

JOHNSON SELECTBOARD-TRUSTEE MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, DECEMBER 3, 2018

Present:

Selectboard Members: Mike Dunham, Nat Kinney, Doug Molde, Kyle Nuse, Eric Osgood

Village Trustees: Scott Meyer, Walter Pomroy, Gordon Smith, Bob Sweetser (by phone), Phil Wilson

Others: Brian Story, Meredith Birkett, Lucia Green-Weiskel (moderator), Anne Mullins, Lynda Hill, Lois Frey

Note: All votes taken are unanimous unless otherwise noted.

1. *Call to Order*

Eric and Gordy called the meeting to order at 6:30.

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

Brian added an item related to an LCPC grant.

3. *Joint Employee Pay Raises*

It was discussed that the Consumer Price Index has risen by an average of 2.5% year to date and the Social Security Cost of Living Adjustment for 2019 is going up by 2.8%.

Walter said last year COLA was 2% and the boards compromised on an increase of 2.5%. Over the last 5 years COLA has gone up 6.5% and employees have received raises of 9.5%. We have exceeded COLA every year; therefore they are ahead of the game. Raises have generally averaged about 2% and he feels trying to keep them at around 2% is a good idea.

Scott said at town meeting many people from the community talked about not getting healthcare or cost of living increases. Many people in the community are experiencing hardship due to the cost of living. He is still getting that feedback from well-educated, hard-working people.

Nat asked Walter if his calculations showing employees are ahead overall compared to the cost of living took into consideration that employees are now paying more for healthcare than before. Walter said in his mind the two things are completely distinct issues. The numbers he gave did not take that into consideration. Nat said the two are related in his mind. Doug said his recollection is that last year we balanced the two things. He thinks we should consider both.

Gordy said we want to make sure we can retain the employees we have. He would like to see an increase equal to the cost of living and he would like the employer share of the health insurance cost to remain at 91%.

Anne Mullins said she is in her 20th year here and she has only gotten a raise once (other than a cost of living raise.) Susan hasn't ever gotten one. Anne mentioned an employee who is considering getting a different job with better healthcare if the employee's spouse, who currently has wonderful healthcare from their employer, retires. There are jobs paying \$30/hour that people working here could apply for. We don't want to lose people.

Brian said raises for town employees will be effective January 1 from this point forward. The town has budgeted for a 3% increase.

Scott said he appreciates everyone's hard work. Public service jobs are paid for by taxpayers. Many people in public service feel they deserve higher wages so they leave for a higher salary. That is the way things are stacked for public sector jobs.

Walter said we should remember our retirement plan. Municipal employees may make more than private sector employees over 60 years. He feels our health insurance is better than the other employer's health insurance Anne had mentioned. Anne disagreed.

Phil asked, we don't have a pay schedule based on years of service? Scott said we have tried to come up with such a schedule. A personnel committee of the trustees and selectboard talked about step increases but unfortunately it has gone nowhere. He would love to rekindle that effort.

Walter moved to approve a 2% increase in pay for shared employees. The motion died for lack of a second.

Scott moved to approve a 2.5% increase in pay for shared employees, seconded by Gordy.

Mike said the selectboard discussed 3% last year. That number is out there. We wouldn't look good if we went back on it. **Mike moved and Kyle seconded to approve a 3% increase in pay for shared employees.**

Eric said the 3% was the increase in the amount budgeted. It was not that we planned to issue 3% raises. If we start a trend of 3% increases we will have to budget for more than that because we want to make sure we have enough for the January 1 increases.

Mike and Kyle agreed to a friendly amendment, changing the pay increase in the motion to 2.8%.

Scott said last year the boards agreed to split the difference between their two motions. **Mike and Kyle agreed to a friendly amendment, changing the pay increase in the motion to 2.65%.**

Scott withdrew his motion with Gordy's concurrence.

Scott moved to approve a 2.65% increase in pay for shared employees, seconded by Phil.

The selectboard motion was passed. The trustee board motion was passed with Walter opposed.

4. *Health Insurance Premiums*

Meredith said she and Brian had come up with several scenarios based on the standard family Gold plan from Blue Cross/Blue Shield. Last year the premium for that plan was \$1846 per month. The employer covered \$1680 and the employee paid \$166.19. For 2019 the premium will be \$1894. If we kept the cost share the same (91% employer/9% employee) the employer share would be \$1724 and the employee share would be \$170. Over the course of the year the increased cost for us would be \$526 and the increased cost for the employee would be \$51.84.

