

**CITY OF RENSSELAER
COMMON COUNCIL MEETING
WEDNESDAY EVENING
REGULAR MEETING
OCTOBER 17, 2018**

THE COUNCIL CONVENED AT 7:00 P.M. AND WAS CALLED TO ORDER BY PRESIDENT MOONEY.

THE ROLL BEING CALLED, THE FOLLOWING ANSWERED TO THEIR NAMES:

PRESIDENT MOONEY

ALDERPERSON: VAN VORST
GARDNER
DEFRANCESCO
CASEY
ENDRES
VANDYKE

EXCUSED:

CITY OFFICIALS IN ATTENDANCE: DOMINICK TAGLIENTO

ALDERPERSON GARDNER MOVED THAT THE MINUTES BE ADOPTED AS PRINTED, SUBJECT TO CORRECTIONS, SECONDED BY ALDERPERSON DEFRANCESCO. PRESIDENT MOONEY DECLARED THIS MOTION DULY ADOPTED.

COMMUNICATIONS: NONE

COMMUNICATIONS FROM DEPARTMENT HEADS: NONE

DEPUTYCITY CLERK BINK REPORTS THAT THE MAYOR HAS APPROVED ALL RESOLUTIONS PASSED AT THE LAST COUNCIL MEETING.

PRESENTATION OF ACCOUNTS:

ALDERPERSON GARDNER MADE A MOTION TO WAIVE THE READING OF THE BILLS AND PAYROLL, SECONDED BY ALDERPERSON VAN VORST.

VOTES TO WAIVE THE READING OF BILLS

AYES: VAN VORST, GARDNER, DEFRANCESCO, CASEY, ENDRES VANDYKE, AND MOONEY.

NOES:

PRESIDENT MOONEY DECLARED THIS MOTION DULY ADOPTED

ALDERPERSON VANVORST MADE A MOTION TO ACCEPT THE BILLS AND PAYROLL AS PRINTED SUBJECT TO CORRECTION, SECONDED BY ALDERPERSON DEFRANCESCO.

VOTES TO ACCEPT THE BILLS AND PAYROLL:

AYES: VAN VORST, GARDNER, DEFRANCESCO, CASEY, ENDRES, VANDYKE, AND MOONEY.

NOES:

PRESIDENT MOONEY DECLARED THIS MOTION DULY ADOPTED

COMMITTEE & WARD REPORTS:

WARD #5, 6, PRESIDENT MOONEY: “Thanks Commissioner Tagliento”

BIDS: NONE

CLAIMS: NONE

PETITIONS: NONE

A MOTION WAS MADE BY ALDERPERSON VANVORST TO ADJOURN AT 7:06 P. M. AND SECONDED BY ALDERPERSON CASEY.

VOTES TO ADJOURN:

AYES: VAN VORST, GARDNER, DEFRANCESCO, CASEY,,ENDRES ,VAN DYKE AND MOONEY.

NOES:

PRESIDENT MOONEY DECLARED THIS MOTION DULY ADOPTED.

NEXT MEETING: NOVEMBER 7, 2018

By Alderperson:

Council President Mooney

Seconded by Alderperson:

James Casey

RESOLUTION APPOINTING TD BANK AS CITY OF RENSSELAER BANK

WHEREAS, the City of Rensselaer put out request for proposals for banking services, and

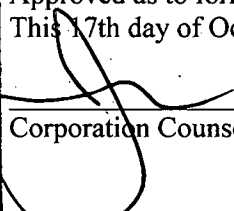
WHEREAS, TD Bank was deemed the best qualified to satisfy the needs of the City of Rensselaer, and

WHEREAS, TD Bank proposal is annexed hereto, and

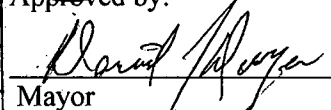
NOW, THEREFORE BE IT RESOLVED, that the City of Rensselaer appoint TD Bank as its official financial and banking institution effective January 1, 2019.

