

UNAPPROVED

SELECTBOARD MEETING MINUTES

September 30, 2015

This meeting was called to order by Zeke Goodband at 6pm at the Community Center in West Dummerston, Vermont.

Members present: Joe Cook, Steve Glabach, Zeke Goodband, Gurudharm Khalsa, Jerelyn Wilson

Also present: David Baker, Lee Chamberlin, Laurie Frechette, Ronan Khalsa, Rich Melanson from BCTV, Jean Momaney (at 6:45pm)

On a motion by Steve and second from Gurudharm, the Board voted 3-0 (Joe & Jerelyn abstained) to approve the minutes from September 16th.

On a motion by Steve and second from Joe, the Board voted 5-0 to approve the payment of Warrants 7, 7P and Recreation Board Fund #2.

On a motion by Zeke and second from Jerelyn, the Board vote 4-0 (Steve abstained) to approve the payment of Conservation Commission Fund #3.

The Board recognized David Baker who spoke of his wish to be included in any discussions regarding the replacement of the Salmon Brook bridge which abuts his property on East-West Road.

Road Foreman Lee Chamberlin presented his report to the Board. Joe Mariano has submitted his resignation from the highway crew, effective November 1st. The vacancy has been advertised in *The Commons* and on the Town's website.

Lee reported that the 2008, 2010 and 2012 International trucks have all either undergone or will need extensive repairs in the near future.

The Board discussed re-classifying Fisch Road from a Class 4 to a Class 3 road. Steve moved to hold a site visit on Saturday, October 31st at 1pm, with a Public Hearing to be held on Wednesday, November 4th at the Community Center. Joe seconded the motion; it passed 5-0.

Joe spoke to Lee about a pile of trash left at the Park & Ride on RT 30, as well as a truck for sale parked in a pull-off south of the covered bridge. He also spoke about the ongoing trash problem at the intersection of RT 5 and Johnson's Curve Road. Joe will contact Marc Pickering at the Agency of Transportation.

The Board reviewed several emails regarding traffic and speeding. They noted that the Sheriff's Department's speed-monitoring device has been on East-West Road recently.

The Board reviewed a request from Matt Mann at the Windham Regional Commission for a letter of support for a RT 30 Transit Service grant application. Joe moved to authorize Gurudharm to write the letter. Steve seconded the motion; it passed 5-0.

The 2016 draft VLCT Municipal Policy and voting delegate forms were reviewed. Steve agreed to act as Dummerston's voting delegate, if possible.

On a motion made by Jerelyn Wilson and seconded by Steve Glabach, the Board voted 5-0 to:

- a) Add to the introductory paragraph: "All employees are considered representatives of the Town and as such are expected to conduct themselves in a courteous, helpful and respectful manner in all their interactions with the public and other employees."
- b) Add under section VII Benefits/Health Insurance: "An eligible employee that does not enroll in the Town's health insurance plan is entitled to a \$2,000 a year premium reimbursement provided they have coverage through another employer sponsored group plan."
- c) Add 2 additional Holidays under section VII Benefits/Paid Vacation to include Veterans Day and the day after Thanksgiving and to make Town Meeting Day a floating holiday.
- d) Add to Section VIII Work Rules: "Offensive conduct or abusive language toward the public, Town officials, or fellow employees is subject to disciplinary action."

In response to the May 2015 letter from Town employees (Pam, Laurie and Lee) indicating suggested changes to the Dummerston Personnel policies in addition to the motion made:

1) The Selectboard declined to

- Change Personal Days from 2 to 3 days a year
- Amend the bereavement leave to read; If there is a death in the employee's immediate family, the employee may qualify for up to 3 days off with pay and an additional two day may be granted at the discretion of the Selectboard

2) In response to the request to have benefits outlined in a personnel policy for Elected officials who hold Full-time positions, Jerelyn will draft an agreement based on the VLCT template for review by the SB.

3) In response to the recommendation to consider a change from 24 to 40 hours of unused compensatory time, Jerelyn and Steve will gather information from other towns as to their actual practices and bring a recommendation and rationale back to the Board.

Under Other Business, Zeke spoke of Radiological Director of VT Emergency Management, John Angil's recent passing. The Conservation Commission will be honored at next week's BCTV annual meeting. He also commented on the commendable painting job that Momaney Painters did on the Community Center.

There being no other business to come before the Board, the meeting was adjourned at 7:12pm.

Approved

Zeke Goodband, Chair

Gurudharm Khalsa, Clerk

Submitted by: Laurie Frechette, Selectboard Assistant