

Leyden Select Board Minutes
Leyden Town Office Building
Regular Session
March 7, 2022
6:00pm

Select Board Members Present: Bill Glabach, Erica Jensen

Others Present: Michele Giarusso, Liz Kidder, Beth Kuzdeba, John Higgins, Michele Higgins, Emily Yazwinski, Sara Seiberg, Ginger Robinson, Erik Johnson, Mary Glabach, Barbara Wallace, Nate Messer, Gilda Galvis, Andrea Zimmerman, Nik Adamski, Joyce Muka, Susan Bobe

Selectboard signed FY 22 warrants and VADAR contract for software for Tax Collector Bill called the meeting to order at 6:15pm. Bill stated the RAVE agenda item was a mistake. Erica spoke up and said it was not a mistake she asked Michele to add to the agenda. She continued; we need to discuss what RAVE was set up for. Beth Kuzdeba stated she is concerned with her private information being shared and asked Bill if he ever had his identity stolen.

Motion: Erica moved the meeting minutes of February 28 as written. Unanimous.

Highway Laborer position – Bill stated the previous laborer resigned after only a couple of months. AJ Egloff has applied for the position. Bill Brooks has recommended him for the Foreman due to his being a mechanic and he has been plowing for us. Bill moved to hire AJ at \$27.50 per hour as the Highway Foreman. Erica seconded. Ginger asked if the select board could wait until after Wednesday when the Finance committee will be meeting with the consultant to discuss compensation. Bill replied, you must think about the market now. Ginger asked if the select board is thinking the same about all other positions in the town. Bill replied, yes. Bill agreed for market equity. Erica said we have to look at market equity across the town.

David Brooks vacation payout – Susan Bobe asked the select board how they have been interpreting the personnel policy on vacation. She wants clarification on what to pay Dave for his unused vacation time. She stated if they interpret the personnel policy as front loading of vacation each year then she will pay Dave his accumulated vacation time until the end of the year. If it is accrual, then the accrual should stop on February 28. In the past you have let Dave receive pay for his unused vacation time usually 80 hours and then carry over 80 hours each year. When I read the policy, I read it as front loading each year. Erica stated unfortunately the policy is not very clear. Erica stated we need to speak to Dave before paying it out. Susan stated we could table this until after you speak to Dave. Discussion continued on various ways to interpret the policy. It was also noted that the town may not have been consistent on interpreting the policy in the past.

Motion: Erica moved to approve 126 hours to be paid out now and have a conversation with Dave. Bill stated he will try and speak to Dave before the weekend. Bill seconded. Unanimous.

Wages for EMS personnel and Fire Dept. brought up to current minimum wage – Susan stated when police were responding to EMS calls, they all received their hourly rates. Now, she was told EMS is receiving \$16.00 when responding but Brian would like to see that increased to \$20.00/hr. Brian will need to come before the board to ask for the increase and go before the Finance Committee for next year's budget. Susan said there is one EMT who was receiving \$21.00. Erica stated there are so many variables we really need to have discussions according to the labor laws.

Motion: Erica moved to bring the Fire Dept wages up to minimum wage to \$14.25 per hour as of January 1, 2022, and to amend the policy. Unanimous.

Municipal Assistant Update- Michele stated our insurance company MIA is asking for a more comprehensive application on Cyber Security. She has our IT person filling out the information for the software he loaded onto our network for Cyber security. She stated everyone should be on the network. The Assessor's are not and should be to be protected. The Coates Road culvert project has another possible delay due to the construction company not getting the temporary bridge until June. This does not leave enough time to complete the project by June 30th. Supplies are getting back logged. Michele stated she called Senator Comerford's office to send a letter to DER asking if they could give us an extension on the grant. Michele attended the monthly Animal Control District meeting. New Salem has asked to join. MA wildlife responded, Beavers can be trapped during open season as long as the trapper has a valid MA license. She did share this with Bill Brooks. Michele has a doctor's appointment on Tuesday am so she will be in a little late.

There were no citizen's concerns.

Motion: Erica moved to adjourn the meeting at 8:15 pm.

Respectfully Submitted,
Michele Giarusso