

Bovina Town Board  
Special Meeting  
January 27, 2009

**RESOLUTIONS: 2009 – 26 – 27**

**Board Members Present:** Tina Molé, Supervisor; Charles McIntosh, Kenneth Brown, Councilmen; Evelyn Stewart, Mary Joan Robson, Councilwomen; Catherine Hewitt, Town Clerk; Robert Burgin, Highway Superintendent.

**Others:** Mark Rossley, Gerald Wright

Supervisor Molé called the Special Meeting to order at 7:16 PM.

**2009-26** Tire collection at the Transfer Station will be twice a year. Box rental will be from Bloomville Disposal. There will be a maximum of eight tires per person per collection day. Moved by Brown, seconded by McIntosh.

Supervisor Molé	Aye
Councilman Brown	Aye
Councilman McIntosh	Aye
Councilwoman Stewart	Nay
Councilwoman Robson	Aye

Dates will need to be decided, flyers will be handed out at the transfer station, the effective date will be March 1, 2009. Stewart suggested get fliers made up and give them to the Bloomville Disposal employees to hand out at the transfer station. Supervisor Molé asked if there should be one tire day for 2009 since we've already paid for a box for four months. It was decided to have one for 2009 on the first Saturday in October. Fliers will be distributed at the transfer station, notice will be put on the Town Clerks Board and on the website.

**2009-27** It was moved by Robson, seconded by Stewart for authorization to sign agreement for the Expenditure of Highway Monies for 2009. All in favor, 5 ayes, 0 nay's.

The Board began the process of revising the Employee Policy. Molé said that we are in the middle of a budget year so we should not take anything away from the employees at this time. The revisions will be done at budget time.

Councilwoman Robson suggested that since this is an employee policy for all employees, it shouldn't say "Highway Department" on the front.

Re: Compensatory Time: Highway Superintendent Burgin said that one highway employee has been getting compensation time in pay. Molé said that if there's any way to use the time in time off rather than having to pay out thousands of dollars, it should be encouraged. The Town doesn't have the money to pay out compensation time. She doesn't want to get into a battle over this, she would like the highway crew to work with the Board on this. Highway Superintendent Burgin said that he can ask the employees but can't say no if they ask to have their comp time paid out. Molé doesn't want to be in

a position where we're telling the employees they have to take the time over the money, she would like the crew to work with the Board. Councilman Brown asked if the amount paid out each pay period could be limited to 15 hours. Councilman McIntosh said that some towns make you take your overtime, they don't allow you to take the time off. He feels that if the crew wants the luxury of time off, they need to work with the Board. He doesn't feel that they should come in and tell Burgin they want to be paid out with no lead time. Councilwoman Robson feels that giving time and a half back in hours is trying to encourage the crew to take the time off rather than the pay. Burgin wants someone to tell him about time and a half. Robson said that according to NYS there is no such thing as time and a half compensatory time. McIntosh said that if you work a minimum wage job and you work overtime, you get time and a half. If your making more than minimum wage and you work over hours the employers don't have to pay time and a half. Molé will look into that. Robson feels that time and a half overtime is a good idea. Councilwoman Stewart feels that if they work it, they earn it, but it needs to be minimized because of budget overruns. McIntosh feels that time and a half overtime hours is advantageous for the men and the Town when they take that time in time off. Molé likes to be able to choose, but doesn't want to force the budget to pay out. She doesn't know how it can be put in the policy, and said we need to work together. McIntosh suggested that if Burgin has a man who isn't willing to work with him on the time off for overtime, that man shouldn't be called in for over time when it's not necessary.

Re: Vacation Time: Councilman McIntosh asked if there is such a thing as converting unused sick time to pay your health insurance deductible. He said that the employees accrue sick time, we pay the Town's portion of the health insurance and the employees have to pay their portion.

Mole said that the Employee Policy will be an ongoing discussion as the Board works through it over the next few months.

The Board adjourned into executive session at 9:25 pm.

Executive Session was adjourned at 9:50 pm.

With no further business, the meeting was adjourned at 9:50 pm.

Respectfully submitted,

Catherine Hewitt  
Town Clerk