

LIST OF AGENDA AMENDMENTS AND HANDOUTS
VILLAGE OF ESSEX JUNCTION TRUSTEES
TOWN OF ESSEX SELECTBOARD
JOINT MEETING AGENDA
JULY 28, 2020

AGENDA ADDITIONS/CHANGES

6a. Approve minutes: June 23, 2020 (Trustees ~~only~~ *and Selectboard*); June 29, 2020 (Trustees ~~only~~ *and Selectboard*); July 6, 2020 (Trustees only)

ADDITIONAL HANDOUTS

6a. Memo and attachments from Tammy Getchell re: Revised draft minutes for 6/23 and 6/29

Memorandum

To: Village Trustees and Town Selectboard
From: Tammy Getchell, Assistant to the Manager
Re: Revised draft minutes for 6/23 and 6/29
Date: July 27, 2020



Issue

The issue is to provide the Selectboard and Trustees with the correct version of the 6/23 and 6/29 draft Joint meeting minutes.

Discussion

The draft Joint meeting minutes for 6/23 and 6/29 as included in the 7/20 Selectboard meeting packet and in the 7/28 Joint meeting packet are not the correct versions. I have included the corrected versions with edits and the clean copies for each meeting date. The changes are not substantive. I apologize for the error.

Cost

None.

Recommendation

It is recommended that the Selectboard and Trustees review and approve the amended draft Joint meeting minutes for 6/23 and 6/29.

**SELECTBOARD & TRUSTEES
(DRAFT)**

**TOWN OF ESSEX SELECTBOARD
VILLAGE OF ESSEX JUNCTION TRUSTEES
DRAFT JOINT MEETING MINUTES
Tuesday June 23, 2020**

SELECTBOARD: Elaine Haney, Chair; Vince Franco; Dawn Hill-Fleury; ~~Vince Franco~~; Patrick Murray; Andy Watts.

TRUSTEES: Andrew Brown, President; Raj Chawla; Dan Kerin; Amber Thibeault; George Tyler.

ADMINISTRATION and STAFF: Evan Teich, Unified Manager; ~~Greg Duggan, Deputy Manager;~~ ~~Sarah Macy, Assistant Manager/Finance Director;~~ Charles Cole, Fire Chief; ~~Greg Duggan, Deputy Manager;~~ ~~Jill Evans, Community Justice Center Director;~~ Rick Garey, Chief of Police; Ron Hoague, Police Captain; ~~Sarah Macy, Assistant Manager/Finance Director;~~ Travis Sabatano, Human Resources Director; Darren Schibler, Town Planner; Susanna Weller, Essex Restorative Justice Panel Coordinator.

OTHERS PRESENT: Kelly Adams; Doug Babcock; Rev. Richard Baker; Robert Bates; Tony Barr; Sonya Buglion-Gluck; ~~Morgan Candace; Carolyn~~; Stephan Cluett; Ned Daly; Tracey Delphia; Helen Diplock; Brian Donehue; Paula Duke; Myles Einhorn; Joe Engelken; ~~Jill Evans~~; Rep. Dylan Giambatista; Tracy Harrington; ~~Karen~~; Brad Kennison; Raghavendra Krishna; Brandi Littlefield; Erin Maguire; Susan McCormack; Kelly McCutcheon Adams; Donald Messier; Donald Miller; Russ Mills; Will Moran; Candace Morgan; Patty; Natalie; Roseanne Prestipino; Tom Proctor; Rep. Marybeth Redmond; ~~Richard~~; Abby Russin; Patrick Scheld; Brian Shelden; Liz Subin; ~~Sue~~; Joe Teegarden; Steve Trenholm; Andrea Van Liew; Tanya Vyhovsky; ~~Susanna Weller~~; Renzo White; Sue Wilson; Diana Wood; Irene Wrenner; Lorraine Zaloom; Andrea; Carolyn; Karen; Natalee; Patty; Richard.

1. CALL TO ORDER

Elaine Haney called the meeting of the Town of Essex Selectboard to order to enter into joint business with the Village of Essex Junction Board of Trustees at 7:24 PM.

Andrew Brown called the meeting of the Village of Essex Junction board of Trustees to order to enter into joint business with the Essex Selectboard at 7:24 PM.

2. AGENDA ADDITIONS/CHANGES

Mr. Duggan requested the addition of an email from Josh Simon to the reading file.

3. APPROVE AGENDA

AMBER THIBEAULT made a motion, seconded by DAN KERIN, that the Trustees approve the Agenda as amended. The motion passed 5-0.

PATRICK MURRAY made a motion, seconded by ANDY WATTS, that the Selectboard approve the agenda as proposed. The motion passed 5-0.

4. PUBLIC TO BE HEARD

There were no comments from the public at this time.

5. BUSINESS ITEMS

a. *Interviews and appointments for Essex Housing Commission

For this business item, Ms. Haney recused herself due to a professional relationship with one of the candidates, and Mr. Brown recused himself for a conflict of interest with his employer.

54
55 The Trustees and Selectboard members interviewed Mr. SchledScheld. He said his interest in
56 the appointment is due to his work with the VT Department of Housing and Community
57 Development, administering Community Development Block Grant (CDBG) grants. He said he
58 would look forward to being on the other side, working on housing from within the community. He
59 talked about wanting to help develop opportunities for affordable housing by rehabilitating units
60 and developing additional units. He said development should include building projects with a mix
61 of community living opportunities. He said downsizing and aging populations could be served by
62 developing existing housing units inside their properties and working with zoning boards to make
63 these options available. He said it would also benefit the community to work with non-profit
64 developers to offer senior housing that is affordable and convenient to downtown. He discussed
65 how he got started in the work he is in, through third world international opportunities, managing
66 AmeriCorps and working in disaster recovery with funding community housing. He said his
67 international experience will help shape efforts to overcome barriers to achieve goals.
68

69 The Trustees and Selectboard members interviewed Mr. Miller. He said he would look forward to
70 serving with the people being interviewed. He said he has been involved with and interested in
71 housing for his whole career, including remodeling old houses and doing carpentry work. He said
72 he also worked in social services and has interest in what can happen with housing in Essex to
73 reflect the needs of diverse populations. He said housing development in Essex should consider
74 each unit's full package of energy efficiency, community affordability and proximity to services.
75 He discussed remodeling projects to improve energy efficiencies. He said he is interested in this
76 position because of his background and would not be interested in serving on a different
77 committee.
78

79 The Trustees and Selectboard members interviewed Mr. Engelken. He said, with a BS in Finance
80 and Master's degree in real estate, he has worked on credit ratings for real estate trusts,
81 students, builders, etc. Working for Redstone, he conducts acquisition, underwriting and market
82 research for housing projects. The Housing Commission position interests him professionally and
83 personally. He said he's lived in Essex for four years, starting his family, and he wants to do
84 something for the community. He talked about the overarching issue of the short supply of
85 housing in the community, which, he explained, contributes to lack of affordability. He said more
86 development of housing could impact affordability and preserving older homes could contribute to
87 livability. He said renovating older homes for senior living may be a good idea. He discussed the
88 high cost of living in Vermont and said he would like to address how to help young professionals
89 who have to live with roommates to be able to afford housing.
90

91 The Trustees and Selectboard members interviewed Mr. Daley. He said he has been a resident
92 of Essex for 8 years. Throughout his background in engineering and construction he explained
93 that he focused on team building with owners, designers, and others on shared efforts. He said
94 this is important when working on housing issues because anything developed needs multiple
95 stakeholders to find agreements. Mr. Daley described his work on the Essex Planning
96 Commission as a position of reacting to issues that come up, while this position on the Housing
97 Commission would allow him to be proactive. He said retrofitting old housing and engaging
98 large-scale project opportunities both need to be considered to address the current demand for
99 housing. He said by creatively packaging projects they could better serve local housing needs.
100 Mr. Daley talked about how COVID and global warming may impact housing to be more
101 affordable and energy efficient and that these issues may be easier to address through
102 incentives. He said, in order to address the needs of young families and low income wage
103 earners, a mix of community development strategies are required. Mr. Daley explained he would
104 continue to serve on the Essex Planning Commission for one more year if he is appointed to this
105 position.

