Town of Johnson
Selectboard Meeting
Municipal Building
Thursday, March 19, 2026; 6:30 pm

6:30 p.m. Call to order and Standing Items

1. 6:30-6:35pm Consider Additions or Adjustments
2. 6:35pm Review Invoices and Orders
3. 6:35-6:40pm Public Comment and Public Announcements
4. 6:40-6:45pm Selectboard Updates and/or Concerns
5. 6:45-6:50pm Consent Agenda
    a. Consider Approving Minutes of March 2, 2026
    b. Consider Approving Minutes of March 3, 2026, Annual Town Meeting
    c. Consider Approving Minutes of March 4, 2026

6:40 p.m. Clerk and Treasurer's Report: warrants, licenses and any action items

7:00 p.m. Work Session

6. 6:50-7:20pm Conversation with Johnson Community Economic Development Specialist Carl Rogers regarding the Industrial Park
7. 7:20-7:40pm Review and Approve the job description for the Community and Economic Development Specialist
8. 7:40-7:50pm Review and Discuss Legion Field Design
9. 7:50-8:00pm. Review and Consider T-Mobile Grant Application
10. 8:00-8:15pm Library Update: Review and Discuss Library Fund Raising, Invoices, and Change Orders.
11. 8:15-8:20pm Review and Consider Candidates for Marvin Awards
12. 8:20-8:30pm Formalize Committee Reports to the Selectboard.
13. 8:30-8:35pm LCPC Board Appointment: Sign Appointment Letter
14. 8:35-8:40pm Review and Consider membership in the Vermont Covered Bridge Society
15. 8:40-9:00pm Review and Discuss Office Roles following Rosemary's Retirement
16. 9:00-9:15pm Review and Discuss having a Long-Term Goals Planning Meeting
17. 9:15-9:20pm Old Business: Capital Budget and Plan, Joint Properties, Scribner Bridge Grants, Buyout Property Planning/Old Library location, Gravel Pit, Speed and Stop Sign Ordinance, Speeding, Discussion on creating revenue for the Town,

Executive Session

1. Executive Session: Review and Discuss Town Attorney's Recommendations regarding the Purchase and Sale Agreement for Lowe Lecture Hall / Old Town Hall; 1 V.S.A. § 313(a)(2)

Adjourn

Option to join by Zoom*:
https://us02web.zoom.us/j/3446522544?pwd=VkNZZE5tMW5PaEhidVpnUjRxSkxGdz09
+1 646 558 8656 US (New York)

Meeting ID: 344 652 2544
Passcode: 15531

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, MARCH 2, 2026

Present: Selectboard members: Peter Hammond, Adrienne Parker, Eben Patch, Paul Warden
Others: John Sutherland, Rosemary Audibert, Carl Rogers (remote), Lois Frey, Howard Romero, Doug Molde, Diana Osborn, Pat Persico, Isabelle Sullivan, Charles Flaum, Morna Flaum, Kathy Black, 2 other people
Absent: Mike Dunham

Note: All votes taken are unanimous unless otherwise noted.

1. ***Call Meeting to Order***
   Eben called the meeting to order at 6:30.
2. ***Consider Additions or Adjustments to the Agenda***
   No changes to the agenda were needed.
3. ***Public Comment***
   Howard Romero said he would like to throw his hat in the ring to be contractor for the Legion Field project. He is not sure what is necessary to make that happen. He wants time with John over the next week or so to have John explain that to him.

   John said he and Howard have talked about the project. John told Howard that because the grant money is running through the town, we need to do an RFP and go out to bid. Howard asked John about working on the RFP with him.

   Howard said he wants to get going on the project as soon as possible. Tuesday Night Live will be on Legion Field for six concerts this summer. This skating rink area needs to be leveled and reseeded before that, so the faster we can get going the better.

   Adrienne asked Howard if he wants to bid on the project but also work on the RFP. John said that would be a conflict. He can talk to Howard about it. He thinks Howard would be qualified to be project manager for Legion Field.

   Howard said we have $23,500 for the project. Peter asked what he thinks we can accomplish with that. Howard said we can do the electrical work and move the bandstand and he believes we will be able to flatten out the spot for the rink. Anything else probably ought to be in phase 2. Peter asked when grass is needed by. Howard said July 7. Time is tight. If he were running the project, he might get the rink area flattened and seeded first and then do the rest.

