



**TRUSTEES MEETING NOTICE & AGENDA**  
**WEDNESDAY, APRIL 25, 2018 at 7:00 PM**  
**81 MAIN STREET, ESSEX JUNCTION, VT 05452**

1. **CALL TO ORDER/PLEDGE OF ALLEGIANCE TO FLAG** [7:00 PM]
2. **AGENDA ADDITIONS/CHANGES**
3. **APPROVE AGENDA**
4. **GUESTS, PRESENTATIONS AND PUBLIC HEARINGS**
  - a. Comments from Public on Items Not on Agenda
5. **JOINT MEETING WITH ESSEX SELECTBOARD**
  - a. \*Manager's Personnel Updates – Evan Teich
  - b. Presentation of staff work plan for consolidation and alignment – Evan Teich
  - c. Trustees and Selectboard work plan for consolidation and alignment – Evan Teich
  - d. Goals and process for annual joint evaluation of Unified Manager – Evan Teich
6. **CONSENT AGENDA**
  - a. Radar list of joint Selectboard and Trustee work items
7. **EXECUTIVE SESSION**
  - a. \*An executive session may be requested for evaluation of a public official
8. **ADJOURN**

*Meetings of the Trustees are accessible to people with disabilities. For information on accessibility or this agenda, call the Village Manager's office at 878-6944.*

**VILLAGE OF ESSEX JUNCTION TRUSTEES  
TOWN OF ESSEX SELECTBOARD  
SPECIAL JOINT MEETING MINUTES  
April 25, 2018**

**BOARD OF TRUSTEES:** George Tyler, Village President, Dan Kerin, Elaine Sopchak, Andrew Brown, Lori Houghton.

**SELECTBOARD:** Max Levy, Chair, Michael Plageman, Irene Wrenner, Andrew Watts, Elaine Sopchak.

**OTHERS PRESENT:** Evan Teich, Unified Manager; Greg Duggan, Deputy Town Manager; Lauren Morrisseau, Finance Director; Christopher Stoneman; Vincent Dober; Jerry Fox; Dawn Hill-Fleury; Marie Froeschl; Margaret Smith; Terry Stein; Marybeth Redmond; Diane Clemens; Jim Bernegger; Mary Lou Hurley; Betsy Dunn; Bruce and Mary Post; Barbara Higgins; Harold Lewis; Yvonne Jarvis; Colin Flanders, Essex Reporter.

Mr. Levy called the Selectboard (SB) meeting to order at 7:00 p.m. Mr. Tyler called the Board of Trustees (BT) meeting to order at 7:00 p.m.

**CALL TO ORDER/PLEDGE OF ALLEGIANCE**

Mr. Levy invited those present to join him in reciting the "Pledge of Allegiance."

**AGENDA ADDITIONS/CHANGES**

A memorandum from Max Levy and George Tyler dated April 2, 2018 to the Selectboard and Trustees regarding Documents for Our Next Joint Meeting.

**APPROVAL AGENDA**

**MICHAEL PLAGEMAN MOVED AND IRENE WRENNER SECONDED A MOTION TO APPROVE THE AMENDED AGENDA. THE MOTION PASSED 5-0.**

**PUBLIC TO BE HEARD**

Ms. Marybeth Redmond from the Vermont Commission on Women (VCW) explained that the VCW is distributing a statewide survey on behalf of girls and women in Vermont. The goal of the survey is to determine the economic issues for women and girls, who experience a lot of economic insecurity. She asked that the SB help to spread the word about this survey as they are looking for as much information as possible. The VCW would like to reach the more underserved population of women and girls and reported that, in the responses so far, the VCW has learned that there are immense challenges for elderly women. She gave the SB a copy of the survey.

Ms. Marie Froeschl urged the SB to have equal representation for charter changes, and she finds it unethical to not have equal representation in this forum.

