

Minutes of the Special Meeting of the Town Board of the Town of Durham held January 28, 2020 at the Town Hall commencing at 6:30 p.m.

Present: Shawn Marriott, Supervisor
Joan Breslin, Deputy Supervisor
Linda Sutton, Council Member
George Deckers, Council Member
Scott Hulbert, Council Member

Recording Secretary: Janet Partridge-Town Clerk

Others Present: Chrissy Kohrs, Court Clerk
David Cunningham, Building Inspector

Supervisor Marriott called the meeting to order at 6:40 p.m. with the Pledge to the Flag.

Marriott handed out revised copies of the Employee Handbook and walked the board through the document and shared the changes that have been made up to this point.

The board discussed the verbage on page 32, section 805: Compensation Time. An employee may request overtime hours worked be changed to comp time. It was agreed to add that 50 hrs of comp time can be accumulated in a given calendar year with up to 40 hours that can be carried over to the next calendar year. Any rolled over comp time will count towards the maxium of 50 hrs per calendar year limit.

Medical coverage for retirees was discussed. The following statement was agreed to be put in the employee handbook:

An employee who has worked 10 consecutive years for the town, is 55 years or older and in good standing, may request to pay 100% of their health care coverage through the town. This requires Board approval and a signed agreement stating payments will be received prior to billing dates, or the individual will be subject to removal from coverage.

Health benefits coverage for current part-time employees was discussed with employee input but tabled.

The board agreed that any highway employee hired from the date of the adoption of the revised handbook and going forward will be offered: must be 60 years of age and have completed 20 years or more of full time credited service, will be eligible to receive 50% health benefits coverage when they retire.

The board agreed that any part-time employee hired after 1/1/2020 working 29 hrs/wk or less will not receive health benefits coverage when they retire.

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The board agreed any part-time employee working 30 or more recorded hrs/wk for 20 consecutive years will be eligible to receive 50% health benefits coverage when they retire.

All positions will turn in monthly time sheets.

Clerk Partridge asked if there could be another designee for reporting and processing harassment complaints since the handbook designates only the Town Supervisor. Discussion followed. The town attorney will be added.

The next handbook meeting will be Thursday, February 13th at 6:30pm.

Council member Hulbert motioned to adjourn at 9:53 p.m. seconded by Council member Deckers.

Respectfully submitted,

Janet Partridge,
Clerk/Collector