



VILLAGE OF JOHNSON CITY

MUNICIPAL BUILDING

243 MAIN STREET, JOHNSON CITY, NY 13790

www.villageofjc.com

Village Board

Gregory Deemie, Mayor

Bruce King, Deputy Mayor

Richard Balles, Trustee Martin Meaney, Trustee John Walker, Trustee

Minutes of a Work Session of the Johnson City Village Board held at 5:30pm on Tuesday, December 5, 2017 in the Municipal Building, 243 Main Street, Johnson City

Present: Gregory Deemie, Mayor
 Bruce King, Deputy Mayor
 Richard Balles, Trustee
 Martin Meaney, Trustee
 John Walker, Trustee

Absent: None

Also Present: Cheryl Sacco, Legal Counsel
 Cindy Kennerup, Clerk/Treasurer
 Clark Giblin
 Allstate Representatives Bill Parisot and
 Mark O'Connor

Bill Parisot and Mark O'Connor from Allstate Insurance address the Board regarding work place benefits.

- Mr. Parisot has been with Allstate for 22 years. Mr. O'Connor is with the Allstate workplace division.
- Allstate offers workplace benefits and would like to offer voluntary benefits at no cost to the Village that the employee would pay for. Attracting good employees, maintaining good employees is what they try to do with these type of products. Besides workplace benefits, you would also be a part of the Allstate network as far as pricing for auto insurance, home owner's insurance, life insurance, retirement services.

Mark O'Connor explains the employee benefits and how they protect our employees.

- How different from most benefits? Health insurance, group life. Our benefits are designed to put money directly into client's pockets. Whatever your employees want to do with their money is completely up to them. Expenses that people face when they have

an accident or major illness, things that often times 72% of bankruptcies are due to medical expenses. These benefits are becoming more popular.

- Our benefits are paid on top of what health insurance may or may not cover. Looking for a payroll slot to allow these employees to pay for the benefits on a payroll deducted basis. A couple of our plans are pre-tax deductible and will reduce the employee's taxable income which will in turn reduce the FICA tax each and every year.

- Benefits:

- o **Accident Policy** – Difference in plan types is how much it would cost the employee and the benefits needed for whatever treatments they want to receive. All the benefits are stacked on top of each other. We pay depending on whether you have best insurance, no insurance or deductibles.
- o Huge difference in coverage with AFLAC, employees will be blown away by Allstate's benefits and paying a lower premium.
- o Just to cover you on the lowest plan is \$2.40 per week.

Trustee King asks if it is full-time or part-time employees?

Mr. O'Connor responds as long as they are working at least 20 hours to qualify (the company itself may require 25, 30, 35 hours).

- o What is nice about these benefits if you have children, the policy is guaranteed renewable and they can never cancel or raise the rates regardless of how many claims you put in. Anyone who has children who play sports, not if they get hurt, they will get hurt. If they have a group policy for the league, they can opt out because that will be paid by Allstate.

Trustee Balles questions the deductibles on this plan.

Mr. O'Connor responds there is no deductible on the Allstate plan. 1st dollar coverage with us.

Trustee King asks about the back page, spouse gets 50%, children get 25%?

Mr. O'Connor says only on that back page. On the front page, the employee, spouse and children get all of the same payment.

- o **Critical Illness** – pays lump sum benefit if someone is diagnosed with a major illness. Major illness (heart attack, stroke, bypass, cancer). 1 in 2 men, 1 in 3 women will be diagnosed with cancer in their lives. A lot of non-medical expenses associated with these illnesses.
- o Makes sure that that person can focus on getting better. Living life insurance policy. Wellness benefit picks up 100% of exams. Gives each person covered under the policy \$120 per calendar year to go get one preventative exam. Depending on how old you are, the policy essentially pays for itself. If you are young, you will make money on the policy. Very big on going and getting preventative exams.

Trustee King confirms the critical illness policy stops at 64.

Clerk Cindy Kennerup asks if people with pre-existing conditions can get policy?

Mr. O'Connor states that it depends on what the condition is. Each policy has a couple health questions the employees need to get by. If the employee answers a question yes, qualification will be based upon their responses. Because of the size of our organization, they are only asking three questions.