   Peter asked if we have to have the RFP out for a certain length of time. Eben said it is good to have it out as long as possible.

   Adrienne asked if we have enough money to have a contractor. Howard asked if there is another way to do this. John said we have to take a look at the work involved. He doesn't think flattening the area for the rink will be a big project. Once we have the plans back from DuBois & King, he can look at them and then he and Howard can discuss the order of work and see how much work will be involved.

   Eben said the skate rink area could be done after the TNL series is done. Howard agreed that could be done. The last concert is August 11. However, the tractor parade will be there in the fall. Peter said he thinks it would be great to do the leveling and seeding in the spring. We have already put the project off from last fall.

Paul said Howard is proposing to be the project manager, but the RFP is for someone else to actually do the work, right? Howard said he guesses so. If we didn't have to do an RFP he thinks he could just use the rest of the grant money and make the work happen. That would be the simplest and easiest for him and would mean the work could get started as soon as the snow melts. That would be his preference.

Eben mentioned that the Conservation Commission's project summary form needs to be filled out first. And we need to see the design first and then do an RFP. John said we need to look at the grant requirements as well.

Pat Persico said there is a 200-page Facilities Master Plan for Vermont State University and Johnson is mentioned in it. That plan is just a guideline. He also read that the town and village of Johnson would be moving into Martinetti Hall on the Johnson campus when the money came. Has the college system reached out? Is there an open line of communication from the college into the town and village?

Paul said we haven't signed anything. Eben said we have not signed any lease agreement. There have been conversations between the college and the town. No formal decisions have been made.

Pat asked if the town should open up lines of communication into the chancellor's office. Paul said they are open. We were in conversations about that possibility up to the time when VTSU submitted an application for a CDBG grant. That application wasn't approved. They are planning to submit an application again for the next round of funding.

Pat said their view seems to be that the town is moving there. Does the public want that? What happens to the municipal building in that case? Eben said something of that magnitude would need public comment. If we were to sell any property we would at the very least have to warn the sale in the newspaper. We would put out information online and talk about it in meetings. We own 50% of the municipal building property. A big reason for the conversation about moving the town office was the potential for the sewer treatment plant to move to this lot. To his knowledge, the village still doesn't have an offer from FEMA on funding. With a limited number of customers, spending millions of dollars to move the plant would be difficult financially. He thinks the village is looking for state or federal money to fund the move.

4. ***Selectboard Updates and/or Concerns***

Paul said LCPC sent updated FEMA flood maps that we can put on our website. Adrienne said she signed up for a webinar that she thinks will explain the maps.

Paul said, regarding the capital assets plan we will be working on with Morristown, the RFP is finalized and is being put out so we can hire a contractor to start work on the plan.

5. ***Consent Agenda***

The consent agenda consisted of the minutes of February 19, accepting the resignation of Jo Marsan from the Beautification Committee, and authorization for the town administrator to apply for Congressionally Directed Spending in the amount of $500,000 for the library.

Peter moved and Paul seconded to approve the consent agenda with the addition of thanks to Jo Marsan.

Donna Griffiths said Susan Tinker had asked to have a statement Adrienne had made at the February 19 meeting added to the minutes because she felt it was important. Adrienne had suggested that town employees work at town meeting so they can learn the process for when Rosemary will not be here anymore. **Peter and Paul agreed to amend their motion to include the addition to the minutes requested by Susan Tinker. The motion was passed.**

6. ***Clerk and Treasurer's Report: Warrants, Licenses and Any Action Items***
Rosemary said to date income is 92% of budget and general department and highway expenses are at 55.86% of budget.

Eben noted that we overspent on consulting. Rosemary said some of that will be grant reimbursable.

Rosemary said she submitted reimbursement requests for the Lendway Lane, Holmes Meadow and VEC stormwater projects. We should receive those reimbursements soon. Going forward, she thinks LCPC is going to do submittals every month for the Holmes Meadow project.

The board agreed Rosemary can issue the requested second class liquor, tobacco and tobacco substitute licenses for DG Retail and RL Vallee Inc.

