

The Regular Meeting of the Peru Town Board was held on Monday, November 20, 2023 at the Peru Town Hall. Those present were Mr. Brandy McDonald Supervisor;(Excused) Mr. James Douglass, Deputy Supervisor; Mr. Richard Barber; Councilman; Mr. Kregg Bruno, Councilman; Mr. Melvin Irwin, Councilman; and Mrs. Dianne Miller, Town Clerk. Also present were Ms. Pamela Barber, Confidential Secretary to the Board, Mr. Matthew Favro, Town Attorney; Mr. T'Chaka Sikelianos, Dog Control Officer; Mr. Michael Farrell, Highway Superintendent; Mr. Tyler Jarvis, Deputy Highway Superintendent; Mr. Courtney Tetrault, Water/Sewer Superintendent (Arrival 6:12 PM); Mrs. Kristin Marino, Recreation Director; (Excused) Mrs. Helen Nerska, Town Historian and Mr. Bob Guynup, Zoning Officer Control Officer.

The meeting was called to order at 6:01 PM by Mr. Douglass with the Pledge of Allegiance.

**Motion** by Mr. Barber seconded by Mr. Bruno to accept Special Meeting Minutes to adopt 2024 Budget held November 14, 2023.

Ayes 4 Noes 0

**Motion Carried**

**Motion** by Mr. Bruno seconded by Mr. Irwin to accept Special Meeting minutes to accept Water/Sewer Relevy List held November 14, 2023.

Ayes 4 Noes 0

**Motion Carried**

**Motion** by Mr. Barber seconded by Mr. Bruno to accept Regular Meeting minutes held November 6, 2023.

Ayes 4 Noes 0

**Motion Carried**

**Motion** by Mr. Bruno seconded by Mr. Irwin to accept October 2023 Youth Report.

Ayes 4 Noes 0

**Motion Carried**

### **Community Input**

Mrs. Dorina Falvo addressed an issue with a board member as follows:

“On November 7<sup>th</sup> I was working the election polls in Peru, NY when I observed a man speaking loudly and in intimidating manner towards the coordinator. As the deputy coordinator I went over to assist and was treated in the same manner. I was shocked and appalled to find out he was a member of Peru’s town board. I do not feel that anyone should talk to another human being in such a manner but especially a member of our town board to another town employee. That town employee and election coordinator, Judy Akey, is a kind hearted, generous person who does a lot for the town. Mr. Irwin tried to use intimidation and his position with the town board to sway the rules he disagreed with. I find it incredibly disappointing and shameful that he acted in such a manner”

Mr. Irwin stated he did not feel his manner was intimating and he will apologize for the misunderstanding.

### **RESOLUTION NUMBER: 23.11.20-1**

#### **A RESOLUTION TO ADOPT THE CHANGE IN THE TOWN OF PERU EMPLOYEE HANDBOOK TO ADD AN EMPLOYEE CLASSIFICATION IN REGARD TO HEALTH INSURANCE ELIGIBILITY**

**MOTION: Mr. Bruno**

**SECOND: Mr. Barber**

**WHEREAS**, The Town of Peru has determined that a uniform set of personnel rules, policies and requirements for employees and officers is an essential communication tool that promotes consistent and fair practices in the workplace; and

**WHEREAS**, the Peru Town Board has decided to update this document to ensure compliance with employment regulations, improve employee communications and create consistency in policy application; now therefore,

**WHEREAS**, this clause shall be added to “**Section 805 of the Employee Handbook:**

#### **Disclosure of Insurance Benefits**

“**Actively Working Medicare Eligible Employee** - A full time employee that is actively working at least 30 hours per week and is of the age to be Medicare eligible, shall be able to enroll in the Medicare Plan that is available to non-actively working retirees provided all eligibility requirements of the insurance plan are met. This plan shall be paid at the same percentage rate as stated per hire date, i.e., 80/20, 70/30, 60/40.”

**NOW, THEREFORE BE IT RESOLVED** that the Town Board adopts the Town of Peru Employee Handbook revision on November 20, 2023 **AND**,

**BE IT FURTHER RESOLVED** that this Resolution shall take effect immediately.

<b>Roll Call:</b>		<b><u>YES</u></b>	<b><u>NO</u></b>
	<b>Richard Barber Jr.</b>	<b>x</b>	
	<b>Kregg Bruno</b>	<b>x</b>	
	<b>James Douglass</b>	<b>x</b>	
	<b>Melvin Irwin</b>	<b>x</b>	
	<b>Brandy McDonald</b>	<b>Excused</b>	

