

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, JUNE 19, 2017

Present:

Selectboard Members: Mike Dunham, Nat Kinney, Doug Molde, Kyle Nuse, Eric Osgood
Others: Brian Story, Rosemary Audibert, Brian Krause, Denise Krause, David Butler, Lois Frey, Charles Gallanter, Chris Duff, Jen Burton, Howard Romero, Casey Romero, Heather Rodriguez, Peter Moynihan, Dave Goddette, Sue Lovering, Kim Marble, 10 other community members

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Eric called the meeting to order at 7:14.

2. Additions, Changes to Agenda

Brian S. said the minutes of June 5 and 15 are not available to approve. It was agreed to add a proposal about cemetery maintenance, approval of a new Historical Society member, a contract signature, discussion about term limits for the selectboard, discussion of the Historical Society role in road naming, and an offer from Doug of a large cast iron flower container.

3. Review and Approve Minutes of Meetings Past

Kyle moved to approve the minutes of May 15, Doug seconded and the motion was passed.

Brian said he had printed out the April 17 minutes by mistake instead of the minutes the board had wanted to review, which were from the April 10 joint meeting. He asked to save review of those minutes until the end of the meeting, after he has had a chance to print them out.

Nat said a comment attributed to him in the April 17 minutes (“it refers to the distance between studs”) was actually made by someone else. The board had already approved the April 17 minutes at a previous meeting.

4. Treasurer’s Report / Review and Approve Bills, Warrants, Licenses / Any Action Items

Rosemary said to date we have spent 86.81% of budget. She will do some journals on reserve funds. We are still waiting for the balance of FEMA money for the Coddling Hollow project. Brian said he doubts we will get it by the end of the fiscal year. Rosemary said the village has repaid the town for the amount overpaid for the College Hill project.

We still need to collect about 4% of taxes for the year. That is close to where we have been at this time in the past 2 years. The first notices have been sent out giving people until a certain date to set up a payment plan.

The board agreed to schedule a meeting to set the tax rate for June 26 at 5:30.

5. Planning Commission Report

David Butler said he has been talking to Brian S. and Seth Jensen about a public hearing on form based code. The Planning Commission should set a date for the hearing on Wednesday.

David said Staci Pomeroy and Meghan Rodier drove through the town looking at river corridors. They didn't do a lot of hiking. He is expecting an informal report from them to share with the Planning Commission on Wednesday and they will come to the July Planning Commission meeting.

Kim Cotnoir is interested in being on the Planning Commission. She is acceptable to all Planning Commission members. The other person who expressed interest has not come to a Planning Commission meeting.

Eric asked if we received a formal letter of request from Kim. Brian said yes. Eric asked if any others sent letters. Brian said one other – the one who did not show up to a Planning Commission meeting. Eric said appointment of a Planning Commission member was not on the agenda so it should be done next month.

Charles Gallanter asked if the other person was invited to a Planning Commission meeting. And what about the 60 days policy? Also, the agenda for Wednesday's Planning Commission meeting was not posted as far in advance as required by Open Meeting Law. David and Brian said both candidates were invited to meet with the Planning Commission. Eric said it doesn't show a strong level of interest for a candidate not to attend a meeting. Charles asked, what about the 60 day policy? Brian said the board has 60 days to notify a candidate of their status. Charles asked, didn't Kim apply over 60 days ago? Brian said he would have to check the calendar. It has been about 60 days. He will inform both candidates of their status and that the board will be appointing Kim next month.

6. Road Commissioner/Road Foreman Report and Action Items

Brian K. said he visited 4 dealerships (2 Dodge and 2 Ford) to get estimates for replacement of his pickup. He recommends not going with a diesel. He feels for what we use the truck for there is no justification for getting a diesel. It will be an inconvenience for him to go to a gas station to gas it up but he thinks it will be worth it. It is not good for a diesel engine to be driven without getting up to highway speed. He recommends getting a Dodge. Goss Dodge had the best price. He thinks Dodge has a little better record than Ford. The price is a couple of thousand more than for a Ford but he thinks we would make up the difference in durability and lower maintenance expenditures. The Goss Dodge quote was \$15,427.

Mike said the difference in cost between the Dodge and the Ford is close to \$3K. What is wrong with the Ford? Brian K. said Ford doesn't have as good a maintenance record. Fords don't seem to be holding up as well as Dodges. We have had problems with ours. He has heard bad reports from other towns as well, so it doesn't sound like ours is an isolated incident. It sounds like in general people have issues with Fords. Mike said he feels with a price difference close to \$3K it is worth taking a chance on a Ford rather than a Dodge.

Doug moved and Kyle seconded to authorize purchase of a Dodge pickup truck from Goss Dodge. Mike said he thinks that is throwing away \$3K of the town's money. **The motion was passed with Mike opposed.**

Brian K. said he was asked to look at installing a water line at the skate park to serve the community garden. That could turn out to be difficult because of what may be in the ground

from previous uses. There were leach fields, water lines, etc. He estimates the job would take 2 people 2 days.

Brian S. said we haven't committed to doing the work yet. He wanted a price tag before asking if the selectboard wanted to support having town employees do it. Brian K. said based on what was in the ground before it wouldn't be a bad idea to pass on this job and have a contractor do it, but his crew can do it. Eric asked how the crew is doing on summer projects. Brian K. said they need the time for summer projects. They don't have spare time. Nat said he feels we should pass on doing this now and look at it in the context of other park projects. He thinks we should consider all of them together instead of doing each one as it comes up, especially with the highway department's time constraints. There was no disagreement from the rest of the board.