7. ***Community and Economic Development Specialist Items***
Carl said it is still up in the air whether the tree clearing and removal at the industrial park will be able to happen in early spring. He would appreciate it if the board could pick a day and time for a special meeting during the week of March 23 so that in case we have the necessary permits, we can award a contract for the work, which hopefully would start around April 1. The board agreed to schedule a meeting if needed on March 26 at 6:00 p.m. Carl said he is trying to get permits so the work can proceed, but it is not looking good right now.

Carl said LCPC is acting as project manager for the Holmes Meadow project. There is a second grant for that project, a Clean Water Service Provider grant in the amount of $113,856.31. The share of that grant going to LCPC for administrative services is $3,856.31. There is $110,000 for the contract with Boulder for restoration and planning work to be done in the spring. The board needs to approve an Agreement for Administrative Services between the town and LCPC. The primary purpose of the agreement is to lay out how invoices will be handled.

Paul said he spoke to LCPC today. A couple of things about the agreement seem peculiar to him. It states that ownership of all data and materials collected under the agreement shall remain with LCPC. He doesn't think it is a big deal in this case, but in general if we hire someone we should own the work product. Seth Jensen of LCPC thought the board could approve the agreement subject to LCPC changing that language. The agreement also says that if the town fails to fulfill its obligations, LCPC can terminate the agreement with 30 days written notice. That should be mutual. We should also be able to terminate the agreement if LCPC fails to fulfill its obligations. Seth Jensen agreed to that as well.

Paul moved and Peter seconded to approve the Agreement for Administrative Services with LCPC in regards to the Holmes Meadow Clean Water Service Provider grant, with mutually agreed upon changes to II(C) and II(H), and to authorize the town administrator to sign the agreement. The motion was passed.

Carl said the Northwestern Regional Planning Commission is the Clean Water Service Provider for our section of the Lamoille River basin. The state gave them grant money to administer. It comes from the state to LCPC and then to us to pay Boulder. The board needs to approve a Site Access License with

Operations and Maintenance Plan. The Site Access License grants permission for staff from the state, Northwestern RPC and LCPC to go onto the property to do inspections or review how the work is holding up. For the first 3 years, the state will fund maintenance work, which includes planting vegetation and establishing a footpath around the meadow. The town's obligations under the Operations and Maintenance Plan are:

- Annually, visit (inspect) the property to review condition of the natural landscaping installed by Boulder and maintained by the state during the first 3 years.
- As needed, (Town's discretion) perform vegetation maintenance including re-seeding, re-planting trees or shrubs, pruning, watering, mowing designated footpath.
- Following large floods, visit the site to review conditions and evaluate the need to stabilize erosion, re-seed, or re-plant and/or remove debris

This is a 10-year agreement starting July 1st. 2026. After the first 10 years it would renew for another 10 years unless either side informs the other of a desire to end it.

Peter moved to approve the Site Access License with Operations and Maintenance Plan for the Holmes Meadow project and property and to authorize the town administrator to sign the license. Paul seconded and the motion was passed.

Carl said late last week we learned that the state has approved the grant agreement amendment to increase the amount of grant money for the Holmes Meadow project and the documents are in the process of being completed. LCPC agreed it would be best to ask the selectboard to approve change order #4 at its next meeting, after the revised grant agreement has come through.

8. Discussion with Johnson Recreation Committees

Adrienne said she put this on the agenda because currently we have a lot of recreation and park related groups – the Recreation Economy Task Force, the Lamoille Valley Rail Trail Committee, the Skatepark Committee, the Conservation Commission, the Tree Board, and the Beautification Committee. In her opinion we have some issues that she thinks could come from having a large number of groups, but no general recreation group. Volunteer numbers are down. Committees are a way for people to learn about town government and then run for selectboard. All of the current selectboard members were on committees first. There will be new green spaces from the FEMA buyouts, but no group is in charge of making plans and recommendations for those spaces, which leaves a lot of work for the selectboard. There is no group in charge of Legion Field planning. A previous grant writer for the town went to a lot of committee meetings and helped them with grants. Adrienne wants that to happen, but it is harder if there are too many meetings to attend. Our rec coordinator doesn't have an active recreation committee for volunteers and advice. Previously, the recreation committee was more focused around team sports and members left once their kid was older. She doesn't think that means a future recreation committee needs that same focus and mission. She wants to hear from current members of recreation-related groups about whether they think the issues she is naming are off base or if there is anything else she is not thinking about. One of her goals is to consolidate some of these groups.