49 Mr. Jerry Fox stated that he had no problem with Ms. Sopchak serving on both boards. He cautioned  
50 her to tread carefully when there are opposing views between the Boards. He was concerned that there  
51 was not equal representation on the Essex/Westford School District Board (EWSB).

52  
53 Ms. Diane Clemens, member of the EWSB, clarified that there is appropriate representation from the  
54 former entities. There are two representatives from Westford, four representatives from the Chittenden  
55 County Supervisory Union and four representatives from the Essex Town School District. She stated  
56 that the intent still remains to have this fair representation, and she invites the public to attend their  
57 meetings twice a month on Tuesdays.

58  
59 Ms. Wrenner urged the SB to look at the unequal representation between the Town outside the Village  
60 (TOV) and the Town inside the Village (TIV) with regard to municipal governance. She stated that this  
61 disparity has not been addressed as they move forward with joint discussions. She presented a petition  
62 with 280 signatures and asked that this petition be put on a future agenda for discussion.

63  
64 Ms. Terry Stein asked if there was equal representation on the EWSB, and the reply was, yes. She  
65 asked where the breakdown was with regard to the perception of a lack of representation on the EWSB.  
66 Why did one half of the Town think it doesn't have representation on the EWSB? Mr. Levy wasn't sure,  
67 and Mr. Tyler thought that it might be due to a concern regarding the future elections for the EWSB,  
68 which could cause a change in the structure of the board. The second reason for the confusion could be  
69 a separate issue regarding consolidation discussions between the BT and the SB and a difference on  
70 how to approach that issue. He added that the municipal governments have nothing to do with the  
71 schools. Ms. Stein requested that, if this petition is being discussed at a later agenda, to make sure that  
72 the elections will still be based on fair representation. Mr. Levy understood that there is nothing in  
73 place today in the legislation that wants to change that representation. Mr. Watts asked what the petition  
74 was asking. Mr. Teich read the following:

75  
76 “State of Vermont Chittenden County, we, the undersigned legal voters of the Town of Essex hereby  
77 call on the Selectboard to  
78 1) Study current representation imbalances that are inherit in some school and municipal frames  
79 2) Acknowledge instances of inequitable representation  
80 3) Work to reform archaic incomplete and/or inadequate government structures in order to provide, for  
81 example Town outside the Village voters an independent voice in school and municipal manners on par  
82 with their Town inside the Village counterparts  
83 4) Make this a priority”

84  
85 Mr. Levy stated that they will place this on a future agenda for a complete discussion.

86  
87 Ms. Wrenner clarified that the SB warned the school vote this year, which she understood has never  
88 been done before. As a result, the TIV residents got to vote on the seat that had formerly been set aside  
89 for TOV residents. Additionally, if anyone had been interested in running for that seat, they could have.  
90 This is the “hiccup” they face this year and will face in the future unless something changes locally or  
91 at the state level, which has not been addressed yet.

92  
93 Ms. Clemens confirmed for Ms. Betsy Dunn that the TOV has four guaranteed seats on the EWSB,  
94 Westford has two guaranteed seats and the TIV has 4 guaranteed seats. Ms. Sopchak further elaborated  
95 on the legislation being referred to by Ms. Wrenner. She explained that at the last SB meeting, Ms.

96 Martha Heath explained that because there was an error discovered in the legislation, the Town had to  
97 warn the election this year. She stated that it was a one-time situation and that the Legislature is  
98 working to fix that problem. The SB cannot fix that problem, and if all goes as expected at the  
99 Legislature, it will not happen again. The intent is for the EWSB to warn its own elections in the future.

100  
101 Ms. Barbara Higgins asked how the voting will work with Ms. Sopchak on both boards. Ms. Sopchak  
102 replied that, technically, there is never a time both boards vote together so her vote will not count twice,  
103 and philosophically, she pledged to have as much integrity as possible to serve the entire community.  
104 Ms. Higgins asked if she would be recusing herself if there are opposing views between the boards. Ms.  
105 Sopchak replied that she will recuse herself per the Town policy, which states that a recusal is  
106 appropriate if a member will personally benefit from any decision.