Another scenario would be to split the dollar increase in premium cost evenly. In that scenario the employee share of the monthly premium would increase to \$190.19 and the annual cost to the employee would increase by \$288.

A third scenario is for the employer to absorb the entire premium increase. That would be an annual increase of \$576 for us and the employee would not see an increase.

Meredith said the difference in cost to us between the first and third scenarios is only about \$50. That is not a significant amount of money. It might be a sign of appreciation to say we can absorb the cost increase.

Walter said for the last 3 years both boards have agreed that any health insurance increases will be borne equally by the employee and the employer. That is scenario 2. The percentage increase in cost is only 1.13%. He wants to continue to have any increased health insurance cost borne equally by the employer and the employee.

Walter moved and Scott seconded to change the employer share of health insurance costs to 90% and the employee share to 10%.

Mike asked, the employee increase is about 1.1%? Walter said it is 1.13%. Mike asked, so employees would be ahead of the game by 1.5%? Walter said yes. Brian said if Mike is comparing the health insurance increase to the pay increase the percentages he is talking about are percentages of different figures. Mike said from what he can see employees are not going to fall behind.

Doug moved and Nat seconded to keep the employer share of health insurance premium cost at 91% and the employee share at 9%.

Walter asked if information about the insurance available from the two associations was discussed with employees. He feels employees might want to consider the association options, but they are much more limited in terms of choices. If employees were willing to go that route, we could go the other direction in terms of what we charge them.

Brian said he hasn't had direct discussion with town employees about the association options. We have been using a wide variety of plans. We currently offer all MVP and all Blue Cross/Blue Shield plans. Administrators felt that condensing down to 2 options for a modest cost savings would not be very palatable for employees. Meredith agreed. There would be a

lack of flexibility. Employees have been asked to pay more but also given more options. She and Brian didn't want to go backward in terms of options for a modest savings. Brian said he thinks we would see more savings from having more employees move to MVP than from locking ourselves into an association.

Doug said the last election coalesced in his mind the importance of insurance benefits to people. His legal work primarily has to do with people being bankrupted by lack of insurance. We have very valuable employees. We ought to send a message of appreciation to them. Mike said in that case we should go to the third scenario. Nat said he supports that. He thinks that would be a way to tell employees we appreciate them but he is willing to go with scenario 2 in the spirit of cooperation with people who don't agree. Mike said he would support scenario 3 also, but that one is not going anywhere. Nat agreed it is not going anywhere.

Eric polled his board and said he feels the selectboard motion on the table would pass overwhelmingly.

Scott said at town meeting he listened to community members speak about how hard they work and how they are not well paid. They are paying their own health insurance and struggling to get by. He hears similar things as he walks through the community. He is hearing this from professional people who work day and night to get by. He values everyone's work but our people are paid by tax dollars so he has a hard time with this. Our employees might leave but we might have community members leaving as well.

Eric said he hears what Scott is saying, but he learned years ago that the selectboard can only affect about 25% of the total tax bill. The vast majority depends on the school. We can't balance the school's budget on the town's budget. We don't have that kind of money. We have to do what we believe is right for our employees and our equipment and look out for the best interest of the town and not try to base our budget on what the school is doing.

Nat said there is not a lot of impact on taxpayers from this compared to the impact on our employees. If we treat employees well we get our money's worth. He feels this is a small investment to get quality people.

Anne said Scott works for the state. What does he pay for healthcare? Scott said he pays quite a bit. Anne asked him, you get it for the rest of your life, right? Scott said he pays for that. He pays a lot more than 10%. Anne said when she came here health insurance was totally free and no one ever told her it could change.

The selectboard motion was passed.

The trustee board motion failed with 3 voting against it.

Gordy said he was in favor of a 2.5% pay increase and he later agreed to 2.65% but he was also in favor of scenario 1 and he is still in favor of it.

Walter suggested that the boards meet halfway with a 90.5% employee share. Eric said he heard selectboard members discussing being in favor of scenario 3. He thought scenario 1 was the compromise. Nat agreed.

Phil moved and Bob seconded to keep the employer share of health insurance premium cost at 91% and the employee share at 9% and the motion was passed with Walter opposed.

