

AGENDA
MAY 16, 2023 – 6:00 PM.
MEETING OF THE BOARD OF TRUSTEES
OF THE INCORPORATED VILLAGE OF NORTHPORT
REGULAR MEETING

Meeting will be held live at Village Hall, 224 Main Street Northport, NY 11768 and will also be available via Zoom:

Register in advance to attend by Zoom only:

<https://us02web.zoom.us/meeting/register/tZApcumgpzwiGdNlSw4dwjX3Rr5z58DLKY1r>

After registering, you will receive a confirmation email containing information about joining the meeting.

OPEN MEETING:

SALUTE TO THE FLAG:

ANNOUNCEMENTS:

PRESENTATION:

PUBLIC HEARINGS:

PUBLIC PARTICIPATION:

BOARD APPROVAL OF WARRANTS:

Fire bills 5/9/23 in the amount of \$101,041.58

Governmental Funds bills 5/16/23 in the amount of \$53,822.76

Payroll week 5/4/23 General Fund \$268,441.33

Payroll week 5/4/23 Sewer Fund \$15,154.00

BUSINESS/COMMISSIONERS REPORTS:

TREASURER REPORT:

CHIEF OF POLICE REPORT:

CORRESPONDENCE:

REQUESTS:

RESOLUTIONS:

RESOLUTION 2023 – 121 ~ APPROVAL OF MINUTES

BE IT RESOLVED, the minutes of the May 2, 2023 meeting are hereby accepted.

RESOLUTION 2023 – 122 ~ SEASONAL EMPLOYMENT

BE IT RESOLVED, Megan Hickman and James McKechnie are hereby hired for the seasonal position of Lifeguards for the Incorporated Village of Northport and

BE IT FURTHER RESOLVED, Megan Hickman and James McKechnie will work no more than 40 hours a week at a rate of pay of \$17.00 per hour and

WHEREAS, hiring of employees is a Type II action pursuant to 6 N.Y.C.R.R. Section 617.5(c)(26), and, therefore no further SEQRA review is required.

RESOLUTION 2023 - 123 ~ ADOPT A SEXUAL HARRASSMENT POLICY AND ANTI-DISCRIMINATION POLICY

WHEREAS, the Village of Northport desires to officially adopt a new sexual harassment policy that has been approved by the New York State Department of Labor, and to adopt an anti-discrimination policy, and

WHEREAS, the Village of Northport treats all employees equitably and accordingly desires to update its employment policies as it deems necessary; and

WHEREAS, updating and adopting new sexual harassment and anti – discrimination policies is a Type II action pursuant to SEQRA 6 N.Y.C.R.R. 617.5 (c) 26.

NOW THEREFOR, BE IT RESOLVED, the Village of Northport hereby adopts the new sexual harassment and anti-discrimination policies annexed hereto and made a part of this resolution.

RESOLUTION 2023 – 124 ~ ADOPT LOCAL LAW INTRODUCTORY NO. “G” MODIFYING NORTHPORT VILLAGE CODE SECTION 147-2, REGARDING OUTDOOR DINING AND MISCELLANEOUS FEES IN THE VILLAGE OF NORTHPORT

WHEREAS, the Village Board of Trustees held a Public Hearing on the 4th day of April, 2023, at 6:00 p.m. at 224 Main Street, Northport NY 11768 to amend Local Law Introductory No. “G” amending section 147-2 of the Village code, and

WHEREAS, the amendment of the Village code for purposes of establishing building permit fees is specifically permitted pursuant to Village Code section 147-2, and

WHEREAS, amending the Village code for the purpose of establishing and modifying building permit fees is a Type II action pursuant to SEQRA section 6 N.Y.C.R.R. 617.5(c) 26 and no further SEQRA review is required at this time.

BE IT ENACTED BY THE VILLAGE BOARD OF TRUSTEES OF THE VILLAGE OF NORTHPORT HEREBY AMENDS VILLAGE CODE SECTION 147-2 CHAPTER AS FOLLOWS:

Local Law Introductory No. "7" as follows:

§ 147-2 **Miscellaneous fees.**

Miscellaneous fees shall be as follows:

A.

Gas.

(1)

Installation of natural gas, propane (LPG), butane or other stationary gas appliances: ~~\$50~~ \$100.00 for the first two appliances or tanks.

(2)

Reinspection visits of a failed mercury test: ~~\$25~~ \$50 for each and every reinspection visit.

(3)

Tees installed for future connections: ~~\$10~~ \$50 per tee with no charge for the first mercury test at the time of the future connection.

(4)

Each additional appliance or tank: ~~\$10~~ \$50 each.

B.

Plumbing and drainage. The fee for a permit for plumbing or drainage work: ~~\$30~~ \$100 for the first two fixtures installed, replaced or repaired; ~~\$10~~ \$30 for each additional fixture installed, replaced or repaired.

C.

Public, hospital, educational, religious buildings. The maximum fee for such permit in connection with new construction or alterations of public buildings or buildings for religious, hospital, educational, patriotic or veterans' purposes on property exempted on the latest town assessment roll from taxation for general town purposes and owned by a corporation or association organized exclusively for such purposes: \$50.

D.

Sprinkler systems.

(1)

The fee for the installation of a commercial or industrial fire sprinkler system shall be based upon the following schedule:

Requirement	System Size		
	Small (1 to 25 Heads)	Intermediate (26 to 100 Heads)	Large (Over 100 Heads)
Plan review	\$75 \$100	\$125 \$150	\$250 \$300
Inspection and acceptance test	\$150 \$175	\$150 \$175	\$200 \$250
Final report and permit issuance	\$25 \$50	\$25 \$50	\$50 \$100

(2)

If the system shall fail the inspection and/or acceptance test, then a new inspection

and/or acceptance test must be performed and the appropriate fee paid prior to the next inspection or test.

(3)

The fee for the installation of a residential or multiple-dwelling fire sprinkler system: ~~\$0.50~~ \$1.00 per sprinkler head, with a minimum fee of ~~\$25.~~ \$100.

E.

Fingerprinting. The fee for the Village to provide fingerprinting services shall be \$25 for residents and \$50 for nonresidents.

[Added 3-5-2002 by L.L. No. 2-2002]

F.

There shall be a fee of \$2 per person for occupancy determinations performed by the Village Fire Marshal for restaurants, catering halls, taverns, and places of assembly with a minimum charge of ~~\$50~~ \$100, except that there shall be no charge for tax exempt nonprofit, religious and educational facilities.

[Added 6-3-2008 by L.L. No. 3-2008]

G.

~~There shall be a fee of \$10 for duplicate copies of real estate tax bills.~~

~~[Added 1-15-2013 by L.L. No. 1-2013]~~

H.

~~There shall be a fee of \$5\$0.25 for copies of other records not exceeding 10 pages. Additional pages shall be at the rate of \$0.50 per page.~~

~~[Added 1-15-2013 by L.L. No. 1-2013]~~

I.

Commencing March 1, 2013, any person or entity who engages in the towing of vehicles for compensation shall be required to pay an annual fee of \$100 for an annual permit for the period commencing March 1 or any portion of the succeeding 12 months. Failure to obtain a permit shall be punishable by a fine not to exceed \$500.

[Added 1-15-2013 by L.L. No. 1-2013]

J. The fee for outdoor dining permits issued pursuant to 306.18.1 A(2)(a) shall be two hundred and fifty dollars (\$250.00).

The next meeting of the Board of Trustees will be Tuesday, June 6, 2023 at 6:00PM.

