

**Selectboard Agenda  
Johnson Municipal Offices  
293 Lower Main West**

**Date: Tuesday, September 6, 2022**

**Agenda:**

**CALL TO ORDER**

**REVIEW OF AGENDA AND ANY ADJUSTMENTS, CHANGES AND ADDITIONS**

6:30 p.m. Additions or Adjustments to the Agenda

6:35 p.m. Review Invoices and Orders

6:45 p.m. Review and approve minutes of meetings past August 15<sup>th</sup>, 2022

6:50 p.m. Selectboard issues/concerns

6:55 p.m. Treasurer's Report and review and approve bills, warrants, licenses and any action items.

7:00 p.m. Review Planned Purchases

**Administrator's report, action items, and signature required items:**

7:05 p.m. Committees and Volunteer Support

1. VT Recreational Facilities Grant for SkatePark Upgrades (10 minutes)
2. Updates to Jenna's Promise Community Development Block Grant (5 minutes)
3. Beautification Committee Appointment (5 minutes)
4. Oven Committee Appointment (5 minutes)

7:30 p.m. Follow up from recent past meetings

5. Economic Development Services Update (5 mins)
6. Review American Rescue Plan Act Survey (10 minutes)

7:45 p.m. New items

7. Fire Department Service Contract Review (10 minutes)
8. Proposed Municipal Landscape/Maintenance Employee (10 minutes)
9. Hugh Albright Plea Deal and Victim Impact (10 minutes)
10. Update on Sheriff's Department Meeting with Contract Town Representatives (10 minutes)

8:25 p.m. Executive Session(s)

11. Discuss Employee Review (10 minutes)

Adjourn

**Please join by Zoom:**

<https://us02web.zoom.us/j/3446522544?pwd=VkNZZE5tMW5PaEhidVpnUjRxSkxGdz09>

+1 646 558 8656 US (New York)

Meeting ID: 344 652 2544

Passcode: 15531

## Town Administrator's Report

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### **Administrator's report, action items, and signature required items:**

7:05 p.m. Committees and Volunteer Support

1. VT Recreational Facilities Grant for SkatePark Upgrades (10 minutes)

A grant opportunity for the SkatePark to improve and repair terrain equipment.

2. Updates to Jenna's Promise Community Development Block Grant (5 minutes)

Updates to the grant agreement require the Town to resign a number of grant agreements.

3. Beautification Committee Appointment (5 minutes)

Lauren Philie has volunteered to serve on the Johnson Beautification Committee.

4. Oven Committee Appointment (5 minutes)

Trent McArver has volunteered to serve on the Johnson Oven Committee.

7:30 p.m. Follow up from recent past meetings

5. Economic Development Services Update (5 mins)

Update on our search for Economic Development Services.

6. Review American Rescue Plan Act Survey (10 minutes)

There are results from the ARPA survey available for review.

7:45 p.m. New items

7. Fire Department Service Contract Review (10 minutes)

Last years contract will be reviewed so that if there are changes we would like to submit we can do so in a timely manner.

8. Proposed Municipal Landscape/Maintenance Employee (10 minutes)

The Town has received a request from the public to hire a landscaper for municipal properties.

9. Hugh Albright Plea Deal and Victim Impact (10 minutes)

Hugh Albright’s case continues to proceed through the judicial system, and an upcoming court appearance is likely to be the last. The town may provide a statement to be read at the hearing if so desired.

10. Update on Sheriff’s Department Meeting with Contract Town Representatives (10 minutes)

Report from a recent meeting with the Sheriff’s department and other contract representatives.

8:25 p.m. Executive Session(s)

11. Discuss Employee Review (10 minutes)

A discussion of employee performance as allowed by 1 V.S.A. § 313(a)(3).

**GENERAL INFORMATION ITEMS**

**Information Items:**

- 1. Dog Bite: 8/18/22
- 2. ICMA: membership renewal
- 3. Sheriffs Dept: Meeting on Thursday, August 25, 2022

**Budget Items:**

**Legal Issues:**

**VLCT: PACIF**

**State/Federal Issues:**

- 1. IDEAL Vermont
- 2. Traffic Committee re: Vermont Route 100C

**Administrator’s Correspondence:**

**Workshops:** Public Safety Facilities Planning Seminar

**Newsletters:** Public Management August 2022

**Brochures & Ads:** Town Web Design, Sea Grant

**Updates:**

- A permit for the Rail Trail Mowing has been requested.
- Grow Cemetery Boundary has been marked and the neighbors informed.

