

JOHNSON SELECTBOARD MEETING MINUTES  
JOHNSON MUNICIPAL BUILDING  
MONDAY, AUGUST 19, 2019

**Present:**

Selectboard Members: Mike Dunham, Nat Kinney, Doug Molde, Kyle Nuse, Eric Osgood  
Others: Brian Story, Rosemary Audibert, Walter Pomroy, Eric Dodge, Rob Moore, Daryl West, Lisa Crews, Charles Gallanter, Lois Frey, Greg Tatro, Gary Hoffman, Debby Gillen, Tyler Gillen, Elias Gillen, Sue Lovering, Jackie Stanton, two other community members

**Note: All votes taken are unanimous unless otherwise noted.**

**1. Call to Order**

Eric called the meeting to order at 6:57.

**2. Additions, Changes to Agenda**

Nat added an update on the Mine Rd. right of way, an update on the joint employee issue, and discussion about keeping track of open issues. Doug added discussion of LCPC broadband mapping. Kyle added discussion on funding and placement for the inclusivity sign.

**3. Review and Approve Minutes of Meetings Past**

Board members were not prepared to approve the minutes of July 15 and August 5 so approval was postponed.

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

Rosemary said the end of year uncommitted fund balance is \$113,390. Brian said his only concern is that the amount is a lot higher than we estimated. Rosemary and Brian will go over the figures and come back with a recommendation.

Rosemary said to date current year taxes are 35% collected, about the same as last year.

Rosemary explained two errors and omissions corrections to the grand list the board needs to approve. **Nat moved to approve the errors and omissions corrections as presented, Doug seconded and the motion was passed.**

Woodbelly Pizza has requested a catering permit for the Lamoille Housing Partnership event on September 7 from 5:00 to 7:30. It will be the same as the event they held last year. Nat said he thinks last year we just asked them to notify the sheriff. The board has already approved facility use and noise waiver requests for the event. **Kyle moved to approve the catering permit for Woodbelly Pizza for the event on September 7, Doug seconded and the motion was passed.**

Rosemary said the town has received a request for a tax abatement hearing and will need to set a date for that.

**5. Road Commissioner/Road Foreman Report and Action Items**

Brian said Brian K. is on vacation. Everything is going well with the road crew. He believes current year grant in aid projects have been started.

## **6. *Planning Commission Report***

Eric asked if Charles Gallanter had a report from the Planning Commission. He said he has a question but not a report. The Planning Commission has been looking at Class 4 roads. Are they supposed to be looking at Class 3 and Class 4 roads or just Class 4 roads? Eric said he understood it was just Class 4. Brian said he thinks originally we were talking about Class 3 and Class 4 roads but just asked the Planning Commission to look at Class 4. We might have questions about Class 3 roads after we get the report on Class 4 roads.

Daryl West asked if there is any way to get a copy of the map the Planning Commission references in their minutes. Charles said he could ask AOT for it. (*Lois Frey arrived at 7:08.*) It is the AOT map of roads in Johnson.

Charles said the Planning Commission is not inclined to abandon any rights of way. There is talk about taking Class 4 roads to the last dwelling and beyond that the road would become a trail but would not be abandoned.

Daryl said he hasn't been able to find the definition of a trail or what that means to landowners. He thinks that needs to be spelled out before the selectboard makes a decision on reclassifying any roads. It could have a big impact on property owners.

Doug said the selectboard is still waiting for the report from the Planning Commission. He thought the town had a map downstairs of Class 4 roads. Is that something that could be copied for Daryl? Rosemary said it is the AOT map.

Daryl thinks there are roads that could legitimately be thrown up or reclassified. He wanted to see a map to see specifically what is proposed.

Eric said there is no requirement for the town to maintain a town trail in any fashion. There are some maintenance requirements for Class 4 roads regarding bridges and culverts. Charles said the Planning Commission's understanding is that the town is obligated to maintain bridges and culverts on Class 4 roads, but not the traveled surface.

Daryl asked, if the town reclassifies a road to a trail, is the town also giving up its authority. If a road becomes a trail, can he put up a gate to block it? Eric said no.

Daryl said he thinks if the town feels there is a benefit to the public to being able to drive up a road it is not appropriate to reclassify that road to a trail. Eric said he thinks the board would probably look at each road on a case by case basis. If there is any use of it, the board probably would leave it as a Class 4 road. There are some roads you virtually can't see anymore. It would probably make sense to reclassify those to trails.

Nat said the definition of a trail has to be made known to the selectboard.

