

Selectboard Member's present: Chair Joel Bouvier, Brian Fox, Sharon Compagna, John "Peeker" Heffernan and Michelle Perlee. Also present was Town Administrator Therese Kirby, Town Clerk Jen Myers, Mary Arbuckle with NEAT TV, Police Chief Kevin Gibbs, Dan Gebo, Jim Quaglino, Fred Baser, Sergeant George Crowe, Josh Otey, Fire Chief Brett LaRose, First Assistant Chief Kevin LaRose, Second Assistant Chief Eric Forand and Amos Martin.

1. Chair Joel Bouvier called the meeting to order at 5:30 pm.
2. Dan Gebo joined the Board. Joel Bouvier asked Dan Gebo if he would like his appeal to be in open deliberative session or closed. Dan Gebo said open. Brian Fox moved to enter open deliberative session to hear the appeal of Dan Gebo regarding the termination of his employment. Michelle Perlee seconded, so voted. Dan spoke of the many people who had complimented him on the work he had done at the Landfill. He also stated he had not received any reprimands regarding the Landfill specifically. He admitted to not compacting trash on all occasions, but that was due to the dozer not having a cab which made work conditions difficult in specific weather conditions and that the dozer did not start sometimes. He said if he did not work on those days due to weather he was there by the next morning, therefore trash was never uncovered for more than 24 hours. Dan admitted to not contacting his supervisor when he decided to change his work schedule on two occasions. Dan discussed the destruction of the South slope and his recollection of what had happened. He explained he had gotten permission from his supervisor to straighten the road and when told not to dig into the bank he didn't do it again. He also said he did take a half a bucket of material from the South Slope after he has told to stop digging in the bank. He also admitted to failing to wash the loader and fueling it up. He did not feel it was his responsibility to fuel it up. He also said he had an understanding with Road Foreman Peter Bouvier about washing the loader. Both Peeker and Joel said they were contacted by Peter Bouvier. There was at least one Tuesday when he covered the landfill using only the loader, because he did not feel there was enough trash to require the dozer. Joel explained the Board doesn't manage employees; this is for the Administrator and the department head to deal with. Peeker said the issue is not with the quality of work, the issue is not doing what is in your job description. Dan apologized to Town Administrator Therese Kirby and Board member Brian Fox for his reaction to the news he had been fired. He said he would like his job back and thanked the Selectboard for listening to him. Therese explained the Board would meet later in a closed deliberative session and he would be notified of the outcome by letter. Dan then discussed his concern with the speed of drivers coming up South Street. He would like to see a sign installed noting the curve and the hidden driveways. The Board ended the open deliberative session at 5:55 pm.
3. Fred Baser joined the Board to discuss the Fire Station. He suggested using the Revolving Loan Fund as a source of funding for the Fire Station. He also suggested writing a grant through Vermont Community Development as a potential source for funding. Fred discussed the invitation he had received from Jon Casella to schedule a meeting with him. He is offering to have a Board member come with him to discuss potential current and future use of our Landfill. Therese Kirby said Landfill Manager Merle Knight talked about teaming with Casella's to use the Town's Landfill and there were some concerns Casella had about us being an unlined landfill. Merle has an appointment with Casella on 1/21/15 to speak with them about bringing some trash to the landfill and their current hauling fees. The Board discussed the current violations the Landfill received. The Board thanked Fred for his time.
4. Police Chief Kevin Gibbs joined the Board to discuss the proposed 2015/2016 Police Department budget. Kevin discussed the changes that affected the budget in a negative way are insurance, capital vehicle, facility expense and increase in clerical hours so they could hire someone to assist the department with administrative matters. The Board asked what this hired person would be doing to alleviate work from the officers. Kevin explained the different tasks this hired person would complete. He also explained what Lisa currently does and her work schedule. The Board discussed having two people doing administrative support. Sharon Compagna asked if they could use 15 hours a week this year and move to 20 hours a week next year. The Board and Kevin discussed the Police Log submitted to the Addison Independent. The Board agreed they liked the idea of the administrative support that would allow the officers to be out of the office more. Sharon wanted to be certain Kevin would delegate some of his duties to the administrative help. Joel asked about the decrease in revenues, in theory if we are increasing the exposure of the officers, we shouldn't decrease the revenues. Michelle asked about the Mount Abe contract. Kevin explained the process behind increasing the line for Mount Abe

