

**SELECTBOARD BUDGET MEETING**  
**NOVEMBER 3, 2021**  
**1:PM**  
**ZOOM AND COLLIER ROOM**

**PRESENT BOARD MEMBERS:** Peter Romans, David Kelley, Tracy Collier

**OTHERS PRESENT:** Brett Stanciu, Kim Greaves

Peter called the meeting to order at 1:00 pm

Payroll was the topic for this week. David Kelley reviewed the changes that were adopted at the October 13, 2021 meeting. Peter asked for clarification on the changes, David explained them. David moved to “delete the first paragraph of section 21 on Personal Leave and to use as it was amended on Oct. 12<sup>th</sup>”

Tracy seconded. No discussion

Passed unanimously.

David addressed the Addendum that is attached to the Personnel Policy. He explained that it was not enforceable as written by VLCT. He expressed that it was an “illusory contract”, thereby not enforceable. This can be used with “at will” employees, not contract employees. David moved to adopt the new Addendum as provided and not the VLCT template. He explained that this Addendum only applies to the elected official, Town Clerk.

Tracy seconded. No discussion

Passed unanimously.

The complete Personnel Policy with Addendum will be ready for signatures. (These are included in the Nov. 10<sup>th</sup> SB packet)

Budget: Personnel

Discussion was around COLA increase and rate of inflation.

Cost of Living is 6%

Rate of inflation is approximately 4%. Discussion was what drives the rate of inflation. Peter felt that 6% was a high increase for wages. David expressed concerns that rate of inflation may not include energy, food, housing. We need to be fair to all coming into winter.

Tracy felt that the State at a 4.5% increase in July.

VLCT uses the Vermont Consumer Price Index.

David offered to do a comprehensive study on different pay rates before the next meeting. He will look at Brett’s pay rate. Hers is difficult as she is ZA, Treasurer and clerk of ZA/Planning.

Peter offered to look at payroll as a percentage of town expenses, compare to town our size.

Also Jeanne, Josh and Whizzy are valuable employees to be considered.

Payroll will continue through the budgeting process.

David brought up the Town Garage. Construction obviously will not begin in 2022. Need a review of the site for septic, oil separators. Peter reported we have “loose” arrangement with Steve Pitkin as a project manager.

Tracy asked if ARPA money could be used? Town funds? Brett offered that she will need to complete the ARPA calculations on “lost revenue due to COVID” to determine if it can be used. NEMRC believes that we probably didn’t have significant loss to make it available. Maybe to hire a planner or grant writer.

Tracy felt that the Town Garage is at the top of the list.

Peter offered that the money is not an issue, we need site review and people to oversee the project. A Selectboard member has to be heavily involved. Peter suggested putting at least \$10,000 in the budget for the prep work, but a Board member needs to go after this project aggressively.

Peter brought up the discussion on funding the Garage and use of the reserve funds to be considered on the Warning for Town Meeting. He suggested an article authorizing the Selectboard to use a portion of the Reserve funds (\$180,000) for specific emergency situations (roads washout, etc.). Also, the question of authorizing the Selectboard to borrow funds for the Town Garage, or going to bond. This needs further board discussion.

Respectfully submitted,  
Kim Greaves