

**THE MINUTES
FOR THE NOVEMBER 7, 2018
MEETING OF THE BOARD OF TRUSTEES
OF THE INCORPORATED VILLAGE OF NORTHPORT
REGULAR MEETING
6:30 PM.**

PRESENT: Mayor McMullen, Trustees Kehoe, Maline, Milligan and Smith, Village Clerk Donna Koch, Village Attorney Stuart Besen, Village, Police Chief Bill Ricca.

ABSENT: Village Administrator Tim Brojer, Treasurer Len Marchese

ANNOUNCEMENTS:

PRESENTATIONS: Gerry Giosa of Level G Associates will give a presentation on the downtown parking evaluation study: Observations were done during peak time of August 8th when there was a concert in the park as well as a show at the theater, then mid-day Wednesday September 12th and a Friday night around dinner time. There are 607 parking spaces in the central business district. During peak times the spots are filled and the parking spills out to side streets, Scudder, Main, Bayview and Woodbine. Some ideas would be to lease the St. Phillip Neri parking lot which has 80 spots. The Village could use it for employee (restaurant, store, employees) parking. Also, an idea would be to merge the two parking lots at the foot of Main Street. None of the solutions are easy and all are expensive.

Trustee Maline asked what the benefit of metering the parking lots would be? Mr. Giosa explained it would move the employees out of the lots.

Trustee Kehoe stated one option talked about was to give all Village residents a parking sticker at no charge. Where everyone would still have to pay the meter, but if a resident parks in the metered lot they would park free of charge. Non-residents would have to pay something into something such as a muni-meter.

Joe Schramm questioned if the report takes into account if the Village becomes more popular. Does it plan for our future? Mr. Giosa explained that is more for a planner to determine.

The full report is available from the Villages Clerk's Office.

PUBLIC HEARINGS: no public hearings this evening.

PUBLIC PARTICIPATION: Joe Schramm of Ocean Ave. questioned to the Board as to why the sidewalk and roadway in front of his house has not been repaired. Suffolk County Water Authority ripped up the road and sidewalk sometime last year, then paid the Village

to do the restoration. He has been asking when the repair will be made and feels and has not gotten a satisfactory answer in over a year. He stated his e-mails have not been returned in a timely manner and feels he is being ignored. Mayor McMullen responded by saying he would visit the area on Thursday the 8th, and could not answer Mr. Schramm's questions until he inspected the area himself and talked with Mr. Brojer upon his return. Joe Sabia, wanted to thank the highway department for going around doing crack filling. Trustee Milligan stated the idea is that the Village will go around and crack fill any roads that have been paved in the last three years hence helping to preserve the road. Mr. Sabia then questioned if the Village will discontinue single stream recycling. Mayor McMullen stated that the US used to send their recyclables to China who won't take it anymore. Trustee Milligan stated that we are trying to find a solution and there are companies starting up recycling centers and making proposals. It is our hope not to end single stream but we might have to be done temporarily. It's not about money it's just that there is nowhere to send the stuff.

Tom Koppel of Laurel St. addressed the Board with his on-going request for a dinghy rack. Mr. Koppel stated he has been on the list for over a year. Trustee Milligan stated there is a waiting list for dinghy spots but that the Clerk would look into it.

Kevin Madden of Vail Street. Questioned with all the upcoming retirements within the Police Department what effect will that have on the Villages budget? He is concerned that it will "blowup" the budget. Mayor McMullen stated there are four members retiring within the next year. The Village does not pay the pension once they retire. That is paid through New York State. What the Village will have to pay out is unused sick or vacation time and the Village has been preparing for that the budget process over the last few years.

BOARD APPROVAL OF WARRANT:

On the motion of Trustee Milligan and seconded by Trustee Smith the following bills were approved for payment.

Fiscal Year 2018/2019 General Fund bills in the amount of \$114,558.44

On the motion of Trustee Kehoe and seconded by Trustee Smith the following bills were approved for payment.

Fiscal Year 2018/2019 Sewer Fund bills in the amount of \$ 20,618.25

COMMISSIONER REPORTS:

Trustee Maline reported all good, nothing to report this evening.

Trustee Smith reported the Parks department is working on fall clean up and getting ready for winter. As far as technology, we have selected a vendor for the scanning and there is a resolution on for that tonight. Also, we are going to upgrade the tax program so that taxes can be viewed and paid through the website. The 125th anniversary committee continues to meet every week.

Trustee Kehoe stated his report was given in the parking study presentation.

