

TOWN OF NORTHFIELD, VERMONT
SELECT BOARD REGULAR MEETING
Minutes of April 22, 2025

- I. ROLL CALL.** Chair Charles Morse, Board members K. David Maxwell, Lydia Petty, Merry Shernock, and John Stevens. Also present were Manager Jeff Schulz, Acting Clerk Kenneth McCann, Shalini Suryanarayana (Vermont Office of Racial Equity), Angela Lasso-Jimenez (Vermont Office of Racial Equity), Meggan McCusker (Northfield Ambulance Service [NAS] Chief), Scott Bagg (NAS), Emily Reece (NAS), Hayden Ludwig (NAS), Kaelee Bouleris (NAS), Matthew Romei (NAS), Thomas Scott (NAS), Caden Knox (NAS), Chris Knox (NAS), Gaelin Kurtzman (NAS), Danielle Farnum (NAS), Pierre Gomez (Northfield Police Chief), James Pontbriand (Berlin PD), Kevin Moulton (Montpelier PD), Matthew Fedders (Paine Mountain School District), Mia Schultz (Rutland VT NAACP Chapter), Audi Guha (Vermont Digger), Tom Davis, Laurie Baroffio, William Wakefield, Kristina Ward, Beth Leonard, Wayne Leonard, Arcenio Lember Jr., Mary Nadon Scott, DeLane McIlvene, Freda Nadon, Tim Swartz, Mary Smith, Kevin Moulton, Denise Sanders, Ben Sanders, Katie Whitney, Carolyn Stevens, Bill Clements, Manoj Path, Sarah Path, Mae Path, Stiker Path, Ryan Harlow, Emma Deguise, Courtney Lewis, Jason Endres, Bill Gant, Tea Lawson, Lorna Doney, Taylor Nash, Michele Langley, Katie Green, Dorothy Green, Denise MacMartin, Dave MacMartin, Susan Barnard, Rebecca Pearish, Chandler Murch, Nayeli Murch, Dan Anderson, Bill Nash, Shannon Doney, Katie Boyd, Bruce Baroffio Jr., Kim Reilly, Aimee Farnum, Geoff Farnum, Nancy Peck, Kathy Johnson, Alana Stern, Zola Bresett, Cassie Morse, Don Doyon, Laurie Beth Putnam, Gail Hall, Annie Decker, Natasha Eckart, Cara Gauthier, Jerry Wright, Malik McGarrah, William Barnard, Pam Ricker, Arthur Larose, Marissa Campbell, Eithan Gideon, Carrie McCool, Andy Gonzalez, Leilani Rojas Casper, Joachin Boudreaux, Anne Donahue, Chris Bradley, Heather Ely, Ben Sanders, Will Eberle, Jack Yandell, Melissa Stark Rutter, Kelly Murch, Amanda Zoecklein, Brian Massey, Mary Dollenmaier, Susan Stillinger, Eric Blaisdell, Mia Schultz, Karen Trombly, Chris Golder, Chuck Templeton, Lawton Rutter, Richard Golder, Stephen DeMaio, Kristina Ward, and Elroy C. Hill.

Chair Morse called the meeting to order at 7:00 p.m.

- II. UPHOLDING MUNICIPAL CODE OF ETHICS AND COMMITMENT TO NON-PREJUDICIAL TREATMENT.** At the start of the meeting, Chair Morse read the following statement: "The Town of Northfield, through the Select Board, is committed to upholding a code of ethics and commits to non-prejudicial treatment in the workplace. Accountability demands we investigate, identify, and eliminate hatred and bigotry where they exist."
- III. SET/ADJUST AGENDA.** Due to the large number of people present, both in person and online, who would like to address certain comments made by former Select Board member and current Northfield first responder Lynn Doney at the last Select Board regular meeting (04/08/25), Chair Morse is moving up unscheduled public participation on tonight's agenda. In addition, to accommodate all those willing to speak on the topic, Chair Morse asked that speakers limit their comments to no more than two (2) minutes rather than the usual five (5) minute. He also asked speakers to limit their comments to the matter under discussion and to refrain from personal attacks.
- IV. PUBLIC PARTICIPATION (SCHEDULED):**
- a. Shalini Suryanarayana, Director of Education & Outreach, Vermont Office of Racial Equity: Diversity, Equity, and Inclusion (DEI) Training.** Manager Schulz said Board member Shernock reached out to Ms. Suryanarayana last December to schedule her presentation tonight as well as arrange for in-person DEI training sessions for municipal employees, town officials, committee members, etc. Ms. Suryanarayana said she was very pleased to be here tonight and chat with those present about the ways in which her office's various programs can help local communities strengthen their current efforts to promote diversity, equity, and inclusion. This includes reaching out to those often excluded from the process. Ms. Suryanarayana said that her office does provide a large number of DEI training sessions in year in various communities.

