

**Business of the Village Board  
Village of Saranac Lake**

SUBJECT: Workplace Violence Policy Review

Date: 8/14/2023

DEPT OF ORIGIN: Trustee Scollin

Bill # 110-2023

DATE SUBMITTED: 8/10/2023

EXHIBITS:

APPROVED AS TO FORM:

\_\_\_\_\_  
Village Attorney

\_\_\_\_\_  
Village Administration

EXPENDITURE  
REQUIRED:

AMOUNT  
BUDGETED:

APPROPRIATION  
REQUIRED:

Resolution to authorize an independent, third-party review of all alleged workplace violence incidents and updates to the Village's Workplace Violence Policy

MOVED BY: Scollin      SECONDED BY: Catillaz

VOTE ON ROLL CALL:

MAYOR WILLIAMS

yes

TRUSTEE BRUNETTE

yes

TRUSTEE CATILLAZ

yes

TRUSTEE SCOLLIN

yes

TRUSTEE SHAPIRO

yes



**RESOLUTION TO AUTHORIZE AN INDEPENDENT, THIRD-PARTY REVIEW OF AN ALLEGED WORKPLACE VIOLENCE INCIDENT AND UPDATES TO THE VILLAGE'S WORKPLACE VIOLENCE POLICY**

WHEREAS, the Saranac Lake Police Department received a report on Tuesday, July 11 of a verbal argument and alleged physical confrontation in the village offices, during working hours, between the former village manager and the current village mayor; and

WHEREAS, the Saranac Lake Police Department was contacted, and an internal investigation opened, as part of the village's workplace violence policy procedure; and

WHEREAS, the village's current workplace violence policy does not sufficiently describe how allegations of workplace violence should be processed, in the event the village manager is a party to the allegations; and

WHEREAS, the unauthorized release of an unredacted copy of the Saranac Lake Police Department's internal investigation has impaired the village's ability to internally pursue and credibly assign any accountability that may be warranted, with regard to alleged violation(s) of the village's workplace violence policy; and

WHEREAS, the village nonetheless remains responsible for ensuring a safe and respectful workplace for all village employees, therefore, be it

*RESOLVED*, the Saranac Lake Board of Trustees hereby authorizes the independent, third-party review of the alleged workplace violence incident in the village offices on July 11; and, be it further

*RESOLVED*, the deputy mayor will work with the village manager to contract Roemer, Wallens, Gold, and Mineaux to complete the independent, third-party review; and, be it further



*RESOLVED*, the Saranac Lake Board of Trustees hereby directs the village manager to contract with Roemer, Wallens, Gold, and Mineaux to conduct review and make suggested updates to the village's workplace violence policy.