

Town of Ledyard

Established January 30, 1823

1099 Poplar Ridge Rd., Aurora, NY 13026

Phone 315.364.5707 | Fax 315.364.5711

TownofLedyard.com

A Regular Monthly meeting of the Ledyard Town Board, County of Cayuga, State of New York was held on the 11th day of November 2024 at the Ledyard Town Hall, 1099 Poplar Ridge Road, Aurora, NY 13026 at 7:30 pm.

Present: Mark Jordan, Supervisor
Mike Britt, Council
Therese Shook, Council
Anne Reynolds, Council
Jason Burroughs, Council

Others: Jamie Bailey, Town Clerk
Stephan Arnold, Highway Superintendent
Shirley Eagan, Historian

Absent:
Guests: 14

PLEDGE-REMEMBER TROOPS

Supervisor Jordan called the meeting to order with the Pledge of Allegiance and a moment of silence for our troops at 7:30 pm.

PRIVILEGE FROM THE FLOOR

Joan Driscoll spoke to the board about spectrum internet coming down her driveway and charging her \$11,605.00 to connect to the internet. Driscoll is seeking the towns help to get spectrum down her driveway. Supervisor Jordan mentioned that the town paid \$17k for clarity to connect internet in the town. Driscoll stated that the Cornell Solar Farm to the North of her home looks like a fenced in junk yard. Driscoll would like some type of report on how the solar panels are functioning and give a view point. The humming noise is no longer there which she is happy about. Supervisor Jordan said that information is hard to come by, but he will try.

Margaret Flowers addressed the board requesting compensation for damage that was done by the highway dept. The request is for replacement of trees, fence post that was destroyed, a new T-post to be installed and a landline that was severed. The damage was done by the boom-mower that the Highway Dept. was running. Flowers stated this was done beyond the property line and encouraged members to come down and look at her property. The quote was for \$266.29 for materials, not including time or help getting the post installed etc. Supervisor Jordan suggested the board drive down and look at the property. Jordan stated the Highway Dept. has the right of way to mow and the Highway Dept. did go a little too far. Per Highway Superintendent Arnold, the highway guy did get a little aggressive. AFlowers stated a shed was also damaged by the highway dept. in the past but she never requested the town to cover the damage of that. Shook stated they are culpable of the damage. Supervisor Jordan asked if she wanted to go a look at the property? Board members agreed that the photos would suffice. Jordan asked Flowers if she will be planting in the clear sight triangle of Fry Rd. and Dublin Hill Rd.? Flowers stated she was not planting anything beyond there. There will be a T-pole there per Flowers. Flowers also stated that the tops of the ditches were sliced off at an angle, so it appears that the ditches go further back than they used to. Supervisor Jordan asked again if the board members wanted to look at the property or make a motion.

MOTION

A Motion was made to reimburse Margaret Flowers \$266.29 for damage done by the Highway Dept. for the replacement of the trees and Tpost on the corner of Fry Rd. and Dublin Hill Rd.

Motion made by: Mike Britt

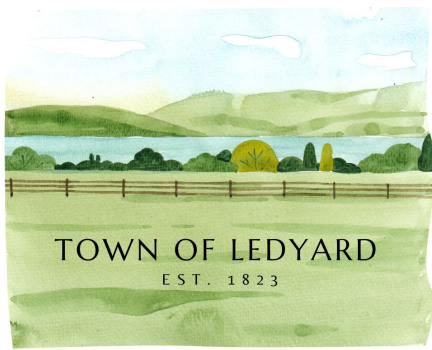
Seconded by: Therese Shook
Aye: 4 Shook, Britt, Reynolds, Burroughs

Nay: 0

Abstain: 0

Absent: 0

Motion: **Passed**



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Supervisor Jordan stated that Flowers would receive a \$266.29 check in the next couple of weeks. Flowers provided a mailing address of [REDACTED]

Marshall Trabout was reviewing the budget and noticed that there was a 3.5% increase across the board and Federal COLA was 2.5%. Trabout would like to know what the process is to come up with that number. Supervisor Jordan stated he called the County and was told they were doing 4% so he went with 3.5%. Jordan stated it could be lowered if Trabout wanted it to be. Trabout also asked what the differential was between some people getting 3.5% and some getting 8%? Supervisor Jordan stated the highway went from \$24 something to \$26.50 because he needs to keep them and they could go get jobs elsewhere. Truck drivers are short to come by and that was done to keep them here per Supervisor Jordan. Hopefully it won't need to be done again next year per Jordan. They are trying to stay within bounds of other towns in the County.