Brian K. said the highway crew will do mud abatement on Upper French Hill. He will have to shut down the road for about 15 minutes about 3 times. Kyle asked if he knows what time of day that will happen. Brian said when needed.

Brian K. said there is a municipal aid pilot program for all towns that can give us a grant to be used on hydrologically connected roads. Our match can be paid with equipment and man-hours. We have to employ best management practices. The program is sponsored by ANR to help towns pay for requirements of the Municipal Roads General Permit. It sounds like the money is available for the asking, not through a competitive grant process. We have plenty of hydrologically connected roads that need work.

Some board members asked what "hydrologically connected roads" means. Brian K. said it means they are within a certain distance of water. There are requirements related to those roads that are part of an effort to keep sediment from getting into the water. The Municipal Roads General Permit deals with those hydrologically connected segments.

Eric asked if Lendway Lane would be a candidate. Brian K. said yes, but he wouldn't use the money there. He is thinking he would use it on Upper French Hill and Fox Lot.

Doug asked are we getting into a townwide commitment to meet the standards, or do we just have to meet them on that small section? Brian K. said we just have to use best management practices in doing the work. We have to follow a certain set of guidelines.

Eric asked why we would not apply for the grant. Brian K. said he is not sure. Brian S. said he and Brian K. plan to apply for it. They don't think it will interfere with VTrans grants. Brian K. said he would like to complete the work on hydrologically connected roads this year but they give us some time next year to finish the work. If we are having trouble finishing all the work he would rather put off the work funded by the Better Roads grants. We have until next December to finish that work.

Mike moved to pursue the pilot Municipal Roads grant for work on hydrologically connected roads, Kyle seconded and the motion was passed.

Kyle asked if it was the town that mowed the rail trail recently. Brian K. said no. He is not sure who did it. They wanted us to mow it twice a year and he said we could commit to once.

Eric said the historical Powerhouse Bridge sign is missing. He asked Brian K. last week if he knew where it went and if he could look around for it. It is a sign that was on the original bridge. It had some boards of the original bridge attached to it. Those boards are still there. He would guess someone got up there with a ladder and pulled it off. He doesn't think there is a high likelihood of recovering it.

Howard Romero asked if the town's insurance would cover its replacement. Eric said probably, but money is not the issue. And we have a \$1K deductible. Another community member said she wonders if there is a way to talk to college students about it. Eric said it happened after college students had left for the summer. Casey Romero said she thinks the town should post about it on Front Porch Forum. Lois Frey asked if the sheriff's dept had been notified. Eric said he doesn't think so. We should notify them.

Doug asked if Brian S. had talked to Brian K. about Sloping Falls. Brian S. said yes. Doug said on July 26 the Lamoille River Paddlers' Trail steering committee and the River Conservancy want to work on a river access at Sloping Falls. They have requested some trucking time from the town. Brian K. said no trucking will be necessary. Town employees will just use a bucket loader to transport materials from our stock to the site. Brian S. said they will reimburse us for the materials.

7. *Skate Park Committee Update*

Casey Romero said the Skate Park Committee is pursuing grants for the bike terrain they want to put in the meadow. There is one grant that was just made available on Friday, a state recreational facilities grant they have gotten before. Both that grant and another one they are pursuing have a 50% match. They have raised almost \$7400. They have a gap of \$11,518 in making the match for the federal grant and a gap of \$11,867 for the state grant.

The easiest way Casey can see to close the funding gap is for the town to pay. Seth Jensen says the scope of archaeological work the state is asking for is a lot. He wants to talk personally with someone from the state and see if he can shrink the scope of work. The first step is getting an administrative amendment to officially take the land out of the commercial category and put it in the municipal category, which was never done. That amendment costs \$65. That is in process. Once that is done the committee applies for the permits needed for the project. That is where considerations like archaeology, flood, and stormwater come into play, at a cost of up to \$15K. The logical thing to Casey is for the town to pay for the Act 250 work. Ideally future grants could be used to reimburse the town.

Doug asked when construction is expected. Casey said they will hear about the federal grant in August and about the state grant in the fall. For the federal grant they have to show they have the match and get permission to start. She hasn't heard if the state grant has that constricton. The project will be done next spring but they may be able to do a little site work this fall.

A community member said she assumes if the committee doesn't get the Act 250 permit the \$15K they spent to try to get it doesn't get reimbursed. Casey said that is right.

The community member asked what part of the budget that money comes from. Eric said the board never budgeted for that expense. Fifteen thousand is a lot of money. The only possibility he can see is that there might be enough of a surplus when we close out the books on the current budget. Rosemary asked if the money could come out of the building and grounds reserve fund. Casey asked when we will know if there is a surplus. Rosemary said probably not until August.

Casey said a ray of hope is that the Lamoille Economic Development Corporation really likes this project. She put them down for \$8K in one scenario and \$8500 for the other. John Mandeville said to come and see him if they have trouble with their match.

Doug said his understanding is that under Act 250 no construction can be done until you have a permit, not even scraping. He doesn't think the committee will get permits until late winter or spring.