107  
108 Ms. Betsy Dunn asked why there were minutes that did not disclose member names with their  
109 comments. Mr. Levy explained that those were not minutes, but a survey sent to the members on their  
110 thoughts on how to continue the governance conversation.

111  
112 Ms. Wrenner added that the language from S.257 is being worked on to be effective next year, so she  
113 didn't think they would see a vote on this language before the end of the session. Ms. Houghton  
114 explained that a vote can occur as early as January of next year and it can be made effective  
115 immediately.

116  
117 Ms. Marylou Hurley appreciates the discussion, but personally, she is not going to be able to feel  
118 comfortable as long as this situation exists.

119  
120 **JOINT MEETING WITH ESSEX SELECTBOARD**

121  
122 **Manager's Personnel Updates – Evan Teich**

123  
124 The issue is informing the SB and BT about personnel matters. Members decided that there was no  
125 need to enter Executive Session for this issue.

126  
127 Mr. Teich reviewed his memorandum dated April 20, 2018 regarding Personnel Updates with the  
128 members. Some of the highlights in Mr. Teich's memorandum include Mr. Travis Sabataso moving  
129 from his position as Town's Administrative Assistant/Human Resource Coordinator to Human Resource  
130 Director for the Town and the Village. A new position of Assistant to the Manager will be advertised  
131 and will include communication responsibilities and back-up minute taking as well as review of the  
132 minutes. This position will have a salary range of \$51,300 to \$54,150 and will be shared with the Town  
133 and the Village. Additionally, Ms. Patty Benoit, Administrative Assistant for the Village will retire in  
134 October, 2018 and Mr. Randy Viens, Town Assessor, will retire in December of 2018.

135  
136 Mr. Teich clarified for Mr. Levy that the new Assistant to the Manager position would be cost neutral to  
137 start. There is still an extra half position in reserve that will not be filled right now. Ms. Sopchak was  
138 delighted to hear of a communications position. Mr. Teich added that the position won't start until  
139 September.

140  
141 Ms. Wrenner asked about the search for a new Assessor, and Mr. Teich replied that he has not begun  
142 that process yet.

143 Mr. Watts asked that the new job descriptions include language that states both the Town and Village,  
144 and Mr. Teich agreed.

145  
146 **Presentation of Staff Work Plan for Consolidation and Alignment – Evan Teich**  
147

148 Mr. Tyler introduced the issue of informing the SB and BT about the staff work plan for consolidation  
149 and alignment. Mr. Bruce Post stated “Point of Order.” He wondered if the SB meeting was over and  
150 questioned the blending of the meeting on this issue as it had always been separate in the past. Mr.  
151 Levy confirmed for Mr. Post that this was a joint meeting, and they initially called to order the SB and  
152 BT meetings and the SB and BT are both going to be adjourned separately at the end.

153  
154 Mr. Teich reviewed his memorandum dated April 20, 2018 to the BT and SB. The memorandum  
155 summarized the work done to date and outlined a plan for moving forward with future consolidation.  
156 He discussed the creation of an Alignment Group that included staff from both the Town and the  
157 Village, a proposed staff work plan and questions to answer and issues to consider. He provided an  
158 example of efficiency that just occurred in the Public Works Department that saved the Village \$70,000  
159 since they could go out to bid as one department. More street work can be accomplished, which is the  
160 intent of the memorandum of understanding and benefits the entire Town and businesses. Mr. Teich  
161 also discussed the message he is receiving from staff, which is that they would like to see more team  
162 building and succession planning as well as being part of committee meetings. Mr. Levy thought this  
163 aligned well with feedback from Town Committee members who would like more communication and  
164 coordination with staff.

