

**SELECTBOARD MEETING
TUESDAY, NOVEMBER 5, 2019 at 6:00 PM
MEETING ROOM – WILLEY BUILDING**

Those present: Selectboard: Fred Ducharme, Ruth Goodrich, Mike Hogan, John Cookson,

Town: Betty Ritter, Michelle Leclerc

Other: Marcy Martin, Claire Pike, Chuck Marian, Tami Marian, Chuck Talbert, Dan Dunham, Will Ameden, Chris Tormey, Jen Miner

1. Call meeting to order – 6:01pm by Chair, Fred Ducharme.
2. Approve Agenda – Ruth 1st, Mike 2nd Motion passed.
3. Executive Session – Legal Matter 6:02 pm Mike 1st Ruth 2nd. Motion passed. Back in session 6:38 pm.
4. Approve Minutes from October 22, 2019 – Mike 1st, Ruth 2nd. Motion passed
5. Public Comment – Chuck Talbert and Chris Tormey are here because the Rec Field is not draining anymore. A lot of the programs are used on that field. He is wondering what we could do to have the ditches be cleaned out. John thinks that the Rec Committee should get quotes and have it on their budget. Chuck doesn't think the Rec Committee has any surplus funds on the field. He talked to Ben Ackermann about doing the banks and remove the soil for \$3,500. Fred wants them to put it in their budget. Chuck thinks the field has been done over 10 years ago. Chuck will redo the budget with a couple of quotes.
6. To Do List – Tabled for tonight.
7. Dog Ordinance – The SB would like to study it first and make suggestions.
8. Zoning Administrator. – Fred discussed that if the ZA was asked to come to a meeting that she should get her hourly rate. Chuck Marian asked what meetings. Michelle said Planning Commission meeting. Jen said it would be requested if need more information from the ZA. The Selectboard agreed.
9. Personnel Policy – Updates – John handed out the changes that would be amended. Fred has issues with the Health Insurance. Mike would like to go thru each one.
 - a. Salaries - to delete direct deposit and employees will be by check or direct deposit weekly.
 - b. Vacation – regarding requesting time to have the employee within two weeks before vacation.
 - c. Holidays – all will be paid for 8 hours only, change to full-time employees only the hours you would work that normally work.
 - d. Health Insurance – suggested to have it be 80% employer and 20% employee. Fred would like to have it stay with the same policy and pay the whole insurance. John thinks that the employee should have to pay for the rest of the family or spouse. Mike would like to approve the other parts and work on the Health Insurance. John said that the library is \$1600 for the family. That would be up to \$1800 a month next year. Tami thought that at the beginning of the year the price is going to go up higher than they are saying. It could be even more. Fred said that is what we are going to look at. Betty said if all six full time employees would go on the insurance policy, it would cost the Town approximately \$129,600 per year. Claire when she worked at the school she had to pay 20%.
 - e. All Town highway employees will be required to be knowledgeable and be able to use in all Town equipment.
 - f. Any employee driving town equipment, will be required to wear a reflective vest or jacket on which will be provided by the Town. The Town will be providing the highway crew mandatory clothing to wear. No other clothing allowance will be provided.
 - g. Mike moved to approve all of them except the Health Insurance section. Ruth 2nd. Motion passed.
10. Town Plan – Ruth thinking back to previous meeting. Lori Augustiniak said that no one was working on the town plan so they took it over. The Town Plan was discussed regarding the CCA and the Conservation Committee in the plan. Then the discussion changed to the Conservation Committee. Gary Gulka has requested for the Conservation Committee from the CCIF \$20,000. Chuck received a call from Gary Gulka and an application. Gary will present it to

the Planning Commission.

The Conservation Committee now would like to hire a consultant and look at the biology at the rate of \$60 an hour. They will have to go around and map property and it will go to the ANR. In 2017 the state passed a law the ANR the ability to have any part of the state to have critical habitat. Basically they will write rules for a case by case basis. Ruth could see that the property owner couldn't use their land if there is a critical habitat. Fred said don't they knew permission to go on your land. Ruth discussed the survey and a continuing down the road and a financial problem for the land owner and the town.

She thinks if this was going to be voted on by the town they should know what they are voting on. Ruth would like another selectboard member go to the Planning Commission with her to hear the presentation from Gary Gulka. Ruth would really like to see a public forum with a complete write up for the Town to see how it would impact them in the future. Mike said that the money could be approved by the selectboard or by petition. The CCIF already said he has to go to the selectboard. Ruth read more from the grant that Conservation Committee has put together. Chuck said this is a state statute and won't be any money and just lose use of your land. John asked what properties and Ruth said all of them. Chuck said they could say which could be a wetland. Mike said there is a big land use issue. Tami doesn't want to give money to the Conservation Committee that will be used for this as a taxpayer.

Fred thinks that the way it is set up that they need to come to the selectboard. Action on the Town Plan should be initiated by the selectboard and not by organizations from the town. Chuck said the CCA will take care of that and the Conservation Committee would take care of that. The Town Plan is changed by the selectboard. Ruth said we haven't heard from the CCA and they have closed meetings and haven't come forward. The organization not communicating with the selectboard. Tami said Gary had a large portion of the Town Plan is Conservation Commission.