Doug said the skate park has long term credibility from the work they have done. Kyle asked how much we have in the reserve fund. Eric said \$50K-60K but there are competing priorities. He asked if Casey could come back in July or August. Casey said yes. The state grant application is due July 14. She doesn't know that they need to see the match by submission time. With the federal grant, if the committee can show they have the match when they are notified about the grant they will get permission to start, which means the archaeology work can start then. The board doesn't have to make a commitment tonight. Casey wants to go ahead with the application.

Eric said he is not sure we will have the money. Casey said if we are all on the same page about trying to find solutions that is good enough for the Skate Park Committee. Doug said he thinks Casey needs to apply knowing we may not be able to come up with the money. Kyle asked if these grants come up every year. Casey said Trump wants to kill the federal one. The state one depends on the budget. Eric said she should go forward but we don't know if we will have the money.

8. *Update on Bread Oven*

Jen Burton introduced herself. She has lived in Johnson for 24 years. She owns 2 properties, is a justice of the peace and recently got onto the Lamoille Housing Board. She works in Hazen. Lois Frey said Jen also volunteers for the Historical Society.

Jen reviewed the history of the bread oven proposal. October 17 was the first time she came to the selectboard with this idea. She told them she was thinking of putting it in a corner not occupied by the Historical Society or the bandstand. She was not looking to disrupt anyone's space. Nat told her he wanted to see funding in place before the project got going. Mike moved that the board send a letter of support. On April 17 she came back looking for permission to start construction on the structure. She thought she would have funding for that and thought it would be okay to have the structure even if she didn't get funding for the oven. There was conversation at that meeting about how Legion Field was being used. Nat asked

her to talk to the Rec Committee. On May 15 she told the selectboard she had funding for the structure. She contacted Dig Safe. She found she had misunderstood about contacting the Rec Committee and Little League families, thinking Nat would do that. Nat told her then that he thought the time to contact them would be when she was ready to stake out the proposed location and she did so.

Jen got letters of support from the selectboard and the Conservation Commission. There were questions from the Conservation Commission at their meeting, but she had a letter of support from them. Some of them wondered why they hadn't known about it, but she got the letter in March.

She got a \$2500 grant, beating out 36 other applicants. The Vermont Community Foundation also gave a \$1000 grant. She got contributions from Howard Manosh, Nadeau Sand and Gravel, SD Ireland, Johnson Farm and Garden, and Parker and Stearns. Mark Woodward offered \$3K. Until a couple of weeks ago she had not run into anyone having negative thoughts about this.

One of the biggest questions she has gotten is how tall the structure will be. According to the plans it looks to her like it will be 12 feet tall.

Another big question was what Cal Stanton thinks. He said he doesn't have strong feelings. He can work around it as long as it is on the perimeter. He would like more events on Legion Field.

Jen got about 94 signatures of people who support the project. Most people she has encountered are excited about this project. She realizes there are concerns from some community members. A lot of work and time has been put into this. It hasn't been forced through with speed and information has not been withheld from anyone. It has been on selectboard agendas and in minutes of selectboard meetings.

She has raised about \$7K. She is asking the town to give her permission to hold a workshop where community members will be invited to learn how to create a stone oven and then have the community use the oven.

A community member said a parent she talked to didn't have a backyard and was excited about having a place to bring their kids and have a good time. This is a good community thing. She read on Facebook about how someone put one in their community and said it did so much to bring people together.

Peter Moynihan asked who did the design. Jen said Gilles Lehouillier.

Peter asked if the location has become an issue. Jen said she thinks the location issue has been resolved.

Peter asked if the intention is to have it operate during Tuesday Night Live. Jen said yes. The idea is that a non-profit would use it for fund raising. She is planning to have no overlap with

what other vendors are selling. She thought of bread or pretzels or people could just bring their own items to cook in it.

Peter said he got the sense some people don't want to see Legion Field as a baseball field. Would the oven interfere with people using the ball fields? Jen said it will be about 4 feet from the sidewalk. It won't interfere.

A community member asked how long it will take to build the oven. Jen said initially it was going to be 4-5 days but then she got more donations of materials and money so she will make it bigger and nicer. It could take 5-10 days. It will overlap with at least one Tuesday Night Live, maybe two. There will be materials there during that time but she will try to keep it small, use tarps, and have someone guarding the area during Tuesday Night Live.

A community member said she loves this idea. Is the idea that people can use it any time? Jen said yes. The community member asked about the safety of having it in public with fire involved. Jen said people will have to take some kind of training or workshop to use it. It won't be open for anyone to use any time. It will be locked. She heard someone point out that it is like having a barbecue pit in a park, which is common.

Dave Goddette asked who has liability for it. Eric said the town. Dave asked how it works if someone gets sick or hurt from using it. Eric said it is no different than if someone gets sick or hurt on Tuesday Night Live now.

Dave asked if the town will be the owner of the oven. Eric said yes.

Nat said Jen has done a lot of work and he appreciates it very much. Both previous times she has come to the board he has said she should check with the Rec Committee. He understands that at first she thought he would do it. Now that the Rec Committee has heard about it, some are expressing concerns. The selectboard took a hands-off approach. He thinks the selectboard should have insisted on getting letters from Johnson Rec, the Historical Society, and Tuesday Night Live. Instead we are getting input later in the process after she has invested a lot of time. It is creating some tensions.

