

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, FEBRUARY 6, 2023

Present: Selectboard members: Beth Foy, Duncan Hastings, Eben Patch, Mark Woodward
Others: Brian Story, Rosemary Audibert, Lois Frey, Jeff Bickford, Noel Dodge, Gigi Beach, Joie Lehouillier, Carri Ferrari, Jim Rose (remote), Kyle Nuse, Sue Lovering
Absent: Eric Osgood

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Beth called the meeting to order at 6:30.

2. Additions or Adjustments to the Agenda

Brian added discussion of scheduling for the second meeting in February. February 20 is President's Day. Rosemary noted it is also the same night as the high school board annual meeting. Rosemary added discussion of a proposed proclamation. Duncan added an update on Brian's contact with Tyler Mumley.

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 January 6, 2023 and January 23, 2023, Eben seconded and the motion was passed.

5. Selectboard Issues/Concerns

Brian said he was able to speak briefly with Tyler Mumley. Mumley Engineering doesn't have any problems with the changes we proposed and they think they can deliver a contract we can sign by the next meeting. Duncan asked if we should ask if Tyler could be available that night. Beth suggested that Brian ask him.

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

Rosemary said the town received a request for a catering and liquor license for Black Flannel Brewery to have a tasting at Vermont Flannel on February 10 from noon to 7:00 p.m. in celebration of National Flannel Day. **Eben moved to approve the catering and liquor license for Black Flannel Brewery for February 10 from noon to 7:00 pm, Duncan seconded and the motion was passed.**

Rosemary said there are a couple of alcohol and tobacco renewal requests in her portal but they haven't paid the town fee yet. **Eben moved to approve liquor and tobacco license renewals for Jolley, Maplefields and Sterling Market once the town receives payment, with the usual letter to be sent to each business, Duncan seconded and the motion was passed.**

Rosemary said Union Bank is offering an interest rate of 4.9% for a 5 year loan and Community National is offering a rate of 5.25%. **Duncan moved to authorized Beth to sign the acceptance letter for a loan from Union Bank, Eben seconded and the motion was passed.**

7. Review Planned Purchases

Brian said there are no planned purchases.

8. *Planning Commission Appointment*

Brian said the Planning Commission recommends appointing Adrienne Stevson to fill the vacant Planning Commission seat through March 2024. No one else has come forward with an interest in the position. Duncan asked if it was advertised according to Charles Gallanter's request. Brian said yes; it was advertised a second time in the News & Citizen. Duncan asked if that is the only vacancy. Rosemary said yes. **Duncan moved to appoint of Adrienne Stevson to the Planning Commission, Eben seconded and the motion was passed.**

9. *Racial Justice and Social Equity Committee Appointment*

Brian said the Racial Justice and Social Equity Committee is recommending that Johna Keefe be appointed to the committee. Jeff Bickford said the committee has one open seat. Johna is the only one who has come forward with an interest in serving. She came to the last meeting and the committee thinks she would be a good fit. **Eben moved to appoint Johna Keefe to the Racial Justice and Social Equity Committee, Duncan seconded and the motion was passed.**

10. *Tree Board Resignation*

Brian said Lauren Hwang-Finkelman is moving out of the area so she is resigning from the Tree Board. **Eben moved to accept Lauren Hwang-Finkelman's resignation from the Tree Board and to send her a thank you letter, Duncan seconded and the motion was passed.** Lois said Lauren will be here through the end of March. Beth said we should post the Tree Board vacancy and state that it will start April 1. (*Mark arrived at 6:49.*)

11. *Proposed Proclamation*

Beth said Eric has requested that the board consider making a proclamation to recognize Millie Sargent on her 95th birthday. **Duncan moved to approve the following proclamation dated the 6th day of February, 2023:**

*In recognition of Mildred "Millie" Sargent's 95th birthday,
Whereas, Millie served 31 years in early childhood education in the community,
Whereas, Millie served as a Lamoille High School Board member,
Whereas, Millie served her community as well as nation during war time as a Wave,
THEREFORE, we, Select Board for Johnson, by virtue of the authority vested in us by the
Johnson Charter and laws of Vermont, do hereby proclaim Friday, February 10, 2023 as:
Millie Sargent Day*

Eben seconded and the motion was passed.