Kathy Black said there are definitely issues. One of them is that we have an expanding set of parks and no real town park maintenance plan or people assigned to that. That is not about the committees, but about how the town staffs. Whether the town wants to and can afford to staff is another question. Regarding consolidating groups, a lot of the recreation groups are driven by people's passion and she is not sure some of those people want to work on other things.

Kathy said the Recreation Economy Task Force is not meant to last very long. It took off from the Reimagine Johnson effort. We have amazing recreational assets that the town needs to take advantage of. Not all of the work of developing those assets or figuring out how to manage them is on the town's shoulders. A lot of the things the task force has talked about involve multiple overlapping groups. For example, Isabelle Sullivan has worked with Kate at the college, which allowed re-establishment of the swim program at the college. There are other opportunities for the town if we can find a way to have them managed at the college. Both the college and the town have good assets and are often open to seeing them developed, but neither have the manpower to run them. Doug Molde and Eric Nuse have worked on the Lamoille River Paddlers' Trail. They helped set up an organization and create the Lamoille River Paddlers' map. There was a pedal-paddle event last year and there will be another this year and they are collaborating on developing sites along the rail trail with access to fishing. That involves state organizations and the rail trail, which is state property. The task force is all over the map in the kinds of things they are looking at. They are aware that for anything they imagine, they have to find community support, funding sources, etc.

Morna said the Recreation Economy for Rural Communities program might end up solving some of these problems. Kathy said she thinks there are great opportunities coming up through that program. It gives us access to experts at the state and national level and it is an opportunity for planning. She thinks it is important for the town to figure out how to make sure the selectboard is included in what is pushed forward. At the heart of the RERC program is a community convening. We want know what the opportunities are that people are interested in and will support and will volunteer to run. She feels the task force should not ask the town for money, just agreement if what they have in mind involves town land or programs. Prioritization could be really helpful. A couple of the people involved in the RERC process are brownfields experts who could help us get access to funding and solve questions around Old Mill Park. The fields there have problems and limits. If we are thinking about having a great park there, we need to make sure there are facilities like water fountains and bathrooms. As they go through the planning process, they come across interesting ideas but hearing from the selectboard will be useful too.

Isabelle Sullivan said, regarding existing committees, she thinks there is value in having them all independent from each other. There is institutional knowledge from those running them now. There are people who have an interest in being on those specific committees. However, she thinks there is a lack of communication across all committees. She can't necessarily be involved with all of them. It could be helpful to have a general steering committee with one person from each committee that would meet once every month or two. That could prevent overlapping events, for example. That could be a group that could communicate directly with the selectboard.

Charles Flaum said he agrees with that idea. The current community structure seems disparate and overlapping to the selectboard. Maybe it would seem less disparate if there was a steering community that could report to the board.

Diana Osborn said John came to the last Recreation Economy Task Force meeting and they talked about this topic. They realized they had a lot of great ideas and no consensus. Some felt a steering committee would be helpful and others felt it would not be, that it would just be another layer of organization. The one thing that rose to the top was communication rather than organizational structure. Improved communication could go a long way. Some of these groups are standing groups doing ongoing work that is always necessary. Others rise and decline as needs, interests and funding come and go. The task force is not really either of those because it is not a town group. For planning structure going forward, she thinks the task force can be left out of the plans. It is not a town committee and does not report to the selectboard. The task force is 100% supportive of the town and the town recreation department, but what they do is something different from what an ongoing recreation committee might do. There is a good reason they formed a task force and did not just join the recreation committee. The networking they are doing extends far beyond what a local town committee would do.