165  
166 With regard to aligning the budget, Ms. Morrisseau stated that she is starting to align the budgets so  
167 that the processes are the same and the line items are reflected in the same way. She agreed with Mr.  
168 Levy that the intent is to work towards what is best practice. On that same note, Mr. Teich reported that  
169 another message he hears from the staff is that they would like to approach the future as seeking and  
170 defining the “best way” rather than a “Village way” or a “Town way.” Mr. Teich stated that everything  
171 is done through policy, and Mr. Tyler emphasized that the process for policy changes includes changes  
172 being vetted by the staff, by the Boards through a public process and then voted on separately by each  
173 Board. Mr. Levy agreed that there were checks and balances in the process.

174  
175 Mr. Kerin added that when they are adopting similar policies, it is necessary to remember that there are  
176 union agreements and contractual agreements that would not be changed at this time. Mr. Teich stated  
177 that the Town will be talking with associations about aligning the terms of the contracts with employee  
178 manuals so it is not operating on five separate documents.

179  
180 Ms. Wrenner encouraged Mr. Teich to get feedback from employees on all different levels and not just  
181 the management. With regard to the Fire Departments, for example, the volunteers need to have input  
182 and be heard because without them, there is no fire department. She thought that a lot of opportunities  
183 for improvements may be teased out by talking to different people. Mr. Teich thought that was a good  
184 point. He reported that staff has been asking about using best practice and paying attention to more of  
185 the culture of the organization. He has received feedback that the staff would like to meet other people  
186 in the organization that they would not normally work with on a day to day basis so that they can be  
187 more of a team and a family and not just a collection of people who don’t know each other.

188  
189 With regard to the Fire Departments, Mr. Tyler noted that he has had the same conversation with Mr.

190 Teich because there can't be policy changes that drive away the volunteers. He suggested that, for  
191 alignment decisions that may impact service delivery, staff involve the SB and the BT at the ground  
192 level so it gives the public that extra level of assurance and brings some public perspective and  
193 oversight to the process.

194  
195 Ms. Wrenner wanted to make sure there was someone on staff making sure the Town is not missing out  
196 on what is going on outside of this alignment focus. Mr. Teich agreed, and Mr. Duggan pointed out that  
197 staff is very active regionally and state-wide through the Regional Planning Commission, State-wide  
198 stormwater efforts, community development practices and meetings with other managers.

199  
200 Mr. Brown stated that it was great to hear that staff values team building, finding the "best way" as  
201 opposed to the "Village way" or "Town way" and having flexibility and a willingness to work together.  
202 With regard to the timeline for alignment and charter changes, he suggested looking at the election of  
203 2020, during which there would be greater voter turnout, and Mr. Teich agreed.

204  
205 With regard to the Alignment Group, Ms. Wrenner suggested including members with institutional  
206 knowledge who may know what hasn't worked in the past. Mr. Teich agreed and noted that people will  
207 be added as needed.

208  
209 **Board of Trustees and Selectboard Work Plan for Consolidation and Alignment – Evan Teich**

210  
211 The issue is for the SB and Trustees to discuss consolidation and governance and agree to a work plan.  
212 With regard to Board Member Thoughts on How to Continue Governance Conversation, Mr. Tyler  
213 stated that he was "Member D," Ms. Houghton stated that she was "Member A" and Mr. Levy stated  
214 that he was "Member B."

215  
216 Mr. Tyler suggested hearing from each member on their thoughts with this issue, and members agreed.

217  
218 Ms. Houghton expressed that the most immediate step for her is to address the issue of tax equity  
219 because if it didn't get tackled, then things might remain in the status quo. She would like to see  
220 everyone in Essex paying the same taxes. She also would like to learn sooner than later if a full  
221 consolidation is not going to happen so that the Trustees can move to other important matters. If that is  
222 the case, the Town and Village could continue to work on joint communications and improving what is  
223 already consolidated.