11. Water/Wastewater – Ruth we had building inspections. The wastewater building has a little moisture damage. Ruth will replace the wall board at no charge. The moisture and the lack of heat getting into the bathroom area. Ruth picked up an oil filled heating unit. John is wondering why they can't put a vent. Ruth got a dehumidifier and a smaller heater. Jim from Utility Partners, would like to have some gutters to put on the building for \$300. Ruth authorized that. John said replace the front door that is all glass and Ruth said it will be replaced in the future.

12. Road Commissioner

- a. Grader Shed – John is wondering if we really need the grader shed. It has been newly painted and in good shape. He doesn't know if we really need it. Thought of getting storage containers at the town garage. Thought about putting that property up for sale. Ruth said it's a big building not being used. John thought putting a storage shed and everything at the garage. Ruth just bought a storage unit for \$3,500. Mike is wondering how big is the shed? John is thinking 20x40. Fred that we should think about it. John is thinking move stuff from the recycling stuff up to the garage. Ruth said that stainless steel from the wastewater plant that is stored in the Recycle Center could be brought up to the garage to keep things off the ground.

Michelle thinks that there might be something about selling the Grader shed. Dan said we have been good neighbors and was wondering about first right of refusal or would like a sealed bid would scare him. It's in his driveway and his parents gave it to the town. Dan not sure how much acreage the town has and he has.

- b. Highway Equipment – Winter Sidewalk, Roadside Mower, 10-wheeler Truck – winter removal of snow John has gone to John Deere and Kabota and CRW and Milton Cat. He received John Deere and Kabota quotes. On Milton Cat they gave Karen a quote in the past and they were lower and the Town didn't go with them. CRW will not give quotes. John would like to go with the John Deere. It has better attachments and features. This would be a skid steer. Ruth thinks they should throw in a set of forks. The bobcat is cheaper but the John Deere has a better range of motion and controls. The roadside mower is still getting pricing. John has found so far \$125,000 John Deere over the rail mower. It's \$10,000 in a budget to hire someone. That is only one-time mowing. The generators we have for the wastewater and water would be powered by a tractor. John would like to put the purchase of a road side Tractor up to the towns people to for it vote. On the 10-wheeler they haven't given him a price yet. Rusty's truck has costed over \$27,000 in repairs. The only truck in the state is at Clark's and to our specks. Mike asked how the truck since it has been fixed. The truck hasn't been run. John will keep in contact with them.
- c. Michelle has contacted Kevin Gadapee from the State of VT regarding speeding signs. They have done an investigation and the State of Vermont will be putting speed signs in that area on Route 2 in the newly finished road. Ruth would like a new arrow sign by Danville Hill Road and the bird man area.

- d. Washington Electric – permit – on Coits Pond Road by Marian Griggs property. Mike 1st, Ruth 2nd. Motion passed.
 - e. John said that he has contacted Pike on finishing paving. John said that moving forward they have to have a date to commit to. Met with Green Mountain Power on Thistle Hill Road on the corner by Sudler’s to get rid of the pole and guide wire. He will be moving around Gilbert’s sign.
13. Town Clerk’s Office
- a. Orders - Done
 - b. Other business – none.
14. Other Business – Ruth on the Fire Dept. The wall got painted by Claire and Sandy. The cabinets got put back up. The plumbing and sink issues and they have decided a double sink and a small handicap sink and a mop basin. That has been order with reasonable prices. They also wanted a shop vac and Ruth purchased (which she will be donated). John is wonder if the vacuum would come out of there budget or out of the violations. The corner of the wall that was foamed and nothing was done. It needs to be covered or painted. Ruth has checked into different places to order for the paint. Ruth contacted another company to see what would be the cheaper way to go forward with it.
15. East Cabot was out of power for 38 hours. Ruth asked Jen if she was contacted from the Emergency Management Coordinator. Jen will look into that. Ruth is wondering if we should make a contact with Jeff to see what was going on. Mike said the state of doing an exercise on Emergency issue. To test what the communications were. Ruth said it was a missed opportunity that should have been tested. Jen the group did meet with the school and a follow up meeting on Tuesday with the maintenance person with the school. Mike is wondering about a generator this year for this building and the school. Betty has all the information downstairs.
16. Chuck was asking about for Dubray Road above Ken William’s place the dirt is higher on the side then the road. John will check into this.
17. The DRB is missing a member. There’s a meeting Thursday and there is no chair and Ruth wondering if Chuck should be the chair. Jen Miner would be willing to be a member on the DRB. Ruth 1st and John 2nd to have Jen be the new member. Motion passed. Ruth 1st to be the chair Mike 2nd.
18. John pulled out the mattresses out of the culvert on Dubray Road. John doesn’t think the culvert should even be in there. Chuck said the water now just runs across the road.
19. Michelle asked to have the Fire Department invoices clear on violations account or the regular budget.
20. John would like to know on the skid steer. Fred wants John to come up with a yearly payment.
21. Adjourn – 7:59 pm Mike 1st, John 2nd. Motion passed.

Respectfully submitted,

Betty Ritter, Town Clerk/Treasurer