- 1 Do you work more than 20 hours
- 2 Do you have AIDS or AIDS related complex and
- 3 Have you been disabled or hospitalized overnight in the last 6 months.

We have an underwriting offer that none of our competitors can match.

Trustee Walker asks how can you say that cardiac arrest isn't a heart attack?

Mr. O'Connor responds he is not going to pretend to be a doctor. He knows there are differences, but it has to be considered to be a heart attack for that benefit to be paid out.

- **Universal Life Insurance** – permanent insurance designed to last the individual the rest of their lives and it builds cash value through the years. Life insurance through Allstate that costs very little that he doesn't own that life insurance policy and that if he leaves Allstate his life insurance goes. This policy is an option to your employees, spouse, and children. They build cash value and the employees actually own the policy. It is not tied to them being an employee here. They can keep this policy for the rest of their lives.
- Similar to whole life insurance. Interest rate is 4%. Higher some years. It depends on the stock market. It won't be less than 4%. Permanent life plan with additional savings plan attached.
- Mr. Parisot explains that the advantage Allstate has is the education piece. They want to be able to explain to the employees.
- **Disability Insurance** – Supplement what NYS would pay someone. Regardless of whether you get hurt on or off the job, the policy will cover 66 1/3 %. Most people don't realize what NYS will pay until they go out and they will tax that money.

Typically what we do with municipalities is go to each one of the department's heads and it is an option that is going to be made available to the employees.

Cindy Kennerup asks once someone is signed up, how much interaction do you need from employer?

Mr. O'Connor explains that whoever is responsible for payroll they would receive an excel spreadsheet and would show what type of policy they signed up for and whether it is a pretax deduction or post tax deduction. All of their billing is done in arrears. When deductions are to start and Allstate will check in quarterly and if people have questions. Every person who signs up for a benefit would receive a cell phone number or go online.

Payroll could set up an account on their easy bill online. They can reconcile the bill right online.

They present and sign a declination card if they aren't interested. They are giving employees an underwriting offer and it only is for our company. 50% of employees sign up for one benefit.

Mr. O'Connor asks if we decide to move forward, what is appropriate for follow-up? The Mayor responds there must be approval by the Board and signed by the Mayor.

Board should meet first and then if we decide to move forward then we would meet with the union reps.

Allstate application is an electronic packet. They do it right on the computer. Basic information is taken such as name, date of birth, address. It is an electronic packet that is done online. Accept benefits or decline coverage.

Cheryl Sacco states that we cannot force an employee to attend the meeting.

Mr. O'Connor states that if someone is eligible and does not want to take the offer, they would decline. If they do decline and then decide at a later time they want to accept, they will have to answer additional health questions after those initial 3 questions. The three questions are only offered to our company at first meeting. Mr. Connor asks how would we decide?

We know how to get our employees interested. We would hand out a flyer to the departments. If you are interested they will be here at such and such and time and people will sign up. If you work full time at 20+ hours you are eligible.

Allstate Representatives exit the meeting.

EXECUTIVE SESSION #1

A motion to enter executive session at 6:09pm to discuss to discuss personnel on the Board was made by Trustee King and seconded by Trustee Walker. The motion carried with all those present voting in the affirmative.

A motion to exit executive session at 6:24pm was made by Trustee King and seconded by Trustee Meaney.

Chief Dodge arrives at the meeting to answer any questions regarding the COPS grant.

- Mayor Deemie questions whether Chief was able to find out if because it is a matching grant if the money has to be all up front or whether we have to spread it out with the budget years.
- Depending on guys that are single or married, there is a \$90,000 swing, so can't pinpoint amount.
- Cheryl Sacco states that we won't discriminate on marital status, age or gender.
- Chief Dodge explains there is a valid list right now. We still have open spot created at the beginning of the budget year. There is a transfer that has been doing some ride alongs which he is interviewing tomorrow. If we take on the COPS grant positions we will have to start looking for people off the list and the academy starts in April.
- Trustee King asks about the numbers Cindy sent. Cindy responds 14.8% - tier 6. The newer guys are at a lower rate because they contribute for a much longer time.
- Trustee Meaney If you retire prior to age 62 there is a penalty involved. If you stay past your 25 and don't go past age 62, there is a penalty and it eats into supplement.