**Old Business:**

- 1. ATV Ordinance Update
- 2. Class IV Road Update
- 3. Stop Sign Ordinance
- 4. Constable Update

Adjourn

Item	Department/Use	Cost	Code	Quotes
Hydro seed supplies (Lime, seed, etc.)	Public Works	\$2,500	50-8-40-57.03	Construction Projects - Annual

**Unique ID    Affiliation with Johnson    Suggestion #1 for ARPA money use**

1	Johnson Resident	build spec building at industrial park
2	Johnson Resident	Recreation Development
3	Johnson Resident	Upgrade the Internet service in Johnson. I know there are a few plans underway right now and I certainly honor those. Dare I say, I do not necessarily trust them? Please use at least a portion of these funds to assure that Johnson can compete with the service elsewhere. Otherwise, we are just spinning our wheels with all our ideas and endeavors. It should not be the norm for our residents to be paying high rates for mediocre service.
4	Johnson Resident / proud to college?	all things infrastructure with regard to maintenance, updating, or purchase: water&sewer, utilities, roads, heavy equipment, small equipment, etc. i'm not sure what is needed but i think my blanket statement should cover it. plus a town manager is must. i'd also like to see more large scale public art (sculpture & paintings) - perhaps a collaboration with the studio center or lets's continue to keep johnson functional and pretty!
5	Johnson Resident	Use the money to make the town more physically attractive and create pathways to connect some of the village locations. For instance, buy more trees for the arboretum, put in a gazebo, benches, a few picnic tables, and then create a better pathway from Pearl Street to the arboretum as well as a new pathway leading to the Gihon, where a new walking/biking bridge will connect to the land on the other side, near the Union Bank. I'd also favor converting the field used for Tuesday Night Live into a real town park -- with trees, flower gardens, benches, picnic tables, and such.
6	Johnson Resident	Lower property tax for those making under 50,000.
7	Johnson Resident	as matching funds to leverage grants
8	Johnson Resident	Offset property taxes for residents who continue to pay their bills during covid even though they may have lost their jobs ot6had hours reduced
9	Johnson Resident	Integrate non-motorized hiking, biking and paddle trails in Johnson into a interconnected system, with publicly available maps and supporting services and businesses

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**Unique ID    Affiliation with Johnson    Suggestion #1 for ARPA money use**

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10 Business owner/Employer    Clean up graffiti on and under bridges, and install security to help deter vandals where tagging is frequent

11 Johnson Resident    infrastructure for Jewett property to get it on the market

12 Johnson Resident    Solar powered speed monitors—because drivers go MUCH faster than the 35 mph speed limit!

13 Johnson Resident    Update/maintain our buildings (Village garage)

14 Johnson Resident    Year round facility for farmer's market/ small businesses - for example, see the Moncton, New Brunswick market - this would put Johnson on the map!

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**Unique ID    Affiliation with Johnson    Suggestion #1 for ARPA money use**

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Status assessment of progress on the Light Industrial Park leading to a plan of action.  
The land has been purchased; however, questions remain about what has been accomplished to move the project forward. What documents are available to promote development of an industrial park and what grants have been applied for to help fund the project? An analysis of why grants were denied would be beneficial for future grant proposals. A timeline with steps needed as the project moves forward would help to frame what the community can expect for and from its investment.

15 Johnson Resident

16 Johnson Resident

Sculpture walk and park

17 Johnson Resident

Irrigation system at the Arboretum. Estimate can be furnished.

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Unique ID	Suggestion #2 for ARPA money use	Suggestion #3 for ARPA money use
1	fix the old talc mill house where my dad was born	rec trails for all to enjoy
2	<p>Medical transportation upgrade. A secure network of services including emergency transportation, prescription deliveries, transportation for tests and appointments is required by our aging population and is simply not met by current systems.</p>	
4	<p>upgrading the audiovisual system for meetings is crucial, i would love to stream the meetings and listen while multi-tasking around my home. the audio is currently not audible and it's so frustrating. also getting the video out soon after the meetings helps to keep residents current. my preferred platform is youtube.</p>	<p>marketing of johnson: updated website, more fun welcome sign, new town slogan &amp; logo, town merchandise, etc. we need to promote johnson for all it has to offer including: located on the lamoyille valley rail trail, home of vermont state university campus, studio center, etc.</p>
5	<p>If possible, use the money to attract a few good eateries to this town. Make it a competition: offer 2 grants of \$300,000 apiece to restaurateurs who would relocate to Johnson. Give tourists a reason to make Johnson a destination worth the trip.</p>	<p>Create some kind of mixed-entertainment space in town: a place for live music, dance, gallery space, readings &amp; lectures, and other cultural events. Again, give visitors a reason to make Johnson their destination.</p>
6	mitigate flood zones, dredge river	<p>fine tune and expand/Improve water filtration systems, to filter out pharmaceuticals, toxins, heavy metals</p>
7	The industrial park development	<p>Recreation infrastructure projects Incl. Rail Trail, ball field lighting, concrete sk8 features, etc</p>
8	<p>Offset water/sewer payments for residents who continued to pay theirs bills during covid even if they lost their jobs or had hours reduced</p>	<p>Offset electricity payments for residents who continued to pay their bills during covid even if they lost their jobs or had hours reduced</p>
9	<p>Assist with renovating existing rental housing in town with a high percentage designated as affordable housing</p>	<p>Assist owners of dilapidated building in the village to bring them up to code or buy them, fix them up and resell</p>



