

Groton Village Board of Trustees Meeting

Tuesday, January 18, 2022

7:00pm

7:05pm Mayor Neville welcomed everyone to the meeting.

Board Members

Trustee Conger
Trustee Morey
Trustee Walpole remote(zoom)
Mayor Neville
Trustee Holl Absent

Others in attendance:

Nancy Niswender - Clerk
Chad Shurtleff - DPW Suprv.
Steve Teeter - Elec Suprv.
Matt Whitaker - Code Officer
Lt Troy Boice - Police Chief
Eric DeForrest - Fire Chief
Jennifer Jones - Rec Director

Trustee Conger made a motion to approve the minutes of the December 20, 2021 Board Meeting Minutes, seconded by Trustee Morey , carried.

Audit of claims and approval thereof.

Trustee Conger made a motion to approve the claims presented for review and to adjust the budget as follows:

General Fund

A1410.42	Record Restoration	1,500.00	
A1410.12	Pers Srv (Rec. Clerk)		1,500.00
A1990.4	Contingent	3,445.00	
A1410.4	Pers Srv (Rec. Clerk)		500.00
A1620.47	Treasurer Cont.		825.00
A3410.4	Ambulance Cont.		2,120.00
J2001WR	JRec Wrest. Income	1,145.00	
J7145.44	JRec Wrest. Expense		1,145.00

The claims paid are covered by the following lists of abstracts of audited vouchers:

Abstract # 8

GENERAL	41,563.47
WATER	9,844.41
SEWER	14,053.62
ELECTRIC	117,137.01
JOINT REC	922.75
SEWER CAPITAL	3,759.00

Seconded by Trustee Morey, all in favor, carried.

Monthly Department Reports:

Electric Department:

Supervisor Teeter gave the following report:

- Endicott Safety Training is tomorrow. We will make up the class that was cancelled.
- Jan 25th Diversified Inspection of Digger Derick and Bucket Truck
- Jan 26th yearly Substation Oil Samples.

Department of Public Works

Supervisor Shurtleff reviewed his report (attached to the minutes)

- 180 tons of salt used since November
- The beaver that was blocking overflow on the pond on Sears Rd. has been removed.
- Health Department - Year end water samples all good.
- Water Quality reports will be worked on.
- Helped with water/service set up at some of the older houses being redone around town.
- Helped out with 126 Sykes - water froze
- Loader down - emissions - service technician call will be expensive.
- Backhoe not working properly. A new spool valve will cost \$6,500, we can do this in house. Mayor asked Supervisor Shurtleff to get 2nd opinion.

Police Department

Lt. Troy Boice Reported

- The new car is being outfitted
- New Officer finished field training and is on his own now.
- 2 officers will be leaving.

Fire Department

Chief Eric DeForrest reported:

- Slate of Officers sworn in at the Installation Banquet was submitted.
Trustee Conger made a motion to approve the following list of Fire Chiefs:
2022 Groton Fire Department Slate of Officers Presented
Chief - Eric DeForrest
Deputy Chief - Rob Gallinger
First Assistant Chief - Doug Houck
Second Assistant Chief - Mike Lockwood
Third Assistant Chief - Josh Barron
Seconded by Trustee Morey, all in favor, carried.
- 2021 Call Record:
841 Ambulance
161 Fire
1002 Total Calls
5 Structure Fires with a total loss of \$52,000 - A low number due to education and training of fire fighters.
EMS Calls:
520 inside Village, 191 outside Village, 96 calls for McLean, 34 out of District.
- The Fire Department will be holding a Chicken BBQ on Superbowl weekend.

Code Enforcement

Officer Whitaker reviewed and submitted his report - attached.

Joint Recreation

Jennifer Jones Recreation director reported the following:

We have received a \$5,000 grant to go toward the tennis court upgrades. We could apply for another additional grant.

A discussion followed of the location and cost of refinishing the tennis courts. The current cost to replace would be approx. \$60,000. At this time we will look at repairing and upgrading what we can & plan for a complete refinishing in 5 years.

Rec. Director Jones will look at getting a grant to help with the park driveway improvements.

