

JOHNSON SELECTBOARD/VILLAGE TRUSTEE BOARD MEETING MINUTES
ALL PARTICIPATION BY ZOOM TELECONFERENCING
MONDAY, NOVEMBER 23, 2020

Present:

Selectboard Members: Mike Dunham, Nat Kinney, Doug Molde, Kyle Nuse, Eric Osgood
Village Trustees: Steve Hatfield, Will Jennison, Scott Meyer, Athena Parke, Gordon Smith
Others: Brian Story, Meredith Dolan, Rosemary Audibert, Susan Tinker, Lois Frey, Jasmine Yuris, Diane Lehouiller, Rick Aupperlee, Greg Tatro

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Eric called the selectboard to order at 6:03. Scott called the trustees to order at 6:03. Eric said Gordy was having technical difficulties and said the meeting should start without him. Introductions were made.

2. Review of Agenda and Any Adjustments, Changes and Additions

No changes were needed.

3. Employee Compensation and Benefits

Meredith said historically the two boards have gotten together every year to talk about the level of health insurance the employer will provide and the rate of compensation increase. In past years the two boards have discussed joint employees and applied any decisions to all employees. Part of the village staff is under union contract this year. Those covered by tonight's conversation for the village are Susan, Rosemary, Meredith and Marla. Brian said our general principle has been as much as practical to keep things uniform between the town and village. Rosemary is elected and Susan is her direct report. They don't directly work for the town or village but they are compensated by the town and village. The conversation tonight is about them. Eric said the focus of the discussion is only on those two positions. The town will later take up town-only employees and the village will take up village-owned employees.

Meredith said the figures she sent out reflected costs for all administrative non-union employees – Susan, Rosemary, Meredith, Marla and the village portion of Anne's salary. The Consumer Price Index for the month ending September 30 was 1.4%. She and Brian calculated cost figures for 2% and 2.5% increases. Brian showed town costs for office salaries, highway department salaries and total salaries with 2% and 2.5% increases.

Kyle asked what we decided on last year. Brian said he believes 1.5%. Eric asked, if the cost of living increase is 1.4%, why not show a salary increase of about 1.5%? Brian said he could calculate that. He noted that the total he showed for office salary includes him, Lisa and the town share of Rosemary, Susan, Anne and Marla. Mike asked why the presentation is being cluttered with other employees if we are only considering two employees tonight. Brian said he could change what is shown. He showed village costs for 2% and 2.5% salary increases. The figures shown include all of Meredith's salary, 80% of Marla's salary and 40% of Susan's and Rosemary's salaries.

Doug asked if we have a total figure for the amount all town and village employees would receive. Meredith said her figures for the village include just office staff, not field staff who are not part of the decision tonight.

Will asked how much would come out of the general department budget if the village gave 1.5% increases. Meredith calculated that would be about \$167.

Eric asked about the cost of a 2% increase for just Rosemary and Susan. Brian said that would be about \$1,000.

Mike asked, if we are only here to discuss the town clerk and assistant town clerk, why are we muddying the waters with the other things being discussed? Meredith said at the last trustee board meeting the impression she got was that most likely whatever was approved for Rosemary and Susan would apply to the other non-union employees so she tried to give her board the full picture of all the financial implications if the increase is going to be applied across the board.

Brian showed figures for the impact to the town of a 2% increase for just the town clerk and assistant town clerk. The impact would be \$1,064.04.

Gordy joined the meeting at 6:27.

Brian said we budgeted for a 3% increase.

Nat said in his mind this question is very tied to how much health insurance is going up and how much the employee is paying for it. Mike said we need to consider both. Gordy said he suggests a motion that combines the two. He suggests a 2.5% pay increase and a decrease of the employer percentage of the health insurance cost from 91% to 90%.

Brian showed village healthcare cost increases with both 90% and 91% employer contributions. Meredith said if we keep the 91% employer contribution the annual cost for village employees, not including line workers, goes up \$843. If we drop the employer contribution to 90% the cost for a year goes up by \$451. Last year the village paid \$45,658 for insurance. Currently the employer contribution is 91%.

