

1 **SELECTBOARD MEETING**

2 **May 4, 2022**

3 Attending the meeting in person; Merrily Lovell, Maggie Gordon, Mike Loner, Dennis Place, Phil Pouech, Joy Dubin  
4 Grossman, Todd Odit, Sarah Toscano, Stuart Deliduka, Barbara Levy.

5 Attending the meeting remotely; Bill Moller, Graham Deutl, Mike Hoey, Lenore Budd, Carl Bohlen, Pat Carinias,  
6 Monique Jackson, Morgen Decker, Natacha Liuzzi, Holly Pasackow, Anthony Cambridge, Jen and Brian Hunter,  
7 Sussman, Andrew Leise, Barbara Forauer, Andrea Morgante, Marianna Holzer, Pat Mainer, Robert Hyams,  
8 Jonathan Trefry, Ben Avery, Alex Weinhausen, Al Karnatz, Brett Grabowski, Michael Buscher, Pat Chojnowski.

9 Meeting called to order at 6:03 p.m.

10 Public Information Meeting on Revised Police Budget

11 Merrily read the statement the Selectboard published on FPF addressing the budget and the plan to do a new  
12 Strategic Plan.

13 Sarah T. questioned with there now being 3 police officers and the budget being decreased how will we attract and  
14 retain new police officers using the budget without figuring in needing to up their pay in order to actually recruit  
15 and retain any police officers.

16 Todd said that is a concern. The original budget proposed to the Board in December had a salary line item that  
17 included 6 full time officers as well as funding filling of shifts and an administrative position. The Board level  
18 funded the salary line providing a \$25,000 decrease. That reduction would result in eliminating the administrative  
19 assistant or reduce the hours for filling shifts. A further \$10,000 reduction will have an impact, the salaries for the  
20 remaining officers and the Chief have been adjusted. Depending on what new officers will demand, he is pretty  
21 confident the budget can support 5 full time officers but does not think it will support 6. The Chief may decide to  
22 try to find an administrative assistant rather than looking to fill a half time position as there is a high administrative  
23 work load.

24 Lenore asked for an explanation of what will happen if the budget fails.

25 Todd said the Town has to keep warning a budget till one passes. If a police budget is not in place when we need  
26 to send out tax bills, funds for the police department can't be included in that calculation. The Town could possibly  
27 borrow funds, it would be up to the Selectboard on how they want to proceed with a revised budget.

28 Phil said if it does fail, he thinks the Board would look at the number of no votes and make a decision based on  
29 that.

30 Graham D said he understands in the past we had 6 police officers one of which was grant funded, he asked if the  
31 grant is still open. Also how does the police budget fulfill salaries for officers coming in, current officers and how  
32 does that match with the rest of the county.

33 Merrily explained the current proposal keeps the COPS Grant and the possibility that there will be 6 officers. Phil  
34 said the budget shows the COPS Grant, but to receive the grant we need to have 6 officers. We are not sure if we  
35 are going to do that. If we don't do it in this budget but want to in the future, we could have the grant in the  
36 following year. If we don't hire the 6<sup>th</sup> officer, we would not receive the grant money but we would not have that  
37 salary to pay.

38 Merrily said until about a month ago Hinesburg was the only town with a fully staffed Police Department.  
39 Surrounding towns increased salaries and incentives to attract officers. The reason we had a fully staffed

40 department was because officers wanted to work with Chief Cambridge and like the way he runs the department.  
41 Merrily added the officers going to other towns are receiving \$11.00 an hour increases in pay.

42 Todd said the best comparison would be Shelburne. They have a newly negotiated contract which is not public at  
43 this time.

44 Graham said if officers are getting \$11.00 more in other departments and it becoming increasingly more difficult to  
45 hire officers will the proposed salaries for officers be increasing and will that increase be able to support 5 officers  
46 and use the grant money for the 6<sup>th</sup> or will it cost us more and how is staffing effected by the current events.

47 Phil replied it will not cost more as we need to stay within the budget. We will hire the best officers we can with  
48 the budget that is proposed.

49 Jennifer D asked the Board to describe the conditions of the COPS Grant when the money runs out and what year  
50 it runs out and what would it cost. Merrily said that is not relevant right now because the grant is on hold as we  
51 don't have a 6th officer.

52 Phil added if we bring the COPS Grant back in the Town is responsible for one additional year of that salary.

53 Jennifer asked how much that would be and when it would begin. Todd said it is hard to say, we need to have  
54 three full years funded by the grant and what the cost would be would depend on whatever the rate for the  
55 person filling that position is. Todd added we can pause the grant as long as we are looking to fill the position.  
56 There will be a point if we can't fill the position, we would terminate the grant.