- Trustee Meaney asks what will that put our staffing at. Chief Dodge responds 38. We have 35 people now but have 36 slots. The grant will give them 38.
- Trustee King states we have to maintain that a year past the grant and we need to keep up on the numbers. You have to do insurance and everything so they can see what you are.
- Mayor Deemie states as you pay it you get reimbursed. We will have to budget yearly. We need to know what time table is.
- Chief Dodge says the COPS grant pays only salary benefits. There is already a grant that pays for the body armor. We have to pay the uniform cost is about \$1200, academy is \$900, equipment end of it is very involved.
- Trustee Walker states that the COPS grant is \$250,000. Chief Dodge confirms that's for two officers for 3 years. Acceptance of the COPS grant obligates the Village maintain those two positions for one additional year at the end of the three year grant period.
- Trustee Meaney states that the Village will pay \$360,000 to \$450,000 depending on insurance and tangibles on top of \$250,000 we are getting for the grant? Chief confirms that is correct. After the fourth year you can eliminate the position, you can contractually. Mayor states we would have to talk to the union and have some sort of agreement.
- We have to maintain the numbers for the four years. After the fourth year you can lay off the officers if you want.

Trustee Meaney asks if we are hoping to hire new or get transfers. Chief Dodge responds that transfers are attractive because you don't have to waste 9-10 months out of 36 months with training. You have to bring them in higher, but with transfers we are seeing, tier 5 or 6. Transfers still work out in our favor. A number of different ways you can apply under. We applied under the COPS grant there is different subcategories. We applied under the hiring program under the category violent crime because our per capita violent crime scores are high. We finished 2nd in New York State 11th in the nation under the violent crime category. They look at our UCR versus number of officers they figured we were the eleventh most needy. There are three different categories.

Crimes are high, but the wife who hits her husband in the head with a frying pan and the gang that drags the business man into the alley and stabs him both are felony assault. We finished second in the state, but that is how we were able to get the grant.

EXECUTIVE SESSION #2

A motion to enter executive session at 6:39pm to discuss to discuss personnel on the Board was made by Trustee Meaney and seconded by Trustee King. The motion carried with all those present voting in the affirmative.

A motion to exit executive session at 6:44pm was made by Trustee Walker and seconded by Trustee King.

EXECUTIVE SESSION #3

A motion to enter executive session at 6:45pm to discuss to discuss ongoing police investigation was made by Trustee King and seconded by Trustee Walker. The motion carried with all those present voting in the affirmative.

A motion to exit executive session at 6:53pm was made by Trustee King and seconded by Trustee Meaney.

EXECUTIVE SESSION #4

A motion to enter executive session at 6:54pm to discuss to discuss investigation regarding a resident was made by Trustee King and seconded by Trustee Meaney. The motion carried with all those present voting in the affirmative.

A motion to exit executive session at 6:59pm was made by Trustee King and seconded by Trustee Walker.

Mayor Deemie addresses updates:

- ISO rating. It is still not on Facebook page or Village webpage.
- There are meetings on the Monday, December 18th from 5:30-6:30pm at the Johnson City Justice Court. Bergmann was going to be there for the one and they had to do the other one. Endicott is doing their public hearing from 3-5pm on 12/12 and Binghamton is doing there's from 5-7pm. Bergman is sending the Mayor posters and emails to advertise it. We are cohosting the 7:00 one on the iDistrict. The other meeting is the one Trustee Meaney asked for with regard to the BOA project and what is going on with that. It was going to be the 13th and then it changed.

Discussion regarding the Binghamton Fund

- We need matching funds for the Binghamton Fund. \$20 million there is 2 parts. One is the Residential/Commercial 70/30 match and one is the street scape is 50/50 match. They just through this out and they will explain they are going to be looking for and what the state is looking for by January 14th. We are hoping as with Endicott a lot of DRI projects would fit into this. That is what Donna Lupardo was suggesting we do. We also want the public's input. Just as with the BOA. The speed they are doing this is crazy. Endicott has already told them they don't have match money. So we have to find other grants to offset as we typically have to do. They want to spread it out amongst all the iDistricts. They don't want someone to take the whole thing and run with it. The money will be based on what you submit for projects and what you can submit the match with.
- Cheryl Sacco states one development was the timing of when the money is spent it could be used towards our match and if it is done within a certain time period or done in a certain geographical area could that be used.