5. *Merger RFP*

Brian said one contentious point has been about the output of the study. The current language in the RFP suggests that the product will be guidelines about what the effect would be if we pursued a variety of scenarios and what the next step would be for each scenario. This is changed from the last version. Another point of contention was about comparable communities – whether they necessarily would have all the features listed or only some of them. The language in this draft indicates comparable communities just need to have some of the features and those features have to be relevant to the point in hand. A claim made in the study related to utilities would have to be based on comparison with a community with utilities but a claim about wages would have to be based on comparison with a community with similar demographics. Stowe, for example, has similar utilities but wildly different wages. For a claim about economic impact, Johnson and Stowe might not be very comparable.

Meredith said trustees talked about these issues and have some proposed language changes. Gordy said one thing the trustees feel strongly about is that they want the RFP to say that similar towns and villages would be rural and would have municipal utilities. The trustees strongly feel that any comparison has to be with municipalities that have utilities. The village is utility-driven. It wouldn't be fair to ratepayers and taxpayers to compare to any other municipality that doesn't have a utility.

Nat asked, the trustees want to strike the language saying “or have similar demographic profiles?” Gordy said yes. They want to emphasize the utilities. Demographic comparisons are somewhat open-ended. Who is to say what the comparison is?

Brian said if we say similar communities are rural, have utilities and have similar demographics he doesn't think we will find many.

Phil said the trustees also propose saying that the consultant should create a cost benefit analysis of 5 scenarios: full merger, partial merger, more sharing, less sharing, and staying the same.

Eric said he would like to keep in language about similar towns and villages having similar demographics because of the scenario Brian highlighted. We don't want to be compared with Stowe because of the difference in demographics.

Scott said his problem is that there is no definition of demographics. Most of what the trustees do is running the power, water and wastewater utilities. To exclude that in any study seems wrong.

Brian said his thought in leaving the language about demographics a little vague is that demographics examined need to be relevant to the claims that are made. If a claim is made about how our demographics will be affected by a merger the characteristic the claim is about is what needs to be compared to a similar community.

Gordy said he wants us to stay away from comparison to a municipality that doesn't have a utility.

Scott said he hasn't heard why Johnson should not be compared to Stowe. We don't want to pigeonhole ourselves into comparisons only within Vermont. We could compare to municipalities in New York or New Hampshire. Every community has differences.

Walter said the town and village have different demographics (net income, age, etc.) so there is the question of which we should compare to.

Nat said it makes sense to him that Johnson needs to be compared to a community that has a utility. He doesn't have a strong opinion on demographics.

Walter suggested "or" should be replaced with "and" in the statement about similar communities.

Mike asked, if the changes the trustees want are made, will this be approved tonight? Walter said he will be done with it.

Eric asked if changing from "or" to "and" would address the village's concerns. He agrees that Johnson needs to be compared to communities that have municipal utilities, but not ones that are demographically different.

Scott brought up Mike's comments at the last selectboard meeting about the town going it alone on the RFP and questioning whether the trustees would come back asking for more changes if the selectboard agrees to the language they want. Comments like that are making him feel uncomfortable. He would hope Mike would think enough of the trustees to believe that if they agree to something tonight they will not later ask for changes to derail the process.

Mike said this whole process started in June. Now it is December. By the time we go out to bid we won't have a thing by town or village meeting. This RFP is watered down compared to what the selectboard originally wanted. The selectboard wanted recommendations. This has gone back and forth. He did ask, if the selectboard agrees to the trustees' changes will we go forward? There is a perception among the townspeople that we would have something for voters by town meeting. It is obvious that we won't have it. He is disappointed that we didn't move forward faster. If the comments he made about the town going it alone encouraged someone to get moving, that is fine with him. He saw the trustees dragging their feet. That is how he perceived it. If he was wrong, he apologizes.

Walter read the article approved by the voters of Johnson. It calls for a study to establish fiscal benefits and costs of a merger. Nowhere does it mention recommendations or scenarios. It just talks about establishing fiscal benefits and cost. That is very defined, limited and focused. He feels the trustees are the ones honoring the wishes of the voters.

Doug suggested we could ask for a brief report on similarly situated towns.

Gordy said it frustrates him that the perception on the selectboard is that it is all the trustees slowing this down. The trustees were ready to sign the RFP a couple of months ago but it keeps getting changed. All they pushed for was that any comparison had to be with communities with utilities. All ten board members in this room share the blame if the RFP is not done yet. It hasn't been only the trustees who wanted to change the RFP.

