

MINUTES
For the
Village of Dryden
Broad of Trustees Meeting
Held on Thursday, October 18th, 2018

MAYOR:	Michael Murphy
TRUSTEES PRESENT:	Deputy Mayor Tom Sinclair, Trustees- Dan Wakeman, Debbie Fisher & Jason Dickinson
SUPERVISORS PRESENT:	Josh Tagliavento /Officer in Charge, Paul Sabin/DPW Superintendent
DEPUTY CLERK/TREASURER	Rotha Marsh, also recording Secretary
ATTORNEY PRESENT:	William Troy, III
GUESTS PRESENT:	Ken Scherrieble, Camden Group Rich DeGuida, MRB Group Joshua I. Bacigalupi – Dryden School Superintendent

Mayor Michael Murphy opened the Board meeting at 5:02 p.m. The Pledge of Allegiance was recited.

Executive Session to discuss possible Litigation:

On a motion by Trustee Sinclair and seconded by Wakeman, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson– Aye

RESOLUTION No. 10.1- 2018
Executive Session

Resolved, that the Board of Trustees of the Village of Dryden hereby
adjourns the meeting to Executive Session to discuss possible litigation at 5:06 p.m., to
re-convene.

Reconvened at 6:29 pm

Meet with Ray Burger Regarding Code Enforcement:

Ray Burger entered into the record his report on Code Enforcement for the Village. After reviewing his report, the board requested a more detailed report and a little more proactivity and not just re-activity. The Village needs more information than how many permits are issued. Detail to include permit holder's name, address, and what the permit was for ex. "a deck on the back of the dwelling". If it's a code violation then the Board would like not only notification but follow up actions reported. The Board also wants a planning department employee to regularly attend the Village Board meetings and Public Works meeting. They can alternate between the two. Mr. Burger was questioned about Fire Inspections; he wasn't sure of the exact schedule but thought it was state mandated as to when these were done. His

report states that Steve Cortright has been hired as a replacement for Kevin Ezell. The Board has requested he come and introduce himself.

Privilege of the floor was opened at 7:07 p.m.

Joshua I. Bacigalupi – Dryden School Superintendent:

Josh Bacigalupi introduced himself and his son and provided all with his business card. The Board briefly discussed flood control, the swift 911 system and the Dryden Police influence at the school. David Butts would be the contact at the school in regards to flood control.

WWTP Report-Camden Group:

Ken Scherrieble presented his monthly report for operations and maintenance of the WWTP to date. One of five blowers has seized and needs to be rebuilt. The cost to ship is \$1500.00 and \$26,000.00 to rebuild. A technician from Nueros noticed oil on the blower. An investigation determined that a generator outside the room was emitting exhaust through a vent into the blower room causing oil on the blower. Scherrieble's recommendation is to send the other four blower's out to be cleaned one at a time after the first one is returned and operating hopefully before they seize.

On a motion by Trustee Dickinson and seconded by Wakeman, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.2- 2018
Emergency Blower Repair Authorization

Resolved, that the Board of Trustees of the Village of Dryden hereby approves Camden Group to ship the seized blower to be rebuilt, the shipping cost not to exceed \$2000.00.

Mr. Scherrieble then presented the board with two quotes for the replacement of the centrifugal pump. A Hayward Gordon XCS5B-I-VDP Screw Centrifugal Pump -Koester's total quote is \$37,755.00 and W20's estimate is \$50,050.00. He recommends Koester.

On a motion by Trustee Wakeman and seconded by Fisher, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.3- 2018
Centrifugal Pump Replacement

Resolved, that the Board of Trustees of the Village of Dryden hereby approves the purchase of the new pump from Koester as per the estimate.

The next presentation from Mr. Scherrieble is two quotes for the Hyper A/C units. Absolutely Specialized is \$20,885.51, Halco is \$19,885.00. He recommends Halco.

On a motion by Trustee Wakeman and seconded by Sinclair, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.4- 2018
Hyper A/C units

Resolved, that the Board of Trustees of the Village of Dryden hereby approves the purchase of (2) Mitsubishi P-Series Ductless Split Air conditioning units to serve the Effluent Filtration Units room as per quote, the price not to exceed \$20,000.00.

Mr Scherrieble concluded his report – the flow meters have been giving him data but it will be spring before he has a complete report.

Privilege if the Floor was closed at 8:00 p.m.