A Discussion followed concerning the pool. Suprv. Shurtleff will look and see what will be required to clean up the pool surface

Trustee Conger reported:

Trustee Conger reported the Joint Recreation Report from Jennifer Jones (attached to these minutes)

Groton Youth Commission

Trustee Conger reported:

Trustee Conger reported the GYS April Report from Nick Wager (attached to these minutes)

7:33pm Public Hearing on Local Law #1

The regular meeting was temporarily suspended and Mayor Neville opened the Public Hearing on Local Law #1 - A LOCAL LAW TO OVERRIDE THE TAX LEVY LIMIT ESTABLISHED IN GENERAL MUNICIPAL LAW §3-c . (attached)

Clerk Niswender read the Notice of Public Hearing (attached).

Trustee Conger made a motion that the Local Law No. 1 of 2022, TO OVERRIDE THE TAX LEVY LIMIT ESTABLISHED IN GENERAL MUNICIPAL LAW §3-c be adopted, and upon roll call:

Trustee Conger voted "aye",

Trustee Morey voted "aye",

Mayor Neville voted "aye"

Trustee Walpole - "aye"

The resolution was duly declared adopted. (Type II Action under SEQR.)

Trustee Conger made a motion to close the public hearing at 7:36pm, seconded by Trustee Morey, carried.

7:37pm Public Hearing on Local Law #2 Water

The regular meeting was temporarily suspended and Mayor Neville opened the Public Hearing on Local Law #2 - A LOCAL LAW AMENDING CHAPTER 193 OF THE CODE OF THE VILLAGE OF GROTON, "WATER" . (attached)

Clerk Niswender read the Notice of Public Hearing (attached).

Trustee made a motion that the Local Law No. 2 of 2022, A LOCAL LAW AMENDING CHAPTER 193 OF THE CODE OF THE VILLAGE OF GROTON, "WATER" be adopted, and upon roll call:

Trustee Conger voted "aye",

Trustee Morey voted "aye",

Mayor Neville voted "aye"

Trustee Walpole - "aye"

The resolution was duly declared adopted. (Type II Action under SEQR.)

Trustee Conger made a motion to close the public hearing at 7:40pm, seconded by Trustee Morey, carried.

Action Items

- Trustee Morey made a motion to adopt a resolution approving the Village of Groton Diversity Policy , seconded by Trustee Conger, all in favor, carried.
- Trustee Walpole made a motion to adopt a resolution to use State and/or County bid prices for the purchase of asphalt and bituminous materials and kerosene, diesel and unleaded fuels. , seconded by Trustee Morey, all in favor, carried.
- Trustee Conger made a motion to adopt a resolution to participate in the Tompkins County Drug and Alcohol Testing Consortium , seconded by Trustee Morey, all in favor, carried.
- Discussion of a policy for a Village of Groton Employee Vaccination and Testing policy. Trustee Conger made a motion to adopt the Village of Groton Employee Vaccination and Testing policy, seconded by Trustee Morey, all in favor, carried.
- Trustee Conger made a motion to adopt a resolution to approve Fire/Ambulance Contracts with Town of Groton (Fire \$152,000, Ambulance \$173,000), seconded by Trustee Morey, all in favor, carried.
- Trustee Conger made a motion to adopt a resolution to approve travel and attendance for Clerk & one employee to the GFOA Conference April 6 - 8, 2022, seconded by Trustee Morey, all in favor, carried.
- Schedule first Budget Meeting (tentative Saturday February 26th)

8:15pm Trustee Walpole made a motion to go into Executive Session to discuss a specific employee's position, seconded by Trustee Conger, carried.

8:49pm Trustee Conger made a motion to return from executive session, seconded by Trustee Morey, carried.

8:50pm Trustee Conger made a motion to adjourn.

Respectfully submitted,

Nancy Niswender
Village Clerk-Treasurer/Administrator



Village of Groton

143 E Cortland Street, PO Box 100 ♦ Groton, NY 13073

Phone: 607-898-3966 ♦ Fax No. 607-898-4177

TDD: New York State Relay 1-800-662-1220

e-mail: customerservice@grotonny.org

Mayor.....	Christopher J. Neville
Trustees.....	Elizabeth T. Conger
	Michael G. Holl
	Jean E. Morey
	Terrance E. Walpole
Village Administrator, PT	Charles V. Rankin
Clerk-Treasurer	Nancy Niswender
Dept. of Public Works Supv.	Chad M. Shurtleff
Electric Utility Supv.....	Stephen E. Teeter
Code Enforcement Officer.....	Matthew Witaker

Department of Public Works December 20, 2021- January 18, 2022

Completed Work/Projects:

