

As your Honorable Body is aware, Article V of Chapter 36 sets forth the benefits afforded to non-bargaining unit employees. Earlier this spring, a non-bargaining unit employee approached the Administration regarding what Parental Leave may be available to the employee upon the birth of her baby in late spring. The Law Department performed research and determined that the only parental leave available to non-bargaining unit employees is a six-month unpaid maternity leave under our Local Civil Service Rules (which do not currently include any provision regarding paternity leave).

The amendment contemplates up to 12 weeks of leave paid at 60% of the non-bargaining unit employee's salary following the birth or adoption of a child. Non-bargaining unit employees will be permitted to supplement the salary paid during this period of time with any accrued vacation, sick, or personal time. The 12-week period begins to run immediately upon the birth or adoption of the child, and must be used within 6 months of that time.

It appears that the current need for parental leave for not only one but two of the City's non-bargaining unit employees is unprecedented. As an employer, the City has a responsibility not only to provide essential public service, but also to foster a workplace that values and supports the well-being of our public servants and their families. I believe this proposed amendment represents a balanced and fiscally responsible investment in the leaders of our workforce.

Under New York law, Private employers must provide employees with 12 weeks of leave paid at 67% of the respective employee's salary. While public employers are not required to provide the same benefits, affording our non-bargaining unit employees Parental Leave will also help to ensure the City remains competitive in recruiting and retaining employees from both the public and private sector.

Thank you for your consideration of this request.

ANNETTE IAFALLO, MAYOR

Moved by Marrano second by Surdyke to receive and file, act on ordinance.

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

ORDINANCE

AN ORDINANCE AMENDING CHAPTER 36, ARTICLE V, NON-BARGAINING UNIT EMPLOYEES, OF THE CITY OF LACKAWANNA MUNICIOAL CODE.

BE IT ENACTED by the City Council of the City of Lackawanna, New York that City Code Chapter 36-18, "Paid Leaves," shall be amended to add the following:

E. Parental Leave.

- (1) Each covered employee shall be entitled to up to 12 weeks of Parental Leave paid at 60% of each employee's salary immediately following the birth or adoption of the employee's child. Such Parental Leave must be used within 6 months of the birth of the child.

- (2) Any Holidays occurring during such period of Parental Leave shall be paid at 60% of each employee's salary.
- (3) Each covered employee intending to take Parental Leave shall give written notice to the Mayor at least 30 days prior to the child's estimated due date.
- (4) Parental Leave will run concurrently with all other qualifying forms of leave, including but not limited to Maternity Leave provided under the Lackawanna Civil Service Rules, and leave to bond with a child under the Family and Medical Leave Act.
- (5) A covered employee may supplement Parental Leave with accrued and/or donated time in order to receive full pay during the covered employee's absence.
- (6) A covered employee may only use donated time up to a maximum of 21 days during any period of Parental Leave.
- (7) To be eligible for Parental Leave, the covered employee must be employed by the City for at least 1 year prior to the birth or adoption of the child.
- (8) An exception to the requirement that Paternal Leave be used immediately upon the birth of a child and that the covered employee be employed for one year will be made for the Deputy City Clerk currently employed on the effective date of this Ordinance.

Moved by Marrano second by Surdyke to adopt ordinance as written.

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

Communications from Division/Department Heads:

City Attorney requests the City Council approve the agreement between the City of Lackawanna and University Emergency Medical Services and for the Mayor to sign same. This renewal agreement pertains to the City's hiring of a Medical Director for the Fire Dept. in order to provide emergency medical services.

4. Fred Marrano
City Council President
714 Ridge Road
Lackawanna, NY 14218

Re: Agreement between City of Lackawanna and University Emergency Medical Services

Dear Council President Marrano and the Honorable City Council:

I am requesting that the attached proposed agreement between the City of Lackawanna and University Emergency Medical Services be placed on the agenda for City Council approval on May 18, 2026 authorizing the Mayor to sign same.

