

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, NOVEMBER 21, 2022

Present: Selectboard members: Beth Foy, Duncan Hastings, Eric Osgood (remote), Eben Patch, Mark Woodward

Others: Brian Story, Jason Whitehill, Lois Frey, Greg Tatro, Charles Gallanter, Kyle Nuse, Walter Pomroy, Mary (remote), BJ Putvain (remote), Amy Tatro (remote), Jesse (remote), Diane Lehouiller (remote), Casey Romero (remote), one other person

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Beth called the meeting to order at 6:30.

2. Additions, Changes to Agenda / Selectboard Issues & Concerns

It was agreed to add appointing a town representative to serve on the LCPC hiring committee for the assessor. Duncan suggested adding discussion of placement of the weathervane in the municipal building lobby but Beth said she would prefer to save that for a future agenda. Brian said the Planning Commission appointment could be removed from the agenda. The Planning Commission would like a little more time to meet with the person who expressed interest.

3. Review Invoices and Orders

The board reviewed and discussed invoices and orders.

4. Review and Approve Minutes of Meetings Past

Duncan moved to approve the minutes of November 7, 2022 with one change: adding to the sentence “To him the critical question is whether this board has the ability to propose putting surplus funds into a budget line item” to show that the other part of his question was whether the board has the ability to deal with surplus funds. Eben seconded and the motion was passed.

Mark moved to approve the minutes of November 9, 2022 as presented, Duncan seconded and the motion was passed.

5. Selectboard Issues/Concerns

Eric said he would like to publicly acknowledge that Mark Woodward rang the town clock bell 11 times at 11:00 a.m. on November 11th in recognition of veterans and the end of World War I. Board members thanked Mark.

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

Beth noted that Rosemary had provided provide a current budget status report.

7. Public Works Supervisor/Highway Foreman Report

Jason said the crew finished the Fox Lot grant project. He and Brian need to meet one last time to wrap up that grant. The crew built the road at the arboretum. The path at the arboretum will need to wait until next spring. The salt truck is fixed. A culvert was replaced on the Class 4 section of Sinclair Road and gravel was added in two spots on Sinclair Road. The crew is working on hauling gravel out of the town pit. They got a salt brine distribution area set up with tanks on a hill and a pipe down to the fuel tank area.

Jason would like to get a set of plow blades for the salt truck that are 1-ft. segments that conform to the road better and scrape better and more quietly than a traditional solid edge. Other towns are using them and seeing reduction in salt use. Mark asked why they would reduce salt usage. Jason said we would not have to melt as much snow because the roads would be scraped cleaner. Beth asked, we would get these just for the salt truck because that truck is plowing paved sections? Jason said yes. He is waiting for two vendors to get back to him about pricing. He hopes to have prices for the next meeting. Eric asked if using these blades would affect the life of the pavement. Jason said no, but these blades do last longer because the segments can be moved to different positions if one wears more than the others. Others are seeing them last 3+ years instead of 2 years for a traditional blade. Mark asked if Jason has a ballpark price. Jason said the price for 10 feet of segments is about \$3,800. But we only need 9 ft.

Jason said this year he is tracking tons of salt used rather than the dollar amount. It is hard to compare dollars from year to year because the price changes.

Duncan said Jason sent out a picture of the repair the crew did on the salt truck. It was nice work and saved us a good bit of money.

Jason said he has gotten no new information about the grader in the last couple of days. It is on the boat.

Brian asked if anyone showed up on Friday to inspect the old grader we are selling. Jason said no one has called him. Brian said in our RFP we set up a day when people who were interested in buying the grader could come and inspect it.

8. Review Planned Purchases

Brian and Jason said the planned purchases are two front tires for Truck 19 (the oldest tandem), plow and wing cutting for the same tandem and cutting teeth for the grader. Jason said the cutting bits are for the grader we have now but we are keeping the plates that hold the bits to use with the new grader. Greg Tatro asked if he has checked to make sure the bolt holes are the same on the two graders. Jason said yes; he has been told that they are the same.