Rob Moore said the definitions are in Title 19 and in the newer Lake Champlain Act 64 laws. (*Greg Tatro arrived at 7:16.*) The Act 64 definitions have nothing to do with the traveling

public having access to those roads. The town needs to look through the statutes and determine which statute carries legal weight in each situation.

Brian S. said the board has expressed interest in having the Planning Commission take a look at future sewer hookups and allocation. He has a letter drafted to them for when they are done with the report on Class 4 roads, asking them to take up the sewer issue.

**7. Recreation Coordinator Report**

Lisa Crews described recent improvements done at Old Mill Park. She said she has met with people at Johnson Elementary. There are 85 participants and 7 coaches for soccer. Rosters have been made. The Rec Committee is working with the Sports Engine online rostering tool. The skate park had a bike clinic with 30 plus attendants.

On Sunday, November 3 the Rec Committee wants to hold a 5K at Old Mill Park using the route that used to be used for the Memorial Day fun run. It goes around the field, crosses Lendway Lane onto the rail trail and crosses Lendway Lane two other times. The rail trail group has already given them a permit.

The committee is seeking a gymnastics instructor. Lisa and the committee are figuring out what needs to be done with current grants and prioritizing future grants to apply for. The rec storage building is crowded and needs to be reorganized. Lisa met with people at the NVU SHAPE facility and is waiting to meet with the Shred Club and the internship program.

Lisa got instruction from Kyle Nuse on social media and now the Rec Committee uses Facebook, Instagram and Front Porch Forum to get information out. There is a Vermont Parks and Rec Dept. conference in October. Lisa applied for a scholarship to attend. She met with Jessica Bickford from Healthy Lamoille Valley. The Rec Committee will try to partner with Healthy Lamoille Valley. Lisa sat in on a Conservation Commission meeting with Walter Pomroy about hiking and mountain biking. If the committee gets permission for the fun run they will encourage people to get teams together to do a 9 week Couch to 5K program, with weekly sessions at Old Mill Park.

**Mike moved to approve the November 3 fun run starting at Old Mill Park and crossing Lendway Lane, Kyle seconded and the motion was passed.**

Nat said he thinks unless the registration fee for the conference is huge the board should look at covering it if Lisa doesn't get the scholarship. Lisa said she thinks the fee is about \$200.

**8. Erosion Inventory to be Conducted by Lamoille County Planning Commission**

Brian said the Municipal Roads General Permit requires regular inventories of the state of our roads with regard to erosion issues. Our existing report would be out of date for the current rules but it fits under the old rules. The state was willing to grandfather us in for the start of the program but we need to conduct an inventory as soon as possible. LCPC got a grant to conduct the inventory for us. We have to apply matching funds. Hopefully some of the match can be in kind. Rob Moore said the board's or Brian's time spent on this can go toward the match. Brian said he expects we can make the match with in kind contributions but there might be a cash contribution needed. If so, it is not likely to be too much.

**Mike moved to designate the chair to sign the agreement for local project manager services with LCPC on behalf of the board, Nat seconded and the motion was passed.**

***9. Adoption of Updated Road and Bridge Standards***

Brian said earlier this summer we were informed about an update of the town road and bridge standards. For the most part the updated standards are just bringing towns up to speed with MRGP requirements. The new standards have to be applied to hydrologically connected road segments. They can be applied to all road segments but the recommendation is that we don't apply them to all road segments in town. To be eligible for ERAF we have to adopt the standards for hydrologically connected roads. We can use our existing standards for non hydrologically connected segments and other segments not affected by MRGP. He recommends that we explicitly state that our existing standards cover non hydrologically connected segments. The new standards are overkill for non-connected segments. They would require quite a bit of additional work that would not be beneficial for segments that don't see a lot of water. Rob said applying the existing standards to some segments is usually achieved by attaching the existing standards to the new document.

Eric asked, this affects our FEMA reimbursement? Brian said yes. Rob said there are several categories of ERAF state assistance. FEMA pays 75% and in Vermont there is an incentive program with several tiers for the share of the remaining 25% the state pays. By doing what Brian proposes Johnson would maintain its current share of ERAF assistance.

**Doug moved to adopt Sections 1, 2 and 3 of the 2019 Town Road and Bridge Standards for hydrologically connected road segments and to use the town's existing standards for other road segments and to attach our current road standards when the document is submitted if possible, Mike seconded and the motion was passed.**

***10. Proposed UVM Study of the Impact of Road Improvements on Water Quality***

Brian said we have an interesting opportunity to work with UVM to study the efficacy and efficiency of the projects the state is requiring us to do. A UVM study will look at the impact of public road work on water quality. (*Debby, Tyler, and Elias Gillen arrived at 7:37.*) There is a request to allow a group of UVM researchers to do prequalification testing on a site where we are doing work, do monitoring while we are doing the work and do testing after the improvements are done. Rob suggested a site on River Road East, a little east of Waterman Road. It appears to be a good site for what UVM wants to observe.

