

**Waterbury Select Board and Trustees Joint Meeting
Wesley Methodist Church
July 20, 2011**

Present: R. Ellis, Chair; B. Butler, J. Grenier, P. Clapp and K. Miller, Select Board; P. H. Flanders, Village President; N. Howell-Sherman and L. Sayah, Trustees; W. Shepeluk, Municipal Manager; and J. Pizzi, Times Argus

Public: Anne Imhoff, Scott Mackey

The Joint meeting was called to order at 7:05p.m.

R. Ellis announced that the winner of the merger survey lottery was Erin Mooney and she chose Michael's on the Hill as the restaurant she will visit.

The Boards began to discuss the results of the merger survey. A summary of the survey results, prepared by R. Ellis, is attached to these minutes. An important note is the very high response rate. It was not a random survey so it is not statistically relevant, but it provides quality data and helpful guidance.

P. Clapp made a motion to present to Marni Martens a gift certificate for \$100 to the Waterbury restaurant of her choice, provided the Village pay half the expense. The motion was seconded by B. Butler and approved by all.

N. Howell-Sherman made a like motion for the Village. The motion was seconded by L. Sayah and approved by all.

R. Ellis stated that the Survey Monkey account is still open. If additional crosstabs or other more detailed analysis is requested by Board members, Ms. Martens can still do it through July 21, 2011.

The Boards noted that while the general question about merger indicated that 63% of respondents favored merger, the approval rate declined overall as soon as specifics of a potential merger were introduced.

In general, the Board expressed that they were encouraged by the number of respondents. Scott Mackey stated that it appears that those who responded are moderately in favor of merger. He also stated that surveys are often completed by those who feel strongly about the issue.

The Board agreed to review the results and comments as individuals. The next steps will be discussed at a future meeting.

The Boards discussed the concept of a retirement gift policy. P. Clapp, L. Sayah, and M. Alberghini acted as a committee to investigate this concept. L. Sayah reported that he contacted several private companies, none of which had a policy. P. Clapp stated she did on-line research and found nothing. The Town Clerk contacted some other Towns and only 2 responded stating there was no policy.

All agreed a policy should be established. Many suggested a very low gift of appreciation after 20 or 25 years. B. Butler agreed that a policy was necessary, but he would create a formula tied to years worked and eligibility would start at a lower number of years served. P. H. Flanders suggested that public employees who retire and have worked a career with the municipality should be rewarded with a significant gift of perhaps \$500.

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P. Clapp made a motion to give employees who have served 20 years or more, have reached the age of 55 and retire from the Town, a \$500 cash bonus subject to taxes. The motion was seconded by B. Butler and approved by all.

L. Sayah made a like motion for the Village. The motion was seconded by N. Howell-Sherman and approved by all.

W. Shepeuk presented a letter dated July 20, 2011 from the Town assessor with errors and omissions to the Grand List. B. Butler made a motion to approve the letter. The motion was seconded by P. Clapp and approved by all.

W. Shepeluk explained that there are now penalties for incorrect filing of the Homestead Declaration and the municipality has the authority to implement or waive penalties. J. Grenier made a motion to waive penalties for improper or late filing of the Homestead Declaration. The motion was seconded by B. Butler and approved by all.

W. Shepeluk presented a Broker of Record letter with the Vermont League of Cities and Towns Health Trust to allow them to broker the Town and Village insurance needs. P. Clapp made a motion to authorize the Manager to sign the letter. The motion was seconded by J. Grenier and approved by all.

N. Howell-Sherman made a like motion. The motion was seconded by L. Sayah and approved by all.

W. Shepeluk presented an overview of the phosphorus project at the Village Waste Water Treatment Plant.

R. Ellis left the meeting at 8:47p.m.

There being no further business the meeting was adjourned at 9:10p.m.

Respectfully submitted,

William Shepeluk

Approved at a meeting on: August 15, 2011