

JOHNSON VILLAGE TRUSTEE BOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, JANUARY 9, 2017

Present:

Trustees: Gordon Smith, Walter Pomroy, David Goddette, Scott Meyer, Bob Sweetser (by phone)

Others: Meredith Birkett (Manager), Rosemary Audibert (Clerk), Troy Dolan

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Gordy called the meeting to order at 6:04.

2. Changes, Additions to Proposed Agenda

It was agreed to add discussion of the Cattelona camp, the electric charging station, and 5-year pins for employees. Meredith said the item relating to reapproval of the net metering tariff should be removed, as VPPSA needs to make more changes.

3. Review and Approve Minutes from November 14, 2016

Walter moved to approve the minutes of the December 7, 2016 joint meeting with the selectboard and the minutes of the December 13, 2016 trustee board meeting, Scott seconded and the motion was passed. (Bob joined the meeting by phone at 6:12.)

4. Treasurer's Report & Review and Approve Bills and Warrants

Rosemary asked if the board wants the fire department payment JSC is going to make in February booked against next year or this year. Meredith said she thinks Arjay felt the fire department budget was okay for FY16 and it would give the department a little buffer if the payment were applied to FY17. Walter said that could leave the college thinking they got a free year. Rosemary suggested sending a reminder to them about the next payment. Meredith said after they pay in February she will send them a reminder that the FY17 amount is due.

Walter asked why the general department finished over budget for salaries. Whose salaries are included in there? Rosemary said that includes highway department salaries. They have been doing a lot more work in general. Meredith said we may need to true up allocation percentages and look at how time has been allocated on timesheets. Rosemary said Cliff's retirement payout for holiday and sick leave is also in there.

Gordy moved to approve a release of the \$2409.92 lien on 413 Clay Hill Road, Walter seconded and the motion was passed.

Gordy moved to approve a release of the \$1712.68 lien on 100 College Hill Road, Walter seconded and the motion was passed.

Gordy moved to approve a release of the \$268.98 lien on 104 College Hill Road, Walter seconded and the motion was passed.

5. WWTF Chief Operator Report and Action Items

Tom provided a written report. Meredith said we were contacted by a company that has some EPA funds to do asset management planning for wastewater facilities that feed into the Champlain Basin. She contacted the state and they confirmed this is a legitimate offer. There is no local match component. She and Tom think it is worth indicating our interest to them and going through the

process to apply. There would be staff time involved to work with them. Walter said we probably would have to do that work anyway.

Walter noted that Tom's report says we got a quote of \$4K to remove sediment from the bottom of the tank. Do we need to do this? Meredith said Tom thought the amount of sediment was minimal and he didn't think it needed to be removed right away. He felt we could easily wait until 2020 when we are going to be doing other work.

Scott asked if the 30% water loss we are currently experiencing is high or low. It seems like a lot to him. Meredith said she thinks it is high. Tom has been working with Brent to try to identify locations of leaks. We know there is a leak on Log Cabin Lane. We have been working with the changing mortgage companies that own the property involved. It sounds like the current mortgage company is hoping to hire Manosh to address the problem. Scott asked if we know what other small municipalities have for water loss. Meredith said she can check. Scott asked if this level of water loss is consistent. Meredith said she knows it has been high for a few months. Tom has referenced a figure of 15% before but she doesn't know if that is typical for us or for industry. Walter said at one point we were talking about testing water meters. Some of the loss is meter degradation. Rosemary said all the meters were put in at the same time and they are starting to age. Board members agreed that would be good to look into. Walter suggested we could at least test a sample of them to see how they are holding up. Meredith will follow up with Tom on this.

6. *Foreman Report and Action Items*

Troy said there was an outage on December 11 that affected 16 customers. A splice in a primary line pulled apart on a cold night. On December 27 a transformer failed on the bank that feeds the Nadeau well. Service was interrupted for about 2 hours. On January 5 there was an outage that affected 10 customers on West Settlement Road due to a fallen tree. Service was restored in 2.5 hours.

For the general department the majority of time in the last few weeks has been spent moving snow and maintaining sidewalks. There have been two occasions when the crew started at 2:30 am to remove snow from Main St. The goal is to have everything on Route 15 cleaned up by 6:00 am. They have been able to do much of the work on side streets during normal working hours.

