

MINUTES
REGULAR MEETING & PUBLIC HEARING
THE GORHAM TOWN BOARD
March 11, 2020 7:00pm

The Gorham Town Board held a Regular Meeting & Public Hearing on March 11, 2020 at 7:00 pm at the Gorham Town Hall. Present were; Town Supervisor Fred Lightfoote, Councilmembers; William Glitch, Brian S. Case, Richard Malcolm and Jake Chard. Water/Wastewater Chief Operator Greg Coston, Highway Superintendent Zack Eddinger, Assessor Enza Mineo, Water/Sewer Billing Clerk Brenda Jones and Town Clerk Darby Perrotte. Building/Zoning Officer Jim Morse was necessarily absent.

1. Call to Order/Pledge to the Flag
2. Privilege of the Floor –

Councilmember Richard Malcolm said “I want to thank everyone for your patience, for waiting for me to show up again. I appreciate it. I’m doing the best I can. I hope to get better every day, thank you all.”

Councilmember Malcolm has been absent due to a fall at his home last September. The Board and staff are so glad to have him back, as Supervisor Lightfoote put it “All the kids are home!” Welcome back Rick!

3. Public Hearing regarding the Cable Franchise Agreement

Supervisor Lightfoote opened the Public Hearing. Town Clerk Perrotte read the legal notice as it appeared in the official newspaper of the Town. With no comment from the public Supervisor Lightfoote closed the Public Hearing.

4. Approval of Minutes – 02/12/2020 Regular & Public Hearing Meeting Minutes

On the motion by Supervisor Lightfoote, seconded by Councilmember Case, the meeting minutes from 2/12/2020 were approved as submitted. Motion carried unanimously. (5-0)

025-2020

5. Audit of Bills -

Abstract #3

A	121-183	\$29,032.87
B	121-183	3,172.89
SL	174-177	661.09

DB	114-197	168,973.93
SS	113-200	13,796.42
SW1	113-201	29,769.86
T/A	1,2	275.00

On the motion by Councilmember Glitch, seconded by Councilmember Chard the bills were approved for payment. Motion carried unanimously. (5-0)

026-2020

6. Reports of Town Officials -

- A. Chief Operator Water/Wastewater Plants – written report on file.
- B. Highway Superintendent – written report on file.
- C. Zoning/Building Officer – written report on file.
- D. Assessor – no report on file.
- E. Town Clerk – written report on file.
- F. Town Supervisor – written report on file.

On the motion by Councilmember Chard, seconded by Councilmember Glitch, the reports of Town Officials were approved as submitted. Motion carried unanimously. (5-0)

027-2020

7. Business:

- a. Court Audit –Justice Administration

Supervisor Lightfoote offered the following Resolution and called for its Adoption. Seconded by Councilmember Chard the resolution was adopted unanimously. (5-0)

028-2020

**TOWN OF GORHAM
RESOLUTION #12-2020**

WHEREAS the Town Board of the Town of Gorham met on March 11, 2020

WHEREAS the Town Supervisor made available the Judges balance sheets and checkbooks for the year 2019

RESOLVE that the Town Board did examine these items to the best of their ability,

RESOLVE that a copy of this resolution be sent to NYS Office of Court Administration, Joan Casazza, Internal Control Liaison, NYS Office of Court Administration, 2500 Pond View, Suite LL01, Castle-on-Hudson, NY 12033

NO THEREFORE BI IT RESOLVED that the Town Clerk be and she hereby is directed to enter said resolution in the minutes book of the Town of Gorham

I, Darby L. Perrotte, Town Clerk of the Town of Gorham do hereby certify that the aforementioned resolution was adopted by the Town Board of the Town of Gorham on March 11, 2020 by the following vote:

	<u>Aye</u>	<u>Nay</u>
Frederick Lightfoote	X_____	_____
William Glitch	X_____	_____
Brian S. Case	X_____	_____
Richard Malcolm	X_____	_____
Jake Chard	X_____	_____

b. Employee Longevity – Updated Employee Longevity Program

Supervisor Lightfoote said “When we set this up way back when, over ten years ago, there was no vote that we could find on it. We are bringing it forward now so we can make it official but if anyone wants to make changes or additions to it, now would be the time to do it. I spoke with Greg and Zack about it. So, please be candid about it, do you feel the need that this should be changed?”

2020 Longevity Tiers

5 years	\$.25/hour
10 years	\$.25/hour
15 years	\$.50/hour
25 years	\$.50/hour

The Board held a discussion regarding the increase at each tier. They discussed the jump from fifteen years to twenty five years.