This renewal Agreement is set to go into effect August 1, 2026 and explains the terms relating to the City's hiring of a Medical Director for the Fire Department for the purposes of providing Emergency Medical Services. As Your Honorable Council may be aware, in order to participate in the EMS program, the City is required to appoint a Medical Director who is New York State- licensed physician. Dr. Poreda has served as Medical Director for the LFD for the past three (3) years.

The Agreement contains identical terms to the current agreement with the exception of a five-year as opposed to three-year term, and an increased annual cost of \$2,500.

Thank you,

Sincerely,

ARIANNA KWIATKOWSKI, CITY ATTORNEY

A copy of this agreement may be obtained in the City Clerk's office.

Moved by Marrano second by Meegan to approve agreement and have Mayor sign same.

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

City Attorney requests the City Council approve the agreement between the City of Lackawanna and Erie County d/b/a Department for the Aging and for the Mayor to sign same. The agreement is regarding the leasing of a van to transport seniors to and from the Lackawanna Community and Senior Center.

5. Fred Marrano
City Council President
714 Ridge Road
Lackawanna, NY 14218

Re: Agreement between City of Lackawanna and County of Erie d/b/a Department for the Aging

Dear Council President Marrano and the Honorable City Council:

I am requesting that the attached proposed agreement between the City of Lackawanna and County of Erie d/b/a Department for the Aging be placed on the agenda for City Council approval on May 18, 2026 authorizing the Mayor to sign same.

This agreement relates to the County's leasing of a van to the City for transport of seniors to and from the Lackawanna Community and Senior Center. The County is leasing the van to the City free of charge.

The agreement contains standard provisions relating to insurance. The agreement will remain in effect for the serviceable life of the vehicle.

Sincerely,

ARIANNA KWIATKOWSKI, CITY ATTORNEY

A copy of this agreement may be obtained in the City Clerk's office.

Moved by Marrano second by Anderson to approve agreement and have Mayor sign same.
Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano Carried 5-0

City Comptroller requests approval of the ordinance transferring funds to close various Capital Projects.

6. Honorable Council President
Honorable City Council
714 Ridge Road
Lackawanna, NY 14218

Dear Honorable Body:

Per review of the Capital Fund Projects, the City has been reimbursed by various agencies for work that has been completed in accordance with the grant/funding source requirements. As such, an Ordinance is attached for your review and consideration to move a total of \$85,000 back to the General Fund and close the various Capital Projects listed below (see*).

H.2080.0436.0000 – Dorrance Avenue Paving 2022 - \$85,000*

H.2080.0605.0000 – Assistance to Firefighters Grant 2021*

Thank you for your kind attention in this respect.

Very truly yours,

JACQUELYN DOLE, CITY COMPTROLLER

Moved by Marrano second by Muflahi to receive and file, act on ordinance.
Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano Carried 5-0

ORDINANCE

AN ORDINANCE AUTHORIZING AN INTERFUND-FUND TRANSFER BETWEEN THE GENERAL FUND AND THE CAPITAL FUND.

BE IT ENACTED by the City Council of the City of Lackawanna, New York as follows:

SECTION 1. That the Capital Fund will repay the General Fund \$85,000 for the following Capital Projects that reimbursement has been received:

Dorrance Avenue Paving 2022 - \$85,000

SECTION 2. That the Capital Fund repayment will go into the City's Fund Balance.

THIS ORDINANCE SHALL TAKE EFFECT IMMEDIATELY.

**Dated: May 19, 2026
Lackawanna, New York**

Moved by Marrano second by Meegan to adopt ordinance as written.
Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

City Comptroller requests approval of the ordinance transferring funds from the Contingent Account. The fee is for pre-employment screening.

7. Honorable Council President
Honorable City Council
714 Ridge Road
Lackawanna, NY 14218

Dear Honorable Body:

Please consider the attached Ordinance to be placed on the agenda for the City Council meeting on Monday, May 18, 2026. This request is to transfer funds from the Contingent Account in the amount of \$5,000.00 to the Personnel-Medical fees for pre-employment screenings. Thank you for your kind attention in this request.

