

Monday, May 1, 2023

Standing Items

6:30 CALL TO ORDER & MEETING KICKOFF

1. Additions or Adjustments to the Agenda (5 mins)
2. Review Invoices and Orders (Review during or after meeting and ask questions on demand)
3. Review and approve minutes of meeting past April 10th, and 17th 2023 (5 mins)
4. Selectboard issues/concerns (5 mins)

6:45 P.M. TREASURER'S REPORT: REVIEW AND APPROVE BILLS, WARRANTS, LICENSES AND ANY ACTION ITEMS.

Administrator's report, action items, and business of the Selectboard

7:00 P.M. REVIEW PLANNED PURCHASES

7:05 P.M. COMMITTEES, VOLUNTEER, AND COMMUNITY SUPPORT

1. Johnson Rail Trail Committee (JRTC) request for Selectboard liaison (5 mins)
2. Request for update to the JRTC Purpose Statement (5 mins)
3. Appointment for County LVRT Committee, JRTC recommendation: Doug Molde, alt. Kyle Nuse (5 mins)
4. Naming of Private Road off Collins Hill (5 mins)

7:25 P.M. NEW ITEMS

5. Update on Village Garage Project (10 mins)
6. Victoria Hellwig from LCPC on Energy Efficiency Grant Opportunities (15 mins)
7. Selecting Priority Locations for Municipal Energy Resilience Program Assessment(s) (15 mins)
8. NEMS Contract Review and Signing (5 mins)
9. Planning for Sheriff's Patrol Contract (10 mins)
10. Planning for Sheriff's Communications Contract (5 mins)

8:25 P.M. FOLLOW UP/NEXT STEPS FROM PREVIOUS MEETINGS (REVIEW RECENT MEETING MINUTES FOR CONTEXT)

11. Planning for Evaluation of Scribner Bridge Engineering Study Proposals (5 mins)
12. Town Administrator combined with or without Economic Development follow up (10 mins)
13. Town Administrator Search Contract Agreement (15 mins)
14. Town Administrator Interim next steps (10 mins)
15. Economic Development Round Table Discussion Planning (5 mins)

Executive Session(s) & Close

NONE SCHEDULED

9:10 P.M. ADJOURN MEETING

Option to join by Zoom*:

***Please note:** Participation only allowed through Zoom if requested in advance of the Meeting.

<https://us02web.zoom.us/j/3446522544?pwd=VknZZE5tMW5PaEhidVpnUjRxSkxGdz09>

+1 646 558 8656 US (New York)

Meeting ID: 344 652 2544

Passcode: 15531

One tap mobile:

+13017158592,,3446522544# US (Washington DC)

+13052241968,,3446522544# US

Town Administrator's Report

Date: Monday, May 1, 2023

Standing Items

6:30 Call to order & Meeting kickoff

1. Additions or Adjustments to the Agenda (5 mins)
2. Review Invoices and Orders (Review during or after meeting and ask questions on demand)
3. Review and approve minutes of meeting past April 10th, and 17th 2023 (5 mins)
4. Selectboard issues/concerns (5 mins)

6:45 p.m. Treasurer's Report: review and approve bills, warrants, licenses and any action items.

Administrator's report, action items, and business of the Selectboard

7:00 p.m. Review Planned Purchases

7:05 p.m. Committees, Volunteer, and Community Support

1. Johnson Rail Trail Committee (JRTC) request for Selectboard liaison (5 mins)

The JRTC is requesting a Selectboard liaison to provide communication and support to the committee.

2. Request for update to the JRTC Purpose Statement (5 mins)

The JRTC has requested updates to the purpose statement that allow them greater freedom of action and coordination with regional partners.

3. Appointment for County LVRT Committee, JRTC recommendation: Doug Molde, alt. Kyle Nuse (5 mins)

We have received interest in serving on the county rail trail committee from three individuals. Two of which are serving on the JRTC and a third is not. They are Aurora River, Doug Molde, and Kyle Nuse.

4. Naming of Private Road off Collins Hill (5 mins)

A three house development off of Collins Hill needs a private road for the shared road access. The builder has requested Angus Drive.

7:25 p.m. New items

5. Update on Village Garage Project (10 mins)

A brief review of the status of the repair/reconstruction project that the village is conducting on the garage used for the village electric department.