Discuss and approve MRB group amendment #8:

On a motion by Trustee Wakeman and seconded by Fisher, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson– Aye

RESOLUTION No. 10.5 2018
MRB Group amendment #8

Resolved, that the Board of Trustees of the Village of Dryden hereby approves Amendment #8 from MRB Group and authorizes the Mayor to sign it

Approve Minutes from Sept 7th and 20th, meeting:

On a motion by Trustee Wakeman and seconded by Sinclair, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson– Abstain

RESOLUTION No. 10.6 2018
Minutes from September 7, 2018

Resolved that the Board of Trustees of the Village of Dryden hereby approves the minutes from September 7th, 2018

On a motion by Trustee Sinclair and seconded by Fisher, the following was passed. Murphy-Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson– Aye

RESOLUTION No. 10.7 2018
Minutes from September 20, 2018

Resolved that the Board of Trustees of the Village of Dryden hereby approves the minutes from September 20th, 2018

Authorize Mayor to sign Contract with Town of Dryden for code enforcement:

The Board reviews the proposed 2018/2019 contract with the Town of Dryden for Zoning

and Code Enforcement. The Proposed contract is in the amount of \$28,000.00.

On a motion by Trustee Fisher and seconded by Wakeman, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.8 2018
Code Enforcement contract with the Town of Dryden

Resolved, that the Board of Trustees of the Village of Dryden hereby approves and authorizes the Mayor to sign the contract for Code Enforcement with the Town of Dryden with the changes purpose by Trustee Fisher.

Abstract:

On a motion by Trustee Sinclair and seconded by Wakeman, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.9 2018
Abstract

Resolved, that the Board of Trustees of the Village of Dryden hereby approves the Abstract dated October 18th, 2018 and authorizes the Mayor to sign it

Accept Neil Shipman's Letter of Resignation as Full-time Police Officer:

On a motion by Trustee Sinclair and seconded by Dickinson, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.10 2018
Resignation of Neil Shipman

Resolved, that the Board of Trustees of the Village of Dryden hereby accepts Neil Shipman's resignation as Full Time Officer.

Appoint Neil Shipman to Part-time Police Officer:

On a motion by Trustee Dickinson and seconded by Sinclair, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.11 2018
Hiring of Neil Shipman as part time Police Officer

Resolved, that the Board of Trustees of the Village of Dryden hereby approves appointing Neil Shipman as Part Time Officer per the union contract.

Accept Randy Mack's retirement as of July 30st, 2018:

On a motion by Trustee Wakeman and seconded by Fisher, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.12 2018
Accept Randy Mack's Retirement as of July 30, 2018

Resolved, that the Board of Trustees of the Village of Dryden hereby
accepts Randy Mack's Retirement as of July 30th, 2018

Discuss Fire Hydrant on School property:

On a motion by Trustee Sinclair and seconded by Fisher, the following was passed. Murphy-
Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.13 2018
Paying one half the cost of School Fire Hydrant

Resolved, that the Board of Trustees of the Village of Dryden hereby
approves paying half the cost of repairing the fire hydrant that was removed from
Montgomery St. and will be installed on Dryden School property at a cost of \$462.50.
The Board also agrees to pay half the cost of the parts required and hired services to
install the fire hydrant at a cost of \$1163.37 plus pipe and brackets not to exceed
\$200.00

Present proposed Local law regarding Fowl & possibly set date for a Public Hearing:

On a motion by Trustee Fisher and seconded by Wakeman, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.14 2018
Public Hearing for Proposed Local Law for Fowl

Resolved, that the Board of Trustees of the Village of Dryden hereby
approves setting the date November 15th, 2018 at 7 p.m. for a Public Hearing on a
proposed amendment to the Village of Dryden Law allowing Chickens in the Village

**Discuss and possibly approve November 14th for a Public Hearing with the Planning
Board regarding the proposed Solar Law:**

On a motion by Trustee Sinclair and seconded by Dickinson, the following was passed.
Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.15 2018
Public Hearing for Proposed Solar Law

Resolved, that the Board of Trustees of the Village of Dryden hereby approves setting November 14th, 2018 at 7 p.m. for a joint public meeting with the Planning Board to discuss a proposed Solar Law for the Village of Dryden

Discuss and possibly approve Sexual Harassment Policy:

A Sexual Harassment Policy and Complaint Form was presented and reviewed.

On a motion by Trustee Sinclair and seconded by Fisher, the following was passed. Murphy-Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.16 2018
Approve Policy on Sexual Harassment

Resolved, that the Board of Trustees of the Village of Dryden hereby approves the policy on Sexual Harassment for the Village of Dryden



Introduction

The Village of Dryden is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. All employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of The Village of Dryden's commitment to a discrimination-free work environment. Sexual harassment is against the law¹ and all employees have a legal right to a workplace free from sexual harassment and employees are urged to report sexual harassment by filing a complaint internally with The Village of Dryden. Employees can also file a complaint with a government agency or in court under federal, state or local antidiscrimination laws.