Me would also like to publicly thank Senator Marcelino for his years of service to Long Island and congratulations to Jim Gaughran on his victory.

Trustee Milligan reported there is a resolution on tonight's agenda for emergency sewer line repair. Last week during an unusual hightide along with serious northwest winds we had some damage to a manhole. Seawater came in and filled the manhole then was pumped to the sewer department. There was no damage to the plant but the ussie needed to be corrected immediately.

Mayor McMullen reported the Highway has been busy with the crack filling, working on storm drains and doing tree work. Also winterizing the parks and beaches. They continue to pick up card board in the commercial area.

CHIEF OF POLICE REPORT:

In October of 2018 the Northport Police Department responded to 489 calls for service, issued 148 summonses and made 14 arrests.

On October 25, 2108 AAA Northeast presented the Department with a Gold Traffic Safety Award. This award is given out annually to communities that have implemented programs and projects that enhance traffic safety.

Chief Bill Ricca and Sergeant Chris Hughes were invited to be panelists at the Northport/East Northport School District's Armed Security Guard Forum on October 11, 2018.

Police Officer Gregory Cerar was presented a Life Saver Award by the American Heart Association on October 15, 2108 for saving a choking victim in 2017.

On October 5 a 35-year-old male was arrested for exposing himself to a 15-year-old female.

The police boat is out of service for the season.

ADMINISTRATOR'S REPORT: no report this evening.

TREASURER'S REPORT: no report this evening.

NEW BUSINESS: Re-schedule the meeting of January 1st, 2019. The Board elected to meet on January 2, 2019 at 6:30 PM.

OLD BUSINESS: no old business was discussed.

CORRESPONDENCE: 1. Letter of thanks from the Northport Chamber.

REQUESTS:

Request from the Chamber to cover parking meters from November 23rd through January 1, 2019. The Board approved this request.

2. Request from Visiting Nurse Center to close Main Street on November 18, 2018 4:30 to 5:30 for their annual Tree Lighting Memorial Service. The Board approved this request.
3. Request from Carl's Candy on Main Street to host the annual Leg Lighting Saturday November 24th, 6:00 to 6:45 PM. The Board approved this request.

RESOLUTIONS:

On the motion of Trustee Kehoe and seconded by Trustee Smith the following resolution was unanimously approved.

RESOLUTION 2018 -161 ~ OCTOBER 11, 2018 MINUTES

BE IT RESOLVED: The minutes of the October 11, 2018, meeting are hereby accepted.

On the motion of Trustee Smith and seconded by Trustee Milligan with Trustee Maline abstaining the following resolution was approved.

RESOLUTION 2018 -162 ~ OCTOBER 16, 2018 MINUTES

BE IT RESOLVED: The minutes of the October 16, 2018, meeting are hereby accepted.

On the motion of Trustee Milligan and seconded by Trustee Maline following resolution was unanimously approved.

RESOLUTION 2018 -163 ~ PARKING RESTRICTIONS

WHEREAS: Police Chief William Ricca has requested the enactment of certain temporary parking restrictions November 23rd 2018 in order to facilitate the Northport Village Tree Lighting to be held during that period,
and

WHEREAS: Chief Ricca has outlined the required restrictions below,

- 1) Closure of, and no parking in, Lot#1 between 2:00 pm and 9:00 pm (authority to tow vehicles if necessary).
- 2) Closure of, and no parking in, Constitution Square between 2:00 pm and 9:00 pm
- 3) No Parking on Bayview Avenue between Main Street and Highland Avenue between 4:00 pm and 9:00 pm.
 - a) Closure as necessary between 6:00 pm and 9:00 pm.
- 4) No Parking on Woodbine Avenue between Main Street and Scudder Avenue between 4:00 pm and 9:00 pm.
 - a) Closure as necessary between 6:00 pm and 9:00pm
- 5) Closure as necessary on Main Street between School Street and Woodbine Avenue between 6:00 pm and 9:00 pm. So,

BE IT RESOLVED: That the temporary parking restrictions outlined above are hereby approved and the Police Department is hereby authorized to take actions necessary to enforce said restrictions.

On the motion of Trustee Kehoe and seconded by Trustee Smith the following resolution was unanimously approved.