6. Victoria Hellwig from LCPC on Energy Efficiency Grant Opportunities (15 mins)

Victoria Hellwig will attend the meeting to assist the town in navigating the grant opportunities for energy efficiency. The focus will be on the Municipal Energy Resilience Program.

7. Selecting Priority Locations for Municipal Energy Resilience Program Assessment(s) (15 mins)

If the Town wishes to participate in the Municipal Energy Resilience Program it will have to request assessment(s) from the state for the desired buildings. The number of inspections that will be completed is unknown. So, the recommendation is to present it as a ranked list.

8. NEMS Contract Review and Signing (5 mins)

The NEMS contract is available for review and approval.

9. Planning for Sheriff's Patrol Contract (10 mins)

If the Selectboard desires to have updates made to the Sheriff's Patrol Contract, we should prepare our requested changes and coordinate with other signing towns.

10. Planning for Sheriff's Communications Contract (5 mins)

Similarly, if the Selectboard desires to have updates made to the Sheriff's Communication Contract, we should prepare our requested changes and coordinate with other signing towns.

8:25 p.m. Follow up/next steps from previous meetings (review recent meeting minutes for context)

11. Planning for Evaluation of Scribner Bridge Engineering Study Proposals (5 mins)

LCPC is performing the management for the grant that will be receiving the proposals soon. They have requested to have a representative from the Selectboard take part in the opening of the proposals.

12. Town Administrator combined with or without Economic Development follow up (10 mins)

A continued discussion on the future duty and role for the Town Administrator.

13. Town Administrator Search Contract Agreement (15 mins)

A review of the contract for the town administrator search.

14. Town Administrator Interim next steps (10 mins)

Planning for an interim town administrator.

15. Economic Development Round Table Discussion Planning (5 mins)

A review of the current status of the upcoming Economic Development Roundtable discussion.

Executive Session(s) & Close

None Scheduled

9:10 p.m. Adjourn Meeting

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

GENERAL INFORMATION ITEMS

Information Items:

Budget Items:

Legal Issues:

VLCT: PACIF

State/Federal Issues:

Administrator's Correspondence:

Workshops:

Newsletters:

Brochures & Ads:

Old Business:

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

Adjourn

Johnson Rail Trail Advisory Committee Purpose Statement

The role of the Johnson Rail Trail Advisory Committee is envisioned by the Selectboard as a limited term Committee whose purpose is to evaluate the benefits and impacts of the opening of all segments of the Lamoille Valley Rail Trail and provide advice to the Johnson Selectboard in the following areas:

The expected range of benefits that might accrue to the Johnson Community with the full opening of the Lamoille Valley Rail Trail.

Specific actions/recommendations for consideration of the Johnson Selectboard to enhance or facilitate the positive benefits that might accrue. The Committee may request authorization from the Board to act themselves, with a commitment of specific Committee volunteers. -

Specific actions/recommendations for consideration by the private sector which would enhance or facilitate the positive benefits that might accrue.

Specific actions/recommendations to regional community networks which would enhance or facilitate the positive benefits that might accrue.

Specific actions/recommendations to regional or state entities which would enhance or facilitate the positive benefits that might accrue.

This purpose statement may be reviewed by the Committee and proposed changes submitted to the Johnson Selectboard for consideration.

Reviewed and approved by the Johnson Selectboard at 5 their April 3rd, 2023 meeting

Department of Buildings and General Services

Municipal Energy Resilience Program

Total Program Funding \$45,000,000

Program Open **Pending.** Please visit bgs.vermont.gov/municipal-energy-resilience-program for more information and links to application materials once they are made available.

Program Description

The Municipal Energy Resilience Program provides staffing support, technical assistance, and project funding to help energy burdened communities across the state become more resilient by reducing their energy use and building operational costs. The program provides the following grants and services to covered municipalities:

- ✓ Free energy resilience audits and technical assistance
- ✓ Education, outreach, and grant application assistance from your local Regional Planning Commissions
- ✓ Grants of up to \$500,000 are available to make covered municipal buildings more energy efficient and resilient

Qualifying projects include weatherization, thermal efficiency, supplementing or replacing fossil fuel heating systems with renewable or electric heating systems.