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**Unique ID    Suggestion #2 for ARPA money use**

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**Suggestion #3 for ARPA money use**

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10 Plant large trees along Main St.

Add public parking on or near Main St.

Support for various development opportunities. I.e.: match \$\$ for grant applications; more time for Econ Dev. position & marketing Johnson; scoping study for future bridge across the Lamoille to connect Old Mill Park and Sk8Park; enhance LVRT with renovation of RR St with bike lane and also work w/VTrans to get bike lane on Rt.15 between RR St. and the

11 LVRT access opposite J. Hardware Rental.

Assuming funds for COVID losses have already gone to general Town Funds (?), allocate some funds to support Town infrastructure. My top choice would be communication systems: improve the website and Zoom technology, including audio/video quality. Review & prioritize goals from earlier plans, especially where things couldn't get done ie, sidewalk between downtown & Wescom Rd.

12 Save some of the money to use as matching funds for grants that we may receive that will be applied for by the economic development person

Signage, really nice signage, for the various places of interest in our town and a rope or heavy wire "fence" along the parking lot of Beard's Recreation & Park with flower containers on both sides of the walking entry/stairs leading down to the beach.

13 Walking bridge either from Old Mill park to Jolley's, or School St to Main St(over Lamoille)

Pursue greenway/river walk along Gihon river

14 Recreation/senior/teen center - this only works if we are already attracting people to the area in some manner

Public pool - this might attract families to the area

Unique ID	Suggestion #2 for ARPA money use	Suggestion #3 for ARPA money use
15	<p>Ecologically informed recreation plan for Talc Mill property or Gomo Town Forest.</p> <p>The way we manage our town forests can have implications for our economy, our climate, our air and water, our wildlife species and biodiversity, the character and aesthetics of our town, and the quality of life. Developing an ecologically informed recreation management plan for the Talc Mill property or the Gomo Town Forest can provide the foundation for future projects on the site. It would bring the expertise of professional trail designers and potential land users together with qualified ecologists to design, map and suggest multi-use, non-motorized trail networks that protect the forest's unique ecological attributes, wildlife habitat, and wildlife movement within and across the properties. The final product will help to responsibly steward the land.</p>	<p>Town property improvements. Holcomb House &amp; Communication system</p> <ol style="list-style-type: none"> <li>1. The future use of the Holcomb House is yet to be determined. Meanwhile there have been no recent renovations related to energy efficiency, handicapped accessibility, and interior décor. An assessment of the general physical condition and maintenance status of the property to restore the building to a safe place and to identify areas that could be preserved for their historical value. Safety issue should be the highest priority. An estimate of costs for any required and/or recommended work should be included in the final report.</li> <li>2. Develop a communication plan that includes a variety of methods for reaching folks throughout the town regardless of their ability on social media. The Municipal Building meeting room needs to have a state of the art audio/video system in order to continue providing public access meetings.</li> </ol>
16	Community Pool & Dog Park	Town-wide landscaper/gardeners/greenhouse
17	<p>Gravel paths/gravel road to the storage area at the Arboretum.</p> <p>Estimates can be furnished</p>	Industrial park

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**Do you have a long-term vision of Johnson? If so, please share.**

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**Unique ID**

1 a place where everyone is welcome

2

Yes, starting with more restaurants:he allure of neighboring towns to our Main Street for an evening's meal or lunch or even breakfast, as we currently patronize them. This is a marketing challenge. But just think of what it was like before Sterling Market set up shop. Now people come from all over to patronize the store. That should be some kind of clue.

4

5

Thriving safe businesses needed by the people in town, non toxic, non polluting

To bolster or establish endowment funds (new or existing) for long term funding source.