Doug Molde said if you look at the skatepark committee, for example, he doesn't know why we would take their expertise and move it or bring in other people. The tree board is similar. It is made up of people who are passionate about what they do. He thinks there have been no complaints about how groups run. The Conservation Commission has a statutory role. The Rail Trail Committee has a committee purpose statement. It is a limited term committee to evaluate the benefits and impacts of opening all segments of the rail trail and give advice to the selectboard. He would like to report to the Community and Economic Development Specialist and have guidance at a level above the committee. He doesn't view any of the committees as part of a group of people who would want to work on the programs Isabelle runs. He talked to Lisa Crews and she said people who have been on the recreation committee have tended to be young people with children. They are different from the people staffing the other committees. They are there for their kids. The primary ones who were in that group have moved their children out. He thinks the Recreation Economy Task Force is going to transition into being a steering committee for the RERC. If Carl doesn't continue, someone on the selectboard will need to be involved in the RERC program. That would be a great place for the college to have a representative. He feels our committees should not be changed. He doesn't want to hold meetings with other groups every month and hear what they are doing. He would like to talk to John or Carl and tell them what his committee is doing. Communication should be up the ladder. And he feels the selectboard should be advertising committee successes. There is a need for publicity for people to understand what the committees are doing.

Charles Flaum said he doesn’t think consolidation of committees will necessarily happen, but the selectboard needs to decide what it wants.

Paul said he thinks the selectboard is still trying to figure that out. We have disagreements about the CEDS role. He thinks this is an evolutionary thing. He appreciates all the comments and thinks all the groups are doing great work.

Charles said maybe this could be a topic of discussion with candidates for the CEDS position.

Morna Flaum said Johnson is on the cusp of tremendous change. There is tremendous opportunity. There are a lot of conversations Discover Johnson needs to have to make sure any of their projects will be good for the town, but it is not necessarily a town responsibility to make them happen.

Isabelle said she is hearing that everyone wants more access to the next CEDS person. Eben said the selectboard is consistently hearing that committees would like more town employee time. Isabelle said she thinks that would be streamlined with having people from all the committees in a room together instead of them individually talking to the CEDS.

Charles said it might impact what the board decides about the CEDS position. Morna said she thinks the town will probably need a parks department in the future. But creating parks with FEMA buyout properties will bring more money and visitors into Johnson, which will solve a lot of problems. Charles said it can provide the money need to support paying someone for more hours.

Isabelle said if we are not able to hire a full-time CEDS, an alternative could be different meeting structures – less frequent, etc.

Diana Osborn said the town recently evaluated office and road crew positions. That effort might expand to other types of employees. Maybe there could be an employee for forests, parks and recreation. Maybe that area has gone beyond the capacity of volunteers.

Duncan said he read the minutes of the last selectboard meeting. He was intrigued by Eben's comment that maybe an alternative to hiring a CEDS would be to hire a part-time administrative assistant. He has heard a lot of people tonight saying there is a need for bringing disparate pieces together and avoiding duplication of effort. There is no question there is a need for additional staff. But as a taxpayer, he is concerned because we have the smallest grand list in the county on a per capita basis. The only place staff comes from is taxes. Unless we can figure out another way to bring in money, we will bump up against that. He clearly hears a need for coordination and communication. A lot of what we have talked about tonight is related to economic development or community development. The title is Community and Economic Development Specialist. He is not sure the committee structure itself needs adjustment so much as a means of coordinating the pieces.

Kathy suggested there could be a recreation committee that was not designed to support recreation for kids, but was more innovative and connected to adult recreation. Isabelle agreed. She said she gets a lot of help from parents for youth recreation. She doesn't see a need for a youth recreation committee. She has made multiple attempts to reach out about what people would like for adult recreation, but she has been striking out. She doesn't need support for youth recreation beyond what she is already getting from parents. It would be awesome to have ideas for other recreation and uses of green spaces. .

Doug said he and Eric Nuse have been interested in adult recreation. The problem with that is that we have private infrastructure. We need to create access. We need to encourage people to go to these places and we need to create access. He has spent time with Tori Hellwig of LCPC getting local attractions like the suspension bridge or arboretum onto maps. We should publicize these things. It has been difficult to grow adult recreation.

Morna said she thinks what a lot of committees are doing is making places bigger and more accessible. An adult recreation committee would figure out how people can use those places. She agrees that it would be helpful to have some sort of adult recreation committee.

Diana said what would help the task force would be mutual support – knowing that when the task force establishes a relationship with an organization bigger than Johnson, they are doing it with the support of the selectboard. Good communication is the way that will happen. If they are talking to a mountain bike organization about trails, they will go through the appropriate Conservation Commission channels and go to the selectboard if it involves town land. There is the potential for a non-profit to collaborate with private landowners for the benefit of the town. She thinks the task force working on things like this would take work away from the selectboard rather than adding work.