106
107 At the conclusion of these interviews, Mr. Brown and Ms. Haney returned to the meeting from
108 their recusals.
109

110 **b. Discussion of policing in Essex**

111 Ms. Haney made introductory comments about current events in the United States prompting
112 communities to examine their practices to ensure residents are safe, especially people of color,
113 and residents are not being discriminated against or experiencing racial bias. She said the first
114 step of this conversation in Essex is a presentation from Chief Garey and Captain Hoague,
115 followed by multiple meetings thereafter to hear from community members. Chief Garey
116 expressed outrage and sadness for the Death of George Floyd and condemned the misuse of
117 force from the officers involved. He introduced the importance of fair and impartial policing, de-
118 escalation, and reasonable use of force in the Essex Police Department (PD).
119

120 Chief Garey described the Essex PD's efforts in alignment with Vermont Legislation on policing.
121 He provided an overview of the department, discussed staff vacancies and described new officer
122 recruitment and screening practices. Captain Hoague detailed standards and expectations the
123 Essex PD holds for new officers.
124

125 Chief Garey talked about officer trainings: police academy trainings; Essex field probationary
126 trainings and mandatory ongoing training. He and Captain Hoague discussed specialized
127 trainings in de-escalation; use of force; diversity; fair and impartial policing and anti-bias. They
128 said Essex does more trainings in these areas than what is required in the state of ~~Vt~~Vermont.
129

130 Chief Garey discussed Essex officer promotions and transfer policies; codes of conduct; police
131 discipline recommendations related to violations and how complaints of officer inappropriateness
132 are filed, reviewed, and internally investigated. He said criminal misconduct investigations are
133 referred to ~~Vermont~~Vermont State Police or other ~~PDs~~police departments and shootings are reviewed
134 by the State of ~~Vt~~Vermont Attorney General's office. He discussed the officer de-certification
135 process through Act 56.
136

137 Chief Garey discussed data collection, including the need for improvements in this area. He
138 talked about historical records; car ~~and~~and traffic stop data and crime reports accessible through the
139 Essex PD website. He discussed the longevity of Essex's car camera efforts and the plan to
140 implement body cameras.
141

142 Chief Garey described community collaborations with the School Resource Officers (SRO) for
143 school security; the Community Justice Center for restorative justice; and the Community
144 Outreach partnership with the Howard-Center embedding mental health workers and counselors
145 with officer dispatches, when needed. He said the department is open to community oversight
146 and feedback. Representatives from CJC and Howard Mental Health provided more information
147 about Essex activities within their partnerships with the Essex PD.
148

149 Chief Garey said rules and regulation policy reviews and revisions are ongoing within the
150 department. He pointed out fair and impartial policing and response to resistance strategies in
151 these policies. Captain Hoague discussed recent policy updates. Chief Garey explained that the
152 PD does not use military equipment.
153

154 Captain Hoague shared his list of what he would like to do as the new Chief of Police, including
155 increased reporting to the Selectboard; increased transparency with the public; community
156 collaboration; body cam implementation; SRO program review; and establishing a fair and
157 impartial policing advisory committee.
158

SELECTBOARD & TRUSTEES
(DRAFT)

June 23, 2020

Ms. Haney opened community comments, limited to two minutes each:

Reverend Rev. Baker asked Captain Hoague if he would be willing to fly the Black Lives Matter flag over the PD and requested more information about the PD De-escalation Training. Captain Hoague said he believes the PD needs to be an impartial organization that is seen as objective so he would not fly the flag over the PD because he would not want to, later, be encouraged to fly potentially contrary flags. He said he would provide more information on De-escalation trainings.

Ms. Adams said she hopes this conversation is the first of many. She discussed her experience as a white parent, realizing her privilege as she raises her children to see police officers as helpers. She said she would like this to be something all people can do and thinks there is a lot of work to be done to make this happen. She wants there to be a deep discussion about implicit bias and racism.

Ms. Vyhovsky spoke about being a social worker in a relationship with a person of color. She said conversations like these are essential and encouraged a community oversight committee to monitor and review all complaints related to the PD to ensure greater transparency. She also encouraged the PD to look to ACLU research suggesting that SRO's are a direct link to the prison pipeline, targeting children with disabilities and children of color. She said these jobs should be held by counselors and social workers.

Ms. Buglion-Gluck stressed the need for more opportunities for public comment and discussion on these issues. She does not believe the SROs are a good strategy because of the school-to-prison pipeline link. She shared her opinion that the current hours of implicit bias training required of Police Officers will not change the fundamental flaw that U.S. policing is focused on protecting white lives. She said it is crucial that the PD hears from people of color from the community. She said the meeting was not widely advertised and more opportunities are needed.

Ms. McCormick expressed her frustration that only half of the number of people who were present at the beginning of the meeting had to leave left before public comments began, because they started so late. She stressed the importance of fair and impartial community engagement to share the trauma and pain that residents feel over policing. She said making people wait two and a half hours perpetuates privilege of the a system of privilege versus people who cannot wait that long so late at night. She encouraged opportunities that are more equitable and inclusive.

Ms. Wilson said she heard that the PD would like the state to increase mandated trainings. She wondered if it would be helpful for residents to advocate to the legislature for this.

The Trustees and Selectboard expressed appreciation for Chief Garey and Captain Hoague for their informative presentation and agreed more community comment opportunities are needed. Mr. Brown suggested also establishing a process to ensure residents feel comfortable and safe to honestly share their points of view, and stories. Ms. Haney apologized to those in the community who may have wanted to speak but did not due to the length of the meeting. Mr. Brown thanked Captain Hoague and Chief Garey for attending the vigil on these issues, in uniform, where they took a knee. Mr. Franco requested information from Chief Garey about their opinions on how to establish a community oversight board. Mr. Murray said he has a list of questions he would like clarification on in a future meeting. He also requested information from the Howard-Center about if they have the resources needed for their work with the PD and COVID response.

6. CONSENT ITEMS

- a. Approve Minutes: June 8, 2020 (Trustees only); June 9, 2020 (Trustees only)

212 **AMBER THIBEALT made a motion, seconded by RAJ CHAWLA, that the Trustees approve the**
213 **Consent Agenda. The motion passed 5-0.**
214

215 **7. READING FILE**

- 216 a. Board Member Comments
217 o There were no comments from the board members at this time
218 b. Major Public Works Initiatives in the Town and the Village
219 c. Email from Ewing Fox re: Statement for Board Meeting Monday
220 d. Letter from Maura Carroll re Nomination to the VLCT Board of Directors
221 e. Email from Josh Simon
222

223 **8. EXECUTIVE SESSION**

- 224 a. *An executive session is expected for appointment of public officials.
225 Ms. Haney and Mr. Brown recused themselves from this agenda item due to conflicts of interest.
226

227 **ANDY WATTS made a motion, seconded by PATRICK MURRAY, that the Selectboard enter**
228 **into executive session to discuss the proposed public official appointment(s) in accordance**
229 **with 1 V.S.A. Section 313(a)(3) and to include the Unified Manager and the Assistant-Deputy**
230 **Manager. The motion passed 4-0 at 10:23.**
231

232 **GEORGE TYLER made a motion, seconded by DAN KERIN, that the Trustees enter into**
233 **executive session to discuss the proposed public official appointment(s) in accordance with**
234 **1 V.S.A. Section 313(a)(3) and to include the Unified Manager and the Assistant-Deputy**
235 **Manager. The motion passed 4-0 at 10:23.**
236

237 **VINCE FRANCO made a motion, seconded by ANDY WATTS, that the Selectboard continue**
238 **the meeting past 11 p.m. The motion passed 4-0 at 11:04 p.m.**
239

240 **DAWN HILL-FLEURY made a motion, seconded by VINCE FRANCO, that the Selectboard exit**
241 **executive session. The motion passed 4-0 at 11:15 p.m.**
242

243 **GEORGE TYLER made a motion, seconded by DAN KERIN, that the Trustees exit executive**
244 **session. The motion passed 4-0 at 11:15 p.m.**
245