RESOLUTION 2018 -164~ 2% TAX CAP

PLEASE TAKE NOTICE: that a Public Hearing of the Village Board of Trustees will be held at the Village Hall, 224 Main Street, Northport, New York at 6:00 o'clock in the evening of the 20th day of November, to consider the following proposed local law:

Proposed Local Law "I" of the year 2018
Village of Northport, County of Suffolk

A local law authorizing a property tax levy in excess of the limit established in General Municipal Law § 3-c

Section 1. Legislative intent

It is the intent of this local law to allow the Village of Northport to adopt a budget for the fiscal year commencing March 1, 2019 that requires a real property tax levy in excess of the "tax levy limit" as defined by General Municipal Law §3-c.

Section 2. Authority

This Local Law is adopted pursuant to subdivision 5 of General Municipal Law §3-c, which expressly authorizes a local governments governing body to override the property tax cap for the coming fiscal year by the adoption of a local law approved by a vote of sixty percent (60%) of said governing body.

Section 3. Tax Levy Override

The Village Board of Trustees of the Village of Northport, County of Suffolk, is hereby authorized to adopt a budget for the fiscal year commencing on March 1, 2019 that requires a real property tax levy in excess of the amount otherwise prescribed in General Municipal Law §3-c.

Section 4. Severability

If a court determines that any clause, section, paragraph, subdivision, or part of this local law or the application thereof to any person, firm or corporation, or circumstance is invalid or unconstitutional, the court's order or judgment shall not effect, impair or invalidate the remainder of this local law, but shall be confined in its operation to be clause, sentence, paragraph, subdivision, or part of this local law or in its application to the person, individual, firm or corporation or circumstance, directly involved in the controversy in which such judgment or order shall be rendered.

Section 5. Effective date

This local law shall take effect immediately upon filing with the Secretary of State.

On the motion of Trustee Maline and seconded by Trustee Milligan the following resolution was unanimously approved.

RESOLUTION 2018 –165~ INTERLOCAL COOPERATIVE PURCHASING

BE IT RESOLVED: the Mayor is hereby authorized to sign a contract with H-GAC Cooperative Purchasing Program PO Box 22777 Houston, Texas, 77227.

On the motion of Trustee Milligan and seconded by Trustee Smith the following resolution was unanimously approved.

RESOLUTION 2018 –166~ AERIAL TOWER TRUCK

BE IT RESOLVED: The Village Board hereby approved the purchase of a Pierce

Arrow XT 100' Aerial Tower Truck, and

BE IT FURTHER RESOLVED: hereby authorizes to amend the Capital Budget to include additional appropriations of \$1,400,000 to pay for said truck, and

BE IT FURTHER RESOLVED: The Mayor is hereby authorized to execute a tax-exempt lease agreement with Pierce Financial Solutions for financing of \$688,179.28 over two additional years at \$344,089.64 per year, and

FURTHER RESOLVED: The Treasurer is hereby authorized to make all necessary Journal and budgetary entries to reflect these actions.

On the motion of Trustee Maline and seconded by Trustee Milligan the following resolution was unanimously approved.

RESOLUTION 2018-167 ~ MUNICIPALITY

BE IT RESOLVED: The Village hereby authorizes an additional \$2500. To the Municipality connect program for the implementation of allowing tax bill viewing and the ability to pay taxes on the website.

On the motion of Trustee Maline and seconded by Trustee Smith the following resolution was unanimously approved.

RESOLUTION 2018-168 ~ SCANNING OF VILLAGE BUILDING FILES

BE IT RESOLVED: The Mayor is hereby authorized to sign a contract with Alternative Micrographics 704 Challenger Way, Forked River New Jersey 08731 in an amount not to exceed \$95,000. For the scanning of the building, zoning and planning files going back to 1946.

On the motion of Trustee Maline and seconded by Trustee Milligan the following resolution was unanimously approved.

RESOLUTION 2018- 169 ~ VILLAGE OF NORTHPORT SEXUAL HARASSMENT POLICY

BE IT RESOLVED: That the Board of Trustees hereby adopts the following an Anti-Harassments Policy nunc pro tunc, effective October 9, 2018

**Village of Northport
Sexual Harassment Policy**

The Village of Northport (the "Village") is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. The Village has a zero-tolerance policy for any form of sexual harassment, and all employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of the Village's commitment to a discrimination-free work environment.

Sexual harassment is against the law. All employees have a legal right to a workplace free from sexual harassment, and employees can enforce this right by filing a complaint internally with the Village, or with a government agency or in court under

federal, state or local antidiscrimination laws.

Policy:

The Village of Northport policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business with the Village.

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, up to and including termination.