Mike said every year he has asked for a total breakdown of the total compensation package for every employee. It would be much simpler if we all had that breakdown before making a decision. When the town is dealing with town employees he hopes we have that information in front of us.

Eric asked if Brian had numbers for the impact to employees. Brian said the change from 91% to 90% would mean a \$775 annual increase. If the employer percentage remains at 91% the increase for the employee would be about \$240. In answer to Will's question Brian said that is the increase per person. Mike said he believes that is an average. Different individuals will see different increases. That is why in the past he has always asked for a breakdown on every single employee. He doesn't think we are in a position to make a decision because we

are not really prepared. Eric said he thinks we need to look at it as an average because we would not give individual pay increases. Brian said the number he used was for the two person plan, which is our most common plan. The dollar figures would change if the person was on a different plan but the percentage increase would be the same – 2.4% over whatever the employee pays now.

Mike said we should table this until we have better data. Eric said we need to make a decision so employees can make their healthcare selections.

Meredith said she based her calculations on the two-person plan. This year the employees' 90% is \$1,679. Next year they would have an increase of \$40 if the employer share remains the same and an increase of \$231 if the employer share goes down to 90%.

Eric said he thinks Gordy's intent is to start decreasing the employer healthcare contribution and give a salary increase a little larger than the cost of living. Gordy said yes, his intent is to bring down the employer contribution. Many places in the outside world have an 80% employer contribution. He thinks we should decrease our contribution by 1% and give more of a salary increase to offset some of that. There has been a lot of extra work and employees have had COVID to deal with. He hasn't heard one employee complain or ask for extra time. He thinks we should show appreciation that they stuck with us. He is in favor of a 2.5% increase and a change to 90% for the employer contribution.

Athena said she does think it is important to compensate people for the extra time, energy and emotions surrounding COVID. She thinks a 2.5% increase is probably the way to go.

Doug said if he were an employee he would want to keep the 91% employer contribution. The town and village have less control over health insurance costs and he would rather have the employer contributing a larger percentage of that cost. The expectation is that wages will be more stable from year to year. He doesn't see the wage increase as benefitting employees as much as Gordy perceives it.

Athena said she doesn't know how she feels about 91% versus 90%. She was speaking about wages.

Mike said he appreciates what employees have done during the crisis, but last year we had a tremendous increase in healthcare costs and employees saw very little or none of it. Our employees have been treated very well in compensation and healthcare packages. They are giving the Gold plan. A lot of other employees don't get that plan. The time will come when employees will have to start contributing more to healthcare. The vast majority of taxpayers don't have the same options we give our employees and they are the ones funding this.

Scott said he agrees with Gordy's comments.

Kyle said she would like it if in the future we could have a more comprehensive spreadsheet showing all aspects of what we are talking about. Did Brian say we budgeted for a 2.5% increase? Brian said we budgeted for a 3% increase in salary and an 8% increase in

healthcare. Our budget is for the fiscal year instead of the calendar year. When we interact with things that are on a calendar year we have to make an estimate for the 6 months when the two don't overlap. Three percent was not our target but we felt we would be safe if we picked that number. What was budgeted for health insurance is similar. We didn't know what the change in cost would be and the year before health insurance went up over 10%. Kyle asked how much health insurance went up this time. Brian said 2.4%.

Kyle asked, last year we gave a 1.5% salary increase and had a 91% contribution to healthcare costs? Brian said yes. Kyle asked about the year before. Brian said for a time we were at 91.5%. The year before might have been when we reduced by .5%. He thinks the salary increase was in the 1 to 1.5% range. Meredith said she doesn't remember. Kyle said she would like to see a 5-year snapshot.

Mike said even 90% is really unheard of in most businesses. He thinks we need to do big work on this in the coming year. A lot of companies do self-funding. They put savings in the bank and pay the difference to their employees for their lesser coverage. He talked to someone who worked at a company that did that and after a few years they had a tremendous amount of money in their account and they had saved a lot of money. We need to be working on creative ways to save the town money in the coming year.

Meredith looked in past minutes and said that in 2018 the board approved a salary increase for 2019 of 2.65% and a 91% share of health insurance coverage.