Scott asked if any of the recent Front Porch Forum posts about roads not being maintained involve anything the village maintains. Troy said no. David said the roads are all maintained by the town. He asked if people in the village are happy with the maintenance. Troy and Walter both said they thought so because they hadn't heard anything from people who are likely to say something if there is a problem.

Troy said all uniforms have been updated to be compliant with the standard for flame resistant garments. The logos are being changed to Village of Johnson Water & Light instead of Public Works.

Troy applied to VTrans for the annual Routine Maintenance Permit to maintain VOJ infrastructure with the state highway right of way. This permit used to be free; now they charge \$500. Susan and Troy completed the 2016 outage spreadsheet that is part of the annual report required by the PSB. All safety training records have been updated and filed.

An invoice has been sent to Fairpoint reflecting their portion of right of way maintenance. Dave asked if there is anything we should be concerned about with the sale of Fairpoint. Meredith said the sale hasn't been completed yet so they will have our invoice before the transfer of ownership.

Troy completed a true up for a new service on Lamb Road. The customer was refunded the initial \$250 line extension fee. When Troy started in the foreman position he understood that the \$250 covered his time to do the engineering and create an estimate. He wasn't aware that we need to refund the \$250 afterwards. In the future he will include his time in the estimate.

The transformer has been ordered for the Green Lantern solar project. They will pay for it. Scott asked, what if the transformer burns out in the future? Scott said with other customers we pay when a new transformer is needed. Dave asked how long transformers usually last. Troy said he has seen them last 40 years or 1 year. A transformer costs about \$7100. Scott asked if that potential cost to us will be worked out in new legislation. Walter said no. Meredith said as far as she knows that issue hasn't been addressed. She will ask VPPSA about it.

Troy said he finished the estimates for VTrans related to moving our line underground and then back overhead for the twin bridges project. Walter asked when that project is going to be done. Troy said that the last he heard was April 2018.

Gordy asked if anyone has heard anything about when Main Street will be paved. He remembers hearing that would happen in 2017. Troy said he remembers that too but he hasn't heard anything recently. Meredith said she thinks we can look up where we are in the paving schedule. She will do that.

7. *Village Manager Report and Action Items*

Meredith said Richard and Nicole Whittemore, operating as Murray Rental, LLC have submitted applications for water and sewer connections and allocations to bring service to a barn they are renovating at the rear of the property at 66 Lower Main Street West. The barn doesn't currently have service to it. Our current ordinances don't disallow connecting to an existing service as proposed but she thinks we could include a condition that they have to provide a description of what would happen if the parcel were subdivided in the future. Arjay told Meredith the state would require that.

Gordy said his concern is that it not be our responsibility to give water and sewer service to the barn if something happens to the house that the service goes to first. Meredith showed the plans for what is proposed. Dave asked what happens if the Whittemores want to separate the lot into two properties and sell the barn when there is only one line serving both properties from the curb stop. Meredith said the sewer line is already shared with a building the Whittemores own next door. She said the sewer ordinance is clearest about shared lines. The water ordinance is less clear. Walter said this is the same issue Roger Demars talked to the board about. Gordy said shutting off water to one property would shut off both.

Dave said there should be a separate water line going to the second building. Meredith read from our ordinance. It says that the trustees may permit more than one connection per service line, but only if easements are in place. In this case there would be no one to grant an easement to because it is all one parcel now. So her suggestion would be to ask them to outline how it would work if part of the property were sold. Dave said right now we have the ability to follow through with what we

have been discussing – that each building should have its own separate service. The only issue is that the sewer line is already shared. The ordinance says a shared sewer is permissible. Walter said it says there can be a shared line if there is no alleyway, driveway, etc. where a separate line could go. There is a driveway so there could be a separate line. He feels we should say they need separate water lines. Dave agreed. Walter said he would like to say they need separate sewer lines but there is already a shared line. Dave said he wants to make things easier for future board members. Walter said if we had them put in a separate sewer line then at the same time a separate line could be put in for the other building that is further back. Bob asked when there are enough buildings served that a line should become a sewer main rather than a service. Dave said the barn would be the fourth building on one line. He said the correct way to do this is to have separate lines to each building for both water and sewer. That would eliminate any issue in the future. Meredith said they may argue that there is not enough room for them to put in a separate sewer line, in which case our ordinance would allow a shared line. Dave said another question is whether the existing line is big enough to accept another building. Meredith said Arjay and Tom haven't indicated that is a concern. She will check again. Bob said he agrees there should be separate lines. He suggested we could put in a main line for each property to connect to. That would be an expense for us. Maybe we could get them to share some of the cost. Walter suggested telling the Whittemores that if they are willing to fund the expense of a line we would accept it as a main, which would relieve them of future risk and make it easier for them to subdivide the property. Scott asked if we are talking about both water and sewer. Walter said at least sewer. Dave said he thinks both. Scott and Bob agreed.

