

SELECTBOARD MEETING MINUTES

March 4, 2013

Present: Kevin Beattie, Steve Prouty, Bob Cowles, Duane Hart, Mike Bernhardt, Paul Gordon, Bruce Frauman for GNAT, Sharon Crossman

Meeting called to order at 6:00 p.m.

A motion was made and passed to go into executive session to discuss employee matters

Came out of executive session at 6:30

A motion was made and passed unanimously **to terminate the employment** of Andrew Lavallee, effective immediately.

Announcements- Town Meeting at 10:00 AM tomorrow.

Bob Cowles brought up making a **selectboard report** tomorrow, speaking about accomplishments that have been made this year. The board agreed and Bob agreed to do it. Mike will make a list of items related to finances and bookkeeping.

A motion was made and passed at 6:45 to go back into executive session to discuss matters with Duane relating to the termination of Andy Lavallee.

Came out of executive session at 7:00.

A motion was made and passed to offer Andy **severance pay** through March 15th. The final paychecks will be held until uniforms and keys are returned.

Town meeting discussion- Mike advised that there are three entities in Article 21 that do not have financial reports- Women's Freedom Center, the Watershed Alliance, and Northern Vermont Resource Conservation and Development Council. They were included in the in error. Someone should make an amendment to the Article tomorrow to exclude them. Also it is noted that Greenup is not in the Article, though they have a report and the selectboard had approved them to be included. Someone will amend the Article tomorrow to include Greenup for \$100.

Tim Goodwin will be reading a Resolution from the Legislature honoring Londonderry Volunteer Rescue Squad's 50th anniversary. Alice Nitka will be coming as well.

There was discussion of how to field questions best answered by the treasurer, since Mike is also the Moderator. Mike feels he can answer treasurer questions without stepping out of his role as Moderator, as long as there are no objections from the floor and as long as he doesn't offer opinions.

C&J Septic- The company is not up to date on the town's billing at this time. The board agrees that they will not be using the septic field this spring until they are up to date on payment.

A motion was made to go back into executive session at 7:40 to speak with Andy Lavallee about his employment status.

Came out of executive session at 7:50.

Pay orders were signed.

Roads and bridges- A 5000 hour service is due on the grader, at a cost of about \$1500. A motion was made and passed unanimously to have it done.

The road crew trucked sand a couple of days this week.

Carbide cutting edges are needed for the grader.

Duane submitted a vacation request for a week in July starting July 9, and to take five days of comp time that he has accrued starting September 17th. The board approved the requests.

There was discussion of replacement hiring for the road crew.

Garage safety plan- Esther has put together a safety plan draft for the town garage and road crew. There are some things that could be taken out. Duane will review it and make recommendations.

An **overweight permit** for David Chaves Excavating was approved and signed.

Transfer Station- There was some discussion about bottle collection money. The board voted at a previous meeting to give the money to the Little League. The board is inclined not to change that at this time.

Old business-

Farmers Market Itinerant Vendor's Permit- Sharon Crossman brought in the application fee. A motion was made and unanimously passed to approve the permit for the 2013 season. Kevin recused himself from voting.

New business-

A motion was made and passed to make some changes to the **Personnel Policies** regarding benefits provided during a new employee's 6 month probationary period. Specifically the board will make changes to Health Savings Account contributions and vacation time accrued during that period. Kevin will write up a draft with changes to be adopted at the next meeting.

It was mentioned that the town should sit down with its employees to talk about upcoming changes in health insurance. Mike and Kevin have met with the Vermont League of Cities and Towns and learned that there will be significant changes in 2014, but little is known about specifics. We should know more this summer and will meet with employees once we know more.

Meeting adjourned at 9:00.