

Selectboard Member's present: Chair Joel Bouvier, Sharon Compagna, John "Peeker" Heffernan and Michelle Perlee. Also present was Town Administrator Therese Kirby, Town Clerk Jen Myers, Mary Arbuckle with NEAT TV, Zach Despart from the Addison Independent, Police Chief Kevin Gibbs, Fire Chief Brett LaRose, Jen Perlee, Kris Perlee, Lance Perlee, Matt Lathrop, Ryan Denecker and Amos Martin.

1. Chair Joel Bouvier called the meeting to order at 6:00 pm.
2. Sharon Compagna moved to adopt the Police District Warning as printed. Michelle Perlee seconded, so voted.
3. The Board discussed the warning for the General Fund. The Board talked about Article 15 which states they are asking for two cents on the tax rate dedicated to the Fire Apparatus Capital Fund being established. Therese Kirby had spoken with Sarah Jarvis, an attorney at VLCT and this article will have to be voted on every year to add the two cents or another amount on the tax rate. Peeker Heffernan had spoken with a concerned citizen about adding two cents on the tax rate. This citizen's concern is they should be consistent and either list all the money as an appropriation or vote a tax rate. By approving this article they are unsure of how much money they are approving. Peeker explained that although the monetary value of what would be contributed to the fund is unknown, they would know that two cents on the tax rate each year would be dedicated to this fund. The Board discussed the wording of Article 6. Therese said the general fund is up 7.66%, the highway is down 0.31%, the Recreation Department is down 2.40%, the voted appropriations are up 4.86%, with the total increase supported by taxes being a 3.32% increase from this fiscal year. Sharon Compagna moved to adopt the warning and the budget for the 2015/2016 fiscal year as printed. Peeker Heffernan seconded, so voted.
4. The Board discussed Health Insurance changes. Peeker Heffernan moved make employees contribute 2% of their health insurance premiums beginning July 1, 2015. Sharon Compagna seconded, so voted.
5. Public Forum: Chief Kevin Gibbs joined the Board to discuss a memo he had written with their recommendation for the hire of the part-time Police Officer position hopefully available in July. The Board agreed to meet with Kevin and the candidate in February to discuss this.
6. Town Clerk Roundtable: Jen Myers presented to the Board her recommendation to change the work week. She explained this change would not go into effect until the middle of March giving employees six weeks to prepare for this change. Once the change is made the work week would be Sunday through Saturday with the following Friday being when you are paid for your week worked. She had given the employees a memo and a calendar to help them understand the change. Not only is she recommending the change because it has been discussed by the auditors, but she also exemplified the advantages it gives department heads, as it allows them to review time cards more thoroughly before submitting them, as well as it would give the Treasurer's office more flexibility in completing payroll. Currently payroll is completed every Friday morning by the Treasurer. In her absence she has her Assistant Treasurer complete payroll, but due to the fact he isn't a signer on the account it also requires Therese Kirby to be here who is the other signer on the account. The change in the work week would allow flexibility to complete the payroll earlier in the week, while also being able to offer direct deposit to employees which currently cannot be offered. Joel Bouvier is concerned that because this is not an

agenda item, staff members cannot come in to voice their opposition with this. The Board discussed the recommendation from Jen. They agreed to table the discussion until the next meeting after the staff had a meeting to clarify any questions regarding the changes being made.

7. Selectboard Roundtable: Peeker Heffernan is concerned with making decisions about the staff. He stated in the past they have dealt with staff recommendations and concerns items that weren't on the agenda. In this particular instance the staff is aware of the changes as Jen had notified them and she is also willing to accommodate any of the staff to make the change as seamless as possible. He said it looks like a lot of thought and planning had gone into this. He stated this is also a change the auditors recommend. Michelle Perlee agreed and said that at other businesses they don't give their employees notice or accommodate, they tell them the change is happening on this date. Joel said he wanted to give employees a chance to ask their questions without the Selectboard making the decision for them.

8. Town administrator's report: Therese Kirby read a letter she received from the Bristol Recreation Club in regards to the Recreation Club Site as the new Fire Station. They have withdrawn their offer in light of Stoney Hill Properties LLC willing to do a land swap of their land for Town land. Peeker Heffernan said to follow the process they have to look at North Street site. He suggested sending a letter to the Vince's and the Bilson's asking if they are still interested in selling their property at the Town Assessed value, giving them 7-10 days to respond. This would help give the design committee more specifics. Peeker Heffernan moved to authorize Therese Kirby to send a letter to Vince's and Bilson's to see if they are interested in selling at the Town assessed value requesting a response within 7-10 business days. Sharon Compagna seconded, so voted. Therese, Peeker, Merle and Brian had a meeting with Casella and learned there is still a possibility for Casella to fill and cap the Landfill. Bristol would have to have the 1000 ton annual limit removed and permission to operate six days per week from the Department of Environmental Conservation. Peeker and Therese had a conference call with the State and they said the 1000 ton is in state statute and they are not in support of getting this removed. She contacted Dave Sharpe to see if he and Fred Baser would co-sponsor a bill to remove this tonnage limit for the Town of Bristol. Therese recommends they continue to pursue this option while continuing to try to work with the State. Kris Perlee spoke about the arguments he had when he worked with the State as the Landfill Manager. Therese said next Monday the Selectboard will vote on a work order from LE Environmental and Grover Engineering to move forward with a topographical survey and new post closure and closure cost estimate.

Sharon Compagna moved to adjourn the meeting at 7:00 pm. Peeker Heffernan seconded, so voted.