Will said if we follow Gordy's suggestion it looks like there will be an increase of \$5,635 for the village. He realizes a portion of that will come out of the electric, water and sewer departments. If we called it all tax dollars, what would the tax impact be? Meredith said the village only collects about \$113,000 in property taxes. If we divided the increase by \$113K in taxes it would be about a 0.2% increase. The bulk of the change would go to the electric department. She anticipates this will be a challenging year for the electric department.

Nat said the town is also looking at tough budget times. He is proud that we offer a good benefit. But 90% is respectable compensation for healthcare in these times. An increase of 2.5% seems generous to him given the budgets we are looking at. Looking around and seeing how much financial hardship our taxpayers have, he would go with 2.5% or he would also go with something less.

Will said this has nothing to do with the value of the employees but the increase has to reflect national economy and our local economy. **Will moved to contribute 90% of health insurance costs and to give a 2% cost of living salary increase.** He said that salary increase is above 1.4% and even at 90% our health insurance contribution is above what many people are getting from their employers. **Scott seconded. Nat moved and Mike seconded to contribute 90% of health insurance costs and to give a 2% cost of living salary increase.**

Rosemary said she is in favor of the motions that were stated. That is where she expected the boards to come to.

The selectboard motion was passed.

The trustee board motion was passed in a roll call vote with Athena opposed and Scott, Steve, Gordy and Will voting in favor. Athena said she thinks the salary increase should be 2.5% but it makes her happy that Rosemary thinks 2% is appropriate.

4. *Addition of Martin Luther King Jr. Day as an Official Municipal Holiday*

Meredith said this year the village signed a contract with IBEW for the line crew which included the addition of Martin Luther King Jr. Day as a holiday. Currently our office staff do not get that as a paid holiday. We have often tried to keep things consistent among employees.

Kyle asked if MLK Day is an additional holiday or is instead of another holiday. Meredith said she believes it is in addition.

Doug said he has been in favor of a Martin Luther King holiday for years but union negotiations are still an open possibility for the town. He thinks the town is not ready to move forward with this until we know if the union is moving forward. But philosophically he is in favor of it.

Mike asked if employees already received the day off as a floating holiday. Rosemary said the floating holidays are Indigenous Peoples' Day and Battle of Bennington Day. Meredith said technically we don't have floating holidays. Everything is all wrapped up into CTO.

Mike noted that Battle of Bennington Day is only a Vermont holiday, not a federal holiday. He agrees with what Doug said. We may or may not be in negotiations with a union. He believes it should be a day off but how we arrive at that is yet to be determined.

Meredith said the village can take this up on its own. She thought probably we would want it to be consistent but there is no time limit for making the decision. She will recommend tabling it until we have a better grip on it. Gordy said he would agree to that out of courtesy to the selectboard. We can discuss it in the future.

Athena asked, the concern is that if there are union negotiations this would come up again in conversations with the union so we don't want to make a determination before that? Gordy said he was on the bargaining committee when the village negotiated with the union. There were different recommendations put on the table from both sides. Some were accepted and some were taken off the table. Some were given in lieu of something else. Both sides have to give things up and both receive things. It is a negotiation process. Martin Luther King Jr. Day wasn't just given as a day off with no strings attached.

5. *Municipal Website Update*

Brian said there is an opportunity to upgrade the municipal website. We can do some of this work with Grant Harper but it will take time and money for it to get completed. He feels our best target is to plan on doing this in our next fiscal year and start planning on the change now. He and Meredith want to find out tonight if both boards are in favor of paying 50% of the cost. There will be a one-time fee of \$1200 to \$500 and hopefully no additional cost for

management. The site might even get easier to manage. He has little capacity to do the review work now. He would like to plan on it for the next fiscal year. Hopefully this summer he will have more time available for review.

Doug asked whose fiscal year it would be done in. Brian said he was thinking of the town's but as of July 1, 2021 the village will also be in a new fiscal year compared to today.

Eric said the selectboard feels the website needs updates.

Meredith said we didn't budget for a website update. She agrees that it makes sense, if both boards agree with moving forward, to plan for it in 2021. If there is an upgrade she would like to see individual pages for each of the utilities. That would provide better customer service. That would be one goal the village would have for the redesign.