Casey asked what the gist of the recreation concerns is. Heather Rodriguez said her concern is location. She thinks we are outgrowing Legion Field. The more we bring to it, the smaller it will get. She thinks the oven is a great idea. It is the location that bothers her. There doesn't seem to be a concrete plan in place to move forward with recreation for the town. Casey is talking about the bike terrain project, the Rec Committee talks about their projects, Jen is talking about the oven. She would love to see a long term plan. Each group doing its small project doesn't bring us to local consensus for our community. As far as the location of this oven, she thinks we will outgrow it. If we do, will we be able to move it? People will need a place to sit when they come together to eat. We will need to put in picnic tables and that will impinge on the space the town uses. And she has concerns as a parent of elementary school children. If there is an activity like a reunion during the day, language or alcohol in close proximity to the elementary school could be concerns. She thinks we should think about long term goals for recreation. Where can we go in 1 year, in 5 years, and in 10-20 years?

Another community member said she understands, but don't separate organizations need to reach out to each other? Heather said yes. The other community member asked if maybe organizations could come together for a monthly meeting, then bring input to the selectboard. Heather said adding one more meeting would be difficult for her.

Jen said we can't predict the future. Even if we have a plan, that doesn't mean things won't change. Right now being told those things is discouraging to those trying to come forward with new ideas. It doesn't encourage new ideas.

Heather said she thinks we need to be somewhat cohesive so all have an understanding of what is happening.

Jen said it appears that Legion Field is turning into more of a park than a playing field. Given that that seems to be the direction or even if it's not, it seems like right now the best location is Legion Field. If Tuesday Night Live moves, the oven will still be on Legion Field and that's okay. But having Tuesday Night Live there now helps make people aware of the oven. If Tuesday Night Live moves people will know the oven is there. It doesn't always have to be attached to Tuesday Night Live.

Another community member said nixing the oven would be terrible. Heather said the Rec Committee doesn't feel the project should be nixed. She has talked to all of the members but Nat and not a single person thinks that.

Denise Krause said she hears Heather saying we may not have taken time to look at the big picture and looking at the big picture allows cohesion over time.

Heather asked about long term maintenance of the building and the oven. If there is a town-owned structure and 10 years from now it needs maintenance, what does that look like?

A community member said he assumes it will be like maintenance of any other town owned building. He can see where people are coming from. He can see where cohesion and communication are not as great as they could have been. Legion Field is being outgrown quickly by Tuesday Night Live. The park and the parking areas nearby get full. Eventually there won't be enough room. Old Mill Park hopefully will eventually become better than it is. Now it is not as used as what is in town. Maybe eventually Legion Field won't be the place for any of it.

Sue Lovering said we already have a perfectly lovely park. The playing fields are used from April to October. The rail trail goes through it. It seems true to her that Tuesday Night Live might outgrow Legion Field. It might outgrow Old Mill Park. People should look at the future of Old Mill Park. A group went to Old Mill Park yesterday and staked out a lovely site for the oven.

Brian Story said he, Beth Foy, Lois Frey, and Sue Lovering looked at suitable locations in Old Mill Park. There is a suitable location there. Old Mill Park has plenty of parking and a

lot of space. The oven could be located in a way that doesn't interfere with the ball fields. The main difference between locations is in accessibility for walking and visibility. We have discussed that having higher visibility will deter vandalism but the downside is having people using it late at night in a residential area. There are advantages and disadvantages for each location.

Dave Goddette asked how much it will cost. Jen said there will be no cost to the town. The money will all come from fund raising and donations. The cost is about \$7K and all has been raised.

Dave asked, she is just looking for a place to put it? Jen said the proposal has been to put it at Legion Field and a large portion of the funding is specific to Legion Field.

Casey said this project has been in the public eye all along. She doesn't want to hold progress on it hostage to what we should be doing that we aren't now, such as maintenance and long term planning. The town will hire a part-time recreation coordinator. That position can help all players be in contact. Had that been in place this lapse might not have happened. We have an opportunity. If we don't take the opportunity it will go away. We have a long term recreation plan but it's not specific. We have an opportunity at this location. Down the road, can a building be relocated? She imagines so.

Eric said Jen came before the selectboard with a request. The board asked her to get all the funding. She has done all that the board asked. She has done the siting and had a site visit. The board needs to decide whether to accept her proposal and allow her to move on.

Nat asked, the funding she has is for the building only, not the oven? Jen said no, she has it all.

Mike moved to approve the bread oven proposed by Jen Burton at the site staked out on Legion Field, seconded by Kyle.

Nat said the selectboard's hands off approach has been a learning experience for us. We have learned to make sure all stakeholders are brought in at the beginning of the process. He asked, the arts council has adopted this? Brian S. said they signed on in an administrative role for the grant. Nat said Jen has taken all the pressure on herself. He suggests that the arts council and Jen try to find common ground with the people that have objections and try to build consensus. He has been told the grant funds have to be used by next summer. If construction really only takes a few days we have time to address issues and bring the community more fully into the process. He would suggest not breaking ground yet but doing more work.

Jen said because of her job she has a short window of time in the summer when she is off work and has time to do this. That is what the project was planned around. What works for her time and the stonemason's time is doing the project this summer.

Charles Gallanter asked what the arts council is. Brian S. named the members. He said it is a fairly new organization that is hoping to promote arts and art events for Johnson residents. They appreciate the bread oven in part because they think it can be a useful fund raising tool for them.

