

**Town of Freedom
Special Board Meeting
July 28, 2022 @ 7:00 pm**

Board members present: Josh Aarum, Geoff Milks, John Hill, & Supervisor Dustin Bliss

Others: 1

Meeting called to order at 7:00 pm by Supervisor Dustin Bliss

I. PLEDGE TO THE FLAG: Led by Supervisor Dustin Bliss

II. EMPLOYEES POLICY AND PROCEDURES MANUAL: Town Attorney Eric Firkel reviewed the Employee Handbook and made some changes. One of his concerns was on page 19 regarding Sexual Discrimination and Sexual Harassment. Eric was called during the meeting and discussed a few things he would change. Regarding the sexual Harassment he suggested to make an amendment to follow NYS policy, just follow the policy that came from NYS in 2019, also the Board approved that policy and reviewed it at the January 3, 2022 Re-Organization meeting. The Sexual Harassment Policy will be added to the Employee Handbook. Eric also stated that he made some changes, he said there are quite a few areas that are redlined. Some he made the changes and some need more discussion. Supervisor Dustin Bliss told Eric that they need to adopt the compensation and asked if there was any issue with that part. Eric stated no and to just adopt that part by motion/resolution tonight, then he would work with the Board to get a final draft of the whole policy ready by the next meeting.

Dustin Bliss made a Resolution to adopt Employee Classification Levels and related Compensation as outlined on pages 28, 29, & 30 of the Employee Handbook they have in from the of them. John Hill seconded.

Roll Call: Ayes -4 Josh Aarum, Geoff Milks, John Hill, & Supervisor Dustin Bliss

Councilman Geoff Milks concern and would like noted for budget time that this is a sizable raise. Geoff looked at January at the Re-Organization Meeting when they approved the new rates. One individual was going from \$20.56 an hour, and now \$25.00 an hour. Dustin stated he understands his point, the reduction in the rate of the health insurance is substantial, the Board cap that at \$2,000 a year. Dustin said one employee was taking home \$6,000 a year, so now his pay is reduced by \$4,000 a year.

Geoff asked if they wanted to add health insurance to the resolution. Dustin stated that they need to add that because one employee has deferred health insurance accruing and it needs to be paid out, then going forward they would get their \$126 to \$2,000 in their paycheck.

Dustin made a Resolution to adopt the changes in the Town Board Draft of the Employee Handbook as outlined on pages 8, & 9 and any other change related to compensation. Geoff Milks seconded.

Roll Call: Ayes-4 Josh Aarum, Geoff Milks, John Hill, & Supervisor Dustin Bliss

Dustin Bliss made a motion to make changes to hourly pay will be retroactive back to the pay period that started June 20, 2022- July 1, 2022, & July 4, 2022, July 15, 2022. Seconded by John Hill.

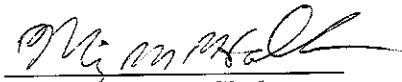
Roll Call: Ayes-4 Josh Aarum, Geoff Milks, John Hill, & Supervisor Dustin Bliss

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III. Adjournment: John Hill made the motion to adjourn the meeting at 7:16 pm. Seconded by Dustin Bliss.

Roll Call: Ayes-4 Josh Aarum, Geoff Milks, John Hill, & Supervisor Dustin Bliss

Respectfully Submitted by:

A handwritten signature in dark ink, appearing to read 'M. Hill', is written over a horizontal line.

Freedom Town Clerk
7/30/2022