

A Town Board Meeting was held
February 25, 2019 @ 7:00PM
at the Town Hall

Presiding: Supervisor Perry

Attending: Councilman Dittus , Councilwoman Zell, Councilman Boms, Highway
Superintendent Shultis and 9 members of the public

Resolution # 2019-55

Offered by Supervisor Perry

Motion to accept the minutes

Seconded By Councilwoman Zell

BE IT RESOLVED TO accept the January minutes.

All Voted Aye

Resolution # 2019-56

Offered by Supervisor Perry

Claims and Vouchers

Seconded by Councilman

BE IT RESOLVED that the Town Board accept the audited voucher listed on Warrant # 2019-02 Dated
02/26/2019 in the total amount of \$1,565,009.60
Charged as follows:

General Fund \$49,560.69

Highway Fund: \$47,741.65

Trust & Agency-\$2989.21

Lighting and Special Districts-\$1,464,718.05

Capital Account-

All Voted Aye

Resolution # 2019-57

Offered by Supervisor Perry

Town Clerks Report

Seconded by Councilwoman Zell

BE IT RESOLVED to accept the Town Clerks Report.

All Voted Aye

Resolution # 2019-58

Offered By Councilwoman Zell

Supervisor Report

Seconded by Councilman Dittus

All Board Members have received their financials

BE IT RESOLVED to accept the Supervisors report for January.

All Voted Aye

Resolution #2019-59

Offered by Supervisor Perry

Enter into Executive Session

Seconded by Councilman Dittus

BE IT RESOLVED to enter into Executive Session to discuss a personnel issue.

All Voted Aye

Resolution #2019-60

Offered by Supervisor Perry

Exit Executive Session

Seconded by Councilwoman Zell

BE IT RESOLVED to exit Executive Session.

All Voted Aye

Town Board Business

1. Resolution for inter-municipal agreement to purchase a roller with Woodstock and Town of Ulster.
2. A letter of complaint from a town employee was brought to the Town Supervisor against

Highway Superintendent and after a investigation was held, the following letter was sent to Superintendent Shultis.

Superintendent Michael Shultis;

This letter is in regards to a complaint made on January 14, 2019 by a Town of Hurley employee. The employee stated that on January 11, 2019 there were comments made by Superintendent Michael Shultis voicing discriminatory remarks targeted toward a certain religion and its people. This type of stereotyping of a protected class is a clear violation of the Town of Hurley employee Handbook- Section 903- Fair Treatment.

On January 22, 2019 the Town Supervisor appointed the Town Attorney to perform an internal investigation as per the Employee Handbook- Section 905 Investigation of Complaint.

On February 18, 2019 the Town Attorney concluded the investigation and determined there was a clear violation of the town's employment policy by Superintendent Shultis. In response to the conclusion of the investigation, the Town Board unanimously agrees that these actions will not be tolerated or condoned. Furthermore, the Town Board prohibits any form of discrimination, harassment, or other offensive behavior targeted towards an individual based on race, religion, color, sex age, national origin, marital status pregnancy, veteran status, arrest/criminal record, disability, genetic predisposition or carrier status, sexual orientation, or any other reason. At this time the Town Board is requesting that Superintendent Shultis seek sensitivity classes provided by an entity that can validate or certify the completion of such class. The Town Board understands the severity and the time sensitive needs of the employee who was discriminated against, and would request the sensitivity classes be started within 30 days of receiving this letter and completed within 60 days of receiving this letter. The Town Board would request that after sensitivity classes are completed, a full written apology by Superintendent Shultis be given to the employee. If these requests are not met within 60 days, the Town Board would request a letter a resignation from Superintendent Shultis.

Please note, if this was an employee or appointed personnel to the Town of Hurley, this would be similar in regards to the actions requested. The only difference is the Town of Hurley would demand these actions, and not request them. Based on the fact Superintendent Shultis was elected as Town Superintendent of Highways, the Town has no recourse and can only request these actions be taken by an elected official.

Finally, I would hope that all employees, appointed personnel, and elected officials use this unfortunate situation as lesson that the Town of Hurley does not take any harassment or discrimination toward others lightly. I am requiring all employees to reread the Employee Handbook and resubmit the Acknowledgment that they have done so. The Town of Hurley is committed to maintaining and promoting a work environment where similarities and differences are respected and valued by all.

Town Supervisor
John Perry

From the Board and Departments

1. Highway Superintendent reported that they would be getting the sweeper in the beginning of April. LED light bids were due today but have not received any. He is also working on his 284 agreement. He also stated he was looking into have the Highway do the sexual harassment training on their own that covered more topics in detail. Supervisor Perry asked that he let him know the details, logistics and cost before scheduling the training.
2. The Rec Department have many activities lined up for the spring and summer. More information will be in our newsletter and the Town Website.
 - a. Bus trip to Science Museum
 - b. Bus trips to County pool
 - c. A science planetarium at the WH fire house and Hurley Church
 - d. A Hurley bazaar at the WH Firehouse
 - e. Easter Egg Hunt
 - f. Yard sale on June 1
3. Councilwoman Zell reported that the Hurley Heritage Society will have a Winslow Homer display at the museum on April 6.
4. We are looking for a Grand Marshall for the Memorial Day parade.

5. The membership fee for the Coalition of Watersheds will be going to \$2000. up from \$1000.
6. All Town employees and volunteers will be taking a sexual harassment training on March 20 from 12:00 to -3:00 PM.
7. Supervisor Perry will hold his annual Town Meeting on March 19 at the West Hurley Firehouse from 6-7.
8. We still have a grounds keeper position opened..The position is about 25 hours per week and other details can be found on the town website.

Resolution #2019-61

Offered by Supervisor Perry

Purchase a roller with Towns of Woodstock and Ulster

Seconded by Councilwoman Zell

WHEREAS, the Highway Superintendents of the Towns of Hurley , Ulster and Woodstock have consulted on the purchase of a Volvo DD110C Roller; and

WHEREAS, the Highway Superintendents agree that the purchase price for the roller from Vantage Equipment in the amount of \$125,448.00 is reasonable; and

WHEREAS the Highway Superintendents unanimously recommend to their respective Town Boards that the three (3) Townships enter into an agreement outlining terms for the purchase, use, storage and maintenance of the roller; and

WHEREAS, under the provisions of Article 5-G of the General Municipal Law the terms of the proposed inter-municipal agreement are practical because the respective Townships have limited need for a roller, and therefore the agrees upon terms will benefit the taxpayers of the respective townships by joint ownership of the roller and the sharing of the costs to purchase, use, store and maintain the roller; and

WHEREAS, it is hereby determined that it will be in the best interest of the Town of Hurley to be a party to such inter municipal agreement; now therefore be it

RESOLVED that the Town Supervisor and Town Highway Superintendent be hereby authorized to sign on behalf of the Town of Hurley the following agreement.

All Voted Aye

From the Floor

1. Tobe Carey is making a film about Fishing the Esopus and is looking for photos related to fishing activities from the area.

Motion to Adjourn was made by Supervisor Perry seconded by Councilman Dittus and all voted aye.

Judy Mayhon, Town Clerk