Dave said he just learned about this a few days ago. A few people approached him and he didn't know much about it. He was unaware this was completely funded by grants and donations. He thinks it is a positive way to bring the community together. He shares the concern about planning and priorities. He doesn't want us to do things just to do them. He wants to make sure what we do works within a plan. His concern is that if the bread oven is put in and owned by the town, people may use it for a little while and then stop and it will start to fall apart and the town will have the responsibility to take care of it. His concern is maintenance.

Jen said she has offered to manage it for the first 2 years. David said he is talking about 5 or 10 or 20 years from now. Jen said she thinks no one can answer those questions now.

Brian S. said this is something the town doesn't have sunk cost in. If we couldn't find a volunteer group or person to manage it we would remove it before we would let it become an eyesore or liability. If no one wants to use it in the future it doesn't need to stay. It would cost a couple of thousand dollars to dispose of.

Eric said it is no different than the skate park. If Casey got run over by a bus we would probably have to dig up the skate park.

A community member said the oven is such a positive thing for this community. It's our community. Let's take some pride in it and do something new. She thinks it will make people come together. As far as the negative stuff, let's deal with it if it comes up.

Dave Goddette said he agrees. He just wants to make sure there is a plan.

Doug said Johnson is at a point where we have a tremendous amount of recreational usage. It is a good way of promoting our community. We renamed our highway department the public works department. We don't have a parks department yet but he thinks someday we will have dedicated people. He thinks we had the same lack of plan with Old Mill Park. We need to address all this stuff. He remembers talking about stakeholders. The board gave conceptual approval. He thinks we should go forward with this.

The motion was passed.

Chris Duff, the recently hired compost facility manager for LRSWMD, introduced himself. He said LRSWMD recently received a host town agreement which is going to make it very difficult if not impossible for them. He wanted to ask if there is any way the selectboard can work with LRSWMD better.

Brian and Eric said this is on the agenda for later tonight. Eric said it will be discussed in executive session because it's a contract.

Chris said the compost facility is a great opportunity and there is no out of pocket cost for the town. He knows there was early agreement about the charge on 3 tons of incoming material. He wonders if the board could even just take the charge down to \$1 for the year. With all the benefits the compost facility will bring to the town, he is petitioning to make it as doable as possible for LRSWMD. They are not a state agency. There is no funding from the state for what they are doing. *(Most members of the public left while Chris was talking.)*

Sue Lovering said the Tree Board does not want to see any trimming of trees or any root damage in the area of the bread oven. And are we assured that where those stakes are is where the oven will be? Eric said that was the agreement. Mike said that was the motion he made.

9. Administrator's Report and Action Items

Brian said we have talked about trying to get the highway department onto four 10-hour days. The highway department is generally on board but the current personnel policy requires that we pay overtime for a day that lasts more than 8 hours. He has run this by VLCT and proposes an amendment to our overtime and comp time pay rules. He handed out the proposed amendment, which makes a change specific to the highway department. Have we renamed the highway department the public works department? Eric said yes. Brian said he will need to change that in the proposed amendment. The language he proposes would allow full-time highway department employees to volunteer to be exempt from the usual rule and get overtime pay if they work in excess of 10 hours in a 24-hour period, without changing the 40-hour maximum for the week. It would not be a requirement that any employee would have to sign up for this. If we had an employee who didn't want to work 10-hour days they wouldn't have to, provided Brian K. could find assignments for them on a day they were unsupervised. Everyone is interested in 10-hour days. This amendment would allow Brian K. to make the schedule change if he can work it out.

Doug asked if there should be a minimum time for employees to volunteer to do it, so people would not try to change from week to week. Brian S. said that is a good idea and others agreed. Doug said he thinks there should be a commitment for a certain period of time. Brian S. said it could be 90 days. Maybe once per calendar year?

Mike said we are trying to maximize the output of the employees. He thinks it should be either all or nothing. We can't have 2 employees doing it and 2 not doing it. We want the whole crew working at the same time. They can take a vote on it and do it if all want to.

Doug said if we don't get enough volunteers we could leave the schedule as is. Brian S. said Brian K. said it would work if one employee held out. Brian K. felt it would still be helpful, even if not everyone agreed.

Mike said he thinks it should be all or nothing. Nat agreed.

Kyle asked if this would be all year. Brian said our intention is to use it only in summer. It doesn't require a change in their hours. They are just agreeing to be exempt to the rule saying they have to get paid overtime after 8 hours.

Eric said we are just trying to add the ability to get around that 8 hour restriction. He asked if Mike wanted to add that we would require all highway department employees to participate. Mike said yes. Kyle asked why. Eric said we would have one person working when no one else was working. Doug said if we had that situation we wouldn't have to put them on 10-hour days. Brian S. said that is true. Brian K. has said it wouldn't necessarily be useful to work 10-hour days every week. Some weeks it would be better to do five 8-hour days.

Doug said he thinks in the line where it says employees may volunteer it should say they may volunteer for a specified period (like the months of June, July, and August) and the actual institution of 10-hour days should be up to Brian K.

Eric asked, what if we added that the intent is for the full highway department to comply for a 90-day period and if one employee does not choose to elect this exemption the highway department would not change its schedule?

Mike suggested going back to them and asking if they are unanimous in wanting to switch to 10-hour days. If so, we will change it, otherwise we will not. Eric said he would like to decide tonight. If we are going to make a change we should make it by July 1.