Duncan moved to approve the planned purchases, Mark seconded and the motion was passed.

9. Appoint Town Representative to LCPC Assessor Hiring Committee

Duncan said LCPC is requesting that each town appoint someone to serve on a hiring committee to interview candidates for the assessor position and determine who to hire. **Eben moved to appoint Duncan as the town representative to the LCPC assessor hiring committee, Mark seconded and the motion was passed with Duncan abstaining.**

10. Planning Commission Appointment

Charlie Gallanter asked if the board is aware that there is a town policy for filling Planning Commission vacancies. The policy calls for advertising vacancies and they have to be advertised in the paper. Beth suggested coming back to this item later.

11. Jenna's Promise VCDP Grant Documents

Brian said the board needs to approve a subrecipient grant agreement between the town and Jenna Rae Tatro L3C for the grant funds for reconstruction of the Barrows Building. There is also a request for the town attorney's time. A requirement for the grant is obtaining a

guarantee that if Jenna's Promise's obligations are not met the town would receive the Barrows Building property in compensation. There is not a standard form for this. We would have to get something created. LCPC and Jenna's Promise asked the town to do it. The expense is grant reimbursable. Duncan asked, the town attorney would be drafting a surety agreement? Brian said yes. Duncan asked, and there is no standard surety agreement? Brian said not that we have been able to find. We don't have one and LCPC doesn't have one. Eben asked if Brian verified that we can be reimbursed. Brian said he asked LCPC. Brian said another request is for the town's attorney to review all the forms to be submitted for the grant once they are ready. That is a requirement of the grant.

Eben moved to authorize the chair to sign the VCDP subgrant agreement between the Town of Johnson and Jenna Rae Tatro L3C on behalf of the selectboard, Mark seconded and the motion was passed.

Eben moved to authorize the town's attorney to draft a surety agreement between Jenna Rae Tatro L3C and the town, Duncan seconded and the motion was passed.

Eric moved and Duncan seconded to correct "five hundred dollars thousand dollars" to "five hundred thousand dollars" in the subgrant agreement and to authorize Beth to make any additional corrections that are found to be needed which do not change the intent of the agreement. Eric commented that the Barrows house was a very tired building with major leaks upstairs before Greg purchased it. Now it is beautiful. Greg has done a fabulous job fixing it up and it has become a real asset to the town. Duncan and Beth agreed. **The motion was passed.**

Duncan moved to authorize the town's attorney to review and sign off on any documents that need to be submitted to VCDP for the Jenna's Promise Community Development Project grant, Eric seconded and the motion was passed.

12. Review Options for Light Industrial Park Engineering Study Update

Brian said the board was interested in what it would take to have a current engineering plan done on the potential light industrial park property, believing that would make us more competitive for construction grants. We got a response from Tyler Mumley at Ruggiano Engineering. (Sam Ruggiano sold the business to Tyler Mumley.) The cost was higher than Brian was anticipating: \$32,500. Mark noted that there would be an additional \$12,000 cost for a survey.

Eben said the town might need to think about what we want out of that piece of land. We might need to go to the taxpayers. A cost of \$32,000 to revise plans when we don't have money to get the project off the ground seems like a lot of money. Mark said his thoughts are in the same vein. What will this do for us – provide a plan for structures or infrastructure? Duncan said it would get us to the point of an Act 250 application. Eric said the high cost of the estimate makes him think perhaps we should just go forward with the study we have and see if Act 250 tells us we need more information. He would not get another study done. Duncan said he doesn't think this is a new study. He thinks this is updating the existing study, which was not a set of drawings ready to submit to Act 250. He understands the sticker shock but in his mind it is more a question of whether we should stick with this engineering firm or put out an RFP and see if there are others offering more competitive

pricing. The advantage of Ruggiano is that they did the original work and in theory maybe they could save some money because of that. He thinks there is real value in getting a plan that could be submitted to Act 250. It is also important to note that Mumley is estimating \$25,000 in mitigation fees, probably for ag soils. We would probably also need to commit to setting aside forest land for mitigation. Beth said she feels we should really know what we plan to do with that land. Her question is what our vision is. Why would we spend this amount of money if we do not have a clear vision?