Athena said she thinks a website update should be a priority, especially with the pandemic. She thinks more people will need to interact with the town online.

Kyle said we have talked about this for a couple of years as something that is needed not only for functionality but for economic development. The website gives a quick snapshot of what the town and village are about. It needs to be visually appealing as well as functional. To her it is wrapped up with branding the town. If we can incorporate that she thinks it is important in our budgeting and planning.

Both boards agreed to budget for a website update for the next fiscal year.

6. *Merger Study Update & Next Steps*

Brian said the consultant asked for a list of edits from both the town and village to finalize the study. Our understanding from Kent is that he will make the changes we asked for but other than that he is done. We asked for information on a couple of things but Brian doesn't think he is going to get back to us on them. But he will make factual corrections we can all agree to.

Meredith said she had previously shared with the trustees her list of edits. She asked Brian to share the town's suggested edits. Brian shared a list of all the edits suggested by the town and village. The two that the town suggested also appear on the village's list. They are clear factual errors. There is a reference to Vermont Electric Power when it should say Vermont Electric Coop. And on p. 5 there is an error where some but not all columns of a table are totaled. Some of the other corrections requested by the village relate to areas where we requested more information from Kent. We wanted to know more about how he arrived at his numbers but it appears we aren't going to get more information out of him. The village asked that numbers in the chart he provided be updated with 2018 actuals. The numbers he used seemed close to those figures but they were not quite the same. We are not sure where he got them from. We also asked for totals for the village and town to be added.

Gordy said he would like a vote at the annual village meeting about a merger. He wants to get direction from the village voters.

Eric asked, if the consultant will not make these changes, could we not just submit his report with an addendum listing things we felt were not accurate? For the town a vote would probably have to be held by Australian ballot. We won't be able to address questions from the voters. Will said the town could hold an informational meeting. Eric said we can, but no one goes to those. Some others said they feel people will go to this one.

Meredith said if Kent is not willing to make the changes to p. 5 she doesn't think we can send the report out as it is now. What he has for taxes is just wrong. It makes the village appear to be nearly twice as expensive as living in the town. She thinks that at a minimum has to be corrected. She thinks the other changes improve the accuracy of the report.

Nat said he would like to make as few changes as possible to the core report so it is an independent report that is not swayed by us. We will each have an opportunity in an addendum to add our own findings on the report. He agrees that we should make changes to things that are obviously wrong and thinks we should leave the rest to a subsequent document.

Will said in the correspondence he read today the consultant's request was that the town and village agree on requested changes. Are Brian and Meredith able to send a combined town/village request? Brian said that is what we are here to do – come to agreement on changes that both selectboard and trustees agree to.

Meredith said the changes listed for the village are the ones the trustees discussed and agreed on prior to Will, Athena and Steve joining the board. The village feels pretty committed to seeing those changes made. For the town dollar figures on the chart, she is not sure if the town wants to use what Ken has already or provide new figures.

Brian said the town and village agree on all the changes suggested for p. 3 and p. 5. Meredith discussed the other changes. The village would like to use actual 2018 expenses in place of the numbers Kent currently has for the village and add totals for the village and the town. The last three requests the village is making are not really numbers based. They would like a slight change to the sentence about line worker salaries. She doesn't think allocation of line worker salaries to the general department was clearly communicated. On p. 12, the village is requesting a change in language. Rather than stating that staffing would absolutely have to be reduced they would prefer less harsh language saying staffing would need to be evaluated or examined. And they are asking that a comment on p. 12 be reworded because it didn't seem clear.

Eric asked if selectboard members have concerns about any of those requested changes. Nat said he understands being sensitive to morale, but this is Kent's report and we have an opportunity to make our own comments. He feels we should let his report stand as written and not try to change the tone of what he is saying. Kyle said she agrees. This was the whole point of getting a third party to give us his assessment. This is what we are paying for. She doesn't feel comfortable changing language or things that aren't about facts.

Doug asked what the second to last sentence on p. 11 says right now that the village wants to change. Meredith said they wanted to call out that only 20% of line worker salaries is going toward general department duties. As it is, it reads as if doing the exact same job costs \$41,000 more for electric department workers than for town employees. Eric asked, could you not speak to that in the informational meeting or attach an addendum? Meredith said they could but as it is written it doesn't provide a clear explanation of the situation and they wanted the report to be as clear as possible.