Nat said let's focus on what we need to do now and not worry so much about what we should have done 3 months ago.

Anne said let's stop the blame. Let's just do something. She said she thinks the town wants to know what people recommend. What is the point if we are not going to get a recommendation?

Doug repeated his suggestion for wording. Phil read what the wording would be with the change: "a brief report on the experience of similarly situated towns and villages that have considered merger. What hurdles or unexpected results have they faced? Why did they merge? Similar towns and villages would be rural and have municipal utilities." The words "or have similar demographic profiles" would be removed.

Walter moved and Scott seconded to accept the proposed change to the merger RFP regarding comparisons to other communities.

Nat moved and Kyle seconded to accept the proposed change to the merger RFP regarding comparisons to other communities.

The selectboard motion was passed. The village trustees' motion was passed.

Phil read the wording the trustees propose regarding the product of the study: "Create a cost-benefit analysis of the following scenarios: full merger, partial merger, more sharing, less sharing or stay the same."

Walter moved to accept the proposed language to the merger RFP regarding the product of the study. The motion was seconded.

Doug moved to accept the proposed language to the merger RFP regarding the product of the study. The motion died for lack of a second. Nat said he wanted to discuss the language.

Walter said the word "extrapolate" in the current draft asks for a conclusion. The trustees changed the language to comply with what the voters approved – giving us an analysis of

costs and benefits. There really are more than 3 choices; there are 5. They felt that an analysis of costs and benefits should include all 5. They do not want conclusions to be provided and they did not want the word “extrapolate” as that is also asking for conclusions. Scott said the trustees are trying to follow the intent of the voters.

Nat said it is not clear to him why the suggested change is closer to what was passed on town meeting day. Walter said “extrapolate” is asking for a conclusion. The voters just asked for costs and benefits. The trustees want to say “create a cost-benefit analysis,” not “extrapolate from the analysis of costs and benefits.”

Anne asked, you’re saying you don’t want a conclusion because you don’t think that’s what the townspeople want? Several trustees said yes. Gordy said that is based on the wording of the article that was voted on and the petition.

Walter read the article that was voted on. He said he has to follow the article. The consultant should just give numbers and not draw conclusions. The selectboard, trustees and voters will draw the conclusions.

Anne asked, the board doesn’t care what the conclusion is? Walter said he wants to see good analysis and then he will make his own decision.

Anne asked how the board feels. Walter said they won’t know until they get the analysis.

Kyle said the whole point in getting a third party to look at this is to get objective third party analysis and a conclusion because we aren’t going to be able to do that in a way that feels fair to everybody.

Walter said that is not what the voters said.

Lucia said analysis does generally mean a conclusion. An analysis will make a recommendation. She is hearing some inconsistent perspectives.

Gordy said we want all the facts and scenarios to present to the voters but he doesn’t want someone who doesn’t live in Johnson to tell us which is the right way to go. He wants each voter to make their mind up. We will give them the information without prejudice.

Scott said there was a lot of angst at the meetings about fair and objective review. A recommendation clouds the water a little. It is no longer scientific. It is no longer objective. There will always be people who say the recommendation was made because of who the consultant knows. He heard concerns about this being swayed. He feels we should just have analysis and go back to the village and town voters. Everyone has a vote at that point.

Doug said when he goes to a doctor he asks for test results and then asks for a recommendation. He thinks it is a bad use of money to ask someone to just give us numbers and not give us analysis of that based on their experience. We shouldn’t hire someone who is incapable of that.

Scott said there will be cost-benefit for each category. It won't be very hard to look at the cost-benefit for each scenario. It's not outside most people's comprehension to look at the pluses and minuses in each category. We can have open discussion with our voters on that.

Mike said he thinks the town's perspective is different than the village's. We are looking for something more in-depth and a recommendation. For him, without a recommendation it is a watered-down analysis. If we feel strongly that the village is out of sync with the town there is no reason the town can't go it alone.

Nat said it seems we are close to agreement. We are talking about analysis vs. extrapolation.

Lois Frey said she is thinking of this as an opportunity to create a sense of community. At town meeting we identified a problem to be fixed. We can identify scenarios and get cost-benefit information and then get people to make a decision. If we have that information laid out then everyone can be part of the decision.

Doug said he thinks the costs and benefits aren't only financial. Gordy agreed. It is not just dollars and cents. There are also intangibles such as quality of service. As this process goes along we can't just look at the dollars and cents of each category.