Brian S. said we can change the personnel policy and then we don't have to make the change to 10-hour days. The board can give Brian K. a directive not to change to 10-hour days if all employees don't want to.

Doug moved and Kyle seconded to approve the amendment to the personnel policy, with the following changes: changing "highway department" to "public works department" and after "may volunteer" adding "for the months of July, August and September." The motion was passed.

Brian S. said the Jewett family has returned a signed purchase and sale agreement for the Jewett property. **Nat moved to authorize Eric and Mike to sign the purchase and sales agreement for the Jewett property, Doug seconded and the motion was passed.**

Brian S. said there has been a request from a resident of St. John's Street to place a 3-way stop sign at the turn in St. John's Street, which looks like an intersection.

Kim Marble said there is a lot of traffic there. About 3 weeks ago she almost got sideswiped and others have almost gotten into accidents as well. With the Catholic church maybe going to be sold, she believes traffic will increase. There is a stop sign if you come down from St. John's Knoll but no one uses it. Until recently it was covered by vegetation. She suggests a 3-way stop sign or a yield sign. There is no speed limit sign on that street.

There was discussion clarifying where the stop sign is. It is on the private drive that goes to the former senior center, at the point where the private drive meets the public highway. Brian S. said the town may have purchased the stop sign but maintenance of it should have been done by the private landowner.

Doug asked if Kim wants one stop sign for people coming down from the church and one for people coming up. Kim said either that or a yield sign. Doug asked, people assume the private drive is the town highway? Brian said people think the road goes straight. The town highway actually turns and continuing straight ahead takes people onto the private drive.

Nat asked if fog lines would help define that the road curves.

Doug asked if Brian K. has looked at this. Brian S. said they have talked about it but they haven't gone there together.

Eric said we can put stop signs on St. John's St. He doesn't know if we can put one on the private drive. Brian said he believes there is one there. Nat said he wonders if it is legal. Eric asked, is it in our stop sign ordinance? Brian said he doubts it. We may have paid to put it there but if we put it on private property we almost certainly wouldn't still own it. Kim said she is pretty sure her dad put it up for the village.

Nat recommended that the board ask Brian S. and Brian K. to look at the situation and make a recommendation. The board agreed to that. Doug said this is the same problem he has said we have where Lendway Lane goes by the entrance to Old Mill Park. That is another case where people don't know where the town road is. Eric asked if Brian S. and Brian K. could look at that one too and come back with a recommendation or put up stop signs.

Lois said she wonders if it would be possible to put a center line all the way up St. John's.

Brian S. said he and Brian K. will visit St. John's Street and Lendway Lane.

Brian S. said he has a proposed job description for the rec coordinator position, written by the rec committee. We currently have \$7200 budgeted as a yearly salary. We have not set hours or wages. The position would be about 9 hours a week at \$15/hr. It is not a benefitted position. We would have to pay worker's comp and social security. He might suggest 8 hours a week to give us more room.

Rosemary asked if this job is subject to the new requirements for sick leave. She thinks we may need to offer sick leave if a person works more than 9 hours a week.

Heather said there are a few candidates. One of them only wants the job for the summer. Nat said he has a thought about someone we could approach.

Eric asked, when we had this position in the past, didn't we share it with other towns? Rosemary said she doesn't think so.

Doug said he thinks it is essential that we have this person. The Rec Committee tends to be team oriented. We have a lot of recreational facilities such as trails. Maybe we should have additional recreation committees with different focus. This person might address that. The time would have to be increased. Eric asked, wouldn't that be something we could add to the job description? Doug suggested under Essential Tasks adding working with town recreation committees (plural.) Nat said that sounds a little vague. Doug said it would be in case we have a new committee.

Casey said with the amount of money available this year the person realistically will just be working for the Rec Committee, with a little time for orientation on the skate park. That is how it will work for the first year or it will be overwhelming. If the Skate Park Committee gets the grants she plans to add time for this person for skate park work. In the following year there will be more coordination needed with the rail trail and the other 4 towns it connects to. In that year maybe there could be more funding. The position is starting small. It should grow and cover what Doug is talking about.

Nat said he envisions the job won't be 8 or 9 hours every week. Heather said it depends on the time of year. In the fall she might spend 30-40 hours a week getting soccer, skiing and gymnastics up and running. There could be 3 weeks in a row when it's 40 hours. There is probably the least amount of work in the summer months. The 9 months of the school year have the most work right now. Ultimately she would like to see it broadened into adult programs. October, November and December are the heavy months.

Nat moved to approve posting the Recreation Coordinator position with the job description provided, Kyle seconded and the motion was passed. (Casey and Heather left at 9:35.)

The board signed contracts with the Lamoille County Sheriff's Department for patrol and dispatch for 2017-2018.

Brian said he needs a signature to renew the maintenance contract for next year for our town's web GIS access. We budgeted to make some improvements and changes but this is just to renew the current contract, which continues our basic level of service. We may make improvements in the future. But this keeps it from going away. **Nat moved to approve signing the GIS service contract, Mike seconded and the motion was passed.**

Brian said we applied for 4 Better Back Roads grants. We have received grant agreements for 2 – one for bank stabilization on Wilson Road and one to update erosion and culvert inventories and do capital planning for them.

Mike moved to authorize Brian S. to sign the Better Back Roads grant agreements for the Wilson Road stabilization grant and the erosion and culvert inventory update and planning grant, Doug seconded and the motion was passed.

