

Bakersfield Regular Select Board Meeting
Monday, April 26, 2021
7:00pm

Meeting was called to order at 7:03pm by Josh Goss.

Members present: Josh Goss (chair), Gary Denton, Terri Goss, Brenda Churchill

Members absent: Lance Lawyer

Residents/Guests: Deanna and Rodney Allen, Katie and Dan Forand, Heather Tanner, Mac Newitt, Tami Brennan, Paul Talley, Andrew Vincent

Motion to accept the April 12 minutes, with the correction of insulated boxes instead of inflatable boxes for Cat Crusaders, was made by Terri Goss, Gary seconded, and the motion passed with a vote of 4-0.

Warrants signed:

Road Commissioner's Order #6-2021	\$1,372.80
Road Commissioner's Order	\$6,471.07
Selectmen's Order #10-21	\$9,953.99

Josh asked Mac about the status of the gate order for the Skinner Hill legal trail. Mac said that the gates were up there. Dave had put in one post with concrete and hit ledge while placing the other. They are putting some gravel in. Kathy said that there have been more vehicles on the trail, jeeps running through there last weekend. They need to get the signs up that say that the trail is closed to all motorized vehicles. Mac said that the signs should be here any day. At Claude's end, there is to be a single gate positioned up along the tree line and there will be a sign on that gate as well.

Josh said that he had gotten a call on animal control about a down cow off Rt 108, which had been down for two days. The person who made the call, had contacted the farmer and had not been received well. Josh said that he had spoken with the farmer and gone to see the cow, which had hay bales on each side and buckets with water, which provided water, feed and some shelter. Josh said the farmer was doing all he could to get the cow back to health.

Andrew Vincent met with the board regarding the duties entailed in the Town Constable position. Josh said that the constable position without the VT Police Academy training, was basically an animal control position, i.e. dog catcher, responding to loose and abandoned animals. He would not be required to respond to domestic disputes and would be compensated hourly. There is a 6'x8' kennel for animals in the North Station. Andrew said that he was formally military police. Josh is to research to see if that would satisfy the VCLT requirements for Constable. Andrew said that he wasn't interested in a dog catcher position but if Josh could pull up the VCLT constable position with the training to find out the job description and email him the information, he would read it over and consider it. Andrew said that he would be willing, if need be, to do some part-time academy training and any extra training that

may be required, if the town would pay for it. Josh said that the last time the board put the cost of constable training before the voters, they voted it down, and when the board tried to sub-contract the state police, the voters voted it down. Josh said he would look into VCLT and will email Andrew with what he finds.

Roads- Mac said that Mark will continue grading tomorrow. He was up on Waterville Mtn Rd today. There is no top dressing on Bakersfield Rd yet and King Rd is still the worst, not gradable yet. They are also still waiting for Egypt Rd to dry up. They wished there was a way to get more light on the road and open it up, but that would be take the crew out of the town's right of way. That would be around Tennyson Doane's property.

Research for costs of subcontracting an excavator. Gary looked into it and Scott charges \$100.00/hr., so a typical 8 hr./day for 40 hours/week, would amount to \$16,000.00/month. That would include a hoe and operator. Previously, we had rented from Green's for \$5000.00/month, plus the road crew's hourly rate. Josh asked Mac about the rough average of ditching footage they were able to do each day. Mac said that it varied. It depended on if it was straight ditching or trench ditching, and also how far the trucks need to haul it, and the consideration of road work delays. The board decided to go ahead and get some bids, since they would not have to commit to the bids, of how much it would be to do an x-amount of ditching. Mac said that he would like to see the trench ditching done to get rid of the mud. Mac to figure what they want to get done and talk about it at the next meeting.

Josh presented paperwork for recertification for Heather Jewett and Brenda Churchill to represent the town to the Northwest Communication Union District (NWCUD).

Terri made the motion to appoint Heather Jewett and Brenda Churchill to represent the town to the NWCUD. The motion was seconded by Gary and the motion passed by a vote of 3-0, Brenda abstaining.

Josh signed the form and gave it to Tami to have Kathy sign tomorrow and mail to NWCUD.