Eligibility

Any city, town, fire district, incorporate village, or other governmental incorporated unit except school districts.

Maximum Award and Award Calculation

- Community education grants of up to \$4,000 per covered municipality
- Energy resilience audits will be free until funds are exhausted
- Energy Resilience Projects of up to \$500,000 per covered municipality

Awards will be calculated based on the criteria stipulated in Act. 172 as well as the merit of the application. Municipalities with the highest energy burden community needs and lowest resources as defined in Efficiency Vermont's 2019 Energy Burden Report will be prioritized for funding.

Program Partners

- Vermont's 11 Regional Planning Commissions
- Efficiency Vermont
- Vermont League of Cities and Towns
- Vermont Energy and Climate Action Network

Program Contact(s):

Jennifer Fitch, Commissioner, Department of Buildings and General Services
jennifer.fitch@vermont.gov

David DiBiase, Deputy Commissioner, Department of Buildings and General Services
david.dibiase@vermont.gov

AMBULANCE SERVICES AGREEMENT

This Ambulance Services Agreement (“the agreement”) made as of July 1, 2023, (“the effective date”) between the Newport Ambulance Services, Inc. (“NAS”), a not-for-profit corporation, with a principal office at 830 Union Street, Newport, Vermont and the individual towns of Belvidere, Eden, Hyde Park, Johnson, and Waterville (“the towns”) each a party and collectively the parties to this agreement.

WHEREAS the towns wish to contract with NAS to provide ambulance services to the benefit of each town, its citizens, and visitors, pursuant to the terms of this agreement; and,

WHEREAS, NAS, is a not-for-profit corporation whose purpose is to provide ambulance services and NAS desires to provide said services to the towns on a contractual basis,

NOW THEREFORE, it is mutually agreed by the parties as follows:

1. **Nature of Services.**

1.1 Newport Ambulance Service Inc. shall provide 24-hour, seven day per week, 365 days per year emergency ambulance transport as well as a non-emergency medical transport to the citizens and visitors of the towns. Services rendered under this agreement shall be at the Paramedic, AEMT, or EMT level, as defined by the State of Vermont Department of Health. It is understood that the demand for ambulance services is unpredictable, and, in addition to resources provided under this agreement, N.A.S. resources as well as other licensed ambulance services may be required from time to time to provide services to the towns under mutual aid agreements.

1.2 In the performance of its obligations hereunder, NAS agrees that the division shall be conducted in full compliance with all applicable laws, rules and regulations adopted or promulgated by any governmental agency or regulatory body, both state and federal. NAS assumes full responsibility for the payment of all contributions, payroll taxes or assessments, state or federal, as to all employees engaged in the operation of the division, and further agrees to meet all requirements that may be specified under regulations of administrative officials or bodies charged with enforcement of any state or federal laws on this subject.

2. **Organization and Oversight.**

2.1 NAS operations within the towns under this agreement shall be known as the Northern Emergency Medical Services (“NEMS”) Division of Newport Ambulance Service Inc. (NEMS hereinafter referred to as “the division”) Except as relative to the nature of services, equipment, personnel, and the financial arrangement between the division and the Towns more particularly set out in this agreement, amendments to the NAS by-laws shall have full

force and effect upon the division without further amendment to this agreement. To the extent the provisions of this agreement vary from the terms of the NAS Bylaws, regarding to the nature of services, equipment, personnel, and the financial arrangement between the division and the Towns more particularly set out in this agreement, this agreement shall control.

- 2.2 NAS shall be required to meet with each Town Selectboard twice a year to (1) propose any contract changes and/or for the signing of the contracts as pursuant to section 9.4 and (2) review the proposed NEMS budget during the Town's annual budget process. NAS will also meet with the Selectboard(s) whenever requested.
- 2.3 One member of the NAS Board of Directors shall be a resident of one of the Towns served by NEMS and shall be elected by the NAS Board of Directors pursuant to the bylaws of that organization applicable at the time.

3. **Equipment.**

- 3.1 All equipment shall be maintained as required by the State of Vermont Department of Health for the purposes of licensure as a Vermont EMS provider. NAS shall provide copies of said license to the Town's upon request.

