

**Georgia Selectboard Meeting
Chris Letourneau Meeting Room
Re-Organizational Meeting and Regular Meeting
Monday, March 11, 2019
7:00 p.m.**

Approved: March 25, 2019

Present: Selectboard: Matt Crawford, Deb Woodward, Tara Wright, Steve Lamos and Jason Burt;
Mike McCarthy, Town Administrator; Amber Baker, Treasurer

Absent: None

Public Present: None

The Town Administrator, Mike McCarthy, called the re-organization meeting to order at 7:00 p.m.

1. The Town Administrator asked for nominations for Chair of the Selectboard. Current Chair is Matt Crawford.

Motion made to nominate Matt Crawford as the Chair of the Selectboard, made by Jason, second by Steve.

Motion made to nominate Deb Woodward as the Chair of the Selectboard, made by Tara, second by Deb.

Mike asked for any other nominations. Hearing none, Mike called for a voice vote. Those in favor of Matt Crawford as Chair were Jason, Steve and Matt. Those opposed were Tara and Deb. Motion carried for Matt Crawford as Chair.

Matt Crawford, Chair, took over the meeting.

2. Chair requests nominations for Vice Chair. Current Vice-Chair is Deb Woodward.

Motion made to nominate Deb Woodward as Vice-Chair, made by Steve, second by Tara. No further discussion. All in favor.

3. Need to nominate Selectboard Clerk for a one year term. Krissy Jenkins is the current Selectboard Clerk.

Motion made to nominate Krissy Jenkins as Selectboard Clerk, for a one year term, made by Matt, second by Deb. No further discussion. All in favor.

4. Need to nominate Road Commissioner for a one year term. Ric Nye is the current Road Commissioner.

Motion made to nominate Todd Cadieux as Road Commissioner, made by Steve, second by Jason.

Motion made to nominate Ric Nye as Road Commissioner, made by Tara, second by Deb.

Matt asked for any other nominations. Hearing none, Matt called for a voice vote. Those in favor of Todd Cadieux as Road Commissioner were Jason, Steve and Matt. Those opposed were Tara and Deb. Motion carried for Todd Cadieux as Road Commissioner.

5. Need to nominate one Zoning Board of Adjustment member, for a 3-year term.

Motion made to re-appoint Krissy Jenkins to the Zoning Board of Adjustment, for a three year term ending 2022, made by Matt, second by Steve. No further discussion. All in favor. There is still a vacancy on this Zoning Board of Adjustment if anyone is interested in serving on this Board, please contact the Town Office.

6. Need to make a motion to appoint a person as Tree Warden for a one year term. Ric Nye is the current Tree Warden.

Motion made to nominate Ric Nye as Tree Warden, for a one year term, made by Matt, second by Steve. No further discussion. All in favor.

7. Need to make a motion to appoint two people as representatives on the Georgia Industrial Development Corporation Board for one year terms. Current representatives are Tara Wright and Matt Crawford.

Motion made to nominate Tara Wright and Matt Crawford as Selectboard Representative to the Georgia Industrial Development Corporation, for one year terms, made by Deb, second by Steve. No further discussion. All in favor.

8. Need to make a motion to appoint people to the Recreation Committee for one year terms. Current committee members are Gail Wolff, Stacey Davis and Carolyn Vento. Re-appoint Gail Wolff, Stacey Davis and Carolyn Vento. There are currently two (2) vacancies on this committee and anyone who wishes to be involved should contact the Town Office.

We have not heard back from Stacey Davis and Carolyn Vento to see if they are still interested in remaining on the Recreation Commission, we have only heard back from Gail Wolff.

Motion made to nominate Gail Wolff, to the Recreation Committee, for a one year term, made by Matt, second by Deb. No further discussion. All in favor.

9. Need to make a motion to appoint the following Selectboard member as Town Service Officer for a one-year term. Matt Crawford is the current Town Service Officer.