224  
225 Ms. Sopchak agreed with Ms. Houghton, but was interested in moving slow and deliberative with  
226 consolidating departments. She felt working with smaller chunks would be better and would address  
227 the tax equity issue along the way. She suggested starting with the Public Works Department. She also  
228 felt they should revisit the way Heart and Soul provided outreach to the community as a way to engage  
229 the community since that was so successful. Ms. Houghton thought that the departments left to  
230 consolidate are really difficult. She reported that Heart and Soul is technically dormant, but that they  
231 still meet and have a plan to resurrect their efforts soon.

232  
233 Mr. Watts asked to add "assets" and "libraries" to the list of Areas that May Require outside  
234 Consultation. He disclosed that his wife is a Library Trustee for the Essex Free Library. He understood  
235 that the libraries may have different regulations to follow through the State Department of Libraries  
236 and that the Boards may need some assistance to understand how those affect any consolidation effort.

237 With regard to tax equity, he noted that it is not a 50/50 share, and he wants to know what the Village  
238 taxpayers get from the taxes they pay to the Town. He also noted that, should that Village \$3.4 million  
239 in taxes be added to the Town budget, it would mean a 13 cent increase to the tax rate for the Town  
240 outside the Village residents, which is “big to swallow.” He suggested looking at an incremental  
241 increase so it is not such a hardship. With regard to Thoughtful Growth in Action, he wondered about  
242 moving things forward and suggested that may be a good place to start. With regard to the Recreation  
243 Departments, he stated that it was a large chunk of the difference in tax rates between the Town and the  
244 Village and thought the consolidation plan from the department heads should be looked at soon.

245  
246 Mr. Tyler believes that the Village is sharing responsibility with the Town government for providing  
247 services to the entire community, but it is not being compensated for its share. All the services the  
248 Village provides are services that the Town would need to provide if the Village didn’t exist. Village  
249 residents are the only ones being taxed to provide its portion of those services, but people in the Village  
250 are sharing the responsibility of what the Town provides. As a result, he thought it was important to  
251 start with a grounded understanding of the funding structure and asked Ms. Wrenner if she saw any  
252 problem with his statements.

253  
254 Ms. Wrenner replied that she would counter that the same thing is happening to TOV residents with no  
255 representation. She gave an example of how the Town Highway Department is paving inside and  
256 outside the Village, but has no Board appropriately managing Village policies. She thought this needed  
257 to be revisited because it is a “chicken and egg thing.” She stated that if we go forward, we need to get  
258 buy in from the 11,000 residents (TOV) by affording them equal representation equivalent to the TIV.  
259 Then there could be conversations around a table with equivalent strength on each side. She suggested  
260 considering the idea, last year, of a cultural district for the Village Recreation Department and Brownell  
261 Library, which have much more in common than the two different philosophies, backgrounds and  
262 locations of the two libraries. Ms. Wrenner would like the members to be broad in thinking about the  
263 meaning of consolidation. Mr. Tyler, in that scenario, asked Ms. Wrenner if she would look to do a  
264 similar thing in the Town with the Recreation Department and Essex Free Library, so there is an  
265 adjusted tax rate in the Village and the Town or for the Village to have a cultural district, but continue  
266 to support the mirror entities in the Town. Ms. Wrenner did not think it was her decision, but wanted  
267 representatives from TIV and TOV to hammer that out. She stated that, right now, having a SB that has  
268 the big picture view only doesn't help anyone hammer out those compromises and is inappropriate.

269  
270 Ms. Sopchak was confused about the “chicken and egg” comment. She was hearing that there are  
271 solutions to the problems, but not until the SB solves the TOV problem and asked if that was accurate.  
272 Ms. Wrenner thought that was one way to look at it, but it might be a legislative issue for the Town  
273 Attorney and staff to address. Ms. Sopchak thought that was what the Boards and staff are already  
274 doing. She referred to the meeting on March 24th when the public told them to change how they were  
275 doing things and to move forward, which is what they are trying to do right now. She stated that this is  
276 not some capricious set up that the SB decided to do. It is State Statute, and they are working with a  
277 charter that is V.S.A. annotated and not something they can just fix. Ms. Sopchak did not think that the  
278 fixes Ms. Wrenner is proposing are any different than the proposed fixes from everybody else at the  
279 table. Ms. Wrenner understood that with consolidation of services, the Village tax rate has decreased,  
280 but she has never heard that this is helping the representation issue get fixed. She recalled that some of  
281 the “hiccups” and frustration from past merger efforts is that the Town has not had adequate  
282 representation and that will continue if we don’t work out ways that are fair to everybody. Ms. Sopchak  
283 stated that the Boards have been talking about representation at every meeting the last several months