4. **Personnel.**

- 4.1 Ambulances shall be staffed by personnel certified by the State of Vermont Department of Health at the level and in the quantities required by the State to operate ambulances at the Paramedic, AEMT, or EMT level. NAS shall maintain current copies of certification as required for all NEMS staff.
- 4.2 NAS shall be solely responsible for the management of the service and its personnel and shall have sole control of the method and means by which they perform their duties.
- 4.3 Nothing in this agreement shall create an employer-employee relationship between NAS personnel and the Towns. NAS shall provide Worker's Compensation insurance for its personnel in amounts and coverage as required by the State of Vermont.

5. **Insurance and Indemnity.**

- 5.1 NAS shall provide the Towns, within 30 days of the renewal of the annual contract, a certificate of insurance covering all operations of the division naming the Towns as additional insured.

5.2 NAS shall carry comprehensive general and automobile liability insurance, as required by this paragraph, and shall be written for not less than the limit of liability as follows:

Comprehensive General Liability

Bodily Injury: \$1,000,000.00 Each Occurrence
\$2,000,000.00 Aggregate

Property Damage: \$1,000,000.00 Each Occurrence
\$2,000,000.00 Aggregate

Automobile Liability

Bodily Injury: \$1,000,000.00 combined single limit
Property Damage: \$1,000,000.00 combined single limit

6. **Financial and Other Records.**

6.1 It is the intent of the parties that the division be operated as a separate financial entity within NAS, with the net income generated by the division being dedicated to the growth of the division, and, to the extent feasible, to reduce the required tax assessment of the Towns in subsequent years.

6.2 NAS shall keep accurate financial records for the division, which shall be made available to the Town's upon request. This information shall be delivered to the Town's in a reasonable period of time.

6.3 Failure to keep materially accurate financial records for the division, or to make them available to the Towns in the fashion described above, may be a cause for the termination of this agreement. The Towns shall notify NAS in writing if they believe the records are inaccurate. NAS shall have 30 days to respond or remedy the inaccuracies.

6.4 To the extent that records maintained by NAS or provided to the Town's contain protected health information, disclosure of said information shall be governed by the Health Insurance Portability and Accountability Act (HIPAA).

6.5 NAS shall endeavor to secure funds such as grants, subscriptions, training contracts and transport contracts within Vermont Ambulance District IV using division resources. Said funds shall be used to sustain growth for the division and, to the extent feasible, reduce the required tax assessment of the Towns in the subsequent years.

6.6 Any funds that are transferred out to NAS out of the revenues for the division shall be separately and clearly identified in financial records, including but not limited to the operating budget submitted for approval as designated herein in 9.3.

7. **Exclusivity.**

7.1 The Towns shall not engage the services of another ambulance service and shall consider NAS to be the sole provider of ambulance service. However, it is understood that mutual aid services from other licensed ambulance services may be required from time to time. The contracted Towns will promote the Northern Emergency Medical Services (NEMS) Division of Newport Ambulance Service Inc. as the provider of ambulance services to the citizens of their Towns.

8. **Sub-Contracting.**

8.1 NAS shall not sub-contract any of its obligations under this agreement; nor shall the benefits of this agreement to NAS be assignable. This provision shall not prohibit the use of other licensed services for the purposes of mutual aid during times of unusually high demands for services.

9. **Funding.**

9.1 NAS is a not-for-profit corporation. It shall endeavor to operate in a fashion designed to minimize the costs to the Towns.

9.2 In addition to other sources, NAS shall derive revenues by billing service recipients or their insurers at rates established by NAS.

9.3 No later than December 15th of each applicable contract year NAS shall present to the Selectboard of each Town the proposed operating budget of the division for the year commencing July 1st of the following year. NAS will then meet with each Town Selectboard before July 1st for the signing of the contract, subject to the town meeting approval contingency in 9.7. If the parties are unable to sign a contract for services this contract shall lapse at the end of the current contract year. If town meeting requests are rejected or reduced by a Town's voters the remaining interested parties shall negotiate in good faith with an interest to continue service to those remaining Towns.

9.4 For this contract year, (2023 - 2024) the towns shall pay \$381,064.00 in total and by their pro-rata share based on the 2020 US Census Population subject to the town meeting approval contingency more particularly described below.

