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SELECT BOARD MINUTES. | JUNE 25, 2018 at 6:00 P.M.

COMMUNITY CENTER

Present:

Bruce Cullett, Chairman BOS/Police Sergeant
Ed Munch, Selectman/Historical Commission
Verne Leach, Selectman/ACO/Transfer Attendant
Irene Morrison, Selectmen's Secretary
Jeff Henault, Police Chief
Brian Dewkett, Fire Chief
Justin Russell, Highway Superintendent
Valerie Bird, Conservation Commission
Caryn Wendling, Treasurer/Tax: Collector
Kim Leach, Town Clerk

Absent: TA Mitchell

Residents:

Item 1: **Call to order** - Meeting called to order at 6:00 P.M.

Item 2: **Roll Call-** Chairman Cullett, Selectman Leach, Selectman Munch all present

Item 3: **State recording status** - Recording: Selectman Leach, Adm. Asst. Irene Morrison

Item 4: **Review and approve Meeting Minutes for 6/18/18**

Mr. Cullett motions to approve the 6/18/18 Minutes. Mr. Leach seconds. All in agreement. **VOTE 3-0**

Item 5: **Report from Departments**

Police Dept. - Chief Henault Reporting - Chief Henault asked if there were any plans to fix the heater in the garage. Mr. Cullett said that we are about to start our next Fiscal Year. We have money for improvements to the boiler in the highway garage and the Contractor that gets awarded that is to look at that heater. Also, talk about other work down the road.

Highway Dept. - Supt Russell Reporting - Supt. Russell asked if Arrowhead Plumbing ever turned in a quote. He said that he has quotes from St. Pierre, Pioneer, and Four Seasons, but not from Arrowhead. The BOS indicated they haven't heard from them or received any correspondence. Supt. Russell will call them this week to see if they are still interested.

Supt. Russell said that the dump truck at 40 East Main Rd. has been hauled away with some other things. There was 30,700 lbs. out of it, so they got \$1,995.00.

Supt. Russell said Scott Webster is wiring the fuel tanks, including the diesel tank. He said he will be putting up "No Smoking" signs in that area.

Supt. Russell said Camerota called him saying they're not going to take the \$1,900.00 off the bill for the parts for the rear-end that was rebuilt. Supt. Russell said we're not paying it. Mr. Munch said to turn it over to Town Council.

Supt. Russell gave the BOS a flyer with information about a CDL Program through Bay State Roads that is almost \$600.00-\$700.00 cheaper than if you were to do it yourself. He indicated that he has another candidate for Truck Driver/Laborer who has a 2A & 4G Hoisting License, but doesn't have a CDL Class B. He works for another area Hilltown, has a lot of mechanical experience, and can run any equipment we have. He has also done blacktopping and culverts amongst other things.

Supt. Russell asked the BOS for their opinion on how it could be handled if we were to pay someone to go to school, and what kind of clause we would have to have so that he'd be committed to stay for a specific amount of time, making sure it's worth the town's investment. He said, "the other candidate doesn't have any experience in mechanical or construction work. He's never done this kind of work."

Mr. Munch asked if this guy knows the pay. "He's got to know that he'll get the basic pay if he doesn't have a CDL." He also asked if this guy was willing to commit to doing the CDL. Supt. Russell said he can do 2 weekends 10hr days, Sat. Sun. or send him Mon. -Fri. for the 7-3:30 class. Mr. Leach indicated that if this is something we offer, we need to re-post the position, because there are other people out there that may be interested that didn't apply because they don't have a CDL. Supt. Russell said the only reason he doesn't have a CDL, is that he doesn't have vacation time to take it off to go get it. Mr. Cullett said "if your thoughts are paying for training, once he applies, we cannot keep it confidential. It goes into the Minutes. Mr. Munch said we should table this. Supt. Russell said this guy has a great attitude, but he also has great experience. Mr. Cullett said "the other person, Mark Bedard had a refreshing attitude. I can see your reservations with him not having the experience or being used to having that kind of job. Looking at his work history, I didn't see him bouncing around anywhere. It would be a learning curve for sure. If we're going to send anyone, we need to send the best candidate." Mr. Munch asked if we could table the acceptance to hire Mark Bedard. The BOS said that they will re-post the position and have it in iBerkshires again. The preferred candidates will have a valid Class B CDL and 2A Hoisting License.

