

Town of Mendon

Selectboard

May 18, 2015

Members of the Selectboard present: Larry Courcelle, Geoff Wells

Town Officers and employees present: Sara Tully, Town Administrator

Residents and Visitors present: None

The meeting was called to order at 5:30 PM at the Town Office.

Additions/deletions to the Agenda Motion by L. Courcelle to add to the agenda the Town Shop, Fire Protection and the RRPC Request for information on Mendon's trails. The Selectboard tabled discussions on the Emergency Policy Manual, Mendon Emergency Response Trailer, Firearm Discharge Ordinance and Recreation Field Maintenance and Motion seconded by G. Wells. The Selectboard unanimously approved the motion.

Announcements

The Selectboard will not be meeting on May 25th in observance of Memorial Day.

Minutes of Previous Meetings: L. Courcelle moved to approve the minutes of May 11, 2015. Motion seconded by G. Wells. The Selectboard unanimously approved the motion.

Administrative Matters

Selectmen's Orders were reviewed and signed.

The Selectboard reviewed the current financials submitted by N. Gondella and anticipated spending before June 30, 2015. The Selectboard directed S. Tully follow up on the bill from Rutland City for the fire calls.

Business

Salt Shed The estimated cost to replace the Salt Shed is \$500K and the cost to repair the Salt Shed is \$250K which will require ongoing maintenance. Both options have an anticipated life span of 40 years and Dubois and King estimated that the solutions would cost very similar over the life of the building. It is required for the salt to be stored under cover. It is not required for the sand to be stored inside, but it does reduce the wear on the equipment and labor to move the material around and break up frozen chunks. L. Courcelle reported that the Town of Hubbardton recently constructed a wooden salt shed. The town will look into whether the RRPC or VT Local Roads have kept track of a list of towns constructing Salt Shed and the costs for construction.

Employee Evaluations The Selectboard discussed employee evaluations and which member of the Selectboard will be responsible for evaluating each employee.

Use of Sick Time Policy The Selectboard does not support the use of sick time for any other purpose than if an employee, immediate family member or household members are sick. Sick days do not carry over from year to year and the town requires documentation from a physician if an employee is absent for more than three consecutive days due to illness.

Health Insurance The town spends \$80,000 per year on health insurance for the employees and their dependants. The town conducts an analysis every year to determine the lowest cost options for the town while delivering a continued level of service to the employees. Both the town and the employees share in

the cost of health insurance and the annual increases. There was a discussion at Town Meeting 2015 whether to eliminate health insurance for the employees. In effort to reduce health care costs to the Town of Mendon, the Selectboard discussed the potential cost savings of offering a buyout plan to the employees after proof that they have obtained health insurance from spouse, domestic partner or parent's health insurance provider. Offering a \$4,000 buyout could potentially save the Town of Mendon \$15,590 per family plan, \$9,942 per two-person plan and \$3,490 per single person plan. Motion by L. Courcelle to offer full time employees compensation of \$4,000 in lieu of health insurance effective July 1, 2015. Payments of compensation will be made per pay period. Motion seconded by G. Wells. The Selectboard unanimously approved the motion. A written policy and Health Insurance Status Form will be created and provided to the employees.

Dog Bite Complaint: Levesque Vs. Burns The Selectboard reviewed a written complaint submitted by Nicole Levesque which provided a detailed accounting of an altercation between two dogs owned by Kathleen Burns. Additional information was provided by S. Tully, Health Officer, Officer Brent Howard and Rod MacCuaig, Animal Control Officer. In accordance with the Town of Mendon Animal Control Ordinance the town will issue a violation under Section 3: Running at Large, Section 4: Disturbances and Nuisances and Section 11: Licensing.

Regional Trail Network The RRPC has requested information for the Department of Health on the inventory of trails in Mendon that can be used for hiking, horseback riding and mountain biking. RRPC would like this information submitted to them by May 30, 2015. The Selectboard will ask Justin Lindholm, Planning Commission, if he could assist the Selectboard in submitting this information to the RRPC.

2015-2016 Goals and Objectives The Selectboard reviewed a list of Goal and Objectives for the Selectboard to accomplish this year placing FEMA Closeouts as the top priority for the office staff.

There being no further business, L. Courcelle moved to adjourn the Selectboard Meeting at 8:30 PM. The motion carried.

Date approved _____

Larry Courcelle

Sara Tully- Clerk

Geoff Wells