Pro-rata shares for the instant contract year shall be as follows:

Belvidere	\$15,340.00
Eden	\$57,333.00
Hyde Park	\$129,407.00

Johnson	\$149,589.00
Waterville	\$29,395.00

- 9.5 The contract amount for each year shall be at amounts established by NAS and presented to the Selectboard for approval subject to the town meeting approval contingency more particularly described below. Funding amounts shall be pro-rated as based upon population from current census data.
 - a. NAS shall bill each Town monthly, and payment shall be due on the fifteenth day of each month.
- 9.6 While recognizing the town meeting approval contingency found herein in paragraph 9.7, it is the strong desire of both parties that the Towns exercise the desire to continue this contract with NAS in future years, absent a material breach hereof. No party shall fail to negotiate the applicable option in good faith, considering changes in division expenses, call volumes, and other sources of income for the division.
- 9.7 The towns' obligations under this agreement, as well as all subsequent year agreements, are subject to approval, at town meeting of all the Towns, of each individual Town's budget. Should any of the Towns fail to pass their budget at the upcoming town meetings, or subsequent town meetings in connection with their exercise of any or all the option years, the remaining parties shall negotiate in good faith with an interest to continue the service to those remaining Towns.

10. **Default.**

- 10.1 If any Town shall default in the payment of sums due hereunder, when due, and shall fail to cure such default within 30 days after receipt of written notice, then the Towns shall be deemed to have breached this agreement and NAS, at its option, may terminate this agreement by written notice to the Towns. If no cure is made, NAS shall continue to provide services to the Towns for no less than an additional 30 days, for so long as a pro-rata amount is received for both periods. In lieu of payment for said period, the parties may agree to alternative forms of guaranteed payment to NAS for services during the period of service under default.
- 10.2 If either party shall fail to comply with the terms of this agreement and shall fail to cure such non-compliance within 30 days after receipt of written notice, then that party shall be deemed to have breached this agreement and the other party, at their option, may terminate this agreement by written notice to the defaulting party.
- 10.3 Should NAS terminate this agreement due to breach by the Towns, NAS shall be entitled to the pro-rated balance of the contract from the date of breach forward, as agreed upon liquidated damages.

10.4 Should NAS be unwilling or unable to further contract with the Towns for the same or similar services as described herein, the Towns shall have the option to pay any outstanding indebtedness on any vehicles, equipment or property purchased with division funds, and said items shall be then conveyed to the Towns.

10.5 In the event that the service to the Towns is terminated for any reason or the Towns fail to enter into any successive year any amounts remaining in the NEMS budget that have been transferred to that budget from any NAS source either shall be repaid within 30 days or NAS shall transfer those funds from NEMS to NAS without town approval.

11. **Term.**

11.1 The term of this agreement shall be from July 1, 2023, to June 30, 2024.

12. **Amendment.**

12.1 This agreement shall not be amended except by written agreement of the parties.

13. **Notices.**

If to NAS:

Jeffrey J. Johansen
Executive Director
Newport Ambulance Service, Inc.
P.O. Box 911
Newport, VT 05855

If to Towns:

Selectboard Chair
Town Clerk
Town Administrator or Manger if applicable

14. **General Provisions.**

14.1 In case any one or more of the provisions of this Agreement shall be held to be invalid, illegal, or unenforceable this Agreement shall not be deemed to be invalid. This Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein and there shall be deemed substituted such other provisions as will most nearly accomplish the intent of the Parties to the extent permitted by applicable law.

14.2 Nothing in this agreement is intended to or shall be construed to confer upon or give to any person, firm or other entity, other than the Parties hereto and

their respective successors and assigns any rights or remedies by reason of this agreement.

- 14.3 This agreement may not be changed orally, but only by an agreement in writing and signed by the party against whom enforcement of any waiver, change, modification, or discharge is sought.
- 14.4 This agreement shall inure to the benefit of, and be binding upon, the respective successors and assigns of the parties.
- 14.5 If any dispute arises under this agreement, or any modification, rider or attachment thereto, such dispute shall be governed by, construed and enforced in accordance with the laws of the State of Vermont.
- 14.6 This agreement, together with any written agreements that shall have been executed simultaneously or attached to it contains the entire agreement and understanding between the parties. There are no oral understandings, terms, or conditions and neither party has relied upon any representation, express or implied, not contained in this agreement. All prior understandings, terms or conditions are deemed merged in this agreement.
- 14.7 No failure of either party to insist upon compliance with the terms of this agreement by the other shall constitute a waiver of the parties' right to subsequently demand compliance with the terms hereof.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed and delivered as of the date and year first written.