Supt. Russell said that a little past South Rd. Ext. on the right side, there was a driveway that was cut in a few years ago, like a half circle. Now there's a logging operation going on. He said there's one on South Rd Ext. where these people started cutting a driveway last year. Supt. Russell said he gave them a permit. "They put the driveway & culvert in, and I don't like the way they did it. They haven't sent the permit back or the money. They haven't been around since they did it last year." Mr. Munch said that the letter to the homeowners on the private roads needs to get done and sent out.

Caryn Wendling, Treasurer/Tax Collector had a question about the compactor. When she was at the compactor 2 wks. ago, there was a resident that said he had to look in the metal compactor. She said to Gary Sturgis, Transfer Attendant, "nobody should be in the metal." Supt. Russell

said that it's a safety issue, and nobody should be in that dumpster. Whatever goes into the metal dumpster shouldn't come out. It's a final destination place. Mr. Cullett said that the metal dumpster is revenue for the town. "Once it goes into the dumpster, it's the property of the town. If people are taking metal out of it and bringing it to the scrap yard to sell it and make money on it, basically, they are stealing from the town." Treasurer/Tax Collector Wendling, has a concern that if money comes in from bulky waste on Wed. or Sat., it really should be turned in to her on Monday. She's going to ask the Auditor when they're here what the best practice is for that. She wants to know from the Auditor if she should have photo copies of all that stuff with the turnovers in our cabinet.

The BOS discussed that there needs to be a procedure that everyone follows, along with a log of what goes into the bulky waste dumpster and the corresponding price. Transfer Attendent Leach said he will have Gary show up every Monday if he has a turnover. Mr. Munch said to ask him to come to the next BOS meeting so we can have this discussion. He suggested that we invite all the attendants to come to one of the BOS meetings and talk to them in person so that there's no misunderstandings. It was suggested that a locked box could be put down at the Transfer Station. Mr. Cullett said "either a locked box, or mail slot in the Highway Garage with a lockable box inside it. Something that Supt. Russell could grab on a Monday when he's on his way up here."

Mr. Cullett asked Supt. Russell to reach out to Mark Bedard letting him know we are still looking. He's still in, we're going to keep the position posted, and we probably won't make a decision until the end of July.

Item 6: Discussion, Review and Vote to approve Municipal Agreement between City of Pittsfield and the Town of Peru for Veteran Service Officer Services

Mr. Cullett motions to sign both the Municipal Agreement and Addendum. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Item 7: Review of Chief of Police Officers Evaluations & request for pay increase

Both Mr. Leach and Mr. Munch reviewed the evaluations and raises of the Police Department. Sgt. Cullett recused himself from the related subject.

Mr. Leach motions to give a 75¢ raise to Sgt. Cullett. Mr. Munch seconds. Sgt. Cullett has recused himself. **VOTE 2-0**

Mr. Leach motions to give a 25¢ raise to Police Officer Lampiasi. Mr. Munch seconds. Sgt. Cullett has recused himself. **VOTE 2-0**

Mr. Leach motions to give a 25¢ raise to Police Officer Home. Mr. Munch seconds. Sgt. Cullett has recused himself. **VOTE 2-0**

Mr. Leach motions to give a 25¢ for Police Officer Rougeau. Mr. Munch seconds. Sgt. Cullett has recused himself. **VOTE 2-0**

Item 8: Discussion, Review, and possible Vote to increase the probationary period under the Highway Dept. Personnel Policy from 3 months (90 days) to 6 months or 180 days

Mr. Cullett indicated that TA Mitchell thought it would be a good idea to increase the probationary period. Supt. Russell said that he and TA Mitchell talked about it the other day. "If we hire someone with a CDL, but not the right hoisting, it's a very slim chance that they'll have their hoisting license within 90 days if that's a requirement for the job. If we give someone 6 months, it gives a better feel for who they are, not just 90 days." Mr. Cullett asked Supt. Russell how that would affect eligibility for benefits, vacation days, and paid holidays. Supt. Russell said that when he worked in Dalton, the insurance started the day you were hired, or the beginning of the next month. After the 6 months, he accrued sick time. "We earned 1 ¼ days of sick time per month, so we could end up with 15 per year. They would back date that to the day you were hired. If we were to hire someone with a CDL and no hydraulics, that would give them 6 months to get it. Three months isn't enough. After the probation period, they would get paid for holidays. Personal days & sick days started right after probation. A weeks vacation comes after 1 year."