Retaliation Prohibition: No person covered by this Policy shall be subject to adverse employment action including being discharged, disciplined, discriminated against, or otherwise subject to adverse employment action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. The Village of Northport has a zero-tolerance policy for such retaliation against anyone who, in good faith complains or provides information about suspected sexual harassment. Any employee of the Village who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. Any employee, paid or unpaid intern, or non-employee¹ working in the workplace who believes they have been subject to such retaliation should inform a supervisor, manager, Mayor or Village Clerk. Any employee, paid or unpaid intern or non-employee who believes they have been a victim of such retaliation may also seek compensation in other available forums, as explained below in the section on Legal Protections.

¹ 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.

Sexual harassment is offensive, is a violation of our policies, is unlawful, and subjects the Village of Northport to liability for harm to victims 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 knowingly allow such behavior to continue, will be penalized for such misconduct.

The Village will conduct a prompt, thorough and confidential investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. 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.

All employees are encouraged to report any harassment or behaviors that violate this policy. The Village will provide all employees a complaint form for employees to report harassment and file complaints.

Managers and supervisors are **required** to report any complaint that they receive, or any harassment that they observe to the Mayor or Village Clerk.

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 posted prominently in all work locations 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, 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 complaining individual is not the intended target of the sexual harassment;

A sexually harassing hostile work environment consists of 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 complain 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 assaults of a sexual nature, such as:

Touching, pinching, patting, grabbing, brushing against another employee's body or poking another employees' 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 victim'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, jokes or comments about a person's sexuality or sexual experience, which create a hostile work environment.

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. A perpetrator of sexual harassment 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 Village 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 or not during work hours.

What is “Retaliation”?

Unlawful retaliation can be any action that would keep 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.

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:

- Filed 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;
- Complained that another employee has been sexually harassed; or
- Encouraged a fellow employee to report harassment.

Reporting Sexual Harassment

Preventing sexual harassment is everyone’s responsibility. The Village of Northport 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, Mayor or Village Clerk. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager, Mayor or Village Clerk.

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 victim 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 Mayor or Village Clerk

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 suspected 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, and should be completed within 30 days. The investigation will be confidential to the extent possible. All persons involved, including complainants, witnesses and alleged perpetrators will be accorded due process 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. Employees who participate in any investigation will not be retaliated against.

Investigations will be done in accordance with the following steps:

Upon receipt of complaint, the Mayor or Village Clerk will conduct an immediate review of the allegations, and take any interim actions, as appropriate. If complaint is oral, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the oral reporting.

If documents, emails or phone records are relevant to the allegations, 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 final resolution of the complaint, together with any corrective actions action(s).

Keep the written documentation and associated documents in the employer's records.

Promptly notify the individual who complained and the individual(s) who responded of the final determination and implement any corrective actions identified in the written document.

Inform the individual who complained of their right to file a complaint or charge externally as outlined below.

Legal Protections And External Remedies

Sexual harassment is not only prohibited by the Village of Northport but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at the Village, employees may also choose to pursue legal remedies with the following governmental entities **at any time**.

New York State Division of Human Rights (DHR)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to 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 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 discrimination. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the Village 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 discrimination has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If discrimination 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 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, (718) 741-8400 [appropriate other contact info], 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.

United States Equal Employment Opportunity Commission (EEOC)

The 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.

If an employee believes that he/she has been discriminated against at work, he/she 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 (1-800-669-6820 (TTY)), 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 physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

On the motion of Trustee Maline and seconded by Trustee Milligan the following resolution was unanimously approved.

On the motion of Trustee Milligan and seconded by Trustee Maline the following resolution was unanimously approved.

RESOLUTION 2018- 170~ VILLAGE ADMINISTRATOR COMP TIME

BE IT REDOLVED: The Village Administrator shall receive compensatory time for emergency call outs (minimum of 4 hours) for after hour emergency call outs which require his presences.

On the motion of Trustee Milligan and seconded by Trustee Maline the following resolution was unanimously approved.

RESOLUTION 2018- 171~ EMERGENCY REPAIRS

BE IT RESOLVED: The Village hereby retains the services of Mechanical and Marine Construction Corp. to complete the necessary emergency replacement of the sewer manhole located at 113 Bayview Ave. in an amount not to exceed \$15,000.

The next regular meeting of the Board of Trustees will be on Tuesday November 20th, 2018, at 6:30 P.M

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A RESOLUTION FOR AN EXECUTIVE SESSION: if necessary, for personnel and/or litigation matters.

Respectfully submitted,

Donna M. Koch, Village Clerk