57 Graham asked what the salary range is? Todd said prior to departure of officers below the position of Chief and  
58 Sergeant the range was \$25 to \$29 an hour.

59 Phil said a few years ago the Chief came to the Selectboard and said they want to implement a pay structure to  
60 retain officers. Rather than giving the normal raise that Town employees received the salaries of the police  
61 officers were increased above that amount with a three year plan to bring the salaries up to be more competitive.  
62 Phil said we have finally come to grasp the fact that appropriate pay for certain positions, such as police officers,  
63 needed to be increased significantly particularly in Vermont.

64 Todd spoke about the meeting he and Chief Cambridge had with 3 members of the State Police for providing  
65 coverage for hours we will not be patrolling. The State Police said this coverage is temporary as they are dealing  
66 with their own staffing issues. Their expectation is the Town will get back to providing 24 / 7 coverage. They will  
67 respond to life threatening issues. The calls are referred to the Chief who makes the determination if the call is  
68 forwarded to the State.

69 Dennis asked if calls go to Shelburne for dispatch why can't they make the decision instead of the Chief being  
70 called every time. Todd said that is not their job, they just take the call and forward it on. The State Police want  
71 the Town to make the decision about a call as they do not want to take on the liability.

72 Carl B suggested the Board pause the COPS Grant till the new strategic plan is done. Carl clarified that what he  
73 heard was they might pause the grant but would hire an officer if they can which is not based on the strategic plan  
74 being done yet.

75 Merrily said they are going to do the strategic plan as soon as they can and the likelihood they will find a 6<sup>th</sup> officer  
76 is minimal.

77 Bill M. asked if the Chief is paid for 24 / 7 service. Todd said he is a salaried employee; adjustments have been  
78 made to all officers including the Chief and the extra coverage was taken into consideration. Bill asked about the  
79 number of call the Chief is getting 24 / 7. Todd said he will track that as it is not known yet with the new hours the  
80 Chief is on call.

81 Chief Cambridge said he gets several calls a day. He does not want to put those decisions on the two remaining  
82 officers.

83 Jennifer D said if the previous range of pay was \$25 to \$29 an hour, what are they earning now and are there  
84 planned raises.

85 Todd said of the existing officers no one is making less than \$30 an hour now. As far as the open positions it would  
86 depend on what it will take to attract a qualified person.

87 Jennifer asked if an actual budget spreadsheet is available on the website. Todd said it is.

88 Jennifer asked who would one call if the police violate our rights? Todd said you could contact the State Attorney,  
89 State Police or the Human Rights Commission depending on the specifics of the incident. Merrily said this has not  
90 been an issue in Hinesburg.

91 Jennifer noted Carl's idea of pausing till we have a strategic plan; she understands they don't feel it is likely we  
92 would have a 6<sup>th</sup> officer but asked if Board members would share their views on that. The last strategic plan was  
93 not exactly followed.

94 Phil said at this point he feels it is very unlikely we would hire a 6<sup>th</sup> person. Along with the strategic plan they will  
95 need to understand what the Town's liability is with this grant going forward.

96 Graham said he was unaware the Chief was providing sole on call coverage and feels that is not a great quality of  
97 life. What is the Board and Town doing to keep the Chief here?

98 Chief Cambridge said we were in a position of having 6 full time officers. There is no option not to have 24 /7  
99 police services so if this falls on him.

100 Phil said step 1 is to get the budget passed. Step 2 is the strategic plan.

101 Holly Pasackow said she respects Anthony a lot, she has been an on call nurse and feels there is nothing more  
102 disruptive to someone's personal life than to be on call. She said that is not a sustainable plan for the Town. If the  
103 budget passes but we do not attract enough police officers, how would we compensate Anthony and any other  
104 police officers who are taking calls. Are we in a position to continue to increase the compensation?

105 Merrily said the Town Manager is in charge of all departments. The budget is just a figure.

106 Todd said we could continue to offer more money but that does not solve all the problems.

107 Stuart said it is clear the current staffing will not be able to take vacations and this is big impact to their families.

108 Regular Selectboard meeting called to order at 7:01 p.m.

109 Agenda Additions and Deletions

110 None

111 Public Comment

112 Jennifer D asked to share what the Chief's salary is, what are police impact fees and how do they work?

113 Todd said his salary was to be increased to \$80,000 on July 1. After doing a comparison with other towns and the  
114 workload here it has been increased to \$89,000. The impact study is in the May 20 Selectboard packet. Todd will  
115 follow up with Jennifer to explain the fees and how they are used.