Walter suggested telling the Whittemores we are going to request separate lines but if they want to put in a main line we would be willing to take ownership of it. They can decide which of the two options they prefer. Scott asked, what if they say it is cheaper to drill a well? Others said our ordinance doesn't allow it. Scott asked, even if a well is cheaper? Meredith said there is some threshold for how much more expensive it is to connect rather than drill a well. Meredith asked if the board has approved anything similar to what the Whittemores are requesting in the past 6 years, since the current ordinance was approved. No one was able to think of an example. It was agreed that Meredith should communicate to the Whittemores the two options Walter suggested.

Meredith said there was a request to place materials with a political overtone on the town/village bulletin board. The selectboard came up with the idea of posting a disclaimer on the bulletin board stating that the views and opinions expressed there do not necessarily reflect official policy or position of the selectboard or trustees. They seek concurrence from the trustees. It has been the practice to allow external parties to post here. Meredith's only suggested addition would be to specify that we have the right to remove things that are expired or old.

Dave said he suggests we just say no to public postings. Scott agreed. Dave said then we wouldn't open ourselves up to potential freedom of speech issues. Walter said he feels the bulletin board should be for public service announcements, events, etc. Gordy said he and Eric discussed this. Eric said selectboard members had diverse opinions and were going to wait and see what the trustees said. Scott said he thinks we need a legal opinion. Dave said he doesn't think we need a legal opinion if we say no to public posting. Meredith said as soon as we move away from only posting about official municipal business then we are in a gray area. Scott said he doesn't want to get tangled up in legal issues. Meredith clarified that the bulletin board in question is the one inside the building. Scott said he feels a little different about it if it is the one inside, but he still would like guidance from VLCT. Gordy said he agrees with Dave.

Meredith asked, if the guidance from VLCT is that if we open up to any outside posting then our control is limited, is the board's preference to allow no outside posting? Board members indicated that is the preference. Dave asked if we have printed guidelines about posting on the bulletin board. Meredith said no. Dave asked if we need them. Meredith said she thinks we do if we are going to allow public posting. If we open up the bulletin board to outside posting it becomes a public forum. Bob said he thinks no outside posting is best.

Meredith said there was a meeting with representatives of the town, village and solid waste district to talk about the compost facility. The town is looking for financial compensation for allowing use of the facility. The village's concerns were discussed. Meredith has been unable to find the documents on the grants used to construct the facility. She needs to do more research and find them before we sign anything, to see if there were any strings attached to the grant funding.

Gordy said if LRSWMD gets a permit we don't want to give up ours, in case we need it in the future.

Meredith said LRSWMD made the case that they will put money into the facility and they understand that we will need to cancel the agreement if there is a mandate that requires us to use the facility and they wonder about the money they put into the building if it is not all depreciated at the time the agreement is cancelled. Meredith told them that the trustees were clear that there should not be any financial cost to us for the project. She said she couldn't see us paying. Walter said if we needed to use the facility he would hope that we would be able to work together and jointly use the property in that case.

There will be an Act 250 hearing on January 11 for the Maplefields project. VTrans is not requiring any traffic mitigation or pedestrian projects. Meredith hasn't gotten any sense that they think that is warranted. If the board wants her to she can go to the hearing and say that we have concerns about pedestrian access in that area in general.

Walter said reading the reports from the state and Vallee, he sees that no one even discussed the pedestrian issue. Dave asked, didn't they just do a study? Meredith said we asked LCPC to do a pedestrian count. It was pretty minimal. That doesn't mean it wouldn't be helpful to have a crosswalk. Our thought is that there will be more activity there in the future. The VTrans bike/pedestrian coordinator looked at it and emailed Meredith that he didn't see that he could require a crosswalk.

