

COMMON COUNCIL

October 20, 2020

Mayor Shawn Sastri presided at a meeting of the Common Council held at 6:30 PM on October 20, 2020, in the Common Council Chambers at One Court Plaza.

Present:

Mayor Shawn Sastri
Ald. Matthew Caldwell
Ald. Brian Doliver
Ald. Nancy Allaire
Ald. Linda Kays-Biviano
Ald. David Zieno
Ald. Robert D. Jeffrey

Also:

Director of Finance/City Clerk Dee DuFour
Director of Human Resources Lynn Murray
DPW Superintendent Edward Pepe
Youth Bureau Director Robert Mason
Fire Chief Jan Papelino
Police Chief Rodney Marsh
EMO A Jones
City Attorney Steve Natoli
Deputy City Clerk Agnes Eaton

Supervisor Robert M. Jeffrey

Media Representative: none

Absent

Supervisor James McNeil

Call to Order

The meeting of the Common Council was called to order by Mayor Sastri at 6:32 p.m.

Approval of Minutes

Ald. Kays-Biviano **moved** to approve the regular meeting of September 15 and the special meeting of September 22, 2020. Seconded by Ald. Zieno and duly approved ayes all.

Open Forum

Christine Carnrike, 29 Jones Ave., spoke in objection to the rescinding of the renaming of Auburn Park to Carnrike Park saying that there is no precedent for only naming a park due to the donation of land to the City. She further related the facts surrounding the proposed donation and the lengthy 2 year and 10 month time frame in which the City did not resolve the issues that had been brought up at the time. She stated that although the donation of land by a Carnrike family member did not proceed, she felt the name change of the park to honor the many years of service of her father, George Carnrike Sr., as Alderman, Mayor and dedicated citizen should proceed.

Robert M Jeffrey, 17 York St. and City Supervisor Wards 4,5,6, addressed the Council about the EMS services letter which is on the agenda. He stated at the October 13 County Board of Supervisor's meeting he had asked for a progress report from the EMS committee. Matt Beckwith, Director of Emergency Management, stated he had a conversation with AMR who is reviewing where they base their ambulances depending on the calls. This may increase the number of calls for municipalities with paid EMS services. He reminded the Council that Chenango County owns the 911 calls until they are dispatched. He referenced the increase in real estate sales with people coming to our community for the quality of life which includes emergency services. There are many Towns in the County which don't have a plan for providing emergency services to their constituents and rely on other municipalities to do so. Therefore, he supports the City of Norwich sending this letter to the County.

Department, Board and Commission Reports

Water Commission Minutes – October and November of 2019
Traffic Commission Minutes – September and October
Planning Commission Minutes – September
Civil Service Commission Minutes – September
Youth Board Minutes – October
Parks Commission Minutes - July

Police Reform Board Minutes – October 7 and October 14
Youth Bureau Report – 3rd Quarter
Human Resource Report – May to August, September
Fire Department Report – August and September
Police Department Report – August
Finance Department Report – August and September

Ald. Caldwell **moved** to receive and file the department, board, and commission reports. Seconded by Ald. Kays-Biviano, approved ayes all.

Mayoral Appointments – Mayor Sastri announced the following Mayoral appointments.

Community Advisory Board (for Police Reform) (indeterminate term)

*District Attorney Michael Ferrarese
Public Defender Zack Wentworth
Pastor Jen Westervelt
Adrienne Zornow
Dave Jennings
Melody Girgenti
Ruth Roberts
Rosemary Richards
Vincent Nucero
Melissa Beers*

Zoning Board of Appeals

- ◆ *Michael Hepfner, 11 Jones Avenue, appointed to fill the remainder of a three-year term expiring December 31, 2021.*

Housing Authority

- ◆ *Kimberly Small, 34 Plymouth Street, appointed to fill the remainder of a five-year term expiring June 25, 2023.*

Ward Reports

Ward 1

Ald. Caldwell reported some communications which have been referred to the proper department and are in the process of resolution.