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John Defrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input type="checkbox"/> Aye	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>6</u> Aye	<u>1</u> No	<u> </u> Abstain	<u> </u> Absent
Result:	<u>Passed</u>			

Approved as to form and sufficiency
This 17th day of October, 2018


Corporation Counsel

Approved by:


Mayor

By Alderperson:

Council As A Whole

Seconded by Alderperson:

A RESOLUTION AUTHORIZING THE IMPLEMENTATION, AND FUNDING IN THE FIRST INSTANCE 100% OF THE FEDERAL-AID AND STATE "MARCHISELLI" PROGRAM-AID ELIGIBLE COSTS, OF A TRANSPORTATION FEDERAL-AID PROJECT, AND APPROPRIATING FUNDS THEREFORE

WHEREAS, a Project **TAP: Rensselaer Riverfront Multi-Use Trail, P.I.N. 1760.84** (the Project") is eligible for funding under Title 23 U.S. Code, as amended, that calls for the apportionment of the costs such program to be borne at the ratio of 80 % Federal funds and 20% non-federal funds; and

WHEREAS, the City of Rensselaer desires to advance the Project by making a commitment of 100% of the non-federal share of the costs of Design and ROW Incidentals

NOW, THEREFORE, the City Council duly convened does hereby

RESOLVE, that the City Council hereby approves the above-subject project; and it is hereby further

RESOLVED, that the City Council hereby authorizes the City of Rensselaer to pay in the first instance 100% of the federal and non-federal share of the cost of Design and ROW Incidentals work for the Project or portions thereof; and it is further

RESOLVED, that the sum of \$176,000.00 is hereby appropriated from the General Fund and made available to cover the cost of participation in the above phases of the Project; and it is further

RESOLVED, that in the event the full federal and non-federal share costs of the project exceeds the amount appropriated above, the City Council of the City of Rensselaer shall convene as soon as possible to appropriate said excess amount immediately upon the notification by the New York State Department of Transportation thereof, and it is further

RESOLVED, that the Mayor of the City of Rensselaer be and is hereby authorized to execute all necessary Agreements, certifications or reimbursement requests for Federal Aid and/or Marchiselli Aid on behalf of the City of Rensselaer with the New York State Department of Transportation in connection with the advancement or approval of the Project and providing for the administration of the Project and the municipality's first instance funding of project costs and permanent funding of the local share of federal-aid and state-aid eligible Project costs and all Project costs within appropriations therefore that are not so eligible, and it is further

RESOLVED, that a certified copy of this resolution be filed with the New York State Commissioner of Transportation by attaching it to any necessary Agreement in connection with the Project and it is further

RESOLVED, this Resolution shall take effect immediately

STATE OF NEW YORK }
 } ss.:
 COUNTY OF RENSSELAER }

I, the undersigned,

DO HEREBY CERTIFY that I have compared the above copy of a resolution adopted October 17, 2018 with the original

record in this office and that the same is a correct transcript thereof and of the whole of said original record.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of said City of Rensselaer

This 17th day of October, 2018

Nancy E. Hardt
 City Clerk

Approved as to form and sufficiency
 This 17th day of October, 2018

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John DeFrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>6</u> Aye	<u>0</u> No	<u>1</u> Abstain	<u>0</u> Absent
Result:	<u>Passed</u>			

[Signature]
 Corporation Counsel

Approved by:

[Signature]
 Mayor

By Alderperson:

Jim Casey

Seconded by Alderperson:

Council as a whole

RESOLUTION TRANSFERRING FUNDS

WHEREAS, the City of Rensselaer is in need of a new water reading vehicle, and

WHEREAS, an agreement and Bill of Sale are annexed hereto showing a purchase price of \$5971.00

NOW THEREFORE BE IT RESOLVED, that the City of Rensselaer be authorized to purchase said vehicle, and

BE IT FURTHER RESOLVED that the following budget transfer be authorized.

