

Minutes of the Special Selectboard Meeting of
Wednesday, March 15, 2023, at 6:30 pm

Unlike the previous meeting of the same evening, this was in-person only and held in the Multipurpose Room in Tracy Hall.

Members present: Marcia Calloway, Chair; Mary Layton, Vice Chair; Roger Arnold; Pamela Smith; Priscilla Vincent; also Brennan Duffy, Interim Town Manager
Also participating: Bonnie Munday, outgoing Town Clerk; Chico Eastridge, Technical Director & Senior Producer, Junction Arts & Media; Lily Trajman, incoming Town Clerk; Omer Trajman; Stuart Richards; Rachel Coombs; Jaan Laaspere; Linda Cook; Paul Manganiello.

1. Welcome. Calloway brought the meeting to order at 6:30 PM. She requested that an item be added to the agenda for discussion of the potential implications of the Town's approval of one of the articles at that was up for vote at Town Meeting. Layton so moved, seconded by Smith. Passed unanimously.

2. Town Clerk Transition and Salary. Munday, as outgoing Town Clerk, noted there is a standard form that may help in determining the new Town Clerk's compensation on the VLCT website that other towns currently use. Duffy mentioned that the packet for that night's meeting contains VLCT's 2022 guide for establishing Town Clerk salaries and benefits, including information on insurance options.

Smith said the relevant statute may already provide parameters for setting the Clerk's compensation package and noted it was detailed in the budget recently passed by the voters. Arnold differed as to how binding that vote may be and said he reads the statute as allowing more discretion as well. Munday added that she interprets the import as being that any figures in question simply cannot exceed the amounts specified. There ensued a discussion of some inequities that may be perceived among managerial positions in the various Town departments.

It was also noted that, as with other things, the relevant information on the Town website is woefully out of date.

Lily Trajman, as Town Clerk, said that it may be appropriate to revisit what grade the position is classified as, now that it will involve supervising a full-time assistant. She suggested she be started at Grade 21 rather than the current 18, but at the lowest step within that grade.

Arnold moved to enter executive session for further discussion of personnel matters,

seconded by Layton. Motion passed (3 Yes; Smith No; Vincent Abstained). Entered executive session at 7:40 PM.

Layton moved to resume regular session, seconded by Smith, passed unanimously. Resumed at 8:15 PM. Smith moved to establish the salary of the newly elected Town Clerk at \$68,697.75, seconded by Layton. Passed unanimously.

Omer Trajman asked for some of the reasoning, which was provided, including that, as Smith said, they were somewhat limited by the structure they've inherited, but it can be revisited at some future date.

To that end, Smith moved, seconded by Arnold, that "This board will undertake a wage and salary study of all the positions in the Town as soon as possible." Unanimous.

Arnold said and all agreed there should be a letter of agreement with Munday covering her continued employment assisting during the transition. The terms will be worked out between Duffy and Ms. Trajman, with input from Munday. Arnold moved to ask Duffy to draft the letter of agreement, specifying employment for up to twenty hours per week for purposes of the transition at her most recent rate of pay. Seconded by Smith. Unanimous.

There was general discussion of how best to manage the situation related to ARPA funding and a reserve fund raised by the Town's recent approval of a related article. There will be further discussion at upcoming meetings.

Respectfully submitted,

Ralph C. Hybels, Minutes Taker

Approved by the Selectboard on April 12, 2023

Marcia Calloway, Selectboard Chair