246 Mr. Tyler said the boards were not going to decide candidate appointments to the Housing
247 Commission that night. Mr. Murray thanked all applicants and explained that the boards wanted
248 to take another month to put out the call for more candidates with a more diverse skill set. Any
249 new candidates would be interviewed at a joint meeting in approximately a month. Mr. Tyler
250 thanked the current candidates and asked them to not draw any conclusions about the board's
251 actions, just that they face a difficult decision, and need more time to work on appointments.
252

253 **9. ADJOURN**

254
255 **DAWN HILL-FLEURY made a motion, seconded by VINCE FRANCO, to adjourn. The motion**
256 **passed 5-0 at 11:20 p.m.**
257

258 **GEORGE TYLER made a motion, seconded by AMBER THIBEAULT, to adjourn. The motion**
259 **passed 4-0 at 11:20 p.m.**
260

261
262 Respectfully Submitted,
263 Cathy Ainsworth
264 Recording Secretary

SELECTBOARD & TRUSTEES
(DRAFT)

þ65

June 23, 2020

Formatted: Justified, Indent: Left: 0"

**SELECTBOARD & TRUSTEES
(DRAFT)**

**TOWN OF ESSEX SELECTBOARD
VILLAGE OF ESSEX JUNCTION TRUSTEES
DRAFT JOINT MEETING MINUTES
Tuesday June 23, 2020**

SELECTBOARD: Elaine Haney, Chair; Vince Franco; Dawn Hill-Fleury; Patrick Murray; Andy Watts.

TRUSTEES: Andrew Brown, President; Raj Chawla; Dan Kerin; Amber Thibeault; George Tyler.

ADMINISTRATION and STAFF: Evan Teich, Unified Manager; Charles Cole, Fire Chief; Greg Duggan, Deputy Manager; Jill Evans, Community Justice Center Director; Rick Garey, Chief of Police; Ron Hoague, Police Captain; Sarah Macy, Assistant Manager/Finance Director; Travis Sabataso, Human Resources Director; Darren Schibler, Town Planner; Susanna Weller, Essex Restorative Justice Panel Coordinator.

OTHERS PRESENT: Kelly Adams; Doug Babcock; Rev. Richard Baker; Robert Bates; Tony Barr; Sonya Buglion-Gluck; Stephan Cluett; Ned Daly; Tracey Delphia; Helen Diplock; Brian Donahue; Paula Duke; Myles Einhorn; Joe Engelken; Rep. Dylan Giambatista; Tracy Harrington; Brad Kennison; Raghavendra Krishna; Brandi Littlefield; Erin Maguire; Susan McCormack; Kelly McCutcheon Adams; Donald Messier; Donald Miller; Russ Mills; Will Moran; Candace Morgan; Roseanne Prestipino; Tom Proctor; Rep. Marybeth Redmond; Abby Russin; Patrick Scheld; Brian Shelden; Liz Subin; Joe Teegarden; Steve Trenholm; Andrea Van Liew; Tanya Vyhovsky; Renzo White; Sue Wilson; Diana Wood; Irene Wrenner; Lorraine Zaloom; Andrea ____; Carolyn____; Karen____; Natalee____; Patty____; Richard_____.

1. CALL TO ORDER

Elaine Haney called the meeting of the Town of Essex Selectboard to order to enter into joint business with the Village of Essex Junction Board of Trustees at 7:24 PM.

Andrew Brown called the meeting of the Village of Essex Junction board of Trustees to order to enter into joint business with the Essex Selectboard at 7:24 PM.

2. AGENDA ADDITIONS/CHANGES

Mr. Duggan requested the addition of an email from Josh Simon to the reading file.

3. APPROVE AGENDA

AMBER THIBEAULT made a motion, seconded by **DAN KERIN**, that the Trustees approve the Agenda as amended. The motion passed 5-0.

PATRICK MURRAY made a motion, seconded by **ANDY WATTS**, that the Selectboard approve the agenda as proposed. The motion passed 5-0.

4. PUBLIC TO BE HEARD

There were no comments from the public at this time.

5. BUSINESS ITEMS

a. *Interviews and appointments for Essex Housing Commission

For this business item, Ms. Haney recused herself due to a professional relationship with one of the candidates, and Mr. Brown recused himself for a conflict of interest with his employer.

The Trustees and Selectboard members interviewed Mr. Scheld. He said his interest in the appointment is due to his work with the VT Department of Housing and Community

54 Development, administering Community Development Block Grant (CDBG) grants. He said he
55 would look forward to being on the other side, working on housing from within the community. He
56 talked about wanting to help develop opportunities for affordable housing by rehabilitating units
57 and developing additional units. He said development should include building projects with a mix
58 of community living opportunities. He said downsizing and aging populations could be served by
59 developing existing housing units inside their properties and working with zoning boards to make
60 these options available. He said it would also benefit the community to work with non-profit
61 developers to offer senior housing that is affordable and convenient to downtown. He discussed
62 how he got started in the work he is in, through third world international opportunities, managing
63 AmeriCorps and working in disaster recovery with funding community housing. He said his
64 international experience will help shape efforts to overcome barriers to achieve goals.
65

66 The Trustees and Selectboard members interviewed Mr. Miller. He said he would look forward to
67 serving with the people being interviewed. He said he has been involved with and interested in
68 housing for his whole career, including remodeling old houses and doing carpentry work. He said
69 he also worked in social services and has interest in what can happen with housing in Essex to
70 reflect the needs of diverse populations. He said housing development in Essex should consider
71 each unit's full package of energy efficiency, community affordability and proximity to services.
72 He discussed remodeling projects to improve energy efficiencies. He said he is interested in this
73 position because of his background and would not be interested in serving on a different
74 committee.
75

76 The Trustees and Selectboard members interviewed Mr. Engelken. He said, with a BS in Finance
77 and Master's degree in real estate, he has worked on credit ratings for real estate trusts,
78 students, builders, etc. Working for Redstone, he conducts acquisition, underwriting and market
79 research for housing projects. The Housing Commission position interests him professionally and
80 personally. He said he's lived in Essex for four years, starting his family, and he wants to do
81 something for the community. He talked about the overarching issue of the short supply of
82 housing in the community, which, he explained, contributes to lack of affordability. He said more
83 development of housing could impact affordability and preserving older homes could contribute to
84 livability. He said renovating older homes for senior living may be a good idea. He discussed the
85 high cost of living in Vermont and said he would like to address how to help young professionals
86 who have to live with roommates to be able to afford housing.
87

88 The Trustees and Selectboard members interviewed Mr. Daley. He said he has been a resident
89 of Essex for 8 years. Throughout his background in engineering and construction he explained
90 that he focused on team building with owners, designers, and others on shared efforts. He said
91 this is important when working on housing issues because anything developed needs multiple
92 stakeholders to find agreements. Mr. Daley described his work on the Essex Planning
93 Commission as a position of reacting to issues that come up, while this position on the Housing
94 Commission would allow him to be proactive. He said retrofitting old housing and engaging large-
95 scale project opportunities both need to be considered to address the current demand for
96 housing. He said by creatively packaging projects they could better serve local housing needs.
97 Mr. Daley talked about how COVID and global warming may impact housing to be more affordable
98 and energy efficient and that these issues may be easier to address through incentives. He said,
99 in order to address the needs of young families and low income wage earners, a mix of
100 community development strategies are required. Mr. Daley explained he would continue to serve
101 on the Planning Commission for one more year if he is appointed to this position.
102

103 At the conclusion of these interviews, Mr. Brown and Ms. Haney returned to the meeting from
104 their recusals.
105

106 **b. Discussion of policing in Essex**

107 Ms. Haney made introductory comments about current events in the United States prompting
108 communities to examine their practices to ensure residents are safe, especially people of color,
109 and residents are not being discriminated against or experiencing racial bias. She said the first
110 step of this conversation in Essex is a presentation from Chief Garey and Captain Hoague,
111 followed by multiple meetings thereafter to hear from community members. Chief Garey
112 expressed outrage and sadness for the death of George Floyd and condemned the misuse of
113 force from the officers involved. He introduced the importance of fair and impartial policing, de-
114 escalation, and reasonable use of force in the Essex Police Department (PD).
115

