



VILLAGE OF RHINEBECK

Village of Rhinebeck Board of Trustees

Part Time Employee Benefit Workshop

Thursday June 7, 2018

7:00 pm

Mayor Bassett opened the meeting at 7:04pm with the Pledge of Allegiance.

Mayor Gary Bassett:	Present
Deputy Mayor Richard Lewit:	Present
Trustee Howard Traudt:	Present
Trustee Brant Neuneker:	Absent
Trustee John Rossi	Present

Also present were: Village Clerk Patricia Coon, Police Clerk Danielle Rector with Planning-Zoning and Building Clerk Ryan Dowden attending later.

Mayor Bassett gave a summary of the reason for the permanent part time benefit workshop, with within the village two permanent part time employees, Danielle Rector and Ryan Dowden. The workshop consisted of discussion on vacation, sick and holiday time for permanent part time employees. The board had benefit time from several area municipalities and the UPSEU contract for comparison. The discussion was as follows.

Vacation Time- Board discussed having the permanent part time employees follow the USPEU contract prorated to the number of hours worked. Vacation time will not be allowed to be carried over and it is for years of service.

Holiday Time- the current full time employees receive 12 holidays: New Year's Day, Martin Luther King's Day, President's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veteran's Day, Thanksgiving, Day after Thanksgiving, and Christmas Day. The Board discussed the amount of time an individual would be out of the office, and determined that New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day for permanent part time employees. If the holiday falls on a Saturday- Friday is recognized. If it falls on a Sunday- Monday is recognized.

Sick Time- The Board discussed sick and personal time. The current full time employees receive one half day per pay period. Sick time for permanent part-time employees is called "Benefit Time"- the board discussed combining sick time and personal time into a category called Benefit Time. Which includes sick time and personal time off. The Board agreed to .25 days of sick time per pay period for all permanent part time employees with a cap of 13 sick days - a max of 2 years of accrual of benefit time.

Motion: Mayor Bassett: To adopt the following for permanent part time employees: vacation time prorated for permanent part time employees based on the UPSEU contract; Holidays of New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day; and .25 days of sick time per pay period for all permanent part time employees with a cap of 13 sick days.

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Second: Deputy Mayor Lewit

The Board discussed the effective date.

Amended Motion: Mayor Bassett: Mayor Bassett: To adopt the following for permanent part time employees: vacation time prorated based on the UPSEU contract; Holidays of New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day; and .25 days of sick time per pay period with a cap of 13 sick days for all permanent part time employees only. Effective the June 11th 2018 payroll and based on the individuals start date, and going forward from this date forward only.

Mayor Bassett:	Yes
Deputy Mayor Lewit:	Yes
Trustee Traudt:	Yes
Trustee Neuneker:	Absent
Trustee Rossi	Yes

Village Historian:

Mayor Bassett discussed that the Village should have an individual as Village Historian, and not a Society or Committee based on information that Village Clerk Coon had received at the new York Association Local Government Records Officers (NYALGRO) conference.

Motion: Mayor Bassett: to appoint Michael Frazier as Village Historian

Second: Trustee Rossi

Mayor Bassett:	Yes
Deputy Mayor Lewit:	Yes
Trustee Traudt:	Yes
Trustee Neuneker:	Absent
Trustee Rossi	Yes

Waste Water:

Trustee Traudt discussed the apron and the slant of the driveway leading into the press building-garage. The discussion was tabled as more information to make a decision. Operator Brian Baccamo reported that the clarifier bearing is going bad, and Third Party Consultant Mike Tremper from Camo Pollution recommended an engineer to review and evaluate the clarifier.

Motion: Mayor Bassett: To close the regular meeting at 9:00pm.

Second: Trustee Rossi

Mayor Bassett:	Yes
Deputy Mayor Lewit:	Yes
Trustee Traudt:	Yes
Trustee Neuneker:	Absent
Trustee Rossi	Yes

Respectfully Submitted,

Patricia D. Coon, RMC