Rob said UVM at this point is coming up with a long list of possibilities. This site may or may not end up being in the study. He wants to see if there is consent from the board that he and UVM can work with Brian S. and Brian K. to identify a potential location and that UVM can carry out research if we have a site that fits the parameters they are looking for. UVM will probably come up with a list of over 100 potential sites in different counties and whittle the list down to about 20. There will be controls as well as test sites. He is on the advisory committee for the research team with VTrans staff.

Rob said UVM wants the work to be done in 2020. Eric asked if this particular town project is planned for 2020. Brian said we are in the early stages of deciding which projects to apply for in 2020. (*Sue Lovering arrived at 7:45.*) This is one of the highest priority areas we

haven't gotten to. It seems like a good candidate for a project, though it doesn't affect too many users. (*Gary Hoffman arrived at 7:46.*)

The board agreed in concept with allowing UVM to identify a potential site and carry out a study in Johnson. Rob said he will continue to work with Brian S. and Brian K. on this.

#### **11. Proposed Hiking and Biking Trails on Talc Mill Property**

Brian said the idea of recreation trails on the talc mill property has been tossed around a lot. He has mentioned a number of times that it is something he would like to see. There is a report from 2012 about how we might construct trails in that area. Walter Pomroy has volunteered to lead a trail project with the support of the Conservation Commission and the Recreation Committee.

Walter said he will also go to the trustees, who are co-owners of the land known as the talc mill or Tatro property. Before a lot of people spend time on this project he wants to make sure the board is somewhat behind it. At one point the selectboard asked the voters to sell this land. He doesn't know the board's intentions now. He wants to get some preliminary commitment, understanding that things can change. He handed out an excerpt from the recreation section of the 2016-2024 Town/Village Municipal Development Plan. It says the town and village should "encourage efforts to revisit and/or implement recommendations of the 2005 Recreation Facilities Plan." The 2005 Recreation Facilities Plan says, "Given Johnson's unique location, riverfront assets and the availability of certain lands, the town should use the opportunity of the recent acquisitions of the for Tatro land and River Park, along with the development of the Lamoille Valley Rail Trail to envision a Multiple Function Recreation Campus developed in conjunction with the Old Mill Park." In 2007 the Conservation Commission did a natural resources management report and one of its recommendations was: "The Talc Mill Forest provides a wonderful opportunity to engage Johnson residents in positive outdoor recreational and educational experiences. The combination of current and potential multi-use trails, forest types, and cultural history features speak in favor of developing strategies to promote these opportunities."

The Conservation Commission had UVM scope out recommended trail locations. The only trail now is the VAST trail that runs through the middle of the property. Walter has been out walking around on the land and he thinks this is a good plan. He sees places where he would want to improve it but he thinks it is good. He can see this project involving cooperation with the Conservation Commission, the Rec Committee, the Historical Society, the Tree Board and possibly the library. We would have to talk to VAST, Sterling Snow Riders and Johnson Works. The recent Brownfields study the village did identified that area for growth potential for economic development. He met with the Conservation Commission on August 8 and they tentatively approved moving forward with exploration of a trail system, with further approval of a trail system plan to be done by the Conservation Commission. The Rec Committee has been reinvigorated and he has attended their meetings and they think it is a great idea.

All selectboard members said they are in favor of this project. Eric said in Rutland there is similar land where a similar concept has been implemented, with walking trails that intertwine with steep bike trails. There are a lot of people there using it. He doesn't think the selectboard has any particular plans for the land. When the property was purchased the voters

made the town and village commit to carving out what we needed and coming back with a plan to sell the rest. When we did, they wanted us to keep it. Now there is no plan, but the voters don't want us to sell it.

Doug said there has been discussion with the River Conservancy about putting in fishing access. Nat said at least twice a week someone comes up to him to talk about mountain biking trails they want to see in Johnson, so he is enthused about multi-use trails.

Kyle said she has a contact who is a pioneer of trails in the Randolph/Braintree area. He is more than willing to help with ideas about how they did it down there. Walter said he has a lot of experience with trail building and many resources at his disposal. Kyle said Randolph has completely changed lately. It is booming.

Eric Dodge, president of Sterling Snow Riders asked Walter to come talk to his group about the project. They have no issues with it.