Gordy said he thinks Vallee and the developers should be aware when they design the site that we may put in a crosswalk in the future. Walter said we originally wanted a crosswalk in the area of the old D.J.'s building. There was not enough pedestrian traffic to justify it at the time of the Main Street project, but the Vallee project may be tipping it over so that now we will need a crosswalk.

Scott said he thinks the missing part in the state study was pedestrian traffic. He thinks it would be interesting if Meredith went to the hearing and brought up the question of whether the project will increase pedestrian traffic.

Dave said since the pedestrian count was minimal and a consultant says there is no need for a crosswalk he has no issue with not having a crosswalk. Walter said it is dangerous situation now so people aren't walking. People won't walk if it's dangerous. Dave said he doesn't disagree, but is that Vallee's problem? Walter said he feels the Vallee project is a way to help fund a crosswalk. His project may be partially to blame for pedestrian crossing issues and it would be cheaper to get the crosswalk done while all the construction for the project is going on. Dave said we want to invite business to grow into the village, so he has a problem with conversations like this when a business wants to grow. Walter said if they are creating problems we need them to help.

Meredith said the VTrans letter mentioned there is no project they could attach a fee to. It could be helpful to have an actual project we can ask to be funded in the future. Walter said he wants to keep this on the radar for the future. David said he doesn't disagree but he doesn't want to continually place a burden on a business owner who wants to make improvements. Gordy said he agrees with Dave. The developer should be aware that in future there will probably be a crosswalk.

Dave said he doesn't think a crosswalk from the cold spring to Maplefields would even be safe. Walter agreed. He said the crosswalk would be farther down.

Meredith said she will go to the hearing and let them know we have a strong interest in a crosswalk which this project has brought to the forefront even more and we will continue to advocate for it. Dave suggested also asking if there is anything else we can do to help Vallee with the project.

Meredith said at the December VPPSA board meeting, VPPSA members approved transitioning to bi-monthly board meeting with committee meetings in the alternate months. They had been meeting quarterly. Gordy asked Walter if he is still going to VPPSA board meetings. Walter said no.

VPPSA has proposed that members meet the Tier 2 and Tier 3 RES requirements in the aggregate, as a unified VPPSA. Details still have to be worked out. It hasn't been officially voted on yet. VPPSA staff have proposed an initial Tier 3 project focused on weatherization services. They were also evaluating feasibility of Tier 3 projects promoting biofuels for home heating, electric vehicle charging stations and residential energy storage. Scott asked if biofuels means wood stoves. Meredith said it could include that. Scott asked if wood users would get a rebate. Meredith said if we offered some program to incentivize wood use for customers and could prove customers transitioned we would get credit for that. There could be an incentive for customers to make the transition. Scott asked about the proposed weatherization project. Meredith said that was proposed as a first Tier 3 project because people understand it. It could be hard to figure out how to set up a VPPSA program and separate it from existing VEIC efforts.

Walter said he doesn't want Troy to be in the energy audit business. Maybe we don't want to be separate from VEIC. Maybe we can just add something to what they offer. He doesn't want Troy to have to do much extra work. He wants whatever we do to be as simple administratively as possible. Piggybacking on an existing program could make it easier.

Meredith said Johnson's full Integrated Resource Plan was filed with the Public Service Board on December 28. She would not be surprised if the PSB wants to see a little more analysis of our system from an engineering perspective.

The combined cost of all VPPSA members' individual American Public Power Association dues is \$30K. But VPPSA could get a membership for \$7800. If Johnson cancelled its individual membership and paid a portion of VPPSA's membership we could save an estimated \$1000 annually. We would not have the same level of access to APPA materials, but Meredith hasn't used them to a great degree and neither have Troy or Susan. Meredith said she thinks cancelling our individual membership to save money would be a good idea. Troy agrees. The board agreed.

Meredith said she will invite VPPSA to come to the February meeting to talk about the hydro contract.

Meredith asked if the board would like her to formally restart an evaluation of village-owned solar. Dave said he doesn't think we have a choice. We have to show the state we are providing renewable energy. Walter said he doesn't want to limit it to the wastewater plant but he thinks that is a good first step. Gordy said he thinks we should move ahead. Scott agreed.

Meredith asked if the board agrees that the cost of doing our own solar project should be less than the cost of complying with Tier 2 requirements in another way and doesn't want to do a solar project for philosophical reasons. Board members agreed that is the way they feel.