From:

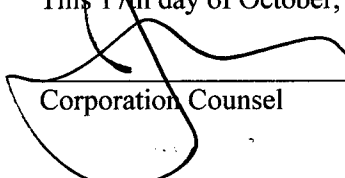
Line#	Description	Amount
FX.8310.7130	Public Safety Operations	\$5,971.00
Total		\$5,971.00

To:

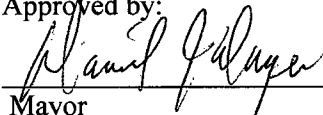
Line#	Description	Amount
FX.8310.7440	Contracted Services	\$5,971.00
Total		\$5,971.00

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John DeFrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>7</u> Aye	___ No	___ Abstain	___ Absent
Result:	<u>passed</u>			

Approved as to form and sufficiency
This 17th day of October, 2018


Corporation Counsel

Approved by:


Mayor

Agreement and Bill of Sale

BY AND BETWEEN

VPSTATE Auto Sales Inc
1518. 463-9089

Facility # 7080620

AND City of ~~Albany~~ Rensselaer hereinafter designated "Purchaser" of
PURCHASER'S NAME

62 Washington Street Rensselaer NY 12144
ADDRESS STATE

"The above named seller agrees to sell the hereinafter mentioned and described automobile and the above named purchaser agrees to purchase said automobile upon the following conditions, it being agreed by both parties hereto that this contract embodies all terms and conditions of sale."

Phone 1518-462-6466 Dummit **MILEAGE: 111k**

STOCK NO.	MAKE AND TYPE OF CAR	MODEL	YEAR	VEHICLE IDENT. NO.	SALESMAN
45	<i>Eley</i>	<i>Ford</i>	2009	2CNDL23F9962159123	<i>J.</i>
Cash Price of Car		\$ 5950	CO	Cash on Delivery of Car	
Less Trade in Allowance		\$		Cash on Account with order	
Optional Warranty				Balance	
Term:				Dealer's optional fee for processing application for registration and/or certificate of title, and for securing special or distinctive plates (if applicable). THIS IS NOT A DMV FEE.*	
Other:					
Total		\$			
Inspection		\$ 21	CO		
Registration		\$		Total Balance	
Sales Tax		\$		Payable at rate of \$ per month for months	
Total Cash Price		\$ 5971	CO	to	

The principal prior use of this vehicle was as: rental a police vehicle lease a taxicab or a driver education vehicle
 THE AMOUNT INDICATED ON THIS SALES CONTRACT OR LEASE AGREEMENT FOR REGISTRATION AND TITLE FEES IS AN ESTIMATE. IN SOME INSTANCES, IT MAY EXCEED THE ACTUAL TITLE FEES DUE THE COMMISSIONER OF MOTOR VEHICLES. THE DEALER WILL AUTOMATICALLY, AND WITHIN SIXTY DAYS OF SECURING SUCH REGISTRATION AND TITLE, REFUND AMOUNT OVERPAID FOR SUCH FEES.

PURCHASER

*The optional dealer registration or title application processing fee (\$75.00 maximum) and special plate processing fee (\$5.00 maximum) are not New York State or Department of Motor Vehicle fees. Unless a lien is being recorded or the dealer issued number plates, you may submit your own application for registration and/or certificate of title or for a special or distinctive plate to any motor vehicle issuing office.

Remarks: Vehicle is used with 111k miles NO money at this time

"The purchaser agrees to pay the seller the sum of \$ 5971 CO on delivery of this agreement receipt of which is hereby acknowledged, and to pay the seller the balance due on or before Oct 16 2018, 2018 or purchaser hereby agrees to forfeit said amount to the seller as and for liquidated damage for his breach. Title will not pass to purchaser until payment in full has been made. If final payment is made by check, title will not pass until check is paid." The purchaser certifies that he is eighteen years of age and has full legal capacity to enter into this agreement, and that the car he is trading in is free and clear of all encumbrances whatsoever.