A community member said that site is a deer wintering area. That should be kept in mind and there should be consideration for wildlife habitat. That was discussed with the Conservation Commission. They want to get an idea of what is being proposed. *(Walter and the Gillens left at 8:02.)*

Eric Dodge said it recently came to his attention that a town ordinance restricts 4-wheeler use on town roads to people registered with VASA. Sterling Snow Riders was unaware of that. When they do trail work they use 4-wheelers owned by volunteers. *(Jackie Stanton arrived at 8:03.)* They would like to seek a waiver for their club to use non-VASA 4-wheelers only when they do trail maintenance so their volunteers don't have the expense of getting a VASA permit to do trail work.

Eric Osgood said the intent of the ordinance was for recreational use. The board never thought of this. *(Charles Gallanter and Daryl West left at 8:05.)*

## **12. Social Media Policy**

Brian distributed copies of a draft social media policy based on VLCT's model policy. As written, this policy would also cover our volunteers while acting in their capacity as representatives of a town group – not people's personal pages and posts. We need an inventory of all the official methods of communication we use, such as all committee Facebook pages.

Doug said he thinks we need the inventory before we discuss the policy. And we need to know what we want to accomplish. Brian agreed we will need a complete inventory before moving much farther.

Brian said the policy covers anyone who represents the town in an official capacity, including elected and appointed officials, volunteers and staff. We have some communication platforms that are just for outgoing information, such as the town website. There is no discussion there and only town representatives can post. We also have limited public forums, like the town Facebook page. We put information out and people who are not

town officials can comment on it. We could have officials who want to engage with non-officials. Section 6 of the draft policy includes guidelines we expect our users and commenters to abide by. What is appropriate for one forum may not be appropriate for another. We may want additional categories. Now there is one set of guidelines for outgoing-only communication and one set for platforms with communication both ways. Generally we have the authority to monitor and control comments in our spaces, including comments from the public. We can't deal with what someone posts on any Facebook page but ours. We can enforce a code of conduct on spaces we control. We need to make sure people know about it.

Doug asked, don't we have potential liability? We will have an obligation to monitor. He thinks we need an accounting of the time needed and who will put in the time. He noticed that we will have an agent saying who from the town will be able to express positions from the town. It's complex.

Eric said it is easy for us to control one-way communication with a policy. The more interactive communication is a lot harder to control. We will have to have someone monitoring it regularly or it looks arbitrary, as if we are enforcing the policy only at times. Who would do that? That's a lot of time.

Brian said he listed himself as the point of contact to report violations only. Nat said he is subscribed to every Town of Johnson group he can find. There aren't that many comments on a daily basis. It won't take that much time. Brian said it's not that much time, but the response time matters. He thinks we can handle it but it is good to be aware of it and when we do a full inventory it will be important to think about that. Looking at the number of comments can be deceptive because we have to respond in a timely fashion whenever a comment shows up. Maybe we should add language about what a timely fashion is, maybe 24 hours. He typically doesn't use a computer over the weekend.

Doug said there is a section saying municipal officials are discouraged from using personal accounts to post municipal info or comment on municipal issues. He thinks there are some First Amendment issues. Do we have a policy for selectboard members and others as to what they can post on their personal pages? And how do we define municipal business?

Brian said we don't currently have anything like this. He thinks this is about potential violations of open meeting law. If a municipal official posted on Facebook about a topic to be discussed at an upcoming meeting and on their personal Facebook page another official said they were looking forward to supporting it, is that coordinating votes? The safest thing is not to reply concerning official business using a personal account.

Nat said it is completely unenforceable even if it is best practice. There is no means for censure. Doug said the policy says officials who violate it may be subject to private or public admonishment and may be asked to resign their office. Nat said he would want to look at that before adopting the policy. It doesn't sound enforceable.

Doug said he is concerned about whether the policy means he is prohibited from saying he loved the idea Walter presented to the board. Nat said of course he could say that.

Brian said social media is a huge problem with regard to open meeting law.

Gary Hoffman said public posting is a way for people to see what board members' values are. Brian said that is true. There is a difference between talking about an issue the board has made a decision about and something that is pending. If a vote is coming up and elected officials are talking about it, it could be that they are trying to coordinate. All the reasoning that goes into a board decision should be available to the public. The purpose of open meeting law is to ensure that the deliberations and facts officials use to make a decision are available to the public so they can understand how a decision is reached. Discussion of a pending item outside of a public meeting is a violation. If Doug said he supported what Walter came in to talk about, that would not be a pending item so there is no potential for him to be coordinating votes or lobbying. *(Eric Dodge and Greg Tatro left at 8:25.)* Intent doesn't matter for open meeting violations.

