

**MINUTES OF THE SHAFTSBURY SELECT BOARD
SPECIAL MEETING
November 23, 2009
COLE HALL
SHAFTSBURY, VERMONT**

Board Present: Lon McClintock (Chairman), Bill Pennebaker, Cinda Morse, Karen Mellinger, Craig Bruder. **Others Present:** Margaret Becker (Town Administrator), Larry Johnson, (Lister), Ron Daniels (Road Foreman).

1. Call Meeting to Order:

Chairman Lon McClintock called the meeting to order at 6:00PM

2. Announcements:

Karen Mellinger noted Bill Christian will be on-site tomorrow to assess Cole Hall for energy-saving retrofits. Craig Bruder noted that certain street lights are out along Rte.67 and Cleveland Avenue. CVPS will be contacted.

3. Conflict of Interest Statement:

Chairman McClintock asked if any Board member had a conflict of interest with any topic on the agenda. None did.

4. Public Comments:

There were none.

5. Budget Workshop

Lon McClintock inquired regarding budget priorities. Craig Bruder stated his priorities will be examining employee compensation and addressing facility needs; Karen Mellinger stated she will be concerned with the "bottom line" and how to address facilities needs. Bill Pennebaker stated concerns regarding facilities, yet noted it is a tough year for taxpayers. Lon McClintock stated his priorities to be reviewing employee compensation, facilities planning for a possible November 2010 vote, and financing transfer station operations by 50% user fees/50% by general fund revenues. He questioned the future of Hazardous Waste Days and stated his opinion that Glastenbury residents should not access the Transfer Station for free. Mr. McClintock stated he also wants the Board's input into Road Plan priorities. Cinda Morse stated her priority is process, which constitutes choices. She asked for parameters to assist the Board in weighing priorities. She encouraged Board members to not just look at the bottom-line, noting that if the Board agrees on a priority, it should be presented to the voters for them to decide.

Road Plan priorities were discussed with Road Foreman Ron Daniels. Ron Daniels presented his priorities to be drainage work on Murphy Hill Road and along 3 sections

of East Road. Discussions regarding Cross Hill Road noted safety and maintenance issues need attention. On Cider Mill Road there is a section where tree work needs to occur. Ron Daniels stated his feeling that the work required to improve Holy Smoke Road will be too costly, though the Road ranks high on the list. Karen Mellinger stated residents have been complaining about the conditions on Paran Road, and that this should be added to the list. Craig Bruder noted that although drainage issues on Ledgely and Westview Drives have been raised, he feels the Town cannot afford to fix the concerns regarding road base. He stated that paving may be a solution. Ron Daniels stated the last time Ledgely had been paved was 1991.

Overtime usage and compensation was discussed. Ron Daniels encouraged the Selectboard to pay for overtime. Lon McClintock said that if comp time (leave) is granted in lieu of compensation, the Board cannot dictate when the comp time can be taken. If it did so – the Board would be violating the Fair Labor Standards Act. He stated comp time is paid leave. The Town loses 50% time on labor. Craig Bruder said he trusts the Road Foreman to be a good manager and that the crew is only called out on overtime when necessary. Bill Pennebaker said some overtime needed to be authorized. The need for overtime is an indication that the crew is properly sized. Bill Pennebaker also stated that granting comp time in lieu of overtime is a good “circuit breaker” if overtime usage gets too high. Lon McClintock suggested a salaried Foreman. Cinda Morse suggested completing the draft budget and then looking at the issue. She stated she is concerned about managing comp time and overtime.

Vehicle Replacement – Ron Daniels reported that 2 trucks ('98 Dump, '02 Pick-up) should be replaced in addition to the grader ('87). He estimates \$136,000 for the dump and body, \$89,000 for the 1-ton truck, and \$250,000 for a grader. Leasing arrangements will be looked into.

Health Insurance – a brief status report was given. The premium for the Town's high deductible CIGNA plan will increase 24%. The Town combines the high deductible plan with a Health Reimbursement Arrangement and Flexible Benefit Account for employees. Karen Mellinger and the Town Administrator are collaborating with Teri Martineau of the Fleischer Jacobs Group to examine other possible health care options. Discussions to be continued.

Water Bond Document Acceptance and Signing:

Karen Mellinger made the motion to approve the \$425,000 General Obligation Bond dated November 15, 2009 and accompanying documents as prepared by J.P. Giuliani, Esq.. Cinda Morse seconded. The motion carried unanimously. The Resolution and Certificate of Registration are attached hereto. The Treasurer will need to sign the documents, and the Town Clerk will also sign the Resolution and Certificate. The documents will then be returned to J. P. Giuliani, Esq.

Minutes of November 16, 2009:

Craig Bruder made the motion to approve the minutes of November 16. The motion was seconded and carried unanimously.

Next Meeting: The next budget workshop will be 6PM November 30, 2009. Liaisons will contact the Listers, Auditors, Delinquent Tax Collector, Town Clerk, Planning Commission and DRB to assess whether they should come to the Board meeting.

Adjournment:

Karen Mellinger made the motion to adjourn at 8:35PM. The motion was seconded and carried unanimously.

Respectfully Submitted,
Margy Becker