"IF THIS MOTOR VEHICLE IS CLASSIFIED AS A USED MOTOR VEHICLE, *VPSTATE Auto Sales Inc* CERTIFIES THAT THE ENTIRE VEHICLE IS IN CONDITION AND REPAIR TO RENDER, UNDER NORMAL USE, SATISFACTORY AND ADEQUATE SERVICE UPON THE PUBLIC HIGHWAY AT THE TIME OF DELIVERY."

"THE INFORMATION YOU SEE ON THE WINDOW FORM FOR THIS VEHICLE IS PART OF THIS CONTRACT. INFORMATION ON THE WINDOW FORM OVERRIDES ANY CONTRARY PROVISIONS IN THE CONTRACT OF SALE."

DATED OCT 16 2018 2018
Final Segment of Bill
Must Be In Cash or Certified Check

Accepted VPSTATE Auto Sales Inc
By [Signature]

Sold subject to approval of an Executive of the Company _____

Delivery Accepted _____ 2018

Purchaser's Signature [Signature]

TO: Jim Casey, Water Chairperson

FROM: Mary Cramer, Deputy Commissioner Water/Sewer Dept. *MC*

DATE: October 11, 2018

RE: Water Dept transfer-Meter Reader Vehicle

Due to the following reason(s), I am requesting that the following funds be transferred within my departments budget:

Jim, the Water Dept is in need of a new Water Meter Reader vehicle. I have attached the quote from Upstate Auto and the line where the money is coming from.

From:

Line#	Description	Amount
FX.8310.7130	Public Safety Operations	\$5,971.00
	Total	\$5,971.00

To:

Line#	Description	Amount
FX.8310.7440	Contracted Services	\$5,971.00
	Total	\$5,971.00

By Alderperson:

Council As A Whole

Seconded by Alderperson:

RESOLUTION REVISING AND ADOPTING SEXUAL HARASSMENT POLICY

WHEREAS, the City of Rensselaer desires to adopt and implement the Sexual Harassment Policy, and

WHEREAS, said policy is annexed hereto

NOW THEREFORE BE IT RESOLVED, that the City of Rensselaer adopt the attached Sexual Harassment Policy, and

BE IT FURTHER RESOLVED that said policy will go into effect immediately.

Approved as to form and sufficiency
This 17th day of October, 2018

Corporation Counsel

Approved by:

Mayor

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John Defrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>7</u> Aye	___ No	___ Abstain	___ Absent
Result:	<u>passed</u>			

Sexual Harassment Prevention Policy Notice



Combating
Sexual Harassment

Sexual harassment is against the law.

All employees have a legal right to a workplace free from sexual harassment, and City of Rensselaer is committed to maintaining a workplace free from sexual harassment.

Per New York State Law, City of Rensselaer has a sexual harassment prevention policy in place that protects you. This policy applies to all employees, paid or unpaid interns and non-employees in our workplace, regardless of immigration status.

If you believe you have been subjected to or witnessed sexual harassment, you are encouraged to report the harassment to a supervisor, manager or office manager so we can take action.

Our complete policy may be found: Human Resources Office

Our Complaint Form may be found: Human Resources Office

If you have questions and to make a complaint, please contact:

Irene Sorriento – Human Resources Manager
Human Resources Office
City of Rensselaer
62 Washington Street, 2nd Floor
Rensselaer, NY 12144
(518) 462-0419

For more information and additional resources, please visit:

www.ny.gov/programs/combating-sexual-harassment-workplace



CITY OF RENSSELAER

Sexual Harassment Policy

Introduction

The City of Rensselaer 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 City of Rensselaer'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 City of Rensselaer. Employees can also file a complaint with a government agency or in court under federal, state or local antidiscrimination laws.

Policy:

1. The City of Rensselaer policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business, regardless of immigration status, with the City of Rensselaer. 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 City of Rensselaer will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected sexual harassment. Any employee of the City of Rensselaer 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

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.

