

## **Select Board Minutes**

**Date:** April 23, 2024

**Time:** 5:30 PM

**Location:** Multi-Purpose Room

**Next Meeting:** May 14, 2024

**Pledge of Allegiance to the Flag**

**Minutes:** Approved March 14, 2024

**Present:** Richard Doughty, Dina Walker, Lisa Miller, Laurie Pratt, Stephen Lambert, Dirk Walker, Tim Storer

### **AGENDA ITEMS:**

#### **Department Heads:**

#### **Public Works:**

Dan has been working on repairs for the 2016 and is waiting for parts for the grader. FEMA will be doing an onsite inspection of other roads which is scheduled for this Thursday.

Dan has been in contact with E L Vining and Pikes in regards to gravel needed to do repair work from the storms for FEMA projects.

There is a problem with the Backhoe with diesel emission fluid and needs a water pump and fuel sensor. It should be back working on Monday.

Dan put a copy of his contract for the rental of his excavator in the Select Board's boxes and is waiting on their feedback. Dan gave Carol a copy of his insurance and is hoping the use will be approved by the beginning of May so he can start work on the road repairs.

Dan plans on cleaning the bridges by the end of this week.

## **Weld Recreation**

April was not present. Richard met with Dennis and he intends to continue doing the art classes free.

## **Old Business –**

- Personnel Policy Update status update

Dina has sent out the redline draft of the policy and suggests that they take section by section and if there are any comments that can then discuss one section at a time.

Richard said that Section 8 was the first place that he had an issue with. Dina asked if Richard could give to her a written list of the changes and she would put them into the document as red lines and they would discuss that at a future meeting.

Changes to be discussed are in the following Sections:

### **Section 8**

- Definition of a full-time employee
- Remove the section on retirement which is not offered
- Remove seniority

### **Section 9**

- Language on promotions
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### **Section 10**

- compensation – implies compensation be determined by the SB but in our case, it is proposed by SB and approved by Legislative Body.

### **Section 18**

- Personnel Records changed to view records during the normal business hours that the Town Office is opened.

### **Section 19**

- Political Activity- Richard feels that we should delete this section Dina will ask the lawyer that needs to be there. Lisa suggested that

it be changed to inform the SB if an employee is running for Political Office.

#### Section 24

- Personal time, earned time and sick days are discussed in Article 23 so 24 can be deleted.

#### Section 25

- Event carry over with 12 months in case to exceed 5 weeks delete unused vacation time

#### Section 26

- Family Medical leave 3<sup>rd</sup> line should read 1,040 hours {26 Weeks}

#### Section 33

- Income protection plans – Dina will check into this because there may be a law coming into effect.

#### Section 34

- Personal Effects Clause boiler - does not apply to us and Richard suggests it be deleted.

Richard said that it was long overdue and he appreciates the time that Dina has put into it. Dina will put in all of the comments, sent it off to the lawyer and it back to the SB.

### **Town Hall use agreement proposed change status update**

Richard said it was fine, however he still would like to have the selectboard able to waive the fee in special circumstances such a service for those who have passed away or something along that line. Also, that the hall be available for Residents and is in favor of lowering the fees and feels that there may be other times when the fees can be lowered but that could be talked about as a Board.

Dina has suggested a fee for a resident at \$50 and nonresident at \$200 and that can be talked about. Dina said it would be fine if they did a wavier with a list of criteria so that it is a policy and the SB has to follow it.

- Addendum to Kennedy Bridge bid package allowing for construction during 2024 or 2025. Engineers sent out bid packages and at least one of the potential bidders were interested but their schedule is full for 2024. Richard went over the pros and cons allowing bidders of the option of putting bids in for either 2024 or 2025. Of course, we have 3 bridges so they will be delayed by a year. Also, there is more flexibility and the Town can give preference to those who can do it in 2024. However, it needs to be decided tonight.

Richard asked the engineers what an estimated cost would be for a temporary bridge and he was told \$20,000.

Lisa moved that amendment written by Richard for that states that bids will be accepted to complete the Kennedy Bridge in 2024 or 2025 with those who put bids in for 2024 will be given preference. Dina 2<sup>nd</sup> the motion and it was voted unanimously.

- Review of the Workplace Safety report

Bureau of Labor Report has been received that listed the deficiencies that she found and we have until May 23<sup>rd</sup> to be fixed. To date all but maybe 1 or 2 that have not been fixed

Serious fines are \$700 and can be debated and the Town has 15 days to do for a penalty discussion. The fine at the Transfer Station was hazard assessment and that there was personal protection gear on site. This did not exist at the TS. Public works had not done training on trenching and ditching and didn't have the paperwork needed to show training for safe chainsaw operation. Paperwork has been sent to show that the chainsaw training was completed.

Fire and rescue needed to do some work but none were serious.

Richard will take the lead on this and fill out the form to ask for a penalty discussion. He will explain how each violation was remediated and send the paperwork.

BOL suggested that the Town join Safety Works which will come in when the Town requests them to do an inspection and if there find

any violations that have to be taken care of them soon. Corey would like some input and Richard has not spoken with Corey yet.

- The office lighting has been completed and is a good improvement.
- Town hall floor is not done yet, but is scheduled for Friday)  
Outside lights at the Town Hall still need to be done

### **New Business –**

- CDARS - \$100,000 May 23 and May 16.  
Richard had some questions on the cash flow and was not able to talk to Colleen so it was decided that there was still time to make a decision at the next meeting, so the CDARS is tabled until the May 14<sup>th</sup> meeting.
- Appointments of the Solar Farm-Large Commercial Ordinance Committee were signed.
- Certified Ratio  
When our certified ratio from property sold for gets below a certain level the Town must do a revaluation of Real Estate. John E. O'Donnell and Associates will be contacted to see at what percent we are of fair market value and see when we will need to do a revaluation, so money can be put aside when the time comes.
- Corey submitted 3 New Public Safety employees to be approved to hire. The SB saw no reason why not to approve them, so Corey was given the authority to hire all 3.
- George & Raymond Frank Foundation (Camp Kawanhee contribution in lieu of taxes

The George and Raymond Frank Foundation known as Camp Kawanhee for Boys no longer pay property tax to the Town of Weld. Liz Standen felt terrible about that. The Board of Directors want to do something for the town in lieu of paying real estate taxes. They are aware of no public access to the lake and an idea

that was suggested was to purchase season passes to be distributed to the townspeople. The foundation was thinking of \$5,000 which would pay for 50 season passes.

It was suggested:

- a). During Heritage Day fifty names of townspeople who would be drawn from a basket.
- b). A few day passes could be donated to the Library that could be signed out.
- c). A letter be sent asking for a donation to be used to lower the tax base.
- d). Kawanhee is not committed yet, so Richard said that he would discuss it with Liz

Respectfully submitted,

A handwritten signature in cursive script that reads "Carol J. Cochran".

Carol J. Cochran, Town Clerk