

TOWN BOARD SPECIAL MEETING
TOWN HALL, MAHOPAC, N.Y.

A Special Meeting of the Town Board of the Town of Carmel was called to order by Supervisor Kenneth Schmitt on the 13th day of July, 2016 at 7:02 p.m. at Town Hall, 60 McAlpin Avenue, Mahopac, New York. Members of the Town Board present by roll call were: Councilman Schneider, Councilman Lupinacci, Councilman Lombardi and Supervisor Schmitt. Councilwoman McDonough was absent.

The Pledge of Allegiance to the Flag was observed prior to the start of official business and a moment of silence was observed to honor those serving in the United States Armed Forces.

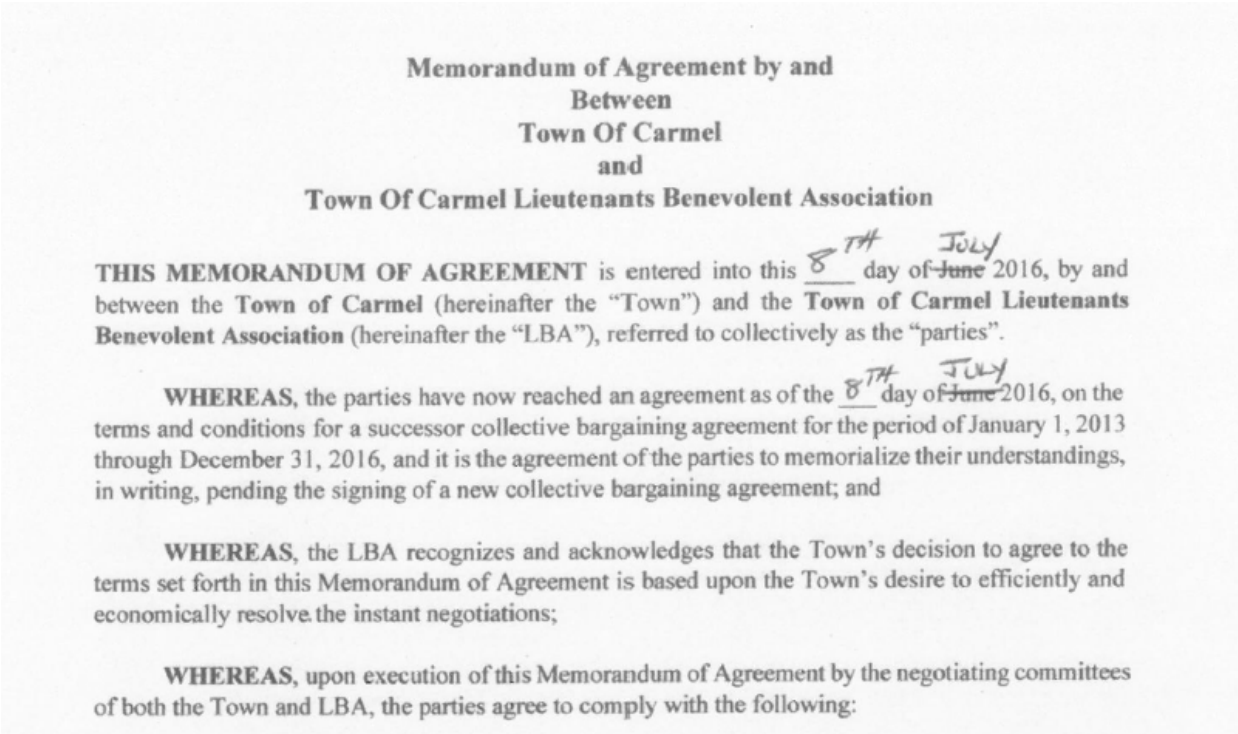
Kenneth Schmitt, Town Supervisor announced that prior to the voting meeting the Town Board met in Executive Session with Police Chief Michael Cazzari to discuss a personnel matter.

LIEUTENANTS BENEVOLENT ASSOCIATION – ENTRY INTO REVISED MEMORANDUM OF AGREEMENT FOR PERIOD OF JANUARY 1, 2013 THROUGH DECEMBER 31, 2016 DATED JULY 8, 2016 - AUTHORIZED

RESOLVED, that the Town Board of the Town of Carmel hereby ratifies and accepts the revised Memorandum of Agreement between the Town of Carmel and the Town of Carmel Lieutenants Benevolent Association for the period of January 1, 2013 through December 31, 2016, dated July 8, 2016, which is attached hereto. The Memorandum of Agreement has been approved by employees in the Lieutenants Benevolent Association and, based up such approval; the Town Board hereby authorizes the Town Supervisor to execute a Collective Bargaining Agreement consistent with the terms of the Memorandum of Agreement.

