

SPECIAL SELECTBOARD MEETING MINUTES
TUESDAY, JANUARY 12, 2021, 5:00 p.m.
via Zoom

Those present: Mike, Ruth, John, Betty, Michelle, Aldo, Sid, Rusty, via zoom: Fred and Matt, Tim Gochey, Karlyn Schmidt, Kevin Sare, Brittany Butler, Cameron North, Skip Bothfeld, Frank Kampf, Jenn Miner, Jeff Paladini, Chuck Talbert, Seth O'Brien, Neil Bainton, Jeanne Johnson, Mekiah Smith, Steve Cox, James Wolentyz

1. Call meeting to order - the meeting was called to order at 5:01 p.m.
2. Approve Agenda – Ruth, Mike approved
3. Meeting with highway crew

Mike – he wanted to thank the road crew for coming in and to let them and the rest of the people listening is that this is not a disciplinary hearing. The Select Board as overseers of the highway department would like to discuss some issues.

He would like to hear why they had so many hours of overtime for the week of 12-27. Aldo – went over the times that the crew worked. John stated that we should go back to the policy that we have. Vacation time and personal time are added to go into the overtime. They should not be. Fred asked what is the solution to overtime. John wanted Fred to repeat what we had discussed in Executive Session. Ruth stated that we had concerns about the overtime, we do get complaints that may come into the office. We have yet to have a huge storm. In the personnel policy it states 40 hours per week, we need to have a better line of communication. Aldo wanted to know what the complaints were since he hadn't heard about them. Betty said that she left a message on the garage and on cell phone. Aldo said that he believes left his phone at the garage. Ruth – we need to really work on communication on when to go in and out.

John said we have 271 hours of overtime. Total amount of overtime in the budget is 675, but we don't have a lot left and the winter is just beginning. Rusty spoke that we have to get the major roads and bus route and before people go to work. John stated that we do understand that and there has to be overtime. What we are going to do is to have the work week start on Monday and accumulate hours Monday through Friday, with Saturday and Sunday is a given for overtime. We want to be fair to the taxpayers regarding overtime. Vacation and personal time compensated at regular hour along with personal time and should not count for overtime.. Ruth – basically we need to budget out times wisely. Rusty says when and milk trucks come in early. Ruth agrees need to have the blacktop has to be done earlier – the drivers would be very happy. Rusty said that it he needs to start at 3:00. The backroads should not start that early. If we don't get it plowed and sanded Mark Christensen would call and say Jug Brook Road has not been plowed. John – if you leave at 3 that is okay. If done, get done – you will need to go home and if you need to come back. Sid – what about vehicles and having them cleaned. Yes they should be ready for the next run. Rusty – this is news to me that if we are done. Aldo – we work 6-2 Monday through Friday. Aldo said that it was never explained to us. Fred - Are going to make it at 3 and go to 11 – if nothing go on go home. Ruth – they do not need to start at 3, unless it has snowed and the roads are dangerous. Aldo – needs to start at 3:30, takes 5 hours for route, 3-3 ½ hours if just sanding. She wants to help all understand – we need to stay in the limitations. Understand things need to be done, but also need to keep in mind the pocketbook. Normal starting time 6-2. Mike – by statute overtime starts at 40 hours. Suggestion for overtime – Aldo made aware of the overtime we have given him a sense of better understanding. Instated of Sunday through Saturday it will be Monday through Sunday. Rusty – what about if we have overtime for Monday through Wednesday. Do you want us to stay home the rest of the week. You are entitled to Thursday and Friday. Fred – if they have overtime – they come in on Thursday and Friday. Fred do we want road crew take home and read it and take the policy all along. Fred – have we decided – authorizing overtime. We need to John – could be a red flag – why do they need to be start what do you need to do at 2:30. Aldo: he looks out on the plains at 2:30 – he has used his personal vehicle – but he will drive to the shop and get the company truck and do it. If I go out until 3 – that is the reason we check the road. Fred – if Aldo is willing to go out to check and make sense to do this. Ruth – how often do you do this. Aldo – we watch the weather. Fred – it makes perfect sense. Helps very much to have all the pieces. Aldo – adds up the time – Aldo has never added Saturday and Sunday to overtime – it was his mistake and he apologized. It doesn't matter. Sid – we still have to get 40 hours before overtime. John – accumulate time for Monday-Friday and accumulate and overtime after that.

Mike – we also talked about personal and overtime communicated to foreman and SB. We need to have copies of all the CD licensing. Sid it is hard to tell vacation – pretty hard to pick about plan time vacation time in January. A couple of weeks we can work. John said that other towns have it vacation time is designated in January. Not high and drive in winter time. Sid – if we take a time in winter time – catch up on sleep. There is not a time that we leave the Town high and dry. Fred – the crew should never requests time in wintertime. Fred – said they can be a little flexible on vacation time and personal time. Not use personal or vacation time for overtime. Rusty – I was one of the guys that took a few days off but I would never take a time off when the weather is bad. Ruth – emphasized that all the hardwork – need to have a little better communication. Aldo communicate better with the Town Clerk's Office – courtesy – they can then talk to SB as needed. Aldo said we can try. Rusty – if time starts 3 and ends at 10 – leave and come back. Sid – do we have to take one full week and rest are the days. Yes that is required.

Jeff Paladini – He wanted to thank the highway for the work. He was wondering about any extra help. Kudos for the guys to keeping up with what. Ruth – communication, let Betty and Michelle know. Ruth open up lines of communication.