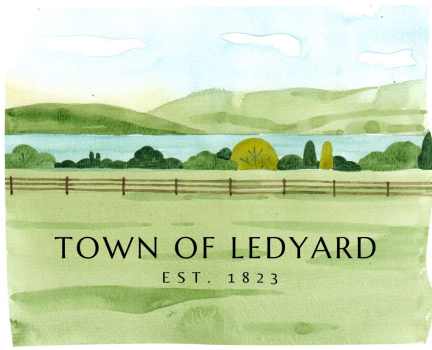
Carol Chase, Town Clerk from Summerhill also former President of New York State Town Clerk Association wanted to show her support for Clerk Bailey and remind the Town Board that Clerk Bailey is an equally elected official. If there are any questions regarding Clerk Baileys duties, the Association of Towns can be contacted. Chase expressed that Clerk Bailey's title and duties are just as important as anyone else.

Mark Bailey addressed the board wanting to piggy back off from Carol Chases statements. Bailey asked if the Town of Ledyard has any specific HR Policies, where they would be found, and how an employee of the town would file any perceived harassment complaint against an employee of the Town? Does it exist, is it in writing, and where would it be found? Per Supervisor Jordan, we do not have anything at this point in time, when covid hit everything went out the window. NYMIR will come and do a lecture. If there is a problem, come to me, and we did discuss it per Supervisor Jordan. Supervisor Jordan stated that they went into Executive Session the last meeting. Bailey expressed his displeasure by Jordans answer, the silence by board members, and allowing some of the things that have happened, to happen. Bailey stated that he did not believe any of the board members would allow their daughters to be treated the way Clerk Bailey has been treated.

Board member Jason Burroughs asked Mark Bailey what the situation was.

Mark Bailey stated that it was brought to his attention that at the September board meeting it got heated as Clerk Bailey asked for additional hours to be able to complete her assigned tasks and duties as Town Clerk. Bailey stated that everyone plays a role in how the town runs. Clerk Bailey is in the process of refileing with the help of her Deputy Clerk, so everything is organized, easy to access, and readily available for any incoming request. Mark Bailey then went on to express how the Supervisor then brought Clerk Bailey into a private meeting which Clerk Bailey thought was going to have a second set of eyes and ears, Supervisor Jordan got angry and told her to sit down and be quiet. Mark Bailey went on to say that he cannot do that to the people he works with, he didn't believe any of the board members would want it done to them therefore he doesn't understand how any of these actions are ok. Supervisor Jordan told Mark Bailey that he wanted to stop him right there. Jordan went on to say that there were two guys there. Jordan stated he told Clerk Bailey that she was in an elected position, and it was not an hourly wage, she does the job of the Clerk and she sets her own hours, she doesn't get paid by the hour, and it's a salary position. Supervisor Jordan stated he was telling Clerk Bailey that, she got upset and said you don't tell me what to do, and Jordan said he told her he didn't, and he picked up his papers and we were done per Supervisor Jordan. Mark Bailey stated that they will have to agree to disagree because Jordans version and Clerk Baileys version do not even begin to line up.

Mark Bailey had a second question regarding the training that is required by all board members. Bailey recognized many board members and knowing with their occupation, they are required to have specific training. Bailey wants to know how many board members have training for sexual harassment, anger management, and training just in general to run a business because that is what they are doing, running a business. If employees don't have a viable way to go and have conversations. The first rule is to never go behind closed doors and have a conversation behind closed doors especially as a female. Supervisor Jordan stated they had two witnesses. Bailey stated they needed to be in the room and present. They do not need to be a part of the conversation, but they do need to be witnesses. They also need to be willing to stop it if it gets heated. Supervisor Jordan stated that he will not speak to Clerk Bailey unless there are witnesses and Mark Bailey agreed that was probably for the best considering how heated it gets between Supervisor Jordan and Clerk Bailey. Mark Bailey went on to say that he is here to ask that Supervisor Jordan does not treat Clerk Bailey nor any other employee of the Town with this type of disdain. The town is not doing their job if there is no way for an employee to make a formal complaint in the written process.