12. *Scribner Bridge Engineering Study Grant*

Brian said the board previously approved an engineering study for Scribner Bridge. We had difficulty with the state accounting system recognizing our UEI number, but that has been resolved. LCPC has offered to do grant administration for this, which would be a helpful service. Rob Moore is familiar with different construction funding sources and their requirements. His time is reimbursable through the grant. **Mark moved to authorize Brian to sign the Johnson Scribner Bridge Project Agreement for Administrative Services by and between Lamoille County Planning Commission and Town of Johnson, Duncan seconded and the motion was passed.**

13. *Public-Private Partnership Project Construction Grant*

Brian said this is the grant to fund construction of the improvements the Vermont Electric Coop needs to qualify under the new stormwater regulations. This is a partnership opportunity because they are overbuilding what they need for their services so we can attach to it from the

Jewett property if we need to. (*Noel Dodge and Gigi Beach arrived at 6:57.*) They need to grant us an easement and they are willing to do so, but we don't have anything drawn up yet.

Eben asked why they haven't drawn something up. Brian said he thinks they would like us to present something. Eben asked, so they want the taxpayers to pay attorney fees for an easement when they are the sole beneficiaries? Mark said they are overbuilding for us. Eben said yes, but right now they are the sole beneficiaries. Duncan said it would provide significant cost savings to us if we can tie into their system. Eben said it may turn out that we need a different stormwater structure. What they have may not be big enough for the whole buildout. Brian said it probably would not cover all the stormwater mitigation needed for the whole Jewett property, but it would make a significant dent in what we need for construction. Duncan said that could be part of what Tyler Mumley looks at. Eben said he would like to support this but he is blown away that they haven't provided an easement and that they expect the town to pay for it. Duncan asked if we have any idea how much we would need to pay our attorney to draft an easement. Brian said there is nothing complicated about it. Probably a standard form they have would work. Eben said the Coop drafts easements all the time. He won't support any taxpayer funding going towards this easement. Duncan said the village has easements they use. Could we try to draft a standard easement with our own personnel? He thinks it would be pretty simple. Eben said that is why he is surprised the Coop can't do it themselves. Beth asked if we volunteered to draw up the easement. Brian said no. He can't remember how the conversation went. He didn't think it was a problem for us to provide an easement. **Duncan moved to authorize Brian to sign the grant agreement for the Vermont Electric Coop stormwater improvements, pending acceptance by Vermont Electric Coop of an easement drafted by town staff.** It was noted that the UEI legal name shown on the form is "Johnson Village and Town," which is incorrect. Brian said he will request that that be changed and will double check that they are not getting that from our federal registration. **Eben seconded. The motion was passed with Mark recusing himself.**

14. Letter of Support for Lamoille Valley Bike Tours

Brian said Lamoille Valley Bike Tours is applying for state support through the Community Recovery and Revitalization Program and one requirement is that they demonstrate local support. They provided us with a model letter of support they would like us to send. (*Joie Lehouillier and Carri Ferrari arrived at 7:13.*) They want to get funding to expand their business by setting up shuttles. We would not be a subgrantee or have any grant administration duties; we would just be showing our support.

Eben said he supports this local business but it would have been nice to see the final version of the letter before the board approved it. **Eben moved and Duncan seconded to authorize the chair to sign the letter of support from the town for Lamoille Valley Bike Tours.** It was agreed that Brian will send the final version of the letter to the board once he finishes it. **The motion was passed.**

15. Rail Trail Planning

Brian said some people from the community were invited to this meeting to discuss what we need to do around the rail trail and supporting local businesses.

Gigi Beach said she lives on Railroad Street. She just purchased a house about a year ago. She plans to volunteer at the food shelf. The building where the food shelf is a gloomy, depressing place. And it is located at the trailhead. She was thinking that maybe rather than pay an artist we

could recruit students and maybe even offer them an opportunity to get school credit for beautifying the trailhead area. Railroad Street is incredibly dangerous. There are people walking there with dogs and children. Cars often go over the speed limit. She was almost run over this morning by someone going at least 50 mph. She doesn't think speed bumps are appropriate for that road. She doesn't know if there is a spot for a safe bike path, but maybe there could be the waves that only let one car go through at a time that some residential neighborhoods have. She feels the traffic on Railroad Street is a real concern, especially if we want to increase bike traffic. We need to figure out a way to make people feel safe and welcome.