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.

believe they have been subject to such retaliation should inform a supervisor, manager, or the Human Resources Manager. 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 City of Rensselaer 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 City of Rensselaer 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 City of Rensselaer 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 City of Rensselaer will provide all employees a complaint form for employees to report harassment and file complaints.
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 Human Resources Manager.
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 (where applicable) local 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 City of Rensselaer 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 a supervisor, manager or the Human Resources Manager. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager or Human Resources Manager.

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 Human Resources Manager.

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 City of Rensselaer 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 Human Resources Manager 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 City of Rensselaer but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at the City of Rensselaer, 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 City of Rensselaer 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.

City of Rensselaer Complaint Form for Sexual Harassment

New York State Labor Law requires all employers to adopt a sexual harassment prevention policy that includes a complaint form to report alleged incidents of sexual harassment.

If you believe that you have been subjected to sexual harassment, you are encouraged to complete this form and submit it to **Irene Sorriento, Human Resources Manager** in person or via email at **irene.sorriento@rensselaerny.gov**. You will not be retaliated against for filing a complaint.

If you are more comfortable reporting verbally or in another manner, your employer should complete this form, provide you with a copy and follow its sexual harassment prevention policy by investigating the claims as outlined at the end of this form.

For additional resources, visit: ny.gov/programs/combating-sexual-harassment-workplace

COMPLAINANT INFORMATION

Name:

Work Address:

Work Phone:

Job Title:

Email:

Select Preferred Communication Method:

Email Phone In person

SUPERVISORY INFORMATION

Immediate Supervisor's Name:

Title:

Work Phone:

Work Address:

COMPLAINT INFORMATION

1. Your complaint of Sexual Harassment is made about:

Name:

Title:

Work Address:

Work Phone:

Relationship to you: Supervisor Subordinate Co-Worker Other

2. Please describe what happened and how it is affecting you and your work. Please use additional sheets of paper if necessary and attach any relevant documents or evidence.

3. Date(s) sexual harassment occurred:

Is the sexual harassment continuing? Yes No

4. Please list the name and contact information of any witnesses or individuals who may have information related to your complaint:

The last question is optional, but may help the investigation. You need not answer this question if you so desire.

5. Have you previously complained or provided information (verbal or written) about related incidents? If yes, when and to whom did you complain or provide information?

If you have retained legal counsel and would like us to work with them, please provide their contact information.

Signature: _____

Date: _____

Instructions for Employers

If you receive a complaint about alleged sexual harassment, follow your sexual harassment prevention policy.

An investigation involves:

- Speaking with the employee
- Speaking with the alleged harasser
- Interviewing witnesses
- Collecting and reviewing any related documents

While the process may vary from case to case, all allegations should be investigated promptly and resolved as quickly as possible. The investigation should be kept confidential to the extent possible.

Document the findings of the investigation and basis for your decision along with any corrective actions taken and notify the employee and the individual(s) against whom the complaint was made. This may be done via email.

By Alderperson:

Council President Richard Mooney

Seconded by Alderperson:

Council as a whole

**RESOLUTION ALLOWING CRAFT BEER IN THE CITY OF
RENSSELAER RESOLUTION TO ESTABLISH "ONE STOP SHOP" TO
ATTRACT AND ENCOURAGE THE LOCATION OF CRAFT BEVERAGE
INDUSTRY MANUFACTURING, RETAIL OPERATIONS, AND
DISTRIBUTION IN THE CITY OF RENSSELAER**

WHEREAS, craft beverage production has been a tremendous area of economic growth across the United States;

WHEREAS, New York State is home to more than 1,000 craft beverage producers, many of whom are independent, locally-owned enterprises using local agricultural product;

WHEREAS, these producers include distillers, breweries, cideries, wineries, and non-alcoholic beverage manufacturers;

WHEREAS, these enterprises create and retain jobs in their respective local communities, expand the tax base, and attract people to invest in areas that have been long neglected;

WHEREAS, state government has promoted these enterprises to support economic development efforts across the Empire State;

WHEREAS, local governments have historically not been as cooperative to craft beverage manufacturing in the past;