Eric said it would be okay for him to tell someone who asked him his position on an upcoming vote but if he said on social media that he would support it and gave the reasons and Doug said he would not support it and gave his reasons, that would be a clear violation of open meeting law. They would be having a meeting outside the meeting.

Nat said the same problem can arise at Tuesday Night Live. If three board members were there and started talking about an issue, it would be a violation of open meeting law. But they don't do that.

Mike said when he was a village trustee he was outvoted by the rest of the board on an issue. If he got onto social media and tried to put forth his views he could be taken as undermining the board and going against the board's decision.

Doug said he thinks this discussion indicates the problem. Eric said it's very complicated. Brian said he will finish the inventory of all of the official municipal forums. In the meantime, we should have discussions about the pitfalls of adopting this.

Nat asked, under this policy if someone went on our Facebook page and said, "I hate Tuesday Night Live," we wouldn't have the means to take that down, right? Brian said he thinks that is right. The guidelines say nothing about people having to support us. They just say people need to be civil and not too inflammatory. They can't use profane language or copyrighted material, make threats, etc.

### ***13. Repairs on the Apartments at the Holcomb House***

Brian said he got a quote from Village Builders for work on the Holcomb House and he got a verbal quote from Stanley Wescom. Both were very similar. The porch that reaches the apartments is rotten and out of level. Much or all of the decking and rails need to be replaced. These quotes assume the town would be able to deal with removing the concrete steps. We have the necessary equipment. Neither of the contractors do; they would have to rent it, adding cost. Both quotes are about \$5K. *(Lisa Crews left at 8:35.)*



Mike said he thinks maybe the apartment closest to the road should be vacated to give more space to the Historical Society. Brian said we can start doing planning about that.

Brian said the decking, steps and rails need to be replaced. The posts should be able to be saved but may need new footings. He can go for more bids if the board wants.

Doug asked where we will fund this from. Brian said from the building fund. Eric said we have a fund balance of \$113K. Brian said we will probably dip into reserve funds to meet this expense plus others.

Mike said someone recently commented that they saw the porch dip down when a heavy person came out onto it. Should it be taped off until it is fixed? Lois said the Historical Society doesn't have any idea about its condition because they don't use it. Brian said neither contractor gave any warning about it being in imminent risk.

Nat asked if we need to replace all the decking. Brian said we might be able to salvage some but both contractors said a significant amount needs to be replaced. Nat asked if the porch roof is leaking. Brian said not that he is aware of. Nat said the problem will get worse and more expensive if we wait. He said Dean West wanted us to insulate some more areas. We keep having unexpected maintenance issues. Can we have an inspection done so we can start planning what needs to be done?

Brian said we could hire an inspector to do an evaluation. Nat asked if that is our only option. Brian said he can't think of a better way. We could ask a town employee with building experience but it would be outside their job description so he thinks we should pay them as a contractor and if we do that we should put it out to bid. He thinks we should go to an outside inspector.

Mike said we could end up having new parts mixed with old. Sometimes it is better to get all new wood. Otherwise 5 years down the road we might have to do more. He thinks if we are going to do the job we should do it correctly even if it costs a little more.

Doug asked if Brian thinks we should wait for an inspection to do this or have an outside person look at everything but this and go ahead with this project. Brian said the latter.

Brian said he thinks we can tell the contractor what is acceptable to reuse. We can choose to reuse as much as possible or replace it all with new.

Doug said whatever we leave will have the same life expectancy as what we are taking out.

Kyle asked if we have worked with these contractors. Brian said Stanley Wescom did the work on the municipal building and Village Builders just did some work on Holcomb House.

Doug asked if Brian has a recommendation. Brian said he would probably pick Stanley. He has done good work for us here. He doesn't know when he will be available but as of today he hasn't started a new job.

Mike said he thinks all the decking should be replaced with new. That will probably cost more than the estimate we got.