However, Ms. Suryanarayana has found that although such training is useful in distributing important information, ongoing efforts that involve several community members are more successful in the long run than one-time training sessions. The lessons learned at these sessions can fade in memory over time and become less urgent as other priorities present themselves. As a vital supplement to individual in-person training, the Vermont Office of Racial Equity has created IDEAL Vermont, which is a “coalition of Vermont municipalities dedicated to advancing racial and other forms of equity across the state through shared learning and tangible action.” The word “IDEAL” itself is an acronym for Inclusion, Diversity, Equity, Action, and Leadership. Eligible municipalities can participate in this program by providing representatives to serve on regional “cohorts” that gather local data and develop programs to improve their communities’ levels of inclusion and equity. For example, some communities have undertaken such initiatives as creating “sensory trails” that allow deaf and/or blind persons to participate in outdoor recreation events, etc. These cohorts also can help with locating and obtaining federal and/or state grants that can be used to fund similar projects that promote higher levels of public inclusion. Ms. Suryanarayana said those municipalities seeking to participate in the IDEAL Vermont first must meet eligibility criteria by approving Anti-Racism Statements and Declarations of Inclusion (which Northfeld already has) and by having potential cohort members undergo extensive training, pass examinations, etc. to demonstrate they are able to fully contribute to the process. She added that in many ways, Vermont is behind the curve in meeting certain equity goals so much catchup work is needed. Ms. Suryanarayana then provided a brief PowerPoint presentation that included a “Spectrum of Engagement” that showed the required steps when organizing DEI workgroups to make sure that often underrepresented segments of the community, including people of color and those with hearing and/or visual impairments, are fully included in the process. Ms. Suryanarayana said this practice would be a first good step in learning more about inclusiveness. She then noted DEI training can never be considered completed just by attending one or more training sessions. There is an ultimate goal of reaching a “state of equity” when preconceived notions and prejudices are never discouraging factors when seeking full inclusiveness. She added that undoing over four hundred (400) years of systemic racism in this country is quite a large undertaking that requires much effort to prevent any regression. Ms. Suryanarayana then provide a brief demonstration of how certain professions, i.e. airline pilot, nanny, basketball player, weightlifter, etc. are commonly associated with certain genders and/or races. This is known as implicit or unconscious bias and the best way to combat this is by bringing it out into the open to show that these preconceptions are unsupported by the facts. The brain also can be fooled by optical illusions that also can lead to incorrect assumptions. Ms. Suryanarayana said unconscious bias is nothing to be ashamed of by itself but should be self-recognized so it can be counteracted by the truth. Time pressure, fatigue, distraction, and ambiguity also can contribute to forming unconscious biases. This is distinct from explicit bias, which is when individuals are fully aware of their biases and sometimes openly act on them. When persons do act out their prejudices, it is best for others who recognize the problem obey the “Little Voice” inside them and take action to counteract them. Ms. Suryanarayana is willing to speak with the Select Board members again to further clarify the importance of making DEI instruction and training an ongoing concern. She also will be in contact with them regarding the schedule of initial DEI training sessions in the coming month. The Select Board members and the community members present then expressed their great appreciation for Ms. Suryanarayana’s presentation and for the valuable information provided.