Policy:

1. The Village of Dryden's policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business,

¹ While this policy specifically addresses sexual harassment, harassment because of and discrimination against persons of all protected classes is prohibited. In New York State, such classes include age, race, creed, color, national origin, sexual orientation, military status, sex, disability, marital status, domestic violence victim status, gender identity and criminal history.

regardless of immigration status, with The Village of Dryden. In the remainder of this document, the term “employees” refers to this collective group.

2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling, suspension, termination).
3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. The Village of Dryden will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected sexual harassment. Any employee of The Village of Dryden who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. All employees, paid or unpaid interns, or non-employees² working in the workplace who believe they have been subject to such retaliation should inform a supervisor, manager, or the Mayor. All employees, paid or unpaid interns or non-employees who believe they have been a target of such retaliation may also seek relief in other available forums, as explained below in the section on Legal Protections.
4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and may subject the Village of Dryden to liability for harm to targets of sexual harassment. Harassers may also be individually subject to liability. Employees of every level who engage in sexual harassment, including managers and supervisors who engage in sexual harassment or who allow such behavior to continue, will be penalized for such misconduct.
5. The Village of Dryden will conduct a prompt and thorough investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. The Village of Dryden will keep the investigation confidential to the extent possible. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.
6. All employees are encouraged to report any harassment or behaviors that violate this policy. The Village of Dryden will provide all employees a complaint form for employees to report harassment and file complaints.

² A non-employee is someone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in the workplace. Protected non-employees include persons commonly referred to as independent contractors, “gig” workers and temporary workers. Also included are persons providing equipment repair, cleaning services or any other services provided pursuant to a contract with the employer.

7. Managers and supervisors are **required** to report any complaint that they receive, or any harassment that they observe or become aware of, to the Mayor or the Village Clerk-Treasurer.
8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be provided to all employees and should be posted prominently in all work locations to the extent practicable (for example, in a main office, not an offsite work location) and be provided to employees upon hiring.

What Is “Sexual Harassment”?

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

A sexually harassing hostile work environment includes, but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual's sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient's job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called “quid pro quo” harassment.

Any employee who feels harassed should report so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

Examples of sexual harassment

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical acts of a sexual nature, such as:
 - Touching, pinching, patting, kissing, hugging, grabbing, brushing against another employee's body or poking another employee's body;
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments;
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks or jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling.

Who can be a target of sexual harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. Harassers can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

Where can sexual harassment occur?

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises, on personal devices or during non-work hours.

Retaliation

Unlawful retaliation can be any action that could discourage a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation (e.g., threats of physical violence outside of work hours).

Such retaliation is unlawful under federal, state, and Tompkins County law. The New York State Human Rights Law protects any individual who has engaged in “protected activity.” Protected activity occurs when a person has:

- made a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- reported that another employee has been sexually harassed; or
- encouraged a fellow employee to report harassment.

Even if the alleged harassment does not turn out to rise to the level of a violation of law, the individual is protected from retaliation if the person had a good faith belief that the practices were unlawful. However, the retaliation provision is not intended to protect persons making intentionally false charges of harassment.

Reporting Sexual Harassment

Preventing sexual harassment is everyone's responsibility. The Village of Dryden cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or non-employee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to their supervisor, or the Mayor or the Village Clerk-Treasurer. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, the Mayor, or the Village Clerk-Treasurer.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is attached to this Policy, and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee's behalf.

Employees, paid or unpaid interns or non-employees who believe they have been a target of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, **are required** to report such suspected sexual harassment to the Mayor or the Village Clerk-Treasurer.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue.

Supervisors and managers will also be subject to discipline for engaging in any retaliation.

Complaint and Investigation of Sexual Harassment

All complaints or information about sexual harassment will be investigated, whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, commenced immediately and completed as soon as possible. The investigation will be kept confidential to the extent possible. All persons involved, including complainants, witnesses and alleged harassers will be accorded due process, as outlined below, to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. The Village of Dryden will not tolerate retaliation against employees who file complaints, support another's complaint or participate in an investigation regarding a violation of this policy.