- Plowing snow as needed
- Maintenance at the Water Works on Sears Rd.
- Clean up from dig sights on Walpole Rd. & E. South St.
- Trim trees – several streets
- Assist with new water service at 124 Sykes St.
- Brake repairs to truck #46
- Respond to structure fire in Freeville
- Complete monthly water samples
- Repair plugged sewer lateral 113 Church St.
- Assist Electric Dept. with broken pole on Rt.222
- Snowplow and truck maintenance
- Install new brakes on E-1 truck

Schedule of Work

- Replace fire hydrant at 200 W. South St.
- Village garage maintenance
- Repair a leaking pump at Clark St. water plant

Village of Groton

Fuel Usage Report in Gallons

Dates: 01/18/2022

	Unleaded	Diesel
DPW	145	211
Electric	156	36
Fire	217	39
Police	389	

Report for Village Board Meeting

For the month of December, I had Rick Fritz help with issuing permits and to help do a final inspection of the new house on Barrows St.

For the month of December there were 2 Building permits issued and 3 Roofing permits issued.

I attended a class on December 1st in Dryden the topic was on codes for plumbing.

At the end of December, I received an email from the fire academy informing me I had been enrolled in all 9 of the code officer courses and those start January 24th.

I spent a couple days putting some of Mike's paper spread sheets onto Excel.

Was asked to walk through a house down on South Main because the tenant that was moving out felt like there were issues with the house that would warrant it to be condemned. I talked to the property owner the following week after the new year and informed her that I was asked to walk through the house by the tenant.

So far in January, with the help of Rick - 3 roofing permits have been issued.

Met with Nancy and Chuck to talk about what we needed to do so the property owners of 117 Washington Ave could put in a new trailer. Went through papers from 2020 that already had it explained on what they wanted to do so saved us a lot of time trying to figure it out.

Meeting with Mike Rankin tomorrow Wednesday the 19th to do a few fire inspections.

Program Manager
Nick Wagner

Cornell Cooperative Extension Coordinator
Shelley Lester
Athena Steinkraus, Asst. Coordinator

Tompkins County Youth Services
Kate Shanks-Booth
Meghan Lyons

Youth Representative
Emma Kennett
Noah McCormick

Groton Youth Commission

143 Cortland St, Groton, NY 13073

Chair
Glenn E. Morey

Vice Chair
Elizabeth T. Conger

Board Members
Kayla Esparza
Pegi Ficken
Brian Klumpp
Sara Knobel
Maria Montreuil
Kristin Prugh

Meeting Minutes January 5, 2022

The January 5, 2022, meeting of the Groton Youth Commission was called to order by Chairman Glenn Morey at 7:00 PM via Zoom. Members present were Glenn Morey, Chairman, Elizabeth Conger, Vice Chairman; Board members: Kayla Esparza, Pegi Ficken, Brian Klumpp, Sara Knobel, Maria Montreuil, and Kristin Prugh, Program Manager Nick Wagner, Meghan Lyons, Coordinator of Community Youth Services Shelley Lester, CCE Asst. Coordinator Athena Steinkraus, and Youth Representative Emma Kennett. Absent was Noah McCormick

Secretary's Minutes:

December 1, 2021, minutes having been distributed via email were approved on a motion by Kayla and seconded by Maria, motion carried.

Report: Nick Wagner:

Fall photography with 10 youth. Continued. Each week is a different theme: Plants, people, activities. This is held at the Memorial Park. They talked about sharing photos safely on social media. The youth call it their Photography Club.

Outdoor Adventures, 8 registered on Tuesday, 10 on Thursday. Outdoors adventures including building a fire to cook hotdogs and learning about fire safety, built snow shelters, hiking, did wild animal identification, made walking sticks.

Arts and Crafts of the Season. 15 registered. Youth painted pictures, created centerpieces, made holiday ornaments and many other projects from their own imagination.

Learning to Woodburn. 9 registered. Learning the basic techniques right now. Fewer sessions due to COVID regulations. One youth said that she asked for a wood burning set for Christmas.

Nick continues to take training to learn new ways to work with the youth. He is meeting with Margo Martin and Billie Downs to discuss use of the school buildings for programming.