Motion made to nominate Matt Crawford as Town Service Officer, for a one year term, made by Deb, second by Jason. No further discussion. All in favor.

10. Need to make a motion to appoint the following people as Animal Control Officer and Assistant Animal Control Officer for one year terms. Current Officers are David McWilliams as the Animal Control Officer and Carrie Lewis as the Assistant Animal Control Officer.

Motion made to appoint David McWilliams as Animal Control Officer and Carrie Lewis as Asst. Animal Control Officer, for one year terms, made by Deb, second by Steve. No further discussion. All in favor.

11. Need to appoint two people as Georgia Representatives to the Northwest Regional Planning Commission for one year terms. Current representatives are Kirk Waite and George Bilodeau.

Motion made to appoint Kirk Waite and Georgia Bilodeau as Georgia Representatives to Northwest Regional Planning Commission, for one year terms, made by Matt, second by Steve. No further discussion. All in favor.

12. Need to make a motion to appoint a representative to the Northwest Regional Planning Commission Transportation Advisory Committee. Current Committee member is George Bilodeau.

Motion made to appoint Deb Woodward as Georgia Representative to the Northwest Regional Planning Commission Transportation Advisory Committee, for a one year term, made by Matt, second by Jason. No further discussion. All in favor.

13. Need to make a motion to appoint the Fire Warden and Deputy Fire Warden for one year terms. Current Fire Warden is Jay Paquette; Deputy Fire Warden is Malcolm Baker.

Motion made to appoint Jay Paquette as Fire Warden, and Malcolm Baker as Deputy Fire Warden, for one year terms, made by Deb, second by Steve. No further discussion. All in favor.

14. Need to make a motion to appoint two people to a four year term on the Conservation Commission. Re-appoint Kent Henderson and Fred Grimm, each for a four year term. The Conservation Commission also made the recommendation to appoint Chris Bouchard, for a two year term, to complete Nancy Volatile-Wood's term.

Motion made to appoint Kent Henderson and Fred Grimm to the Conservation Commission for four year terms, and Chris Bouchard for a two year term, made by Deb, second by Steve. No further discussion. All in favor.

15. Need to make a motion to appoint a representative to Northwest Solid Waste District. Current representative is Paul Lambert.

Motion made to appoint Paul Lambert as the Georgia Representative to the Northwest Solid Waste District, made by Deb, second by Jason. No further discussion. All in favor.

16. Need to create a Development Review Board (DRB) Sub-Committee to steer the transition process to a DRB form of development review, and appoint the following people who have volunteered: Cindy Deyak, Zoning Administrator, Ryan Bell, Planning Coordinator, James Powell and Rich Hamlin, ZBA members, and Lary Martell and Suzanna Brown, Planning Commission Members, and Mike McCarthy, Town Administrator. The purpose of this sub-committee is to gather information and research in anticipation of an end presentation and recommendation to the Selectboard for consideration.

Motion made to create a DRB Sub-Committee and appoint the following people to the DRB Sub-Committee, Cindy Deyak, Zoning Administrator, Ryan Bell, Planning Coordinator, Mike McCarthy, Town Administrator, James Powell and Rich Hamlin, ZBA members, and Lary Martell and Suzanna Brown, Planning Commission Members, made by Deb, second by Steve. No further discussion. All in favor.

17. Need to make a motion to appoint Town's Primary Legal Counsel; Stitzel Page & Fletcher is the primary Legal Counsel and Kimball & Storrow as Town's Secondary Legal Counsel, for a one year term.

Motion made to appoint Stitzel Page & Fletcher as the Town's Primary Legal Counsel; and Kimball & Storrow as Town's Secondary Legal Counsel, for a one year term, made by Deb, second by Jason. No further discussion. All in favor.

18. Need to make a motion to set the official paper for the Town. "The Milton Independent" is the current paper, with the "The St. Albans Messenger" to be used in an emergency basis only.

Motion made to set the St. Albans Messenger as the official paper, made by Deb, second by Steve. No further discussion. All in favor.