Doug asked about the 6th requested change. What is confusing about the existing language? Meredith said it discusses that if the village were going to dispose of village assets due to the merger, residents and taxpayers would be on both sides of any transaction. It seems like it could be summarized by saying that disposition of assets would be complicated because ratepayers do not follow village boundaries.

Doug said his take on the last three requests for changes is that they should stay as they are. The village can present additional information along with this. Eric said he is hearing that three selectboard members have reservations about the last three changes requested by the village. Mike said he thinks the objective here is to correct blatant errors. He agrees with the village that the statement giving the impression that village employees are overpaid should be corrected. He believes that is an egregious error.

Nat said he thinks the village's point is meaningful but can be made in an addendum. Mike said people may not check out an addendum. Nat said he thinks anyone voting on this should read the trustees' and selectboard's take on it. Mike said he agrees but he thinks a lot of people already know how they will vote no matter what facts or figures they see.

Doug asked what is wrong about the statement that line workers receive \$40K more. Mike said it gives the impression that village employees are way overpaid. It doesn't put into perspective their line work capabilities. Meredith said the village is trying to point out how much of what line workers are paid goes to paying for functions similar to those done by other workers. It would prevent people from being confused.

Nat said Gordy had indicated that he would like the question of a merger to be put on the warning for the village annual meeting. In his mind the village vote should go first because if village voters vote against it, it could not happen. He wants input from the trustees as to whether it is advisable for the town to put it on the town meeting agenda. Will said he thinks it should be on both. Nat said he was thinking that if the village voters do vote in favor of a merger and it had not been voted on in town meeting then there would be a special meeting, but it is no problem for him if it is on the town meeting warning. Mike said he suggested at the last meeting that the vote be included with the town meeting mailing. He agrees that this report should be sent out. He feels the document is flawed but it is the only document we have.

Doug said it seems to him that this report is a general overview and doesn't get into details as far as cost and some practical considerations. He is wondering what question we would put before the voters. If we were having a vote he thinks we would want to know how a merger

would deal with things like the fire department or sidewalks. The selectboard doesn't have the capacity to handle the electric department. He would be hesitant to have a merger that brought the electric department with it or he would want a decision that the electric department would be run by commissioners and not the selectboard.

Eric said he thinks the intent is to put out the question of whether a merger makes sense. The vote would not be "Shall the town and village merge?" but "Shall the town and village start exploring a merger?" If the town and village voted yes then we would go into the details and come back to the voters with a question of whether town and village should merge and then it would go to the legislature. Kyle said that was her understanding of the next step, that it would be an exploration, not a yes or no vote on a merger.

Mike said if the town or village wants to continue it will cost \$30-40K for a full study and take a few more years or even 10 years to get to the bottom of the question. Kyle said she thinks that is how long it takes most communities to figure this out.

Eric asked if that is Gordy's understanding of what the vote would be – that it would be a vote on whether to continue exploration of a merger. Gordy said yes. He said there are a hundred different kinds of mergers. Merger could mean the town taking over the general department. But he will fight for the other three village departments to remain under village control. Mike asked, and the fire department too? Gordy said yes. He agrees that the voters just have to decide whether to proceed with looking at merging. It will take more studies and consultants and lawyers if we proceed.

Eric said he agrees that we should put it before both the town and village and if either set of voters votes it down then it will be a dead issue.

Eric said he thinks it is the consensus of the selectboard that the board agrees with all but the last three requested changes. That would be the direction for Brian and Meredith to give to Kent. We would need a final report by January so we could put it out in the town report.

Brian said he would like to know whether the selectboard is okay with the changes requested on p. 6. Kent's numbers were not what Meredith calculated for 2018 actual expenses but she is not sure how he arrived at his numbers. He used some other method. Meredith said he also may have just gotten them wrong. She doesn't have any sense that making these corrections will change any of his conclusions. If he wants to say he can't make the change because it changes something else, he can tell us that but until he tells us that she thinks the change she recommends is clear. Brian said he really wanted more information from Kent on this but if the board is comfortable making the change we can go ahead with it.