**Nat moved to empower Brian to have the Holcomb House porch repair work done by Village Builders or Stanley Wescom, whichever best suits our needs, with labor and material costs not to exceed \$5000.** He noted that one of the estimates calls for replacing all the decking. He feels there is no reason to replace any wood that is not rotten but he trusts Brian and the contractor to make the best decision. **Kyle seconded.** Brian said he will select a contractor primarily based on the timeline. Nat said his personal opinion is that if wood is not rotten it lasts. Brian said not all the decking is the same age so it may not all need to be replaced. He will discuss it with the contractor. **The motion was passed with Mike opposed.**

***14. VLCT Annual Business Meeting Voting Delegate***

Brian said the VLCT annual business meeting will be held at the Town Fair, which will be in Killington this year. (*Lois Frey and Sue Lovering left at 8:51.*) We traditionally send Eric to vote on our behalf. It is on October 2 starting at 1:00 pm. **Nat moved to designate Eric to be the town's voting delegate at the VLCT annual business meeting, Mike seconded and the motion was passed.**

***15. Community Oven Committee Appointments***

Brian said Jen Burton and Mark Woodward have expressed interest in joining the Community Oven Committee and the committee is interested in having them. **Mike moved to appoint Jen Burton and Mark Woodward to the Community Oven Committee, Nat seconded and the motion was passed.**

***16. Municipal Building***

Brian said the municipal building repairs went pretty well this year. A pretty extensive section was done and quite a few windows were replaced. We have finished the first and second floor exterior. We didn't encounter any terrible rot. We did not have to replace any of the wall studs that he is aware of. A little additional work was done in the area where the clock tower meets the roof to make it shed water better in the future. Some area was replaced around the vent on the south facing side of the clock tower. There is a lot less decorative trim and the louvered vent is smaller now. Mike said it's a real vent now. Brian said the old vent had at some point been blocked up and there was not any alternative constructed so moisture was trapped in the clock tower. We now have ventilation and should experience less condensation. The cost was similar to what we spent last year. It was a little high due to roof repair that was not in the original estimate.

Brian said he thinks we should investigate turning off the light on the east side of the building. He thinks it attracts bugs. He thinks other lights provide enough illumination and we would have fewer bugs accumulating on the building, which would let us go longer between cleanings. A community member mentioned the possibility of a motion sensor.

***17. Rescheduling Regular Selectboard Meeting for Labor Day / Planning Joint Meeting with Trustees***

Brian said the trustees would like to meet with the selectboard after their September meeting.

Mike said they seem to have more information than the selectboard. Brian said he was thinking of presenting the information about the revised merger study proposals at the joint meeting. Mike said the trustees will be ready and we need to be. Eric said the selectboard should get the information at the regular meeting. Brian said he will plan on that.

It was agreed to schedule a BCA meeting for 6:30 on September 16 before the regular meeting and to propose meeting with the trustees on the fourth Monday in September. It was agreed not to meet in the first two weeks of September.

**18. *International City Management Association Annual Meeting***

Brian said he is going to the International City Management Association meeting. He was already on the board of directors for the Vermont City Management Association and earlier this year he was appointed as vice president for the state. He is also serving as Vermont's representative to the international conference for 2020. That will be in Toronto. The planning for next year's meeting starts at this year's meeting. He hasn't been to one of the international meetings yet. This year's is in Tennessee. He got two scholarships so his expenses are covered. But this is on a different scale from his professional development in the past. He would like it to be paid time.

Eric said when Duncan used to serve on a board that went to Washington, D.C, he was getting paid. The board agreed Brian's time to attend the International City Management Association meeting should be paid. Nat asked how many days he will be there. Brian said it will be October 20-23. He will arrive on October 19 but he would not call that work-related.

**19. *Lamoille Economic Development Corporation Annual Luncheon***

Brian said the LEDC annual meeting is at noon on October 17. We usually have some town representation there. He thinks he will be able to attend but it wouldn't hurt to have a backup. Mike said he will try to attend. Kyle said she may be able to.

**20. *Imerys Talc Chapter 11 Bankruptcy Notice***

Brian said Imerys Talc has filed for Chapter 11 bankruptcy. He doesn't believe the town has any claim with them. He is not sure of their history with any local talc mine. If anyone believes they have a claim against Imerys they need to file it. He doesn't have any records of them in Johnson but they could have been involved without holding land. Doug suggested we could check with the state. They have records of hazardous waste sites. Brian will check with them.

**21. *Light Industrial Park Update***

Brian said he was hoping to hear in July about the Northern Borders Regional Commission Grant for the light industrial park. In early August they issued the grants for forestry-related projects but they haven't released the others yet. The federal government has directed that areas designated as economic opportunity zones should receive priority on federal applications.

**22. *Lamoille County Sheriff's Dept Monthly Report for June 2019***

The sheriff's department report was sent by email. Mike said we had talked about the sheriff's department getting called out to towns that are not in the sheriff's contract when the state police can't get there. We should ask the sheriff to send a bill to those towns and if they don't pay we should send a letter. It is not fair to Johnson taxpayers to have to pay for other towns.