Joie Lehouillier suggested having a big board at the trailhead with squares for different businesses. Each business could purchase a square, which might have a QR code. When people are there for a sporting event at Old Mill Park or to use the rail trail they can see the businesses that are in Johnson and use their phone to check them out. She has seen some Facebook pages for the rail trail. People are definitely planning trips and figuring out where they want to stop. Anyone can create a Facebook page for the rail trail. We should look at the ones with the most followers. She hears there will be an official one. That will need to be looked at and responded to. Potentially Johnson Works can be part of that. The Beautification Committee has done a great job decorating the bridge on Railroad Street. Keeping that looking nice will be important. We need something like a bike path or white lines to direct people down Railroad Street.

Carri Ferrari said one question is what bike storage is going to be available in town. Bikes are often expensive and need to be in a safe spot. That will be bikers' biggest concern. Duncan said most people carry bike locks. Carri asked, but what is the vision about where they will lock up their bikes? On porches? Attached to trees? Do we want to specify where bikes should go?

Carri asked what the board had in mind when Johnson Works was invited to this meeting. For her as a consumer, her first question is why she is stopping in Johnson. She would look at the businesses. She agrees about beautifying the food shelf building.

Gigi said the food shelf building looks like it is close to already being prepared for painting. It would just need some power blasting and volunteers with the use of a cherry picker. She doesn't think lead paint is even an issue on the outside of a building. Duncan said it is an issue. Mark said it is a huge issue.

Beth said she would like to know what Johnson Works' vision is. Joie said she thinks the first step is getting the board she was talking about. She would enjoy doing that. (*Kyle Nuse arrived at 7:31.*) Beth said if Johnson Works has other thoughts or proposals, the board would welcome them. Joie said she thinks it would be nice if the town paid for the board. She will go to businesses and ask them to pay to advertise their businesses. Duncan said it would be useful to know roughly how many businesses would be interested so we know what size board to get.

Jim Rose of Lamoille Valley Bike Tours said he thinks conversations like this are important. The rail trail is going to be finished. The state is investing lots of money in that. There will be a big marketing plan. We will be seeing a lot more traffic. We should think about safety. The place where the rail trail crosses Railroad Street is dangerous. He thinks it might be helpful to try to emphasize the sharrows on Railroad Street and maybe paint a little bike lane. At his business they often get questions about what there is to do in Johnson. There should be general

awareness in town that rail trail users are coming. We all need to plan for that. He loves the idea about trailhead signage. The state is injecting a lot of money into the rail trail. They have a new community grant program for trailheads and connecting trails into town.

Duncan said Kyle has talked about the importance of a vision, but that is only part of it. The implementation piece is what really needs to be talked about. How do we actually make some of this stuff happen? He is a user of the rail trail and a strong supporter of it. The linkage between the rail trail and the village has always been one of the major impediments. Anything we can do to make that access better and safer is something to think about. He also thinks about what there is to draw people off the trail to the village. We don't have a hotel or B&B that caters to rail trail users. Is that something that can be developed? He thinks we should look at the town revolving loan fund to see if there are changes we can make that would support business activities geared toward rail trail users. He wonders if we should convene some sort of working group to talk about these ideas and report back to the board.

Eben said he agrees that a group of volunteers would be helpful. He likes Joie's idea of a sign. The sign could include natural resources, too. He noted that the property at the trailhead is jointly owned. We could do something at the mill house, but that doesn't necessarily draw people into town.

Mark said he thinks we should have a better social media presence for Airbnbs in town. There are people who look for an Airbnb in Johnson and come here, then go to the rail trail, as well as people who are passing through on the rail trail and come into Johnson. Johnson is about halfway along the rail trail. Are Airbnbs aware that the rail trail will be a draw to them? He thinks Johnson Works needs to promote Airbnbs. We don't have enough demand to have a motel in town. That has been looked at. But people will come to Airbnbs. They need to know about the Beard swimming hole, the covered bridges and all the hiking. Someone who is renting an apartment from him is moving to town because he came through Johnson when he hiked the Long Trail.

Beth said she doesn't think Railroad Street should be the only way to get to town from the rail trail.

Duncan noted that the rail trail is an all-season trail. There are a lot of snowmobiles using it. Eben said having snowmobiles be able to get into the village is another consideration. Duncan said there is an opportunity there. Carri said there are also cross-country skiers and sled dogs using the trail.

Beth said there are a lot of trails that could be connected, like the Cricket Hill trails by the high school, which could connect to Johnson and the trails behind the college, which could connect to the Long Trail and other things. The rail trail goes parallel to Route 15 for a long while and there are multiple places you could get across.