Ward 2

Ald. Doliver reported no communications.

Ward 3

Ald. Allaire reported some communications which have been referred to the proper department. She also reported speaking with the area residents concerning the solar farm as the solar company has not communicated any information to the residents.

Ward 4

Ald. Kays-Biviano reported a communication regarding a curb cut which has been resolved.

Ward 5

Ald. Zieno reported receiving a complaint on Diamond St. which was referred to the Police Department and Code Enforcement and is in the process of resolution.

Ward 6

Ald. Jeffrey thanked the Police Department for a quick response to 16 York St. and for a call on South Broad St. as well. He received many communications that were forwarded to Code Enforcement and have been resolved. Jeffrey recognized Codes for handling 160 code violations over the last 2 weeks. He thanked Rich Barnes for creating the

drive-in over the summer and hoped the Colonia Theatre will be opening soon and is excited to see the continuing progress of the project on the corner of Birdsall/Hale and Midland Dr.

Ald. Caldwell **moved** to receive and file the ward reports. Seconded by Ald. Jeffrey, approved ayes all.

Designating Trick or Treat Hours

Mayor Sastri designated Trick-or-Treat as Saturday, October 31, 2020 from 5:30 p.m. to 8:00 p.m.

Motions

Letter to Chenango County Regarding EMS Service – Mayor Sastri asked A Jones to speak about the letter to Chenango County for EMS services. Jones updated the Common Council as follows: Mr. Jones felt that things were moving in the right direction with the County. He explained that on September 9, 2020 AMR changed some policies on how they respond to calls in Chenango County. Their policy on answering calls is based on system management resulting in a change to where they were posting their rigs. This meant the Norwich post decreased significantly, missing 32 calls between September 9 to September 30. There are 9 posting assignments that come from the Oneonta base with Norwich ranking 6th out of the 9 bases. AMR is on a voluntary overtime basis by Syracuse operations to fulfill staffing in the Norwich area wherever possible. As a result, Norwich, Sherburne, Greene, New Berlin and S. New Berlin are working outside their Certificate of Need (CON). In addition, facility transports from Chenango Memorial would normally be done by AMR, affecting those municipalities that don't have ambulances (Pharsalia, Smyrna, Mt. Upton) or those that do but routinely require mutual aid (Oxford, Guilford, Afton, Bainbridge, S. Otsego). He reported on October 13 the Smyrna Town Board had a meeting with the County and the Sherburne Ambulance Service to discuss EMS coverage and were given 3 different options: 1. Sherburne would provide coverage for a price 2. Smyrna could put their ambulance back in service 3. Do nothing and let AMR answer calls. There was discussion about Sherburne retreating from mutual aid and partnering with the City of Norwich for mutual aid. According to the County Attorney, if AMR were to withdraw the Norwich post mutual aid would be in effect meaning that Norwich would be responding in most cases. If Norwich and Sherburne pull out of mutual aid, AMR could respond from one of their other posts but this would increase response times. The County could decide it is a County problem and they could start some type of ambulance service or supplement or fully run EMS in the County. If they decide it is not a County problem then it's up to the municipalities. He said other municipalities are now having the same issue as Norwich now. A Jones proposed tabling sending the letter to the County to give them opportunity to move this along further now that there is a better understanding and some movement on the County's part.

Ald. Doliver said he is hopeful, yet he's heard this before and it's frustrating. He is willing to give a little more time, however this is a County-wide problem concerning safety. A Jones said in 25 years having EMS service was not an issue, but with the lack of providers, that (service) has "gone down the tubes" rapidly. Ald. Zieno agreed with Ald. Doliver saying the County has been aware of this for over a year and they have not taken action. If the letter is not sent now another year could go by. A Jones hoped a presentation to the entire Board could be done within the next month. Ald. Zieno said our priority is community safety - AMR is a private business with emphasis on making a profit. Ald. Jeffrey stated that an initial letter was sent to the County in August or September of 2018. Further discussion included the "owner" and liability of calls and who's liable for the call and what would happen if there is no resource available to answer the call. The County has the responsibility to dispatch a resource to the call. Ald. Jeffrey pointed out if that is the case, if municipalities don't answer calls then it is a County issue. When discussing entering into contracts with other municipalities, A Jones stated that the municipality could get a CON in a week and then the City could enter into a contract with that municipality. Ald. Doliver stated that the City is contacting the Towns because the County has ignored the problem, but the County should be part of the discussion.