Eric said we may want to talk to Roger Marcoux. That happened a few years ago. The sheriff's department was getting there before the state police. It was a burden on the 3 towns paying. The 3 selectboards pushed to have that expense reimbursed. Roger changed policy. We might want to check if he has changed it again. He would not send an officer until the state police officer was there and asking for help. Nat said he doesn't think Roger is sending officers before the state police but we should check and see. There was a problem with Eden a few years ago and we did send them a letter.

Mike said when he tells people how much we are paying the sheriff's department they are shocked. We are going to have other expenses hurting the town and we need to find any way to save money.

Nat said Belvidere is interested in maybe using the sheriff's department for some traffic control coverage. But they have to go through Eden or Waterville to get to Belvidere. Maybe we can get another town or two into the loop.

### **23. Review Old Business**

Brian said he has not conducted the analysis of it yet but we did receive a report on the soil samples from the new potential gravel pit. He still has to read it. It's pretty technical and long. We worked with Vermont Testing in Waterbury. Mike asked if Brian can send the report it to him. Brian said he would.

### **24. Update on Mine Road Right of Way**

Brian said on Mine Road the electrical line has been buried and some of the structures are out of the right of way. Donna Griffiths said work was done in a wetland. Brian said that is a state issue. If a wetland was disturbed we may report it to the state.

Nat asked if we can get a timeline of when the relocation work will all be done. Brian said we could set a particular date. He is happy with the progress and pace at this point. Nat said he would be interested in seeing it done before the snow flies.

Doug asked if the power line crosses the road. Brian said he doesn't believe it crosses the road. Doug asked if it is in our right of way. Brian said he has been told it is buried out of our right of way. Donna said it is hard to see how it could be buried out of the right of way. There has been no new digging away from the road. She thinks it is probably buried right along the edge of the road. Brian said we can look into that.

### **25. Joint Employees**

Nat said he wants to keep the joint employee issue on the agenda. Brian said he has a phone call later this week with the town manager in Rockingham. They have joint employees and he will talk to them about how their arrangements have gone. He will also talk to towns that don't have joint employees but have a similar situation to Johnson. Hopefully he can find someone who went through the transition from joint employees to not having joint employees. He and Meredith are planning a report for the joint meeting on the joint employee question.

### **26. Keeping Track of Open Issues**

Nat said he is concerned about how we keep track of open issues. We identify something that needs to be solved and sometimes it never rises to a priority that is acted on. The list of items that have not been resolved or that the board hasn't gotten updates on has gotten pretty large.

He proposes a formal system for keeping track of open items, prioritizing them, developing goals for the month, quarter and year and revisiting the master list of priorities on a regular basis. He went through minutes from the last 2 years and jotted down issues he thinks aren't resolved yet. An Eisenhower matrix can be used to categorize them as important or not important and urgent or not urgent. Items that are urgent but not important would be items to delegate. Soccer registration deadlines is an example. Items that are not important and not urgent we would try to eliminate as much as we can. He proposes we assign a priority to each item and create a plan for what we want to get accomplished. He proposes a meeting be set aside to go through the list, prioritize and create a formal work plan.

Doug said he thinks this is a good idea. He feels we don't have enough meetings where we look forward and anticipate new business. We could give thought to what is coming up. Kyle said she thinks this is great. It will keep frustration levels down. We all have issues we feel are important that we may feel are not being addressed. Brian said he thinks this would be a good idea. Rosemary said she thinks it is a great idea.

Nat said he wants to schedule a dedicated meeting just for this. It was agreed the October 7 meeting should be devoted to this.

**27. LCPC Assistance with Broadband Access**

Doug said LCPC is offering assistance to communities looking to improve broadband access. They have grant funding. There is a kickoff meeting to discuss assistance they can provide. He thinks we should request that our committee go as well as some board members. It is on September 16. Brian said he knows the message has gone to the broadband committee. He doesn't know about their planned attendance. Doug said he can skip the selectboard meeting and go. It was agreed that he should go.

**28. Inclusivity Sign Funding and Placement**

Kyle said Kate Westcott made an inclusivity sign. It is a piece of art. The original plan was to put up something temporary and then replace it with a permanent sign but this one is artistic so they would like it to be the permanent sign. Kyle is requesting that we find funds to reimburse Kate for supplies to make the sign and for her efforts. The sign is about 8 or 9 ft. by 3 ft. It is currently up against the back side of the bread oven. We need to figure out where its summer home will be and where it could winter.

Eric asked if it is all right to leave it outside. Kyle said it either has gotten or will get a protective coating.

Kyle said Kate spent around \$100 for supplies. Kyle was thinking of giving her a stipend of around \$250-300.

