Selectboard Meeting

October 22, 2026 . 4:51 PM . ID: 233643381

Transcript

00:01 - 00:06
Town Hall
This conference will now be recorded okay with the meeting begin.

00:06 - 00:09
Town Hall
We just have one item on the agenda.

00:12 - 00:23
Town Hall
And look you don't have a crowd So do you we're here to talk about hiring Worker for the highway department.

00:23 - 00:23
Town Hall
Mm-hmm.

00:24 - 00:25
Town Hall
You have a recommendation.

00:25 - 00:32
Town Hall
Yep, I I would like to recommend Matthew Lennon as my choice to fill the open position within the Worthington Highway Department.

00:33 - 00:41
Town Hall
After considering the needs of the department and the importance of filling this vacancy, I believe moving forward with Matthew is the right next step for the

department.

00:43 - 00:46
Town Hall
Okay, so why don't we get a motion on the second?

00:47 - 00:48
Town Hall
Sure, I move that we accept.

00:51 - 00:53
Town Hall
Rial's recommendation to hire Matthew Lennon.

00:54 - 00:54
Town Hall
I'll second.

00:55 - 01:10
Town Hall
So is there any discussion or question that's Well Matt do you have any questions for us yeah good question time to ask about yeah health insurance and all that stuff for like Sure, yeah, yeah, of course What's the town use for?

01:12 - 01:33
Town Hall
Please cross right Yes, yeah, we're blue cross and you get we pay 75% sorry I'm so knowledgeable here, and is there a packet that the town has that I could take home and look over it I had a time you mean before you decide well, so I'm sure Kirsten could probably provide you with something Yes, usually there's some sort of employee handbook.

01:33 - 01:34
Town Hall
I know it's a small time.

01:34 - 01:36
Town Hall

Well there is but nothing we could hand.

01:36 - 01:49
Town Hall
Yeah No, I understand that but so yes You know you certainly if you're hired you get something But if you're asking for something in advance then we could try to see about whether we put something in and how about like vacation time?

01:50 - 01:53
Town Hall
And personal time She's started with a week.

01:53 - 01:55
Town Hall
That's that's kind of why I'm asking for the packet.

01:56 - 01:56
Town Hall
Yeah.

02:00 - 02:05
Town Hall
Do you know We have an employee handbook and we do have policies.

02:07 - 02:17
Town Hall
Unknowledgeable and I'm relatively certain you start with a week and after a period of time I'm not sure how many years You you get another week.

02:17 - 02:46
Town Hall
I believe it's one year for two weeks Right and then after five years you get a third I don't want So two weeks your first year a week to start and right after the first year it goes great to two Okay, so that sounds good, but we will we will verify get three personal time days a year three and a week of sick Or no.

02:46 - 02:55
Town Hall

I'll sit sick occurs You yeah I think it's like a day a month and we have the six federal holidays.

02:57 - 02:58
[speaker unknown]
I think.

03:01 - 03:04
Town Hall
Yeah, I believe it's like ten yeah.

03:13 - 03:25
Town Hall
We only had five well, there's a whole bunch of the different ones now Wouldn't this be on the employee handbook?

03:25 - 03:27
Town Hall
No, it's not on the website.

03:29 - 03:36
Town Hall
Well, I had submitted a revised one, but I haven't heard back yet.

03:36 - 03:39
Town Hall
I don't think Peggy's had time to look at it.

03:39 - 03:43
Town Hall
So I think what I will do is submit it up to Kirsten.

03:43 - 03:44
Town Hall
Sorry, ma 'am, we're all alone.

03:44 - 03:45

Town Hall
No, it's perfectly fine.

03:45 - 04:08
Town Hall
I did, I called him on the spot, But I mentioned it I called them earlier just to mention it I said and should be mentioning us in the meeting or you know Oh, yeah, well, we will start you off at a Series grade Whatever right like, you know, the Collins study best Yeah And that will determine your.

04:10 - 04:15
Town Hall
Hourly compensation Next question all the all the things.

04:17 - 04:23
Town Hall
So There was a scale, it was 28 something to 32 something.

04:23 - 04:45
Town Hall
Right, that is the scale, and it goes up in increments, set increments, and the way our system is is that you get a step every year, so you get a 2% raise automatically every year, and then on top of that we do a COLA based on the national COLA, so that can vary anywhere from.

04:46 - 04:47
Town Hall
It finally dropped.

04:47 - 04:49
Town Hall
It was up around five for several years.

04:50 - 04:54
Town Hall
I think this previous, this current year was two and a half, maybe two and a half or 2.6.

04:55 - 04:57
Town Hall
So it hadn't been that low in a while.

04:58 - 05:09
Town Hall
But regardless, whatever the cost of living goes up, we do have to vote on it every year, but as long as I've been on the board, we almost have approved the, whatever the national pool is.