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Eilen Wikstrom addressed the board in regard to not receiving any type of notification from Supervisor Jordan. Wikstrom addressed the board one year ago and was told she would receive communication from the town regarding the erosion of her ditch. After not receiving any communication, they have had their lawyer write another letter which prompted Supervisor Jordan and Highway Superintendent to go down to the property and access the situation. Mrs. Wikstrom would like to know if they are going to fix the ditch so it is no longer encroaching 12' onto the Wikstrom's property or ignore the situation and forced to go to litigation? Per Supervisor Jordan they are not moving the ditch. Wikstrom stated that they have no other options than legal ones. Wikstrom stated that the ditch is deeper and wider and with climate change and rainstorms, there will be more erosion. From the survey marker to the back slope is 12 foot per Wikstrom. Wikstrom has spirea and a few trees further up. It's not the whole ditch, just one section. Superintendent stated that the ditch hasn't changed in the last 10yrs and there was never a complaint. Superintendent Arnold stated he believed this complaint was due to him messing with the boat dock. Arnold stated that he couldn't move the whole road because he was messing with the boat dock. Wikstroms stated they believed that Superintendent Arnold working on the boat dock triggered and instigated the complaint. The board will look at it and a discussion will be held at next month's meeting. Supervisor Jordan stated if they end up in litigation, they end up in litigation. That was a designated shoreline from Cayuga to Owasco Lake. All board members agreed they needed to see the property. Eilen Wikstrom will have the latest surveys copied and left with Clerk Bailey for all board members to pick up. Councilwoman Shook recommended a guided tour of the property. It was agreed that all board members, Highway Superintendent, Town Supervisor, and Wikstroms will meet at █ Ellis Point Rd., Levanna this coming Saturday Nov. 16th at 11am. Supervisor Jordan was told that with 3 board members, it is a Special Meeting which needs to be advertised, and the public needs notification.

BUDGET

Estimated tax per \$1,000.00

\$0.33 to \$0.42 causing equalization to go down to 80%

Sales tax takes care of the Highway and Part Town

The reserves could be tapped into, to help reduce the rate.

Supervisor Jordan opened 8:15 PUBLIC HEARING OPEN

\$0.25/1k pays \$25 in town tax

Only Change from last month was receiving a quote from Excellus health insurance.

Single	751.91	821.15
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Single w/spouse	1503.82	1642.29
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Subscriber w/child	1278.24	1395.95
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Family	2142.95	2340.26
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Town pays 100% of premium. Supervisor Jordan asked about the ambulance funds for A1990.4

Dudley stated 20% employee/80% town pays.

Supervisor Jordan stated, after different scenarios of employees discussed, that the town pays the single amount of \$821.15 and all employees pay the remaining amount. Britt asked if this was a particular insurance for municipalities. Bookkeeper Hand stated it was Excellus BC/BS. It was explained that Bill Chamberlain is our representative.

For a single w/spouse \$1642.29 - \$821.15 = \$821.14 Arnold will now pay \$164 a month vs current amount of \$280

Britt also asked why there was only one quote. Bookkeeper Hand stated he agreed with getting more.

