

JOHNSON VILLAGE TRUSTEE BOARD MEETING MINUTES  
JOHNSON MUNICIPAL BUILDING  
MONDAY, AUGUST 18, 2014

**Present:**

Trustees: Gordon Smith, Ellis O'Hear, Walter Pomroy, David Goddette, Chris Parker

Others: Duncan Hastings (Manager), Steve Towne (Public Works Superintendent) Nate Brigham.

***Call to Order***

Gordy called the meeting to order at 6:04. Gordy noted this meeting was a continuation of the regular meeting of August 11<sup>th</sup>, which had been continued to this date, time and place.

Gordy stated that the meeting was called to discuss a personnel matter, which would be done in executive session unless the employee wanted it done in open session. Nate indicated a preference for executive session.

Duncan stated that the employee had requested an opportunity to address the board regarding a letter of reprimand before the board issued any disciplinary action, which the board had agreed to do.

Walter moved to enter executive session for the purpose of discussing a personnel matter, seconded by Ellis, unanimous in favor.

Nate left the meeting at 6:35 and the Board continued in executive session.

Walter moved to exit executive session at 7:00 p.m., seconded by Chris, unanimous in favor.

The Board instructed Duncan to write up letters of discipline as per the Board's deliberations and provide them to the affected employees and to meet with those employees as per the Personnel Policy. Duncan and Steve were also to write a memo for all employees indicating the policy of the Board that all employees have an obligation to report observed safety violations to their superiors and there must be a workplace atmosphere where they have no fear of making such reports. Safety must come first.

Duncan stated that he had paving bids, which would be opened and read aloud at the Selectboard meeting in half an hour. He would then have figures for the paving of the crosswalks. It was decided that the Trustees should continue the meeting until Thursday so that Duncan could report the prices to the Trustees

**Walter moved and David seconded at 7:05, to continue the meeting to Thursday August 21<sup>st</sup> at 6:00 p.m., the motion was passed.**

*Minutes submitted by Duncan Hastings*