116 Chief Garey described the Essex PD's efforts in alignment with Vermont Legislation on policing.
117 He provided an overview of the department, discussed staff vacancies and described new officer
118 recruitment and screening practices. Captain Hoague detailed standards and expectations the
119 Essex PD holds for new officers.
120

121 Chief Garey talked about officer trainings: police academy trainings; Essex field probationary
122 trainings and mandatory ongoing training. He and Captain Hoague discussed specialized
123 trainings in de-escalation; use of force; diversity; fair and impartial policing and anti-bias. They
124 said Essex does more trainings in these areas than what is required in the state of Vermont.
125

126 Chief Garey discussed Essex officer promotions and transfer policies; codes of conduct; police
127 discipline recommendations related to violations and how complaints of officer inappropriateness
128 are filed, reviewed, and internally investigated. He said criminal misconduct investigations are
129 referred to Vermont State Police or other police departments and shootings are reviewed by the
130 State of Vermont Attorney General's office. He discussed the officer de-certification process
131 through Act 56.
132

133 Chief Garey discussed data collection, including the need for improvements in this area. He
134 talked about historical records; car and traffic stop data and crime reports accessible through the
135 Essex PD website. He discussed the longevity of Essex's car camera efforts and the plan to
136 implement body cameras.
137

138 Chief Garey described community collaborations with the School Resource Officers (SRO) for
139 school security; the Community Justice Center for restorative justice; and the Community
140 Outreach partnership with the HowardCenter embedding mental health workers and counselors
141 with officer dispatches, when needed. He said the department is open to community oversight
142 and feedback. Representatives from CJC and Howard Mental Health provided more information
143 about Essex activities within their partnerships with the Essex PD.
144

145 Chief Garey said rules and regulation policy reviews and revisions are ongoing within the
146 department. He pointed out fair and impartial policing and response to resistance strategies in
147 these policies. Captain Hoague discussed recent policy updates. Chief Garey explained that the
148 PD does not use military equipment.
149

150 Captain Hoague shared his list of what he would like to do as the new Chief of Police, including
151 increased reporting to the Selectboard; increased transparency with the public; community
152 collaboration; body cam implementation; SRO program review; and establishing a fair and
153 impartial policing advisory committee.
154

155 *Ms. Haney opened community comments, limited to two minutes each:*
156

157 Rev. Baker asked Captain Hoague if he would be willing to fly the Black Lives Matter flag over
158 the PD and requested more information about the PD De-escalation Training. Captain Hoague

159 said he believes the PD needs to be an impartial organization that is seen as objective so he
160 would not fly the flag over the PD because he would not want to, later, be encouraged to fly
161 potentially contrary flags. He said he would provide more information on De-escalation trainings.
162

163 Ms. Adams said she hopes this conversation is the first of many. She discussed her experience
164 as a white parent, realizing her privilege as she raises her children to see police officers as
165 helpers. She said she would like this to be something all people can do and thinks there is a lot of
166 work to be done to make this happen. She wants there to be a deep discussion about implicit
167 bias and racism.
168

169 Ms. Vyhovsky spoke about being a social worker in a relationship with a person of color. She
170 said conversations like these are essential and encouraged a community oversight committee to
171 monitor and review all complaints related to the PD to ensure greater transparency. She also
172 encouraged the PD to look to ACLU research suggesting that SRO's are a direct link to the
173 prison pipeline, targeting children with disabilities and children of color. She said these jobs
174 should be held by counselors and social workers.
175

176 Ms. Buglion-Gluck stressed the need for more opportunities for public comment and discussion
177 on these issues. She does not believe the SROs are a good strategy because of the school-to-
178 prison pipeline link. She shared her opinion that the current hours of implicit bias training required
179 of police officers will not change the fundamental flaw that U.S. policing is focused on protecting
180 white lives. She said it is crucial that the PD hears from people of color from the community. She
181 said the meeting was not widely advertised and more opportunities are needed.
182

183 Ms. McCormack expressed her frustration that half of the number of people who were present at
184 the beginning of the meeting left before public comments began, because they started so late.
185 She stressed the importance of fair and impartial community engagement to share the trauma
186 and pain that residents feel over policing. She said making people wait two and a half hours
187 perpetuates a system of privilege versus people who cannot wait that long so late at night. She
188 encouraged opportunities that are more equitable and inclusive.
189

190 Ms. Wilson said she heard that the PD would like the state to increase mandated trainings. She
191 wondered if it would be helpful for residents to advocate to the legislature for this.
192

193 The Trustees and Selectboard expressed appreciation for Chief Garey and Captain Hoague for
194 their informative presentation and agreed more community comment opportunities are needed.
195 Mr. Brown suggested also establishing a process to ensure residents feel comfortable and safe
196 to honestly share their points of view, and stories. Ms. Haney apologized to those in the
197 community who may have wanted to speak but did not due to the length of the meeting. Mr.
198 Brown thanked Captain Hoague and Chief Garey for attending the vigil on these issues, in
199 uniform, where they took a knee. Mr. Franco requested information from Chief Garey about their
200 opinions on how to establish a community oversight board. Mr. Murray said he has a list of
201 questions he would like clarification on in a future meeting. He also requested information from
202 the HowardCenter about if they have the resources needed for their work with the PD and
203 COVID response.
204

205 **6. CONSENT ITEMS**

- 206 a. Approve Minutes: June 8, 2020 (Trustees only); June 9, 2020 (Trustees only)
207

208 **AMBER THIBEALT made a motion, seconded by RAJ CHAWLA, that the Trustees approve the**
209 **Consent Agenda. The motion passed 5-0.**
210

211 **7. READING FILE**

- 212 a. Board Member Comments
- 213 o There were no comments from the board members at this time
- 214 b. Major Public Works Initiatives in the Town and the Village
- 215 c. Email from Ewing Fox re: Statement for Board Meeting Monday
- 216 d. Letter from Maura Carroll re Nomination to the VLCT Board of Directors
- 217 e. Email from Josh Simon
- 218

219 **8. EXECUTIVE SESSION**

- 220 a. *An executive session is expected for appointment of public officials.
- 221 Ms. Haney and Mr. Brown recused themselves from this agenda item due to conflicts of interest.
- 222

223 **ANDY WATTS made a motion, seconded by PATRICK MURRAY, that the Selectboard enter**
224 **into executive session to discuss the proposed public official appointment(s) in accordance**
225 **with 1 V.S.A. Section 313(a)(3) and to include the Unified Manager and the Deputy Manager.**
226 **The motion passed 4-0 at 10:23.**
227

228 **GEORGE TYLER made a motion, seconded by DAN KERIN, that the Trustees enter into**
229 **executive session to discuss the proposed public official appointment(s) in accordance with**
230 **1 V.S.A. Section 313(a)(3) and to include the Unified Manager and the Deputy Manager. The**
231 **motion passed 4-0 at 10:23.**
232

233 **VINCE FRANCO made a motion, seconded by ANDY WATTS, that the Selectboard continue**
234 **the meeting past 11 p.m. The motion passed 4-0 at 11:04 p.m.**
235

236 **DAWN HILL-FLEURY made a motion, seconded by VINCE FRANCO, that the Selectboard exit**
237 **executive session. The motion passed 4-0 at 11:15 p.m.**
238

239 **GEORGE TYLER made a motion, seconded by DAN KERIN, that the Trustees exit executive**
240 **session. The motion passed 4-0 at 11:15 p.m.**
241

242 Mr. Tyler said the boards were not going to decide candidate appointments to the Housing
243 Commission that night. Mr. Murray thanked all applicants and explained that the boards wanted
244 to take another month to put out the call for more candidates with a more diverse skill set. Any
245 new candidates would be interviewed at a joint meeting in approximately a month. Mr. Tyler
246 thanked the current candidates and asked them to not draw any conclusions about the board's
247 actions, just that they face a difficult decision, and need more time to work on appointments.
248

249 **9. ADJOURN**

250
251 **DAWN HILL-FLEURY made a motion, seconded by VINCE FRANCO, to adjourn. The motion**
252 **passed 5-0 at 11:20 p.m.**
253

254 **GEORGE TYLER made a motion, seconded by AMBER THIBEAULT, to adjourn. The motion**
255 **passed 4-0 at 11:20 p.m.**
256

257
258 Respectfully Submitted,
259 Cathy Ainsworth
260 Recording Secretary

**TRUSTEES & SELECTBOARD
(DRAFT)**

June 29, 2020

**VILLAGE OF ESSEX JUNCTION TRUSTEES
TOWN OF ESSEX SELECTBOARD
DRAFT JOINT MEETING MINUTES
June 29, 2020**

SELECTBOARD: Elaine Haney, Chair; Dawn Hill-Fleury; Patrick Murray; Andrew Watts.