19. Need to make a motion to charge for town equipment at the State Agency of Transportation rate, unless it is a FEMA project. If it is a FEMA project, FEMA rates will be charged.

Motion made to charge for town equipment at the State Agency of Transportation rate, unless it is a FEMA project, if it is a FEMA project, then FEMA rates will be charged, made by Deb, second by Steve. No further discussion. All in favor.

20. Need to make a motion to set the Animal Control Fines based on the current fine schedule.

Motion made to set the Animal Control Fines based on the current fine schedule, made by Deb, second by Steve. No further discussion. All in favor.

21. Per 24 V.S.A. §871, we need to make a motion to reaffirm the current Selectboard policies, rules of procedure and the meeting schedule of 2nd and 4th Mondays every month utilizing the Agenda now in place.

We have a Resolution for a 2019 Meeting Schedule for the Town of Georgia to approve. The only thing that isn't in here is what happens when a holiday falls on that meeting night. Do we want to say that we meet two Mondays in a row, or how are we going to address this? Mike states that approving this Resolution gives the Selectboard the ability to cancel a meeting and reschedule it for a different date, but the regular scheduled meetings are generally scheduled for the 2nd and 4th Monday, and allows for flexibility if there is a conflict.

The Selectboard would also like to reiterate on our 2019 Agenda that all Town Administrator actions items at the end of each meeting should be presented and brought back as Unfinished Business until it is resolved, or removal was officially requested, by the Selectboard.

The Selectboard would also like to respectfully request that the meeting minutes provided by other commissions and departments, i.e., Fire, Conservation, Library Trustees, First Response, and Planning Commission have a new item added to their agenda as Concerns for the Selectboard. We hope this provides a designated time for thought and discussion and an opportunity to get items in front of the Selectboard when we review these minutes. Anything of a confidential nature, or rising to the level of Executive Session, would be brought through the normal channels to the Town Administrator. The word "none" after this item is acceptable, too.

We also need to standardize, within each of the minutes, where the issues for Concerns for the Selectboard are placed, it needs to be in the same place for all the different minutes. The Selectboard would like to be able to look in the same place in each of the minutes and not have to search for the concerns. Maybe it is the last item on the agenda before they potentially go into Executive Session. Effective immediately. Matt and Mike will reach out to the departments and inform them of this request.

Motion made to affirm the Resolution and have it signed by the Selectboard Members that reads the following: It is here by RESOLVED by the Town of Georgia Selectboard that for the year 2019 the date, time and location of the regular Selectboard meetings will be as follows: Regular Selectboard meetings will be held the second and fourth Monday of each month, commencing at 7:00 p.m. The location for the regular meetings will be the Chris Letourneau Meeting Room at the Georgia Town Hall, 47 Town Common Rd. No., Georgia, VT. RESOLVED this 11th day of March, to add action items in the Administrators Report and standardized reporting for the other boards and commission minutes, made by Deb, second by Steve. No further discussion. All in favor.

22. As the Office of Lister, and Board of Listers, have been eliminated by positive vote at Town Meeting, State Statute allows the Selectboard to appoint a professionally qualified Assessor, who shall have the same powers and discharge the same duties, under the provisions of Title 32. That Assessor does not need to be a resident of the Town. The appointment is for one year until the next annual meeting.

Motion made to re-appoint Bill Hinman as the Town's Assessor, for a one year term, understanding that the current contract is expiring and under review for action later in this meeting, made by Deb, second by Steve. No further discussion. All in favor.

23. Need to make a motion to set forth the following wage for Planning Commission, Zoning Board, and Board of Civil Authority members to read:

Motion made to set forth the following wages for Planning Commission, Zoning Board, and Board of Civil Authority, compensation shall be set at \$20.00 per meeting attended as per policy that "Board Members will not be paid for meetings where they are representing themselves or another party", made by Deb, second by Matt. No further discussion. All in favor.