Nat asked if either board plans to make a recommendation to the voters. Gordy said he doesn't know how the other four trustees feel but he feels the board should be fighting for keeping our form of government and keeping our utilities the way they are

Mike said we he thinks we hired this outside consultant so it would appear as if we didn't have our fingers in that pie and he thinks what goes along with that is no endorsement. But he has an opinion and he would give it if people asked him.

Nat asked if one board feels we should be completely hands-off and would be upset if the other board were to have a position. Will said he feels the board should not take a position but he will give his personal opinion if asked. Athena agreed. She thinks it makes sense to just present the information to the voters and let them decide.

Doug said he expects if we were at town meeting the first question would be what the board thinks. Eric said this year he doesn't believe we will have a town meeting so this will be on Australian ballot. We will probably have an informational meeting. Doug said the question will come up at that meeting. Nat suggested we say that the board has no official position. Eric agreed. Doug said he thinks that is a terrible decision and an abdication of our responsibility. He thinks a better answer would be to explain that we do not have a position because there are a hundred different possibilities and we wouldn't know our position until we see the possibilities.

Mike said the board might not have a position but individual board members might have a position. If they are asked, it is their responsibility to give a truthful answer. Doug asked, do you think the board has a responsibility to analyze and present a board position? Mike said he could agree either way. Probably the board should have a position.

Eric said he is not getting a strong sense of whether the selectboard feels we should have a position.

Scott said the correction Meredith proposed for p. 11 is a deal breaker for him. He thinks that should be fixed. He thinks it is an error. He is not willing to budge on that one. He is looking for support from both boards for getting that fixed. Gordy said he feels it is misleading for those who don't understand how budgeting works.

7. ***Paid Minute Taker for the Racial Justice Committee***

Eric said the selectboard voted in favor of providing a paid minute taker for the Racial Justice Committee. Athena said she thinks that makes sense, so people know what is happening at the meetings.

Scott moved and Steve seconded to have a paid minute taker for the Racial Justice Committee and to have minutes from the two meetings that have already occurred taken from the Zoom recordings and posted on the town web page.

Will said he would like to know the cost. Do we have a number for what the note taker is paid? Donna Griffiths said she charges \$20 an hour for the time she is in the meeting and the time she spends preparing the minutes outside the meeting. Time spent preparing minutes is typically roughly the same as the length of the meeting, so a 2-hour meeting would end up costing about \$80. Will asked how often the meetings are. Brian said scheduled meetings are once a month. The committee might have other work sessions. We could have the condition that we will only pay for a minute taker for regular meetings and the committee will have to

figure something else out for special meetings. Will asked if that would be okay with Scott and Scott agreed.

Gordy said he believes minutes should be posted but other committees will also want a paid minute taker so we have to be careful. He wants to know who attends the meetings and he wants to know that the committee is functioning well and that there is not a lot of negative interference.

Will said if the committee meets two hours a month the cost would be pushing \$1,000 a year and if the meetings last as long as the trustee board's have been lasting it would be more like \$2,000 a year. Gordy said the village general department budget is \$112,000 a year and we are talking about adding at least \$1,000 to it. Scott said we should not forget that this would be a shared cost with the town. Kyle said the last two Racial Justice Committee meetings each lasted only a little over an hour. Will suggested limiting what we will pay for to one regular meeting a month. Scott said he was trying to be consistent with what the town approved. He doesn't think they put a limit on meetings or time.

Brian said the town was planning to investigate using a transcription service or a cheaper minute taker. That is not decided yet. It looks like the boards he has talked to would not use a transcription service. They think that would not be helpful and would be a waste of money. It would take volunteer time to correct the transcript. A different minute taker is something the town is still pursuing. Eric said in the past we have found that there are not many minute takers out there and many of them are not as good as Donna. The selectboard is fortunate to have Donna, who does a very good job. Brian agreed. He said he views Donna's minutes as the gold standard.

Donna was asked if she is interested in taking minutes for the Racial Justice Committee. She said yes. Depending on when the meetings are, she might have a conflict but if the meeting is recorded she can work from the recording.