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

Respectfully submitted,

Georgina Cavagnaro
Village Clerk

- **Policy Language :**

Equal Employment Opportunity Policy

The Incorporated Village of Northport (“The Village”) is committed to complying with all federal, state, and local equal employment laws. To that end, the Village is dedicated to maintaining a work environment that is free from harassment and discrimination on the basis of age, race, creed, color, national origin (including ancestry), religion, gender or sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), disability, reproductive health decision making (including, but not limited to, the decision to use or access a particular drug, device, or medical service), marital status, partnership status, caregiver status, domestic violence victim status, familial status, military status, unemployment status, citizenship or immigration status, genetic information (including genetic characteristics), or any other protected status under federal, state, or local laws. The Village is dedicated to the fulfillment of this policy with respect to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, compensation, termination, and all other terms, conditions, and privileges of employment.

The Village will conduct a prompt and thorough investigation of all allegations of discrimination, harassment, or retaliation, or any violation of the Equal Employment Opportunity Policy in a confidential manner. The Village will take appropriate corrective action, if and where warranted. The Village prohibits retaliation against employees who provide information about, complain about, or assist in the investigation of any complaint of discrimination or violation of the Equal Employment Opportunity Policy.

We are all responsible for upholding this policy. You may discuss questions regarding

equal employment opportunity with your Supervisors or any other designated member of management.

Policy Against Workplace Harassment

The Village has a strict policy against all types of workplace harassment, including sexual harassment and other forms of workplace harassment based upon an individual's age, race, creed, color, national origin (including ancestry), religion, gender or sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), disability, reproductive health decision making (including, but not limited to, the decision to use or access a particular drug, device, or medical service), marital status, partnership status, caregiver status, domestic violence victim status, familial status, military status, unemployment status, citizenship or immigration status, genetic information (including genetic characteristics), or any other protected status under federal, state, or local laws. All forms of harassment of, or by, employees, vendors, visitors, customers, and clients are strictly prohibited and will not be tolerated.

Sexual Harassment

The Village is committed to maintaining a workplace free from sexual harassment, which is unlawful and subjects the Village to liability. The Village prohibits any form of sexual harassment, and all employees are required to work in a manner that prevents sexual harassment.

For additional information on sexual harassment, including how to file a claim, see the Sexual Harassment Policy.

Other Harassment

Other workplace harassment is verbal or physical conduct that insults or shows hostility or aversion toward an individual because of the individual's age, race, creed, color, national origin

(including ancestry), religion, gender or sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), disability, reproductive health decision making (including, but not limited to, the decision to use or access a particular drug, device, or medical service), marital status, partnership status, caregiver status, domestic violence victim status, familial status, military status, unemployment status, citizenship or immigration status, genetic information (including genetic characteristics), or any other protected status under federal, state, or local laws.

Again, while it is not possible to list all the circumstances that may constitute other forms of workplace harassment, the following are some examples of conduct that may constitute workplace harassment:

- The use of disparaging or abusive words or phrases, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to the above-protected categories;
- Written or graphic material that insults, stereotypes, or shows aversion or hostility toward an individual or group because of one of the above-protected categories and that is placed on walls, bulletin boards, or elsewhere on our premises, in emails or voicemails, or otherwise circulated in the workplace; and
- A display of symbols, slogans, or items that are associated with hate or intolerance toward any select group.

Reporting Discrimination and Harassment

If you feel that you have witnessed or have been subjected to any form of discrimination or harassment, immediately notify The Commissioner of Personnel or any member of management or Supervisor.

The Village prohibits retaliation against employees who provide information about, complain about, or assist in the investigation of any complaint of harassment or discrimination.

The Village will promptly and thoroughly investigate any claim and take appropriate action where we find a claim has merit. To the extent possible, the Village will retain the confidentiality of those who report suspected or alleged violations of the harassment policy.

Discipline for violation of this policy may include, but is not limited to, reprimand, suspension, demotion, transfer, and discharge. If the Village determines that harassment or discrimination occurred, corrective action will be taken to effectively end the harassment. As necessary, the Company may monitor any incident of harassment or discrimination to assure the inappropriate behavior has stopped.

Alternative Reporting and Remedies

The Village encourages employees to report incidents of discrimination and harassment internally. However, employees who believe they have been subjected to discrimination or harassment in the workplace may file a private civil action or seek relief by either:

- Filing a complaint alleging violation of the New York State Human Rights law with the Division of Human Rights, or in the New York State Supreme Court; or
- Filing a charge of discrimination with the Equal Employment Opportunity Commission (EEOC) for violation of federal antidiscrimination laws, including Title VII of the Civil Rights Act of 1964 (Title VII).

To file a complaint, contact the appropriate agency below.

Contact Information

New York Division of Human Rights

One Fordham Plaza, Fourth Floor

Bronx, New York, NY 10458

718-741-8400

1-800-HARASS-3 (1-800-427-2773): Toll-free, confidential hotline for complaints of workplace sexual harassment

www.dhr.ny.gov

Equal Employment Opportunity Commission (EEOC)

800-669-4000

TTY: 800-669-6820

info@eeoc.gov

www.eeoc.gov

Local jurisdictions may have additional protections against discrimination and harassment. For example, workers in New York City may file complaints of discrimination or harassment with the New York City Commission on Human Rights at:

Law Enforcement Bureau

Commission on Human Rights

40 Rector Street, 10th Floor

New York, NY 10006

212-306-7450

www.nyc.gov/html/cchr/html/home/home.shtml

If the discrimination or harassment involves criminal activity, contact local police.

In any civil action alleging a violation of the laws prohibiting sexual harassment and discrimination, a court may order or award:

- Damages, including, but not limited to, back pay, benefits, and reasonable

attorneys' fees and costs;

- Injunctive relief;
- Reinstatement; and/or
- Liquidated damages equal to 100% of the award for damages.

Any act of retaliation against New York employees for exercising any rights granted under this policy may subject the Village to separate civil penalties. For the purposes of this policy, *retaliation* or *retaliatory personnel action* means discharging, suspending, demoting, or otherwise penalizing employees for:

- Making or threatening to make a complaint to the Village, a coworker, or to a public body, that rights guaranteed under this policy have been violated;
- Causing to be instituted any proceeding under or related to this policy; or
- Providing information to or testifying before any public body conducting an investigation, hearing, or inquiry into any such violation of a law, rule, or regulation by the Village.

- **Attachments :**

None

- **Last Updated :**

April 25, 2023

Sexual Harassment Policy for All Employers in New York State



Combating
Sexual Harassment

Purpose and Goals

The Incorporated Village of Northport is committed to maintaining a workplace free from harassment and discrimination. Sexual harassment is a form of workplace discrimination that subjects an employee to inferior conditions of employment due to their gender, gender identity, gender expression (perceived or actual), and/or sexual orientation. Sexual harassment is often viewed simply as a form of gender-based discrimination, but The *Incorporated Village of Northport* recognizes that discrimination can be related to or affected by other identities beyond gender. Under the New York State Human Rights Law, it is illegal to discriminate based on sex, sexual orientation, gender identity or expression, age, race, creed, color, national origin, military status, disability, pre-disposing genetic characteristics, familial status, marital status, criminal history, or status as a victim of domestic violence. Our different identities impact our understanding of the world and how others perceive us. For example, an individual's race, ability, or immigration status may impact their experience with gender discrimination in the workplace. While this policy is focused on sexual harassment and gender discrimination, the methods for reporting and investigating discrimination based on other protected identities are the same. The purpose of this policy is to teach employees to recognize discrimination, including discrimination due to an individual's intersecting identities, and provide the tools to take action when it occurs. All employees, managers, and supervisors are required to work in a manner designed to prevent sexual harassment and discrimination in the workplace. This policy is one component of the Incorporated Village of Northport's commitment to a discrimination-free work environment.