Like Main Street grant, we got \$458,000, but the project was over \$600,000. The property owners had to pony up 100%, but only got 75% reimbursement.

Discussion regarding minutes.

Trustee Meaney states that he thought we were going to attach the bill questions to the minutes.

Mayor Deemie responds we discussed that but, also discussed having to send them through legal first to be looked at and depending on what they are, there may be information that shouldn't be discussed with the public. Attorney Sacco and Mayor Deemie discussed this after receiving the email from Trustee Meaney.

Cheryl Sacco asks were you going to start it then or whether you were going to go to the Department heads and tell them the questions and their answers were going to be attached to the minutes. Suggestion to Board fact that the bill questions get discussed at the meetings and maybe something in the minutes can say that the bill questions are available by FOIL and a copy of the questions are available in the Clerk's Office. Then we are not spending legal fees to look at them every time. If you get a FOIL request then we can redact and review at that point. Trustee Walker and Trustee Balles agree with Attorney Sacco.

Trustee Walker states that once the questions are submitted and answered that there is no discussion. Trustee Meaney questions the fire department paying for lines that the Chief says aren't theirs.

Attorney Sacco responds that there is no one in here that can answer that question for you.

Trustee Meaney wants more information on the fire department phone charges. 729-9661 hasn't been used in 6 years. He thought Magna was going to go through and check those lines.

Mayor Deemie If we are getting billed for something we will get reimbursed for those. Mayor Deemie asked Trustee Meaney to send him an email with the numbers and he will get the information to Kim and she will have it in front of her when she talks to Tim.

Trustee Meaney states he brought up 18 months ago about the light pole is still missing on Columbia and Rose Lane. Mayor Deemie will look into that.

Trustee Walker asks that the lighting on Harry L Drive at Friendly's be checked on. He said down by Friendly's it is dark. Trustee Meaney and Trustee King agree. Mayor Deemie will take a look at it and push it through.

AGENDA the Board reviewed the agenda and the resolutions.

Announcements – Lights on the Carousel 12/8 & 12/9 and 12/15 & 12/16 needs to be added to the announcements.

We have the two public hearings on the Fire Insurance and Restore NY Grant. Dai will be here at the regular meeting if anyone has questions.

Trustee Walker asks about the Fire Insurance Mayor Deemie explains that we put into place a couple years ago that we have the right if there is fire insurance money with regard to a multifamily that burns we can take control or put a lien on that fire insurance so they can't just run with that money and disappear and we can use the money to demo or the place. This is

adding one and two family non-owner occupied. Cheryl Sacco adds that the state law changed to put the lien on broader properties.

Mayor Deemie got a return email from Mr. Carrigg and he is not free until next month. He wants to sit down with the Mayor ahead of time, but is willing to sit down with the Board. The Mayor thinks possibly at the last meeting in January or 1st meeting in February.

Trustee Meaney has a question about PSA renewal for Clerk Treasurer. It expires in 4 weeks. What is the progress? The Mayor has it on his desk, he is working on it right now and will be at the next meeting.

Junk vehicles – All are fine with the email Trustee Balles sent regarding junk vehicles.

Trustee Walker questions if an automobile is parked in a driveway for a period of time, for example, Broad Street vehicles. There is a home that has a recreational vehicle and a car. A tree growing out from under car and it has been there for almost three years. Mayor Deemie explains that if it is licensed, registered and insured, it is not a junk vehicle. Trustee Walker asks if we should have code look at it. A felon was caught inside the RV three years ago. Trustee Walker is going to send Mayor Deemie an email with the information.

Trustee Meaney states on Burbank Ave there is a car that has been parking and it looks like it is up against the house. Mayor Deemie and Cheryl Sacco confirm this is illegal. It is in the front yard. Attorney Sacco says every single one is different; Code needs to see if there is an area variance done. Going to code is worse than the alternate side parking ticket.

Trustee Meaney asks what is going on with the construction fence that runs along the whole side of the Sears parking lot. It has been there for about two weeks. The Board is unsure why the fence is there.

ADJOURNMENT

The work session was adjourned at 7:25pm.



Cindy Kennerup

Village Clerk/Treasurer

CK/kc