

Minutes of the Selectboard Meeting of
Wednesday, July 27, 2022, at 6:30 pm

This meeting was conducted via teleconference using ZOOM according to Open Meeting Law requirements. Members present: Roger Arnold, Chair; Mary Layton, Vice Chair; Marcia Calloway; Robert Gere; Rod Francis, Town Manager; Miranda Bergmeier, Assistant to the Town Manager.

Also participating: Omer Trajman, Jeff Lubell, Manu Tesone, Aaron Lamperti, Pam Smith, Mary Gorman, Marshall Heinberg, Jenn Goulet, Paul Manganiello, Lynnwood Andrews, Jaan Laaspere, Jim Antal, Arline Rotman, Peter Orner, Amy Stringer, Cheryl Lindberg, Beth Dingman, Fielding Essensa, Jack Cushman.

1. Meeting convened at 6:30 pm.
2. Agenda Review. Layton **moved** (2nd Gere) to approve the agenda with the possible inclusion of suggestions for upcoming meeting agendas. **Motion approved unanimously.**
3. Public Participation. Omer Trajman and Manu Tesone spoke in favor of having fireworks at the Lion's Club fair this summer. Jeff Lubell spoke about a planning grant to explore a possible affordable housing project in Norwich.
4. Appointment to the Selectboard. Aaron Lamperti spoke in support of his application. Pam Smith spoke in support of her application. Jack Cushman spoke in support of Lamperti's application. Mary Gorman spoke in support of Smith's application. Marshall Heinberg spoke in support of Smith's application. Manu Tesone spoke in support of Smith's application. Jenn Goulet spoke in support of Smith's application. Paul Manganiello spoke about the process of appointing a replacement Selectboard member. Lynnwood Andrews spoke in support of Lamperti's application. Jaan Laaspere spoke in support of Smith's application. Jim Antal spoke in support of Lamperti's application. Arline Rotman spoke in support of Lamperti's application. Peter Orner spoke in support of Lamperti's application. Amy Stringer spoke in support of Smith's application. Cheryl Lindberg spoke in support of Smith's application. Beth Dingman spoke in support of Lamperti's application. After some discussion, Calloway moved to appoint Pam Smith; the motion was not seconded. Layton **moved** (2nd Gere) to appoint Aaron Lamperti to serve on the Selectboard until an election in March 2023. **Motion approved (3-yes; Calloway- no).**
5. Errors and Omissions Request to Grand List. After some discussion, Layton **moved** (2nd Calloway) to make a change to the 2022 Grand List, according to the Listers memo to the Selectboard dated July 19, 2022, as included in the Selectboard meeting packet. **Motion approved unanimously.**
6. Recruitment and Retention Strategy. Layton **moved** (2nd Calloway) to find that premature general public knowledge would clearly place the public body or a person involved at a substantial disadvantage in the negotiation of labor relations or agreements with employees. For example, revealing bargaining strategy and the town's disposition with regard to current economic conditions. **Motion approved unanimously.** Layton **moved** (2nd Gere) to enter executive session pursuant to 1 VSA §313(a)(1)(B), for the purposes of considering the impact of inflation on personnel retention and recruitment and to invite the Town Manager and Finance Director. **Motion approved unanimously.** The Selectboard went into executive session at 7:15 pm. Layton **moved** (2nd Gere) to enter public session. **Motion approved unanimously.** The Selectboard moved into public session at 8:05. Layton **moved** (2nd Gere) that the Selectboard authorize the Town Manager, in conjunction with town'

counsel, to develop a referral bonus and sign-up bonus package, the terms and details of which will be approved at a subsequent Selectboard meeting. **Motion approved unanimously.**

7. Adopt Local Emergency Management Plan. After some discussion, Layton **moved** (2nd Gere) to adopt the proposed Local Emergency Management Plan, as contained in the Selectboard meeting packet. **Motion approved unanimously.**

8. Approve Bid for Code Compliance Work on DPW Underground Storage Tanks (UST). After some discussion, Layton **moved** (2nd Gere) to authorize the Town Manager to accept the proposal from FPH Tank Installation and Service, Inc. and contract for additional necessary electrical work for a total cost not to exceed \$36,000 to be paid for out of the Garage Reserve Fund. **Motion approved unanimously.**

9. Authorize Bid for the Disposal of Hazardous Waste at Transfer Station. After some discussion, Layton **moved** (2nd Gere) to authorize the Town Manager to approve the bid from Clean Harbors for removal of contaminated waste oil for an amount not to exceed \$5,921.09 to be paid from the General Fund. **Motion approved unanimously.**

10. Approve Bid for Further Emergency Work on Moore Lane Bridge. After some discussion, Layton **moved** (2nd Gere) to authorize the Town Manager to approve the bid from Clean Harbors for additional work to prevent hazardous materials from entering the stream at the Moore Lane bridge for an amount not to exceed \$23,461.20, to be paid from the Bridge Reserve Fund. **Motion approved unanimously.**

11. Reconsider Selectboard Work Plan & Timeline of Committee Requests from Selectboard. SB members discussed how to structure, strategize, and prioritize their work and the work of other town committees and boards. SB members agreed to convene the various town committees to report to the SB about their current activities, priorities, and resource needs. SB members agreed that the committees will be asked to report in writing to the SB. The SB will then review those reports and invite the committees to SB meetings to discuss their respective projects and priorities. Francis agreed that this coordination with committees would be very helpful, especially concerning available staff resources. This will also help the town develop a robust grant management system.

12. Consent Agenda. After some discussion, Layton **moved** (2nd Calloway) to approve the consent agenda. **Motion approved unanimously.**

13. Adjourn. Layton **moved** (2nd Calloway) to adjourn. **Motion approved unanimously.** Meeting adjourned at 9:24.

By Miranda Bergmeier

Approved by the Selectboard on August 10, 2022

Roger Arnold, Selectboard Chair

Next Meeting – August 10, 2022 – Meeting at 6:30

PLEASE NOTE: CATV POSTS RECORDINGS OF ALL REGULAR MEETINGS OF THE NORWICH SELECTBOARD