Charlie Gallanter asked, did the town not get a survey at the time the property was bought? Greg said the surveying still to be done may be surveying the lot lines once the property is divided up. Duncan said there was a boundary survey.

Greg said he agrees with Beth. The market in this town is going to be housing, not light industrial. The need is housing. There is money for housing. The town could do a hybrid with some industrial use and some housing. If the town is going to hold on to the property for a long time, then an industrial park is the way to go. If the board wants to get money back sooner, housing is the hot ticket now. It might be better to spend money with a land planner than on a civil engineer.

Mark commented that he has not seen the original study on this property. Beth asked if the original plan or a link to it could be circulated to everyone. Duncan asked Brian to send out the market studies, too.

Mark said he thinks we need to reevaluate the idea of an industrial park. Duncan said it might be worth considering a hybrid model. Eric suggested a dedicated meeting to discuss the property. He is the only current board member who was on the board when the town purchased that land. The thought process was that the board wanted to grow the grand list so the burden for each taxpayer would go down. We could argue that that is needed even more now, with the loss of Manchester Lumber and Parker and Stearns. Duncan and Beth agreed that a dedicated meeting would be a good idea. Beth said the board needs to work on the budget and there is also the ATV meeting coming up. She proposes discussing only the budget in December and determining a date in December to talk about the industrial park.

Greg said the Planning Commission is going to be talking about uses for that land at their next meeting.

Duncan said housing is great, but housing also generates a need for more services and those services cost money. Agriculture, forest and commercial industrial land has the least impact on the need for additional services. He is not convinced that 5 years from now NVU will still be here. That could be another huge loss to the community tax base.

The board agreed not to move forward with an engineering study at this point. Beth suggested waiting to hear back from the Planning Commission about their ideas and making sure that the Planning Commission has all the information they need.

13. Discuss Opportunities for ARPA Funds

Brian shared a list of possible uses that had been previously discussed. He said he had removed some of the ideas that the board previously had concerns with. He also shared

results of a survey done in April showing how other municipalities were planning to use ARPA funds. It was agreed to remove grants for restaurants from the list of potential uses. It was also agreed to remove community pool and dog park.

The three categories that got the highest number of votes were Recreation, Trails, Bikes, and Pedestrians; General Economic Development; and Industrial Park Development. Eric said he thinks we could combine economic development and industrial park. Beth said she thinks they are different things. Economic development could include seeding micro businesses and helping them get up to scale. The light industrial park item is about the property the town owns and what to do with it. Maybe we shouldn't be referring to it as the light industrial park. Maybe we should just refer to the parcel instead of to an intent that we may not move forward with. Mark said we asked the voters to buy it as a light industrial park. Now we are thinking of changing the use, but we sold it to the voters as an industrial park. That doesn't mean he doesn't think there are better uses for it at this moment. Regarding economic development, he thinks the rail trail will be a player in economic development for the whole Lamoille Valley. Eben said he is supportive of recreation. It is easy to say that recreation is economic development, but no one has ever put a number on it. Everything we do in recreation costs money. We need to consider that what we do is supposed to pay off in the long term.

Beth said recreation means different things to different people in the community. We can think about what our constituents want and how we could make it happen, then talk about valuable pieces and how much they will cost. We need to ask what recreation means and what is high value for recreation.

Duncan said he thinks we also need to focus on the fact that we have a limited amount of money. Beth said we also have a limited amount of time. Duncan said there are no solid plans for any of these recreation ideas. For the industrial park at least we have a piece of land. If we decide a light industrial park is not the right use we still have the land and should be doing something with it. Beth said we have a good recreation vision that Lea Kilvadyova created a few years ago. She had a big vision for Old Mill Park and Railroad Street. She knows Lisa Crews has been thinking about rec trails.