Scott asked if any board members have any idea when the Racial Justice Committee meetings are. Kyle said she does. She has attended them. Scott asked how one knows the dates. Kyle said she looked it up on the website. She went to the search bar and entered "racial justice." Scott said he thinks it would be beneficial to have that information under agendas and minutes so it would be easier to find. When are the meetings?

Brian asked Rick Aupperlee, the committee chair, when the meetings are. Rick said they are on first Thursdays. They had an informal and informational meeting on November 5. He doesn't believe it was warned as a full meeting. It was to pursue electing officers and set rules of procedure according to VLCT. Then there was a request from Meredith that they hold a special meeting. They did that on November 19. That meeting was duly warned by posting agendas at the post office, the public library and the municipal building. No information about meetings has gone to the general public. When he looked at the town and village website nothing had been posted on there. He doesn't know how he as chair would put that on the website. He is looking for help with that.

Brian said there is a technical problem that means new committees are not showing up where they are supposed to be. We may have reached the limit of how many things can show up in a menu. That is a technical problem we are working to resolve. Racial Justice Committee agendas and minutes will eventually go in with the other agendas and minutes

Meredith said she did not request that the committee have a special meeting. Brian said that is correct. There was discussion that the first meeting was not properly warned and that the committee should reaffirm decisions made at that meeting at a properly warned meeting.

Scott moved and Steve seconded to amend the motion to specify that a minute taker will be paid for one meeting a month.

Brian said he thinks that restriction fits under the motion that was made by the selectboard and the select board doesn't need to make another motion. Doug said he doesn't think the selectboard had any limitation. He would like to hear from Rick what the committee's point of view is.

Rick said he would like to see congruence as much as possible with open meeting requirements. He supports having a transparent, objective and impartial assessment and transcription of meetings. The committee agreed on that. He has been very impressed with Donna's minute taking. If the committee finds a minute taker or there is a volunteer, the minute taker may not be objective enough. Since the committee was appointed by both the selectboard and the trustee board he would like to stay with the standard that both boards have. If Donna is willing, and it sounds like she is, he would like to see her level of expertise be applied to this critical committee that is so important that both boards felt it was necessary to create it. We are about 100 days away from town meeting and 130 days or so from village meeting. He thinks as far as the slippery slope of other committees wanting a paid minute taker the boards could take it on a case-by-case basis. It is a shared expense and the first meeting was a little under an hour. The second might have been a little over an hour but in that meeting the committee adopted a mission statement and developed a draft of the vision statement. An hour is \$40 shared by both boards – \$20 per board based on what Donna said. He thinks the boards can figure out where to come up with the money. He thinks this is important. A lot of people want to be heard and want a coherent and inclusive assessment and transcription of what this committee is trying to present. The committee is not going to be looking for thousands of dollars, maybe hundreds.

There was a request to speak from someone who is not a village resident. Scott said he thinks only village participants should speak since this is a village vote. Gordy said he doesn't feel anyone from outside the village should speak. He said he thinks Rick gave a good explanation.

Kyle asked if she could ask why Will walked away from the camera while Rick was speaking. Will said no. Kyle said she thinks that was rude.

The amendment was passed. The amended motion was passed.

8. Other Business

Eric said Greg Tatro has signed a purchase and sales agreement for Parker and Stearns.

Nat said the town and village have a good amount of jointly owned property, including the cold storage building, which he believes has moisture issues, and the old mill house, which is in sad condition. The longer we go without putting money into it the worse and more expensive it will be. He is asking that at some future date not too far away we have a joint meeting to discuss jointly owned properties. He understands it is complicated by the village garage issue. He will talk to the village and town separately about an issue that was not warned for tonight's meeting. The mill house has the food shelf, which is getting more traffic, and they are requesting a handicapped accessibility ramp. It should cost something less than \$2,000. He is trying to get a more precise figure.

9. Adjourn

Will move to adjourn the trustee board meeting at 8:33, Scott seconded and the motion was passed.

Nat moved to adjourn the selectboard meeting at 8:33, Kyle seconded and the motion was passed.

Minutes submitted by Donna Griffiths