WHEREAS, the City of Rensselaer is well-positioned to attract craft beverage manufacturing given its central location in New York's Capital Region, rich, historic architecture, and local government cooperation;

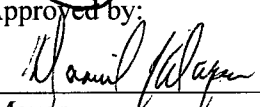
NOW, THEREFORE, BE IT RESOLVED, that the Common Council of the City of Rensselaer is committed to attracting and retaining craft beverage manufacturing, retail operations, and distribution within the City;

BE IT FURTHER RESOLVED, that all city departments shall act cooperatively to ensure any and all processes involving municipal regulations over craft beverage manufacturing is done expeditiously;

BE IT FINALLY RESOLVED, that the City of Rensselaer is committed to establishing and promoting a “one-stop shop” for craft beverage manufacturing within the Department of Planning and Development for the City of Rensselaer

Approved as to form and sufficiency
 This 17th day of October, 2018


 Corporation Counsel

Approved by:

 Mayor

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John Defrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>7</u> Aye	___ No	___ Abstain	___ Absent
Result:	<u>Passed</u>			

By Alderperson:

Council As A Whole

Seconded by Alderperson:

RESOLUTION AUTHORIZING USE OF RIVERFRONT PARK

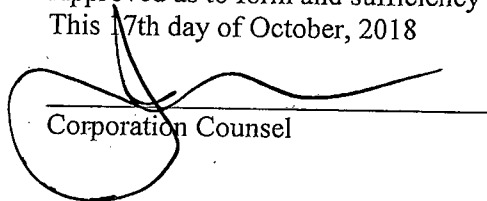
WHEREAS, the City of Rensselaer Democratic Committee is desirous of utilizing Riverfront Park on Saturday, October 20 from 12:00PM to 2:00PM to hold a "Pumpkin Fest."

NOW THEREFORE BE IT RESOLVED, that the City of Rensselaer Democratic Committee be authorized to utilize Riverfront Park,

BE IT FURTHER RESOLVED, that the Committee is responsible for any and all cleanup costs, and holds the City of Rensselaer harmless from any and all damage and liability which may occur.

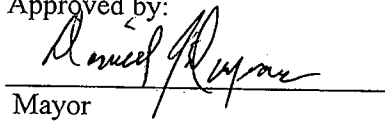
Approved as to form and sufficiency

This 17th day of October, 2018



Corporation Counsel

Approved by:



Mayor

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John Defrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>7</u> Aye	___ No	___ Abstain	___ Absent
Result:	<u>Passed</u>			

By Alderperson : Council As A Whole

Seconded by Alderperson : _____

A RESOLUTION AWARDING BID

WHEREAS, the City of Rensselaer advertised bids for “East Street Sewer Separation and Renewal Project CWSRF C4-5409-06/05 and GIGP 1303 Project” on September 17, 2018,

WHEREAS, the City of Rensselaer opened bids on October 9, 2018, and

WHEREAS, Micheli Contracting Corporation was the low bidder for the “East Street Sewer Separation and Renewal Project CWSRF C4-5409-06/05 and GIGP 1303 Project” in the amount of Three million five hundred forty-eight thousand, seven hundred and sixty six dollars and fifty cents (\$3,548,766.50).

NOW, THEREFORE BE IT RESOLVED, that Micheli Contracting Corporation be awarded the “East Street Sewer Separation and Renewal Project CWSRF C4-5409-06/05 and GIGP 1303 Project” bid for Three million five hundred forty-eight thousand, seven hundred and sixty six dollars and fifty cents (\$3,548,766.50), and

BE IT FURTHER RESOLVED, that Micheli Contracting Corporation satisfactorily provide the remaining outstanding financial and administrative items required for award per engineer’s approval.