Eben said we need to consider the number and think realistically. Otherwise we can put a lot of time into something we don't have money for. Beth said she feels we should not fix our mindset and limit possibilities by constraining ourselves right off the bat.

Eric said this is once-in-a-lifetime money. He feels we should not use it for something that would normally come out of our operating funds or for something that has other funding sources. We should think about the biggest long-term changes we could effect that would be good for our community and that cannot be funded from other sources. Perhaps this money could be used to pull down millions more in grants that require a match we don't have for the Jewett property. A lot of the funding for recreation endeavors can come from other places or from our operating budget. He would want to think much bigger than recreation – something with long-term benefit that would put money in the grand list and help the taxpayers forever.

Kyle Nuse said she thinks what Beth is thinking of is the Railroad Street Area Wide Plan. That is a very robust plan that we hired outside consultants to create with selectboard and trustee board members. We will have the rail trail coming right through town with a captured audience. The Railroad Street Area Wide Plan is built around tourism that will be coming through our town and how to harness the spending of people using the rail trail, revitalizing our downtown and reimagining land we own. She would highly recommend reopening that plan.

Greg said he thinks what we should be doing is finding where there are grants to match that could turn that \$600,000 into \$6 million. Maybe the town could do multiple projects.

Jason said as a taxpayer he thinks it would be best to use the money to finish some of the things the committees want to get done and use the rest to try to get grants. He thinks we should spend it on things that would not normally be in the budget.

Mark said he read through what the other towns' plans for ARPA funds were and he was underwhelmed. Beth and Duncan agreed. Mark said other towns are not doing transformative things. He likes the idea of using the funds to draw down more money if possible. That is where the economic development person we hire will be helpful.

Beth said she was thinking, what if there was a loop coming from the rail trail connecting to the village? Thinking about that got her thinking about whether there are areas of our town that don't easily connect with other areas and whether there is opportunity for a new road somewhere that would open up travel. Mark said he still finds it strange that there is no sidewalk connecting the mobile home parks in town to downtown. He sees people walking along the road every day. Beth asked, why isn't there a road connecting the Sinclair Road area to the Hyde Park-Johnson border area, making a direct route to the high school? Duncan reminded the board that we have a limited amount of money and time.

Eben said there is a lot of interest in matching funds and he probably supports that. His only reservation is the time frame. He asked if Brian could reach out to VLCT and LCPC and get a list of grants out there. Beth suggested also contacting federal legislators to learn about grant opportunities. Brian said he had sent out links to a couple of websites. There are many grants out there. He will see what he can find out about recreation and economic development grants but those categories might be too broad. Duncan said he thinks Brian should make contact with LEDC too.

Greg said he thinks Railroad Street could be made more biker friendly. Signs could be put up encouraging bikers to go into town. He thinks that could bring people into town and would not cost a lot of money.

Brian said no matter what we do with the Jewett property in the future, a road through it would be part of almost any use. A road and infrastructure could be one concrete thing we could pursue.

14. Review and Select Property and Casualty Insurance Option

Brian said we got one insurance proposal, from PACIF. Eben asked if Brian got the building schedule from them. Brian said yes. Eben asked, didn't they have the Historical Society

building listed with a very high replacement cost? Beth said she thinks that probably includes the value of the items in it. Duncan said they are probably looking at replacement cost but if the building needed to be replaced we might not want to replace it in the form it is in now. Beth said if we want to cover all the materials inside the Historical Society building we should have inland marine policy coverage. It is either a coverage item underneath your policy separate from the buildings or a separate policy.

Eben asked what our deductible is. Brian said he thinks it has been \$1,000.

Duncan asked what the drop-dead time is for accepting the proposal. Brian said he imagines December 30, but they did not provide us with that.

