

1 HYDE PARK SELECTBOARD
2 SPECIAL MEETING MINUTES

3 October 17, 2017
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5 All minutes are draft until approved by the Selectboard; please check future minutes for approval of these
6 minutes. Meetings may be videotaped; recordings are held by Green Mountain Access Television.

7 GMATV info: PO Box 581, Hyde Park, 05655; info@greenmountainaccess.tv or 802-851-1592

8 Members Present: David Gagnier, Co-Chair (left at 8:37 a.m. & re-appeared at 9:05 a.m.); Lucy
9 Hankinson, Co-Chair; Roger Audet; Susan Bartlett; Roland Boivin

10 Members Absent: None

11 Others Present: Ron Rodjenski, Town Administrator; Road Foreman Mark French; Mark
12 Lehouillier; Ryan Nolan, Michael Griggs; GMAVT did not videotape this
13 meeting.

14 1) **Agenda & Public Comment** – No public comment or agenda changes.

15 2) **Town Road Policy Modifications** – Modifications to the town policies were discussed and
16 what is the goal of the policy; protection of roads, encourage development, etc. A memo, dated
17 10/16/2017, from the town administrator was handed out regarding the list of modifications
18 required for Brent Cookson's proposal to add one house to an existing shared access, Wildlife
19 Lane. Roland stated that the MRGP is not likely to be set aside. (*Dave left at this point.*) Susan
20 stated that the Town could still have the policy's intent addressed in ways that are not as costly
21 or difficult to meet. For example, some flexibility would make sense to allow an intersecting
22 road's culvert to be less than 12-feet from the road shoulder as town ditch lines are often less
23 than 12-feet from the road shoulder. Susan offered that landowners and developers will need
24 to work with the town on meeting the new highway permit requirements coming in 2018 but in
25 a way that is reasonable and friendly to new development. Ron offered that modifications need
26 to be done so that the requirements are fair and consistent over time. Susan suggested, and
27 the Board agreed, that Mark French and Roland Boivin should meet with Brent Cookson and
28 come back to the full Board with a final list of proposed policy modifications.

29 3) **Traffic Ordinance** – Susan reported that the Village is discussing the draft ordinance. Roland
30 stated that the Selectboard may soon need to make a decision on safety for this winter and
31 on-street towing provisions. (*Dave re-appeared at this point.*) Susan stated that a focused
32 ordinance on winter parking, with other issues deferred, could be an option. Mark Lehouillier
33 agreed that it is a safety issue for the town plow operators and Mark French agreed that in big
34 snowstorms the cars are not parked on the streets, but smaller storms, there are usually a few
35 cars that interfere with plowing. In Morristown, the Sheriff will try to notify vehicle owners that
36 their car is interfering with plowing, and give them a chance to move the car before being
37 towed. The Board agreed to set a special meeting 10-24-2017 at 8:15 a.m. to adopt the new
38 ordinance for winter towing and also update the wording of the speed and stop sign provisions,
39 with no changes to limits or sign locations from the existing ordinances.

40 4) **Employee Training Policies** – Dave offered that VT Local Roads does offer a lot of training
41 opportunities but it does interfere with work hours. Dave stated that training should be done
42 as a matter of continually learning and does not always need to result in a pay increase,
43 however, acquiring a skill for the first-time could receive a pay increase. Dave stated that
44 everyone should be continually trained in their jobs as a minimum job requirement and their
45 annual increase. Lucy stated that on-going training does reduce risks to employers. Susan
46 offered that each department head could come up with an annual training plan, such as training
47 on equipment; new computer software skills; etc. and defining what would result in a base pay
48 increase. Mark French stated that the currently available highway classes pertain primarily to
49 existing job duties; asking if that would mean there would be no pay adjustment? Dave

1 confirmed that some training programs would be rewarded and others would not; for example,
2 flagging certification would not because that is an expected skill for highway crew members
3 but becoming certified for confined space entry or completing road grader training could be
4 eligible. Dave stated that the job descriptions need to be updated and Mark Lehouillier agreed.
5 Susan stated that the highway crew could come up with proposed training suggestions and
6 other departments should do the same. Dave stated that skill building would result in the
7 employee being responsible for implementing and maintaining the new skills and if not
8 maintained, then any pay increase could be taken away. Susan asked that all departments
9 work on some basic plans for future discussion.

10 5) **2018 Health Care Plans** – The Board agreed to maintain the current health care benefit plans.
11 Ron will send out the annual notice for the open enrollment period.

12 6) **Compensatory Time** – Dave stated that overtime and comp time cost the taxpayers the same,
13 especially when we pay comp time off eventually because those hours can't be used by
14 employees as time off. Mark suggested that the road foreman be budgeted for more overtime
15 hours than 200 due to extra meetings and checking roads. Dave noted that some highway
16 practices, like moving winter sand, need to be looked into for cost-effectiveness and Susan
17 advised that the details and costs of any process change need to be reviewed. Mark French
18 would like to talk about the fifth person for winter and Dave asked that the topic be on the
19 agenda for next Tuesday morning with the traffic ordinance.

20 7) **Adjourn** – Dave asked if there was any additional business, and hearing none, the meeting
21 was adjourned at 9:50 a.m.