

Town of Danville
Special Selectboard Minutes
July 26, 2023
Danville Town Hall (11:00 am)

Board Members Present: Janice Ouellette, Peter Griffin, Alison Low, and Glenn Herrin (11:02 am)

Board Members Absent: Eric Bach

Others Present: Keith Gadapee and Audrey DeProspero

Meeting called to order by Vice Chair Janice Ouellette at 11:00 am.

1. Issues and Information (All)

- (a) **Job Offer to Candidate who applied for Open Position of Highway Maintenance Worker** – Keith Gadapee noted he and Janice Ouellette interviewed five candidates on Monday night. Two refused before they left because job would be a cut in pay for them. Two candidates rose to the top. Keith Gadapee would like to offer position to one and make sure if he does not take it that they are prepared to offer to the next person.

Glenn Herrin arrived at 11:02 am.

Keith Gadapee noted the Indeed Ad was stopped so no more application would come in.

Keith Gadapee noted he would like to offer the open position to Russell Brown at a starting pay of \$20.33 which is Step 1, Pay Grade 3. This first candidate has his CDL, has equipment and truck driving experience, personality meshes with others, outside work is compatible with current employees, and has town experience. Keith Gadapee noted he knows this person.

Janice Ouellette did not feel that it was a conflict.

Peter Griffin inquired if there was a direct relation.

Keith Gadapee noted no.

Peter Griffin was okay with it.

Keith Gadapee noted he did not go to school with him but his wife did.

Keith Gadapee noted his back up offer was to Shane Drinkwater who would be required to go through CDL training so there would be an expenditure for the Town. If Shane accepted the job it would be at \$19.35 per hour which is Step 1, Pay Grade 1. Shane Drinkwater is a local person and involved in tree business. He is looking to choose a job that he loves and it is not based on money.

Alison Low inquired if the position goes to the second candidate, then is he required to stay for two years or repay the training cost.

Keith Gadapee noted yes.

Janice Ouellette inquired what would happen if the Town asked a person who has signed (CDL training) agreement to leave employment, would individual have to repay training cost back.

Keith Gadapee noted if we asked person to leave it would be because they were not a good fit.

Discussion ensued regarding benefit package, pay scale, reasons why person choose not to apply, insurance stipend both prior and current, laws, taxable items and interviewing details.

Peter Griffin inquired how the cost would fit into the budget.

Keith Gadapee noted we have been without for so long that there is no issue.

Motion by Glenn Herrin, 2nd by Peter Griffin to offer the open Highway position to Russell Brown for a starting pay of \$20.33 per hour. This is Step 1, Pay Grade 3 of the current pay scale chart. Vote 4-0-0. Motion carries.

Motion by Glenn Herrin, 2nd by Alison Low, if Russell Brown refuses the offer, then offer the position to Shane Drinkwater with a starting pay of \$19.35 per hour. This is step 1, Pay Grade 1 on the current pay grade chart and to enroll Shane Drinkwater into a CDL training class if he takes the open position. This will be approximately a \$4,000 expense and in return, Shane Drinkwater has to agree to stay with the Town for two years. Vote 4-0-0. Motion carries.

Information

Keith Gadapee noted there was a car/town truck accident on Maple Lane yesterday. This will be an insurance claim. No one was hurt. Not a serious accident.

- (b) **MERP Mini Grant (\$4,000) Discussion** – Alison Low noted NVDA was approached by Energy Committee for outreach and events. She noted this puts her in an awkward position because she works for NVDA and is on the Selectboard. Alison Low noted there was a grant out there which was super easy to apply for and she sought Selectboard authorization to have the MERP grant application completed. Alison Low noted Allie Webster of NVDA can help with the grant. The grant would be to cover programming and fees. If the grant was applied for today, it would take awhile for the funds to come in but it could be retro.

Motion by Alison Low, 2nd by Glenn Herring to authorize Town of Danville (Wendy Somers) to apply for the MERP Mini Grant for \$4,000 to cover outreach and education. Vote 4-0-0. Motion carries.

Information

Janice Ouellette noted she sat with Allie Webster and they completed the application for the energy audits for the three buildings and they have been submitted.

- 2. **Adjourn** – *Motion by Alison Low, 2nd by Glenn Herrin to adjourn at 11:32 pm. All in favor.*