MOTION

A motion was made the this be made standard policy for employees that the Town pays 80% of the difference in Health Insurance for the Highway Employees and next year the town receives at least 2 quotes

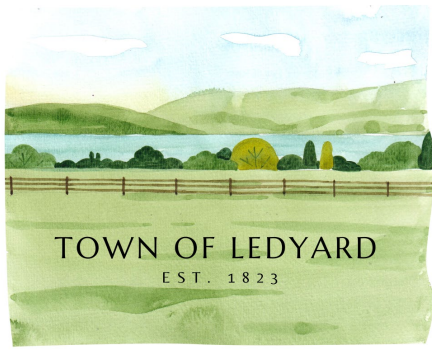
Motion made by: Mike Britt

Seconded by: Jason Burroughs

Aye: 4 Shook, Britt, Reynolds, Burroughs

Nay: 0

Abstain: 0



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Absent: 0

Motion: **Passed**

All employees will pay 20%

Standard policy for the town pays single amount and then highway covers 20% after.

It was mentioned by Marshall Trabout that it may not be in the best interest for the town to have this policy in place as it's putting precedence for future families that grow and this could be very expensive for the town. It can be changed next year per Supervisor Jordan.

Around \$800k in county sales tax was budgeted

Per Supervisor Jordan, \$200 was added to the Planning Board Chairman in addition representing the town as she drives and doesn't charge the town mileage. Per Chairman Ross she met out in Auburn 3 times this year.

Bookkeeper Hand asked what the Tax Rate was. After discussion, it was agreed to 30%

MOTION

A motion was made to keep the tax rate per \$1,000.00 at 30% for the 2025 tax year.

Motion made by: Mark Jordan

Seconded by: Jason Burroughs

Aye: 3 Shook, Reynolds, Burroughs

Nay: 1 Britt

Abstain: 0

Absent: 0

Motion: **Passed**

NYMIR

Workmen's Comp coverage has increased.

\$14,095/1 year or \$28,190/2 year.

Supervisor Jordan suggested to do the 2-year option in hopes it will go down. Superintendent Arnold stated there were a few bumps and bruises. Supervisor Jordan stated that was why the workmen's comp was increased, due to claims.

Mark Bailey asked if NYMIR offered any safety training as an option to help lower the rates. Superintendent Arnold stated they do bloodborne pathogens training. Per Carol Chase, NYMIR audited the Town of Summerhill. Chase stated it was said that, to help save the town money the Town Superintendent designates what type of work is being done during what time during the day. Jordan stated that that has been done each pay period. Superintendent Arnold stated he was not aware of it.

HISTORIAN

Wells library has the archives going to an auction and asking the village to step in and keep the Wells archives local. Historian is asking the town to support the Village to keep wells archives material local.

MOTION

Motion was made for the Town of Ledyard to support the Village of Aurora to keep the Wells archives local

Motion made by: Anne Reynolds

Seconded by: Therese Shook

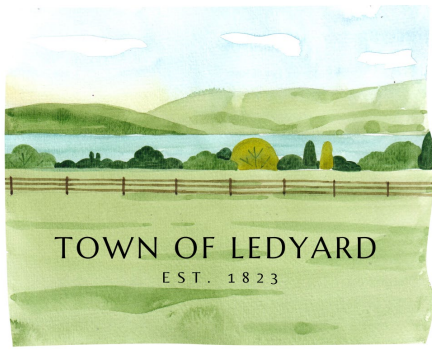
Aye: 4 Shook, Britt, Reynolds, Burroughs

Nay: 0

Abstain: 0

Absent: 0

Motion: **Passed**



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BUDGET

Motion was made to pass the 2025 Budget

Motion made by: Anne Reynolds

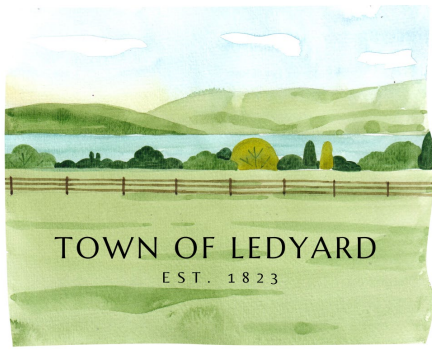
Seconded by: Jason Burroughs

Aye: 4 Shook, Britt, Reynolds, Burroughs
Nay: 0
Abstain: 0
Absent: 0
Motion: **Passed**