Mark asked if the policy covers rebuilding to code and loss of use. Brian said yes. Duncan said for each building we have the option of selecting replacement value, agreed upon value or some other options. For the Historical Society building we could agree that rather than replacement value we would accept a different value that might lower the cost. PACIF should be able to provide a building schedule showing what option is chosen for each and what the value is. He thinks it would be worth taking a look at that, though it will not save us tens of thousands of dollars. Eben said his only concern is that if we wait to review that we would be pushing a decision into December, but he would like to see it. Duncan said the total bill for all the property is roughly \$12,000. By reviewing that list we might save \$500 to \$1,000. Brian said he reviewed it and nothing stood out as obviously problematic. We might not want to rebuild the Historical Society building as it is now so we might want to adjust that.

Duncan asked what Brian's recommendation is regarding insurance. Brian said we have had good service with PACIF before and they are the only ones that submitted a response. He is sure they would give us time to make adjustments on our coverage but he thinks we can safely accept their proposal.

Duncan moved to accept the property and casualty insurance proposal from PACIF, Eben seconded and the motion was passed.

Brian said he can provide complete coverage documentation if the board wants. Beth said yes he, he should send it out.

15. Review Heating Oil and Diesel Fuel Options

Brian said he spoke with Fred's Energy and Brosseau. They both offer the same 30 cents over rack price. Fred's is also offering a significant amount at a pre-purchase price. Mark asked if Brian got the price today, noting that fuel he bought two weeks ago was 65 cents higher than fuel oil he bought today. The price of fuel is going down. Eben said the predictions don't have the price shooting up.

Duncan moved to reject the bid from Fred's Energy and to negotiate with Fred's Energy a fixed over rack price for diesel fuel and #2 heating oil with no penalty fees and with a contract termination date of June 30 rather than May 31. He said he is uncomfortable with the numbers we used in our RFP and uncomfortable paying a penalty for using less than a certain amount with an over the rack price. **Eric seconded.** Brian said the

amount of fuel oil we used in 2021 and 2022 was significantly more than the amount we must use to avoid a penalty with the fixed price. Duncan said his rationale for suggesting eliminating the penalty clause is that if they are charging a fixed fee over the rack price that reduces their incentive for a penalty.

Beth said she thinks May 31 is probably when all their contracts end. Is Duncan firm in asking for a different contract end date? Duncan said since this contract is for diesel and heating oil his thought is that we would tailor it more to our fiscal year and give ourselves time to go out for an RFP for the next year if we want to. Beth asked, if they are unwilling to change the date does that negate our ability to settle on an agreement? Duncan said that is not a hard and fast requirement for him but it would be his preference. **A friendly amendment was agreed upon making the contract termination date of June 30 a preference rather than a requirement.** Duncan said if this is unsuccessful we still have the option of continuing with Brosseau at the current pricing arrangement until the end of the heating season when we could put out an RFP. **The motion was passed.**

16. Review Surplus and Reserve Fund Process

Brian distributed information on existing reserve funds. He said he is still trying to get more detail on the language of the motion establishing the digitization reserve fund. Walter Pomroy told him that the bridge and culvert reserve fund article was amended from the floor and Walter gave him the language of that amendment. The minutes from that town meeting as printed in the town report do not indicate that. Walter said he made the motion to amend so he remembers. He gave Brian the complete minutes showing the wording of the amendment.

Duncan moved to request a written legal opinion from the town's attorney on the following questions:

- 1) Does a Selectboard have the authority to reserve surplus annual budget funds for specific purposes?
- 2) If so, do those proposed reservations require the approval of the voters?
- 3) If so, can that approval come as part of the approval of an annual budget, provided the proposed reservations are clearly identified and described in said budget?
- 4) If not, what would the recommendation be for securing voter approval for proposed reservations?
- 5) Notwithstanding any specific wording approved by the voters when initially establishing a Reserve Fund (e.g. "will be funded by annual contributions set forth in the Town's Annual Budget as line items?"), can the Selectboard, with voter approval transfer surplus funds into a Reserve Fund?

Eric seconded.

