

Questions	Brandon	Lyndon	Readsboro	Richmond	Pittsford	Proctor	Vernon	West Rutland	Westford
1. Are they working?	Yes.	Yes.	Minimally.	Yes.	Limited.	Yes.	Yes.	Essential duties.	Yes.
2. If so, is it business as usual (with proper protocols, of course) or have their duties been limited?	Our Highway Department is still working. Early on we created a protocol which included assigning a specific truck to each crew member, allowing them to go home to use the bathroom, sanitizing equipment and the shop, to name a few. We been using both of our sweeper attachments for sidewalk and curb cleaning. The guys want to work and as long as they can perform their tasks and maintain distancing we are going to let them work.	Yes – assigned truck per employee, masks, 6’ social distancing	The DPW Superintendent is coming in every day, assessing the road conditions doing what he can by himself and if he needs assistance he will call in one individual at a time on a rotation (or more as deemed necessary)	Not business as usual. The work has been limited to only what can be done by one individual at a time, and also to respond to emergencies. This has reduced the hours that each employee can work each week.	we are doing as much as possible from home, with limited access into the Town offices. The exception is the Highway Crew, whom we have sent home after VTrans shut down operations—obviously, their work is mostly outdoors, so they have very little to do.	Crew is at home but are on call. Foreman is working to keep an eye on things and take care of items that need attention.	Not business as usual. The Select Board has instituted protocols including individual vehicles, no breaks in the break room, no outside vendors, family or Sheriff Dept personnel allowed in, work only that can be public avoiding.	They are mostly home only doing essential duties (Storm damage, etc.)	Business as usual w/ protocols
3. If they are not working, are they being paid full wage nevertheless?	If we get to the point of having to close operations we will continue to pay employees for the rest of the fiscal year.		Yes, the Selectboard will pay a straight 40. The intention is they are being paid to stay home and stay safe, so if we need them for an emergency they will hopefully not unknowingly infect the rest of the crew. The crew has been given a 1 hour recall time to respond if paged.	They are being paid for a full week, even if they are not working a full week.	Yes.	Yes paying full wages.	NA	Yes.	N/A
4. Are you considering laying off or furloughing some or all of your DPW/Highway crew workers?			No.	This topic has been discussed with the Foreman and other department heads and will be on the SB agenda tonight. If we go down this road I would envision it looking like a reduction in hours for all Highway staff, they would be paid for the hours worked, unemployment would pay for the hours not worked, and they would recive the \$600 of Federal monty on top of the wages and Unemployment benefit. We have not made this decision yet and we are looking at the cost to the Town to pay wages for hours not worked from now thourgh the end of May.		Not at this time; need them to come back once this is over.	Not at this time.	No, I actually only have two right now, one is out on s/t disability.	No.
5. Has there been any discussion about hazard pay for those that are working?			No.	We have not discussed this for Highway.			We have not discussed this for Highway.		Not yet.
6. Any other feedback?					Good Highway Crew members are hard to come by and a layoff (even if brief and even if the worker might do better in a layoff than with actual wages, thanks to the enhanced UI benefit provided by the federal stimulus law) would be a potential morale downer, leading such a worker to consider looking elsewhere for work....				