Brian said he has verbal confirmation that we got approved for at least one more grant – the one for the project on Upper French Hill. We had a highway structures grant paying for part of that project.

The River Conservancy would like us to provide materials for improvements to the river access at Sloping Falls. A minimal amount of material will be needed. It will take less time to provide the material out of our own stock than if an employee drives to pick up the material from somewhere else. The River Conservancy will pay us for the material. The board agreed to provide and transport material for this project.

Brian said the flags in front of the municipal building could use replacement. In the past, the town, the village and the fire department have each purchased one. **Mike moved to authorize purchase of a flag, Nat seconded and the motion was passed.**

Brian provided copies of the appointment policy for ordinance and policy books. He said we should review all the books at some point to make sure they are complete and up to date.

James Barlow is going to provide a free training on open meetings in Johnson on October 11 at 6:00 pm. We will invite neighboring towns.

Brian looked into what neighboring towns are doing as far as mowing along the rail trail. It seems that most are doing it once a year. We are being asked to do it twice. Brian will say no if that is the board's final decision. Nat said he would say we should decide year by year. He is less interested in what other towns are doing than in our own capacity. Brian said we don't have capacity this year. Nat said he would tell them no for this year. No one else disagreed.

Brian said the state will be treating registered tapped sugarbushes in a few areas by air for tent caterpillars. This is a big year for tent caterpillars. Nat asked if we have some voice in this. Brian said it appears to be just notification that they are doing it. There is a website to check for more details and a map showing very broad areas where they could be spraying. He will share the website and map with the board. Doug suggested putting it on Front Porch Forum. He looked at the map Brian provided and said it doesn't look like much of Johnson will be affected.

Brian said we received payout of the 2016 PACIF Equipment Grant and closed it out. We got approval for the 2017 Equipment Grant. The board had indicated interest in purchasing ergonomic equipment for the office.

The Lamoille County Sheriff's Department report for May 2017 was sent by email.

We received permits for the library and EV charging station signs that will be put up on the road. We are on the internet site for charging stations now.

Brian talked to VLCT about derelict buildings. He started with the basic question of whether we can have an ordinance on derelict buildings that is not tied to zoning. It appears that we

can. Now he will work with Dave Barra to try to draft a policy. He will look at policies from other municipalities.

Doug said he read in Seven Days that in Burlington you have to have a permit for an unoccupied building. Brian said that was a requirement in one of the policies he showed the board previously. A permit is needed for unoccupied buildings and you can get a permit for free if certain requirements are met. Doug said Burlington could be another source of an ordinance to review.

Brian said in the past we have had Clegg's Memorials repair cemetery stones. We have some money budgeted for cemetery stone repairs. Duncan Hastings has presented a proposal to do stone repairs. Brian is looking for authorization to negotiate with him about how many he can do in a timely manner using the money budgeted and what the price will be.

Mike said he thinks we should have at least one other quote. Kyle and Eric said we have had trouble finding anyone to give a quote. Mike said he doesn't feel he could approve a blank check to spend \$7500. He could see maybe giving Duncan a contract for 3 stones. Brian said he is looking for authorization to spend up to a certain amount and to get as many done for that amount as we can. He feels time is more limiting than money.

There is still some money left for this fiscal year in addition to the \$7500 budgeted for next year. Eric said if Duncan could do some work this week it could be paid for out of this year's money.

Eric noted that Duncan has proposed either an hourly rate or a flat rate per stone. Nat said the fixed rate makes sense to him. That guarantees a certain number of stones fixed for the amount we spend. Eric said we could also authorize Duncan to do some amount of work before July 1. Nat suggested another 3 stones to be fixed in that time period.

Mike asked, Clegg has been contacted and has not given us a bid? Brian said he has not been contacted recently but he didn't respond the last time we asked for a quote. Clegg's Memorials is busy and our rate isn't drawing them away from other business. Nat suggested that we find out what Clegg's hourly rate is.

Charles said it doesn't pass the smell test that someone who prepared the budget is bidding on this work. Board members said Duncan did not prepare the budget for next year. He was a consultant to Brian. Charles said he consulted on the budget and now he is bidding on this contract.

Doug said Clegg hasn't responded. He is not in favor of pursuing a quote from Clegg. Eric read what Duncan had written about the number of stones needing work. He said he thinks Duncan's proposal is a fair one. He doesn't think his prices are out of line with what we were paying Clegg.

Mike said there must be other people who repair stones. Kyle and Eric said we haven't been able to find anyone for a few years. Brian said if someone has to drive here vs. doing work

near their location they will not be interested. Mike said he doesn't think any municipality should accept just one bid. We should have at least 2 bids.

Nat said he just wants to see Clegg's hourly rate. Eric asked if Brian can get Clegg's hourly rate and bring Duncan's proposal back next month. Brian said he can do that and he can talk to Duncan and get a better idea of how much is to be done and what he will be paid.

Doug moved to accept Duncan Hastings's proposal for cemetery stone repair and to pay him a flat rate of \$100 for a simple slab, \$200 for a slab with a base, \$300 for a broken slab with braces, and \$300 for a broken slab with base but no extra braces, with a spending limit of the unexpended budget for cemetery stone repairs for the current fiscal year. He said we can address the rest of the work next month. **Kyle seconded.**

Mike said he doesn't understand this board sometimes. Sometimes the board seems to be in such a hurry to spend money. We had the ability to save \$3K and as far as he is concerned the board threw it away. And now we are getting into a deal we don't have another bid on. Kyle said we have a history of having spent more money on our current truck than we needed to and we haven't been able to get anyone to fix stones for us.