284 and asked, “Why don’t we just focus on the future and get it done?”

285

286 Mr. Watts reiterated that he represents the TOV residents and resents being told that he doesn’t. Mr.  
287 Levy agreed that all selectman represent the entire community regardless of where the members live in  
288 the Town.

289

290 Mr. Plageman agreed with Ms. Sopchak. He did not understand the argument and agreed with Mr.  
291 Watts. He lives in the Village and serves on the SB, which he considers a privilege. He hasn’t heard  
292 anybody in six years say that his opinions are slanted one way or the other. It’s always been what is best  
293 for Essex. He is tired of listening to this and thought they should move on and get the work done. He  
294 thought tax equity and governance representation were the top two issues, but did not know which one  
295 should come first and if they should be addressed together or separately. He agreed with Ms. Houghton  
296 and Mr. Watts that there are tax inequities to deal with and need to be addressed and agreed with Ms.  
297 Houghton that they have “picked the low hanging fruit.” The rest won’t be quite as simple. Ms.  
298 Houghton commented that, based on the past, the two issues need to be tackled at the same time and be  
299 a parallel discussion.

300

301 Mr. Kerin advocates getting this message out to the public so that the public is not lacking for  
302 knowledge and understanding of any of these issues.

303

304 Mr. Tyler stated that any consolidation efforts should not hit the TOV with a large tax increase all at  
305 once, which would be a huge impact to those taxpayers. He would rather see this consolidation effort as  
306 something with overwhelming support from both municipalities. He believed that the process of what  
307 and how needs to be discussed and modified. He suggested that the members provide a list of ways to  
308 proceed so they can determine which ones overlap.

309

310 Mr. Brown agreed with the sentiment that it is not the “Village way” or the “Town way,” but the “best  
311 way.” He felt that the discussion on taxation and representation has to be a parallel process and  
312 suggested that the members look at the end goals to this process, be transparent about what they are  
313 doing and where they would like to see this effort go.

314

315 Mr. Tyler also thought they should ask “what is the end goal?” Mr. Levy agreed that they needed to  
316 define the end game and how they know when they’ve arrived. He believed in a sustainable community  
317 by working together and didn’t think it was insurmountable. He suggested looking at this issue into the  
318 future by 20 to 30 years to see if they are going to be in a better place. He suggested getting rid of the  
319 memorandum of understandings, changing the charter and getting the public involved. He believed in  
320 not a positive vote, but an expected positive vote because it was an effort by the public and something  
321 the residents want.

322

323 Ms. Higgins asked that each member be clear with their thoughts so that when they say “tax equity” or  
324 “consolidation,” it is clearly defined.

325 Each member took a turn explaining how each saw the end goal.

326

327 Ms. Sopchak’s end goal was one single community/municipality, one board, one budget, one set of staff  
328 and one day of voting, which included the school vote and a school and Town meeting before the vote.

329

330 Mr. Brown’s end goal was the same as Ms. Sopchak’s with one municipality, one board with equal



331 representation and a vote aligned with the school vote. He was not sure yet how the one board would be  
332 structured.

333

334 Mr. Plageman's end goal was the same as Ms. Sopchak and Mr. Brown's, but he wanted to add that he  
335 favored the Hybrid Model for Town Meeting and the vote. He was in favor of keeping Town Meeting.  
336 He was also not sure yet of how the one board would be structured.