TRUSTEES: Andrew Brown, President; Raj Chawla; Amber Thibeault; Dan Kerin; George Tyler.

ADMINISTRATION and STAFF: Evan Teich, Unified Manager; Greg Duggan, Deputy Manager; Sarah Macy, Finance Director/Assistant Manager, Dan Richardson, Attorney.

OTHERS PRESENT: Al Bombardier, Helen Diplock, Deb McAdoo, Russ Mills, Patrick Neal, Marybeth Redmond, Abby Russin, Pat Seaver, Brian Shelden, Ken Signorello, Gabrielle Smith, Margaret Smith, Mike Thorne, Jim Waite, [Irene Wrenner](#), Lorraine Zaloom, Patty ____.

1. CALL TO ORDER

Andrew Brown called the Village of Essex Junction Trustees and Elaine Haney called the Town of Essex Selectboard to order and to enter into the Joint Meeting of the Village of Essex Trustees and the Town of Essex Selectboard at 6:31 PM.

2. AGENDA ADDITIONS/CHANGES

There were no agenda additions or changes at this time.

3. AGENDA APPROVAL

There were no changes to the agenda so approval is not needed at this time.

4. PUBLIC TO BE HEARD

a. Comments from public on items not on agenda

Dawn Hill-Fleury asked when future meetings will be held with the police, and Ms. Haney replied that there will be an item on the July 6 meeting agenda to address next concerns and hear from the public.

Ken Signorello suggested that the Selectboard stipend be commensurate with the effort that Board members put into their work, recognizing that it is a substantial time commitment. Ms. Haney replied that multiple Board members over the years have asked for increased stipends and that the stipend should increase commensurate with the cost of living.

Irene Wrenner asked about the status of the merger charter, noting that the version being considered tonight is significantly different than the draft being worked on by the Subcommittee on Governance earlier in the spring, and that only one Board member has taken the time to compare the draft to the Town charter. She urged the Joint Boards to wait until the end of the COVID-19 pandemic to take up the merger issue, and suggested that constituents are more interested in issues around policing at this time.

Patty__ noted that the policing issue is a recurring request in the Town and Village to let the public be heard and acknowledged and to let the public know that staff and the Boards are working on this issue.

48 She added that the Boards deserve compensation, but they need to take on the issues that their
49 constituents want them to take on.

50
51 Lorraine Zaloom asked the Joint Boards to reconsider working on merger, given that the impacts of the
52 pandemic may shift what should be included in a merger plan. She suggested that town representation
53 and policing should be issues that take precedence at this time.

54
55 Raj Chawla noted the significant time commitment needed to participate on a Board, and that if the
56 Boards want diverse and motivated representation then they need to think about compensation and
57 whether finances are a barrier to participation.

58
59 George Tyler noted that the Subcommittee on Governance’s meetings had to cease abruptly due to
60 COVID-19, and that the group has been heavily focused on representation and tax models. He added
61 that Project Manager Ann Janda had put together boilerplate language for the body of the draft merger
62 charter based on the contents of the Town and Village charters, and that this was done in a transparent
63 manner.

64
65 **5. BUSINESS ITEMS**

66 **a. Review, discuss, and edit draft merger charter**

67
68 Ms. Haney led the first portion of this item, proposing that the Joint Boards review and edit the less
69 substantive items in the charter first, and then focus in more depth on the following sections: transition
70 period, sidewalk, -capital improvement, formation of interim board/permanent board, -and
71 proportionality in districts.

72
73 Less substantive items discussed included when an organizational municipal meeting should occur (keep
74 as Town Meeting Day in the first year), whether the new municipality should have a Zoning Board of
75 Adjustment or a Development Review Board (the latter was preferred), the unification and adoption of
76 Town and Village ordinances, personnel, and compensation.

77
78 Upon review of these items, the Joint Boards put forth a number of questions to Attorney Dan
79 Richardson.

- 80
- 81 • They asked about how to reconcile ordinances in the Village and Town that may conflict or may
82 only apply to their respective communities, and Mr. Richardson suggested that either the
83 existing ordinances apply to their pre-merger jurisdiction or that the Town and Village could
84 identify the ordinances that have some conflict or differences in advance and resolve those as
85 one of the first orders of business of the new merged entity. He added that whatever strategy is
86 employed, the ordinances need to have plain language guidance on how they apply and to
87 whom, so that a lay person can interpret them with relative ease.
 - 88 • The Joint Boards asked Mr. Richardson about how to transition to a Development Review Board
89 from a Zoning Board of Adjustment, and he replied that the terms should be staggered and that
90 authorizing language is needed in the charter.
 - 91 • Mr. Tyler asked about having an odd-numbered versus even-numbered board, saying that the
92 House Committee on Government Operations had said that an even-numbered board does not
93 have a precedent. Mr. Richardson replied that he has not seen an even-numbered governing
94 board, and that the number of board members needs to force consensus. Mr. Watts expressed
95 concern that because a board of three Village representatives and three Town representatives
was placed on the ballot and passed in March, it may conflict with the number of Board

96 members proposed in the merger charter. He asked whether multiple questions could be placed
97 on the ballot so that if folks disagree with a 3 and 3 representation they could still vote for a
98 merger with a different number of Board members. Mr. Richardson replied that no, a charter
99 needs to be put forward and the Town needs to approve it.

100
101 Irene Wrenner noted that the House Committee on Government Operations did not discuss the issue of
102 number of board members, and that they did not vote down the Essex charter change. She also pointed
103 out that the Essex/Westford School Board is even-numbered and has only ever had one tie vote.
104

105 Mr. Richardson elaborated on the House Committee on Government Operations' process, that they
106 review charter changes, hear testimony, and deliberate as a committee, and that legislative counsel
107 reviews all changes for constitutional and statutory consistency. He also noted that their process and
108 timeline is at their discretion.
109

110 Al Bombardier noted his agreement with Mr. Richardson in that the ballot needs to contain one
111 question to voters. He also noted that there are cost shifts and implications built into the new charter,
112 and that people in the Town outside the Village need to understand these implications prior to a vote.
113

114 Ken Signorello said that, hypothetically, - if there were a complete merger plan on [the](#) ballot and a
115 question to change the existing charter to Australian ballot, and the merger failed and Australian ballot
116 vote succeeded, the Australian ballot action would go forward. He further noted that the
117 correspondence from the House Committee on Government Operations back to the Town read like it
118 was a response to the multitude of correspondence the committee chair was receiving from the Town
119 constituents.
120

121 Ms. Hill-Fleury asked how to reconcile and honor the Town's wishes to have a 3 + 3 representation
122 model. Mr. Richardson said that the Town and Village need to figure out how to merge but ensure that
123 consensus is the decision-making driver of governance and that one group does not overpower the
124 interests of the other.
125

126 Ms. Haney suggested that the intention of the voters could be honored by having a 3 + 3 + 1
127 representation model with a representative that does not vote unless they need to break a tie. She also
128 noted that ties have been extremely rare and have never been on Town/Village lines.
129

130 **6. CONSENT ITEMS**

131
132 **GEORGE TYLER made a motion, and AMBER THIBEAULT seconded, that the Trustees approve the**
133 **consent agenda for June 29, 2020. The motion passed 5-0.**
134

135 **a. Adopt revisions to Village of Essex Junction General Rules and Personnel Regulations (Trustees**
136 **only)**
137

138 **7. READING FILE:**

139 **a. Board Member Comments**
140

141 **8. EXECUTIVE SESSION:**

142 **a. An executive session is not anticipated**
143

**TRUSTEES & SELECTBOARD
(DRAFT)**

June 29, 2020

144 **9. ADJOURN:**

145

146 **DAN KERIN made a motion, and RAJ CHAWLA seconded, to adjourn the Trustees meeting. VOTING:**
147 **unanimous; motion passed at 10:15 PM.**

148

149 **PATRICK MURRAY made a motion, and DAWN HILL-FLEURY seconded, to adjourn the Selectboard**
150 **meeting. VOTING: unanimous; motion passed at 10:16 PM.**

151

152

153 Respectfully Submitted,

154 Amy Coonradt

155 Recording Secretary

156

157

158 Approved this _____ day of _____, 2020

159

160 **(see minutes of this day for corrections, if any)**

161

162

DRAFT

**TRUSTEES & SELECTBOARD
(DRAFT)**

June 29, 2020

**VILLAGE OF ESSEX JUNCTION TRUSTEES
TOWN OF ESSEX SELECTBOARD
DRAFT JOINT MEETING MINUTES
June 29, 2020**

SELECTBOARD: Elaine Haney, Chair; Dawn Hill-Fleury; Patrick Murray; Andrew Watts.