PUBLIC HEARING CLOSED AT 9:00

MINUTES

Conversation was had regarding the October 2024 minutes. Bailey put into the minutes that they need to be published on the website 2 weeks following the monthly meeting. Clerk Bailey stated that all meetings are recorded, and anyone has access to the recordings at any time if there are any questions. Supervisor Jordan stated he has never been a part of an organization that puts out unapproved minutes. Supervisor Jordan stated Clerk Bailey could get minutes typed Tuesday and send out to board members Thursday so they could approve and get sent back for publication to the website. Carol Chase said that the town clerks minutes are the clerks minutes and they do not need to be approved by the town board. Chase reminded board members that the Associations of Towns is available to confirm this information. The clerk needs to publish minutes within 2 weeks to comply with the Open Meetings Law. Councilperson Shook asked about making mistakes and that can be acknowledged at next month's meeting. Supervisor Jordan stated he believed District was wrong. Chase reminded the board that she is present on behalf of the NYS Town Clerk Association, she has also been a District Director for 6 years, and a town clerk for 18yrs. Supervisor Jordan asked Chase that if Clerk Bailey made a mistake and said someone said something when they didn't, it wouldn't have to be changed. Chase stated the original minutes will stand as written, but it will be in the following months minutes. Clerk Bailey stated that there was no mistake because everything is typed directly from the recorder. Misspellings are included as well. Clerk Bailey stated again that anything in question can always go back and listen to the recording. Clerk Bailey also stated that she does make mistakes and if there were ever any questions, she would like the board to ask. Chase does not have to give her board the option to approve her minutes though she does it as a courtesy. Councilperson Shook stated she wanted a final copy of the minutes that did not say draft. Bailey explained she would have to have 2 copies of the minutes, one draft and one final from the previous month. Clerk Bailey reminded the board members that she included the Open Meetings Laws and the Town Clerk Laws in the boards monthly packet. Clerk Bailey also stated she spoke to the Associations of Towns lawyer in regard to the current situation and it was recommended that board members call if there are any questions. Clerk Bailey also reminded the council that the AOT is there for the town, not just one specific person. Supervisor Jordan stated that they have never done the meetings as such. Mark Bailey stated that it's the law and Clerk Bailey is trying to do as the law requires even though Supervisor Jordan does not like it. Marshall Traboult also stated that boards that he has served on that the board approves if the info is correct and if not, then they get amended. Chase again states it is a courtesy. Clerk Bailey also reminded all board members of training that is provided annually by the AOT. Councilperson Britt along with Supervisor Jordan read out loud information from the manual that Clerk Bailey sent out. Supervisor Jordan stated they will study it. Supervisor Jordan stated that Executive Session was not included in the minutes. Clerk Bailey stated it the meeting had already adjourned and then Councilman Britt asked to go to executive session. The supervisor then stated the executive session was included in the minutes, but the adjournment was not. The recording was stopped, played back and it was determined that Supervisor Jordan stated we were done and ready to adjourn and asked for a motion and then Councilman Britt asked to go into Executive session prior to moving and seconding the motion. Corrections were noted. Burroughs asked how many times the Town has gone into Executive Session? Supervisor Jordan stated twice the town has gone into Executive Session. Clerk Bailey went on to explain that there is also no Board of Ethics which all municipalities have. Board ethics are a set of guidelines by that outline how board members should behave and make decisions. *(Code of Ethics a set of guidelines outlining the ethical standards expected of a comptroller, typically focusing on principles like integrity, transparency, impartiality, and avoiding conflicts of interest, ensuring they manage public funds responsibly and with the highest level of accountability when making financial decisions within their role.)*



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BILLS

Councilperson Shook asked about shelter fees from the dog control officer. Councilman Burroughs asked about training with the AOT as he was unaware of training. Supervisor Jordan stated Casey Otis was the last councilman to attend training.