05:10 - 05:13
Town Hall
So two, 2% is automatic, no matter what.

05:13 - 05:15
Town Hall
And the other is just based on class living.

05:16 - 05:18
Town Hall
So there are actually 12 holidays.

05:19 - 05:19
Town Hall
Wow.

05:19 - 05:33
Town Hall
Yeah, I found my, what I sent, because they added like Juneteenth, which is different holiday, newer holiday and- Yeah, are you sure that we do all 12 of those?

05:33 - 05:35
Town Hall
Juneteenth is a federal holiday, yes.

05:35 - 05:55
Town Hall

So New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, and you don't have to write these down, you'll get something that lists them, but Columbus Day, Indigenous Peoples Day, Veterans Day, Thanksgiving Day, and Christmas Day.

05:55 - 05:59
Town Hall
Unless it snows on any of those.

06:00 - 06:01
Town Hall
Well, yeah, but then...

06:01 - 06:02
Town Hall
Is there double time on Sunday?

06:02 - 06:03
Town Hall
Tends to happen.

06:04 - 06:04
Town Hall
What was that?

06:04 - 06:05
Town Hall
Double time on Sunday?

06:06 - 06:07
Town Hall
No, just time and a half.

06:09 - 06:16
Town Hall
And vacation is After 90 days of full-time employment, employees are eligible for vacation as follows.

06:16 - 06:20
Town Hall
Less than one year of service, one day for every two months.

06:21 - 06:23
Town Hall
Years one through four, 10 days.

06:23 - 06:26
Town Hall
So it's basically two weeks because it's the weekdays that they're counting.

06:27 - 06:29
Town Hall
Years five through nine would be 15 days.

06:29 - 06:31
Town Hall
Year 10 would be 20 days.

06:32 - 06:34
Town Hall
So the equivalent of four weeks vacation.

06:34 - 06:36
Town Hall
They're just counting the weekdays.

06:40 - 06:41
Town Hall
Trying to think, is there anything else?

06:41 - 06:44
Town Hall
I mean, there's all these little things a personal days.

06:44 - 06:45
Town Hall
Here we go.

06:45 - 06:46
Town Hall
Hampshire County retirement.

06:47 - 06:47
Town Hall
Yeah.

06:47 - 06:53
Town Hall
And while having six months in, you get three days, three personal days per fiscal year.

06:53 - 07:01
Town Hall
Yeah, there's a there's a Hampshire County retirement plan, but I don't remember I don't know all the details of it.

07:01 - 07:03
Town Hall
That's similar to social security.

07:03 - 07:08
Town Hall
So you won't pay social security for the time you go to contribute to the state.

07:08 - 07:11
Town Hall
Was instead what county's long now hand them.

07:11 - 07:13
Town Hall

Oh, I think it was hampshire I could be wrong.

07:13 - 07:20
Town Hall
I would say you worked for a time before me so you get you don't understand that Kirsten definitely knows all of these things.

07:20 - 07:30
Town Hall
She's actually the one generally speaking that When you start work you go up and see her and she'll hand you packet with all Actually, she'll give to peggy to hand to you, but it's got all this information.

07:30 - 07:33
Town Hall
If you have questions She's the one who can answer all of them.

07:33 - 07:39
Town Hall
Okay but you can Views packet before you.

07:39 - 07:40
Town Hall
Yes, please.

07:40 - 07:41
Town Hall
No.

07:41 - 07:42
Town Hall
Yes on that.

07:42 - 07:52
Town Hall
Yep, so we do have to I guess Negotiate a salary pulling up the column schedule.

07:52 - 07:56
Town Hall
So um, when's the last time you actually got a paycheck?

07:57 - 07:59
Town Hall
That wasn't from yourself probably.

08:01 - 08:05
Town Hall
Six years, okay, you know what you made last.

08:14 - 08:34
Town Hall
What is I don't understand what the questions well well we have to set us up make an offer here Yes, there's a range, but thank you need to make an offering you need to Accept or counter offer or whatever right need to come up with a so I think when I left on that I was Think I was out.

08:34 - 08:35
Town Hall
It's $24.

08:35 - 08:35
Town Hall
I think I was out.

08:35 - 08:35
Town Hall
I think I was out.

08:35 - 08:35
Town Hall
I was out.

08:35 - 08:35
Town Hall

I think I was out.

08:37 - 08:40
Town Hall
So but that was seven years ago, right?

08:44 - 08:50
Town Hall
Certifications and licenses that you need wasting and CDLs Yeah, okay.

08:50 - 08:55
Town Hall
Okay, and so You guys copy so.

08:55 - 09:00
George
Before we get too far into this conversation have you actually voted to hire him yet?

09:00 - 09:00
George
Because I didn't catch.

09:00 - 09:03
Town Hall
It No, no, we.