TRUSTEES: Andrew Brown, President; Raj Chawla; Amber Thibeault; Dan Kerin; George Tyler.

ADMINISTRATION and STAFF: Evan Teich, Unified Manager; Greg Duggan, Deputy Manager; Sarah Macy, Finance Director/Assistant Manager, Dan Richardson, Attorney.

OTHERS PRESENT: Al Bombardier, Helen Diplock, Deb McAdoo, Russ Mills, Patrick Neal, Marybeth Redmond, Abby Russin, Pat Seaver, Brian Shelden, Ken Signorello, Gabrielle Smith, Margaret Smith, Mike Thorne, Jim Waite, Irene Wrenner, Lorraine Zaloom, Patty ____.

1. CALL TO ORDER

Andrew Brown called the Village of Essex Junction Trustees and Elaine Haney called the Town of Essex Selectboard to order and to enter into the Joint Meeting of the Village of Essex Trustees and the Town of Essex Selectboard at 6:31 PM.

2. AGENDA ADDITIONS/CHANGES

There were no agenda additions or changes at this time.

3. AGENDA APPROVAL

There were no changes to the agenda so approval is not needed at this time.

4. PUBLIC TO BE HEARD

a. Comments from public on items not on agenda

Dawn Hill-Fleury asked when future meetings will be held with the police, and Ms. Haney replied that there will be an item on the July 6 meeting agenda to address next concerns and hear from the public.

Ken Signorello suggested that the Selectboard stipend be commensurate with the effort that Board members put into their work, recognizing that it is a substantial time commitment. Ms. Haney replied that multiple Board members over the years have asked for increased stipends and that the stipend should increase commensurate with the cost of living.

Irene Wrenner asked about the status of the merger charter, noting that the version being considered tonight is significantly different than the draft being worked on by the Subcommittee on Governance earlier in the spring, and that only one Board member has taken the time to compare the draft to the Town charter. She urged the Joint Boards to wait until the end of the COVID-19 pandemic to take up the merger issue, and suggested that constituents are more interested in issues around policing at this time.

Patty__ noted that the policing issue is a recurring request in the Town and Village to let the public be heard and acknowledged and to let the public know that staff and the Boards are working on this issue.

48 She added that the Boards deserve compensation, but they need to take on the issues that their
49 constituents want them to take on.

50
51 Lorraine Zaloom asked the Joint Boards to reconsider working on merger, given that the impacts of the
52 pandemic may shift what should be included in a merger plan. She suggested that Town representation
53 and policing should be issues that take precedence at this time.

54
55 Raj Chawla noted the significant time commitment needed to participate on a Board, and that if the
56 Boards want diverse and motivated representation then they need to think about compensation and
57 whether finances are a barrier to participation.

58
59 George Tyler noted that the Subcommittee on Governance’s meetings had to cease abruptly due to
60 COVID-19, and that the group has been heavily focused on representation and tax models. He added
61 that Project Manager Ann Janda had put together boilerplate language for the body of the draft merger
62 charter based on the contents of the Town and Village charters, and that this was done in a transparent
63 manner.

64
65 **5. BUSINESS ITEMS**

66 **a. Review, discuss, and edit draft merger charter**

67
68 Ms. Haney led the first portion of this item, proposing that the Joint Boards review and edit the less
69 substantive items in the charter first, and then focus in more depth on the following sections: transition
70 period, sidewalk, capital improvement, formation of interim board/permanent board, and
71 proportionality in districts.

72
73 Less substantive items discussed included when an organizational municipal meeting should occur (keep
74 as Town Meeting Day in the first year), whether the new municipality should have a Zoning Board of
75 Adjustment or a Development Review Board (the latter was preferred), the unification and adoption of
76 Town and Village ordinances, personnel, and compensation.

77
78 Upon review of these items, the Joint Boards put forth a number of questions to Attorney Dan
79 Richardson.

- 80
- 81 • They asked about how to reconcile ordinances in the Village and Town that may conflict or may
82 only apply to their respective communities, and Mr. Richardson suggested that either the
83 existing ordinances apply to their pre-merger jurisdiction or that the Town and Village could
84 identify the ordinances that have some conflict or differences in advance and resolve those as
85 one of the first orders of business of the new merged entity. He added that whatever strategy is
86 employed, the ordinances need to have plain language guidance on how they apply and to
87 whom, so that a lay person can interpret them with relative ease.
 - 88 • The Joint Boards asked Mr. Richardson about how to transition to a Development Review Board
89 from a Zoning Board of Adjustment, and he replied that the terms should be staggered and that
90 authorizing language is needed in the charter.
 - 91 • Mr. Tyler asked about having an odd-numbered versus even-numbered board, saying that the
92 House Committee on Government Operations had said that an even-numbered board does not
93 have a precedent. Mr. Richardson replied that he has not seen an even-numbered governing
94 board, and that the number of board members needs to force consensus. Mr. Watts expressed
95 concern that because a board of three Village representatives and three Town representatives
was placed on the ballot and passed in March, it may conflict with the number of Board

96 members proposed in the merger charter. He asked whether multiple questions could be placed
97 on the ballot so that if folks disagree with a 3 and 3 representation they could still vote for a
98 merger with a different number of Board members. Mr. Richardson replied that no, a charter
99 needs to be put forward and the Town needs to approve it.

100
101 Irene Wrenner noted that the House Committee on Government Operations did not discuss the issue of
102 number of board members, and that they did not vote down the Essex charter change. She also pointed
103 out that the Essex/Westford School Board is even-numbered and has only ever had one tie vote.
104

105 Mr. Richardson elaborated on the House Committee on Government Operations' process, that they
106 review charter changes, hear testimony, and deliberate as a committee, and that legislative counsel
107 reviews all changes for constitutional and statutory consistency. He also noted that their process and
108 timeline is at their discretion.
109

110 Al Bombardier noted his agreement with Mr. Richardson in that the ballot needs to contain one
111 question to voters. He also noted that there are cost shifts and implications built into the new charter,
112 and that people in the Town outside the Village need to understand these implications prior to a vote.
113

114 Ken Signorello said that, hypothetically, if there were a complete merger plan on the ballot and a
115 question to change the existing charter to Australian ballot, and the merger failed and Australian ballot
116 vote succeeded, the Australian ballot action would go forward. He further noted that the
117 correspondence from the House Committee on Government Operations back to the Town read like it
118 was a response to the multitude of correspondence the committee chair was receiving from the Town
119 constituents.
120

121 Ms. Hill-Fleury asked how to reconcile and honor the Town's wishes to have a 3 + 3 representation
122 model. Mr. Richardson said that the Town and Village need to figure out how to merge but ensure that
123 consensus is the decision-making driver of governance and that one group does not overpower the
124 interests of the other.
125

126 Ms. Haney suggested that the intention of the voters could be honored by having a 3 + 3 + 1
127 representation model with a representative that does not vote unless they need to break a tie. She also
128 noted that ties have been extremely rare and have never been on Town/Village lines.
129

130 **6. CONSENT ITEMS**

131
132 **GEORGE TYLER made a motion, and AMBER THIBEAULT seconded, that the Trustees approve the**
133 **consent agenda for June 29, 2020. The motion passed 5-0.**
134

