

Waterford Selectboard Working Meeting
Tuesday, June 28, 2022 @ 7:00 PM
Waterford School (In Person)

Board members in attendance: Gary Allard, Sue Hayes, Marcia Martel, Rob Begin, Mike Barrett.

Also in attendance: Heather Gonyaw (Treasurer), Marcel Lapierre (Asst. Treasurer).

7:00PM - Gary Allard called the meeting to order at 7:01.

7:00PM – Appoint a Town Clerk

Gary Allard reported to the board that the second applicant for the Town Clerk had not responded to several e-mails and therefore was not an option. That leaves one interested person, Debra Benoit. Mike Barrett made a motion to appoint Debra Benoit as Waterford Town Clerk until Town Meeting 2023. Rob Begin seconded the motion. **Motion passed 4-0.** Marcia Martel swore Debra Benoit in after the meeting adjourned.

7:05PM – Driveway Permit – Chaloux

The board reviewed the driveway permit application. Mike Barrett asked Jim Hayes if he had reviewed the permit. Jim said he had and that he had a conversation with Maurice. The driveway needs a 15-inch culvert. There is a question regarding the timeframe as the previous contractor is booked up. Jim will follow up. Rob Begin made a motion to approve the driveway permit. Mike Barrett seconded the motion. **Motion passed 4-0.**

7:20PM – Working Session –

David Morrison asked about response to citizens that e-mail the Selectboard. There is no internal policy about who or when citizens are responded to.

Kathy Hodgdon asked if the e-mail addresses for town officials would be posted on the website. Mike Barrett answered that yes, they would be posted on the website once everyone had access and things were running smoothly.

The board discussed the second draft of the personnel policy. Rob Begin noted that he has spent some time comparing this policy with those of his own organization. Rob thought that the vacation carryover amount listed was high as well as the sick time carryover. The board decided that 40 hours of vacation time could be carried over. No sick time could be carried over. The board acknowledged the importance of not only having a document that is reviewed and updated but also enforced.

Next steps: Sue Hayes will update the document to include the changes in leave time. It will be sent to VCLT for review. Mike Barrett will post it on the website so community members may read it.

- The topic of bonuses was brought up. The board agreed those would be given based on merit.
- The topic of grievances was discussed. Sue Hayes reported that personal conduct is a part of the handbook and covers both employees and elected officials. It was requested that the procedure for filing a grievance be reviewed. It is noted that there is a "complaint policy" posted on the town website from 2019.
- Sue Hayes reported that her conversation about the post office space and payment went well. We have not been being paid for 72 sq. ft which has been fixed. Additional rent has been requested.
- No decision has been made regarding the transfer station. The ad will be published again the Cal Rec. with an application deadline of July 8th. This will be on the July 12th agenda. Additionally, Bruce has contacted NEKWMD regarding the damage done to the recycling shed. No response back at the time of the meeting.
- Mike Barrett said an update regarding NEK Broadband will be a topic on the July 12th meeting agenda.
- Marcel Lapierre reported that he is ready for the town auditors to come in and review his work in reconciling the accounts.
- There was some discussion about the waste management district and how the budget should be voted on. The general consensus was that the vote should be done by the town, by Australian ballot, as it has always been done.
- Jim Hayes requested that the board write and send to letters to community members regarding parking where they should not be. Gary asked that Jim provide that information to the clerk's office.
- A request was made that the agendas be more informative.
- A question was asked about roadside mowing. Jim Hayes said that with only two of them they are fitting it in where they can.

Marcia Martel made a motion to adjourn the meeting. Rob Begin seconded the motion. Meeting was adjourned at 8:02.

Waterford Selectboard Meeting

June 28, 2022

Sign-In Sheet

Name	Signature
Howard Remick	Howard W. Remick
Debra Benoit	Debra Benoit
Helen Pike	Helen Pike
KEVIN C GILLANDER	Kevin C Gillander
Carolyn Fleming	Carolyn Fleming
BRYANT FLEMING	Bryant Fleming
Sallie Lewis	Sallie Lewis
Clem Gray	Clem Gray
JOSH OAKLEY	Josh Oakley
Kathy Hodgdon	Kathy J Hodgdon
David Morrison	David E. Morrison