contract. Kevin explained the time dedicated to different types of cases. Sharon asked about the computer program used by the department. Kevin explained they would stay with what they currently use, and they would only change the program they use when the State Police changed. The Board discussed increasing the revenue line. Joel discussed decreasing the gas line and the vehicle maintenance line. Kevin said with the administrative help it would put them in cruisers more, which would increase the use of vehicles. The Board agreed to keep the Town Contract at \$10,000 this year and to decrease the clerical to 15 hours per week. Kevin said if they cannot make the fine revenue for the Town, then the Board should give the contract to someone else next year. They would like to review the budget again with the changes in those numbers. Kevin prepared a town wide budget to give to the Board. The Board thanked Kevin for his time.

5. Fire Chief Brett LaRose, First Assistant Eric Forand and Second Assistant Kevin LaRose joined the board to discuss 2015/2016 fiscal year budget. Peeker Heffernan discussed the Capital Budget plan first. Brett explained the process he went through to create a Capital Equipment Plan for the Fire Department, saying he created it believing that the life expectancy of each vehicle would be 25 years. Brett explained all of the vehicles need replacement eventually. He discussed the different equipment the Fire Department owns and what the voters paid for versus what N.H. Munsill paid for. Therese Kirby said the Board needed to consider how they want to pay for fire trucks; did they want to save for them through a Capital plan or did they want to bond for them. Brett mentioned that if the Board wanted to bond for these vehicles, they would have to ask tax payers for money every four years. Joel Bouvier would like to see a penny or two on the tax rate dedicated specifically to Fire Department vehicles. Brett explained the other equipment purchases they would like. The Board discussed what they had done last year in using the undesignated fund balance. They appropriated \$15,000 and took \$5,000 from the undesignated fund balance to add to Capital Fire Equipment. Peeker said he would like to give them \$25,000 as an appropriation for equipment and ask for two pennies on the tax rate each year to try to fund a Capital Fire Apparatus fund. The Board discussed why this was a good option. Brett said the Fire Department isn't asking for anything in addition to what they have now; they want to sustain what they have. The Board reviewed the Fire Department's budget for 2015/2016. Therese explained the Workman's Comp went up due to a change within VLCT. Brett explained based on the current situation with Station One they would like to create additional heating storage in Station Two as well as electric concerns in Station Two which are addressed in the Building Maintenance line. Michelle Perlee asked about using Capital Equipment money to pay for hose replacement. Therese explained the specifics of the Capital Equipment and the depreciation to go along with the equipment. Brett explained the significant increase in the rental space from N.H. Munsill. Therese asked how they came up with a square footage price. Kevin LaRose explained the process and research he completed to figure out the price per square foot. The Board thanked Brett, Kevin and Eric for their time.

6. The Board discussed the appointment of volunteers to Fire Facility Building Committee. Joel Bouvier spoke with Dan Heath and he is interested in being a part of the committee. The Board discussed the makeup of the committee. Fire Chief Brett LaRose asked if the Board had considered 5 community members, 3 Fire Department Members and 1 Selectboard member the Board said they had. Joel explained that he felt fire fighters are also community members. Brian Fox moved to appoint Dan Heath, Ed Hanson, Liz Herrmann, Diane Cushman, Matt Lathrop, Brett LaRose, Bill Elwell and Terry Farr to the Fire Facility Building Committee. Michelle Perlee seconded, so voted. Therese Kirby discussed the goals and objectives for the committee.

7. Sharon Compagna moved to approve the Errors and Omissions as reported by the Listers Office. Brian seconded, so voted.