- 135 **a. Adopt revisions to Village of Essex Junction General Rules and Personnel Regulations (Trustees**
136 **only)**

137
138 **7. READING FILE:**

- 139 **a. Board Member Comments**

140
141 **8. EXECUTIVE SESSION:**

- 142 **a. An executive session is not anticipated**
143

**TRUSTEES & SELECTBOARD
(DRAFT)**

June 29, 2020

144 **9. ADJOURN:**

145

146 **DAN KERIN made a motion, and RAJ CHAWLA seconded, to adjourn the Trustees meeting. VOTING:**
147 **unanimous; motion passed at 10:15 PM.**

148

149 **PATRICK MURRAY made a motion, and DAWN HILL-FLEURY seconded, to adjourn the Selectboard**
150 **meeting. VOTING: unanimous; motion passed at 10:16 PM.**

151

152

153 Respectfully Submitted,

154 Amy Coonradt

155 Recording Secretary

156

157

158 Approved this _____ day of _____, 2020

159

160 **(see minutes of this day for corrections, if any)**

161

162

DRAFT



VILLAGE OF ESSEX JUNCTION TRUSTEES
TOWN OF ESSEX SELECTBOARD
MEETING AGENDA

Online
Essex Junction, VT 05452
Tuesday, July 28, 2020
7:15 PM

E-mail: manager@essex.org

www.essexjunction.org
www.essexvt.org

Phone: (802) 878-1341
(802) 878-6951

Due to the Covid-19 pandemic, **this meeting will be held remotely**. Available options to watch or join the meeting:

- **WATCH:** the meeting will be live-streamed on [Town Meeting TV](#).
- **JOIN ONLINE:** [Join Microsoft Teams Meeting](#). Depending on your browser, you may need to call in for audio (below).
- **JOIN CALLING:** Join via conference call (*audio only*): (802) 377-3784 | Conference ID: 160 080 725#
- **PROVIDE FULL NAME:** For minutes, please provide your full name whenever prompted.
- **CHAT DURING MEETING:** Please use "Chat" to request to speak, only. **Please do not use for comments.**
- **RAISE YOUR HAND:** Click on the hand in Teams to speak or use the "Chat" feature to request to speak.
- **MUTE YOUR MIC:** When not speaking, please mute your microphone on your computer/phone.

The Selectboard and Trustees meet together to discuss and act on joint business. Each board votes separately on action items.

1. **CALL TO ORDER** [7:15 PM]
2. **AGENDA ADDITIONS/CHANGES**
3. **APPROVE AGENDA**
4. **PUBLIC TO BE HEARD**
 - a. Comments from Public on Items Not on Agenda
5. **BUSINESS ITEMS**
 - a. *Interview: Housing Commission
 - Rupesh Asher
 - b. Discuss Selectboard and Board of Trustees priority issues related to merger (to create list for future work and prioritization)
 - c. Discussion and potential action on date of merger vote
 - d. **Discuss creation of MOUs to memorialize completed consolidation work to date, and shared Board decisions
 - e. Discuss potential Town and/or Village charter changes for inclusion on November 2020 ballot(s)
6. **CONSENT ITEMS**
 - a. Approve minutes: June 23, 2020 (Trustees only); June 29, 2020 (Trustees only); July 6, 2020 (Trustees only)
7. **READING FILE**
 - a. Board Member Comments
 - b. Email re: Request for separation financials
 - c. Email from Missie Thurston re: BLM & Policing in Essex
 - d. Email from Kara Douglas re: Citizen Oversight Committee for Essex Policing
 - e. Email from Lillie Bleau re: Essex policing needs to change
 - f. Email from David Voegele, Essex CHIPS Director re: Quality Youth Development (QYD) Community certification
8. **EXECUTIVE SESSION**
 - a. *An executive session may be necessary for appointment of public officials
 - b. **An executive session may be necessary to discuss employment of public employees

9. **ADJOURN**

Members of the public are encouraged to speak during the Public to Be Heard agenda item, during a Public Hearing, or, when recognized by the Chair or President, during consideration of a specific agenda item. The public will not be permitted to participate when a motion is being discussed except when specifically requested by the Chair or President. This agenda is available in alternative formats upon request. Meetings, like all programs and activities of the Village of Essex Junction and the Town of Essex, are accessible to people with disabilities. For information on accessibility or this agenda, call the Unified Manager's office at 878-1341 TTY: 7-1-1 or (800) 253-0191.

Certification: 07/24/2020



SELECTBOARD & TRUSTEES

**TOWN OF ESSEX SELECTBOARD
VILLAGE OF ESSEX JUNCTION TRUSTEES
DRAFT JOINT MEETING MINUTES
Tuesday July 28, 2020**

SELECTBOARD: Elaine Haney, Chair; Dawn Hill-Fleury; Vince Franco; Patrick Murray; Andy Watts.

TRUSTEES: George Tyler, Vice President; Raj Chawla; Dan Kerin; Amber Thibeault. (Andrew Brown not in attendance)

ADMINISTRATION and STAFF: Evan Teich, Unified Manager; Greg Duggan, Deputy Manager; Sarah Macy, Assistant Manager/Finance Director; Robin Pierce, Essex Junction Community Development Director; Darren Schibler, Town Planner

OTHERS PRESENT: Rupesh Asher; Annie Cooper; Betsy Dunn; Adam Kavanaugh; Timothy Miller; Russel Mills; Bruce Post; Ken Signorello; Gabrielle Smith; Margaret Smith; Daryl Stultz; Carmille Terborgh; Irene Wrenner; Sharon Zukowski

1. CALL TO ORDER

Elaine Haney called the meeting of the Town of Essex Selectboard to order to enter into joint business with the Village of Essex Junction Board of Trustees at 7:42 PM.

Mr. Tyler called the meeting of the Village of Essex Junction board of Trustees back to order to enter into joint business with the Essex Selectboard at 7:42 PM.

2. AGENDA ADDITIONS/CHANGES

Mr. Duggan submitted updated versions of minutes dated June 23, June 29 and July 6, 2020 to replace the others in 6a on the Consent agenda.

3. APPROVE AGENDA

PATRICK MURRAY made a motion, seconded by ANDY WATTS, that the Selectboard approve the agenda as amended. The motion passed 5-0.

DAN KERIN made a motion, seconded by AMBER THIBEAULT, that the Trustees approve the Agenda as amended. The motion passed 4-0.

4. PUBLIC TO BE HEARD

Mr. Signorello shared his perspective that board discussions and negotiations have not included fully honest points of view. He said the boards should utilize the best alternative for negotiated agreements.

Ms. Cooper said she spoke to the Trustees earlier in the evening about her concerns with public negativity toward the boards. She expressed her thanks to the Selectboard on behalf of the community for what she described as their beautiful, hard work.

5. BUSINESS ITEMS

a. *Interview Housing Commission

The boards interviewed Mr. Asher for the Housing Commission. Mr. Asher said he wants to add his perspective and personal experiences to the Housing Commission's efforts. He said he would like to address the issue of limited affordable housing in the community and discussed the role transportation may have on housing development. He said his favorite thing about the community is that it is safe and a good place to raise a family. He discussed the role business development

54 plays with housing development, explaining that he want to ensure an inclusive approach to
55 business, recreation and housing development.
56

57 Mr. Duggan said there are six additional candidates to interview for the Housing Commission,
58 and then boards will deliberate and determine which candidates, of the entire pool, to appoint.
59

60 **b. Discuss Selectboard and Board of Trustees priority issues related to merger (to create a**
61 **list for future work and prioritization)**

62 The boards discussed pending questions, issues and concerns related to the merger. Items they
63 would like to address include:

- 64 • Ms. Haney said she would like the boards to review each uncomplete section of the charter
65 together.
- 66 • Mr. Tyler suggested they hold a planning summit to hear from the Planning Commissioners
67 about their ideas for community planning and zoning decisions.
- 68 • Ms. Hill-Fleury suggested that policies and ordinances be reviewed to determine alignment.
- 69 • Mr. Murray suggested that they work together on how to support staff to run the two
70 communities separately until the merger vote.
- 71 • Mr. Chawla added that the boards should determine how to zone for recreation, drinking and
72 cannabis.

