



## Executive Board Meeting

Tuesday, 17-January-2017 – 5:30 PM  
137 Barre Street, Montpelier VT 05602

### Minutes

1. The Chairman called the meeting to order at 5:31 PM. Members Fred Thumm, Lee Cattaneo, Ginny Callan, and Bill Powell were present, as was Analyst Cathleen Gent and GM Bruce Westcott.
2. The Chair asked if there were any revisions to the Agenda. At the request of staff, the Chair said that the Executive Board will follow item 4 with scheduled items 7 and 9, and then return to other items on the agenda.
3. A motion to approve the minutes of the Executive Board meeting of December 20 was made by Ms. Callan and passed unanimously without discussion.
4. Community Services Program review – There was discussion of the overview memo prepared for the EB by Cathleen Gent. Lee encouraged staff to envision a better name for the Program, citing his personal context of work in the court system. Bill asked about the third meeting of the Community Advisory group scheduled for 28-January, and agreed that bringing closure to their role is a good goal. There was discussion of the materials Cathleen provided, including the first-draft decision flow chart, draft budget line items (closure fund, office/trailer cost, HHW training costs, and depreciation, and variability of alternative lease costs).
5. Review/Approval: Plans for Board Retreat – The GM and Planning Analyst will attend the Board Retreat. The GM reported on recent emails from the SW Directors' lobbyist, who has agreed to attend the Retreat to discuss Legislative developments with the Board members. Members again expressed their concern about the financial instability of Districts, because of the ability of towns to remove themselves from a District on short notice. No action was taken.
6. Staff Plan for Public Meetings on Exemptions – The GM and Planning Analyst reviewed the information which had been provided to the EB concerning the planned public meetings, and there was brief discussion. Following this discussion, Ms. Gent left the meeting. No action was taken.
7. Review/Approval adjustment to staff Vacation liabilities – The GM apologized as he had not been able to finalize computations regarding a possible increase in Vacation liabilities, and suggested that he will bring this item to the schedule meeting of the Financial Oversight Committee. No action was taken.
8. Review/Approval: Contract with Black Dirt Farm – The Executive Board had been provided a copy of the proposed contract with Black Dirt Farm, covering pickup of organic wastes from the residential food scrap drop-off site in Hardwick. The Chair

asked if there was a need for further discussion. There being none, the GM will proceed to approve the contract. No action was taken.

9. Personnel Matters– ACTION ITEM

- a. Proposed Changes to Personnel Policy – There was discussion of the information provided regarding the District’s policy of Medical and Hospitalization benefits, specifically for retirement-age employees. The GM gave an overview of the analysis performed by Leesa Stewart, and his recent discussion with a VLCT representative regarding the implementation of a “cafeteria” plan to achieve the objectives of offering comparable benefits to under- and over-aged employees. The Vice-Chair suggested that the draft policy be changed to say that Medicare-eligible employees must enroll in Medicare. The Chair directed that further discussion be tabled until the GM can present the results of that discussion.
- b. Proposed Changes to District Staff Compensation Plan– No action was taken.
- c. Proposed Changes to Policy on Telecommuting – The GM reviewed with the Board his proposed rationale and language for implementing a limited privilege for telecommuting in certain circumstances. There was discussion reflecting the need for further revisions in the proposal to address concerns of members: the allowable circumstances must be more clearly spelled out, and questions of ownership and liability need to be addressed. No Action was taken

10. Other Business – No other business was brought forward.

11. Adjourn -- At 7:02 Bill Powell made a motion, approved unanimously, to adjourn the meeting of the Executive Board.

Respectfully submitted,



Bruce Westcott, General Manager