337

338 Mr. Tyler's end goal was a consolidated community. He saw two charters for the first few years, which  
339 could provide a mechanism to solve tax equity and adjust it slowly. He favored voting districts so that  
340 no one part of the community dominates the other. He was basically in agreement with the comments  
341 so far.

342

343 Mr. Levy's end goal was a single sustainable community with one tax rate for all, one governing board  
344 with districts, if that makes sense. He has heard from the community that it was time to put the budget  
345 on Australian ballot.

346

347 Ms. Houghton's end goal was one community, one budget, one board with a representative structure,  
348 one vote using the Hybrid Model for Town Meeting, one economic development commission, one tax  
349 rate for all and a brand new charter, starting fresh. She would like to see Essex respected in the State  
350 for all that it has to offer.

351

352 Ms. Wrenner's end goal was in agreement with other members and to have one board. She thought that  
353 the at-large representation on the board is problematic so that working groups may be needed in its  
354 formative period. She also wanted a different date for the school vote because right after school  
355 vacation is not optimal.

356

357 Mr. Kerin's end goal was in agreement with everything said, but with one board doing things together  
358 and that the process be at a faster pace than more slowly. He also saw preserving the Village Five  
359 Corners as an Historic Center.

360

361 Mr. Watts' end goal is a single community, single board that is responsive to all the community and a  
362 co-mingling of ballots (sooner than later) so people can't see how each municipality voted.

363

364 Mr. Jerry Fox talked about how he saw the community being the most divisive ever when the high  
365 school was being merged. He suggested that the SB and BT have committees for each of the  
366 departments, such as libraries, recreation and public works, that would report to the Boards. He felt that  
367 more manpower was needed if they want to move faster and be successful.

368

369 Mr. Bruce Post felt that the revote in 2006 taught us to learn to do things together, and he recalled  
370 hearing that, if the Town and Village can learn to do things together over the assuming years, then it  
371 would be easier to merge later on. He has not kept up with the consolidation efforts to date, the cost  
372 implications and the savings, but noted that usually a merger results in some efficiencies. He suggested  
373 using the word "municipality" instead of "community." He didn't think this effort needed to take all  
374 that long and encouraged the SB and BT to make up their minds. He also suggested using the work  
375 from the Essex Governance Group (EGG), which had recommendations with a lot of good ideas and  
376 results from citizen surveys. With regard to a new charter, he was opposed to carving out a special  
377 district in the Village. If they are talking one municipality, then it should be one municipality. He would,

378 however, favor districts.

379

380 Ms. Mary Post urged the Boards to involve the public, which needs to know what is being talked about.  
381 She hopes that things will change because sometimes the discussions can be so vague and many of  
382 them that used to go to meetings had felt that they were treated as if their voice didn't matter. If they all  
383 get involved again, she hoped it would be in a really positive, honest way. Even if she didn't get what  
384 she wanted, Ms. Post hoped to feel heard and respected.

385

386 Ms. Dunn didn't think the Boards needed to start with a new charter from scratch as town charters are  
387 looked at regularly at the Legislature, and Essex could use those as models for its new charter. She  
388 favored one charter and thought the Boards should "jump in" and just do it. She didn't think what they  
389 named areas of the Town was important, and she was in favor of a hybrid model for Town Meeting and  
390 has heard from residents that they favor Australian ballot for the budget. She was also in favor of one  
391 vote and thought they could get this done quickly. She suggested using ad-hoc committees as there was  
392 so much expertise to utilize in our community and didn't think that would slow down the process.

393

394 Mr. Jim Bernegger has been involved with the Economic Development Commission for the past 18  
395 months and is a newcomer to the Town. He has taken a single entity and external approach with his  
396 work as a volunteer and is encouraged by tonight's discussion. He hears a single point of view, which is  
397 what he feels the members are charged to do. He stated that Essex is competing for a lot of resources,  
398 so a more united approach is essential.