Goals of this Policy:

Sexual harassment and discrimination are against the law. After reading this policy, employees will understand their right to a workplace free from harassment. Employees will also learn what harassment and discrimination look like, what actions they can take to prevent and report harassment, and how they are protected from retaliation after taking action. The policy will also explain the investigation process into any claims of harassment. Employees are encouraged to report sexual harassment or discrimination by filing a complaint internally with The Incorporated Village of Northport. Employees can also file a complaint with a government agency or in court under federal, state, or local antidiscrimination laws. To file an employment complaint with the New York State Division of Human Rights, please visit <https://dhr.ny.gov/complaint>. To file a complaint with the United States Equal Employment Opportunity Commission, please visit <https://www.eeoc.gov/filing-charge-discrimination>.

Sexual Harassment and Discrimination Prevention Policy:

The Incorporated Village of Northport's policy applies to all employees, applicants for employment, and interns, whether paid or unpaid. The policy also applies to additional covered individuals. It applies to anyone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in our workplace. These individuals 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 through a contract with The Incorporated Village of Northport. For the remainder of this policy, we will use the term "covered individual" to refer to these individuals who are not direct employees of the company.

1. Sexual harassment is unacceptable. Any employee or covered individual who engages in sexual harassment, discrimination, or retaliation will be subject to action, including appropriate discipline for employees. In New York, harassment does not need to be severe or pervasive to be illegal. Employees and covered individuals should not feel discouraged from reporting harassment because they do not believe it is bad enough, or conversely because they do not want to see a colleague fired over less severe behavior. Just as harassment can happen in different degrees, potential discipline for engaging in sexual harassment will depend on the degree of harassment and might include education and counseling. It may lead to suspension or termination when appropriate.
2. Retaliation is prohibited. Any employee or covered individual that reports an incident of sexual harassment or discrimination, provides information, or otherwise assists in any investigation of a sexual harassment or discrimination complaint is protected from retaliation. No one should fear reporting sexual harassment if they believe it has occurred. So long as a person reasonably believes that they have witnessed or experienced such behavior, they are protected from retaliation. Any employee of The Incorporated Village of Northport who retaliates against anyone involved in a sexual harassment or discrimination investigation will face disciplinary action, up to and including termination. All employees and covered individuals working in the workplace who believe they have been subject to such retaliation should inform a supervisor, manager, or *Trustee Meghan Dolan Saporita, Commissioner of Ppersonnel*. All employees and covered individuals who believe they have been a target of such retaliation may also seek relief from government agencies, as explained below in the section on [Legal Protections](#).
4. Discrimination of any kind, including sexual harassment, is a violation of our policies, is unlawful, and may subject The Incorporated Village of Northport to liability for the harm experienced by targets of discrimination. Harassers may also be individually subject to liability and employers or supervisors who fail to report or act on harassment may be liable for aiding and abetting such behavior. Employees at every level who engage in harassment or discrimination, including managers and supervisors who engage in harassment or discrimination or who allow such behavior to continue, will be penalized for such misconduct.
5. The Incorporated Village of Northport will conduct a prompt and thorough investigation that is fair to all parties. An investigation will happen whenever management receives a complaint about discrimination or sexual harassment, or when it otherwise knows of possible discrimination or sexual harassment occurring. The Incorporated Village of Northport will keep the investigation confidential to the extent possible. If an investigation ends with the finding that discrimination or sexual harassment occurred, The Incorporated Village of Northport will act as required. In addition to any required discipline, The Incorporated Village of Northport will also take steps to ensure a

safe work environment for the employee(s) who experienced the discrimination or harassment. All employees, including managers and supervisors, are required to cooperate with any internal investigation of discrimination or sexual harassment.

6. All employees and covered individuals are encouraged to report any harassment or behaviors that violate this policy. All employees will have access to a complaint form to report harassment and file complaints. Use of this form is not required. For anyone who would rather make a complaint verbally, or by email, these complaints will be treated with equal priority. An employee or covered individual who prefers not to report harassment to their manager or employer may instead report harassment to the New York State Division of Human Rights and/or the United States Equal Employment Opportunity Commission. Complaints may be made to both the employer and a government agency.

Managers and supervisors are **required** to report any complaint that they receive, or any harassment that they observe or become aware of, to the Commissioner of Personnel, Meghan Dolan-Saporita.

7. This policy applies to all employees and covered individuals, such as contractors, subcontractors, vendors, consultants, or anyone providing services in the workplace, and all must follow and uphold this policy. This policy must be provided to all employees in person or digitally through email upon hiring and will be posted prominently in all work locations. For those offices operating remotely, in addition to sending the policy through email, it will also be available on the organization's shared network.

What Is Sexual Harassment?

Sexual harassment is a form of gender-based discrimination that 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 is not limited to sexual contact, touching, or expressions of a sexually suggestive nature. Sexual harassment includes all forms of gender discrimination including gender role stereotyping and treating employees differently because of their gender.

Understanding gender diversity is essential to recognizing sexual harassment because discrimination based on sex stereotypes, gender expression and perceived identity are all forms of sexual harassment. The gender spectrum is nuanced, but the three most common ways people identify are cisgender, transgender, and non-binary. A cisgender person is someone whose gender aligns with the sex they were assigned at birth. Generally, this gender will align with the binary of male or female. A transgender person is someone whose gender is different than the sex they were assigned at birth. A non-binary person does not identify exclusively as a man or a woman. They might identify as both, somewhere in between, or completely outside the gender binary. Some may identify as transgender, but not all do. Respecting an individual's gender identity is a necessary first step in establishing a safe workplace.

Sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment. Harassment does not need to be severe or pervasive to be illegal. It can be any harassing behavior that rises above petty slights or trivial inconveniences. Every instance of harassment is unique to those experiencing it, and there is no single boundary between petty slights and harassing behavior. However, the Human Rights Law specifies that whether harassing conduct is considered petty or trivial is to be viewed from the standpoint of a reasonable victim of discrimination with the same protected

characteristics. Generally, any behavior in which an employee or covered individual is treated worse because of their gender (perceived or actual), sexual orientation, or gender expression is considered a violation of The Incorporated Village of Northport's policy. The intent of the behavior, for example, making a joke, does not neutralize a harassment claim. Not intending to harass is not a defense. The impact of the behavior on a person is what counts. Sexual harassment includes any unwelcome conduct which is either directed at an individual because of that individual's gender identity or expression (perceived or actual), or is of a sexual nature when:

- The purpose or effect of this behavior unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. The impacted person does not need to be the intended target of the sexual harassment;
- Employment depends implicitly or explicitly on accepting such unwelcome behavior; or
- Decisions regarding an individual's employment are based on an individual's acceptance to or rejection of such behavior. Such decisions can include what shifts and how many hours an employee might work, project assignments, as well as salary and promotion decisions.

