

**GRAND ISLE SELECTBOARD  
MINUTES OF SPECIAL MEETING  
Thursday, January 24, 2019  
Town Office Community Room  
9 Hyde Road, Grand Isle, VT**

- I. CALL TO ORDER:** Jeff Parizo opened the January 24, 2019 Selectboard meeting at 7:00pm.

**Board Members Present:** Jeff Parizo-Chair, Diane Cota-Vice Chair, AnnaMarie DeMars, Eric Godin and Rachael Griggs

**Community Members Present:** Melissa Boutin. Library Trustees; Colleen Bushway, Karen Allen, Kate O'Neill, Rhonda Richard and Howard DeMars

**Amend Agenda For Matters Not Listed:** Saturday Town Meeting under Old Business

- II. GUESTS: Library:** The Library Trustees were invited to discuss the benefits package as they have increased their budget \$12,000 to \$13,000 to increase the Librarian's hours from 23 to 26 so she would qualify for full benefits.
- Eric began by stating at a previous meeting attended by Karen Allen the Library Trustees had agreed to increase Grand Isle Librarian Ronda Richard's hours from 23 hours to 26 hours in order to qualify her as a full time employee and enable her to receive benefits including medical insurance. This sparked a discussion about the Town's benefits package, as the last time it was approved was 1998.
  - Selectboard members contacted five area towns for information on their packages. Eric is compiling a spreadsheet to use as a comparison. The Board hasn't discussed this nor have they made any decision.
  - Diane asked if there are any other employees working 26 hours. Melissa said there are employees who qualify for the current benefits.
  - Jeff said currently anyone who works 25 or more hours a week is considered full time and qualifies for full benefits. We are looking at increasing the hours of full time employees.
  - Karen Allen asked if Rhonda would be grandfathered and Jeff said no, grandfathering is muddy waters and would become too muddy for Grand Isle. Also to do that the Librarians' hours would have to be increased again. Karen added that they would do that.
  - AnnaMarie asked how grandfathering would affect employees who work full time and utilizing the benefits. Jeff answered all full time employees would have to change to the new policy.
  - Jeff said the Selectboard is looking at everything, the package as a whole, not just medical.
  - Howard DeMars said he believes the Board is singling out the Librarian with potential cost cutting. He said Ronda is a wonderful employee.
  - AnnaMarie said the bottom line is the Library Trustees present their budget and it's up to the voters to decide. If you want more hours it's up to you to put it in the budget.
  - Kate O'Neill asked about the new Library building and if it is moving forward.

- Jeff said the composite drawing that is at the Town Office and will be in the power point presentation. We have to build the Highway building first.
- Back to benefits Jeff said no one considers 23 hours as full time, (when looking at common sense wise) to obtain 100% paid coverage of insurance and other benefits. Karen agreed.
- Rhonda said she can't live in the future. That she puts in more time then she is being paid for and hope we feel we are getting a pretty good deal.
- Rachael asked Rhonda if she knew when she was hired as a part time employee that the position was for 23 hours without benefits. Rhonda said she did but expected her hours to be increased. Rachael asked if the budget was voted down and she wouldn't be eligible for benefits would she stay. Rhonda said she didn't know.
- Rachael said we are a Board for the Town and we have to do what is best for the whole Town. Rhonda said she is disappointed and thought she was going to get the benefits.
- Jeff said we aren't sure what we are doing right now as we haven't discussed the benefits package yet but his opinion is we are not going to grandfather.
- Diane said she didn't get the budgets until after the meeting with Karen and didn't realize the budget increase is going to be so high. Karen said she had mentioned it at the earlier meeting.
- AnnaMarie said the Selectboard needs to review the employee benefits package yearly.
- Jeff ended by saying we wanted to give the Library a heads up.
- Karen asked the Board to let her know the outcome.

**III. NEW BUSINESS:**

**Review Budgets:**

The Selectboard along with Melissa Boutin, Town Clerk/Treasurer reviewed the budgets submitted by each Board and Department. There are a few questions that Melissa needs to check and we will have another Special Selectboard meeting on Monday, January 28 to finish reviewing the budgets, as Melissa needs to get the ballots done.

**IV. OLD BUSINESS:**

**Grand Isle Town Employee Benefits Package Review:** Moved to a later meeting.

**Saturday Town Meeting:** AnnaMarie asked if we are going to be able to hold this year's Town Meeting on Saturday. Melissa said it is ok with the School and will be held at the school on Saturday, March 2, 2019 beginning at 3:00pm.

- V. ADJOURNMENT:** AnnaMarie DeMars motions to adjourn at 9:10pm. Eric Godin seconds the motion. No further discussion, all in favor and the motion passes.

Respectfully submitted,

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Rachael Griggs, Selectboard Clerk

\_\_\_\_\_  
Jeffrey Parizo, Selectboard Chair

Date: \_\_\_\_\_

Date: \_\_\_\_\_