Eric said he would like to see the original meeting minutes approved by the selectboard. The minutes in the town report are very abbreviated. He thinks we should get the wording for the official meeting minutes from the vault. Duncan asked, for each reserve fund? Eric said he thinks our attorney will want to see the official meeting minutes regarding each reserve fund.

Walter said he is hearing a mountain being made out of a molehill. What concerns him is voter intent. The motion for the capital reserve fund refers to a line item in the budget. People want to be able to discuss the amount and amend or approve it or vote it down. All he is asking the board is to do nothing now, but as part of the budget process to tell the voters what the board would like to do with the surplus and why. It is the citizens' money and they should have the final say at the annual meeting as part of a vote on the budget. With these articles, the voters have consistently said that they would like to have the opportunity to speak on these items. The tradition has been that the selectboard has said every year with its budget presentation how much it would like to put in reserve funds. The voters have always approved it. That is all he is asking the board to do. The board is wanting to put money in the funds now outside of town meeting. He thinks the board should do nothing now but should present what it wants to do to the voters at town meeting.

Duncan said if the selectboard doesn't make a proposal for use of surplus funds they automatically are used to reduce taxes. Traditionally the board has used some of the surplus to reduce taxes and has reserved some. The amount to be reserved gets put into the budget. Walter asked why the board is discussing putting money into reserve funds now. Is that going to be part of the budget? Duncan said yes. Walter said it had not been made perfectly clear that the proposed use of the funds would be presented to the voters as part of the budget.

Duncan said if Walter agrees that the selectboard has the ability to make a proposal for reserving surplus funds that is then voted on, then we may not need an attorney's opinion. He doesn't want to spend money on that if it is not an issue. We are proposing reservations and the proposed reservations would be put into the budget then voted on. That is his understanding of past practice. **Duncan withdrew his motion.**

Eric asked if Walter agrees with the way the board is doing this. Walter said as long as it is part of the budget that is presented to the voters to vote on he is agreeable. Eric said the board would present it the way it has been presented in the past. Walter said what he has been reading in the minutes has indicated that the board would be doing something different than what had been done in the past. Beth said she could see how Walter could read the minutes and say that the selectboard had made a decision to put surplus into a certain reserve fund. We need to be more careful about how we talk about it. We mean that we are proposing amounts to go into certain funds as part of the budget process. **Eric withdrew his second.**

Duncan said he thinks a good way to do this and be clear to the voters would be to take our proposed reservation of surplus and have an article that the voters would vote on. Beth said we will talk about that later in the year. Walter said he loves that idea.

17. FY24 Budget Outlook

The board reviewed an early budget draft. Brian said Eben has made some suggestions about changes to the highway capital spending plan and he and Eben need to revisit that.

Eben said he would like all of the Historical Society line items to be grouped together. He would like each committee to have its own section. Beth said that is up to Rosemary. The board talked to her before about that and it is a big lift. Eric suggested it would be helpful to show the cost of the work to be done by the public works department for each committee with that committee's expenses. Beth said she thinks we can move lines around in Excel to

accomplish this. Eben said we can rearrange it in Excel but that cannot necessarily be replicated for a future board because it will not be stored that way in the NEMRC system. Brian said he thinks we need to talk about that with Rosemary. He said it is helpful for him to have items arranged by code number. That makes it easier to import from NEMRC. Eben said Rosemary has said that adding codes is very easy. She could add a line for the skatepark committee, for instance. Beth said then we would lose the history from the existing line items. She suggested that Eben should write up his suggested changes.

Beth said she would like to focus this discussion on the big picture for revenue and expenses. Where are Brian's areas of concern? Brian said that he thinks revenue is pretty good for next year, with no major changes. We have to get cost estimates on a couple of highway projects. The expense side is where he has concerns. We have talked about how we handle reimbursements to animal control and health officers. Health calls often require follow-up appointments that the officers don't feel they are fairly compensated for because they are paid a stipend not per incident. Mark said that seems like a minor expense. Brian said it is \$5,000 or less but it is a change the board needs to be involved in. Mark said he wants to hear about big picture issues.