He received thank you and gifts from the youth and parents. Also, Nick stated that he is bringing his home air purifier to the Masonic Lodge each week. Discussion followed about the Youth Commission purchasing one. Motion by Betty, seconded by Brian that the Commission purchase one for that use. Motion carried. (Note: Glenn purchased on Thursday and will drop it off on Friday).

Report: Shelley Lester : Continuing summer camp planning. Re: 2022 budget change: CCE is authorizing a 3% (Plus Worker's Comp cost) for staff. This increase will not affect the amount billed to the Village and Town.

Report: Meghan Lyons: see attached report. Also, there are still things to be completed on our Goals list. Re: logo, suggested we get ideas from the youth on what it might look like and what should be included.

Meeting adjourned at 7:51 PM

Our next meeting is February 3, 2022 @ 7:00PM, via Zoom

Elizabeth Conger,
Vice Chair

**PUBLIC NOTICE
VILLAGE OF GROTON**

NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that the Board of Trustees of the Village of Groton will hold a Public Hearing on Tuesday, January 18, 2022 at 7:30 pm, at the Groton Village Office, 143 Cortland St., to consider the adoption of a local law that will override the tax levy limit as established under Section 3-c of the General Municipal Law.

The proposed local law will allow the Village adopt a budget for the fiscal year commencing on June 1, 2022, that, if necessary, exceeds the real property tax levy limit as defined by General Municipal Law §3-c.

A copy of the local law in its entirety is available for review at the Village Clerk's Office, 143 Cortland St., during usual business hours.

The public is invited to attend and all oral or written comments may be presented for consideration.

Any person with special needs, who wish to attend the hearing, should contact the Village Office (898-3966) immediately so your particular needs can be accommodated.

By order of the Board of Trustees.

Nancy Niswender
Village Clerk

LOCAL LAW NO. 1 OF 2022

A LOCAL LAW TO OVERRIDE THE TAX LEVY LIMIT ESTABLISHED IN GENERAL MUNICIPAL LAW §3-c

Be it enacted by the Village Board of the Village of Groton as follows:

Section 1. Legislative Intent

It is the intent of this local law to allow the Village of Groton to adopt a budget for the fiscal year commencing June 1, 2022 that requires a real property tax levy in excess of the "tax levy limit" as defined by General Municipal Law § 3-c.

Section 2. Authority

This local law is adopted pursuant to subdivision 5 of General Municipal Law §3-c, which expressly authorizes a local government's governing body to override the property tax cap for the coming fiscal year by the adoption of a local law approved by a vote of sixty percent (60%) of said governing body.

Section 3. Tax Levy Limit Override

The Board of Trustees of the Village of Groton, County of Tompkins, is hereby authorized to adopt a budget for the fiscal year commencing June 1, 2022 that requires a real property tax levy in excess of the amount otherwise prescribed in General Municipal Law §3-c.

Section 4. Severability

If a court determines that any clause, sentence, paragraph, subdivision, or part of this local law or the application thereof to any person, firm or corporation, or circumstance is invalid or unconstitutional, the court's order or judgment shall not affect, impair, or invalidate the remainder of this local law, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of this local law or in its application to the person, individual, firm or corporation or circumstance, directly involved in the controversy in which such judgment or order shall be rendered.

Section 5. Effective date

This local law shall take effect immediately upon filing with the Secretary of State.

PUBLIC NOTICE
VILLAGE OF GROTON
NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that the Board of Trustees of the Village of Groton will hold a Public Hearing on Tuesday, January 18, 2022 at 7:35 pm, at the Groton Village Office, 143 Cortland St., to consider the adoption of a local law that will amend the Code of the Village of Groton, amending Chapter 193, "Water" in relation to water rents imposed.

A copy of the local law in its entirety is available for review at the Village Clerk's Office, 143 Cortland St., during usual business hours.

The public is invited to attend and all oral or written comments may be presented for consideration.

Any person with special needs, who wish to attend the hearing, should contact the Village Office (898-3966) immediately so your particular needs can be accommodated.

By order of the Board of Trustees.

Nancy Niswender
Village Clerk

VILLAGE OF GROTON

LOCAL LAW NO. 2 OF THE YEAR 2022

A LOCAL LAW AMENDING CHAPTER 193 OF THE CODE OF THE VILLAGE OF GROTON, "WATER" TO AMEND SECTIONS 193-5(B) ,193-11 and 193-15 THEREOF BY REPLACING SECTIONS 193-5 (B), 193-11 and 193-15 WITH NEW SECTIONS 193-5 (B), 193-11 and 193-15.