8. Peeker moved to approve the new road name Burke Lane. Sharon Compagna seconded, so voted.

9. The Board discussed driveway access permit for Jonathan Turner. Therese Kirby explained where his request is and the concerns Road Foreman Peter Bouvier had with site distance of the access he is requesting. She said they are requesting he cut the brush in 20 feet to increase visibility in both directions. Peeker said they have had instances where property owners have not had the site distance needed and they could still approve the permit. Therese and Peter will revisit the site once the brush cutting is complete. The Board tabled the discussion for a future meeting.

10. Therese Kirby updated the Board about the closure of the Landfill. She spoke with the auditors and they agreed the Board could put the money in the closure fund by overspending the budget to meet the

required financial obligations. Peter Bouvier got a quote to move the bomag for \$210/hour by Barrett's Trucking. Joel will get quotes from Earth Waste and Burnett's for the price per pound.

11. The Board discussed the Revenues for the General Fund budget. Jen Myers will email Karen Wheeler and ask for an increase for the school Treasurer Fee. Therese discussed increasing sticker prices from \$10.50 to \$14.00. Therese explained she would like to dedicate \$20,000 from the undesignated fund balance to put towards the Landfill Closure Fund. The Board discussed the expenditures for the General Fund. The Board discussed expenditures for Administrator Budget. The Board discussed the expenditures for the Clerk/Treasurer budget. Joel suggested decreasing the Health Insurance estimated increase to 12% from the 15% Therese had put in. The Board discussed the expenditures for the Lister budget. The Board discussed the expenditures for the Planning/Zoning budget.

12. The Board approved an Accounts Payable warrant in the amount of \$42,129.75

13. Michelle moved to approve meeting minutes of December 22, 2014. Sharon Compagna seconded, so moved.

14. Selectboard Roundtable: Brian Fox apologized for misspeaking in public; he will try to be better about this in the future. Sharon Compagna stated that we are all human and guilty of saying things we shouldn't. Joel Bouvier said it is a good lesson for all of us to be aware of what we say. Brian also reminded everyone to take advantage of Christmas tree disposal. The last opportunity is Saturday January 10, 2015 contact Jeff Stetson at 453-2333 to get further details. Brian thanked Craig Brown Welding and Livingston Landscaping for helping support this opportunity. Joel Bouvier reminded village residents the Town no longer picks up Christmas trees. Michelle Perlee asked if they had heard from LaRose Surveys about the alley way. Therese said no. Joel spoke with George Smith who is appreciative of the Board deciding to repair the scales. Joel also asked if the Board had anything to contribute to the report for the Town Report to let him know.

15. Town Administrator's report: Therese Kirby discussed the Prince Lane sidewalk issue regarding the height of the curb. When cars are parked they can pull their front bumper over the curb and the sidewalk plow cannot get through. She has contacted Trudell Engineering and Carol Wells to figure out a solution. Sharon Compagna will email Carol Wells regarding Almost Home putting snow in the sidewalk at the end of Garfield Street. Therese is asking the Board to designate the parking in front of Holley Hall as handicap parking. The Board agreed to designate the parking space in front of Holley Hall as a Handicap Parking spot. Peter Bouvier will install a temporary sign there. Therese needs to finalize the warning by February 1<sup>st</sup>; therefore she will plan to finalize the warning with the Board at its meeting on January 26, 2015. She had spoken with Kevin Brennan regarding the Carter Estate and the sale of Town property; he believes this will close this month. Therese said there are two issues at The Hub, both of which she believes are the Recreation Club's responsibility. They need a new furnace, based on information provided by Champlain Valley Plumbing and Heating after cleaning the furnace. The Hub also has mice and is looking for help from the Recreation Club to resolve the issue. Darla received a quote from Orkin that Therese forwarded to the Recreation Club. Therese said the Board will meet every Monday in January with the 19<sup>th</sup> being a regularly scheduled meeting, to handle the budget work.

At 9:05 pm Michelle Perlee moved to re-enter deliberative session per 1 V.S.A. § 312 (e)(f). Peeker Heffernan seconded, so voted. At 9:25 pm, Brian Fox moved to close the deliberative session. Sharon Compagna seconded. So voted. The meeting adjourned at 9:26 pm.

Respectfully Submitted,

Jen Myers  
Town Clerk