Updates on Zoom equipment- Brenda said that they were still missing some components such as cables. She said that they have a 65" monitor coming. They will try the small camera at the next meeting. The matter of storage within zoom itself was addressed. Roger said that Northwest Access TV was offering their help in broadcasting the zoom meetings on their network website at specific broadcast times, for no fee, but the meetings would not be accessible on demand. Or we can opt to access the zoom meetings on youtube, for a fee, and people could access them on demand. The board discussed having a town Youtube channel as an option. Roger said that they could have a link to the channel on the Town website, but they would need to have someone take charge and manage the uploads each week. Josh said that they could put all

the zoom meetings on youtube for easy access, even conservation or zoning meetings, and maybe the fire department might want to add some things. He said that he believed that if the town sets up a google account for the town to hold job descriptions, and all the town documents, that the google account comes with a youtube link. The board said that they needed to decide what they want, how to do it and how much it will cost.

ATV stickers- We have them. They're awesome. We just issued out first one tonight. Each orange sticker is linked to an index card with the name, address, make, model, vin# of the vehicle bearing the sticker. Brenda will let Tim Joyal know. When people take a group of stickers to sell at meetings, etc., in order to register vehicles, the group of stickers will be signed out under that person's name, so we can keep track of where each sticker is. After a brief discussion of the price of a sticker, which gives riders permission to ride on the roads in Bakersfield that are open to ATVs, was discussed. Brenda made the motion to charge \$10.00/sticker, Terri seconded it and the motion passed with a vote of 4-0. Town residents will need to register their vehicle to get a sticker, but the \$10.00 fee is waived. Kathy will sell the stickers during Town Clerk business hours, Mon-Thursday, 8am to noon, and the Select board will sell stickers at their meetings on the 2nd and 4th Mondays each month, beginning at 7:00pm.

There was discussion as to who owns the vehicle that has been parked between the Church and Historical Society for quite a long time. Mac said that he thought the Church was looking into it.

Discussion took place regarding the possible "ad hoc" position for emergency use by the Rd crew etc. Josh recently assisted the road crew, by driving a truck, during a recent storm to help get roads passable and that brought the subject to the board's attention. This would mean the board would have to set policy and have insurance, workman's comp, etc., for such a position. Discussion included subcontracting people who have their own equipment and insurance for such emergency work vs. having town residents, willing and qualified with proper licenses, to drive town equipment in "temporary" emergency situations. Josh said that it may never happen again. Terri said that she remembered when the board was discussing whether to have a town resident do the roadside mowing or to subcontract with someone who had their own equipment and insurance, that Abbey had said that having a temporary employee to do the work was not a good idea due to the workman's comp needed and the liability. A subcontractor has their own equipment and insurance and fills out a W-9 before doing any work, and then we pay subcontractors an hourly rate.

Tami is to check with Abbey and look into what an "ad hoc" position could cost the town in workman's comp and liability insurance.

In reference to the last meeting when wages for such position was discussed, it was mentioned that if a Select Board member were to help in this situation, they would be paid the Select Board hourly rate. Tami said that Kathy had

pointed out that the Select Board gets \$40-\$45 dollars per Select Board meeting and \$15.00/hr., for Civil Authority meetings, but other than that, there is no hourly rate for work by a Select Board meeting.

Josh said that they would need to set a wage for such a position and that he felt the minimum that should be offered would be \$20.00/hr. He said that anyone who had the credentials to drive the town equipment could go down the road and get paid \$40.00/hr. for the same work. He said he would not like to advertise the position for less. This would be straight hourly pay without OT or benefits. Terri felt that that wage seemed fair. The board would have to get a list together of qualified people. The board recalled how Montgomery had a lot of community members, farmers with tractors, etc, help out with getting the town back up and running after the Halloween flood of 2019.

Questions were raised about seasonal town employees, such as summer help from high schoolers, and how that works.

The board discussed the wording in the Personnel Policy about emergency or seasonal situations....“Emergency Appointments: In order to prevent stoppage of public business or loss or serious inconvenience to the public, appointment of employees on a temporary basis may be authorized by the Department Head with the approval of the Select Board in accordance with these rules for a period not to exceed sixty (60) days. Such appointees shall not be eligible for employee benefits.” Josh said that Sheldon has written in their policy that this position cannot be filled by a Select Board member. When asked why, he said that he didn’t know, other than technically, the Select Board is the Road crew’s boss and maybe it was to prevent potential conflict, but that was only a guess. Mac said that he felt it would be valuable to have a qualified Select Board member available to help in a time of emergency. This discussion will continue after more research.

Tami asked if the \$250.00 donation to Cat Crusaders is to be included on the next warrant. The board said yes.

Gary made the motion to adjourn the meeting at 8:09pm, the motion was seconded by Brenda and the motion passed by a vote of 4-0.

The next Regular Select Board meeting is scheduled for May 10, 2021, at 7:00pm.

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