A safer and more affordable place to live, not for young

professionals but the people who already live here

9 As a hub for the arts, learning and outdoor recreation in the area

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**Do you have a long-term vision of Johnson? If so, please share.**

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**Unique ID**

10

Do all of the above! And, let's see what the EcDev position develops with Johnson Works (and others)..

Seriously: We need better balance of revenue-producing improvements and new business, and also dealing with the elements that drag Johnson down (high crime, too much low-income rental housing, and so on). The improvement-by-volunteer-committees system we rely on has a lot of advantages, AND

11 makes Johnson unique...I hope it's sustainable as everyone ages!

The Jewett Property becomes developed enough to sell to businesses (such as a slaughterhouse, commercial food producers, and creamery). A brewery at Manchester Lumber. And downtown with thriving businesses and tons of art and flowers all along Main Street. Incentives for ALL homeowners to clean up and paint their homes or at least the street side of their building(s). If there isn't good internet connection in the village/ town, get that connectivity. Advertise that good connectivity. Get a good marketing strategy person who can "sell" Johnson. Support our racial justice committee with funds that help educate the people of our village and town. With diversity, our village and town are

12 better able to thrive, and connect with NVU and VSC

A place where folks come to recreate-access river, trails, bike trail, etc. also have VSC partner with river walk sculpture and art

We need to make some big changes right now, or we will continue down the road of becoming a desert of commerce and opportunity. I hope we can create a unified vision and use this money to make some big steps toward it in a way we would never otherwise be able to do. I worry that we will use these funds to cover a bunch of small items and it will leave us in the same place we are now. This

14 is our chance to do something unique!

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Do you have a long-term vision of Johnson? If so, please

Unique ID share.

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15

I envision Johnson as THE culture, arts, recreation, and education hub of Northern Vermont. I envision Johnson being THE place to live, work, create, play, and THRIVE!

My vision for Johnson would regain much of the traditional, attractive 'Vermont village' look that this town once had and that draws tourists and property buyers. That's what makes Vermont unique. Small, unique shops, good restaurants, and pleasant public spaces are more important than hanging art all over buildings. As well, Johnson village should have an obvious connection with the environment, for the same reasons.



## VILLAGE OF JOHNSON

FIRE DEPARTMENT

PO Box 603

Johnson, VT 05656

Phone: 802-635-2611

Fax: 802-635-2393

[raudibert@townofjohnson.com](mailto:raudibert@townofjohnson.com)

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To: Johnson Select Board

From: Rosemary Audibert, Village Clerk & Arjay West, Fire Chief

RE: 2022 Fire Service Contract

Date: December 22, 2021

Dear Johnson Select Board Members,

The Johnson Fire Department has completed budget planning for 2022. The two primary considerations were inflation and changes to the State minimum wage. Again this year, we've made adjustments to our payroll rate due to the minimum wage increase which will begin January 1st. Like yourselves, during the second half of last year we experienced a 6-9% increase in equipment and tool costs, as well as the price increase "at the pump" for fuel and heating oil. We've been advised by multiple vendors to expect continued increases into the coming year. Our quoted insurance expense for 2022 is down slightly, providing some offsetting relief to be spread throughout the budget. We continue to hold a high priority for contributions into both of our Capital Savings plans, and will fund those as planned.

We are furthering training with our Air Packs(SCBA) which went into service last February. Both Engine 1 and Engine 2, as well as Rescue 1, have be outfitted with this equipment.

We've purchased a new multi gas meter to replace an aging piece. This is used on all carbon monoxide calls. It is also one of the tools deployed for odor investigations and hazardous materials/hazardous environments calls. We hope to add an additional meter in the coming years.

We continue to have specific response guidelines associated with the pandemic. Overall, activities have been running smoothly.

The Town of Johnson's 2022 fire service contract will be \$ 95,059, an increase of \$ 4,310 or 4.75%. If you have any questions or concerns, please contact the Johnson Municipal Office at any method listed above.

Sincerely,

A handwritten signature in cursive script that reads "Rosemary Audibert".

Rosemary Audibert, Village Clerk

A handwritten signature in cursive script that reads "Arjay West".

Arjay West, Fire Chief

**AGREEMENT FOR SERVICES BETWEEN  
VILLAGE OF JOHNSON  
AND  
THE TOWN OF JOHNSON**

Articles of Agreement made and entered into by and between, the Village of Johnson hereinafter called the "Village" acting through its Trustees, and the Town of Johnson, Vermont hereinafter called the "Town", acting through its Selectboard.