09:03 - 09:04
George
Haven't all.

09:04 - 09:04
Town Hall
Righty.

09:04 - 09:07
Town Hall

Um, we we do have a motion though So we're discussing.

09:07 - 09:08
Town Hall
Yes, I got that.

09:11 - 09:24
Town Hall
Okay We can't it's there's sort of part and parcel, you know, you make somebody an offer they accept the offer and then you hire I think that's the way it works so, um, this is a.

09:27 - 09:28
Town Hall
Level C, right?

09:28 - 09:28
Town Hall
Let's go.

09:28 - 09:29
Town Hall
I believe so.

09:37 - 09:39
Town Hall
Because there's two different levels for.

09:43 - 09:51
Town Hall
Operator labor the higher levels both licenses So they're all C's though.

09:59 - 10:01
Town Hall
Can see what?

10:06 - 10:25

Town Hall
So for reference We're paying Travis 33 14 that level 16 and we're paying Ted 3587 at grade 20 And what was the salary range on for this ad?

10:25 - 10:28
Town Hall
So the bottom of the range one on set.

10:33 - 10:39
Town Hall
So it goes from 2464 right now to.

10:41 - 10:44
Town Hall
3587 that's what we advertised right?

10:44 - 10:47
Town Hall
We advertise to 32 to 32.

10:47 - 10:49
Town Hall
Okay, it was 30 to change.

10:49 - 10:51
Town Hall
Yeah Okay, then we didn't go up to the top of the.

10:53 - 11:02
Town Hall
Ring as our what was advertised was what I talked to Peggy about From what we had discussed.

11:02 - 11:03
Town Hall
What's on your website?

11:04 - 11:04
Town Hall
Yeah.

11:10 - 11:30
Town Hall
Years of Being employed by the town we were recommended when we set our budget the year for that other position to Put it as a step below Travis Okay That's what okay, so that's where you got that's where you got the top.

11:30 - 11:33
Town Hall
Yes So which matches up what I said?

11:41 - 11:56
Town Hall
So no idea what you're currently earning for annual income Trying to start trouble here, but Yeah, no, I think it's just personal sure but if you were earning, you know It's like, just pick numbers out of a hat.

11:56 - 11:59
Town Hall
If you were earning $50 ,000, we're going to offer you $40 ,000.

12:00 - 12:02
Town Hall
We know that you're probably going to say no.

12:02 - 12:03
Town Hall
So that's how it is.

12:04 - 12:04
Town Hall
But it's not actually happening.

12:04 - 12:05

Town Hall
Why am I giving you guys the hands up?

12:05 - 12:07
Town Hall
That doesn't make any sense to me.

12:07 - 12:07
Town Hall
It's not worth it.

12:08 - 12:13
Town Hall
I'm just trying to come close to give you some sort of, I would offer you something a little bit more than you're making now.

12:14 - 12:14
Town Hall
That's why I'm asking.

12:15 - 12:17
Town Hall
That is typically the way these things work.

12:17 - 12:24
Town Hall
Usually somebody comes in and they're a salaried or hourly person and it's sort of public knowledge.

12:24 - 12:28
Town Hall
So not trying to put you in an awkward spot, but I'm just trying to explain.

12:28 - 12:30
Town Hall
I told you what I was making a long middle Okay, yeah.

12:34 - 12:35
Town Hall
What's the range?

12:36 - 12:36
Town Hall
So.

12:39 - 12:43
Town Hall
2464 was the bottom right essentially what he was making four years ago, right?

12:45 - 12:46
Town Hall
Seven years ago.

12:46 - 12:52
Town Hall
I'm sorry about that and In the top of the range was essentially a little below what Travis is making.

12:52 - 12:53
Town Hall
What is it 32?

12:53 - 12:54
Town Hall
Do you know?

12:57 - 12:57
[speaker unknown]
Okay.

13:07 - 13:10
Town Hall
Travis making 33 14.

13:11 - 13:15
Town Hall
So the top of the range was just below that which is.

13:25 - 13:26
Town Hall
32 49.

13:46 - 13:49
Town Hall
I'll go ahead and propose we pay at the top of the range.

13:49 - 14:04
Town Hall
They're based on That's what I wanted to do, too, because if you're not, I mean, you're going to have probation, and my expectation is that you're going to work.

14:06 - 14:13
Town Hall
You're going to be part of the team, and you're going to work your **** off and be a really good right-hand person for a real.

14:14 - 14:18
Town Hall
And my expectation is to see you stay and see you grow.

14:18 - 14:29
Town Hall
And I would assume that we are you can only frog these other two pretty quickly And so that's why I would like to start him off at the top of the range Yeah, no, I would agree.

14:29 - 14:31
Town Hall
You have all the certifications.