- b. Meggan McCusker and Matt Romei, Northfield Ambulance Service (NAS): Heart Saver Hero Awards.** Mr. Romei said that Northfield is a Heart Safe Community that has met certain criteria including having a good number of AED defibrillators distributed at various locations in the community. In addition, Cardiopulmonary Resuscitation (CPR) training has been made available to large segments of the community, including whole incoming classes of Norwich University (NU) students. He added that NAS is now a paramedic service so first responders can treat patients undergoing cardiac arrest without having to bring in outside assistance. On October 14, 2024, NU employee Michele Langley suffered a heart episode that could have proved fatal in the absence of quick and effective help. Fortunately, her co-workers were able to swiftly retrieve an AED defibrillator from a nearby building and employed it on her while Northfield first responders were on their way. Mr. Romei noted that the first group of NAS responders to arrive were either NU graduates or current NU students. Ms. Langley was successfully resuscitated on scene, transported to a local hospital, and has made a full recovery. Ms. Langley is present tonight as her co-workers and the NAS first responders who saved her life are being recognized for their actions. Mr. Romei then read the names of the honorees and bestowed (to those present) certificates of achievement to: Kim Reilly, Taylor Nash, Taylor Chapin, Ryan Gallagher, August Guerrieri, Julia Passalacqua, Paul Hovestadt, Kaelee Bouleris, Courtney Lewis, Emily Reece, Scott Bagg, Danielle Farnum, and Meggan McCusker. Chair Morse said this was an excellent way to recognize these life-saving individuals. Mr. Romei then noted that anyone can operate an AED device.

- V. PUBLIC PARTICIPATION (UNSCHEDULED).** As indicated earlier, Chair Morse said the meeting agenda is being adjusted so that anyone who would like to comment on recent statements made by Lynn Doney and/or express support for Northfield Police Chief Pierre Gomez can do so at this time. Among the comments Mr. Doney made at a recent Select Board meeting (04/08/25) was to criticize Chief Gomez for wearing a hooded sweatshirt with NPD insignia while on duty instead of his official uniform. Mr. Doney said such attire made Chief Gomez look more like “a gangster off the street” than the local police chief. As Chief Gomez is the first person of color to serve as NPD Chief, many have viewed this statement as clear evidence of racial bias and hostility. Chair Morse then asked if anyone present would like to speak on this matter.

Sarah Path is a Northfield resident and she feels this incident is a good opportunity for social learning about racial bias. She feels when such hurtful remarks are made about a person of color, they should be properly addressed and appropriate action taken in response. Since racism is ever present in our lives, this also could be a good time to bring the community together by joining to condemn such hateful words. Ms. Path also felt since these remarks were made during a public forum, they should be addressed in the same manner. Stiker Path is a local second-grade student and believes you should always treat other people with proper respect and never resort to racist remarks. Stiker Path also believes you always should think about the words you plan to use before saying anything that could be hurtful to others. Nayeli Murch is another Northfield Elementary School student and felt it was wrong to say Chief Gomez looked like a gangster just because he was seen wearing a hoodie. Nayeli Murch also believes we always need to show proper respect for others and not resort to remarks that could be seen as racist.

Wayne Leonard then asked those present to look around the room to see how many people were wearing hoodies tonight to show their support for Chief Gomez. He himself counted eighteen (18) people. Matthew Fedders is Superintendent of the Paine Mountain School District. Although he did wear a suit and tie to his most recent job interview, like many Vermonters he often wears a hooded sweatshirt to work. He felt this certainly doesn't make him look like a “gangster” and he believes that characterization would not have been made about Chief Gomez were he not a person of color.

Lorna Doney is related to Lynn Doney by marriage and she does not consider him a racist person but rather someone who often speaks without considering the full implications of his words. Ms. Doney herself thinks it is fine for Chief Gomez to wear a hooded sweatshirt while working but also feels that he should wear his uniform when attending a public meeting. Shannon Doney also is related to Lynn Doney by marriage and said this has been a stressful time for her. She felt this public conversation should not be about labeling someone racist but instead for recognizing that the words spoken did show implicit racial bias. Shannon Doney said she did bring some biases of her own when she moved here from New Jersey but she has made an active effort to address and overcome them. She also felt we can attack offensive words without branding the person who spoke them as a bad person. As seen during the DEI presentation earlier tonight, we should be able to learn how to combat our own unconscious biases so we don't let them control our actions.