73 Later, they also added an item to address issues of equity between the municipalities
74

75 The boards talked about needing to discuss what might get in the way of a merger approval. Mr.
76 Watts suggested they find a path forward with honest solutions for development and
77 representation. He also wondered if they could find an answer to the question he said people are
78 asking: "What the Village will give up?" Mr. Tyler wanted to know if the Trustees and Selectboard
79 want to move forward together or if each board would be taking unilateral decisions, citing
80 discussions the Selectboard had about Australian ballot voting and 3-3 representation. The board
81 members recognized that in order to address this further they needed to discuss what would be
82 included on the November 2020 ballots, item 5e on the agenda.
83

84 **ANDY WATTS made a motion, seconded by PATRICK MURRAY, to combine business items**
85 **5e and 5b on the agenda. The motion passed 5-0.**
86

87 **DAN KERIN made a motion, seconded by AMBER THIBEAULT, to combine business items 5e**
88 **and 5b on the agenda. The motion passed 4-0.**
89

90 The Selectboard members talked about the community's desire to change the current Town
91 charter, implementing Australian ballot budget voting and forming a 3-3 governance. Mr. Tyler
92 said that these items should, instead, be part of the merged charter negotiations. He stated his
93 opinion that removing these discussions would change the merger dynamic. He said fiduciary
94 responsibilities and disproportionate spending of Town taxes on the Town outside the Village
95 should be discussed because and he thinks the 3-3 representation model institutes a veto option
96 on items that may not benefit one or the other part of Town. He also responded to the question of
97 what the Village would be giving up in a merger, stating that the Village would be giving up an
98 entire Village-specific government. Mr. Chawla added that the Village would also be giving up
99 any relief that could be gained by the Village through merger over twelve years. He also said that
100 the Town adopting an Australian ballot vote for the next budget election, may help limit the
101 spread of COVID.
102

103 The board members discussed why they want to continue to pursue merger. They talked about
104 the benefits of being a combined community. Mr. Murray pointed out that the merger could
105 address the equity issue of how people in Essex, who typically have the least resources, are
106 currently being taxed significantly more. Ms. Hill-Fleury discussed her interest in understanding

107 more about the merger elements in discussion. The board members talked about the significant
108 progress they have made so far and Mr. Kerin said they either need to merge or move forward as
109 separate entities. Ms. Haney requested that staff schedule work sessions to address the list of
110 items identified during this discussion.
111

112 Ms. Dunn suggested that the boards decide whether a merger vote should be on the November
113 ballot and then, if not, consider putting an Australian ballot question on the November ballot so
114 the March budget vote can take place in this way. She suggested that each section of the new
115 charter be discussed.
116

117 Mr. Post talked about how Essex's previous merger votes proceeded. He suggested that the
118 Australian ballot question be on the November ballot. He talked about tax inequities and
119 encouraged the merger to include a design for multiple voting districts.
120

121 Mr. Signorello said he perceived half-truths in the board discussion about the 3-3 governance
122 structure and he talked about the voting timeline.
123

124 Ms. Cooper said she enjoyed the board members' frank/ open discussion during this business
125 item. She said that it is important to recognize that Village residents pay Town taxes plus the
126 Village taxes. She said she is proud to pay both taxes, but suggested that the boards clarify the
127 amounts being paid so community members better understand.
128

129 Ms. Zukowski said that if the Merger vote, inclusive of the Australian ballot change, is not on the
130 November ballot, then the Australian ballot option should be on the ballot instead.
131

132 Mr. Signorello tried to share comments from Ms. Wrenner about wanting to hear a motion on
133 Australian ballots and a response to Ms. Cooper's comments about paying taxes.
134

135 The board members decided to table the discussion until after they decide whether they would
136 include the merger vote on the November ballot.
137

138 **c. Discussion and potential action on date of merger vote**

139 The board members agreed that there is not enough time to address all of the things needed to
140 be addressed to be ready for a merger vote during the November election. They also talked
141 about the challenges related to possibly holding a special election during COVID restrictions.
142 They identified that, if they plan to put a merger question on the ballot in March, they would still
143 need to finalize everything by January. There were concerns that if the March merger vote does
144 not transpire, the next scheduled vote would be in 2021.
145

146 The Selectboard members discussed whether or not to put the Australian ballot question on the
147 November ballot and requested that staff provide language for this at the next Selectboard
148 meeting. They also discussed how to establish voting districts into the current Town charter to
149 address the community's 3-3 governance structure rejected with suggestions from the state's
150 Government Opps committee. They discussed their impression that, if the merger vote does not
151 take place in November, the Government will still expect answers and suggestions for how a 3-3
152 governance structure would operate within the Town charter. They requested that the Town
153 attorney work with the Unified Manager to develop language regarding this. Members of the
154 Trustees suggested that establishing voting districts without a merged community seems strange
155 considering it was rejected at the state level.
156

157 The Trustees pointed out that the Selectboard was one meeting ahead of them in discussing
158 these topics. They requested the opportunity to discuss them at their next meeting before acting
159 on a motion. Mr. Watts expressed concern with delaying the motion on this item, because of the
160 impending deadline for ballot language.
161

162 Ms. Cooper said she believes the citizen’s vote for a 3-3 structure should play its course.
163

164 Mr. Signorello said he believes that the Town Attorney already gave opinions on the 3-3 governance
165 structure.
166

167 Ms. Wrenner gave her impression that the opinions stated in the Government Opps committee’s
168 letter, in response to the 3-3 governance, was not shared by the whole committee.
169

170 **DAWN HILL-FLEURY made a motion, and PATRICK MURRAY seconded, to table this issue for**
171 **the evening to allow the Trustees one further meeting and the Selectboard further discussion**
172 **at their next meeting. The motion passed 4-1, with dissenting vote by ANDY WATTS**
173

174 d. ****Discuss creation of MOUs to memorialize consolidation work to date and shared board**
175 **decisions**

176 The Selectboard and board of Trustees agreed to table this item for the next joint meeting and
177 requested that staff provide a list of MOUs to discuss.
178

179 e. **Discuss potential Town and/or Village charter changes for inclusion on November 2020**
180 **ballot(s)**

181 This agenda item was addressed with Business Item 5b.
182

183 **6. CONSENT ITEMS**

184 a. Approve minutes: June 23, 2020 (Trustees only); June 29, 2020 (Trustees only); July 6, 2020
185 (Trustees only)
186

187 **DAWN HILL-FLEURY made a motion, seconded by ANDY WATTS, that the Selectboard**
188 **approve the consent agenda. The motion passed 5-0.**
189

190 **RAJ CHAWLA made a motion, seconded by DAN KERIN, that the Trustees approve the**
191 **consent agenda. The motion passed 4-0.**
192

193 **7. READING FILE**

194 a. Board Member Comments

- 195 • Mr. Teich provided a preview of the upcoming school year schedule and explained that Parks
196 and Recreation are trying to devise a plan to support families with their new childcare needs.
- 197 • Mr. Teich invited the board members to an Essex Chips event scheduled for August 8.

198 b. Email re: Request for separation financials

199 c. Email from Missie Thurston re: BLM & Policing in Essex

200 d. Email from Kara Douglas re: Citizen Oversight Committee for Essex Policing

201 e. Email from Lillie Bleau re: Essex policing needs to change

202 f. Email from David Voegele, Essex CHIPS Director re: Quality Youth Development (QYD)
203 Community certification
204

205 **8. EXECUTIVE SESSION**

206 a. An executive session may be necessary for appointment of public officials

207 No executive session took place.

208 b. ****An executive session may be necessary to discuss employment of public employees**

209 No executive session took place.
210

211 **9. ADJOURN**

212
213 **RAJ CHAWLA made a motion, seconded by AMBER THIBEAULT, to adjourn. The motion**
214 **passed 4-0 at 10:20 PM.**
215

216 **PATRICK MURRAY made a motion, seconded by DAWN HILL-FLEURY, to adjourn. The**
217 **motion passed 5-0 at 10:20 PM**

218
219
220 Respectfully Submitted,
221 Cathy Ainsworth
222 Recording Secretary
223