Ald. Jeffrey **moved** to send the letter to Chenango County Board of Supervisors with a November 1st date to start billing municipalities for calls. A Jones stated he has not read the letter, but the City can't withdraw from mutual aid by November 1st. Mutual aid plans must be approved by the Regional Council. It was proposed to change the date to January 1, 2021 and in the meantime explore other options for mutual aid with other municipalities. J. Papelino clarified that the letter says nothing about leaving mutual aid. It only states that the City will be billing \$400 for calls outside our area.

Ald. Caldwell seconded the motion to authorize sending a letter to Chenango County regarding EMS Services provided by the City of Norwich with a November 1st date to begin billing Chenango County, approved ayes all.

Plaque at Tree Planting by Daisy Troup 30187 – Ald. Kays-Biviano **moved** to approve that a plaque saying “Planted by Daisy Troop 30187” be placed at a tree the troop will be planting in a City park. Seconded by Ald. Allaire approved ayes all.

Dog Waste Bag Station at Bruchausen Park – Ald. Caldwell **moved** to approve that a dog waste bag station be placed in Bruchausen Park. Seconded by Ald. Jeffrey, approved ayes all.

RESOLUTION #68 - 2020

**AUTHORIZING MAYOR TO SIGN 2021 ANIMAL SHELTER
AGREEMENT WITH CHENANGO COUNTY SPCA**

Ald. Kays-Biviano introduced the following and **moved** its adoption:

WHEREAS, the Chenango County SPCA provides certain services to the City of Norwich; now, therefore be it

RESOLVED, that the Mayor be and hereby is authorized, under the direction of the City Attorney, to sign a contract with the Chenango County SPCA, to provide services per the 2021 Animal Shelter Agreement.

Seconded by Ald. Caldwell and duly adopted, 6 – 0, on a roll call vote.

RESOLUTION #69 - 2020

**AUTHORIZING AGREEMENTS WITH TOWNS FOR YOUTH
RECREATION SERVICES**

Ald. Zieno introduced the following and **moved** its adoption:

WHEREAS, the City has reached agreements with the Towns of North Norwich, Norwich, Plymouth, Preston and Pharsalia to provide youth recreation services to the residents of such towns for a lump sum per town, without individual charges being made to such participants; now, therefore be it

RESOLVED, that the Mayor be and hereby is authorized, under the direction of the City Attorney, to sign agreements with the Towns of North Norwich, Norwich, Plymouth, Preston and Pharsalia to provide youth recreation services to residents of such towns during the 2021 fiscal year.

Seconded by Ald. Allaire and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #70 - 2020

**AUTHORIZING CHANGE ORDER FOR FIREHOUSE ROOF
REPLACEMENT PROJECT AND TRANSFER OF FUNDS**

Ald. Zieno introduced the following and **moved** its adoption:

WHEREAS, a bid was awarded in August 18, 2020 to A-1 Construction & Painting of Tonawanda, NY for the replacement of the Firehouse Roof (the “Project”); and

WHEREAS, during the roof replacement, extensive replacement of plywood was necessary, requiring additional work and purchase of materials which were unforeseen and incurring a cost increase of \$52,950; now, therefore be it

RESOLVED, that a Change Order in the amount of \$52,950 as an addition to the originally awarded Project be and hereby is approved; and further be it

RESOLVED, that the Director of Finance be and hereby is authorized to make the following transfer of funds in the 2020 Budget:

From:

<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
HR33-878	Capital Reserves – Municipal Buildings	\$52,950

<u>To:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
H36-3497.4020	Fire Station Roof Replacement	\$52,950

Seconded by Ald. Jeffrey, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #71 - 2020 **AUTHORIZING CHANGE ORDER FOR 2020 GRINDING & PAVING PROGRAM**

Ald. Kays-Biviano introduced the following and **moved** its adoption:

WHEREAS, a bid was awarded in May 19, 2020 to Lancaster Development of Richmondville, NY for the 2020 Street Grinding and Paving Project (the “Project”); and

WHEREAS, during the Project, additional asphalt was needed requiring additional asphalt material beyond the original project scope, incurring a cost increase of \$8,449.73; now, therefore be it

RESOLVED, that a Change Order in the amount of \$8,449.73 as an addition to the originally awarded Project be and hereby is approved; and further be it

RESOLVED, that the Director of Finance be and hereby is authorized to make the following transfer of funds in the 2020 Budget:

<u>From:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
H93-909	Street Paving – Capital Projects	\$8,449.73
<u>To:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
H93-5122.4042	Streets	\$8,449.73

Seconded by Ald. Allaire, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #72 - 2020 **ACCEPTANCE OF GRANT AWARD - 2020 NYS DCJS LIVESCAN GRANT, AUTHORIZING PURCHASE AND TRANSFER OF FUNDS**

Ald. Kays-Biviano introduced the following and moved its adoption:

WHEREAS, the City has been awarded a grant through the NYS Division of Criminal Justice Service (DCJS) for \$9,800 with 50% matching funds to replace outdated/end of LiveScan equipment; and

WHEREAS, funds are provided from the Federal Fiscal Year 2019 NYS National Criminal History Improvement Program; and

WHEREAS, quotes have been received and recommended by the Chief of Police; and

WHEREAS, the Joint Committee have made certain recommendations, now, therefore be it

RESOLVED, that the awarded grant for \$9,800 from NYS DCJS be accepted; and further be it

RESOLVED, the purchase of LiveScan equipment from iTouch Biometrics in the amount of \$17,312 is approved; and, further be it

RESOLVED, that the Director of Finance be and hereby is authorized to make the following transfers in the 2020 Budget in order to fund the obligations of the City of Norwich under this grant.

<u>From:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
HR21	Police Equipment - Reserves	\$17,312

<u>To:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
A3120.2100	Equipment	\$17,312

Seconded by Ald. Jeffrey, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #73 - 2020 **AUTHORIZING TRANSFER OF FUNDS FOR LEXIPOL**

Ald. Jeffrey introduced the following and moved its adoption:

WHEREAS, the Common Council approved the authorization entering into an agreement with Lexipol on September 15, 2020 to assist with policies and training related to Police Reform; and

WHEREAS, the \$19,399 necessary for the agreement necessitate a transfer;

WHEREAS, the Joint Committee have made certain recommendations, now, therefore be it

RESOLVED, that the Director of Finance be and hereby is authorized to make the following transfers in the 2020 Budget:

<u>From:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
A3120.4060	Supplies and Materials	\$19,399

<u>To:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
A3120.4020	Contracted Services	\$19,399

Seconded by Ald. Caldwell, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #74 - 2020 **SEQRA DETERMINATION OF NON-SIGNIFICANCE CONCERNING
WWTP NUTRIENT REMOVAL STUDY AND ENGINEERING
PROPOSALS**

Ald. Caldwell introduced the following and moved its adoption:

WHEREAS, the City of Norwich has undertaken the study of nutrient removal and engineering proposals at the Waste Water Treatment Plan;

WHEREAS, Title 6 of the New York Code of Rules and Regulations (6 NYCRR) Section 617.5 under the State Environmental Quality Review Act (SEQR) provides that certain actions identified in subdivision (c) of that section are not subject to environmental review under the Environmental Conservation Law; now, therefore be it

RESOLVED that the City of Norwich hereby determines that the proposed WWTP Nutrient Removal Study is a Type II action in accordance with 6 NYCRR Section 617.5(c) (27) which constitutes “conducting concurrent environmental, engineering, economic, feasibility and other studies and preliminary planning and budgetary processes necessary to the formulation of a proposal for action, provided those activities do not commit the agency to commence, engage in or approve such action”; and further be it

RESOLVED, that the City of Norwich has determined that the proposed action will not result in a significant adverse impact on the environment and is therefore not subject to further review under 6 NYCRR Part 617.