116 Approve Minutes of 4/13, 4/20 and 4/22

117 Maggie moved to approve the minutes of 4/13/22 as amended. Seconded by Mike and approved with 5 yes votes.

118 Maggie moved to approve the minutes of 4/20/22 as amended. Seconded by Mike and approved with 5 yes votes.

119 Maggie moved to approve the minutes of 4/22/22 as amended. Seconded by Dennis and approved with 4 yes  
120 votes and Mike abstaining.

121 Selectboard Forum

122 Phil said plans for Green Up Day are going well and people are picking up bags. There will be a lunch outside the  
123 Town Hall.

124 Town Forrest Committee Request to Apply for Recreation Trail Grant

125 Jonathan T provided information on the Recreational Trail Program Grant in a memo that can be found in tonight's  
126 Selectboard packet. He noted they talked to the Department of Environmental Protection and found that a larger  
127 culvert than what is in place now is needed. This means the cost submitted in the letter of interest has increased.  
128 This is a 20% self-funded grant and they are estimating closer to \$18,000 for the total cost and will be asking the  
129 State for \$14,000.

130 Phil asked if our contribution is in-kind labor. Jon said that amounts to about 140 to 150 hours of labor and he is  
131 not sure we will get that much volunteer labor. Some will be volunteer labor; some will be administrative costs.  
132 There is funding available from the timber harvest done over the winter to pay the upfront costs and if needed.  
133 Pat M said they can also get funding from the stewardship fund.

134 Phil moved to approve the Town Forrest Committee to apply for, as described, the Recreational Trail Program  
135 Grant. Seconded by Mike. Maggie noted that about 10 years ago the Hayden's did some work on the main logging  
136 road, soon after the work was done one horse and one ATV did a lot of damage. She is concerned of damage being  
137 done to area worked on. Pat said that work was done through a Clean and Clear Grant and there was damage  
138 done soon after that by ATV's but they have since repaired that. That part of the Town Forest gets a lot of traffic  
139 and is steep and needs work again. The current Management Use Plan allows ATV use on that trail and the future  
140 plan they are working now also allows that. There is no enforcement, all you can do is ask people not to use the  
141 trails when they are wet.

142 Motion voted and approved with 5 yes votes.

143 Merrily will write the letter of support. Jon said there are a few other requirements needed from the Town  
144 associated with the grant. Todd said he and Joy will take care of the other requirements.

145 Hinesburg Land Trust Request for Letter of Support and \$10k for Ballard Farm Preservation

146 Dennis advised this is family but as he has nothing to gain the Board agreed there is no need for him to recuse  
147 himself.

148 Kate Kelly, chair of the Conservation Commission, outlined the request, this can be found in tonight's Selectboard  
149 packet.

150 Phil said he supports this; he is not sure what level of funding we have for preservation. He likes that this brings  
151 connectivity to other lands that are preserved and it fits into the Town Plan.

152 Andrea M said they ask for \$10,000 from the Town and another \$10,000 from private donations.

153 Phil moved to provide \$10,000 out of the Hinesburg Land Conservation Fund toward the Hinesburg Land Trust  
154 Ballard Farm project. Seconded by Mike and approved with 5 yes votes.

Approved 5/4/22

155 Consider Approval of Grant Application for Segment of Richmond Road Pedestrian Path

156 Phil moved to move forward with segment A for a Bicycle & Pedestrian Program Grant. Seconded by Maggie and  
157 approved with yes votes.

158 Consider Approval of Contract for Landfill Inspection, Testing and Well Replacement

159 Todd reviewed the tasks that need to be done in May as well as next October.

160 Joy said we will need signage to stop people from walking on the cap.

161 Mike moved the Board approve a contract with Stone Environmental for the May 2022 monitoring, mw-  
162 1monitoring well replacement and landfill inspection at a cost of \$21,425. Seconded by Maggie and approved with  
163 5 yes votes.

164 Andrea M asked for how long the public will no longer be allowed on that property. Todd said it is too soon to  
165 know. When the landfill cap inspection and report is done the Board can talk about those findings when they have  
166 them.

167 Consider Approval of Police Vehicle Bid

168 Phil moved the Selectboard accept the bid of \$5,575 for the used police vehicle. Seconded by Maggie and  
169 approved with 5 yes votes.