There are two main types of sexual harassment:

- Behaviors that contribute to a **hostile work environment** include, but are 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, gender identity, or gender expression. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory, or discriminatory statements which an employee finds offensive or objectionable, causes an employee discomfort or humiliation, or interferes with the employee'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 or covered individual who feels harassed is encouraged to report the behavior so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be discrimination and is covered by 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. **This list is just a sample of behaviors and should not be considered exhaustive.** Any employee who believes they have experienced sexual harassment, even if it does not appear on this list, should feel encouraged to report it:

- 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; or
 - Rape, sexual battery, molestation, or attempts to commit these assaults, which may be considered criminal conduct outside the scope of this policy (please contact local law enforcement if you wish to pursue criminal charges).
- Unwanted sexual comments, 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;
 - This can include sexual advances/pressure placed on a service industry employee by customers or clients, especially those industries where hospitality and tips are essential to the customer/employee relationship;
 - Subtle or obvious pressure for unwelcome sexual activities; or
 - Repeated requests for dates or romantic gestures, including gift-giving.
- Sexually oriented gestures, noises, remarks or jokes, or questions and comments about a person's sexuality, sexual experience, or romantic history which create a hostile work environment. This is not limited to interactions in person. Remarks made over virtual platforms and in messaging apps when employees are working remotely can create a similarly hostile work environment.
 - Sex stereotyping, which occurs when someone's conduct or personality traits are judged based on other people's ideas or perceptions about how individuals of a particular sex should act or look:
 - Remarks regarding an employee's gender expression, such as wearing a garment typically associated with a different gender identity; or
 - Asking employees to take on traditionally gendered roles, such as asking a woman to serve meeting refreshments when it is not part of, or appropriate to, her job duties.
 - 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;
 - This also extends to the virtual or remote workspace and can include having such materials visible in the background of one's home during a virtual meeting.
 - Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity, or gender expression, 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, or name-calling;
 - Intentional misuse of an individual's preferred pronouns; or
 - Creating different expectations for individuals based on their perceived identities:
 - Dress codes that place more emphasis on women's attire;
 - Leaving parents/caregivers out of meetings.

Who Can be a Target of Sexual Harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. Harassment does not have to be between members of the opposite sex or gender. New York Law protects employees and all covered individuals described earlier in the policy. **Harassers can be anyone in the workplace.** A supervisor, a supervisee, or a coworker can all be harassers. Anyone else in the workplace can also be harassers including an independent contractor, contract worker, vendor, client, customer, patient, constituent, or visitor.

Sexual harassment does not happen in a vacuum and discrimination experienced by an employee can be impacted by biases and identities beyond an individual's gender. For example:

- Placing different demands or expectations on black women employees than white women employees can be both racial and gender discrimination;
- An individual's immigration status may lead to perceptions of vulnerability and increased concerns around illegal retaliation for reporting sexual harassment; or
- Past experiences as a survivor of domestic or sexual violence may lead an individual to feel re-traumatized by someone's behaviors in the workplace.

Individuals bring personal history with them to the workplace that might impact how they interact with certain behavior. It is especially important for all employees to be aware of how words or actions might impact someone with a different experience than their own in the interest of creating a safe and equitable workplace.

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 or industry sponsored events or parties. Calls, texts, emails, and social media usage by employees or covered individuals can constitute unlawful workplace harassment, even if they occur away from the workplace premises, on personal devices, or during non-work hours.

Sexual harassment can occur when employees are working remotely from home as well. Any behaviors outlined above that leave an employee feeling uncomfortable, humiliated, or unable to meet their job requirements constitute harassment even if the employee or covered individual is at home when the harassment occurs. Harassment can happen on virtual meeting platforms, in messaging apps, and after working hours between personal cell phones.

Retaliation

Retaliation is unlawful and is any action by an employer or supervisor that punishes an individual upon learning of a harassment claim, that seeks to discourage a worker or covered individual from making a formal complaint or supporting a sexual harassment or discrimination claim, or that punishes those who have come forward. These actions need not be job-related or occur in the workplace to constitute unlawful retaliation. For example, threats of physical violence outside of work hours or disparaging someone on social media would be covered as retaliation under this policy.

Examples of retaliation may include, but are not limited to:

- Demotion, termination, denying accommodations, reduced hours, or the assignment of less desirable shifts;
- Publicly releasing personnel files;
- Refusing to provide a reference or providing an unwarranted negative reference;
- Labeling an employee as "difficult" and excluding them from projects to avoid "drama";
- Undermining an individual's immigration status; or
- Reducing work responsibilities, passing over for a promotion, or moving an individual's desk to a less desirable office location.

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 or discrimination, either internally or with any government agency;
- Testified or assisted in a proceeding involving sexual harassment or discrimination under the Human Rights Law or any other anti-discrimination law;
- Opposed sexual harassment or discrimination by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of suspected harassment;
- Reported that another employee has been sexually harassed or discriminated against; 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

Everyone must work toward preventing sexual harassment, but leadership matters. Supervisors and managers have a special responsibility to make sure employees feel safe at work and that workplaces are free from harassment and discrimination. Any employee or covered individual is encouraged to report harassing or discriminatory behavior to a supervisor, manager or the Commissioner of Personnel, Meghan Dolan-Saporita. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager, or Commissioner of Personnel .

Reports of sexual harassment may be made verbally or in writing. A written complaint form is attached to this policy if an employee would like to use it, but the complaint form is not required. Employees who are reporting sexual harassment on behalf of other employees may use the complaint form and should note that it is on another employee’s behalf. A verbal or otherwise written complaint (such as an email) on behalf of oneself or another employee is also acceptable.

Employees and covered individuals who believe they have been a target of sexual harassment may at any time seek assistance in additional available forums, as explained below in the section on [Legal Protections](#).

Supervisory Responsibilities

Supervisors and managers have a responsibility to prevent sexual harassment and discrimination. All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing or discriminatory behavior, or for any reason suspect that sexual harassment or discrimination is occurring, are required to report such suspected sexual harassment to the commissioner of Personnel. Managers and supervisors should not be passive and wait for an employee to make a claim of harassment. If they observe such behavior, they must act.

Supervisors and managers can be disciplined if they engage in sexually harassing or discriminatory behavior themselves. Supervisors and managers can also be disciplined for failing to report suspected sexual harassment or allowing sexual harassment to continue after they know about it.

Supervisors and managers will also be subject to discipline for engaging in any retaliation.

While supervisors and managers have a responsibility to report harassment and discrimination, supervisors and managers must be mindful of the impact that harassment and a subsequent investigation has on victims. Being identified as a possible victim of harassment and questioned about harassment and discrimination can be intimidating, uncomfortable and re-traumatizing for individuals. Supervisors and managers must accommodate the needs of individuals who have experienced harassment to ensure the workplace is safe, supportive, and free from retaliation for them during and after any investigation.

Bystander Intervention

Any employee witnessing harassment as a bystander is encouraged to report it. A supervisor or manager that is a bystander to harassment is **required** to report it. There are five standard methods of bystander intervention that can be used when anyone witnesses harassment or discrimination and wants to help.

1. A bystander can interrupt the harassment by engaging with the individual being harassed and distracting them from the harassing behavior;
2. A bystander who feels unsafe interrupting on their own can ask a third party to help intervene in the harassment;
3. A bystander can record or take notes on the harassment incident to benefit a future investigation;
4. A bystander might check in with the person who has been harassed after the incident, see how they are feeling and let them know the behavior was not ok; and
5. If a bystander feels safe, they can confront the harassers and name the behavior as inappropriate. When confronting harassment, physically assaulting an individual is never an appropriate response.

Though not exhaustive, and dependent on the circumstances, the guidelines above can serve as a brief guide of how to react when witnessing harassment in the workplace. Any employee witnessing harassment as a bystander is encouraged to report it. A supervisor or manager that is a bystander to harassment is required to report it.

