

**Georgia Selectboard Meeting  
Chris Letourneau Meeting Room  
Tuesday, August 6, 2019  
7:00 pm**

**Approved:** Approved

**Present:** Selectboard: Matt Crawford, Steve Lamos, Tara Wright, Jason Burt, Scott St. Onge.

**Absent:** All members present and on time.

**Public Present:** None

Matt Crawford opened the special Selectboard meeting for August 6, 2019, for the town of Georgia in the Chris Letourneau Meeting Room at 7:03 p.m.

Matt covers agenda; one, the town administrator position; second, a question on the town garage; third, Tara wishes to talk about the email about open session and executive session.

**Open Session and Executive Session:** Tara agrees that Matt did the right thing as chair sending out the email (see below) about open session and executive session, agreeing that executive session should stay in executive session but, there are 8 on the email being accused/addressed. She wants to clear the air that she is friends with Ric. The night of the July 30, 2019 meeting Ric was at her home and he mentioned that he was at the fire department with Todd, just as Matt's email said. Tara then stated that she figured that Todd had informed him of the board decision, which was made in open session. Tara stated that Ric and I spoke about the budget and she stated that is why I voted against the raise because we had given him \$1.50 in January and agreed to look at other departments next. That was all I said, I did not talk about anything else. Tara also called Ric to ask him how he got the information, and let him know we would be discussing this in open session, he replied it was not from anyone on the selectboard, and he would be happy to come to a meeting to discuss this. Tara had spoken to Amber earlier that day about the email and that Amber could speak on her own behalf, but Amber was only asked only about the motion made in open session. Tara did not think anyone on the email had spoken out of executive. Tara thought it was important to have this discussion so that executive session could be productive, and everyone wasn't looking at each other wondering who it was speaking out of executive.

Matt is not interested in finding out who talked outside of the executive session. Discussion followed on who may have done it and what if anything does the board do.

Steve asks for a quick consensus to see if everyone understands what we have talked about, all agree. The subject is closed.

**Question on the Town Garage:** Matt talked with Todd today about a TA assignment. They are ready to remove the old wood furnace and haul it off as scrap. An electrician is needed to disconnect it.

Tara asks to pull some parts from it, she will pay for any parts retaining any value.

Matt asks the board for their consensus on paying an electrician to come in and disconnect the system. All concur as the funding for this project has already been approved.

**Purpose of the Special Meeting:** Matt states the main purpose of the special meeting is to collaboratively;

Select which applicants will be interviewed for the town administrator position.

Create the criteria for grading each interviewed applicant.

Create a list of questions that will be asked of all interviewed applicants.

Set the time and date for the interviews.

Outline a process for rejections and call backs.

Motion by Steve to enter executive session to discuss personnel, seconded by Scott, all in favor.

**Executive Session:** Entered at 7:14 p.m. with no non-board members in attendance.

### **Email from Matt titled Executive Session Expectations**

**Matt Crawford**

Tue, Aug 6,  
11:32 AM (7  
days ago)

to Jason, Steve, Scott, Tara, Georgia, Georgia, Georgia

Good morning,

I ran into Todd Cadiuex this morning as I stopped by the town office to sign payroll warrants. Ahead of tonight's selectboard meeting which will be conducted entirely in executive session, I wanted to share part of the conversation Todd and I had. If the selectboard wishes to discuss this in more depth tonight, we can add this as an open session agenda item.

Todd, who is also a member of the Georgia Fire Department, ran into Ric Nye at a fire event. Mr. Nye appeared to have detailed, explicit knowledge of the selectboard's discussion and subsequent decision to appoint Robert Quesnel as assistant road foreman, the reasoning for his pay raise and knowledge of the discussion regarding the pay structure of highway employees. As you all know, this was the subject of rather long EXECUTIVE SESSION discussion of the selectboard on 7/22.

While employee rate of pay and job titles are certainly public information, the board voted to enter executive session that night as described in 1 V.S.A. § 310-314 (*labor relations agreements with employees*) to discuss a number of personnel items related to the highway department. There is an expected condition of confidentiality for all who take part in executive session. Employees should expect the board to treat executive session discussions regarding their performance with the utmost confidentiality. Failure to do so breeds distrust and paranoia.

Clearly, somebody at that 7/22 meeting breached the code of conduct of executive session. This is highly disappointing.

Personally, I am not looking for an explanation or further discussion as to why somebody made the unilateral decision to inform anybody of the board's executive session discussion.

What I am asking ahead of tonight's meeting - which will be held entirely in executive session - is that all discussion tonight be kept confidential.

If you can't abide by that simple rule, please don't come.

Nobody copied on this email chain needs to email me back. If you want to discuss this further we can. In open session.

Matt Crawford  
Georgia Selectboard