Select Board Meeting

**Executive Session**

November 14, 2018

7:14 pm meeting called to order.

Board members Neil Oleson, Ericka Oleson, and Krista Bishop present.

Also in attendance, Chris Dobbert, Doug Miller, Tim Bartlet, Ron Bosley, and Melanie Medon.

Neil stated the board heard Doug had some concerns. The board would like to hear them and also address if there is a reason for high absenteeism beyond the allotted PTO on Doug’s part

Doug stated that he fears retaliation if he were to open up. He has been here 21 years, is the senior employee on the highway department, but feels he is treated badly and others are favored. He was told he makes too much money to do the mowing which is something he enjoys but the one doing the mowing makes the same amount of money. Also, said he is older than most other guys but is doing more of the physical labor.

Tim stated that the conditions Doug is working in are unsafe. Neil stated it is to OSHA standards.

Doug stated he was not asked if he wanted to get his license for over the guardrail mower. Chris stated it was offered to all of the guys.

Doug stated he is sent off alone to work all the time. Chris and Neil stated that the other guys are too.

Chris presented attendance saying he was absent a lot during the summer. Doug stated some of that is from health issues and others are because he isn’t able to handle the way he is treated.

Neil brought up reports that Doug does not do his job the way his boss has asked. Doug stated because it is unsafe.

Krista stated that many issues were just brought up and would like to review safety procedures then asked Doug to log these instances to bring to the board.

Doug stated that he would like a center mount truck to plow Whitcomb Hill. Neil stated he understands that he does and that is another discussion.

Neil will provide Doug with his cell number to call when there is an issue.

Chris stated a safety concern. Doug jacked up a truck, took the tires off and went under it without jack stands. Doug, Tim, and Ron stated this should be addressed by the supervisor not brought to the select board.

Tim stated a memo should have been signed and hand delivered to have Doug present at the meeting. Neil stated that is not required.

Doug stated that there has been times he has gotten back to the shop from an assignment and everyone is gone for the day and not checking on him. Chris stated she does not leave until all personal vehicles are gone for the day.

Chris stated she has concerns with workers going into the garage after hours unless there is an emergency. Neil stated if Doug or others needs to get in for something they should call ahead and let someone know.

Doug will document instances and call Neil if he has an issue.

Doug, Tim, and Ron left at 7:55pm.

Chris stated that she would like the BOH or select board to talk to the compactor guy. He is sleeping on the job and is not cutting or stacking the paper causing it to not hold much and is costly.

Neil said that one town bought a compactor for their paper bin. He will get numbers.

Chris also said he is not helping older women and should not have taken that many tires.

7:58pm Ericka made a motion to adjourn executive session. Krista seconded. Unanimous.