Walter said if we do a solar project we are complying with Tier 2 requirements in a small way. The benefit goes to our water and sewer customers, while it still costs us on the electric side. It is a little nibble out of the Tier 2 requirements. We will have to get more serious about this. We should jump in now.

Meredith said Tier 2 doesn't have to be solar. Is the board open to more than just solar projects? Board members said yes.

Meredith said Johnson Works was disappointed that the board declined to fund public wifi. They asked if the board would be interested in having them come to the January 23 meeting. Gordy asked other board members if they would be willing to consider changing their vote. He doesn't want to get tied down with this during the budget meeting if it is not going to lead to a different decision. Dave said he is always willing to listen. He can't say it will change his mind but he is always open to listening to someone's opinion. Walter said Johnson Works is a constituent and we should listen to them. We can warn them that our opinions were pretty solid. Gordy asked Meredith to give them a time limit for the wifi discussion.

Scott asked if we have a tech person. He recently heard that if wireless routers are old they can get a virus that can get onto someone's computer. He wonders if we would be held responsible if that happened and someone's computer went down. Dave said normally on public access there is a protocol saying we are not responsible. But he doesn't know if we would be held responsible. Meredith said it's Comcast service. She knows there is some antivirus built in but doesn't know if we have anything beyond that. Dave asked if the wifi is still active. Meredith said yes.

Dave asked if we can get a report on who is using the wifi between now and the next meeting. Meredith said yes.

Meredith is in the process of drafting strategic goals to help guide budget decisions. She asked the board to let her know if they don't think it is a helpful exercise to go through. She has a draft list she has shared with Troy, Rosemary and Tom. She wants to get their feedback before sharing it with the board. Scott said he is a big fan of plans like this.

Meredith distributed some comparative compensation data she collected for water and wastewater staff. Scott said what came out the last time we tried to look at comparative data was that differences in benefits and how we accrue time, as well the different cost of living in different parts of the state, made it hard to do a comparison. Meredith said her sense was that the communities she got data from are relatively similar to Johnson. She can go back and ask them for benefits information. She already has good benefits information from Morrisville. She asked if board members think that will be enough comparative data. Board members said yes.

Scott asked if anyone in the other municipalities wears two hats like Tom does. Meredith said in Morrisville they have a working foreman who deals with water, sewer and hydro generation. Walter said he doesn't really run their plant; that is contracted out. Meredith said Hardwick has one full time water and wastewater employee.

Arjay had provided the fire department roster. **Walter moved to approve the fire department roster with officers' list as provided by Arjay dated December 17, Scott seconded and the motion was passed.**

Arjay decided to spread the stipend approved the board among all officers.

Meredith shared the bid form that will be used to obtain quotes for the exterior repairs to the municipal building. We don't know the extent of the damage so there is a fixed price piece and a labor and materials piece. She thinks we should ask them to remove some siding from the north-facing wall to see if there is any damage there.

Dave asked if we are taking steps to fix the issue causing the rot. Troy said we need to find the problem first. Meredith said the hope is that the roof repair fixed the issue, but Dave has a good point.

Gordy asked who will oversee the project and monitor the contractor. Meredith said it would be an added expense to hire someone to do that. Rosemary said it would be good to have someone who knows buildings and contracts. Meredith said she can contact the person who did it for the roof project. The board agreed on that.

Meredith said she diverged from the board's purchasing policy in a couple of areas when developing the bid form. The policy allows such divergence with board approval. The policy requires bids to be delivered and opened by the trustees but she proposes that they be delivered to her and opened by her. Gordy said he would like her to have one or two witnesses. Walter said we had to develop this policy to meet federal requirements so it is fine with him if we adapt it. Gordy said Brian can be a second person to open bids.

Scott said he would like to have the bid form specify that the contract will give us information about why the damage happened and if there is a noticeable thing that was not done right by the

builder it should be fixed. Gordy asked, wasn't there some discussion about the way some boards were put up not being right? Scott said he would like some language about things being put back to architectural specs. He would like to know if there is something that was done that made it fail. Meredith agreed to add some language along those lines.

Meredith said she put a project completion date of June 30, 2017 because the town wants to pay their share out of their 2017 budget.

