

MEETINGS: 23  
NO. OF REGULAR: 23  
NO. OF SPECIAL MEETINGS: 1

**VILLAGE BOARD OF TRUSTEES OF THE VILLAGE OF DEPEW  
FEBRUARY 9, 2009**

ROLL CALL: Trustee Fusani  
Trustee Hammer  
Trustee Maryniewski  
Trustee Keefe  
Trustee Monti  
Mayor Alberti

**ON A MOTION BY**, Trustee Monti, and seconded by Trustee Fusani, the January 26, 2009 Village Board Minutes were approved.

**ON A MOTION BY**, Trustee Keefe, and seconded by Trustee Hammer, the February 2, 2009 Zoning Board Minutes were accepted.

**PUBLIC COMMENT – AGENDA ITEMS ONLY**

Dave Burkhardt – 5 Autumn Lea Road – Questioned what the heating contract was about. Mayor Alberti explained that some portions of the building do not have heat. The contract would be to fix these heating problems.

Mayor Alberti – 1.) Received a letter from Erie County Fair Housing Partnership, which will be available in the Clerk’s Office for review. It gives information on making your home affordable, preventing foreclosure, and on a workshop they are holding called “Holding on to your Home in Today’s Uncertain Economy”.

2.) Gave an update on the Wendel project that included the completion of the ceiling, netting and doors at the ice rink, and the repaired doors at the municipal building.

3.) She read a letter a letter from Ray & Alice Iver thanking the Depew Police and Fire Departments for the quick response to their home during an electrical fire.

4.) Mayor Alberti also thanked Chief Gary Cummings and the Depew Fire Department for quickly responding to her own home, for a refrigerator fire.

**AUTHORIZE MAYOR TO SIGN AGREEMENT FOR ZONING MAP UPDATE**

Trustee Keefe, offered the following resolution and moved for its adoption:

**BE IT RESOLVED**, that Mayor Barbara A. Alberti, is authorized to sign an agreement with Nussbaumer & Clarke to update the Village of Depew Official Zoning Map at a cost not to exceed \$6,500.00.

The foregoing resolution was seconded by Trustee Fusani and duly put to a roll call vote which resulted in the following:

Trustee Fusani -Yes	Trustee Maryniewski -Yes
Trustee Hammer -Yes	Trustee Monti -Yes
Trustee Keefe -Yes	Mayor Alberti –Yes

**AUTHORIZE ADMINISTRATOR TO ADVERTISE FOR HEATING CONTRACT**

Trustee Maryniewski, offered the following resolution and moved for its adoption:

**BE IT RESOLVED**, the Village Administrator is hereby authorized to advertise for a heating contract for the municipal buildings.

The foregoing resolution was seconded by Trustee Monti, and **CARRIED**.

**VILLAGE OF DEPEW  
FEBRUARY 9, 2009**

**ADOPT EEOC & AFFIRMATIVE ACTION POLICY**

Trustee Hammer, offered the following resolution and moved for its adoption:

**BE IT RESOLVED**, the Village of Depew adopts the attached EEOC and Affirmative Action Policy.

The foregoing resolution was seconded by Trustee Monti, and **CARRIED**.

**Village of Depew  
Equal Employment Opportunity &  
Affirmative Action Policy  
February 9, 2009**

**Purpose**

To distribute Equal Employment Opportunity and Affirmative Action Policy Statement (attached) and to remind employees of the Village of Depew's "zero tolerance" policy on any form of discrimination or harassment in the workplace.

**Highlights**

The Village of Depew is aware of the value of a diverse workforce. Our goal is to have a workforce that reflects our community. The Village of Depew will not discriminate against employees on the basis of age, race, religion, creed, color, sex, sexual orientation, national origin, disability, marital or veteran status.

The Mayor and Board of Trustees have the overall responsibility for Equal Employment Opportunity and Affirmative Action Policies. In addition, our department heads are held accountable for implementing Affirmative Action within their respective departments. Adhering to the policy and assisting in the implementation is every employee's responsibility.

Department Heads and employees are reminded of the following:

- Any employee who believes he or she is being subjected to discrimination or harassment of any kind should report the incident promptly to his/her supervisor.
- Any employee uncomfortable with reporting discrimination or harassment to a department head should contact the Village Administrator or Mayor.

**EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION POLICY  
STATEMENT**

The Village of Depew recognizes the value of a diverse workforce and welcomes each employee with his/her special skills and contributions.

As an Equal Employment Opportunity employer we take pride in fostering a workplace environment in which no employee is disadvantaged because of his/her expression of difference. We regard the differences represented by our employees as opportunities to broaden our base for creativity and problem resolution. The Village of Depew does not tolerate discrimination against employees on the basis of age, color, creed, disability, marital status, national origin, race, religion, sex, sexual orientation or veteran status. Each department head is charged with the responsibility of carrying out this policy and fostering this practice.

The Village of Depew will develop mechanisms for the swift, judicious, and thorough investigation of human rights complaints, together with the equally swift and judicious resolution of such complaints, when warranted, as consistent with our policies and union contracts, as well as all applicable Governor's executive orders and applicable federal and state laws, rules and regulation.

