

**Town of Tinmouth
Select Board
August 16, 2016
Minutes
Special Meeting**

Select Board members present: Laurie Phillips, Frank Sears, and Matt Patry

Personnel Policy Committee members Amy Martone and Judi Fox

Others present: Eric Buffum – Road Commissioner, Ronnie Crossman, Grant Reynolds, Hollis Squier, and Gail Fallar- Board Assistant

Matt called the meeting to order at 7:06 PM.

Reviewed agenda – no additions, but Board did juggle the order to allow discussion of equipment first.

Frank moved to receive an official quotation for the purchase of one Cat 307 Excavator and trailer and one Bobcat Skid Steer loader as has been presented to the Select Board by Road Commissioner Eric Buffum. Quotation should be on company letter head and include the following: base cost to the town, optional service plans cost, equipment warranty. Matt 2nded. Discussion – Laurie was adamant that a backhoe with the right attachments was what was needed, noting the Select Board in 2013 had decided to hire out excavator work as needed. Eric advised that an excavator was more versatile and that there was a magnitude of ditching to be done that made sense. After much discussion, Matt and Frank voted to go out to bid for an excavator, a skid steer and trailer. Laurie voted against the motion. Motion carried. Need to prepare official bid for next Board meeting in September.

Members reviewed the draft Personnel Policy, section by section. Amy and Judi explained various sections when members had questions, how the committee wrestled with various issues, advised that the Committee or the Select Board should review the policy on an annual basis. The Highway laptop is considered part of the town's computer system; Board needs to update and adopt its Drug and Alcohol Policy; Board needs a smoking in public buildings policy.

Board raised concern over addendum C regarding health insurance, including retirees between the ages of 62 and 65. Amy and Judi explained that the road crew has a very manual job, this might allow someone to retire before they are worn out. It also shows respect for long term employees and acknowledges their value to the town. While the health insurance benefit is very generous, the road crew is on call 24/7 in the winter with no compensation for that. Indeed in the summer there are storms that require above and beyond the normal scope of work.

Hollis noted that it is a very demanding job, it's not easy to find good employees, and the Town needs to take care of employees because they are good.

Amy noted that addendum C does not take effect until January 1, 2017 so the Board has time to consider it.

Matt again thanked the PPC for their stellar work, Tinmouth will be a stronger town for it.

Frank moved and Laurie 2nded to accept the proposal without addendum C, pending review by the Vermont League of Cities and Towns. All voted in favor. There were minor revisions and typo corrections approved as well.

Meeting adjourned at 8:50 pm.

Respectfully submitted,

Gail Fallar Board Assistant