Resolution
Offered by: Councilman Schneider
Seconded by: Councilman Lombardi

<u>Roll Call Vote</u>	<u>YES</u>	<u>NO</u>	
Jonathan Schneider	<u>X</u>	<u> </u>	
John Lupinacci	<u>X</u>	<u> </u>	
Suzanne McDonough	<u> </u>	<u> </u>	Absent
Frank Lombardi	<u>X</u>	<u> </u>	
Kenneth Schmitt	<u>X</u>	<u> </u>	



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WHEREAS, upon execution of this Memorandum of Agreement by the negotiating committees of both the Town and LBA, the parties agree to comply with the following:

- A. All parties and their representatives to this Memorandum of Agreement shall support and endorse it for ratification by their respective bodies. This Memorandum of Agreement is subject to ratification by the Town and the LBA's membership.
- B. All terms and conditions of the parties' prior collective bargaining agreement, which expired on December 31, 2012, shall remain in full force and effect except as agreed to be modified herein.
- C. The LBA shall hold a ratification vote as soon as possible. Upon finalization of the ratification vote, the LBA shall notify the Town of the results of the LBA's ratification vote.

NOW THEREFORE, in consideration of the promises and mutual covenants contained herein, the parties agree that a successor collective bargaining agreement to the one, as extended, as expired on December 31, 2012, shall reflect the following terms:

1. Annual Salary and Overtime

(Article III, ¶ 1): Amend to provide:

Effective January 1, 2013- 2.25%
Effective January 1, 2014- 2.25%
Effective January 1, 2015- 2.0%
Effective January 1, 2016- 2.0%

BK *FL*

2. Retroactive Pay

(Article III, new language): Insert new section below salary schedule as follows:

- Each Employee shall be entitled to retroactive salary payment in a sum representing the increase provided in paragraph 1 of this Article consistent with their appointment to Lieutenant in the Department.

3. Sick Leave

(Article IX, ¶ B): Replace with:

- Effective ratification, any Employee who utilizes five (5) or less sick leave days during the course of the calendar year may receive payout of up to ten (10) sick leave days at the employee's per diem rate.

(Article IX, ¶ C): Replace with:

- Effective ratification, an Employee shall be entitled to accrue unused sick leave up to a maximum of three hundred (300) days.

(Article IX, ¶ D): Amend to reflect:

- Effective ratification, the maximum accrual of sick days reduced from four hundred (400) to three hundred (300).

(Article IX, ¶ E): Replace the schedule to reflect:

- Effective ratification, employees upon retirement can sell back up to 300 sick days at the rate of 50% of their salary rate or 150 days at their present salary rate at retirement. Sick days shall be capped at 300 days.

4. Retirement

(Article X, new ¶ D): Insert the following:

- In accordance with subparagraph (C) of this Article, any Employee hired into the Town Police Department and continually employed on or before December 31, 2015, shall have not be required to contribute to his/her health insurance premium in retirement. Any Employee hired into the Town Police Department and continually employed on or after January 1, 2016, shall be required to contribute to his/her health insurance premium in retirement whatever percentage or dollar amount he or she paid in his or her last year of employment with the Town.

BK *FL*

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5. Welfare Benefits

(Article XI, ¶ A): Replace the last sentence with the following:

- Effective January 1, 2016, all employees shall contribute 10.0% of their healthcare insurance premiums. Effective December 31, 2016, unit members shall contribute 12.5% of their contribution towards healthcare insurance premiums.


6. Longevity

(Article XV): Replace the schedule to reflect:

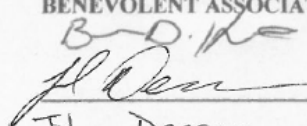
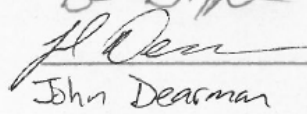
After 5 years	\$1,050
After 8 years	\$1,375
After 12 years	\$1,700
After 17 years	\$2,600

AGREED UPON:

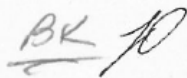
TOWN OF CARMEL

 7/13/16
Date

TOWN OF CARMEL LIEUTENANTS
BENEVOLENT ASSOCIATION

 BRIAN D. KARST
 7/8/16
Date
John Dearman 7/8/16

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PUBLIC COMMENTS - AGENDA ITEMS

No member of the public wished to comment at this time.

TOWN BOARD MEMBER COMMENTS - AGENDA ITEMS

No member of the Town Board wished to comment at this time.

OPEN FORUM - PUBLIC COMMENTS

No member of the public wished to comment at this time.

OPEN FORUM – TOWN BOARD COMMENTS

No member of the Town Board wished to comment at this time.

ADJOURNMENT

All agenda items having been addressed, on motion by Councilman Lombardi, seconded by Councilman Lupinacci, with all members present in agreement, the meeting was adjourned at 7:05 p.m. to the scheduled Work Session.

Respectfully submitted,

Phyllis Bourges, Deputy Town Clerk