24. Need to make a motion to set the wages for Moderator and Parliamentarian at minimum wage rate.

Motion made to set the wages for Moderator and Parliamentarian at minimum wage rate, made by Deb, second by Steve. No further discussion. All in favor.

25. Need to make a motion to appoint an Auditor, for a one year term. This position was left vacant after Town Meeting, but Mari Jo Hanbury has agreed in writing to stay on for one more year.

Motion made to appoint Mari Jo Hanbury as Auditor, for a one year term, made by Deb, second by Steve. No further discussion. All in favor.

26. Per 24 V.S.A. Sections 1953 and 1954, the Selectboard shall consider the Fire Chief's written recommendation and appoint the Fire Officers as follows: 1st Asst. Chief – Jamie Cota, 2nd Asst. Chief – Pat King, Captain – Eric Couture, 1st Lieutenant – Michael Baker and 2nd Lieutenant – Jeff Bryant.

Motion made to accept the Fire Chief's written recommendation for Fire Officers as follows, 1st Asst. Chief – Jamie Cota, 2nd Asst. Chief – Pat King, Captain – Eric Couture, 1st Lieutenant – Michael Baker and 2nd Lieutenant – Jeff Bryant, made by Deb, second by Steve. No further discussion. All in favor.

27. Need to appoint a Library Trustee for a one year term. Margo Coy has agreed to stay on for one more year as her term was up this year.

Motion made to accept the recommendation of the Georgia Public Library Trustees and appoint Margo Coy as a Library Trustee for a one year term, and acknowledge another open position that will be filled after the Trustees re-organize, made by Deb, second by Steve. No further discussion. All in favor.

The Chair moved on to the regular meeting at 7:40 p.m.

Review of Minutes:

Minutes of the February 25, 2019, regular meeting were reviewed and discussed.

Motion made to approve the 2/25/19 meeting minutes, with changes discussed, made by Deb, second by Steve. No further discussion. Jason abstained, all others in favor.

Minutes of March 4, 2019, special meeting were reviewed and discussed.

Motion made to approve the 3/4/19 meeting minutes, with changes discussed, made by Deb, second by Steve. No further discussion. Jason abstained, all others in favor.

Review of Warrants:

Previously approved Check Warrant Report PR#48 was reviewed. It is the general consensus to accept the previously approved check warrant.

Motion made to re-appoint Matt Crawford and Steve Lamos as signers for Check Warrants when the Selectboard is not having a meeting that week, made by Deb, second by Matt. No further discussion. All in favor.

Motion to approve Check Warrant Report AP#15 for a payroll transfer, made by Deb, second by Steve. No further discussion. All in favor.

Motion to approve Check Warrant Report AP #16 for the general fund, made by Deb, second by Tara. No further discussion. All in favor.

Selectboard Concerns:

1. Deb would like to have Board members sign a letter to Ric Nye on behalf of the citizens of the Town of Georgia. The letter read as follows:

“We wish to thank Ric for his 32 years of service on the Selectboard, both as a valued board member and as Road Commissioner. Having dutifully and faithfully serving the citizens, serving on too many committees and commissions to name, not to mention being the go to person for every crisis in town. The saying goes that it’s nice to have everyone show up to play; the Town of Georgia has been very lucky that Ric has been showing up to work.

As Road Commission for the past 31 years, he has been an integral part of countless road projects, answering citizen questions, troubleshooting problems, cleaning up storm damage, always offering services and those of the Highway personnel for offsetting municipal project costs by having the work done by the Highway Department.

In recognition of his selfless dedication to outstanding service, his common sense approach to solving problems and reaching a compromise, his outrageous sense of humor and his tremendous sense of purpose, the Selectboard gratefully thanks him for his time and sacrifice.”