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John Defrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>7</u> Aye	___ No	___ Abstain	___ Absent
Result:	<u>Passed</u>			

Approved as to form and sufficiency
this 17th day of October, 2018

Corporation Counsel

Mayor

By Alderperson:

Peggy VanDyke

Seconded by Alderperson:

Council as a whole

RESOLUTION ACCEPTING DONATIONS AND INCREASING FUNDS

WHEREAS, the City of Rensselaer is desirous of increasing the Christmas in the City Revenue line by \$1,600.00 (one thousand six hundred dollars) and the Christmas in the City Expenditure line by the same amount, and

WHEREAS, the \$1600.00 (one thousand six hundred dollars) is a collective donation from the generous groups on the list attached hereto.

NOW THEREFORE BE IT RESOLVED, that the Common Council of the City of Rensselaer authorizes the City Treasurer to make the following increase in the 2018-2019 budget.

Increase Revenue Line:

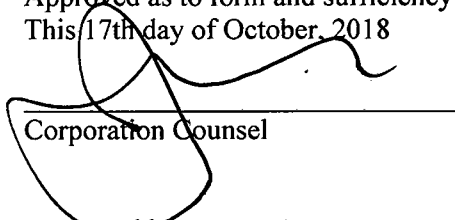
<u>REVENUE LINE:</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
A.0000.2705	Gifts and Donations	<u>\$1600.00</u>
	Total	\$1600.00

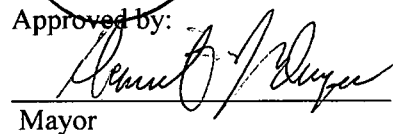
Increase Expenditure Line:

<u>EXPENDITURE:</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
A.7550.7405	Christmas in the City	<u>\$1600.00</u>
	Total	\$1600.00

James Van Vorst	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Dave Gardner	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
John Defrancesco	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
James Casey	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Eric Endres	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Margaret Van Dyke	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Richard Mooney	<input checked="" type="checkbox"/> Aye	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	<input type="checkbox"/> Absent
Vote Totals	<u>7</u> Aye	<u> </u> No	<u> </u> Abstain	<u> </u> Absent
Result:	<u>Passed</u>			

Approved as to form and sufficiency
This 17th day of October, 2018


Corporation Counsel

Approved by:

Mayor

On behalf of the Mayor's Christmas in the City Committee we would like to thank you to the following donors for their generous gifts. Without help from our community and business owners we would not be able to continue to delight the Children of our City on the special day that we call Christmas in the City.

GERALD O'NEIL POST 1682 AMERICAN LEGION

DAVID GARVEY & KATHLEEN GARVEY

FREDS DISCOUNT TIRE & AUTO REPAIR

WALTER S. PRATT & SONS, INC.

JOHN P. HICKS LAW FIRM

C.T. MALE ASSOCIATES

BRUCE ADAMS ROOFING CONTRACTING, INC.

V. ZAPPALA & CO., INC

CAPITAL CONTAINER CORP.

THORPE ELECTRIC SUPPLY, INC.

Totals for 10/17/18 Meeting

A FUND = \$ 655,755.56
CL FUND = \$ 20,798.01
FX FUND = \$ 3,019.34
G FUND = \$ 2,876.49
CDBG 2015 = \$ 87,463.68
H FUND = \$ 62,399.10
H #2 = \$ 55,675.11
H DOT = \$ 1,786.09
L FUND = \$ 2,588.15
TOTAL = \$ 1,148,588.39

H EFC + 1,424.46
 City
 SHARE

~~\$~~ 1,150,012.85 (me)