Meredith said after the Burlington Electric Department malware scare she had a conversation with our IT person, Larry, about enhanced cyber security efforts. In past years he hasn't supported spending extra money on enhanced security but his position has changed. He suggests we purchase a suite of protection for the municipal building and the wastewater facility. He indicated the cost would only be a few hundred for each building. He has done it for one client and seen a drop in things getting through. Scott said he thinks that is a good idea. Gordy asked if it would be an annual cost. Meredith said she thinks it would be. Larry indicated the cost would be the same as the cost for him to fix one computer with a virus. The board agreed paying for the additional security would be a good idea.

Meredith reviewed the November power bill summary. It was similar to the rest of the year. There is nothing concerning. Walter noted that we beat our budget during times when our coverage ratio is below 100% and are over budget when our coverage is over 100% because market prices are so cheap.

8. *Electric Charging Station*

Gordy said he has noticed the electric charging station is in. There is no meter on it. The power comes in through the meter and he assumes the town and village each pay half. Then power goes back out to the charging station. Meredith said the power going out to the charging station is not metered but there will be a record of how much goes out so the village will not have to pay for half of the power that goes out.

Dave asked if there should be a sign saying parking in that spot is for electric vehicles only. Rosemary said she doesn't think the grant required it to be a dedicated space. Gordy said he would rather not lose parking there. Dave said he has noticed cars that are not electric parked there. Meredith said it is customary to post that such spots are for EV charging only. It is frustrating for drivers to come to a charging station and not be able to get to it. Dave said it is not the trustees' decision, but he feels as a taxpayer that if we are going to spend money on it we should promote it so people use it.

Meredith asked if the board would like her to suggest a sign for the spot to the town. Gordy said if it takes away parking spots he is opposed, but he won't fight it. Walter said if we are going to have a charging station we should do it right. Bob agreed that we should do it right. He thinks there should be a sign, but the town should take care of it. It does bother him a little if someone can't park there even if there is not anyone charging.

9. *Five-Year Pins for Employees*

Gordy said he would like to see employees recognized with 5-year pins. We could take employees out to eat and require them to pay for their own meals. Or we could provide them with a meal in-house during the work day. At the same time we could pass out pins or some type of recognition for each 5 years. It would have to be done jointly with the selectboard.

Dave said he sees no reason why we couldn't have one event a year to recognize employees when we would pay for a meal. Maybe it could be a catered event or maybe we could pay for a meal at a restaurant. Most businesses do that at least once a year, usually around the holidays. Maybe there could be recognition for other things besides length of employment. Scott said it is always good to recognize employees but he doesn't agree with taking them to dine out. It is pricy. If alcohol is involved there is the question of whether employees are on the clock or not. A staff barbecue on site is fun and can be controlled. Everyone can bring a dish and very little money is involved. Usually managers supply a lot of the food. Dave said he understands the liability aspect of it if the event is off-site and if alcohol is served. He thinks recognizing employees for the work they do is a great idea.

Gordy asked Rosemary if she had any thoughts. She said she kind of likes the barbecue idea. Gordy said maybe we could have something catered. Walter said he has no problem with a catered lunch. Scott said he is a fan of barbecues. The board agreed the event would be on a workday. Meredith said employees do have a holiday potluck so a summer event would be good for balance. It would be nice for the employer to provide something like the meat. Dave said on an appreciation day for employees he doesn't want them to have to worry about anything like bringing a dish or spending money on food. He doesn't have a problem spending money on that.

The board agreed Meredith should talk to Brian about this idea. David suggested maybe it could be at JSC and JSC could cater it. Walter suggested maybe GMTCC could cater it.

10. Cattelona Camp

Scott said he talked to Mark Cattelona about the remaining shed behind where his cabin used to be. He said the shed isn't his. He gave Scott the deed that proves it, showing only the cabin was transferred to him. Scott showed the board the deed. Mark feels he has done his part and he doesn't want to do any more. The shed is still there. Dave asked if we should put up a sign there. Troy said we have no trespassing/do not enter signs to put there. Dave said he thinks we should just put up the signs.

11. Executive Session

Dave moved to enter executive session to discuss real estate contract negotiations, a personnel matter, and cyber security issues, public disclosure of which would put the village at a substantial disadvantage, inviting Troy and Meredith to remain. Walter seconded, the motion was passed and the board entered executive session at 8:46. Walter moved to exit executive session at 9:14, Dave seconded and the motion was passed.

12. Adjourn

Walter moved and Dave seconded to adjourn at 9:15 and the motion was passed.