Doug said he would guess that in 9 years the sign would disappear even if protected if it is left outside. He thinks someone who knows more than he does should determine if it can handle outside exposure. Kyle said she was thinking maybe it could be outside on Legion Field during summer and in winter in the municipal building foyer. Nat agreed the foyer would be a good place for it to be in the winter.

Doug asked if Kate is asking for a stipend. Kyle said no, but that was going to be part of the proposal for step 2.

Eric asked if we have ever given stipends for people who volunteered in the past. Nat brought up the sign for the rail trail. Rosemary and Kyle said we just paid for materials for that. Eric said we have offered to pay for materials and costs. His only concern would be the precedent. But he doesn't have a strong opinion.

Doug said he thinks we should figure out some way to compensate her. She really went above and beyond. He doesn't think the town should pay her but he thinks we should find a way to get money to her. Mike said board members could make a contribution. Eric and Nat agreed the town should pay for materials. Brian said he is pretty confident we haven't paid a stipend in the past.

**Kyle moved that the town reimburse Kate Westcott \$100 for materials used for the inclusivity sign, Nat seconded and the motion was passed.**

***29. Racial Justice Workshop***

Kyle wants to get the racial justice workshop on the calendar as soon as possible. At the June meeting we talked about doing it in September. She wants to make sure that happens.

Brian said he told them in writing that we want to do the Level 1 training.

Mike said we have been discussing conflict resolution training. Kyle said that was for our town crew. But for something we would attend, it would be a racial justice workshop.

Mike said he talked to Offie Wortham. He said he would be interested in doing a workshop for the town. It appears as if he is qualified. Mike thinks he would be great to talk to the board. He is a man of color who has lived in our town for many years.

Kyle said what we have been discussing is conducting an educational workshop for us and the greater community. It would include education, role playing and videos. The people we are thinking of providing it are trained in how to manage emotions that can get high.

Mike said he read about the workshop on Front Porch Forum like it was a done deal and that was the first he had heard about it. He hadn't heard who was going to do it and then he read about it on Front Porch Forum. He felt he kind of blindsided.

Kyle said we discussed this at the June meeting. She and Brian have been talking more about the details but the idea has been brought up to this board.

Mike asked if the board had talked about this specific group doing the workshop or just had general discussion. Brian said he talked to a couple of different organizations. This one was recommended by Kyle and Jackie Stanton and he knows people who attended one of their workshops and liked it. We were leaning in this direction early on. We haven't signed a contract with anyone.

Eric said he thought this was going to be sensitivity training for all protected classes, not just race. He didn't realize it would just be a racial justice workshop.

Brian said the racial justice workshop is their first course. We could sign up for additional courses that cover a wider range. They have decided to focus on a relatively small scope for this one to make it fit in one afternoon. If we are interested in something more wide ranging we can select something else.

Kyle said from her experience with this workshop, it translates into talking about anyone from any culture that has historically been disenfranchised.

Doug said he is not surprised by this based on our previous conversations. He thinks this will help us understand otherness in all its forms.

Kyle said previous minutes say it will be a racial justice workshop. That has been what we have been discussing.

Brian said he has suggested late September or early October but they haven't confirmed a date yet. Doug asked, don't you think we are too full now in that time period? Brian said we might be. We could look at different times. Mike asked how many hours the workshop is. Kyle said she believes it is 2 hours. Brian said he is waiting to hear back from them.

Mike asked where we will have it. There may be too many participants to have it here. Brian said we will have to get an idea how many will attend but if there are too many for the municipal building his first idea is to talk to Greg Tatro about using the church.

### **30. Other Business**

Brian said the letter we sent to Adare O'Neill, the dog bite victim from the dog hearing in the spring, was returned. He tried to send her a copy of the final decision. The decision was also publicly published. He sent it to a couple of different addresses we had for Adare. He thinks we did our due diligence.

Mike said we could send a letter care of the college and if she has a mailbox they could put it in. Nat said she gave an address in her complaint and if we used that, we have done our job. Brian said we also called her to get an alternative address and tried using that one.

Kyle asked if the dog owners ever reported back on their training. Brian said he will check with Tracy on that.

Brian said we got a letter from VASA and the state asking us to sign off on VASA crossing Route 100C near Hoag and Rocky Roads where they have been crossing all year. He is not sure why we are being asked to sign off. It is a state road and he thought we already put this to bed. He plans to write back and say we told them it is their road and their decision.

### **31. Adjourn**

The meeting was adjourned at 10:07.

*Minutes submitted by Donna Griffiths*

UNAPPROVED