Mr. Cullett said the only drawback that he can see is "let's say we hire someone on Aug. 1. There's at least 5 paid holidays that they would not get paid. That's a negative." Mr. Munch said "we're having a difficult time getting someone, and to put this policy into effect, on top of all the problems we're having just getting someone in." Mr. Cullett reiterated that we're going to keep the 90 days. The BOS agreed to table item 9.

Item 9: Discussion, Review and possible Vote to hire Mark Bedard as an employee of the Town of Peru Highway Dept. as a truck driver/laborer position

For now, this item will be tabled. The posting will be re-worded and re-posted.

Item 10: Discussion, Review and possible Vote to increase the number of Members of the Historical Commission to 5 Members

Mr. Munch recuses himself as a Member of the Historical Commission. Mr. Cullett said that we have a good 3 Member Board, but we do have 2 Members that are primarily out of town. He said "it will help the Commission to get things done if we have 2 more Members. It also allows 2 Members of the Board to work on a particular task together without violating the Open Meeting Law."

Mr. Leach motions to make the Historical Commission a 5 Member Board. Mr. Cullett seconds. Both Mr. Leach and Mr. Cullett are in agreement. Mr. Munch has recused himself. **VOTE 2-0**

Item 11: Discussion, Review and possible Vote to increase the number of Members of the Conservation Commission to 5 Members

Mr. Cullett announced that there has been a few additional people interested in joining the Conservation Commission. Valerie Bird, Conservation Commission (CC) asked if they were local people. Mr. Cullett told her that one is our Town Administrator, Caleb Mitchell. He told her that at last week's meeting, Mr. Leach suggested increasing the Conservation Commission to a 5 Member Board. It was discussed briefly, and the BOS decided to put the subject on tonight's Agenda so that the BOS could discuss it

further and possibly vote on it. He said that having a 5 Member Board makes the members more accessible, and easier for the Board to function. Valerie Bird, CC disagrees saying that she has worked on a 3 Member Board and a 5 Member Board in Town on the CC, and the 5 member board doesn't work. "There's too many different opinions and we got less done than we did on a 3 Member Board. One Member moved away, and the 4th Member resigned, and we've been functioning as a 3 Member Board since. If someone says that we're not accessible, then call me." She wanted to know who the other person was that was interested. She said if the other person that is interested from town, they could take her place, because she doesn't live in town. She feels it should be open to town people first. Mr. Cullett said that we looked out of town for her. He said that a 5 Member Board would make it easier. She said, "it would make things more difficult, but if you want to try it, I just think it would make it more difficult with certain players on the Commission."

Mr. Munch said "TA Mitchell is extremely qualified. He has a Masters Degree on this subject, and he's got years of experience in Hinsdale and Pittsfield. The other person that's interested has lived in town all his life. He knows the town. He knows the land, he knows the people, and wants to be involved because he would like to help the town." Once again, she asked who this was. Mr. Munch said, "Brad Torrey. I'm going to vote for a 5 Member Board." Valerie Bird, CC said "that's the end of my discussion. I worked for a 3 Member and a 5 Member board, and the 5 member board didn't work." Mr. Munch said that it works in a lot of other towns. Mr. Cullett said the pro's outweigh the cons.

Mr. Munch motions to increase the number of the CC from 3 to 5 members. Mr. Leach seconds. All in agreement. **VOTE 3-0**

Valerie Bird, CC said "I'm going to give you my resignation as of right now. I'll write it out and give it to your Town Clerk."

Item 12: **Discussion, Review and possible Vote to approve the following appointments:**

Mr. Cullett indicated that Town Clerk, Kim Leach has requested that the BOS sign off on the Elected Officials.

The Election Form was signed by Mr. Cullett and Mr. Leach for **Ed Munch** who has been elected to the Select Board for a term of 3 yrs.

The Election Form was signed by Mr. Cullett and Mr. Munch. for **Richard Nelson** who has been elected to the Planning Board for the term of 5 yrs. Mr. Leach stated that he recuses himself, as he knows Mr. Nelson personally.

The Election Form was signed by the BOS for **Peggy White** who has been elected to the Board of Health for a term of 3 yrs.

The Election Form was signed by the BOS for **Darryl Darby** who has been elected to the Finance Committee Commission for a term of 5 yrs.