Duncan said Mark had a good point about people who are coming to stay in Johnson, perhaps for other reasons, perhaps to use the rail trail. They need to know about the other things that are available.

Mark said he suspects bike tours will be happening on the rail trail. Jim said his company plans to launch a shuttle program in the spring. They are looking to offer eastbound and westbound shuttle service from St. Johnsbury to Swanton. They are marketing a two or three day tour. Johnson is at about the halfway point. They will be encouraging people to spend some time traveling the trail – a few days to a week. Something to think about is places for people to stay for one night. Mark asked if a lot of Airbnbs have a two night minimum stay. Jim said yes.

Kyle Nuse said she thinks it is important that we look at this from all different angles – people starting in Johnson and people traveling through Johnson in both directions. (*Gigi left at 7:52.*) She said people will be looking for one-night camping opportunities. What opportunities are there right in the village that people won't need transportation to? She thinks ARPA money should definitely be going toward things like marketing or painting the food shelf building. We should make everything along the rail trail inviting and beautiful.

Beth said she wonders if we should try to connect with big companies that plan trips for people to try to advertise Johnson specifically.

Jim said he seconds the comment about using ARPA money. We should try to find our identity. There are other towns on the trail trying to think about the same things. This is a big opportunity for economic development. Hopefully we can find grants to help.

Mark asked which way traffic on the rail trail typically goes. Jim said there is a lot in either direction. His business brings a lot of people from both Stowe and Smuggler's Notch. A lot of people come to Johnson to park and they may go one direction one time and the other direction the next time. A lot of people are coming from Hyde Park. Some are coming from Morrisville. A lot are coming from Jeffersonville. But things will be different once the whole rail trail is open. He still expects this section of the trail to be the most popular because we are between two resort destinations. A lot of other parts of the trail don't have that. Beth said she imagines we will also benefit from the large amount of parking at Old Mill Park. Duncan said Jim is right that the dynamic will change once the whole trail is open. In Sheldon people can get onto the Missisquoi Valley Rail Trail as well. (*Sue Lovering arrived at 7:57.*)

The board agreed to use Facebook, Front Porch Forum and maybe a newspaper ad to let community members know the board plans to form a working group to look at ways to take advantage of the rail trail, and to let all town groups know as well.

16. Posting Road Weight Limits

The board reviewed the list of roads with weight limits posted for last spring. Brian said the board can use the same list or make changes. Beth asked about the inclusion of Maple Hill Road. She thinks it is all paved. Brian said smaller roads can experience damage even if they are paved. Eben asked why all Class 4 roads are not listed. Beth asked if Jason has reviewed the list. Brian said yes. **Eben moved to approve the road weight limit list as presented with any Class 4 roads removed, Duncan seconded and the motion was passed.**

17. Planning for Town Meeting

Brian said the Rec Committee would like to serve coffee and snacks in the morning at town meeting as a fundraiser. Beth said if the committee is asking for Dean Locke to put in time there she would not support that, because she thinks we would spend more on his time than they would make. But if the committee wants to do the work, she supports it. Lois said the Historical

Society would like to be there with pies. Rosemary said the school has requested to serve pizza and potluck for lunch.

Brian asked if we if we are okay with providing babysitting if we have volunteers to run it. Beth said she would want to make sure it is done by someone who is certified or licensed or that safety measures are in place but she would like to provide babysitting. Brian said he was going to ask Kyle if she has contacts who might want to set that up. Beth said we should make sure people doing babysitting have background checks and ideally CPR certification.

Kyle said in the past we had town committees set up booths in the back. That is something they would set up that night before. Beth said we should confirm that we have access to the space the night before.

Kyle said in the past we had a pie social in the hour before the meeting, we had Roland and Gary Clark play music and she got flowers and put them around for color. Beth said if there are volunteers to do those things she is in favor of them.

18. *Economic Development Round Table Discussion Planning*

Brian said he had sent out a brief write-up about a planned economic development roundtable. Lamoille Economic Development Corporation, Lamoille County Planning Commission, the Agency of Commerce and Community Development, the Vermont Council on Rural Development and Peter Welch's office are expected to attend. He is still waiting to hear from the Vermont League of Cities and Towns and USDA Rural Development. He is going to make contact with some developers. Pat Ripley is interested in working with him on the agenda. They were thinking of three main topics: the Jewett property, attracting entrepreneurs and a broader topic of housing and business development.