It is the general consensus of the Selectboard to sign and send this letter to Ric. The Selectboard would also like Mike to look into getting an official award for Ric in recognition of his long-time service. Mike will do some research and bring back to the Selectboard recommendations regarding the award. Perhaps a plaque with a golden shovel or something like that. Mike will also reach out to Carl Rosenquist to do a Resolution in Montpelier as well.

Unfinished Business Report:

1. Silver Lake Woods sugarbush update. Contract is signed and Mr. Rainville has paid the first installment. We are waiting for an insurance certificate. Copies of the contract have been sent to Mr. Crawford & Ms. Brown. Informational.
2. Georgia South Transportation District report to Selectboard and a timeline. Taylor and a representative from the contractor will bring the final proposal to the Board on April 22, 2019 for review and potential signature.

The Selectboard would like to meet specifically to discuss this report prior to the April 22, 2019 meeting. After a brief discussion, it is the general consensus to meet on April 8, 2019 @ 6:30 p.m. to discuss the current budget status. There will then be a special meeting on April 10, 2019 @ 7:00 p.m. to discuss the South Transportation District Report specifically. It is the general consensus to invite department heads to the April 10th meeting for their input as well. The Selectboard will then meet at 6:00 p.m. on the 22nd to discuss the findings of the April 10, 2019 meeting and reach a consensus. The Selectboard has to agree as to what direction they would like to go in, and ideally AOT would agree with our thought process and the numbers' support of what the voters want. Mike will make sure that all departments have an electronic copy of the report before the meeting.

3. Discussion with AOT regarding removal of islands on Rt. 7 near the Library and Rt. 104A. Mike is requesting permission to send a letter to the District Director in the name of the Selectboard, requesting the islands, or a portion thereof near the Library and the 104A intersection, be removed as soon as possible.

It is the general consensus of the Selectboard for Mike to write a letter regarding the removal of the islands. The Selectboard also directed Mike to write a letter to AOT regarding the condition of Route 7 from the Gilmond farm all the way to the St. Albans Town Line. The pavement is so bad that it is a safety issue.

4. Library use of Town format for Room Rental Policy update. The Library Trustees have not implemented, they are waiting until after Town Meeting day to get a full board. Tabled until the Library Trustees can meet and act on this at their next meeting.
5. Errors in Annual Town Report follow-up. Data errors were a print setup issue with NEMRC. After a brief discussion, the Selectboard would like to make a respectful request to the Auditors that the Selectboard and the Treasurer be given the opportunity to review the draft of the Town Report next year, as we have historically and successfully in the past. If anyone finds any more errors, please contact the Treasurer, as she is keeping track of them.

New Business/Action Items:

1. Request for bids to repair the cupola on Town Hall. The RFP has gone out. Informational at this time.
2. Cost proposal from D&M Fire and Safety regarding fire extinguisher replacements and inspections. Mike will put this in the budget file. Informational.
3. Review and act upon Resolution setting days for regular Selectboard meetings. Motion made earlier in the meeting.
4. Review and act upon the Agreement for Planning Service from Northwest Regional Planning Commission. This is to work on the Town Developmental Regulations, as budgeted.

Motion made to accept the Agreement for Planning Services between Northwest Regional Planning Commission and the Town of Georgia on behalf of the Selectboard, with the Chair signing, appointing our Zoning Administrator as the lead on this project, and then forwarding to the Planning Commission for their approval, made by Deb, second by Steve. No further discussion. All in favor.

5. Review and act upon recommendation of Zoning Administrator, Cindy Deyak, to appoint members for the Developmental Review Board (DRB) formation subcommittee. Please see the re-organization section for motion regarding this.

Administrator's Correspondences and Tasks:

See List below.

Treasurer's Correspondence:

1. Town Employee accrued time report as of February 26, 2019.

General Correspondence:

1. Georgia Planning Commission meeting minutes from February 12, 2019 and February 26, 2019.
2. Vermont State Police February 2019 monthly contract activity summary.

