

Selectboard Special Meeting Minutes

Monday, August 2, 2021 at 6 pm, Town Hall and via Zoom conference call

Present: Denise Wheeler (Chair), John Brabant (Member), Marc Mihaly (Member), Rick Kehne (Member)*, ORCA Media, Katie Lane-Karnas (Recording Secretary)*, Alfred Larrabee (Road Commissioner)

**Indicates attendance by Zoom video call*

Absent: Sharon Winn Fannon (Vice Chair)

1. Call to Order: Denise Wheeler called the meeting to order at 6:10 pm.
2. Public Comment: None.
3. Review, Additions/Changes to Agenda: None.
4. Executive Session for Personnel Matters: Marc Mihaly made a motion to go into Executive Session at 6:10 pm per 1 V.S.A. subsection 313 (a) (3), personnel matters, and invited Road Commissioner Alfred Larrabee and Recording Secretary Katie Lane-Karnas to join them. The motion was seconded by John Brabant, voted on and carried 5-0. The Board resumed Regular Session at 6:55 pm.

The Chair noted that the Board was honoring and acting in a good faith effort for the work done with regard to salary increases negotiated in the contract prior to the Union's withdrawal from representing the Calais road crew. The Board also reviewed the recent CPI Index, for the Northeast Region and discussed the spike in cost-of-living that also influenced their decision.

John Brabant moved and Marc Mihaly seconded to approve the following new wage amounts for the Highway Department personnel: Bruce Campbell \$23; Tyler Stecker \$20.77; William Monczka (temporary) \$19; Ed Rowell (temporary) \$21, and Alfred Larrabee, Road Commissioner, \$30.22. The increases for full time, permanent employees are retroactive straight time (excluding overtime) effective July 1, 2020; for the Road Commissioner, the increase to the new wage amount is effective July 1, 2021 (excluding overtime). The increases reflected in the new wage amounts for the temporary employees are effective July 1, 2021. The Board also noted that this gives the Road Commissioner more latitude for new hires in offering an hourly wage based on experience to fill the vacant positions.

The Selectboard made clear that these numbers were arrived at collaboratively and are subject to revision upward if necessary based on the recommendations of the forming study advisory committee (whose purpose will be to provide a highway department wage and benefits analysis).

The motion was voted and passed 4-0.

Marc Mihaly noted his perspective that the roads are well-maintained and asked if there is a significant proportion of the town who feel the roads are poorly maintained. John Brabant noted that the addition of the second grader and the Road Commissioner's improvements on maintenance of the machines has resulted in far improved road maintenance compared to a number of years ago. The road crew has two open positions now.

5. Other Business/Old Business/New Business: The Board discussed meeting with EMFD. The next quarterly meeting is planned for August 12, 2021. The Calais Selectboard planned to vote to ratify the proposed contract language changes on August 9, 2021 (those changes were reviewed in detail at the Selectboard's July 26, 2021 meeting).
6. Adjournment: John Brabant made a motion to adjourn at 7:07 pm. Denise Wheeler seconded the motion which was voted on and carried 4-0.

Date: 8/6/2021 Respectfully Submitted, Katie Lane-Karnas, Recording Secretary
Approved by the Selectboard at the 8/26/2021 meeting

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