

VILLAGE OF LYNDONVILLE
TRUSTEES MINUTES
December 28, 2020
VIA ZOOM
5:30 PM

Trustees

Susan Mills
Heather Bollman (by Phone)
Doug Conly

Press

Public Officials

Justin Smith
Dawn Dwyer

Public

Steve Gray

1. Doug Conly called the meeting to order at 5:32 PM.

2. Adjustments to the Agenda: None

3. Approval of the Minutes:

Susan Mills made a motion to approve the minutes from December 14th, 2020. Heather Bollman seconded, and the motion carried 3-0.

4. Sign the Orders:

Doug Conly made a motion to approve the orders for weeks 51-52 with the Village Treasurer to sign due to COVID-19. Heather Bollman seconded, and the motion carried 3-0.

5. Insurance Buyout Policy: Mr. Smith presented a red line copy of the changes to the Insurance Buyout Policy. The Village was recently made aware of an additional option which allows employees to opt out of the main health insurance, but opt in on the dental, eye, life, and short-term disability insurance, if the employee is covered under another insurance plan. Previously, the buyout policy was worded as an all or nothing policy. If an employee opted out of everything, they received a buyout worth 20% of the employer's share of the premium cost (health insurance, dental, eye, life, and short-term disability insurance). Under the proposed changes an employee may opt in on the dental, eye, life, and short-term disability insurance and opt out on the regular health insurance. If the employee chooses this option, they will receive a buyout on 20% of the cost of the health insurance premium only. Susan Mills made a motion to approve the changes to the Insurance Buyout Policy effective immediately. Doug Conly seconded, and the motion carried 3-0.

6. Personnel Policy: Mr. Smith stated that while he was looking into the insurance buyout policy, he found an outdated section in the personnel policy relating to retirement. Under Section X, B the policy currently reads that a new employee is eligible for the pension plan when they complete 6 months of employment and are at least 21 years of age or more. Further, they could enroll on April 1st or October 1st after meeting the eligibility test. Under our current procedures all employees must participate in the Social Security Program immediately. In addition, the Village participates in a separate pension plan, the Vermont Municipal Employees Retirement System (VMERS) Defined Benefits Plan B. After July 1999 employees joined Plan B immediately with no waiting period. After July 1, 1999, all contributions are assessed at pre-tax dollars, with vesting occurring after five years. If an employee leaves prior to five years, they will receive only the amount in which they contributed. Doug Conly commented that

this change only reflects what is currently happening, and it is not a change for the employee. Mr. Smith stated that is correct. Doug Conly made a motion to accept the changes to Article XV Retirement of the Personnel Policy. Susan Mills seconded, and the motion carried 3-0.

7. Well Refurbishment Schedule: Mr. Smith presented the Board with a different option for maintaining the 5 wells for the Village's water system which had been presented to him by H2O Innovations (Utility Partners). Historically, the village has had a maintenance plan in which one of the Village's five wells is refurbished on a rotating five-year cycle. Occasionally, a year is skipped and two are done in the following year. This year when well #5 was done the supervisor on the job site from Weston and Sampson noted to Rodger Sheldon from H2O Innovations that he had been on site to clean well #5 5 years ago (2016) and in looking at the screen we probably could have gone a couple more years without cleaning it. Mr. Sheldon requested a quote from Weston & Sampson for an annual Well and Pump Maintenance and Inspection Service Agreement. The cost of the agreement would be \$675.00 per well. The Trustees felt this alternative made sense and would be more cost effective than refurbishing wells that may not require it every 5 years. Doug Conly made a motion to sign the contract for the annual Well and Pump Maintenance and Inspection Service Agreement with Weston & Sampson for 2021. Heather Bollman Seconded, and the motion carried 3-0.
8. Village Meeting & Village Reports: Susan Mills made a motion for the 2021 Village Meeting Articles to be voted on by Australian Ballot as allowed under Governor Scott's order. The voting hours will be 12-7 PM on March 16th (Village Meeting Day) at the Municipal Building 119 Park Avenue. Village residents may request an absentee ballot prior to the vote on March 16th, 2021 and return it early or on the day of the meeting by 7 PM. An informational meeting will be held at 5:30 PM on Monday, March 15th, via ZOOM. Coin drop applicants will be required to attend the informational meeting via ZOOM to answer any questions on the Monday evening before the vote, instead of the usual requirement of attending the Village Meeting. Heather Bollman seconded, and the motion carried 3-0.

Due to the inability to enter the building, village reports will be made available in an electronic version on our website. We will make some hardcopies available outside the front door and glass doors along the side of the building. For those who request a copy, but cannot pick one up, we will either deliver one or mail it.

9. Other: None.

Having no other business, the meeting was adjourned at 6:25 PM.