**WITNESSETH**

Whereas, the Village of Johnson Volunteer Fire Department, henceforth the "Department", owns and operates firefighting equipment and apparatus and has the personnel and capacity to provide fire protection services to neighboring towns; and

Whereas, pursuant to the authority granted to Towns and Villages under 24 VSA, the Village Trustees and the Town of Johnson desire to enter into an agreement for the provision of fire protection services;

Whereas, the parties acknowledge that the "Department" provides fire protection services to the Towns of Belvidere, Waterville, Johnson as well as the Village of Johnson and participates in Mutual Aid with other area departments.

Be it therefore resolved, in consideration of the mutual promises and covenants herein, the parties agree as follows:

1) The "Department" will provide fire protection services to the Town of Johnson and will respond to fire and emergency calls in the Town of Johnson, barring accidents or conditions or circumstances otherwise beyond their control, subject to the following exception: In the event the "Department" is responding or has responded to a fire or emergency call for any entity and or for Mutual Aid, they will respond to fire or emergency calls from Johnson as, in the sole judgment of the "Department's" officers in charge, is deemed prudent and reasonable. In such cases, the "Department" may not be able to respond and the Town of Johnson may have to rely on Mutual Aid for primary fire protection or emergency calls.

2) The fee for these services for the calendar year 2022 shall be \$95,059. This fee shall not cover any expenses for Mutual Aid for any other departments for fire or emergency calls. This fee is subject to change yearly based on estimated cost of providing the services.

3) Fees shall be due and payable quarterly, on the last day of March, June, September and December of each year.

4) In order to limit both parties exposure to lawsuit and liability, the parties mutually agree to carry insurance covering, at a minimum, public officials and general liability, property, auto, workers comp, and casualty and to name the other party as an additional insured on their policy.

5) To the extent allowed by law, the Village of Johnson and the Town of Johnson shall each defend, save harmless, and indemnify the other (including its directors, officers, employees, agents and subsidiaries) from and against any and all claims, damages, losses, liabilities, suits, actions, demands, proceedings (whether legal or administrative), and expenses (including but not limited to reasonable attorneys' fees), that are related to this Agreement and that are (i) caused by a negligent act or omission of the indemnifying party, its agents, employees or invitees, or (ii)

sustained on or caused by equipment or facilities, or the use thereof, that the indemnifying party owns or controls. Notwithstanding the foregoing, the Village of Johnson and the Town of Johnson each shall be solely responsible for and shall bear all costs of claims by its own employees or contractors growing out of any workers' compensation law.

6) This agreement shall become effective upon execution and shall be binding on the parties for the term of the agreement, subject to voter approval. The term of the agreement shall be January 1<sup>st</sup> to December 31<sup>st</sup> of any agreement year.

7) The agreement may be renewed from year to year in writing by both parties, stating any changes to the agreement or fees, and prior to December 31<sup>st</sup> of any agreement year. Written notification shall be provided by either party at least 60 days before expiration, of intent not to renew the agreement upon its expiration. Unless renewed or amended, this agreement shall expire on December 31<sup>st</sup> of any agreement year.

8) The parties to this Agreement recognize that this Agreement does not create any actual or apparent agency, partnership, franchise, or relationship of employer and employee between the parties. With the exception of mutual aid agreement negotiated by the Fire Chief on behalf of the Village and Town, the Village of Johnson and Department are not authorized to enter into or commit the Town of Johnson to any agreements, and the Village of Johnson and Department shall not represent themselves as the agent or legal representative of the Town of Johnson. The Town of Johnson is not authorized to enter into or commit the Village of Johnson to any agreements, and the Town of Johnson shall not represent itself as the agent or legal representative of the Village of Johnson. The Town of Johnson shall not be liable for taxes, Workers' Compensation, unemployment insurance, employers' liability, employer's FICA, social security, withholding tax, or other taxes or withholding for or on behalf of the Village of Johnson or Department or any other person consulted or employed by the Village of Johnson or Department in performing Services under this Agreement. All such costs shall be the Village of Johnson and Department's responsibility. The Village of Johnson and Department's employees shall not be entitled to any remuneration, benefits, including without limitation any health or retirement plans, or expenses other than as specifically provided for in this Agreement, and each party hereby expressly waives any claim, whether now known or not now known and any claim hereafter accruing against the other party arising out of the operation of any applicable workers' compensation law. The Town of Johnson's employees and agents shall not be entitled to any remuneration, benefits, including without limitation any health or retirement plans, workers' compensation, or expenses related to the services covered by this Agreement.

9) This agreement may be amended in writing by and upon such terms and conditions as agreed to by both parties.

In the presence of:

\_\_\_\_\_

Village of Johnson by its Chair

\_\_\_\_\_

In the presence of:

\_\_\_\_\_

Town of Johnson by its Chair

\_\_\_\_\_