

West Windsor Selectboard  
Draft Minutes  
December 12, 2014

Present: Glenn Seward, Bruce Boedtke, Tom Kenyon, Mike Spackman, Phil Hathorn, Gary Austin

- 1) The meeting was called to order at the Library at 8:00 AM by Glenn Seward.
- 2) Changes or additions – None
- 3) Annual review: Highway employees - The Selectboard reviewed each employee separately. Mike Spackman: Mike Spackman indicated highway activities were going well and thanked the board and the voters for providing funds and equipment to do his job in a reasonable manner. He expressed concern with all employees quickly nearing retirement age. He was also concerned with manpower being stretched thin with the current expectations of the voters regarding road conditions. Mike suggested some thought be given to adding a fourth employee which would allow a more effective approach to addressing highway projects. The Selectboard understood Mike's concerns and thanked him for his efforts and dedication to the town. Glenn suggested the Selectboard consider looking at the costs associated with a fourth employee. Tom suggested perhaps adding another person part way through the year to reduce the impact to the taxpayers. Glenn said the Selectboard will consider compensation adjustments as it works through the budget process and evaluates year end numbers. Bruce asked about Mike's long range plans. Mike said he has 35 years of service in and the town should look to a succession plan for when he retires. While he has no immediate plans, Mike felt adding one more person next year would be in the best interest of the town. Phil Hathorn: The Selectboard talked to Phil Hathorn next. Glenn asked if Phil had any concerns. Phil suggested a more individualized approach to compensation reviews. Bruce asked about Phil's long range plans. Phil said he would look to retire in 3-4 years if possible. The Selectboard took this under advisement, thanked Phil for his efforts, and said they would be reviewing compensation soon. Gary Austin: Finally the Selectboard spoke with Gary Austin and asked if he had any concerns. He responded he did not. The Selectboard thanked him for his efforts and said they would be reviewing compensation soon.
- 4) Sign Town Clerk's orders - **Tom moved to sign orders. Bruce seconded the motion, which passed unanimously.**
- 5) Schedule additional meetings - The Selectboard felt it prudent to schedule a meeting for Friday the 19<sup>th</sup> at 8:00 AM, in anticipation of resort developments.
- 6) Anticipated executive session to discuss real estate purchase and lease options relative to the acquisition of resort property per 1 V.S.A. §313(a)(2) - **Glenn moved to enter executive session to discuss real estate purchase and lease options. Bruce seconded the motion, which passed unanimously.** After discussion, **Tom moved to close the executive session at 9:15 AM. Bruce seconded the motion, which passed unanimously.** Glenn noted that no action was taken.
- 7) Other business - None
- 8) Adjourn – The Selectboard adjourned by consensus.

Respectfully submitted,

Martha Harrison