COMPANY CODE	PAID IN DEPARTMENT	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	STATUTORY DEDUCTIONS	GROSS PAY	REGULAR HOURS	OVERTIME HOURS	OTHER HOURS	VOLUNTARY DEDUCTIONS	TOTAL DEDUCTIONS	NET PAY
VBK		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-6,037.58	-6,037.58	6,037.58
VBK	A 1010-Common Council	2,168.52	0.00	0.00	285.45	2,168.52	0.00	0.00	0.00	1,596.73	1,882.18	286.34
VBK	A 1210-Mayor	3,924.36	0.00	0.00	783.32	3,924.36	73.00	0.00	9.50	1,817.20	2,600.52	1,323.84
VBK	A 1315-Comptroller	5,396.78	0.00	0.00	1,282.60	5,396.78	101.50	0.00	53.50	4,114.18	5,396.78	0.00
VBK	A 1325-Treasurer	5,087.85	0.00	0.00	1,072.04	5,087.85	210.25	0.00	7.00	4,015.81	5,087.85	0.00
VBK	A 1345-Purchasing	1,217.17	0.00	0.00	133.73	1,217.17	70.00	0.00	20.25	1,083.44	1,217.17	0.00
VBK	A 1355-Assessment	1,249.23	0.00	0.00	122.35	1,249.23	38.00	0.00	0.00	1,126.88	1,249.23	0.00
VBK	A 1410-City Clerk	3,784.16	0.00	0.00	928.25	3,784.16	75.00	0.00	7.00	2,804.81	3,731.06	53.10
VBK	A 1420-Law Department	1,753.28	0.00	0.00	321.09	1,753.28	0.00	0.00	0.00	1,432.19	1,753.28	0.00
VBK	A 1430-Administrative Services	5,071.84	0.00	0.00	1,076.32	5,071.84	188.75	0.00	46.25	3,995.52	5,071.84	0.00
VBK	A 1440-Engineering Department	4,182.43	0.00	0.00	927.13	4,182.43	88.00	0.00	25.50	3,255.30	4,182.43	0.00
VBK	A 1490-Public Works Administration	5,617.37	0.00	0.00	1,402.96	5,617.37	139.75	0.00	18.00	4,214.41	5,617.37	0.00
VBK	A 1620-Buildings	2,104.14	49.96	299.58	523.30	2,453.68	140.00	2.25	20.00	147.45	670.75	1,782.93
VBK	A 3120-Police Department	73,305.89	17,383.11	3,490.15	23,926.16	94,179.15	710.00	383.00	28.00	64,163.83	88,089.99	6,089.16
VBK	A 3410-Fire Department	29,691.46	6,396.16	3,151.46	8,013.43	39,239.08	0.00	175.00	48.00	25,695.61	33,709.04	5,530.04
VBK	A 3620-Building Code Enforcement	3,705.32	0.00	0.00	724.75	3,705.32	149.75	0.00	14.00	2,980.57	3,705.32	0.00
VBK	A 5010-Maintenance of Roads - Highway	19,982.29	1,068.55	5,357.16	5,414.03	26,408.00	1,123.00	38.50	305.75	16,619.71	22,033.74	4,374.26
VBK	A 7310-Youth Bureau	1,060.46	0.00	0.00	147.33	1,060.46	0.00	0.00	0.00	0.00	147.33	913.13
VBK	A 8020-Planning Department	5,603.07	0.00	0.00	1,348.32	5,603.07	111.00	0.00	14.00	4,254.75	5,603.07	0.00
VBK	CL8160-Solid Waste	7,549.85	0.00	838.87	1,838.19	8,388.72	432.00	0.00	48.00	4,682.00	6,500.19	1,888.53
VBK	F 8310-Water Administration	1,573.75	0.00	0.00	313.84	1,573.75	0.00	0.00	14.50	1,259.91	1,573.75	0.00
VBK	F 8320-Cross Street	1,316.79	112.87	188.11	333.85	1,617.77	70.00	4.00	7.00	144.23	478.08	1,139.69
VBK	F 8340-Water Crew - Street	3,474.24	1,388.02	997.85	1,287.25	5,860.11	191.50	48.50	48.50	4,479.94	5,767.19	92.92
VBK	G 8120-Sanitary Sewers	1,312.33	44.54	1,031.60	550.09	2,388.47	55.25	1.25	24.00	1,451.14	2,001.23	387.24
VBK	L 7410-Public Library	3,292.27	0.00	0.00	528.36	3,292.27	208.00	0.00	13.00	2,763.91	3,292.27	0.00
Report Totals:		193,424.85	26,443.21	15,354.78	53,282.14	235,222.84	4,175.75	652.50	771.75	152,041.94	205,324.08	29,898.76