Seconded by Ald. Jeffrey and duly adopted 6 – 0, on a roll call vote.

RESOLUTION #75 - 2020

**RESCINDING THE NAME CHANGE OF AUBURN PARK TO
CARNRIKE PARK**

Ald. Caldwell introduced the following and moved its adoption:

WHEREAS, the Parks Commission recommended the name change of Auburn Park to Carnrike Park due to the anticipated donation of land from a member of the Carnrike family to increase the size of the park; and

WHEREAS, on December 17, 2019 the Common Council authorized the name change of Auburn Park to Carnrike Park; and

WHEREAS, the donation of said property was never done and the sign was never changed; and

WHEREAS, Parks Commission is recommending the name of the park remain Auburn Park; now, therefore be it

RESOLVED, that the name change previously approved on December 17, 2019 to Carnrike Park is hereby rescinded; and further be it

RESOLVED, that the name of the park shall remain Auburn Park.

Seconded by Ald. Allaire and duly adopted, 4 -3, on a roll call vote with Aids. Doliver, Kays-Biviano and Jeffrey voting nay, Aids. Allaire, Zieno and Caldwell voting aye, and Mayor Sastri voting aye to break the tie.

Discussion before the vote: Ald. Caldwell stated that at the time of the proposed donation he did question the removal of the property from the tax rolls. He recalls this as being presented as an exchange at the time, whether that has happened in the past he did not know. He stated that keeping the name of Auburn Park was a Parks Commission recommendation and is in favor of upholding their recommendation.

RESOLUTION #76 - 2020

**AUTHORIZING TRANSFER OF FUNDS FOR HUMAN RESOURCES
CONTRACTED SERVICES**

Ald. Caldwell introduced the following and moved its adoption:

WHEREAS, additional expenses for contracted services has increased and additional funds will be necessary for reach the end of the year; and

WHEREAS, the Director of Human Resources is requesting a transfer of \$20,000 to cover those expenses;

WHEREAS, the Joint Committee have made certain recommendations, now, therefore be it

RESOLVED, that the Director of Finance be and hereby is authorized to make the following transfers in the 2020 Budget:

From:

Account Number
A9060.8

Name

Hospital & Medical Insurance

Amount
\$20,000

To:

Account Number
A1430.4020

Name

Contracted Services

Amount
\$20,000

Seconded by Ald. Jeffrey, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #77 -2020**AUTHORIZING TRANSFER FOR FERNO AMUBLANCE STRETCHER AND STAIR CHAIR**

Ald. Jeffrey introduced the following and **moved** its adoption:

WHEREAS, the \$23,864.76 purchase of a Ferno Stretcher and Stair Chair were approved on September 19, 2020; and

WHEREAS, \$12,000 needs to be transferred to cover the purchase; now, therefore be it

RESOLVED, that the Director of Finance be and hereby is authorized to make the following transfers in the 2020 Budget:

<u>From:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
A3410.4063	Ambulance Supplies	\$12,000

<u>To:</u>		
<u>Account Number</u>	<u>Name</u>	<u>Amount</u>
A3410.2101	Ambulance Equipment	\$12,000

Seconded by Ald. Allaire, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #78 - 2020**AMEND AMUBLANCE RECOVERY FEES**

Ald. Kays-Biviano introduced the following and **moved** its adoption:

WHEREAS, the Ambulance Recovery Fees were established July 17, 2018; and

WHEREAS, certain recommendation has been made and the Joint Committee has agreed with the recommendation; now, therefore be it