Complaints and Investigations of Sexual Harassment

All complaints or information about sexual harassment will be investigated, whether that information was reported in verbal or written form. An investigation of any complaint, information, or knowledge of suspected sexual harassment will be prompt, thorough, and started and completed as soon as possible. The investigation will be kept confidential to the extent possible. All individuals involved, including those making a harassment claim, witnesses, and alleged harassers deserve a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. The Incorporated Village of Northport will take disciplinary action against anyone engaging in retaliation against employees who file complaints, support another's complaint, or participate in harassment investigations.

The Incorporated Village of Northport recognizes that participating in a harassment investigation can be uncomfortable and has the potential to retraumatize an employee. Those receiving claims and leading investigations will handle complaints and questions with sensitivity toward those participating.

While the process may vary from case to case, investigations will be done in accordance with the following steps. Upon receipt of a complaint, The Commissioner of Personnel;

1. Will conduct a prompt review of the allegations, assess the appropriate scope of the investigation, and take any interim actions (for example, instructing the individual(s) about whom the complaint was made to refrain from communications with the individual(s) who reported the harassment), as appropriate. If complaint is verbal, request that the individual completes the complaint form in writing. If the person reporting prefers not to fill out the form, The Commissioner of Personnel will prepare a complaint form or equivalent documentation based on the verbal reporting;
2. Will take steps to obtain, review, and preserve documents sufficient to assess the allegations, including documents, emails or phone records that may be relevant to the investigation. The Commissioner of Personnel will consider and implement appropriate document request, review, and preservation measures, including for electronic communications;
3. Will seek to interview all parties involved, including any relevant witnesses;
4. Will create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - a. A list of all documents reviewed, along with a detailed summary of relevant documents;
 - b. A list of names of those interviewed, along with a detailed summary of their statements;
 - c. A timeline of events;
 - d. A summary of any prior relevant incidents disclosed in the investigation, reported or unreported; and
 - e. The basis for the decision and final resolution of the complaint, together with any corrective action(s).
5. Will keep the written documentation and associated documents in a secure and confidential location;
6. Will promptly notify the individual(s) who reported the harassment and the individual(s) about whom the complaint was made that the investigation has been completed and implement any corrective actions identified in the written document; and
7. Will inform the individual(s) 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 Incorporated Village of Northport, but it is also prohibited by state, federal, and, where applicable, local law.

The internal process outlined in the policy above is one way for employees to report sexual harassment. Employees and covered individuals 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 also seek the legal advice of an attorney.

New York State Division of Human Rights:

The New York State Human Rights Law (HRL), N.Y. Executive Law, art. 15, § 290 *et seq.*, applies to all employers in New York State and protects employees and covered individuals, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the New York State Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints of sexual harassment filed with DHR may be submitted any time **within three years** of the harassment. If an individual does not file a complaint with DHR, they can bring a lawsuit directly in state court under the Human Rights Law, **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 Incorporated Village of Northport does not extend your time to file with DHR or in court. The three years are counted from the 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 receive a public hearing before an administrative law judge. If sexual harassment is found at the hearing, DHR has the power to award relief. Relief varies but it may include requiring your employer to take action to stop the harassment, or repair the damage caused by the harassment, including paying of monetary damages, punitive 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.

Go to dhr.ny.gov/complaint for more information about filing a complaint with DHR. The website has a digital complaint process that can be completed on your computer or mobile device from start to finish. The website has a complaint form that can be downloaded, filled out, and mailed to DHR as well as a form that can be submitted online. The website also contains contact information for DHR's regional offices across New York State.

Call the DHR sexual harassment hotline at **1(800) HARASS3** for more information about filing a sexual harassment complaint. This hotline can also provide you with a referral to a volunteer attorney experienced in sexual harassment matters who can provide you with limited free assistance and counsel over the phone.

The United States Equal Employment Opportunity Commission:

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.* An individual can file a complaint with the EEOC anytime within 300 days from the most recent incident of

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. If the EEOC determines that the law may have been violated, the EEOC will try to reach a voluntary settlement with the employer. If the EEOC cannot reach a settlement, the EEOC (or the Department of Justice in certain cases) will decide whether to file a lawsuit. The EEOC will issue a Notice of Right to Sue permitting workers to file a lawsuit in federal court if the EEOC closes the charge, is unable to determine if federal employment discrimination laws may have been violated, or believes that unlawful discrimination occurred by does not file a lawsuit.

Individuals may obtain relief in mediation, settlement or conciliation. In addition, 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 the New York State Division of Human Rights, DHR will automatically 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 or discrimination with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 22 Reade Street, 1st 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. Those wishing to pursue criminal charges are encouraged to contact their local police department.

Conclusion

The policy outlined above is aimed at providing employees of The Incorporated Village of Northport and covered individuals an understanding of their right to a discrimination and harassment free workplace. All employees should feel safe at work. Though the focus of this policy is on sexual harassment and gender discrimination, the New York State Human Rights law protects against discrimination in several protected classes including sex, sexual orientation, gender identity or expression, age, race, creed, color, national origin, military status, disability, pre-disposing genetic characteristics, familial status, marital status, criminal history, or domestic violence survivor status. The prevention policies outlined above should be considered applicable to all protected classes.

Accounts Payable

Voucher Approval List

User: j.dorio@northportny.gov
 Printed: 05/09/2023 - 1:06PM
 Batch: 00003.05.2023 - FIRE 05092023



Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
427		ALL AMERICAN AWARDS AND UNIFORMS, IN	UNIFORM ALTERATIONS FOR: SHERIDAN, HUGHES,DOLAN	A0-3410-0423-0000	204.40
428		BLUE SKIES DRONE RENTAL, LLC	CHASING - M2 PRO ROV 200M	A0-3410-0430-0000	3,499.00
428		BLUE SKIES DRONE RENTAL, LLC	CHASING WATERPROOF REMOTE #WSRC1	A0-3410-0430-0000	1,999.00
429		BOUND TREE CORPORATION	ITEM #1310-04073	A0-3410-0418-0000	16.80
429		BOUND TREE CORPORATION	Item # 373316 - Epinephrine 1 mg	A0-3410-0418-0000	155.99
429		BOUND TREE CORPORATION	Item # 608302 250 ml Saline Bags - 1 Case	A0-3410-0418-0000	189.36
429		BOUND TREE CORPORATION	CASE OF BULB TIP YANKAUER WITH TUBING, STERILE CO	A0-3410-0418-0000	231.60
429		BOUND TREE CORPORATION	NASAL CAPNOGRAPHY, W/ O2 TUBING (ADULT)	A0-3410-0418-0000	98.94
429		BOUND TREE CORPORATION	CASE OF CURAPLEX GLUCOSE START KITS	A0-3410-0418-0000	162.50
441		ROBERT CABANO	FINGER PRINTING	A0-3410-0418-0000	88.50
426		ALEXANDER CACERES	FINGER PRINTING	A0-3410-0418-0000	88.50
430		COMTECH 2 WAY COMM.	ANNUAL CONTRACT 3/1/23-2/28/24	A0-3410-0409-0000	11,700.00
430		COMTECH 2 WAY COMM.	REPAIRS/UPGRADES TO STATION 1 COMMUNICATIONS PEI	A0-3410-0200-0000	18,237.14
430		COMTECH 2 WAY COMM.	REPAIRS/UPGRADES TO STATION 1 COMMUNICATIONS PEI	A0-3410-0200-0000	2,883.79
431		EMERALD ISLAND SUPPLY	REPAIRED BOOST L20 SCRUBBER	A0-3410-0409-0000	89.99
432		EMERGENCY MEDICAL PRODUCT	Item # 313-7556XNEA Pulmodyne CPAP Circuit w/ Integrated Neb	A0-3410-0418-0000	155.98
432		EMERGENCY MEDICAL PRODUCT	Item # 8900-0802 CPR Stat-Padz	A0-3410-0418-0000	259.96
432		EMERGENCY MEDICAL PRODUCT	Refrigeration Handling Fee	A0-3410-0418-0000	13.95
432		EMERGENCY MEDICAL PRODUCT	Item # 504570 7.0 mm ET Tube	A0-3410-0418-0000	31.90
432		EMERGENCY MEDICAL PRODUCT	Item # 6695-01 Etomidate 20mg Vial	A0-3410-0418-0000	159.99
432		EMERGENCY MEDICAL PRODUCT	Item # 36012 Manual BP Cuff - Adult	A0-3410-0418-0000	9.49
432		EMERGENCY MEDICAL PRODUCT	Item # 504580 8.0 mm ET Tube	A0-3410-0418-0000	31.90
432		EMERGENCY MEDICAL PRODUCT	Item # 5533302 Fiber Optic Laryngoscope Blades	A0-3410-0418-0000	153.80
433		FIREMATIC SUPPLY CO., INC	MISC PARTS	A0-3410-0409-0000	79.64
433		FIREMATIC SUPPLY CO., INC	MSA 10214747 LUNAR W/BATTERY SINGLE CHARGER	A0-3410-0200-0000	3,100.00
434		HI-TECH FIRE & SAFETY,INC	13 SETS FIREFIGHTER TURNOUT GEAR, AS PER QUOTE #96	A0-3410-0409-0000	37,686.53
435		ISLAND TECH SERVICES	1 YEAR RENEWAL	A0-3410-0409-0000	2,299.00
435		ISLAND TECH SERVICES	JAN IT SERVICES	A0-3410-0409-0000	1,118.09
435		ISLAND TECH SERVICES	FEB IT SERVICES	A0-3410-0409-0000	1,118.09
435		ISLAND TECH SERVICES	MAR IT SERVICES	A0-3410-0409-0000	1,118.09
435		ISLAND TECH SERVICES	APRIL IT SERVICES	A0-3410-0409-0000	1,118.09

Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
436		J. PAOLO	WASHER REPAIR	A0-3410-0409-0000	278.21
437		M. NORRIS & SONS	CUSTOM HELMET SHIELD: NEW YORKER	A0-3410-0409-0000	1,199.92
449		JOHN MCDONOUGH	LODGING (THE BEACHCOMBER HOTEL)	A0-3410-0432-0000	1,001.35
449		JOHN MCDONOUGH	CONFERENCE FEES	A0-3410-0432-0000	1,080.00
449		JOHN MCDONOUGH	MILEAGE PERSONAL VEHICLE (\$0.655/MILE)	A0-3410-0432-0000	197.16
449		JOHN MCDONOUGH	FOOD ALLOWANCE (\$375)	A0-3410-0432-0000	321.64
438		NORTHPORT SPRING & BRAKE	INSPECTION	A0-3410-0445-0000	35.00
440		PAUL LATUSO	COMMISSIONER CLASS	A0-3410-0432-0000	125.00
439		PENFLEX, INC.	GASB 73 DISCLOSURE PACKAGE	A0-3410-0436-0000	1,100.00
442		ROBINSON'S OXYGEN & MEDIC	OXYGEN MEDICAL	A0-3410-0409-0000	142.24
442		ROBINSON'S OXYGEN & MEDIC	OXYGEN MEDICAL	A0-3410-0409-0000	19.50
444		SALERNO BROKERAGE CORP	HIGH WATER RESCUE TRUCK	A0-3410-0425-0000	115.00
443		ROBERT SPECIALE	REIMBURSEMENT FOR BP CUFF	A0-3410-0418-0000	43.94
445		STRATEGIC ALARM CONCEPTS I, INC	RELOCATION OF CCTV & FACILITY ACCESS CONTROL EQU	A0-3410-0200-0000	1,918.00
446		STRYKER SALES CORPORATION	YEAR 3 OF 5 LUCAS CONTRACT	A0-3410-0418-0000	2,667.60
446		STRYKER SALES CORPORATION	PRODUCT #650600030010	A0-3410-0418-0000	1,351.35
447		TK ELEVATOR	ELEVATOR REPAIR	A0-3410-0414-0000	393.10
447		TK ELEVATOR	ELEVATOR REPAIR	A0-3410-0414-0000	21.85
447		TK ELEVATOR	ELEVATOR REPAIR	A0-3410-0414-0000	495.83
448		ZOLL MEDICAL CORPORATION	BATTERY	A0-3410-0418-0000	434.88
Warrant Total:					101,041.58

Bd of Fire Comm. Mtg. May 9, 2023

Paul Weber

Accounts Payable

Voucher Approval List

User: j.dorio@northportny.gov
 Printed: 05/12/2023 - 12:24PM
 Batch: 00004.05.2023 - BOT 05162023



Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
496		ZURICH GLOBAL OPERATIONS	REIMBURSEMENT FOR CHECK DEPOSIT IN ERROR	A0-1990-0400-0000	801.26
462		AL'S AUTO PARTS	MISC AUTO PARTS	A0-1640-0409-0000	449.80
463		AMERICAN RECREATIONAL PRO	PERMANENT HIGH ENDURANCE VINYL STEEL CABLE BAS	A0-7140-0409-0000	100.00
464		ANY-PART AUTO PARTS OF HUNTINGTON	FORD OIL FILTER	A0-1640-0409-0000	30.74
464		ANY-PART AUTO PARTS OF HUNTINGTON	FORD COMBI SWIT	A0-1640-0409-0000	99.08
464		ANY-PART AUTO PARTS OF HUNTINGTON	FLOOR MODE ACTU	A0-1640-0409-0000	23.33
464		ANY-PART AUTO PARTS OF HUNTINGTON	SWEEPER PART	A0-1640-0409-0000	17.86
458		AUTO EXCELLENCE AUTO BODY	PAYMENT FOR AN INSURANCE CLAIM SENT TO THE VILL	A0-3120-0409-0000	5,886.15
450		B & L PC SOLUTIONS, INC.	DUAL BAND CLOUD-MANAGED WIFI ACCESS POINT	A0-3120-0211-0000	729.00
465		BARNWELL HOUSE OF TIRES	4@LT265/70R & 4@LT275/65	A0-1640-0409-0000	1,490.08
459		BRITANNIA	POLICE BOAT FUEL	A0-3120-0416-0000	363.86
466		BROADWAY AUTO PARTS, INC.	TRICO REAR	A0-1640-0409-0000	12.85
466		BROADWAY AUTO PARTS, INC.	BRAKE SUPPLIES	A0-1640-0409-0000	68.85
485		CAROLYN FALANGO	COURT REPORTER 5/1 AND 5/8	A0-1110-0400-0000	500.00
460		CENTRAL SQUARE	PUBLIC SAFETY TECHNICAL SERVICES	A0-3120-0211-0000	6,630.00
486		CLARIS GROSS	SPANISH INTERPRETER MAY 8, 2023	A0-1110-0400-0000	190.00
461		COSTELLO'S HARDWARE	PVC CUTTER	A0-1640-0409-0000	19.79
461		COSTELLO'S HARDWARE	FASTNER	A0-1640-0409-0000	28.00
461		COSTELLO'S HARDWARE	GARDEN SPADE 2	A0-5110-0409-0000	84.56
461		COSTELLO'S HARDWARE	MISC PARK TOOLS	A0-7140-0409-0000	35.00
461		COSTELLO'S HARDWARE	CEMENT	A0-5110-0409-0000	22.90
461		COSTELLO'S HARDWARE	KEY BLANK	A0-1640-0409-0000	11.58
461		COSTELLO'S HARDWARE	PEAR HEAD	A0-7180-0409-0000	45.87
461		COSTELLO'S HARDWARE	SOCKET	A0-7180-0409-0000	3.60
461		COSTELLO'S HARDWARE	TORCH KIT AND MISC ITEMS	A0-7140-0409-0000	99.65
461		COSTELLO'S HARDWARE	NIPPLE SCH	A0-7140-0409-0000	6.44
461		COSTELLO'S HARDWARE	MISC PARKS	A0-7140-0409-0000	23.37
461		COSTELLO'S HARDWARE	LED BULBS	A0-5110-0409-0000	15.29
461		COSTELLO'S HARDWARE	CAP PVC	A0-5110-0409-0000	19.71
461		COSTELLO'S HARDWARE	CAP PVC	A0-7140-0409-0000	26.97
461		COSTELLO'S HARDWARE	HOLE DOZER	A0-5110-0409-0000	16.19

Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
461		COSTELLO'S HARDWARE	CM NUT DRIVER AND CLAMP	A0-7140-0409-0000	23.35
461		COSTELLO'S HARDWARE	CLEANER	A0-7140-0409-0000	28.78
461		COSTELLO'S HARDWARE	ADAPTER HOSE	A0-5110-0409-0000	8.99
461		COSTELLO'S HARDWARE	TRASH BAG	A0-5110-0409-0000	19.75
461		COSTELLO'S HARDWARE	JAW PUMP	A0-1640-0409-0000	48.58
461		COSTELLO'S HARDWARE	PRIMER	A0-5110-0409-0000	43.60
461		COSTELLO'S HARDWARE	BLADE SAWZAL	A0-5110-0409-0000	36.88
461		COSTELLO'S HARDWARE	TAPE MEASURE	A0-5110-0409-0000	17.99
461		COSTELLO'S HARDWARE	SPRAY PAINT	A0-5110-0409-0000	46.35
461		COSTELLO'S HARDWARE	CLEANING SUPPLIES	A0-7140-0409-0000	64.89
461		COSTELLO'S HARDWARE	EPOXY SYRNG AND ROUND BASE MAGNET	A0-5110-0409-0000	29.66
461		COSTELLO'S HARDWARE	TIE DOWN RTCH AND BOLTS	A0-5110-0409-0000	44.91
461		COSTELLO'S HARDWARE	BUSHING	A0-7140-0409-0000	24.24
461		COSTELLO'S HARDWARE	DRAIN	A0-3410-0409-0000	31.00
461		COSTELLO'S HARDWARE	KEY BLANK	A0-5110-0409-0000	8.58
461		COSTELLO'S HARDWARE	TEE GLV	A0-7140-0409-0000	15.29
461		COSTELLO'S HARDWARE	CABLE TIE	A0-5110-0409-0000	18.88
461		COSTELLO'S HARDWARE	16X2	A0-7140-0409-0000	59.38
467		DELEA LANDSCAPE SUPPLIES	TRI-RYE	A0-7140-0409-0000	233.38
467		DELEA LANDSCAPE SUPPLIES	TURF	A0-5110-0409-0000	345.16
468		EDMER SANITARY SUPPLY CO	BATH TISSUE	A0-5110-0409-0000	485.50
469		EMPIRE FORD	902PD	A0-1640-0409-0000	79.99
470		GRAINGER	TRAFFIC ZONE MARKING PAINT	A0-5110-0417-0000	3,221.60
472		HENDRICKSON FIRE RESCUE EQUIPMENT	DEWALT BATTERY PACK	A0-1640-0409-0000	239.00
471		HOME DEPOT CREDIT SERVICE	HOSE AND CLAMP	A0-7180-0409-0000	29.22
471		HOME DEPOT CREDIT SERVICE	CANVAS DROP CLOTH	A0-5110-0409-0000	61.02
473		HUNTINGTON PLUMBING	IRRIGATION SUPPLIES	A0-7140-0409-0000	57.28
473		HUNTINGTON PLUMBING	GASKETS AND DIAPHRAGM	A0-7140-0409-0000	329.82
474		KARPS HARDWARE	PULL	A0-5110-0409-0000	7.77
474		KARPS HARDWARE	GARDEN SCOOP	A0-5110-0409-0000	7.99
474		KARPS HARDWARE	HEX NUTS AND ANCHORS	A0-7180-0409-0000	21.76
474		KARPS HARDWARE	PVC CLEANER	A0-1640-0409-0000	52.13
474		KARPS HARDWARE	BOX VALVE	A0-1640-0409-0000	8.29
474		KARPS HARDWARE	PULL	A0-7180-0409-0000	86.98
474		KARPS HARDWARE	CRIMP CLAMP	A0-5110-0409-0000	12.99
475		KINGS PARK MATERIALS LLC	MISC PATCHING F3	A0-5110-0406-0000	252.75
476		KP EDWARDS	3 YARDS OF READY MIX	A0-5110-0406-0000	745.00
487		LOCAL 342 INSURANCE TRUST	MAY LOCAL 342 , LIPSE UMD, ILA, AFL-CIO	A0-9045-0804-0000	2,987.00
477		MASTER NICKS EQUIP REPAIR	FLAT FREE CASTER	A0-5110-0409-0000	281.00

Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
477		MASTER NICKS EQUIP REPAIR	TRIMMER	A0-5110-0409-0000	320.00
477		MASTER NICKS EQUIP REPAIR	HONDA ENGINE	A0-5110-0409-0000	479.00
497		MESIANO CONSULTING, INC.	GRANT CONSULT VARIOUS DATES	A0-1440-0400-0000	880.00
478		MORELAND HOSE & BELTING	25' Washer Hose	A0-1640-0409-0000	245.87
479		MOTHER EARTH'S LANDSCAPE, MASONRY &	GARDEN EXPENSES	A0-7140-0409-0003	119.92
480		NASCO STONE SUPPLY INC.	3/4 BLUESTONE GRAVEL	A0-7140-0409-0000	225.00
480		NASCO STONE SUPPLY INC.	CEMENT	A0-5110-0405-0000	180.00
480		NASCO STONE SUPPLY INC.	3/4 BLUESTONE GRAVEL	A0-5110-0405-0000	75.00
490		NEW YORK TRENCHLESS, INC	VILLAGE STREET LIGHT REPAIR	A0-5182-0400-0000	1,009.76
488		NORTHPORT COPY	2 SETS 36X12 PLANS	A0-1620-0409-0000	19.50
481		RELADYNE NORTHEAST LLC	SPEEDY DRI OIL SORB GRANULAR COMPOUND OR EQUAL	A0-1640-0409-0000	347.70
482		RIVERHEAD BUILDING SUPPLY	PRESSURE TREATED WOOD	A0-5110-0409-0000	229.00
482		RIVERHEAD BUILDING SUPPLY	FLOATS	A0-7180-0409-0000	76.49
482		RIVERHEAD BUILDING SUPPLY	VH PLYWOOD	A0-1620-0409-0000	172.60
482		RIVERHEAD BUILDING SUPPLY	PARKS DOCK	A0-7180-0409-0000	29.57
482		RIVERHEAD BUILDING SUPPLY	FLOATS	A0-7180-0409-0000	152.98
482		RIVERHEAD BUILDING SUPPLY	FLOATS	A0-7180-0409-0000	170.89
482		RIVERHEAD BUILDING SUPPLY	FLOATS	A0-7180-0409-0000	66.89
482		RIVERHEAD BUILDING SUPPLY	FLOATS	A0-7180-0409-0000	21.12
482		RIVERHEAD BUILDING SUPPLY	PARK BENCHES	A0-7140-0409-0000	413.04
482		RIVERHEAD BUILDING SUPPLY	CEMENT	A0-5110-0409-0000	75.95
482		RIVERHEAD BUILDING SUPPLY	PARK BENCHES	A0-7140-0409-0000	891.09
482		RIVERHEAD BUILDING SUPPLY	PARK BENCHES	A0-7140-0409-0000	51.47
482		RIVERHEAD BUILDING SUPPLY	FLOATS	A0-7180-0409-0000	42.00
482		RIVERHEAD BUILDING SUPPLY	WASHERS	A0-5110-0409-0000	74.00
482		RIVERHEAD BUILDING SUPPLY	INSECT SCREENS	A0-3410-0409-0000	234.57
482		RIVERHEAD BUILDING SUPPLY	CARBIDE BLADES	A0-5110-0409-0000	33.39
482		RIVERHEAD BUILDING SUPPLY	DINGHY AND RACKS	A0-7180-0409-0000	723.52
482		RIVERHEAD BUILDING SUPPLY	DINGHY AND RACKS	A0-7180-0409-0000	51.00
482		RIVERHEAD BUILDING SUPPLY	FLAT WASHER	A0-7140-0409-0000	30.54
482		RIVERHEAD BUILDING SUPPLY	PRESSURE TREATED WOOD	A0-7180-0200-0000	201.88
482		RIVERHEAD BUILDING SUPPLY	LAG BOLTS	A0-7180-0200-0000	48.00
491		SEA SPIKE MARINE CORP.	PART #SP-FC OUTSIDE CORNER	A0-7180-0200-0000	192.00
491		SEA SPIKE MARINE CORP.	1/2 GALV FLAT WASHER	A0-7180-0200-0000	91.80
491		SEA SPIKE MARINE CORP.	DELIVERY	A0-7180-0200-0000	20.00
491		SEA SPIKE MARINE CORP.	1/2- 13X6" HDG CARRIAGE BOLT WITH NUT	A0-7180-0200-0000	210.00
491		SEA SPIKE MARINE CORP.	1/2 X 6" HDG LAG BOLTS	A0-7180-0200-0000	118.80
491		SEA SPIKE MARINE CORP.	1/2- 13X4" HDG CARRIAGE BOLT WITH NUT	A0-7180-0200-0000	192.00
491		SEA SPIKE MARINE CORP.	PART #SP-IC INSIDE CORNER	A0-7180-0200-0000	261.00

Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
491		SEA SPIKE MARINE CORP.	PART #SP-MC OUTSIDE CORNER MALE	A0-7180-0200-0000	180.00
491		SEA SPIKE MARINE CORP.	10' GALV CLEAT OPEN BASE	A0-7180-0200-0000	60.00
491		SEA SPIKE MARINE CORP.	DOCK HARDWARE F PIN-34 WITH HITCH PIN AND 3/4 F/W	A0-7180-0200-0000	57.00
491		SEA SPIKE MARINE CORP.	1/2- 13X8" HDG CARRIAGE BOLT WITH NUT	A0-7180-0200-0000	139.20
491		SEA SPIKE MARINE CORP.	PAD EYE	A0-7180-0200-0000	176.00
483		SHERWIN-WILLIAMS COMPANY	55-GALLON DRUM - ORGANIC YELLOW	A0-5110-0417-0000	732.05
483		SHERWIN-WILLIAMS COMPANY	55-GALLON DRUM - WHITE	A0-5110-0417-0000	578.05
483		SHERWIN-WILLIAMS COMPANY	FREIGHT AT \$2.50 PER GALLON	A0-5110-0417-0000	275.00
484		SPRAGUE OPERATING RESOURCES LLC.	RFG/OXY PLUS LUST TAX	A0-1640-0403-0000	2,502.10
492		STAPLES BUSINESS CREDIT	HIGHWAY SUPPLIES	A0-5110-0409-0000	335.52
492		STAPLES BUSINESS CREDIT	V H SUPPLIES	A0-1410-0400-0000	46.42
492		STAPLES BUSINESS CREDIT	VH SUPPLIES	A0-1410-0400-0000	201.35
492		STAPLES BUSINESS CREDIT	V H SUPPLIES	A0-1410-0400-0000	55.56
492		STAPLES BUSINESS CREDIT	TREASURERS SUPPLIES	A0-1325-0400-0000	238.89
492		STAPLES BUSINESS CREDIT	VH SUPPLIES	A0-1410-0400-0000	58.94
492		STAPLES BUSINESS CREDIT	VH SUPPLIES	A0-1410-0400-0000	49.99
489		THE NORTH SHORE NEWS	LEGAL NOTICE	A0-1410-0400-0000	170.00
489		THE NORTH SHORE NEWS	LEGAL NOTICE	A0-1410-0400-0000	62.25
489		THE NORTH SHORE NEWS	LEGAL NOTICE	A0-1410-0400-0000	5.81
489		THE NORTH SHORE NEWS	LEGAL NOTICE	A0-1410-0400-0000	7.05
489		THE NORTH SHORE NEWS	LEGAL NOTICE	A0-1410-0400-0000	7.05
493		TOWN OF HUNTINGTON AUDIT CONTROL	MAY UTILITIES FEE	A0-0000-0730-0000	100.00
494		TROY & BANKS	COMMISSION FOR UTILITY SAVINGS NAT GRID	A0-1325-0400-0000	64.81
495		VISA	LIFEGUARD EXPENSES	A0-7140-0413-0000	356.91
495		VISA	COMPUTER EXPENSES	A0-1680-0400-0000	68.55
495		VISA	SCUBA EXPENSES	A0-3410-0430-0000	399.00
452		CLEARBROOK	BULK HAUL 525229 & 525766	G0-8130-0405-0000	2,480.00
452		CLEARBROOK	BULK HAUL 525767& 52768	G0-8130-0405-0000	2,480.00
461		COSTELLO'S HARDWARE	MURIATIC ACID	G0-8130-0409-0000	38.84
461		COSTELLO'S HARDWARE	PLUG AND CONNECTORS	G0-8130-0409-0000	12.58
461		COSTELLO'S HARDWARE	HYDRAULIC CMNT	G0-8130-0409-0000	67.47
451		EAGLE CONTROL CORP.	EMRGENCY SERVICE 4/5/2023	G0-8130-0400-0000	880.00
453		FISHER SCIENTIFIC	INSTAL AND VALIDATION	G0-8130-0404-0001	385.89
454		HUNTINGTON PLUMBING	LG 4X10FT PVC AND 4 QWIK CAPS	G0-8120-0409-0000	215.88
455		KARPS HARDWARE	FLX SWVL HOSES	G0-8130-0409-0000	110.99
456		SUFFOLK COUNTY WATER AUTHORITY	BEACH AVE WATER FOR SEWER APRIL	G0-8130-0401-0000	3,299.20
457		USA BLUEBOOK	FLEX COUPLING	G0-8120-0409-0000	71.02
495		VISA	SEWER EXPENSES	G0-8130-0409-0000	107.54

Voucher No.	Warrant Date	Vendor	Description	Account Number	Amount
Warrant Total:					53,822.76