

1 **Selectboard**  
2 **SPECIAL MEETING**

3  
4 February 14, 2019  
5 Town Policies Discussion

6 *All minutes are draft until approved by the Selectboard; please check future minutes for*  
7 *approval of these minutes. Meetings may be videotaped; recordings are held by Green Mountain Access*  
8 *Television. GMATV info: PO Box 581, Hyde Park, 05655; [info@greenmountainaccess.tv](mailto:info@greenmountainaccess.tv) or 802-851-1592*

9 Members Present: Susan Bartlett, Chair; Roger Barry, Roger Audet, Roland Boivin and Dave  
10 Gagnier  
11 Members Absent: None  
12 Others Present: Ron Rodjenski, Town Administrator; Gary Smith; Valerie Valcour; Dan St. Cyr,  
13 Clark's Truck Center; GMATV did not videotape

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14 Susan opened the meeting at 3:03 a.m.

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16 1. **Welcome** – Agenda Review, Public Comment ~ No changes. No public comment.
- 17 2. **Ryan's Truck Replacement** – Dan St. Cyr from Clark's Truck Center presented a quote on a new  
18 2019 International HV613 with a trade of Ryan's 2012 tandem of \$55,000. The cab/chassis cost is  
19 \$122,852, with \$71,000 for plow/dump body, after trade, the purchase price is \$138,852. The Board  
20 asked for quotes for extended warranty to get to 6, 7 and 8 years after the manufacturer's 5-year  
21 warranty. Lease costs are \$50,000/yr. for 3 years, \$38,261/yr. for 4 years and \$31,234/yr. for 5  
22 years, with \$1.00 purchase at the end of lease resulting in interest costs of \$12,000 for the 3-yr  
23 lease, \$14,000 for the 4-yr. lease and \$16,000 for the 5-yr. lease. Dan explained that the highest  
24 value trades are done with trucks less than 10 years old. The Board will discuss when more  
25 information is provided.
- 26 3. **Healthy Community** – The Board discussed establishing policies for the use of public properties  
27 and trails, including the LVRT trailhead. Dave asked about enforcement to which Valerie explained  
28 the signs enable self-enforcement by the users and the Sheriff would not be expected to enforce a  
29 policy, which is not the same expectation for town ordinances. Susan agreed that signs are helpful,  
30 and the Board agreed they could be installed but a written policy should be adopted first.
- 31 4. **Paid Family Leave** – The draft 02/07/2019 policy was reviewed which allowed employees to donate  
32 accrued hours to a bank and then other employees could apply to the Selectboard for those hours.  
33 Susan advised that donated hours can not be dedicated to another employee. Roger A. stated he  
34 was concerned that the policy allowed requests for hours from employees that never donated. This  
35 policy and other issues in the new Union contract will be discussed with the draft Personnel Policy  
36 at a future meeting.
- 37 5. **Winter Operations Plan** – Roger B. noted he was planning to meet soon with the Village Trustees  
38 regarding a complaint about salt use on sidewalks and the salt burning dog's feet. Roger A.  
39 suggested dogs be walked on the rail trail and reducing salt could increase the town liability. Susan  
40 suggested one-use dog boots. The issue of a minimum 3-hour call out for non-union employees will  
41 be added to the list of issues in the draft Personnel Policies for further discussion.
- 42 6. **DO NOT MOW signs** – Ron reviewed the change in highway maintenance practices to mow closer  
43 to the edge of the public ROW and reshaping road shoulders for improved drainage. Gary Smith  
44 stated that he objected to the town reaching out 10' to 15' from the road edge, but noted it was  
45 important at intersections. Gary suggested delaying roadside mowing until after August 1<sup>st</sup> to allow  
46 for grass growth and bird nesting that occurs until that point in the summer. Susan noted that the  
47 new state permit or MRGP requires improved drainage along all town road shoulders and that  
48 sometimes this creates a conflict with the historical use of the town's road ROW by landowners.  
49 Ron asked if Gary would be interested in reducing the level of maintenance by reclassification of  
50 the Class 3 road to Class 4. The town would still perform basic drainage work but no longer plow.  
51 Gary responded that he needed more information and details of how it would work.

- 1 7. **2018-2019 Overtime** – The Board reviewed the overtime report which showed the highway  
2 overtime budget for FY2019 has been overspent by about \$1,000 as of 02/10/2019. The Board  
3 asked why M. Renaud was so much over and Ron explained that the winter overtime budget for  
4 the seasonal operator is 125 hours compared to 250 hours for each of the four year-round  
5 employees, but all five employees work pretty much the same schedule in the winter. Ron reported  
6 that Mark French is aware of this and the 125 hours per winter may need to be increased in future  
7 budgets.
- 8 8. **Restructure Town Office Staff** – The Board reviewed the changes in job duties for the four town  
9 office positions and work on new job descriptions will continue. The Board hopes to have most of  
10 the details set by Town Meeting Day.
- 11 9. **Adjourn** – Motion by Roger A. to adjourn at 5:15 p.m. Seconded by Roland. So voted.