The Election Form was signed by the BOS for **Coralie Pelkey** who has been elected as Constable for a term of 2 yrs.

The Election Form was signed by the BOS for **Peggy White** who has been elected as Constable for a term of 1 yr.

The Election Form was signed by the BOS for **Justin Russell** who has been elected as Tree Warden for a term of 2 yrs.

Mr. Cullett motions to appoint **JoAnn Gordon** to the Animal Advisory Committee for a term of 5 yrs. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Mr. Cullett motions to appoint **Gladys Wheeler** as Election Warden for a term of 1 yr. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Mr. Cullett motions to appoint **Mary Scott** as Election Clerk for a term of 1 yr. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Mr. Leach motions to re-appoint **Chris Lampiasi** as Police Officer for a term of 1 yr. Mr. Munch seconds. Sgt. Cullett recuses himself. Mr. Leach and Mr. Munch are in agreement. **VOTE 2-0**

Mr. Leach motions to appoint **Ethan Rougeau** as Police Officer for a term of 1 yr. Mr. Munch seconds. Sgt. Cullett recuses himself. Mr. Leach and Mr. Munch are in agreement. **VOTE 2-0**

Mr. Leach motions to re-appoint **Robert Horne** as Police Officer for a term of 1 yr. Mr. Munch seconds. Sgt. Cullett recuses himself. Mr. Leach and Mr. Munch are both in agreement. **VOTE 2-0**

Mr. Leach motions to re-appoint **Bruce Collett** as Police Officer for a term of 1 yr. Mr. Munch seconds. Sgt. Cullett recuses himself. Mr. Leach and Mr. Munch are both in agreement. **VOTE 2-0**

Mr. Leach motions to re-appoint **Kyle Nutting** as Police Officer for a term of 1 yr. Mr. Munch seconds. Sgt. Cullett recuses himself. Mr. Leach and Mr. Munch are both in agreement. **VOTE 2-0**

Mr. Cullett motions to appoint **Irene Morrison** as Administrative Assistant for a term of 1 yr. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Mr. Cullett motions to appoint **Samuel Haupt** to the Zoning Board of Appeals for a term of 5 yrs. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Mr. Cullett informed the other Board Members that TA Mitchell was unable to get in touch with the other Alternate Member of the Zoning Board of Appeals. Mr. Leach said that he would like to hold off on appointing Bonny DiTomasso to the Zoning Board of Appeals and Zoning Board of Appeals Alternate until we contact the current Alternate to find out if he wants the full time ZBA or Alternate. She had mentioned the other Alternate, Tony Boyer. She would like to provide him with the right for recusal because he's been an Alternate longer, but she would be happy to accept the Zoning Board of

Appeals position if the other Alternate wasn't interested in doing so. Mr. Cullett said that we should table both these appointments. Mr. Leach said he would get in touch with him. We are tabling Bonny DiTomasso's appointment either to the ZBA directly, or as ZBA as Alternate.

Mr. Cullett motions to appoint **Caleb Mitchell** to the Conservation Commission for a term of 4 yrs. Mr. Munch seconds. All in agreement. **VOTE 3-0**

Mr. Cullett motions to re-appoint **Kim Wetherell** to the Conservation Commission for a term of 3 yrs. Mr. Munch seconds. All in agreement. All in agreement. **VOTE 3-0**

Mr. Cullett said "we will need to appoint another person to fill the remainder of Valerie Bird's term. Then another person on a 5 yr. term We'll post the position."

Adjourn

Chairman Cullett motions to adjourn the BOS Meeting. Mr. Leach seconds. All in agreement. **VOTE3-0**

Meeting adjourned at 8:32 P.M.

Articles used

6/18/18 Meeting Minutes
Police Officer evaluations
Highway Truck Driver/Laborer posting (both old and revised)
Appointment Papers
Election Papers
Payroll Warrant 51P
VendorWarrant23A
VendorWarrant23V
VendorWarrant24V
Journal Report 3968
Agreement with Virtual Towns & Schools

Respectfully submitted,


JwneJ

Selectmen Secretary

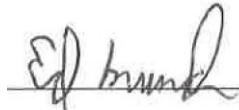
Bruce Cullett, Chairman



Verne Leach, Selectman



Ed Munch, Selectman



Approved:

7-9-18