While the process may vary from case to case, investigations should be done in accordance with the following steps:

- Upon receipt of complaint, the Village Clerk-Treasurer will conduct an immediate review of the allegations, and take any interim actions (e.g., instructing the respondent to refrain from communications with the complainant), as appropriate. If complaint is verbal, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the verbal reporting.
- If documents, emails or phone records are relevant to the investigation, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - A list of all documents reviewed, along with a detailed summary of relevant documents;
 - A list of names of those interviewed, along with a detailed summary of their statements;
 - A timeline of events;
 - A summary of prior relevant incidents, reported or unreported; and

- The basis for the decision and final resolution of the complaint, together with any corrective action(s).
- Keep the written documentation and associated documents in a secure and confidential location.
- Promptly notify the individual who reported and the individual(s) about whom the complaint was made of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who reported of the right to file a complaint or charge externally as outlined in the next section.

Legal Protections And External Remedies

Sexual harassment is not only prohibited by the Village of Dryden but is also prohibited by state, federal, and Tompkins County law.

Aside from the internal process at the Village of Dryden, employees may also choose to pursue legal remedies with the following governmental entities. While a private attorney is not required to file a complaint with a governmental agency, you may seek the legal advice of an attorney.

In addition to those outlined below, employees in certain industries may have additional legal protections.

State Human Rights Law (HRL)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time **within one year** of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, **within three years** of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the Village of Dryden does not extend your time to file with DHR or in court. The one year or three years is counted from date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

Civil Rights Act of 1964

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have at least 15 employees to come within the jurisdiction of the EEOC.

An employee alleging discrimination at work can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml.

Contact the Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

MONTHLY REPORTS

Public Works: Paul Sabin reported that the Municipal Parking Lot paving has been completed, The DPW has removed the trees that were approved for removal, no bees were found. Sat. November 10th will be "Tree Planting Day".

Police Report: Srgt. Tagliavento handed out his monthly Report. The reimbursement for the 2017 Dodge Charger from DCJS should be received within 5 weeks. He has finished his Supervisor Training, 7 officers need finger printing done at a cost of \$87.00. He would like this done by Nov. 2nd. He has Fall Firearms training scheduled for Oct. 23 & 24th; he will be assisted by IPD Officer John Arsenault. His officers have started a list of NYSEG light poles that need repair, and have reported them to NYSEG. He is working with the school on a possible students ride with patrol program.

ITEMS FOR BOARD DISCUSSION

Discuss Neptune Hose Company Fire Contract and new WC Cancer Coverage for Volunteer fireman:

The Board discussed the new law requiring Cancer Insurance for volunteer fireman which goes into effect January 1, 2019. A committee was formed consisting of the Mayor and

Trustee Dickinson to reach out to the fire department and the Town of Dryden to obtain the list of eligible firefighters and to discuss with the Town regarding the premiums.

Village Website:

Trustee Fisher, Clerk Marrotte and Deputy Clerk Marsh have seen two presentations; the one they liked is pricey so the Mayor has suggested a third provider to see before any decisions are made.

Car Charging Station in the Village:

Trustee Wakeman will look into having one possible installed in the Village

Mayor Murphy will look into energy cost savings to change the Village Hall Lighting to LED, estimates for the Gazebo repairs, Flood Control

Adjourn to Executive Session to discuss personnel issues, to reconvene:

On a motion by Trustee Sinclair and seconded by Fisher, the following was passed. Murphy-Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.17 2018
Adjourn to discuss Personnel Issues

Resolved, that the Board of Trustees of the Village of Dryden hereby moves to executive Session at 9:36 p.m. to reconvene

Reconvened at 10:15 pm

Municipal Parking Lot Signage:

On a motion by Trustee Sinclair and seconded by Wakeman, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.18 2018
Municipal Parking Lot Signage

Resolved, that the Board of Trustees of the Village of Dryden hereby authorizes the Public Works Committee to advise the mayor on a design and the purchase of signage for the municipal parking lot, and authorizes the Mayor to purchase signage to a maximum of \$600.00

Discuss and possibly continue Josh Tagliavento as Officer in Charge:

On a motion by Trustee Sinclair and seconded by Wakeman, the following was passed. Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.19 2018
Approve Srgt. Tagliavento as OFC

Resolved, that the Board of Trustees of the Village of Dryden hereby approves Sgt. Josh Tagliavento as Officer in Charge until January 17, 2019

Adjourn:

On a motion by Trustee _____ and seconded by _____, the following was passed.

Murphy- Aye, Sinclair-Aye, Wakeman-Aye, Fisher- Aye, Dickinson- Aye

RESOLUTION No. 10.20 2018

Adjourn

Resolved, that the Board of Trustees of the Village of Dryden hereby moves to executive session at 10:20 P.M. not to reconvene