14:31 - 14:41

Town Hall
We're looking for if you did if you lack one of them than I could see Saying okay, you know not quite the top the range, but you have them all so any as the years of experience Yes, right.

14:41 - 15:06
Town Hall
Yes, which helps and just to add to what Deb said the we have been without a foreman for several years we've also been well we've also been without a full contingent in essence we haven't had we've been we've funded for employees every year and it's been a while since we've had them in addition to the manager so um I can't remember when we I'm not sure we ever.

15:08 - 15:09
Town Hall
What'd you say.

15:14 - 15:21
Town Hall
Yeah, there's a person on any sign so what I'm saying is this room for growth besides taking over reality there's an in-between.

15:25 - 15:30
Town Hall
Yeah, yeah, I know my company's been advertising so I think though.

15:31 - 15:36
Town Hall
I think I was gonna say I think the last time we had a foreman was when Devin was still working.

15:39 - 15:40
Town Hall
Devin left quite a while ago.

15:40 - 15:46
Town Hall
You know so as at that point we never had a foreman again Yeah, because it's been

difficult to keep for people.

15:46 - 15:51
Town Hall
It's been a big piece of it We don't really need yeah, but anyway just saying.

15:56 - 16:02
Town Hall
So I think we've sounds like we've made an offer it is that I'm gonna look over the yeah that officer sounds good.

16:02 - 16:09
Town Hall
I'm okay over all the paperwork So let's go ahead and vote Okay All in favor.

16:09 - 16:30
Town Hall
All right Okay, cool and so The way I see it man is like where you offered a conditional accept acceptance based on what you find out of um us being totally negligent Based on benefits I'm sorry that we were not fully prepared.

16:30 - 16:31
Town Hall
No, it's okay for this.

16:31 - 16:35
Town Hall
So We usually have Peggy here to right.

16:38 - 16:47
Town Hall
My apologies for that she'll pull it out of the drawer and go here you go Our employees except for yeah, I can't even you know when you say what who's the insurance company really?

16:49 - 17:02
Town Hall
I wish when you get town insurance, there are some towns that do that that paid for

the or that will let their right City councilmen or so I've worded or whatever they'd get on the town assurance Nobody's ever asked.

17:05 - 17:11
Town Hall
What is tomorrow Kirsten's working no tomorrow's Friday no, but I.

17:14 - 17:25
Town Hall
Know but I will reach out to Kirsten immediately and chances are you get an answer yeah, and you can get info to him obviously Yeah, if you get it to me, I'll send it right over to him.

17:26 - 17:26
Town Hall
Okay.

17:27 - 17:27
Town Hall
Perfect.

17:27 - 17:34
Town Hall
And then if everything is okay with you, then you two can negotiate a start date.

17:35 - 17:35
Town Hall
Perfect.

17:35 - 17:36
Town Hall
Good?

17:36 - 17:36
Town Hall
Yeah.

17:37 - 17:37
Town Hall
All right.

17:37 - 17:37
Town Hall
Cool.

17:38 - 17:38
Town Hall
Thank you.

17:38 - 17:39
Town Hall
Sorry for our confusion.

17:40 - 17:40
Town Hall
You're welcome.

17:40 - 17:41
Town Hall
It's okay.

17:41 - 17:57
Town Hall
Matt, I hope everything works out and I hope that you, like all the compensation works And you're happy and I hope that you Enjoy working here and enjoy working with real and Can form a really good team.

17:57 - 17:58
Town Hall
That's my hope.

17:58 - 18:00
Town Hall

Yeah For sure.

18:00 - 18:01
Town Hall
I mean that's really important to us.

18:01 - 18:03
Town Hall
Yeah, it's been a while.

18:03 - 18:11
Town Hall
I'm not coming here to just be a flight more Kind of work to work And try to be positive.

18:11 - 18:13
Town Hall
Well, we want to do enjoy them.

18:13 - 18:47
Town Hall
Yeah and and also Well I'm the liaison to the highway department and you can have my contact information if you ever have any issues but you can come to any one of us if you have any issues if you don't feel comfortable talking in real that's okay right it's definitely since you don't have any other way else about Kirsten is also there Kirsten is also a good place to go because she's sort of our HR Person by default as treasurer okay cool All right.

19:07 - 19:12
Town Hall
I'm sure we've made an impressive.

19:14 - 19:27
Town Hall
Yeah, um, you can tell them that we're generally a little bit better a little bit better organized, but I mean, yeah anyway, I mean like as far as the New proposed employee handbook.

19:27 - 19:29
Town Hall
It's like I'm looking at.

19:33 - 19:39
Town Hall
So we're all set Charlie we can clue so I'm gonna yeah So Michelle, thank you.

19:39 - 19:41
Town Hall
Sorry and thank you for for chiming in really.

19:41 - 19:42
Town Hall
I appreciate.