Eric said the highway department is a big expense area. We will see increases due to inflation or we will need to make cuts. Eben said emergency services is also a significant part of the budget. Brian said we need to get final numbers from emergency service providers. We don't have concrete numbers yet. Beth said we know what salary increases will be. That always impacts expenses. We know that sheriff's department patrol and communications is about 45% of our budget and we know our sheriff's department cost will increase significantly. Are there other significant increases out there?

Brian said for the highway budget we have been close to level funding for a number of years. He thinks we can expect a pretty good increase. Beth asked what the big expenses are for the highway department. Brian said paving and equipment. Jason said dust control. Brian said he and Jason have a couple of ideas about ways to reduce mud abatement and dust control costs. Jason said heating is another big expense. Brian said a big project he wants under next year's budget is major work on the town garage HVAC system. We would see a significant decrease in cost if we disconnected water from the boiler and had a separate water heater. Beth said we also need to replace the boiler. Brian agreed.

Brian said office staff want a large format printer and scanner. And there are quite a few building maintenance projects that could be done at the municipal building.

Duncan suggested Brian should put together a wish list. He would suggest for big ticket items where we don't know the number putting in some number for now.

The board agreed to have one meeting to discuss revenue and non-highway expenses and another to discuss highway expenses, and to review the budget by section unless there is a comment on a specific line.

18. Review Municipal Weight Limits

Brian shared a document with the current weight limits per road. The limits we post have been unchanged for quite some time. Eben said he doesn't know if it is worth the time putting

the signs up. He has done some research and emailed with the State Police and DMV. He was concerned about the amount we were spending in spring on road maintenance because no one was following the weight limits and he was informed that we had nothing to stand on with regard to those limits. We have to get someone here to weigh the vehicles in order to give a ticket and if anyone at any point in the spring was issued special permission to drive on a road we can't give tickets. Beth asked if Jason gave anyone special permission. Jason said no, except that he gave permission for fuel trucks and garbage trucks to run early in the morning when the roads were frozen. He doesn't know how we would keep fuel and garbage trucks off roads. The residents would not be happy. Duncan asked, the town doesn't have the ability to grant a special permit? Eben said no. Brian said he had believed that we had limited authority but not none. Eben said these weight limits won't be posted until March so we can discuss it again before then. He asked Brian to forward the correspondence with DMV to the rest of the board. He suggested taking this up again in February.

19. *Schedule Special Meeting to Interview Public Works Candidates*

Brian said he and Jason did the first round of interviews with public works candidates and they have a couple they would like to advance to the selectboard. The board agreed to schedule a meeting on November 28 at 6:00 to interview candidates.

20. *Other Business*

The board had previously talked about having the ATV meeting on December 1 but it was decided that Beth should send out a survey on possible meeting dates and the date may be changed based on that.

21. *Executive Session to Discuss Employee Reviews*

Eben moved to go into executive session to discuss employee reviews as allowed by 1 V.S.A. § 313(a)(3), Mark seconded and the motion was passed at 9:22. The board came out of executive session at 10:09 with no action taken.

22. *Executive Session to Update Selectboard on Union Contract Negotiations*

Eben asked to have the union contract negotiations executive session before the one on economic development applicants/proposals and the board agreed.

Eben moved to go into executive session to discuss union contract negotiations because premature disclosure of the information may substantially disadvantage the town, as allowed by 1 V.S.A. § 313(a)(1), Duncan seconded and the motion was passed at 10:10.

The board came out of executive session at 10:43 with no action taken.

23. *Executive Session to Review Economic Development Applicants/Proposals*

Duncan moved to go into executive session to discuss economic development applicants and proposals because premature disclosure of these proposals and applicants may substantially disadvantage the town, as allowed by 1 V.S.A. § 313(a)(1), Eben seconded and the motion was passed at 10:46. The board came out of executive session at 10:53 with no action taken.

24. *Adjourn*

The meeting was adjourned at 10:54.

Minutes submitted by Donna Griffiths