

Town of Stratton Selectmen's Meeting

July 13, 2020

Present: Selectmen: Al Dupell – Chair, Larry Bills, Chris Liller, and Greg Marcucci; Treasurer – Alyson Peterson; and Clerk – Kent Young.

Al Dupell called the meeting to order at 7:30pm at the Stratton Town Hall. Orders were reviewed and signed. No changes were made to the agenda.

Road Crew Issues: Little Kidder Brook culvert replacement: The culvert has been installed with a slight adjustment due to ledge. This change was approved by both ANR and the Engineer. The road will likely be opened by the end of the week, as guardrails are scheduled for installment on Thursday. Paving will occur at a later date. **New Truck:** The new F550 has been delivered and the body is being installed. **Rec. Area:** Cameras have been purchased and received. Southworth Electrical will install them soon.

Personnel Policy: Alyson Peterson was present to discuss various changes needed to the policy to better clarify payroll issues. After a general discussion, Larry Bills moved to approve the following Directives effective beginning July 1, 2020: 1) All qualifying employees will be allotted "Personal Time" based on the current Holiday and Vacation time, as previously determined in the existing Policy and its subsequent directives, and prorated to that employee's "average hours worked" compared to the standard 40-hour work week. Employees are encouraged to use this time during the fiscal year. Unused Personal Time shall not be rolled over year to year. Additionally, "Sick Time" shall be allotted to all qualifying employees based on eight (8) hours per month, prorated to that employee's "average hours worked" compared to the standard 40-hour work week. Unused Sick Time shall be allowed to accumulate and roll over year to year to a maximum of 960 hours of accumulated Sick Time. 2) The existing Road Crew Position of Permanent Part-time / Seasonal Employee, currently held by Grayson Peterson, works at the discretion of the Road Foreman. This position shall have the same benefit of Personal / Sick Time allotted to Part-Time employees, which is prorated on a yearly basis. The standard minimum average hours work per year does not apply to this position in regard to Personal / Sick Time accumulation. 3) To Transition into this new policy, for the 2020/21 Fiscal Year, all qualifying employees shall be allowed to roll over 96 hours from their previously accumulated Personal Time / Sick Time. This amount shall be rolled into Sick Time. All qualifying employees with an existing accumulation of Personal / Sick Time at the end of the 2019/20 Fiscal Year shall be compensated for the remaining balance of time at their 2019/20 pay rate. Greg Marcucci seconded – All concurred.

A General Discussion of changes to the Personnel Policy continued. It was agreed that the Clerk will rework the existing Policy into a format similar to the VLCT sample policy and incorporate various changes as discussed at this meeting. Once a reviewable draft is complete, the Clerk will present it to the Select Board for their review.

Treasurer's Computer: The Treasurer requested permission to purchase a lap top computer for her use as Treasurer. Chris Liller so moved. Larry Bills seconded. All concurred.

Zoning Administrator positions: The Selectmen reviewed a recommendation from the Planning Commission to appoint Ray Hawksley as the Zoning Administrator and Chris Mann as the Assistant to the Zoning Administrator for the next three years. Chris Liller moved to make these appointments. Larry Bills seconded. All concurred.

Minutes: Greg Marcucci moved to approve the Selectmen's Minutes of June 22, 2020. Larry Bills seconded. The minutes were approved.

Adjourn: Chris Liller motioned to adjourn at 8:55p.m.. Greg Marcucci seconded. All were in favor and the meeting adjourned.

Minutes by: *David Kent Young*