Duncan suggested also inviting Senator Sanders' office if Brian hasn't already. Brian said he has sent an email. He doesn't have a great contact there. Beth said he should reach out to the NVU president.

Beth said she wants to make sure the meeting agenda relates to Johnson. Having housing and business development put together in one item indicates to her that someone has an agenda item that isn't about Johnson. Duncan said some of the issues will be more regional by their nature.

Mark said he would like an update on fiber optic, too. Beth said that could include infrastructure in general. Brian suggested maybe we should invite Val Davis. Beth agreed.

Brian asked if there are any topics the board wants to add or change on the agenda. Beth said she wants to know what is intended by housing and business development. What is the intent behind that as an agenda item? Brian said his intent was pretty loose. Beth asked, lack of housing and lack of business development? Brian said that is how he sees it. We are hearing about people having trouble finding housing. Business development is related to entrepreneurs and also existing businesses that may be interested in expanding.

Beth said she feels like we need to do an opportunity mapping session. It would change our focus from a narrow focus on housing to a broader focus on things associated with housing. Maybe we could solve two problems at one time. She wants to keep ideas simple and not

complicated and come out of the discussion with actionable items. If agenda items are too narrow or too complicated we won't have simple, actionable things come out of this meeting. We should probably have expectations about what we want to bring into this conversation and what we want to take away from it as part of the agenda.

Mark said he would love to hear what other communities are doing with their ARPA money, though not necessarily as part of this meeting. Beth said she thinks we need to decide before the conversation how risk averse we really are in dealing with ARPA funds. With big risk can come big returns or big losses.

Brian said it sounds like the second or third of week of April would be the best time to schedule the round table. Beth noted that that could coincide with school vacation.

Kyle asked if this is something for the public too. Brian said it would be a public meeting but he doesn't know how much public participation there would be.

There was discussion about what time of day the meeting should be held. Beth said she would prefer a late afternoon or early evening meeting.

Brian will bring a draft agenda to the next meeting. Beth suggested Brian might invite Pat Ripley to the next meeting.

19. Conservation Commission Project Review

Brian said the Conservation Commission had asked about being more hands-on and providing its perspective on projects the town is considering. The selectboard's response was a request for more details about what that role would look like. The Conservation Commission put some work into describing how they envision that role.

Noel Dodge said the Conservation Commission would like a heads-up from the selectboard about any projects the board is reviewing. They would like the opportunity to review the projects and give feedback from their perspective.

Duncan asked what he means by "any projects." Noel said any projects on town property. Duncan asked if the proposals we discussed earlier related to the rail trail would be the kind of thing they would want to have input on. Noel said yes.

Lois Frey said the form they have come up with is a way for them to learn about projects as the projects get started so they can meet with groups and work with them and try to help. If they hear about projects too late they may have missed something. If someone comes to Brian to talk about a project, they ask that Brian share the form with them and ask that it be shared with the Conservation Commission. The Conservation Commission will then follow up with that group.

Beth said many projects that relate to land use have grants associated with them. Maybe if a group wants to apply for a grant and is requesting support from the board we should make sure that this form goes to them and is submitted to the Conservation Commission before they come to the board with their request.

Duncan asked who would fill out the form. Lois said whoever is proposing the project.

Eben asked if the Conservation Commission is only worried about forest land or all town land. There are often projects at the skatepark. Noel said the skatepark is on a flood plain. There is mowing that takes place there. There could be plantings. The Conservation Commission would be interested in projects there. He thinks for many projects the review would be very quick. Eben asked, is the Conservation Commission interested in anything not related to highways? Are they interested work on the municipal building?

Noel said their idea is that when the town gets a project they would ask if the Conservation Commission has seen the proposal and take that into account when making decisions.

Mark said he thinks this is a good idea. It might be nice to have the Conservation Commission's input on Scribner Bridge.

Beth said we could be more disciplined in many things related to projects. She doesn't see any harm in having a checklist of items for all projects.

Sue Lovering said the Conservation Commission is talking about a 4-day turn around on the form, so it wouldn't hold up projects.

Duncan said he understands the Conservation Commission's interest, but other groups such as the Planning Commission, the Tree Board or the Historical Society could also be interested in planned projects. Should we expand this concept? Beth said there is statute around the powers and duties of Conservation Commissions. She thinks the Conservation Commission and the Planning Commission are different from other committees that might want to be involved. Duncan said that is probably right, but his point is where we draw the line. He is not opposed to this idea.