Fred – wanted to know about the fuel pump. Bournes said that it is working instead of – Betty discussed with Bournes. Matt wanted to be clear about overtime. They are guaranteed 8 hours a day Monday through Friday. They still deserve to work Monday--Friday until 2. Put in 40 hours + overtime. Highway or other departments – complaints – they are tired, when they came in and then need to deal with complaints. Ruth – During week times – Betty stated that she is accessible by email or phone –proper go to the Town Clerk as necessary. Matt – communication – between all – never heard complaints. Fred: Log book – John – some concerns roads are icy. Other things such as mail boxes. Jenn Miner – who made a complaint – not necessarily know who. Jenn agree to giving validity to who it is – complaint name should be brought up. We will do this. Ruth – if we have proper communication – two way roads. One thing that Betty would like to add – if anyone is hurt on the job, it needs to be report immediately to her so she can open a Worker’s Comp claim.

4. Review Town Articles for Warning - Betty stated that the Legislature may mandate that we send to all registered voters. As of right now we have the choice of mail to all or send as residents request an absentee ballots. A motion was made by Fred that we mail them to all registered voters with a second by Mike. Motion carried by roll call.
5. At this point we need to recess this meeting to go into the dog hearing. A motion was mad by Mike and seconded by Ruth. Motion carried. We recessed at 6:12 p.m.
6. Betty needs to add – Utility Partners info, Line of Credit Info to approve, authority for ballots – need to know when you have a reason to be out of work requiring - hurt on the job.
7. We came back at 6:42 p.m. with the following people being on via zoom: Fred Ducharme, Trish Brochu, Brittany Butler, Frank Kampf, Jeanne Johnson, Jenn Miner, Matt Nally.
8. Jeanne about the inventory task – there are two business personal property – machinery and equipement. 14 towns collect could be moved to another property. Inventory – on shelf to sell. Example: Cabot Store – coolers, etc. at this point of time we are not getting. Taxable is about 13 million. One line sentence from VLCT Board has authority to say yay or nay. This should be an article on the warning.
9. CCIF – would like to have an article regarding payoff amounts. Mike will work with Frank on the wording and Michelle will get the payoffs 4% not have to worry – Amount of \$700,000. Payoff amounts – garage \$115,000, Rhaposdy, Cabot General Store – has 3 different loans. Mike will work on the wording and Michelle will get the payoffs.
10. Another article: Shall the voters of the Town of Cabot authorize the Select Board to sell a piece of property located on 2466 Main Street, Cabot, VT parcel id #10-058.001, estimated to be 3.41 acres and a dwelling current assesses value of \$173,900 with the proceeds of the sale to be deposited in the General Fund as sale of land? Asking to sell the property. Mike he is not going to support it as we do not even know what is happening with the FD. Fred will not support it either. There are other options and need to look at other ideas such as information on calls, John – concern is we have had this property for 3 years – the more we wait on this property the worse the dwelling will deteriorate and he does not feel it is in a good place. Matt – we could easily get our money out it. Ruth puts it back in the tax base. If we hold onto it another year. Does the board think we can get the money out of it next year. The appraisal will not change. Area picked out by the FD – heated debate around the Town – could be an issue with Town. Ruth has some ideas about another piece – discuss this with the town and FD. The Meadow on Bothfeld Road/Elm Street – pretty good all the time. Short distance from water and sewer. It is owned by the Town. Building locations. Ten people have signed the petition. Town can authorize purchases. It is up to the voters – hold off for one more year. Ruth – it was not true – we bought it and we only had a few days. John thinks we shouldn’t hold on to it. Fred – wants to hold onto it. Matt – would it be more appropriate to have the voter’s decide if they want a FD before we determine if we should sell the land. Mike – being more conceptual. Matt – what is the future of the FD. John – when I got on SB the topic was a heated topic at that time. The building that we have now could work. It could possibly be at the recycle center . Ruth do we want to put a fire station on this property – if now should we should sell it. Fred – do we have a motion to accept – Does the SB want to have it on the Town Report to sell the property. Mike, Ruth, Fred – no; Ruth and John yes.
11. EV – Matt, Fred – what about money is recouped – monies do not come in. Jim we can’t charge – there is no other objection. He spoke to Efficiency Vermont – they will reimburse us \$1,500 from Green Mountain Power will reimburse us. Ruth – issue of transparency in how we spend it. Forward the message – Is this a 24 hour day. Stations can be locked. John – parking lot at night time – not overnight – day would be fine. Could be a problem with plow trucks. Night time not

have something in the way. Plainfield is a bigger town with more things going over. John feels that we should put it to the voters. Jim wanted to make sure that the reimbursement will be from Green Mountain Power.

11. Health Order – Betty discussed the health order that we now have. We have noticed that someone is living in the 2nd floor. A motion was made by Ruth to discuss this with the attorney with a second by John. Motion carried
12. Line of Credit – Betty We would like to maintain our Line of Credit with Passumpsic. A motion was made by Ruth with a second by Mike that we maintain a line of credit with Passumpsic. Motion carried.
13. H2O Innovations (formerly Utility Partners) has asked for an Increase with it being retro back to July. A motion was made by Ruth with a second by Mike to accept this increase. Motion carried.
14. Masonic – We would like to sell this property. Need to agree on a price. A motion was made by Mike with a second by Ruth. Motion carried.
15. CCIF – would like to see if the voters would approve to have the CCIF forgive the loan on the Willey Building. We have 3 more years of payments from the load that was taken out in 2012. A motion was made by John to see if the CCIF would forgive the loan with payments of \$24,532.78 99 with a second by Fred. Motion carried.
16. Adjourn – A motion was made by Ruth with a second by Mike to adjourn. Motion carried. We adjourned at 7:44 p.m.

Respectfully submitted,

Betty Ritter, Town Clerk/Treasurer