

**Selectboard Memo**  
**September 20, 2021 SB Special Meeting**

**Additions to Agenda**

- **Discussion on EMFD Response to Proposed Emergency Services Agreement**
  - On September 18, 2021 EMFD provided an alternative proposal for a new services agreement and a letter describing the proposed revisions plus suggestions for a joint meeting

**Consideration of COVID-19 Vaccination Mandate for Town Employees**

- No policy template on this topic for Vermont municipalities is readily available at this time; documents are expected to be developed by VLCT and others in the aftermath of OSHA/VOSHA actions
- Attorney Jim Barlow, in response to a generalized question on this topic, advised to take it slow as there is not much out there to guide towns – this may not be the most appropriate Vermont municipal governance area in which to be at the cutting edge
- Jill Muhr, VLCT’s Senior Human Resources Consultant, provided access to the Society for Human Resources Management (SHRM) templates; she recommends legal review of any policy/board action in this area; the VLCT PACIF EPL (employment practice liability) service is available for consultant in advance of accommodation or termination decisions
- Bonnie Waninger, CVRPC’s Executive Director, provided links to SHRM articles on this issue and gave the following questions for consideration:
  - Is the Town willing to lose or dismiss an employee who chooses not to demonstrate proof of vaccination? Available workforce is very limited.
  - Not everyone can be vaccinated. Will the Town require testing in lieu of vaccination or provide an accommodation, such as working remotely or taking a leave of absence? If testing, is the Town prepared to pay for it? Also, my understanding is that the Town cannot ask about testing results (it’s medical information); only for proof the test was conducted.
  - What is the goal of mandating vaccinations? Can that goal be achieved using other means?

**Warrants**

- **September 20, 2021 Regular Warrant for Approval**
  - Since we’re back to in-person meetings, this warrant should be signed by all board members present

**Other Business**

**Town Administrator Report**

- Meeting Schedule:
  - October 4, 2021      6:30 pm      Selectboard regular meeting
  - October 18, 2021    6:30 pm      Selectboard regular meeting
  - November 1, 2021   6:30 pm      Selectboard regular meeting