the Village. Trustee Byerts and Trustee Balcaen said they would help with the project.

The Board then discussed the STP engineering study. Mayor Cahill said he would like to continue and have a further engineering study done in order to know the approximate amount of money which would be needed to invest in the sewage treatment plant in order to keep it running for the next 20 years. Mayor Cahill said he contacted Steve Metzger from Labella Engineering and asked how much it would cost to have another more comprehensive study done based upon the study they have already completed. Mr. Metzger said he would contact the Mayor because he needed time to confer with the other engineers that worked on the project and find out some answers on what the cost would be and what would be involved. Mayor Cahill said when he receives the information he will let everyone know.

Mayor Cahill then discussed Policy 2-5 Open to the Floor Section at Village Board meetings. He said we have discussed this before and everyone heard what Supervisor Nesbitt said about our public section of the meetings which have become a side show and obnoxious. Mayor Cahill said he agrees with the Supervisor and would like the public section to be moved from the beginning of the meeting to the end of the meeting.

Trustee Ippolito said he would not want someone to wait two and a half hours until the end of the meeting to voice their concerns about something.

Trustee Balcaen also agreed.

Trustee Byerts said Fairport meetings begin at 7:00 p.m. with public comment and then the televised meeting begins at 7:30 p.m. He also said during the Americas Best Communities competition he feels people are watching and the meetings do look degrading. He said he would like the public section to stay where it is and people need to be constructive with criticism.

Don White, Attorney said maybe as long as the competition is going on then the public comments should not be televised for awhile and it should be moved to 7:00 p.m. until the competition is over.

Jake Swingly said everyone should be courteous and respectful during the public comments section.

Mayor Cahill said the tone and delivery has to change at the next Board meeting or we will have to change the public comments section to 7:00 p.m. without cameras.

A discussion on Policy 8-12 Conferences ensued and it was decided that the policy should be updated and looked at in a future agenda along with the policy related to tuition reimbursement and social security.

Adjournment

Motion Trustee Balcaen and Seconded by Trustee Lancy to adjourn the meeting at 8:54 p.m., all were in favor and carried.

Josette Amalfi, Village Clerk

John J. Cahill, Mayor