There was a question about whether the question of merging the town and village came up because there were complaints that village residents were paying twice for things through their taxes. Scott said that was a small piece. Walter said village taxpayers would pay less in taxes if there were a merger.

Phil read proposed wording: "Analyze the cost and benefits to describe the potential scenarios: full merger, partial merger, more sharing, less sharing, or staying the same. What would be the impact on the town and village if the town and village merged, stayed the same or increased sharing?"

Nat moved to accept the proposed language to the merger RFP regarding the product of the study. The motion was seconded.

Walter withdrew his previous motion. Walter moved and Scott seconded to accept the newly proposed language to the merger RFP regarding the product of the study. The motion was seconded

The selectboard motion was passed with Kyle opposed. The trustees' motion was passed.

Anne asked, once the study is done, is there going to be a town meeting to vote on it or is it up to the boards? Eric said at some point it will go before the voters. It is not something this board could decide on its own.

6. *Lynda Hill Foyer Proposal*

Lynda Hill said she would like to paint the lobby. She will do it herself with some help. She only needs about 4-5 gallons of paint. She also would like to repair cracks in the walls. She would probably do the work in January. She estimates the cost would not exceed \$300.

Scott thanked her. He asked if we have insurance to cover this. Lynda said she has insurance. Brian said she would probably be covered by town insurance as volunteer activity. He can check.

Lynda said she was thinking of soft gray or soft sage green and keeping the woodwork the same color as now.

Mike moved to authorize giving an amount not to exceed \$300 to Lynda Hill for painting and wall repair in the municipal building foyer. The motion was seconded and passed.

Walter said he wonders if we want to pay more to improve the lobby in other ways. He would like to give Lynda a little more in case she needs to bring in a carpenter. **Walter moved to give Lynda Hill a budget of up to \$600 for painting and repairs in the municipal building foyer, of which the village would pay half, Scott seconded and the motion was passed.**

Mike moved to give Lynda Hill a budget of up to \$600 for painting and repairs in the municipal building foyer, of which the town would pay half, Nat seconded and the motion was passed.

7. *Maintenance of Municipal Offices and Other Jointly Owned Buildings*

Brian said 3 sides of the municipal building have been completed. The siding still needs to be replaced on the side facing the parking lot and on the tower. He doesn't anticipate as many problems on that side, but there were unanticipated problems on the east side of the building. There can always be unexpected events. We will replace quite a few windows.

Another thing to consider, maybe not in the same year, is landscaping. The landscaping between the parking lot and the building is not likely to survive the work on that side of the building so it would be a good opportunity to revisit what want to do with landscaping there and also in the patio area.

The RFP on the old mill building didn't get a great response. We tried to work with some contractors to get an analysis of the building, but they weren't really interested. Should we put out another RFP or contact people we think are likely candidates?

Gordy asked Meredith where we stand financially. Meredith said the work on this building went over budget this year. Money we had budgeted for the old mill house got consumed by the municipal building work. She doesn't expect we would need to budget more in 2019 than we budgeted this year.

Walter said for the municipal building he would want priority one to be fixing up the patio area and maybe doing landscaping between the building and parking lot. He doesn't think waiting one more year on the siding will hurt us in terms of things rotting. He would say we should work on the patio first and the tower second. The patio is our face where people walk in. He doesn't want to spend a nickel on the old mill building until he knows what has to go into it. Who knows what contamination that building has? Until he has a good analysis he doesn't want to spend on it. He doesn't want to spend money on paint and siding knowing there could be contamination issues.

Scott asked if the RFP was just for painting. Walter said it was for the analysis Walter wants – on the condition of the building and the estimated cost for complete refurbishing.

Nat asked if that is substantially more than a basic home inspection. Brian said he thinks we could start with a home inspector, though what we want is likely to be beyond their scope.

One person commented that home inspectors won't get into structural integrity of buildings.

Doug said the Brownfields Committee is doing data gap analysis in the area of the old mill building. He thinks this needs to be coordinated with that. Meredith said reaching out to the contracted consultant working on the talc mill property might be a good choice. They have some knowledge of the building. Scott said the Brownfields work is looking at contamination, not structural integrity. He thinks we want to look at structural integrity. Doug said he thinks both have to be looked at.