To effectuate this Policy, an Affirmative Action Plan has been designed which conforms with all relevant Federal and State Non-Discrimination and Affirmative Action Regulations, including but not limited to, the following:

**VILLAGE OF DEPEW  
FEBRUARY 9, 2009**

- Civil Rights Acts of 1964 and 1991
- Vocational Rehabilitation Act of 1973
- Uniformed Services Employment & Reemployment Right Act of 1994
- Americans with Disabilities Act of 1990
- New York State Human Rights Law
- Governor Cuomo Executive Order 6

The Plan applies equally to all job classifications and titles in the Village, all types of appointments under the Village's jurisdiction, and all the Village's employment policies and union contracts, practices and actions including but not necessarily limited to: recruitment, employment, disciplinary actions, rate of pay or other compensations, advancement, reclassification, reallocation, promotion, demotion and all employee benefits.

**PERMISSION – MEMBERSHIP – DEPEW FIRE DEPARTMENT**

Trustee Fusani, offered the following resolution and moved for its adoption:

**BE IT RESOLVED**, membership is hereby granted to the following in the Depew Fire Department pending the passing of their physical:

**WEST END HOSE COMPANY NO. 6**

Shaun Helsel  
53 Nadine Drive  
Cheektowaga, NY 14225

Robert D. Murawski Jr.  
491 French Road  
Depew, NY 14043

**DEPEW HOSE COMPANY NO. 1**

Jason Gwareh  
23 Banner Street  
Lancaster, NY 14086

Robert M. Fuller  
283 Argus Drive  
Depew, NY 14043

The following resolution was seconded by Trustee Maryniewski, and **CARRIED**

**PERMISSION – DEPEW FIRE DEPT**

Trustee Monti, offered the following resolution and moved for its adoption:

Permission is hereby granted to:

The Depew Fire Department for the use of the Northside fire hall on February 22, 2009 from noon until 8:00 pm for the Depew Hose Company's annual meeting.

And

The use of the Northside fire hall on March 28, 2009 for an Explorer Firefighter Apprentice Training Session from 8:00 am until 4:00 pm.

The foregoing resolution was seconded by Trustee Keefe, and **CARRIED**.

**TREE TRIMMING/REMOVAL:** 83 Fairview Court

**VILLAGE OF DEPEW  
FEBRUARY 9, 2009**

**EMPLOYMENT APPLICATIONS**

Department of Public Works – Kevin Keith, Bryan Trzaska

**DEPARTMENT HEAD REPORTS**

Senior Center – January 2009, Recreation Department – January 2009, Clerk’s Office – January 2009, Treasurer’s Office – January 2009

**ON A MOTION BY** Trustee Hammer, seconded by Trustee Monti, the department head reports were accepted as presented.

**BUILDING APPLICATIONS AND REPORTS**

**ON A MOTION BY** Trustee Maryniewski, seconded by Trustee Fusani, the building inspector’s report and the plumbing inspector’s report were accepted as presented.

**REPORT OF THE VILLAGE ATTORNEY**

No report.

**REPORT OF THE VILLAGE ENGINEER**

Bruce Shearer thanked the Mayor and Board of Trustees for authorizing the new zoning maps.

**COMMITTEE REPORTS**

No report.

**UNFINISHED AND OTHER BUSINESS**

None.

**PUBLIC CONCERNS AND COMMENTS**

Jeffrey Schuler – 511 Penora Street – Concerned about the parking situation on Penora Street between Terrace Boulevard and Broadway. Traffic cannot get through and it is a safety hazard. He would like them to change parking to one side of the street only.

Mayor Alberti – referred this concern to Depew Police Chief Tom Domino, and questioned if there was any complaints made last year regarding parking on Penora.

Chief Tom Domino – Stated that there were not any complaints made to the Police Department last year, and asked Chief Gary Cummings of the Depew Fire Department if they had any issues getting through this area with their vehicles. Chief Domino said the proper way to initiate such a complaint would be to petition the board, and have a traffic study done in this area. If the study showed the parking to be a problem, he would have no problem changing the parking on this street, as long as the Board agreed.

Chief Gary Cummings – Responded to Chief Domino’s question. They have not had a problem with the parking on Penora Street.

**CLAIMS AND ACCOUNTS**

**ON A MOTION BY** Trustee Keefe, seconded by Trustee Fusani, the following claims are to be paid: Sewer \$2,158.24, Capital \$6,642.16, General \$150,382.06, Community Development \$74.25 **CARRIED.**

**VILLAGE OF DEPEW  
FEBRUARY 9, 2009**

**ADJOURNMENT**

**ON A MOTION BY** Trustee Monti, seconded by Trustee Hammer, the meeting was adjourned at **7:48 pm** in the memory of Donna Reese, the wife of Lancaster Highway Superintendent, and longtime Village resident Adolph Hrubic, who both recently passed away. The motion was **CARRIED**.

Respectfully submitted,

Carmi M. Poss  
Deputy Village Clerk