Brian said he would like more specifics about what projects need the form and what don't. Eben brought up the roof replacement at the Historical Society building. Brian brought up the mural on the town garage. Is the intention really to use the form for every project?

Duncan said the village is part of the town. But we are not responsible for projects the village might propose. Are the village trustees going to be asked to fill out a similar form if there is a project on village property? We don't have jurisdiction if it is village property. There is property that is jointly owned by town and village. If the Conservation Commission is going to provide feedback on jointly-owned property, the village trustees should probably also get the feedback.

Brian said another example is repairs that are being done to the lower storage building now. Raccoons got into the building and damaged insulation and then a water line broke near the meter horn. There is condensation from the leak at all the spots where raccoons damaged the insulation so we have to mitigate for mold. Noel said he would say that if the footprint of the building is not changed it would not interest the Conservation Commission. He doesn't think the Conservation Commission needs to review murals either. Beth and Duncan asked, the Conservation Commission does not care about work to buildings? Lois said the Conservation Commission's interest is with the outside environment.

Kyle asked about work the town crew does, like mowing, digging or ditching. Noel said he believes Eben exempted that. Eben said he assumed it would be exempt. Noel said that is part of basic road maintenance. The Tree Board has been interacting with the highway crew on that.

Beth suggested that we just agree that we will have the form sent to the Conservation Commission when we think it is appropriate and if someone thinks we missed doing it when it would have been appropriate we can talk about it. The board agreed to that.

20. Update on Assessor Services

Duncan said LCPC put out an ad for a shared assessor and got one response. That person is very interested in a part-time position but is not formally qualified. Wolcott has said they don't want to pay to train an unqualified person and they are backing out, which drops the total number of hours down to 16. Terri Sabens thinks it is appropriate to renegotiate with LCPC about the service agreement. She thinks there is potential to turn it into a full-time position. Duncan has talked about this with Ron Rodjenski and they have an immediate concern about getting the grand list lodged this year. In his opinion it probably makes more sense for Johnson to work with Hyde Park to develop a shared assessor position and leave LCPC out of it. He wants to know if the board wants him to continue to try to work on figuring out a solution and if so, does the board want it look at a two-pronged approach? Beth asked, both amending the agreement with LCPC and working through them and also looking at working with Hyde Park without the involvement of LCPC? Duncan said he would bring back one proposal but he would like flexibility to look at both possibilities.

Beth asked Rosemary's thoughts. Rosemary said we will need something. She asked if Terri is working at all for Hyde Park. Duncan said not at this time. The person who is interested in the assessor position would not have any of the level 1 through 4 qualifications through Property Valuation and Review. That certification is voluntary and not required for hiring an assessor. Statute says that if we eliminate or can't fill the office of lister then we must hire or appoint a professionally qualified assessor, but there is no definition of what that means. And that requirement doesn't apply in this situation. What has been discussed is that at least until the assessor can get level 1 qualifications we would have a side contract with Terri for oversight and review. He and Ron think that makes sense. That would be the case with either hiring someone through LCPC or having a joint contract with Hyde Park. One reason he is leaning towards a contract between Johnson and Hyde Park is that we could do it for less money than hiring through LCPC.

Eben said he thinks Duncan can have flexibility to choose between those two approaches. Should we have a three-pronged approach and also post an RFP? Duncan said that is a good question. Ron also brought it up. We advertised through LCPC for a shared position with LCPC being the employer. This is a different situation. Our personnel policy says if it is considered an emergency hire the selectboard can waive the requirement to post the position. He thinks the board probably needs to decide if we want to advertise. Beth said if Duncan feels there is benefit to us posting she would be open to posting the position again. She is curious whether now that housing sales are beginning to slow anyone in the realtor realm would be interested. Duncan said under normal circumstances he would say there would be no harm in doing another posting, but we have a person he thinks is pretty well qualified and Terri has interviewed him and thinks he could do the job pretty well. If we post and wait for responses we could lose this person and have no one. He can see value in posting. But by April 1 there is work that needs to happen. The

board agreed to treat this as an emergency hire and not advertise again. And the board agreed that Duncan can pursue both approaches to hiring.

21. Scheduling of Next Meeting

It was agreed to schedule the next meeting for February 22 at 6:30 p.m.

22. Adjourn

The meeting was adjourned at 9:02.

Minutes submitted by Donna Griffiths

UNAPPROVED