Section 1. Chapter 193 of the Code of the Village of Groton is hereby amended to delete the existing provisions for water rates set forth in Section 193-5 (B) and replacing the same with a new Section 193-5 (B) to read as follows:

' 193-5. Payment of bills: penalty for late payment.

B. The Village Clerk or other person authorized by the Board of Trustees shall keep a record of all owners of real property within the Village of Groton, and bills shall be mailed to the owners of such property at the same address to which village tax bills are mailed, unless the owner of the property shall direct the village, in writing, to mail such bills to them or to their agent at any other address. The failure of any owner or other user to receive a bill shall not excuse nonpayment thereof nor shall it operate as a waiver of the penalty herein prescribed. Notwithstanding any other provision in this article, all water rents or other charges relating to water service shall be a charge against the owner of the premises connected with the municipal water system, and such owner shall be liable for the payment of all such rents and charges, including penalties and interest.

Section 2. Chapter 193 of the Code of the Village of Groton is hereby amended to amend Section 193-11 to read as follows:

' 193-11. Effective date of rates.

The rates established by this Chapter shall be effective for water consumed for the period beginning January 24, 2022.

Section 3. Chapter 193 of the Code of the Village of Groton is hereby amended to delete the existing provisions for water rates set forth in Section 193-15 and replacing the same with a new Section 193-15 to read as follows:

' 193-15. Water rates.

A. General consumer rates.

(1) Amount of water use (monthly net rate).

(a) For the first 150 cubic feet or fraction thereof: \$6.00. This is the minimum rate.

(b) For all usage over 150 cubic feet, for each 100 cubic feet or minor fraction thereof: \$4.00.

- (2) If no meters can be installed for any consumer, then the premises may be connected to the municipal water supply system, but the rate charge shall be the average amount paid by owners or users of a representative number of structures of comparable size, water use or occupancy, with a minimum charge of \$17.50 or any minimum charge hereafter established, whichever is the larger amount, or such rate charge shall be determined on such other reasonable basis as may be determined by the Village Board of Water Commissioners. No connections shall be permitted until the method of determining the rate and the amount thereof shall have been determined or provided for.
 - (3) If the Village, for whatever reason, is unable to obtain a meter reading for billing for any quarter, the Village reserves the right to render an estimated bill, based on account history or such other basis reasonably determined by the Village Board of Water Commissioners to fairly estimate the amount of the quarterly water usage by customers.
- B. Industrial consumer rates.
- (1) All consumers using in excess of 50,000 cubic feet each month for a period of 12 consecutive months shall be entitled to this rate.
 - (2) The rate for all industrial consumers is \$0.80 for each 100 cubic feet or minor fraction of 100 cubic feet.
- C. Meters are read monthly. For all consumers, both general and industrial, water bills shall be due and payable on the due date designated on the bill. If a water bill is not paid on or prior to its due date, a late payment penalty in the amount of 10% of the amount of the bill will be added to and become a part of the amount due.
- D. Hydrant rent.
- (1) Only upon permission of the Village Board of Water Commissioners (Water Department) or its agent, water may be used on a temporary basis from a hydrant for such period and on such terms and conditions as shall be established by the Board of Water Commissioners.
 - (2) In any event, a flat fee of \$100.00 shall be charged for each permitted use, payable in advance.
- E. Consumers outside the Village. The rate for general and or industrial users shall be equal to two times the rates established for general and industrial Village consumers respectively.

Section 4. This local law shall take effect immediately.



Village of Groton

143 E Cortland Street, PO Box 100 ♦ Groton, NY 13073

Phone: 607-898-3966 ♦ Fax No. 607-898-4177

TDD: New York State Relay 1-800-662-1220

e-mail: customerservice@grotonny.org

Mayor.....	Christopher J. Neville
Trustees.....	Elizabeth T. Conger
	Michael G. Holl
	Jean E. Morey
	Terrance E. Walpole
Clerk-Treasurer/Administrator	Nancy Niswender
Dept. of Public Works Supv.	Chad M. Shurtleff
Electric Utility Supv.	Stephen E. Teeter
Code Enforcement Officer.....	Matt Whitaker
Police OIC.....	Lt. Troy Boice

January 18, 2022

Mandatory Vaccination and Surveillance Testing Program

Purpose

In accordance with the Village of Groton's duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees and their families; our customers and visitors; and the community at large from infectious diseases, such as COVID-19 that may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

Scope

All employees are required to show proof of vaccinations as determined by the Village Board or will be required to periodic testing, which will be determined by the Board of Directors, unless a reasonable accommodation is approved. Employees who have not received an FDA-authorized vaccine and required boosters or who choose to not report their vaccination information will be considered to be unvaccinated.