The motion was passed with Mike and Nat opposed.

10. Approval of New Historical Society Member

Lois said the Historical Society would like Dick Simays to join. He has attended meetings and volunteered. **Nat moved to approve Dick Simays joining the Historical Society, Kyle seconded and the motion was passed.**

11. Discussion of Term Limits for the Selectboard

Mike said he thinks we ought to consider term limits for the selectboard. We would have turnover, new people and new ideas. Now people get a chance to be on the board for decades. Sometimes people get entrenched and it is difficult to remove them. If we had term limits we could change things every so often. He thinks we should consider a term limit of around 12 years.

Eric said he does not think that is something this board can decide. He is not even sure if that is something the voters can decide. To his knowledge there are no term limits in statute for any board. We would need clarification from our attorney and VLCT. He thinks it might require a state statute change.

Mike said he thinks we should at least look into it.

Lois asked, would it apply to all volunteers in the community? Mike said no.

The board agreed Brian should look into it.

Brian said the Historical Society wanted clarification on road naming and why we are asking them to be engaged in it. Lois asked what it is the board wants the Historical Society to decide. They had an opportunity to choose a road name and the road was named something

else. She believes the Historical Society had a different recommendation for the road by the apartments on School Street and for Hill Road.

Eric said he thought the selectboard followed the Historical Society's recommendation on Hill Road. Lois said no.

Nat said the selectboard had discussed that other towns do this so road names are not just random but have some historical meaning. That seemed to be the idea behind involving the Historical Society.

Lois said the Historical Society would like some guidelines. For instance, if the board had some concept like names of soldiers or names of early settlers.

Eric said he didn't realize we named that road Hill Road. He thought we followed the Historical Society's recommendation. Lois said someone didn't like the Historical Society's suggestion for another road because it was too much like the name of a road in some other town. Eric said the intent was that if there was some historical significance to that road or that part of town the Historical Society would make sure it was recognized.

Nat asked if the Historical Society has monthly meetings. Lois said they do. They meet on second Wednesdays at 9:00 am.

12. Donation from Doug Molde

Doug said he has a large cast iron container that can hold flowers. He would like to donate it to the town for a cemetery. Eric asked which cemetery. Doug said he was thinking of Evergreen Ledge but it is up to the board. Eric said the board would entertain accepting it. He suggested that Doug bring it in or have Brian go and get it so the board can look at it and decide where to put it

13. Executive Session to Discuss Negotiations for Host Benefit Agreement Between Town and LRSWMD

Chris Duff said he wants the board to understand what happens in the composting process. The final product is half as much as what was brought in because the materials break down. So in terms of the host agreement, if LRSWMD is getting charged \$15/ton that is \$30/ton by the end. He is not even sure what LRSWMD will be able to sell finished compost for. LRSWMD has fixed costs going into each ton – the fee for the site and the cost to truck in materials. As the board rethinks the agreement he asks them to keep in mind that the compost facility will be running on a shoestring. They anticipate losing money for up to 3 years. They are just trying to meet the state mandate. He suggests that the board consider making the fee just one dollar for a year. The facility is unused. The town is getting no income from it now. If LRSWMD starts making money down the line they won't hide it. Then the town and LRSWMD can renegotiate. It sounds like this is a vibrant community. He thinks composting has a piece in that as part of community building.

Eric said if memory serves the \$15/ton was only going to generate about \$2500 year. Chris said that was based on 3 tons a week for just food scraps. If LRSWMD pays \$15/ton for just food scraps that would be \$2200/year but the way the agreement was written it would be \$15/ton for all incoming materials. Eric said the board wasn't aware of the difference. Chris

said about 12-15 tons of additional material has to be added to the 3 tons of food scraps. The way the agreement is written now it will be undoable. LRSWMD would have to say no.

Nat asked what materials they will bring. Chris said sawdust, wood chips, manure, hay. There are a lot of different carbon materials they can add. Nat asked how the materials will be brought in. Chris said it varies. For wood chips, he suspects they will do a lot of chipping at the stump dump. For horse manure he tries to find people who have a regular supply. Sometime he has to pay something and sometimes they truck it in for no charge. Materials will not be brought in by semi truck except maybe on a rare occasion. Mostly they will come in on 10-wheelers. He wants composting to work for all of us.

Kyle moved to go into executive session to discuss the host agreement between the town and LRSWMD for the development of a compost facility, Mike seconded, the motion was passed and the board entered executive session at 10:33. The board came out of executive session at 10:53.

14. Executive Session to Discuss Human Resource Issues Related to Joint Employees
It was moved and seconded to go into executive session to discuss human resource issues related to joint employees, the motion was passed and the board went into executive session at 10:53. The board came out of executive session at 11:20.

15. Review and Approve Minutes of April 10, 2017

The board requested two changes to the minutes. A comment about the warranty attributed to Nat was actually made by someone else, perhaps Scott. And the board would like a transcript of the vehicle accident discussion substituted for the summary of that discussion.

16. Adjourn

The meeting was adjourned at 11:30.

Minutes submitted by Donna Griffiths