Scott said we have to consider the bigger vision of what we are doing with town properties. We could get rid of the old mill building as Walter has suggested, because that is a hot spot for recreation. But we have to think about where to locate the food shelf, the Boy Scouts and Troy's office. Meredith said this is related to the item Brian added to the agenda. LCPC will continue to work on development of the talc mill and Manchester Lumber properties.

Meredith said her only concern with delaying the siding replacement is the question of how long the same siding will continue to be available.

Anne asked, can we get the carpet replaced downstairs? It is 20 years old. Meredith said 2 years ago we budgeted for interior work and it got consumed by the cost of the siding work. Brian said once we finish outside he thinks we need to turn our attention inside. He said we can thank Anne for the improved condition of the floors upstairs.

Eric said we have not been investing any money in the old mill house. It is an asset. We are neglecting our responsibility to the taxpayers if we don't keep it up. Structurally it appears to be sound but we need to have someone evaluate it. He thinks we need to invest in that building.

Phil said it seems there are 3 different things we should do – hire a home inspector, hire an engineer for structural analysis, and get the Brownfields analysis of possible contamination.

Doug said home inspectors have standardized fees for commercial properties. Meredith and Brian should decide which inspector to use and hire someone to inspect as if they were doing an inspection for a bank for financing. The rest of the board members agreed.

8. *Appreciation Dinner*

Eric said he and Gordy have talked about this. In the past there used to be a gathering of all elected officials with all employees for an appreciation dinner. Since then there has been a complete turnover of all employees except Rosemary.

Walter brought up the question of inviting other town boards. Doug said he thinks they should be invited. They are the soul of the community. There is real benefit to meeting one-on-one and chatting.

Eric said one question would be where to have the dinner. Anne said the armory has a big room people can use.

Lois asked how something like this would be funded. Gordy said in the past each person had to pay for their own meal.

Gordy said he thinks politics will get worse with the upcoming merger discussion. He thinks it would be good for people to get together and talk. There is the question of whether to have the meal catered or go to a place where we would pay per plate. He thinks we would want Meredith and Brian to poll employees to see if they would want to come.

Scott said the VFW could be good place to have it.

Nat said it has to comply with open meeting law. Walter said no, it doesn't, because of changes to the law that were made last year. This is a social function. Eric said as long as we take no action it is not considered a meeting due to the change the legislature made.

Nat said if it is an event where people have to pay he wants to take care of our employees using town and village funds.

Gordy said another question is whether to have it during working hours or after work. Anne said we never know when the plow guys will be working. Eric said we used to do it on the weekend when spouses could attend.

Both boards supported the idea of an appreciation dinner. Eric and Gordy will work on planning.

9. *LCPC Grant*

Brian said LCPC got a USDA Rural Development Grant to work with Johnson on advancing development of the Manchester Lumber and former talc mill properties. They applied for and received this grant at our behest. We had asked for this quite a while ago for marketing to support the redevelopment efforts for the 2 most likely candidates we had identified. LCPC wants direction from us on how best to use the funds for marketing.

Scott asked if the owners of the Manchester property are willing participants. Brian said the last time he talked to them they were willing to hear proposals though they were not actively marketing the property.

Walter asked what the grant allows us to do. Brian said he reads it as marketing to bring the properties to the attention of developers and determine what potential there may be for redevelopment. Meredith said this was a follow-up to the Railroad Street study. The grant will fund LCPC staff time. Lea Kilvadyova will probably be the main one assigned to work on this. We will reach out to developers.

Scott asked if we can add Parker and Stearns. Brian said he would have to look at our grant proposal and whether we named specific sites we would use the money for. If we identified them by name we can't add another one. Meredith said she thinks we did name them. She thinks the USDA may be open to allowing a change but we would have to get permission.

Brian said LCPC will be reaching out to the two boards asking for representatives to be involved in this effort. They could be board members or him or Meredith.

Meredith and Brian agreed to try to add the Parker and Stearns property.

Meredith said she thinks Lea might be looking for suggestions on how to approach developers – individually or at a gathering?

Walter said we will want to put together a book with all the information on what is available – square footage, etc. – that we can hand to a developer.

10. Adjourn

Gordy thanked everyone one for listening and being civil. He thanked the moderator for her help.

Walter moved to adjourn the village trustee board meeting, the motion was seconded and passed and the trustees adjourned at 8:40.

The selectboard meeting was adjourned at 8:40.

Minutes submitted by Donna Griffiths