Ryan Harlow agrees that it is important not to vilify people for their words but we should be able to make use of such incidents as learning opportunities and as steppingstones for personal growth. We also need to recognize that the statement made about Chief Gomez was clearly wrong and must be addressed by some form of action. Beth Leonard is in an interracial marriage and she had concerns about how she and her family would be received when they first moved to Northfield. However, her initial fears were allayed when she found her neighbors very welcoming. She also was grateful to learn that the police chief is a person of color who personally has been very kind and helpful to her and her family. Ms. Leonard also is grateful Chief Gomez took a stand when some people came in and tried to establish a homeless camp in Northfield. She doesn't want the same problems here that Burlington residents have to deal with such encampments with increased crime, trash, etc.

Chandler Murch said it is necessary that we understand that words do matter and what happened recently should be an opportunity to learn and grow. We do need to respond appropriately in such cases, which doesn't mean a violent response but in other ways to demonstrate full resolve when racist statements are made. Dave MacMartin said we have had some "real beauties" serving as NPD Chief in recent years so we should support Chief Gomez who has performed his duties in an excellent manner in the time he has been here.

Rowley Brucken is a NU Professor of History who has taught courses related to the systemic racism that has played such an important role in American history from the beginning. He said no one should be too surprised by the words spoken as many people use them frequently, often in a joking manner, without thinking too much about how wrong they are. We also cannot be silent when such public statements are made. Mr. Brucken is grateful that this meeting began with a DEI presentation by someone who is fully aware of the problems caused by such racial bias and what steps can be taken to address this.

Mia Schultz is the President of the Rutland VT chapter of the National Association for the Advancement of Colored People (NAACP). She said this episode is part of an unfortunately common pattern of what happens when a person of color is placed into a position of responsibility in Vermont. Ms. Schultz has been in contact with Chief Gomez about this and similar incidents and has learned he has encountered such open hostility from certain community members during his time here. Ms. Schultz also doesn't feel local civic leaders have properly responded in addressing this latest or past episodes of overt racism directed at Chief Gomez. She has contacted Manager Schulz about taking proper action to ensure such racist personal attacks will not be repeated but doesn't feel he has done enough to this point. Ms. Schultz believes municipal leadership should rise to the moment and provide a clear sign that this community really does believe in the importance of inclusiveness and equity. She also would like the Select Board members to provide their full and open support for Chief Gomez because it is the right thing to do. They also need to address the systemic problems in this community since this problem will not simply go away if ignored.

Joaquin Boudreaux asked if there is something in the culture of Northfield that encourages such open displays of hostility towards people of color. If there is, this needs to be confronted by local leadership. Mr. Boudreaux would like direct action taken against the person responsible so that those who engage in such conduct are held fully accountable. Definite change needs to be made. Will Eberle is a Northfield resident who wants to join with those stating their full support for Chief Gomez. He believes Chief Gomez has made this a safer place to live in with his emphasis on community policing as well as working with local youth. Mr. Eberle said we are very lucky to have Chief Gomez as our police chief.

Kristina Ward also wanted to provide her support for Chief Gomez and said the use of the word “gangster” was a clear racist dog whistle. She then asked if there would be any direct consequences for Mr. Doney, who has been a NAS first responder for several years. Chair Morse said the Select Board members cannot discuss personnel matters at a public meeting but he assured those present that this incident is being addressed. Shannon Doney believes most people are here tonight because of Mr. Doney’s statement connecting the wearing of hoodies with gangster culture. Now that it has been attested that there have been similar such incidents in the past directed at Chief Gomez, Ms. Doney would like there to be more transparency in future so residents can be made aware of what is going on. Ms. Doney also feels there should be some accountability for what has happened. Chair Morse repeated that the Select Board members now are addressing this matter.