State of Vermont Correspondence: None

Brochures, Newsletters, Workshops, and Advertisements:

Flyer from Mallets Bay Sewer Project proposal for review only, relative to Georgia South Transportation District. This has a cost estimate for the Mallets Bay area of \$14.3 Million, to tie into Burlington. Something like this in the South Transportation District would be more costly than Mallets Bay. Informational.

Signatures Needed: None

Legal Correspondence: None

Administrator Action Items:

1. Notify the Chief that the Fire Department Officers have been approved as such.
2. Let the Library Trustees know that Margo Coy was appointed for a one year term.
3. Get Certificate of Insurance from Rainvilles regarding Silver Lake.
4. Mike will contact Carl Rosenquist regarding the Resolution from the Legislature for Ric Nye. Also speak with VT Trophy & Engraving regarding an award for Ric.
5. Look at cleaning up the website to be more functional, in response to discussion at Town Meeting.
6. Have a discussion with the Agency of Transportation regarding the intersection of Cline Road and Georgia Shore Road again.

7. Setting special meeting dates for April 8 and April 10th. Mike will reach out to all the Boards regarding the meeting on the 10th.
8. We need to set up a new line for Road Commissioner in the perpetual calendar.
9. Write two letters to AOT regarding the condition of Rt. 7 and removal of the traffic islands by the Library and Route 104A.

Confidential / Executive Session Items:

1. Contracts.
2. Legal.
3. Personnel.

Motion to go into Executive Session at 8:15 p.m., with the Town Administrator and Treasurer present, is requested at this time to discuss legal, compensation, labor relations agreements with employees, arbitration or mediation, grievances, other than tax, pending or probable litigation, or confidential attorney-client communications made for the purpose of providing professional legal services to the Town of Georgia involving the Town, specifically finding that premature general public knowledge of the subject matter would clearly place the Town at a substantial disadvantage, made by Tara, second by Deb. No further discussion. All in favor.

Motion to come out of Executive Session made at 9:15 p.m. by Steve, second by Jason. No further discussion. All in favor.

Motion out of Executive Session to approve the Assessor Agreement, with changes, made by Deb, second by Steve. No further discussion. All in favor.

Motion out of Executive Session to share a distilled, and redacted, version of the legal opinion regarding Cadieux Road development with the residents of Cadieux Road, in response to their attendance at a previous Selectboard Meeting and our promise to keep them informed of any research or information that the Selectboard may request and receive. As we have paid for this legal opinion, let's share the information with both the residents and the Planning Commission. Motion made by Deb, second by Steve. All in favor.

Motion out of Executive Session to approve of the Employee Compensation amounts for 2019, with changes, and to have the Treasurer and Town Administrator provide snapshots of compensation and benefits to employees with their next paycheck, made by Deb, second by Steve. No further discussion. All in favor.

<u>Name</u>	<u>Position</u>	<u>2018 Rate</u>	<u>2019 Rate</u>	<u>Notes</u>
Baker, Amber	Town Treasurer/Tax Collector Cash In Lieu	\$23,003.00 \$3,750.00	\$23,463.00 \$3,750.00	Per annum Per annum
Banus, Quinton	Highway Department	N/A	\$19.50/hr.	45 hours
Bell, Ryan	Planning Coordinator	\$18.36/hr.	\$18.73/hr.	20 hours - no benefits
Bessette, Sharon	Bookkeeper	\$21.65/hr.	\$22.09/hr.	16 hours - no benefits

