

VILLAGE OF WOODSTOCK
BOARD OF VILLAGE TRUSTEES MEETING
JUNE 18, 2020
3:00 PM
CONFERENCE CALL
MINUTES

Present: Chair Jeffrey Kahn, Cary Agin, Antonina DiNatale, Seton McIlroy, William Kerbin, Nikki Nourse, Mary Riley, Zoie Parent, Jill Davies

I. CALL TO ORDER

- A. Chair Kahn called to order the Trustees Meeting of June 18, 2020 at 3:04pm.

II. EXECUTIVE SESSION TO DISCUSS PERSONNEL POLICY

Motion: by Mr. Agin to enter executive session to discuss the personnel policy at 3:04pm.

Seconded: by Ms. McIlroy.

Discussion: none.

Vote: 4-0-0, passed.

Motion: by Mr. Agin to exit the executive session at 3:13pm.

Seconded: by Ms. McIlroy.

Discussion: none.

Vote: 4-0-0, passed.

- A. Ms. Davies stated that they need to send the personnel policy to the employees and get it signed by July 1.
- B. Chair Kahn stated that all the accrued banking from the old system needs to be accounted for.
- C. Ms. Davies stated that it needs to be signed by each employee.
- D. Ms. DiNatale is worried about the discomfort from the employees. She believes there will be some pushback.
- E. Chair Kahn stated that they took thoughts from the employees and worked with them.

- F. Ms. Davies suggested started the new policy August 1. This gives employees more time.
- G. Chair Kahn stated he does not want more payout accrument time to add up.
- H. Ms. Davies stated that this new policy is good. She believes people will willingly accept it with more time.
- I. Ms. Riley stated that they need to present it to the employees. They added a wellness benefit. They added more sick days. Vacation accrual has been stepped up. They have spent hours talking about it. Ms. Davies has spent months. Mr. Kerbin, Ms. McIlroy, and someone from the Select Board will be doing a salary study and looking into a sick bank. They are continuing to work on this. We told them we would discuss it with them. She expects employees will sign it. The Town can not afford to change it more.
- J. Mr. Agin suggested giving the employees to August 1 but do not allow accrual during that time.
- K. Ms. McIlory suggested giving the employees a presentation that shows them the progress they have made with the policy.
- L. Ms. Parent stated that she realizes that the Select Board and Trustees have worked hard on the policy but giving employees such a limited amount of time will not sit well with people.
- M. Chair Kahn stated they can remove accrual after June 30.
- N. Ms. Davies asked how much one month would cost if employees were able to accrue sick time.
- O. Ms. Parent stated that it is $.04615 \times$ hours worked. So, for 40 hours worked an employee gains 1.84 hours per week of sick time.
- P. Ms. Davies suggested writing a letter that goes with the policy. Ms. McIlroy will work with her. They will give people the document and invite them to talk with them.
- Q. Ms. Riley stated that the negotiation part is over. They need to present the new policy and answer questions.
- R. Chair Kahn stated he wants to present it in a positive way.
- S. Ms. Riley stated that they have made a lot of improvements. They have been talking about this since Town Meeting in 2018.

- T. Chair Kahn stated that they should set a time for employees to ask questions.
- U. Ms. Davies stated that they will need to run it by the lawyer.
- V. Chair Riley stated they need to give the employees 14 days.

III. OTHER BUSINESS - none

IV. ADJOURNEMENT

Motion: by Mr. Agin to adjourn the meeting at 3:40pm.

Seconded: by Ms. McIlroy.

Discussion: Chair Kahn wants to make sure this is legal to not go into effect until August 1 while not occurring more sick time during the month of July.

Mr. Kerbin will check with the lawyer.

Vote: 4-0-0, passed.

Respectfully submitted,
Nikki Nourse