Katie Whitney has worked with Ms. Suryanarayana on diversity programs and she asked what kind of community do Northfield residents want to have. She noted that Vermont’s non-white population is about four percent (4%) and that number hasn’t changed much in recent years. It has become common for non-white persons who have relocated to Vermont to leave the state after just a few years due to various non-welcoming factors. Ms. Whitney feels we all need to do better in this regard and this could start with showing open support for non-white Vermonters who are in positions of leadership. She also believes Chief Gomez wearing a hoodie while on duty makes him more relatable to younger members of the community and we do need to support him at this time.

Elroy C. Hill is a longtime Northfield Falls resident who has interacted with Chief Gomez on a few occasions and considers him a very responsible individual. Mr. Hill supports Chief Gomez one hundred and ten percent (110%). Tim Swartz is a member of the Accessibility, Walkability, and Pedestrian Safety Task Force, which is promoting civic improvements to make this community fully accessible for all residents and visitors. He said Chief Gomez has attended several of their meetings and fully supports their inclusive goals for the Northfield community. There being no one else wanting to comment on this matter, Chair Morse said the meeting would return to the posted agenda items after a brief recess.

VI. LIQUOR CONTROL COMMISSION

- a. Liquor License Renewal: The Woods Lodge.** Motion by Board member Shernock, seconded by Board member Maxwell, to approve the liquor license renewal. **Motion passed 5-0-0.**
- b. Outside Consumption Permits**
 - 1. Depot Square Pizzeria.** Motion by Board member Maxwell, seconded by Board member Shernock, to approve the outside consumption permit. Board member Stevens said the Depot Square Pizza applicants would like Select Board permission to close off the two (2) parking spaces in front of their business in order to create a roped-off area for outside liquor consumption. Board member Stevens believe this could be a problem for drivers making a right turn at that location in order to access the public parking area on Holland Place. Board member Petty believes the Select Board members asked at the last meeting for a schematic drawing that would clearly show the parking spaces that would be used. There also was to be a calculation of the number of parking spaces available in the downtown area and how many could be feasibly converted to parklets. Board member Petty feels that a parklet ordinance with established conditions should be in place before this outside consumption is approved.

Chair Morse did not feel it was possible to have such an ordinance ready for approval in the timeline needed for this year's outside dining/drinking season. He felt it might be possible to grant the Depot Square Pizzeria request in the absence of such an ordinance provided the approval came with conditions to ensure public safety, etc. Board member Petty doesn't oppose the concept of Depot Square Pizza establishing a parklet at that location but would like proper procedure followed before approval is granted. Therefore, she cannot support the motion at this time. Board member Maxwell asked that the motion be amended to specify that the two (2) parking spaces would not include the one space that abuts the entrance way to Holland Place but instead spaces to the right of it. There was no objection. Mr. Hill is concerned that if this request is approved, other Depot Square restaurants will make similar requests. He felt parking on Depot Square is already scarce without removing current parking spaces. Board member Maxwell said this situation clearly shows the need for a parklet ordinance so that all businesses will be treated the same in future. **Motion passed 4-1-0, with Board member Petty voting in opposition.**

2. **The Woods Lodge.** Motion by Board member Shernock, seconded by Board member Stevens, to approve this outside consumption permit. It was noted that the outside consumption at The Woods Lodge will take place on private property. **Motion passed 5-0-0.**

VII. APPROVAL OF MINUTES

- a. **April 8, 2025 (Regular Meeting).** Motion by Board member Maxwell, seconded by Board member Stevens, to approve the minutes. Board member Petty requested a couple of changes regarding statements attributed to her. Chair Morse also would like the section related to Lynn Doney's comments regarding Chief Gomez expanded to include specific language. **Motion passed 5-0-0.**
- b. **April 15, 2025 (Special Meeting).** Motion by Board member Maxwell, seconded by Board member Stevens, to approve the minutes. **Motion passed 5-0-0.**