Councilmember Glitch said "Just thinking logically, you should be here five years. Do we really need the quarter at five years? Maybe make the quarter at twenty years? Five years on a job is not that long. The guys are making pretty good money by five years because we rarely start people at the bottom. We usually start them eighty five, ninety to ninety five percent. If we are going to make a change I would get rid of the quarter at five and give the quarter at twenty. At twenty you've done something more than a lot of people, most people don't stay anywhere for twenty years."

Chief Operator Coston said "It seems like twenty years is a good place. I think there's a skip there for a lot of us. We won't see the increase at twenty five years because there's a lot of us that will be retired before twenty five."

Highway Superintendent Eddinger said "What I have a hard part with this is, you're giving guys twenty five cents at five years. It's supposed to take five years to get to full pay but we're rewarding guys that they're working two or three years, we're putting them at one hundred percent and then at five years we're saying well, welcome to five years. I had to work five years to get to one hundred percent. I'm not saying that's right, wrong, different. I'm saying we're rewarding guys at five years, they should be here five years. I don't agree with our pay scale to begin with, one bit. I don't see where anybody else is worth anybody else. When it comes down to licenses or anything and I've fought this and I've been very much tried, true on this. There's no reason why somebody else...I've got guys that have been working up there twenty years and there's other guys that have been working five years that are getting more money than them and there's no difference what they do, than anything else."

Supervisor Lightfoote said "Well that's a discussion that we've had, and the Board didn't agree with that, with that point. That's a discussion we can have again when it comes time for salaries but, right now we're looking at longevity though, just at the longevity."

Highway Superintendent Eddinger said "I have no problem with longevity."

Supervisor Lightfoote said "Salaried employees don't get longevity pay, so to speak, but what you get, just like anyone else that's getting salary, whether it be here or wherever, you can have a cost of living increase. It's just that you guys don't work an hourly schedule. This is based on hours. So there's no good way to look at it, that's why we have to look at a simple raise instead of this for a salaried employee. Can I suggest this, we've been paying this for years and years and I'd like to make it official. Can we pass it, as is, right now? If there are concerns I'll get it fleshed out to a greater degree than what we have it right now, we can discuss this again whether it be next month or whatever to try and make sure everyone is understanding and supportive of it or at least try to make it that way. Does that make sense for everyone? I'd just as soon not make changes this month, all we've had is the last fifteen minutes where we've been discussing it here."

Supervisor Lightfoote asked for a motion to adopt the longevity program, as is, then discuss and make changes at a later date.

On the motion by Councilmember Glitch, seconded by Councilmember Chard, to approve the longevity proposal, as is, with the option to discuss and make changes at a later date. Motion carried unanimously. (5-0)

029-2020

8. Executive Session –

On the motion by Supervisor Lightfoote, seconded by Councilmember Glitch, the Board entered into executive session at 7:48 pm to discuss matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person.

On the motion by Councilmember Glitch, seconded by Councilmember Case, the Board returned to regular session at 8:25pm. No action was taken in executive session. Both motions carried unanimously. (5-0)

030-2020

9. Set Next Meeting Date – Regular Meeting April 8, 2020, Meeting will be held at the Gorham Town Hall at 7:00pm.

10. Privilege of the Floor – Supervisor Lightfoote said “The County has tried to keep up with what has been recommended by the State when it comes to the whole Coronavirus thing. First and foremost there is a lot of panic associated with it. According to this now NY State has the highest number of people who have this right now. The County Health Department is keeping a very close eye on it. They are ready to, if indeed we wind up with a lot of people that are contracting it, they will move forward with a higher level of recommendation as to what we should or shouldn’t be doing as far as events where there’s going to be a lot of people, for instance, should they be canceled. We have to be vigilant and make sure we are properly addressing the situation. The State is recommending that the County provide ongoing outreach to the general public including translation of public health materials in working with healthcare facilities to facilitate additional coordination and education. Finding and monitoring patients that are under investigation of being exposed to this. Coordinating isolation and quarantine related activities including; transportation, lodging and wrap around services like; connecting residents to behavioral health support counseling and necessities like food and toiletries and purchasing personal protective equipment n95 masks, face shields and testing provided by third party vendors. County leader’s top concern is the safety and wellbeing of our communities and they are urging residents to remain calm, mindful and patient to the needs of one another.”

11. Adjournment - with no further business, on the motion by Supervisor Lightfoote, seconded by Councilmember Glitch, the meeting was adjourned at 8:30pm. Motion carried unanimously. (5-0)

031-2020

Respectfully Submitted,

Darby L. Perrotte
Town Clerk