RESOLVED, to amend the Ambulance Recovery Rates Table as follows effective date of January 1, 2021:

	<u>Rate</u>
Mileage (Per loaded mile-All Transports)	\$ 28/mile
ALS-1 Non-Emergency	\$1,500
ALS-1 Emergency	\$1,500
ALS-2 Emergency	\$1,600
BLS Non-Emergency	\$1,300
BLS Emergency	\$1,300
ALS Intercept	\$ 800
Specialty Care Transport	\$1,800
Treatment - No Transport	\$ 400

<u>Non-Resident Surcharge (for patients residing outside of C.O.N. Area)</u>	
Basic Life Support Services	\$ 300
Advanced Life Support Services	\$ 400

*The following items are done at no charge:

1. Patient lift/assist- these are typically assisting someone who has fallen out of bed, off the toilet, tripped/fell, etc. Could be inside or outside.
2. Accidental medical alarm- individual accidentally activated the device, device timed out/inactivity code, etc.
3. Obvious DOA- no life saving measures initiated by responding unit

4. No patient found
5. Refusal of medical assistance with no treatment- typically a 3rd party call
6. Call cancelled enroute- cleared medical alarm/contact made, call covered by another agency, etc.

Seconded by Ald. Caldwell, and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #79 - 2020

APPOINTMENT OF FIREFIGHTER IN THE NORWICH FIRE DEPARTMENT

Ald. Kays-Biviano introduced the following and **moved** its adoption:

WHEREAS, a vacancy exists in the position of firefighter in the Norwich Fire Department, and;

WHEREAS, the Fire Chief has recommended the appointment of Stephen Winsor of Norwich, NY, to such position; now, therefore be it

RESOLVED, that Stephen Winsor of Norwich, NY, be and hereby is granted a provisional appointment as Firefighter in the Norwich Fire Department at the rate of \$46,177.40 effective October 26, 2020, contingent upon successfully passing the Civil Service Firefighter exam, is reachable on the Eligible list and maintaining certifications.

Seconded by Ald. Zieno and duly adopted, 6 - 0, on a roll call vote.

RESOLUTION #80 - 2020

DESIGNATING “PREFERRED PURCHASER” OF CITY-OWNED PROPERTY AT 9 MERRILL STREET

Ald. Kays-Biviano introduced the following and **moved** its adoption:

WHEREAS, the City of Norwich acquired the real property at 9 Merrill Street through property tax foreclosure; and

WHEREAS, the subject property is considered by the Common Council to be surplus and its continued ownership by the City unnecessary to a useful public purpose; and

WHEREAS, the Common Council has reviewed proposals for the purchase of the property, and considers the proposal from Paul Heath of Mt. Upton, NY to be an acceptable offer based on the purchase amount offered, the significant investments to be made in the property’s rehabilitation, and the proposed use of the property; now therefore be it

RESOLVED, that the Common Council hereby designates Paul Heath of Mt. Upton, NY as the “preferred purchaser” of the City-owned property at 9 Merrill Street; and, be it further

RESOLVED, that the Mayor be and hereby is authorized, under the direction of the City Attorney, to negotiate and enter into a contract for the sale of the City-owned property at 9 Merrill St. to Paul Heath for the aforesaid purpose.

Seconded by Ald. Allaire and duly adopted, 6 - 0, on a roll call vote.

Payment of October 2020 Bills

Ald. Caldwell **moved** to pay the October 2020 bills after proper audit and certification.

	<u>Prepaid</u>	<u>10/20/2020</u>	<u>Grand Total</u>
General Fund	\$160,807.48	\$42,610.15	\$203,417.63
Sewer Fund	37,212.51	22,695.42	59,907.93
Water Fund	49,984.94	9,520.54	59,505.48
Trust	44,224.32	-	44,224.32
Debt Service		-	
Comm. Dev. - Special Grants	2,812.50	-	2,812.50
Capital Projects	333,550.35	-	333,550.35
TOTALS	\$628,592.10	\$74,826.11	\$703,418.21

Seconded by Ald. Kays-Biviano and duly adopted 6 - 0.