VIII. APPROVAL OF BILLS

- a. **Approval of Warrant #20-25 & #20-25A-C.** Motion by Board member Stevens, seconded by Board member Maxwell, to approve Warrant #20-25 & #20-25A-C in the amount of \$191,581.47. **Motion passed 5-0-0.**
- b. **Approval of Warrant #20-25D.** Motion by Board member Shernock, seconded by Board member Maxwell, to approve Warrant #20-25D in the amount of \$121,612.32. **Motion passed 5-0-0.**
- c. **Receipt of Biweekly Payroll through April 13, 2025.** Motion by Board member Stevens, seconded by Board member Petty, to receive the biweekly payroll in the amount of \$113,615.79. Chair Morse noted that this MUNIS document now has a new format. **Motion passed 5-0-0.**

IX. SELECT BOARD

- a. **Equipment Note (2022 Cat Loader).** Motion by Board member Shernock, seconded by Board member Stevens, to approve the Equipment Note for \$102,400 at 4.87% interest; to approve the Single Disbursement Equipment Borrowing Resolution; and to approve the Non Arbitrage and Use of Proceeds Certificate. Manager Schulz noted this equipment note has been refinanced at a lower interest rate. **Motion passed 5-0-0.**
- b. **Petition to form Collective Bargaining Unit for Northfield Ambulance Part-Time Employees.** Manager Schulz said the NAS now has only one full-time employee: Chief Meggan McCusker. The NAS part-time employees now are circulating a petition in order to form a collective bargaining unit. The petition would be forwarded to the Vermont Labor Relations Board once a specified number of signatures have been obtained. As this involves a potential contract negotiation, Manager Schulz said Select Board discussion of this matter should take place in executive session later in the meeting as sanctioned by state statute.

Board member Maxwell asked if some general discussion could be made at this time. Manager Schulz said it was permissible so long as specific issues such as wages, benefits, etc. are not discussed. Board member Maxwell asked why the NAS part-time employees want to form a collective bargaining unit. NAS EMT Scott Bagg said that this is not just a matter of wages, benefits, etc. but rather there are other workplace issues that periodically need to be negotiated between NAS employees and management. Having an employee bargaining unit in place would make such interactions much more equitable. Chair Morse said the Select Board members will discuss this matter in executive session later in the meeting with the Town Manager and Town Attorney present. The NAS members present will be informed if action is taken afterwards.

X. TOWN MANAGER'S REPORT

- a. Main Street Waterline and Water Tank Replacement Project.** Manager Schulz said the waterline installation contractor has completed installing the signage for this project and has been cutting the pavement this week to mark where the new waterlines will be installed. The excavation work for installing the underground vaults will start next week.
- b. Vine Street Sidewalk Project.** Manager Schulz said there will be a pre-construction meeting with the project contractor on Thursday, May 1, 2025 and the sidewalk work will start on Monday, May 19, 2025.
- c. FY 2025-2026 Water and Sewer Department Budgets.** Manager Schulz said the proposed budgets were distributed to the Utility Commission members at their last meeting (04/07/25). There will be further discussion of them at their next meeting (05/05/25) but no major revisions are expected. If these budgets are approved as currently presented, the combined water-sewer rate will increase by 2.65% for the average residential customer.
- d. Contracted Street Sweeping.** Manager Schulz said the contracted street sweeper was in town this past week. Since this week's waterline project work this week has kicked up a lot of dust on South Main Street, the sweeper will be back again before NU Graduation Day (05/03/25) to redo the street.
- e. Town Building & Energy Subcommittee Meeting.** Manager Schulz said the subcommittee met a couple weeks ago (04/09/25) and discussed revised plans for the Pool House Redesign Project as well as updating the priority list for components of the Town Common Rehabilitation Project.

