

**Year End Meeting of the Ithaca Town Board
Friday, December 28, 2018
11:30 a.m.**

Agenda

- 1. Call to order**
- 2. Discuss and consider extension of benefits**
- 3. Discuss and consider approval of changes to the personnel policy**
- 4. Consent**
 - a. Town of Ithaca Abstract**
 - b. Approval of Town Board Minutes**
- 5. Discuss Long Term Facilities Planning**
- 6. Executive session to discuss the possible acquisition of real property where public disclosure could affect the price**
- 7. Adjournment**

Year End Meeting of the Ithaca Town Board
Friday, December 28, 2018
11:30 a.m.

Minutes

Board Members Present: Bill Goodman, Supervisor; Pamela Bleiwas, Deputy Town Supervisor; Pat Leary, Tee-Ann Hunter, Eric Levine, and Rod Howe Absent: Rich DePaolo

Staff Present: Bruce Bates, Director of Code Enforcement; Judy Drake, Director of Human Resources; Paulette Rosa, Town Clerk; and Jim Weber, Highway Superintendent

1. Call to order – 11:34 a.m.

2. Discuss and consider extension of benefits

Mr. Goodman and Ms. Drake explained that this and the next are to match non-collective bargaining with collective bargaining employees.

TB Resolution 2018-164: Approval to Extend to Non-Collective Bargaining Employees Policies from the Teamsters Collective Bargaining Agreement

Whereas, the Town approved the collective bargaining agreement with the Teamster's unit on December 10, 2018 for the period of 2019-2022; and

Whereas, the Personnel and Organization Committee discussed the differences between the collective bargaining agreement and current policy for some benefits that affect the non-collective bargaining employees, and concluded that it would be advisable to extend the following Teamster's agreement policies to the certain non-collective bargaining employees:

- cell phone reimbursement at \$40 per month,
- annual uniform allowance of \$420, and 5 Town shirts and 1 Town sweatshirt per year,
- safety toed shoes reimbursement at \$175 per year,
- safety glasses purchase at \$135 biannually.

now, therefore, be it

Resolved, that the Town Board of the Town of Ithaca does hereby approve extending the above Teamster's agreement policies to certain non-collective bargaining employees, as described in the Personnel Manual, effective January 1, 2019;

Moved: Pamela Bleiwas

Seconded: Pat Leary

Vote: Ayes – Bleiwas, Leary, Levine, Howe, Goodman and Hunter

3. Discuss and consider approval of changes to the personnel policy

TB Resolution 2018-165: Approval of Revised Personnel Policies

Whereas, the Town approved the collective bargaining agreement with the Teamster's unit on December 10, 2018 for the period of 2019-2022; and

Whereas, the Personnel and Organization Committee discussed the differences between the collective bargaining agreement and current personnel policies, and concluded that it would be advisable to revise the Personnel Policies to match the Teamster's agreement:

- Sick Time Policy –increasing maximum accrual to 175 days,
- Personal Time Policy – increasing allotment to 4 days per year,
- Bereavement Leave Policy – added 5 day leave level
- Longevity Policy – increased step values

Whereas, the Personnel and Organization Committee discussed the revised Additional Time Policy for Exempt Employees that the Southern Cayuga Lake Intermunicipal Water Commission approved on December 6, 2018 and recommends the same revision for the Town's Exempt employees;

now, therefore, be it

Resolved, that the Town Board of the Town of Ithaca does hereby approve of the following revised Personnel Policies, effective January 1, 2019:

- Sick Time Policy –increasing maximum accrual to 175 days,
- Personal Time Policy – increasing allotment to 4 days per year,
- Bereavement Leave Policy – added 5 day leave level
- Longevity Policy – increased step values
- Additional Time Policy for Exempt Employees- allowing a maximum of 40 hours to roll into following year.

Moved: Pamela Bleiwas

Seconded: Rod Howe

Vote: Ayes – Bleiwas, Howe, Leary, Levine, Goodman and Hunter

4. Consent Agenda

TB Resolution 2018-166: Adopt Consent Agenda

Resolved that the Town Board of the Town of Ithaca hereby approves and/or adopts the following Consent Agenda items:

- a. Approval of Town Board Minutes
- b. Town of Ithaca Abstract

Trust and Agency	5,778.87
TOTAL	916,579.41

5. Discuss Long Term Facilities Planning

Mr. Goodman introduced the topic saying this occurred to him when the City started going through their assessment process for future facilities planning after the fire station issue and the ongoing space crunch and they asked if we would be interested in selling the parking lot. That made him think about our own long-term planning if the town and staff continue to grow.

He added that we have had requests about using space in our basement and the Consortium which will be using space downstairs for offices for the next few years as well as the County asking if we can store the voting machines. There are issues down there, but it could be evaluated and see if it is worthwhile.

Mr. Goodman stated that his intention would be to establish a committee in January with Board members and staff and he asked people to think about it.

6. Executive session to discuss the possible acquisition of real property where public disclosure could affect the price

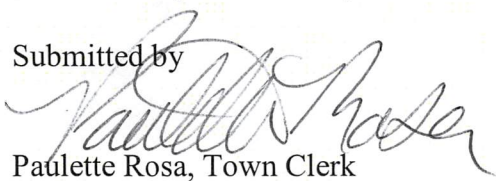
Motion made by Mr. DePaolo, seconded by Mr. Levine, unanimous - 11:52 p.m.

Motion to reenter open session made by Mr. Goodman, seconded by Ms. Hunter, unanimous - 12:27 p.m.

7. Adjournment 12:28 p.m.

Motion to adjourn made by Mr. Levine, seconded by Ms. Leary, unanimous. 12:28 p.m.

Submitted by


Paulette Rosa, Town Clerk