A Motion was made to pay the following:

Abstract	11
Voucher	226 - 248
Fund A	\$3,571.05
Fund DB	\$ 14,750.65
Total Amount	\$18,321.70

Motion made by: Jason Burroughs

Seconded by: Therese Shook

Aye: 4 Burroughs, Shook, Reynolds, Britt

Nay: 0

Abstain: 0

Absent: 0

Motion: **PASSED**

Question From Audience

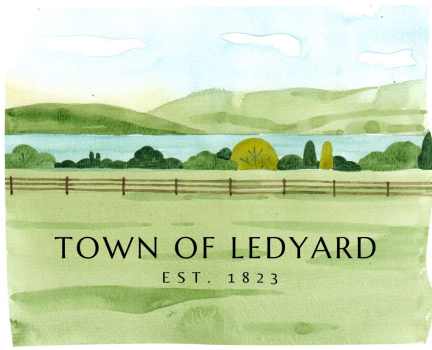
A Question was asked by resident/deputy Clerk Leah Hooper of how the board plans to protect the employees of the town. Hooper witness the hostile behavior from Bill Nivison against Clerk Bailey. Hooper went on to explain to the board that after witnessing the behavior, she told Supervisor Jordan how uncomfortable she was about the incident involving Clerk Bailey and Mr. Nivison that Supervisor Jordan then made a joke about it and laughed it off. Since then, Supervisor Jordan has become more hostile and retaliatory toward Clerk Bailey. Who does Hooper speak to now? Supervisor Jordan stated Nivison is not supposed to be in the office while the clerk is there. Hooper stated he had not, and she felt Supervisor Jordan did not take her concerns very seriously when she approached him. Hooper again asked who she, as an employee of the town speaks with if Supervisor Jordan is the problem. Supervisor Jordan stated she would then need to speak to the board. Hooper stated Jordan has become very hostile and distant toward Clerk Bailey. Jordan disagreed. Hooper stated she heard firsthand that Supervisor Jordan told Clerk Bailey to sit down and shut up. Jordan denied stating such and he told her to sit down, and they would discuss it, Clerk Bailey screamed at Supervisor Jordan and said to Supervisor Jordan, you don't tell me what to do. Supervisor Jordan then stated you are right, I don't and he picked up his papers and left. Hooper asked if he was now raising his voice to her and then repeated her question of where does an employee go when the problem is him. Hooper mentioned that there is a board of ethics that other towns have. Supervisor Jordan stated he will have the guy from NYMIR come and give his spiel. Supervisor Jordan stated if Hooper has a complaint and she thinks someone is harassing her, she can go to the Sheriffs Dept. Councilman Britt asked about the AOT being one to go to and Hooper explained most towns have a Board of Ethics that allow the person to go to. Supervisor Jordan stated this is all new and they have never had this problem. Clerk Bailey asked to speak and stated that everything Hooper stated was accurate. There were 2 people present but those two people were in the Code Enforcement room. Per Code Enforcement Hicks, he heard elevated voices. Clerk Bailey did reach out to the AOT after the incident which happened the Saturday prior to the board meeting. Clerk Bailey showed the board members timelines of all events, text messages, and everything that was documented for the board's review. Bailey called the AOT because she was not sure who to go to with the problems. Bailey was told that all the board members had the authority to enforce Supervisor Jordan to do the following: Sexual Harassment and Workplace Violence Training, which goes beyond bringing your common sense as most of the employees have been told by Supervisor Jordan. Supervisor Jordan should attend anger management training. Supervisor Jordan is not to be in the office during Clerk Baileys business hours, never should Clerk Bailey go into a meeting one on one. Clerk Bailey believed that the town bookkeeper was going into that meeting with her and Supervisor Jordan. Lastly, communication needs to be done in writing. Clerk Bailey believes that her and Supervisor Jordan can be mature adults to deal with each other for 2 hours a month for meetings. That was all suggested by the Association of Towns. Supervisor Jordan disagreed with what Clerk Bailey stated. Supervisor Jordan left the meeting. Supervisor Jordan stated that they needed to adjourn the meeting.

ADJOURN

A motion was made to adjourn the meeting at 9:33pm

Motion made by: Burroughs

Seconded by: Shook



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Aye:	4 Burroughs, Shook, Reynolds, Britt
Nay:	0
Abstain:	0
Absent:	0

Motion: **PASSED**

Jamie Bailey, Ledyard Town Clerk

Draft