170 Consider Approval of Local Emergency Management Plan

171 Phil moved to approve the Local Emergency Management Plan with the changes noted. Seconded by Maggie and  
172 approved with 5 yes votes.

173 Consider Request for Hinesburg Center II Payment in Lieu of Public Space

174 Dennis recused himself for this item.

175 Todd said this is actually a decision of the DRB, Brett is looking to go to the DRB with support from the Selectboard  
176 for this proposal.

177 The zoning regulations allow for a payment of a fee in lieu of public space. They are proposing some public open  
178 space but there is opposition they received to proposed improvements to lot 30 and will give the calculated fee of  
179 \$41,925 to the Town for improvements to lot 1.

180 Phil asked if there are any restrictions on what the funds are spent on. Todd said the intent is to make  
181 improvements to another public space.

182 Barb Forauer asked if it is the residents of Creekside who are opposing. Mike B said they don't want to see  
183 hardscape improvements on the lot. Barb asked if the space will be maintained. Mike said it will be maintained in  
184 a similar way as it currently is with the exception of drainage and additional landscaping included. Barb pointed  
185 out part of that land is in the flood plain and she hopes that is taken into consideration with the plantings that are  
186 done. Mike said part of the improvements will basically take that out of the flood plain. Barb asked how it can be  
187 taken out of the flood plain. Todd said that discussion is an issue for the DRB.

188 Alex commented that as Todd mentioned the reason this is before the Board is that the DRB included a condition  
189 that required this consultation.

190 Lenore asked who decides where the funding goes? Alex said the zoning regulations read that the developer is  
191 required to make the contribution which needs to go into a Town fund for improvement of open space within the  
192 Village Growth area.

193 Phil moved to recommend that the DRB consider and approve the request to provide monetary financial  
194 contribution of \$41,925 in lieu of the other hardscape green space improvement as shown in the memo.  
195 Seconded by Maggie and approved with 4 yes votes.

196 Consider Request for Haystack Crossing Fee Reduction

197 Dennis recused himself for this item.

198 Alex explained that the Haystack Crossing development is in the DRB process and asked what the fees for the  
199 application will be. Ben Avery, of BlackRock Construction, pointed out that with the large number of multi-unit  
200 dwellings proposed, the fee schedule would result in them paying a per unit dwelling fee twice. Alex is  
201 recommending to reduce the fee to this project accordingly and make a change to the fee schedule so we are  
202 consistent and all future projects are treated the same.

203 Phil asked if there are other developers now in this position and how quickly can the fee structure be revised.

204 Alex replied the Hinesburg Center II project is affected too. Alex said these projects will be scheduled for June or  
205 July for DRB action so there is time to update the fee schedule. Alex can work on a new schedule to be put on the  
206 Selectboard agenda.

207 Maggie would like to see what other municipalities' fees schedules look like for large developments. She suggests  
208 the revision for fee structure be done and that we not act on individual projects.

209 Phil said he is ok with that with the understanding it is done quickly to prevent the two projects from getting  
210 stalled.

211 Mike agrees with Phil and only wants to vote on this once so going forward everyone knows what the fee structure  
212 is.

213 Merrily is also in agreement.

214 Town Manager Update

- 215 • Unfortunately, the Town was not awarded the Structures Grant for the culverts on Lincoln Hill Rd. This
- 216 will likely be done in a phased approach now.
- 217 • Next week the Town Hall Committee will meet
- 218 • Sewer and Water fees – received revised sewer fees from Wayne. He will discuss those as well as
- 219 residential usage rates with Erik.
- 220 • Mike A plans to do half the planned amount of paving this year and use the remainder of the funds to
- 221 purchase and stockpile gravel.
- 222 • Meeting with ST. George Selectboard was cancelled. Todd is waiting to hear when it will be rescheduled,
- 223 He did submit a bill for Fire and Ambulance service for them to pay
- 224 • An offer has been made to a prospective new Highway employee
- 225 • Would like to arrange a Springtime Selectboard retreat. Mike would like to discuss ARPA funds at this and
- 226 start collecting ideas on use.
- 227 • Merrily said she would like to arrange another zoom meet and greet.
- 228

229 Approve Warrants and Payroll

230 Phil moved to approve the warrants, including payroll, signed by Merrily and Maggie as submitted by the Town  
231 Treasurer. Seconded by Maggie and approved with 5 yes votes.

232 Adjourn

233 Mike moved to adjourn at 8:26 p.m., seconded by Maggie and approved with 5 yes votes.

234 Respectfully submitted,

235 Valerie Spadaccini, clerk of the Board

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239