

TOWN OF NORTHFIELD, VERMONT
SELECT BOARD
SPECIAL MEETING
Minutes of January 19, 2016

- I. **ROLL CALL.** Chair John Quinn III, Select Board members, Lynn Doney, Matthew Gadbois, Kenneth W. Goslant, and K. David Maxwell. Also present were Town Manager Jeff Schulz; and Finance Director, Laurie Baroffio.

John Quinn Chair, called the meeting to order at 6:00 p.m.

- II. **PUBLIC PARTICIPATION (Scheduled): None**

- III. **FY 16/17 Budget**

Chair Quinn asked where the Board left off with the budget, and what items remained for discussion. Manager Schulz stated that one remaining item is the ICMA retirement and whether to eliminate it from the budget.

The Board members discussed the employee's ICMA retirement plan and the general consensus of four Board members was to eliminate it from the Budget. The general thought was that if the ICMA retirement plan (the employee's second retirement plan) is eliminated, the Town employees will still have an adequate retirement plan through the Vermont Municipal Employee Retirement Plan. Select Board member Gadbois recommended retaining the ICMA benefit for existing employees, and eliminating it for future employees. He also suggested a modified plan for the funding of the ICMA; which included: \$40.00 per pay period for Department heads, \$30.00 per pay period for the Foreman, and \$25.00 per pay period for other employees. Next, Select Board member Gadbois made a motion to approve the changes for funding the ICMA retirement as he presented above, second by Select Board member Doney. **Motion failed 1-4-0.**

Next, the Board discussed eliminating the ICMA funding from the budget, and putting \$15,000 in the budget for a performance based merit program for the employees. Also, the Town Manager will develop a plan for the proposed program for the Board's review and approval. Motion by Ken Goslant, second by Dave Maxwell to eliminate the ICMA, and to put \$15,000 in budget for a performance based program. **Motion passed 4-1-0.**

- IV. **PUBLIC PARTICIPATION (Unscheduled).** There was none.

- V. **ADJOURNMENT.** Motion by Select Board member Gadbois, seconded by Select Board member Goslant to adjourn. **Motion passed 5-0-0.**

The Board adjourned at 7:45 p.m.

Respectfully submitted,

Jeff Schulz

Jeff Schulz, Clerk

These minutes were approved at the regular Select Board meeting of February 23, 2016.