Very truly yours,

JACQUELYN DOLE, CITY COMPTROLLER

Moved by Marrano second by Anderson to receive and file, act on ordinance.
Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

ORDINANCE

AN ORDINANCE AMENDING THE 2025-2026 BUDGET ORDINANCES ADOPTED JUNE 9TH, 2025.

BE IT ENACTED by the City Council of the City of Lackawanna, New York as follows:

SECTION 1. That the 2025-2026 Budget Ordinance adopted June 9th, 2025, is hereby amended to transfer budget appropriations between budget lines.

SECTION 2. That the 2025-2026 Budget Ordinance adopted June 9th, 2026 is hereby amended to decrease budget line A-1900-1990.0000 Special Items – Contingent Account by \$5,000.00. Budget line A-1430-0451-0000 Personnel – Medical Fees will be increased by \$5,000.00.

THIS ORDINANCE SHALL TAKE EFFECT IMMEDIATELY.

**Dated: May 19, 2026
Lackawanna, New York**

Moved by Marrano second by Anderson to adopt ordinance as written.
Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

Director of Recreation requests approval for the use of Memorial Field on Monday, Tuesday and Friday from 5:00 p.m. until 9:00 p.m. from May 25, 2026 – August 31, 2026. Proof of insurance has been provided.

8. Honorable City Council President
Honorable City Council Members
714 Ridge Road
Lackawanna, NY 14218

Honorable Members of the City Council:

Yemen Softball League is requesting the use of Memorial Field on Monday, Tuesday and Friday from 5:00 p.m. until 9:00 p.m. from May 25, 2026 – August 31, 2026. The field is available on these dates. Proof of insurance has been provided.

Thank you for your consideration.

Sincerely,

KATHLEEN M. MORAN, DIRECTOR OF PARKS AND RECREATION

Moved by Marrano second by Muflahi to approve request, refer to Public Safety and Public Works.
Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano Carried 5-0

Communications from Citizens:

John Bauer, Board of Elections requests approval of the lease agreements for the use of the Community and Senior Center and Bocce Courts for the Primary Election on Tuesday, June 23, 2026 and the General Election on November 3, 2026.

9. Dear Grace,

Attached to this email is a lease agreement for use of the **Bocce Court** and **Senior Citizens Center** as Primary and General Election polling locations for the 2026 election cycle, the dates of which are specified in the agreement.

We ask that you please pay special attention to the information for the primary contact, the delivery contact, who ensures access to the location for the delivery of the voting machines, and the building opener, who ensures election inspectors have the required access on voting days one-half hour prior to the polls opening. If the information for these three individuals is incorrect or missing, please make the appropriate corrections or additions to the agreement before returning.

Completed agreements can be scanned and emailed to John.Bauer@erie.gov. or Joe.Bochiechio@erie.gov . If you prefer you may mail the hard copy to the Erie County Board of Elections, 134 West Eagle Street, Buffalo, New York 14202 – Attention: Polling Site Coordinators.

If you have any questions, please feel free to contact us at your earliest convenience. Thank you very much for your assistance.

Sincerely,

JOHN BAUER, POLLING SITE COORDINATOR, ERIE COUNTY BOARD OF ELECTIONS

Moved by Marrano second by Muflahi to approve request.

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

Business Registration:

DMW Industrial Inc., 2504 South Park Avenue, Hauling, Transportation and Storage, Dustin Wierzba.

Moved by Marrano second by Anderson to approve Business Registration.

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

Entertainment License: Class I – Live Music and/or Mechanical Reproduction:

The Villa Banquet Center, 1830 Abbott Road, Zakari Alwasim.

Moved by Surdyke second by Marrano to approve Class I Entertainment License.

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

Tabled Items:

Old Business:

Adjournment:

Moved by Muflahi second by et al to adjourn meeting in memory of Charles Knightner

Yeas: Muflahi, Anderson, Meegan, Surdyke, Marrano

Carried 5-0