NEWPORT AMBULANCE SERVICES, INC.

_____, Date:
Scott Griswold, Vice Chair

TOWN OF BELVIDERE

_____, Date:
Designated member of the Selectboard

TOWN OF EDEN

_____, Date:
Designated member of the Selectboard

TOWN OF HYDE PARK

_____, Date:
Designated member of the Selectboard

TOWN OF JOHNSON

_____, Date:
Designated member of the Selectboard

TOWN OF WATERVILLE

_____, Date:
Designated member of the Selectboard

TOWN OF JOHNSON
COMMUNITY & ECONOMIC DEVELOPMENT SPECIALIST

Employment Category: Town employee, part-time, FLSA exempt

Reports to: Selectboard

Summary of Duties and Responsibilities

This part-time position reports directly to the Selectboard (Board) and requires a high level of independence, sound judgment, self-directed motivation, autonomy, and administrative capacity.

This role works closely with the Selectboard, and solicits input from the Planning Commission, to develop (and periodically update) a vision for the future of Johnson. Using the Board-sponsored vision, they create strategic plans to make the vision a reality. They identify, document, and present proposals for community and economic development to the Selectboard and are responsible for short-term and long-term initiatives and projects. Upon review, approval, and prioritization by the Board, this role is responsible for the planning, implementation, and closure of approved projects.

This role identifies funding sources for proposed and approved projects throughout the life of the project, and manages multiple initiatives and projects, in various stages of implementation.

This person seeks and capitalizes on opportunities to market and brand Johnson. They coordinate with community partners, local, regional, state, and federal officials in support of community and economic development in Johnson.

This role does not serve committees, groups, or individuals seeking assistance without written approval of the Selectboard. Exception is allowed for limited or incidental requests for assistance, which do not interfere with the responsibilities of this role, impede, or delay proposal timelines, or impede or delay project timelines.

Essential tasks, duties, responsibilities, and expectations

- Coordinates, implements, and administers approved Community and Economic Development projects/initiatives.
- Identifies, and if Board-approved, pursues and secures funding sources.
- Compiles studies, data, reports, plans and other pertinent information to support vision, proposals, initiative/project strategies and plans, and/or marketing & brand.
- Drives marketing and branding to incentivize tourism and generate community and economic growth.
- Develops agendas and presentations, and moderates public meetings, as needed.
- Submits periodic progress reports to Selectboard and attends public meetings as necessary.
- Maintains record keeping system in compliance with appropriate public record laws.
- Strong drive to make an impact in the community, with a willingness to work hard.
- Challenging problems are energizing and can make big things happen incrementally over time (while being realistic).

Preferred qualifications for position

Relevant Community and Economic Development experience.

Grant writing and administration experience

Project management experience

Leadership, oral and written communication, and consensus-building skills

Community engagement experience

Term of Employment

Reference check confirmations. Terms of employment, compensation, and benefits set by the Board and governed by Personnel Policy, unless modified by contract or offer of employment. Six-month probationary period is a condition of employment.

Evaluations: Annual evaluations detailing the employee performance will be performed. The employee will be afforded an opportunity to respond to the evaluation. A six-month review will be prepared, and continued employment will be based on a satisfactory review. Additional evaluations will be at the discretion of the Board.

Compensation and Benefits: Salary and benefit package to be negotiated with the Selectboard upon initial offer of employment (subject to Personnel Policy), and annual salary review based on job performance.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

*External and internal applicants, as well as position incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.

We have a strong commitment to inclusivity: *The people of Johnson embrace inclusiveness and together we will build bridges to understanding, ensuring that all who live, work and visit our town feel welcome and safe. We reject racism, bigotry, discrimination, violence and hatred in all its forms. The things we embrace are kindness, gentleness, understanding, neighborliness, peace, tolerance and respect for and toward all. Together we can have a cooperative, sustainable and thriving community where everyone is honored and valued.*

We prohibit discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status. Applications by members of all underrepresented groups are encouraged.