Executive Session

Ald. Caldwell **moved** to enter executive session to discuss the employment history of a particular individual at 8:05 p.m.
Seconded by Ald. Jeffrey, approved ayes all.

Ald. Allaire **moved** to exit executive session at 8:53 p.m. Seconded by Ald. Doliver, approved ayes all.

Resolution

RESOLUTION #81- 2020 **TERMINATION OF EMPLOYEE**

Ald. Allaire introduced the following and **moved** its adoption:

WHEREAS, the City of Norwich has a drug and alcohol policy that must be adhered to by certain City employees;
and

WHEREAS, the CSEA DPW bargaining unit has a negotiated procedure for discipline and discharge for employees who violate City policies; and

WHEREAS, it has been determined that Employee ID No. 514456 has violated the City of Norwich Drug and Alcohol Policy; now, therefore be it

RESOLVED, that Employee ID No. 514456 be and hereby is terminated in violation of City policy in terms of the collective bargaining agreement effective October 22, 2020.

Seconded by Ald. Kays-Biviano and duly adopted 6 - 0.

RESOLUTION #82 - 2020 **AUTHORIZING NON-UNIT COMPENSATION SCHEDULE**

Ald. Doliver introduced the following and **moved** its adoption:

WHEREAS, the 2021 compensation schedule for non-unit employees was received by the Common Council on August 7, 2019 as a component part of the 2021 budgets; now therefore be it

RESOLVED, that the 2021 compensation schedule be amended as follows from the 2019 non-unit compensation schedule, effective January 1, 2021.

	<u>2021 Base Annual Salary</u>	<u>2021 Salary Range</u>
<u>ASSESSMENT</u>		
Assessor (8 hours/week)	\$20,418	\$17,295 - \$22,834
<u>CITY ATTORNEY</u>		
City Attorney **	\$37,362	
<u>DEPARTMENT OF FINANCE / CLERK</u>		
Director of Finance/City Clerk	\$90,552	\$68,388 - \$90,552
Deputy City Clerk	\$48,888	\$36,923 - \$48,888
<u>DEPARTMENT OF PUBLIC WORKS/WATER/SEWER</u>		
Superintendent of Public Works	\$92,171	\$75,943 - \$100,550
Asst. Supt. of Pub Works (Vacant)	TBD	\$59,643 - \$78,969
<u>EMERGENCY PREPAREDNESS</u>		
City EMO Director *	\$9,695	
<u>FIRE DEPARTMENT / EMS / CODES</u>		
Fire Chief	\$90,552	\$68,388 - \$90,552
Ordinance Inspector - 30 hrs.	\$28,953	\$21,868 - \$28,953
<u>HUMAN RESOURCES</u>		
Human Resources Director	\$66,000	\$62,730 - \$85,549
<u>POLICE DEPARTMENT</u>		
Police Chief **	\$99,362	
Assistant Police Chief **	\$80,548	
<u>YOUTH BUREAU</u>		
Youth Bureau Director	\$25,500	\$17,538 - \$25,500
Recreation Coordinator	\$5,802	\$5,802 - \$7,681

SEASONAL EMPLOYEES

Lifeguards	\$12.50 - \$13.25
Laborers	\$12.50
All other seasonal and temporary employees	\$12.50 - \$14.77

* Stipend employee

** Contract employee

Seconded by Ald. Caldwell and duly adopted 6 - 0.

Before the vote: Ald. Caldwell said since the compensation schedule was discussed in executive session, he proceeded to read the wages in the compensation schedule. The City Attorney and Director of Finance pointed out the EMO position is a stipend and must be done by Resolution.

Adjournment

Ald. Jeffrey **moved** to adjourn at 8:57 p.m. Seconded by Ald. Doliver, approved ayes all.