

**Town of Danby
Special Select Board Meeting Minutes
March 20, 2025**

Town Office, Danby, VT 5:00pm

<https://www.danbyvt.org/government-information>

Public Present –Janice Arnold , Collette Yrsha, Maureen Staples, Byron Battease, Tracey Porter, Richard Porter, Doug White, Matt Blouin

- **All Select Board Present: Abbott, Bender, Fuller, Haines, Heaton**
- **Fuller motion to adopt Agenda, seconded by Heaton**
- **Bender discussed pay rates for different positions in town:**

	As of 3/18/2025	
Road Foreman	\$ 28.94	Per Hour
Equipment Operator	\$ 27.08	Per Hour
Assistant Town Clerk	\$ 18.73	Per Hour
Equipment Operator - Temp	\$ 26.00	Per Hour
Dump Attendant	\$ 528.39	Weekly Salary
Auditors	\$ 18.00	Per Hour
Ballot Clerks	\$ 16.00	Per Hour
Lead Lister	\$ 17.00	Per Hour
Listers	\$ 15.00	Per Hour
SelectBoard	\$ 750.00	Annual Salary. Paid in February
SelectBoard - Chair	\$ 1,000.00	Annual Salary. Paid in February
SelectBoard - Road Crew	\$	Annual Salary. Paid in February
Town Clerk	\$ 31,500.00	Annual Salary
Town Treasurer	\$ 34,650.00	Annual Salary
Dump Day Money Collector	\$ 16.00	Per Hour
Dump Day Asst/Equip Oper	\$ 20.00	Per Hour
Dump Day Assistant	\$ 16.00	Per Hour
Assistant Town Treasurer	\$ *see attached*	Per Hour

1,000 to be used @Treasure's discretion

- **To rescind the motion made under New Business at the 3/13/25 Select Board Meeting**
 - **Fuller motion to rescind motion, Haines seconded.**
 - Bender apologies to Staples for basing comments at meeting of March 13 on outdated figures provided to him.
 - **Motion passed unanimously.**
 - **Fuller motion to pay \$20 for lead Lister and \$16 for other Listers, seconded by Haines**
 - Fuller wanted Staples input.
 - Staples stated Marvin Gates limited work thus far. Battease has some computer experience but does not input data into the computer.
 - Fuller asked how long Byron has been a Lister.
 - Staples answered 4 years total.
 - Heaton suggested that during next year’s budget work we address pay proactively so we aren’t in this position again of dealing with requests after a budget is passed.

- Staples is concerned if something happens to Byron and a new person comes in then shouldn't that be adjusted below what Byron was making?
- Bender agrees it would need to be adjusted if new person starts.
- Staples said we want people interested in the position and if pay too low no one will be.
- Bender understands the wage is "pathetically low", but the budget was already passed. It is giving back to town and kind of volunteer type stuff.
- ***Motion passes unanimously.***
- **To establish expected protocol for Listers' office hours**
 - Nothing posted for Listers' hours.
 - Staples states by appointment or call cell.
 - Fuller asked how do Listers meet. Together or something different?
 - Staples said make an appointment and all meet at town office. Try to show other Listers how to do the job.
 - Haines stated more or less the Listers work around taxpayers' schedule.
 - Fuller asked what the area is for times (after 8AM and before 5PM). Staples states make appointment any time even 6PM is ok.
 - Heaton stated hours should be on the website.
 - Fuller stated Select Board doesn't control the hours.
 - Heaton states it just needs to be on website.
 - Staples states people even reach out via Facebook.
 - Bender VT statute is specific that 3 people need to view properties together. If 3rd person not present makes difficult to make decision.
 - Abbott asked if 3rd person not present then what do they do?
 - Bender stated safety factors (such as with dogs) so better to have more people present.
 - Staples asked if no more working from home?
 - Fuller stated that is tough to tell them how to operate.
 - Bender states that if people walk in front door (of town office) they need to see people here.
 - Staples stated Gates does not want to be sitting in town office and only wants to be on the road.
 - Bender stated that we have had issues in the past with Lister position.
 - Staples states they track changes over winter and then start making measurements when snow is gone.
 - Fuller asked as a board what are we trying to accomplish here?
 - Bender stated he would like to make it as professional as possible.
 - Staples asked how many people called him. He stated 6-7 over last year.
 - Bender stated he doesn't enjoy getting calls complaining about lack of accessibility.
 - Staples to post more information on how to contact Listers.
- **Arnold provided letter to Select Board concerning retirement program concern.**
 - Arnold is getting a call from Mission Square tomorrow. Wants Mission Square to meet with all people who are involved with retirement program.
 - Fuller stated (401k) went to 7% in January.
 - Yrsha stated April went from 6% to 7%.
 - Haines stated in April should have gotten retro pay.

- Fuller stated that was due to the union.
- Fuller stated this (money) is all easily traceable. This is the first the board has heard about it.
- Arnold asked why she is still only getting 6% and others get 7%?
- Fuller stated, "talk to union."
- Arnold and Yrsha stated this is "bad".
- Fuller stated this is very serious and he knows the board has looked into how to move forward with this.
- Arnold has a call and would like to set up a meeting for employees. Wednesday there was a zoom meeting (with Mission Square) and no one could open meeting.
- Fuller stated people who have retirement account should have say on who the retirement account company is.
- Arnold stated Mission Square is not supporting the employees like they should.
- Arnold stated that Ballot Clerks (Janice and Collette) that there is no account to credit them accordingly.
- Bender stated he met with Bushee at 4PM. She will work with NEMRC to make sure contributions are forwarded to Mission Square.
- Fuller stated that Danby will ensure retirement is funded properly.
- Arnold wants her retirement fixed to 7%.
- Bender agreed this should be fixed.
- **Haines motioned to raise to Arnolds retirement to 7%, seconded by Abbott.**
- **Motion passes unanimously.**
- Arnold said thank you.
- **Discussion concerning Assistant Treasurer pay rate.**
 - Bender stated Bushee wanted him to bring up that Assistant Treasurer was getting \$15 per hour. Last assistant was getting \$21.75 per hour.
 - Haines stated that we don't set the rate. We only set the budget.
 - Abbott stated the assistant gets paid from the Treasurer's portion.
 - Bender stated that the way the Assistant Treasurer and Treasure are paid has been changed. The Treasurer doesn't likely need the Assistant Treasurer here all the time.
 - Fuller stated it comes from one pot of money.
 - White stated there is a separate \$1000 for the Assistant Treasurer.
 - Fuller stated we can't do anything after that.
 - Haines stated Millard was only using that amount for the Assistant Treasurer.
 - Bender stated that there is \$1000 for Assistant Treasurer and will tell Bushee.
 - Fuller stated he hopes pay rate set based on ability.
- **Haines motioned to adjourn meeting, seconded by Abbott.**
 - **Motion passes unanimously.**
 - Meeting adjourned at 5:42PM.