

---

In attendance: Bill Perkins, David Stevens, Peter Hyslop, Melissa Zebrowski, Chris Evans, Clayton Butler

Bill called the meeting to order at 12:00pm

**Additions to Agenda**

Bill motioned and David seconded to add VMERS – Vermont Municipal Employee Retirement System to the agenda. Passed.

**Road Foreman Report**

- Discussion about the truck purchase ensued. Clayton and the board reviewed and compared 3 trucks. Missy presented the 3 finance options. Missy said a 40,000 down payment is possible due to the anticipated surplus in highway budget and the money in the reserve funds for town equipment. Bill moved and Peter seconded to approve the purchase of the International CV515 AWD truck at an estimated price of \$113,757 with a down payment of \$40,000 plus a \$1323 estimated extended warranty for a term of 3 years at 2.75% from Community National Bank.

**Transfer Station Report**

- Peter moved and Bill seconded to have the Transfer Station Supervisor role be paid at a pay rate of \$20/hr. Passed.

**New Business**

- Vermont Municipal Employee Retirement System – David moved and Peter seconded approval for the Town of Westmore to participate in the VMERS Group A retirement plan for all eligible employees per state statute VSA 24 Chapter 25 with an effective date of 4/1/2019. All grandfathered employees prior to the effective date will have the option to join or not. Any employees after the effective date of 4/1/2019 will have to join as a condition of employment.
- Perkins Property Management bill – Peter moved and David seconded to approve payment of this bill. Passed.
- Bill moved and David seconded to approve payroll #25B. Passed.

**Executive Session** – Peter motioned to go into executive session to discuss personnel issues and job applications at 1pm. Peter motioned and Bill seconded to come out of executive session at 2pm. David recused himself and left the meeting at this time due to a conflict of interest. Action taken: Peter motioned and Bill seconded to do a 1 year performance review for Clayton and to contact applicant Reilly Auger to interview for the highway position. The position will be offered at \$18/hr based on experience along with the Town of Westmore benefits package. Employee will have a probationary period referenced in the Town of Westmore personnel policy. All other applications for this position will be kept on file. Passed. Peter motioned and Bill seconded at 2:10pm to recess until applicant can be interviewed.

Meeting reconvened at 3:15pm and interview with Reilly Auger took place. Reilly Auger accepted the highway worker position as outlined above. Anticipated start date of December 31<sup>st</sup> or January 2<sup>nd</sup>.

Bill motioned to adjourn at 4:00pm, seconded by Peter. Passed.

Signed by,

---

Melissa S. Zebrowski  
Westmore Town Clerk