XI. BOARD MEMBERS' COMMENTS, CONCERNS, QUESTIONS

- a. Finance Director Appreciation.** Board member Maxwell wanted to thank Finance Director Laurie Baroffio, who is retiring on June 15, 2025, for her outstanding service to the municipality over the past thirty-three (33) years. Board member Maxwell would like her suitably honored at the time of her retirement.
- b. Union Brook Road Work.** Board member Maxwell asked if the center line for Union Brook Road will be painted this year. Manager Schulz said that it would. In addition, grant funds will be used to install new signage on the road. Manager Schulz added that the company originally contracted for this year's line striping has gone out of business so we will be hiring a new contractor as soon as possible.
- c. Parklet Ordinance.** Board member Maxwell hopes that in future months the Select Board members will work diligently on drafting and approving a Parklet Ordinance that will be all-comprehensive and provide benefits for local businesses while also assuring public safety.
- d. Tonight's Open Discussion.** Board member Petty was pleased that so many Northfield residents were in attendance tonight both in person and online to express their views on the disparaging comments recently made about Police Chief Pierre Gomez as well as demonstrate their support for him. She was especially grateful that this was a polite discussion that did not include any personal attacks but rather focused on ways to improve this community.

Chair Morse noted that Stevie Balch and Mary Richter have emailed the Select Board members to express their strong support for Chief Gomez. Mr. Bagg said it was especially inspiring to see younger members of the community such as Zola Bresett, Stiker Path, Mae Path, and Nageli Murch willing to stand up and speak out tonight to condemn racist remarks and show their own support for Chief Gomez.

- e. **Road Maintenance Updates.** Board member Stevens asked when Lovers Lane would be reopened to through traffic. Manager Schulz believes it will be in the next week or so. Board member Stevens then asked when the resurfacing of the gravel road on Turkey Hill Road would start. Manager Schulz said the work is scheduled for late May or early June 2025.
- f. **Community Room Improvements.** Board member Stevens asked for an update on the planned improvements to the Community Room located downstairs in the Brown Public Library. Manager Schulz said an electrician will be in next week to add a number of outlets, etc. Manager Schulz also in looking into replacing the table where the Select Board members sit since it is in poor condition. There also are plans to replace the room's chairs, many of which are now unusable. There had been a suggestion to have local students paint a mural at the back of the room. Manager Schulz has been in communication with school officials about this and it is hoped that the work can be completed before school adjourns this summer.
- g. **DEI Training Follow-up.** Board member Shernock would like a discussion on the next meeting agenda about what the municipality needs to do to become eligible to participate in IDEAL Vermont programs, etc.

XII. PUBLIC PARTICIPATION (UNSCHEDULED). There was no further discussion.

XIII. EXECUTIVE SESSION. Motion by Board member Maxwell, seconded by Board member Shernock, to go into executive session, in accordance with 1 VSA 313 (a)(1)], in order to discuss contract negotiations and personnel issues with Manager Schulz and Town Attorney Joseph Farnum present. **Motion passed 5-0-0.**

The Board went into executive session at 10:10 p.m.

Motion by Board member Maxwell, seconded by Board member Petty, to come out of executive session. **Motion passed 5-0-0.**

The Board came out of executive session at 10:36 p.m.

Motion by Board member Maxwell, seconded by Board member Petty, to direct Manager Schulz to work with council to have Vermont Labor Board conduct a consent election in the Board's case 25-19. **Motion passed 4-1-0 with Board member Shernock voting in opposition.**

Motion by Board member Maxwell, seconded by Board member Shernock, to go back into executive session in order to discuss contract negotiations and personnel issues with neither Manager Schulz nor Town Attorney Farnum present. **Motion passed 5-0-0.**

The Board went back into executive session at 10:43 p.m.

Motion by Board member Stevens, seconded by Board member Shernock, to come out of executive session. **Motion passed 5-0-0.**

The Board came out of executive session at 11:05 p.m.

Motion by Board member Maxwell, seconded by Board member Petty, to employ CSC Investigations LLC. **Motion passed 5-0-0.**

XIV. ADJOURNMENT. Motion by Board member Stevens, seconded by Board member Shernock, to adjourn. **Motion passed 5-0-0.**

The Board adjourned at 11:07 p.m.

Respectfully submitted,

Kenneth L. McCann

Kenneth L. McCann, Acting Clerk

A video recording of this meeting is available at: <https://youtu.be/V184XkIMp0I>

These minutes are subject to approval at the next Select Board regular meeting.