Procedures

Tompkins County COVID-19 Surveillance Program has approved On-Site Surveillance Testing for Unvaccinated and/or Unattested Employees of the Village of Groton.

Employees who are unable to be vaccinated, choose to not be vaccinated, or do not attest their vaccination status are required to complete mandatory testing as determined by the Village Board. Tests are expected to be completed and submitted beginning at 1pm the day prior to the collection day (to be determined). If an employee misses a collection day, they are expected to bring a sample to the Tompkins County Health Department by 12pm on the day they return to work and coordinate this with the Village Clerk. Anyone that has tested positive in the past 90 days will be exempt from testing. A record of the positive test maybe required.

Testing if You Have Symptoms

Anyone experiencing COVID-19 symptoms, whether vaccinated or unvaccinated, should not access the Tompkins County COVID-19 Surveillance Program and is expected to seek medical advice and testing. Employees should register for an appointment to access one of Cayuga Health sampling centers and/or contact their primary care provider. You should not access Village or County property to drop off a saliva sample if symptomatic.

Surveillance Testing for Vaccinated Employees

Employees who are fully vaccinated and have provided their completed attestations are NOT required to complete mandatory testing. However, if an employee chooses to participate in the surveillance testing program, they may choose to do so free of charge.

Opting Out of this Program

If an employee does not comply with mandatory vaccinations or surveillance testing, the Village will follow a progressive discipline process, up to and including termination for not following this directive.

Reasonable Accommodation

Employees in need of an exemption from this policy due to a medical reason, or because of a sincerely held religious belief must submit a completed Request for Accommodation form to the Village Clerk to begin the interactive accommodation process as soon as possible after vaccination deadlines have been announced. Accommodations will be granted where they do not cause The Village of Groton undue hardship or pose a direct threat to the health and safety of others.

Time Off

All employees will be paid for time taken to receive vaccinations. Employees are to work with their managers to schedule appropriate time to comply with this policy.

Before the stated deadlines to be vaccinated have expired, employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements.

Any employee who has not received an FDA-authorized vaccine and required boosters or who choose to not report their vaccination information will be considered to be unvaccinated. Those considered unvaccinated will be required to use their provided sick leave if they are required to be quarantined, unless they have tested positive and have received a directive from Tompkins County Health Department that they must isolate. Then they can be paid the number of required days of isolation or up to the limit (currently 14 days) if symptoms persist.

Village of Groton position statement on Diversity, Equity and Inclusion

The Village of Groton supports a welcoming environment for all by fostering an inclusive work force, providing fair and equitable access to, and delivery of, all government services to all community members of the Village of Groton. The Village has a goal of developing opportunities for employees and community members to reach their full human potential to the greatest, appreciable extent. Embracing diversity in the Village of Groton is recognized as leveraging the differences and similarities of all people, respecting those differences, and valuing an inclusive environment to live, work, and visit.

Diversity in the Village of Groton means respecting and welcoming all individuals with diverse backgrounds, experiences, perspectives, and cultures to include (but not limited to) each individual's culture, nation of origin, race, religion, ethnicity, age, gender, sexual orientation, and gender identity, and ability. This commitment to diversity is the foundation for building and maintaining a high-quality workforce, government operations, and community inclusion in these processes. Diversity and inclusion are core values and strategic imperatives that build and support the strength of the Village of Groton as a community and government.

All members of the Village of Groton, including employees, leadership, and community members have responsibilities to work collaboratively with one another to foster an environment where all employees and members of the community who engage with government feel included, valued, and respected. The Village of Groton's diversity initiatives are applicable, but not limited, to policies and strategies on government operations, employee recruitment and selection, compensation and benefits, and professional development and training. These practices are the benchmark of doing the work of government in the Village of Groton and encourage fair and equitable practices in support of respectful communication, collaboration, teamwork, achieving work/life balance, and continual efforts that promote greater understanding and respect for each other and the community we serve.

Adopted by the Village Board of Trustees
January 18, 2022