Brehaut, Allen	Cemetery Worker	\$11.00/hr.	\$11.00/hr.	As required
Cadieux, Todd	Road Foreman	\$20.58/hr.	\$22.25/hr. *	45 hours
Cleveland, Therese	Auditor	\$14.00/hr.	\$15.00/hr.	As required
Combs, Lesley	Part-time Mechanic	\$20.00/hr.	\$20.00/hr.	As required
Combs, Wesley	Part-time Driver	\$23.00/hr.	\$23.00/hr.	As required
Deyak, Cynthia	Zoning Administrator Deputy Health Officer	\$24.34/hr. \$300.00	\$24.83/hr. \$300.00	30 hours Per annum
Hanbury, Mari Jo	Auditor	\$14.57/hr.	\$15.00/hr.	As required
Jansen, Paul	Auditor	\$14.57/hr.	\$15.00/hr.	As required
Jenkins, Kristina	Administrative Assistant Cash In Lieu	\$16.79/hr. \$7,500.00	\$17.13/hr. \$7,500.00	40 hours Per annum
Larose, Robert	Beach Supervisor Beach Workers	\$12.50/hr. Minimum Wage	\$12.75/hr. Minimum Wage	As required Limited Service
Letourneau, Cheryl	Town Clerk	\$46,675.00	\$47,609.00	Per annum
McCarthy, Michael	Town Administrator Health Officer	\$23.93/hr. \$320.00	\$24.41/hr. \$320.00	40 hours Per annum
McGregor, Joseph	Hwy Maintenance Worker	\$45.00/day	\$45.00/day	As required
Quesnel, Robert	Highway Department	\$18.49/hr.	\$20.00/hr. *	45 hours
Watie, Paul	Janitorial Services	\$17.77/hr.	\$17.77/hr.	7.50 hours
	Assistant Town Clerk	\$1,000.00	\$1,000.00	As needed
	Assistant Town Treasurer	\$250.00	\$250.00	As needed
	Animal Control Officer	\$25.00	\$25.00	Per call
	Deputy Animal Control Officers	\$25.00	\$25.00	Per call
	Constables	\$250.00 each	\$250.00 each	Per annum
	Counters	\$10.00 per election	\$10.00 per election	As required
	Election Workers	Minimum Wage	Minimum Wage	As required
	Firefighters	\$11.00/hr.	\$11.00/hr.	Per call; Training & Maint. Mtgs
	Firefighter Officers	\$13.00/hr.	\$13.00/hr.	Per Call; Training & Maint. Mtgs
	Officer Administration	\$5,000.00/yr.	\$5,000.00/yr.	Administrative duties
	Fire Warden	\$20.58	\$22.25	Per Complaint

	First Responders	\$10.50/hr.	\$11.00/hr.	Per call
Health Insurance	Single	\$2,500.00	\$2,500.00	Per annum
Cash In Lieu	Two Person	\$2,500.00	\$2,500.00	Per annum
	Family	\$2,500.00	\$2,500.00	Per annum
	Road Commissioner	\$3,876.00	\$3,954.00	Per annum
	Selectboard Chair	\$1,500.00	\$1,500.00	Per annum
	Selectboard Members	\$1,000.00	\$1,000.00	Per annum
Board of Civil Authority / Planning Commission / Zoning Board of Adjustment		\$20.00	\$20.00	Per meeting attended
Town of Georgia mileage rate:		IRS Rate	IRS Rate	As required

Effective week ending March 16, 2019 with payroll dated March 21, 2019

* = Effective week ending January 5, 2019 with payroll dated January 10, 2019

Commission Members paid yearly in December

Constables, Health Officers, Road Commissioner & Selectboard Members paid in the payroll the week prior to Town Meeting.

Motion made out of Executive Session to work with current employees in all departments to create accurate job descriptions and details of job duties: daily, weekly, monthly, and annually; and even skills that are cross-trained between departments and employees. This will be an important project spearheaded by the Town Administrator, to provide greater clarity and accuracy in our annual job evaluation process. The Selectboard will begin to explore awarding employees compensation on a "merit basis" in the coming years, in addition to the standard cost of living increase, and this task will help us move forward carefully and thoughtfully, made by Deb, second by Steve. No further discussion. All in favor.

Motion to adjourn at 9:25 p.m. made by Deb, second by Steve. No further discussion. All in favor.

Next regular meeting, March 25, 2019 at 7:00 p.m. in the Letourneau Meeting Room.

Respectfully Submitted by Krissy Jenkins.