399

400 Mr. Tyler suggested that members put in writing their end goals as the next step. Members further  
401 deliberated, and Mr. Tyler felt that it would be important to have a theoretical model and process to put  
402 before the public for a focus and a discussion.

403

404 Mr. Brown recalled governance models being presented at a past meeting and suggested bringing those  
405 back and doing a dry-erase board exercise at the next joint meeting.

406

407 Mr. Plageman was not quite ready to discuss having committees as he felt it was too early in the  
408 process.

409

410 Ms. Houghton suggested that each member submit their top three issues to be tackled and a list of  
411 potential committees with department heads to tackle them and then just start working.

412

413 Ms. Wrenner suggested setting up a doodle for more joint meetings. She thought they could be monthly  
414 as long as they were productive. She also wanted representation as a priority on committees.

415

416 Mr. Kerin agreed, but was concerned about getting the message out to the public as he was surprised  
417 that there was no coverage in the Essex Reporter on the joint meeting on March 24th. It was noted that  
418 press releases need to happen to ensure something goes into the Essex Reporter. He also added that just  
419 because you don't get what you want, doesn't mean you weren't listened to, it just means you didn't get  
420 what you want.

421

422 Mr. Watts expressed that democracy was designed to run slowly so adding meetings might not be  
423 helpful. He suggested that members add comments in writing on the proposed work plan and comments  
424 on what issues they need extra help with. Mr. Watts may not be available to attend additional meetings

425 as his work is involving more travel.

426

427 Mr. Teich thought that more meetings would work in this case to keep the momentum going as well as  
428 the camaraderie presented tonight, which is so important. He suggested each member comment on the  
429 definitions as well so they are understanding the meanings in the same way.

430

431 Mr. Tyler synthesized the discussion thus far with the following highlights, and Mr. Levy agreed:

432

1. hold another joint meeting soon that is dedicated to this issue

433

2. members provide comments on the work plan

434

3. comments about committees

435

4. comments on where outside expertise is needed

436

5. comments on solutions for governance and representation

437

6. first three priorities of tasks to accomplish

438

7. comments on the definitions

439

440 Mr. Tyler and Mr. Levy agreed to provide a summary and reminder memorandum to the members with  
441 a due date for comments. Mr. Teich agreed that staff would summarize the common end goals as well  
442 and then summarize the comments from each member for discussion at the next meeting. Staff will put  
443 out a doodle to determine the next joint meeting date and then proceed with future meetings as needed  
444 in order to keep the momentum moving forward in this collaborative way.

445

446 **Goals and Process for Annual, Joint Evaluation of Unified Manager – Evan Teich**

447

448 Ms. Wrenner suggested tabling this issue due to the late hour, and members agreed. Mr. Teich asked  
449 that this topic be discussed as a priority at the next joint meeting, and members agreed.

450

451 **IRENE WRENNER MOVED AND MICHAEL PLAGEMAN SECONDED A MOTION TO**  
452 **TABLE THIS DISCUSSION. THE MOTION PASSED 5-0.**

453

454 **GEORGE TYLER MOVED AND ANDREW BROWN SECONDED A MOTION TO TABLE**  
455 **THIS DISCUSSION. THE MOTION PASSED 5-0.**

456

457 **GEORGE TYLER MOVED AND LORI HOUGHTON SECONDED A MOTION TO APPROVE**  
458 **THE CONSENT AGENDA WITH TRUSTEE MEMBER COMMENTS.**

459

460 **CONSENT ITEMS**

461

a. Radar List of Joint Selectboard and Trustee Work Items

462

463 **There were no comments on the Consent Agenda.**

464

465 **THE MOTION PASSED 5-0.**

466 **ANDREW BROWN MOVED AND DANIEL KERIN SECONDED A MOTION TO ADJOURN**  
467 **AT 10:00 P.M. THE MOTION PASSED 5-0.**

468

469 **Respectfully submitted,**

470

471 Saramichelle Stultz, Recording Secretary