Ayes 4 Noes 0

*Motion Carried*

**Posting of 2024 Tax Notice and Hours**

Collection days / times:            Monday – Friday (January only)      9:00 am – 2:00 pm  
    Monday- January 8, 22 & 29            4:00 pm – 6:00 pm  
    Saturday- January 27                    9:00 am – 11:00 am  
    Monday – Friday (Feb, Mar & Apr) 9:00 am – 12:00 pm

Ms. Barber stated the current payroll and H/R will no longer be supported as of March 2023. An upgrade is necessary

**RESOLUTION NUMBER: 23.11.20-2**

**A RESOLUTION APPROVING A CONTRACT BETWEEN THE TOWN OF PERU AND EDMUNDS GOVTECH, INC. AND AUTHORIZING THE SUPERVISOR TO EXECUTE THE SAME.**

**Motion- Mr. Barber**

**Second- Mr. Bruno**

**WHEREAS**, the Town Board members have the Contract between Edmunds GovTech<sub>1</sub> Inc., and the Town of Peru before them,

**WHEREAS**, The Town of Peru's Logics Payroll and H/R software will no longer be supported after March 2023 said proposed Contract is for Software Services - Subscription at \$3,000; Professional Services - Implementation at \$2,500 and Conversion Services at \$4,400) one time charges, then, thereafter a yearly subscription price of \$3,000 be approved and,

**RESOLVED**, the Supervisor be and hereby is authorized to execute said contract.

**THEREFORE, BE IT**

**RESOLVED**, that this Resolution shall take effect immediately.

<b>Roll Call:</b>		<b>YES</b>	<b>NO</b>
	<b>Richard Barber, Jr.</b>	x	
	<b>Kregg Bruno</b>	x	
	<b>James Douglass</b>	x	
	<b>Mel Irwin</b>	x	
	<b>Brandy McDonald</b>	Excused	

**Carried: 4 Ayes 0 Noes**

**Other Business**

Mr. Farrell stated Adam Archer has completed his one year probation and is now vested as a Town employee.

Equipment breakdown continues to be a nightmare. Mr. Barber asked about the cameras Mr. Farrell stated he was still waiting for NYSEG’s approval to put on the poles.

Mr. Jarvis stated the first “Winter Event” – snowfall went smooth for safety of the town roads.

Mr. Tetrault asked about comp time for the Water Department when they are on call.  
The board stated more discussion is needed.

Christmas tree lighting will be held December 1, 2023 at 6PM.  
Mr. Irwin stated tractor parade will be December 9, 2023 at 6 PM. (Same route as last year.)

Mr. Sikeleanos stated he was dealing with calls from Sate Police for abuse to dogs. When he followed up he found no obvious abuse.

***Public Comments on Agenda Items Only***  
***NONE***

**RESOLUTION NUMBER: 23.11.20-3**

**A RESOLUTION AUTHORIZING THE POST-AUDIT PAYMENT OF CERTAIN CLAIMS, BILLS AND INVOICES OF THE TOWN**

**MOTION: Mr. Bruno SECOND: Mr. Irwin**

**WHEREAS**, the Town Board has reviewed and audited the following claims, bills and invoices for services rendered and goods provided to the Town in November 2023:

From Town of Peru Vouchers in November 2023; #202301586 through and including #202301571

Abstract dated 11/16/2023.

For the dollar amount totaling: \$255,108.00; of that, \$13,924.00 was wired, credit cards and prepaid; and \$241,184.00 is remaining to be paid and

**WHEREAS**, the Town Board finds said claims, bills, and invoices to be acceptable in form and reasonable in amount.

**NOW, THEREFORE, BE IT**

**RESOLVED**, that payment of the aforementioned claims, bills and invoices is approved, and the Supervisor be and hereby is authorized to make such payment; and be it further,

**RESOLVED**, that this Resolution shall take effect immediately.

<b>Roll Call:</b>	<b><u>YES</u></b>	<b><u>NO</u></b>
<b>Richard Barber, Jr.</b>	<b>x</b>	
<b>Kregg Bruno</b>	<b>x</b>	
<b>James Douglass</b>	<b>x</b>	
<b>Mel Irwin</b>	<b>x</b>	
<b>Brandy McDonald</b>	<b>Excused</b>	

**Carried: 4 Ayes 0 Noes**

**MOTION: Adjourn to Executive Session**

Discussion will be personnel

**Motion** by Mr. Bruno seconded by Mr. Barber to adjourn to Executive Session at 7:04 PM.

**4 Ayes 0 Noes**

***Motion Carried***

**MOTION: Return from Executive Session**

*Motion* by Mr. Bruno seconded by Mr. Irwin to return from Executive Session at 7:32 PM.  
4Ayes 0 Noes *Motion Carried*

**MOTION: Adjourn Meeting**

*Motion* by Mr. Barber; seconded by Mr. Irwin to adjourn the meeting at 7:33 PM  
4 Ayes 0 Noes