Doug said what committees need is someone the selectboard can delegate to work with committees.

Adrienne said she agrees. She worries that she won't be able to convince the rest of the selectboard to hire a full-time CEDS to go to all of the committee meetings. That is the thought on consolidating. The recreation committee doesn't have to be a youth sports committee. She heard a lot of people talk about institutional knowledge. She is curious if committees have newer members coming to meetings to pass on the knowledge.

Diana said one of the things she has been most glad to have happened is networking with different clubs and groups. They have tried to reach out to every aspect of recreation.

Isabelle said she thinks what Adrienne is asking is whether there are new members joining committees. It is a great question.

Lois Frey said in the case of the Conservation Commission there has been turnover. They have a good mix of younger and older people. There is less of a mix in the Historical Society. She doesn't see it as a huge problem. People come and go on committees. The people who are there want to be there.

Duncan Hastings said it is an unreasonable expectation to have an employee attend all the committee meetings. Committees have to meet at night. Expecting an employee to attend all those night meetings won't work. What is more important is attendance at key meetings and communication between committees. Maybe committee chairs can communicate with the CEDS or whoever the point person is. That is more important than physical attendance at a meeting.

Paul said the energy that came out of Reimagine Johnson has been astounding and successful. There is room for all of us to figure out something that works and tweak it as we go.

Eben said he heard a lot of people talking about communication. It seems like communication issues could be solved with a short email each month to the selectboard. The proposed solution is continually to have more town employee hours. We have to deal with the cost hurdle. Johnson is in the top 20% in the state already for tax rate. We have a low grand list value. He is not averse to adding hours, but he sees the other side.

Charles said the selectboard needs to ask for a report from every committee once a month and decide who should get it.

Eben said he agrees with Adrienne that we have too many committees. He sees volunteer fatigue. But it sounds like people don't want to change. This might not be the right time for a change. It seems like we keep adding committees and more committees want reserve funds. Every committee wants more and there is never a long-term plan for maintenance other than the town paying for it.

Isabelle asked if there is an ideal number of committees. Eben said the board hasn't discussed it.

Morna said she would like to have the next CEDS be able to help develop projects to the point where they are an economic boon to the town. She thinks it is very important for that person to be an access point for all this to move forward.

Doug said he doesn't think it is necessary for a person at the administrative level to attend the meetings. What committees have never had is someone who is responsible for taking phone calls from committees, say a 10-minute phone call once a month. They need a designated person they can pass information on to.

Peter said he thinks tonight's conversation has been valuable. We have to encourage and support all the good things going on.

Charles said if the selectboard wants to save money and hours they will have to make a directive that a certain person gets an email once a month from each committee. John asked, what if committees sent updates to him and he include them in his reports to the board? Adrienne suggested that maybe monthly is too often for that. Isabelle said it may be, depending on the committee. John said if a committee had no updates they could email that there were no updates that month.

Diana asked about the alternative of setting more committees free so they are not town committees with the constraints of town committees and are more on a club level. Do we really need formalized policies around open meeting law for clubs with no budget? Adrienne said she thinks most of our committees need some financial aid. Most have a budget or are applying for grants and need the town to handle the money. Kathy said some are operating on town land. Eben said having them as town committees unlocks a lot of state and federal funds. Adrienne said if a committee didn't need a budget it could ask to be demoted to a task force. Charles said he thinks it is important for the selectboard to know what is going on. He doesn't know if he agrees with having fewer town committees.

9. Review and Approval of Job Description for Community and Economic Development Specialist

A revised job description had been sent out in the packet. The board discussed it. It said that the position is expected to be 10 to 20 hours per week. Peter said he doesn't see how we can think this position could be any less than 20 hours per week. John said he put in 10 to 20 after a conversation with Carl about his hours per week. The board could change it. Adrienne said Carl's role has been mostly maintaining grants, not going after new grants, so she feels we should double it to 40. Eben said Carl took on some projects in the absence of the town administrator.

Carl said he believes the title of the position should be Community and Economic Development Specialist, not Community Economic Development Specialist. He suggested rewriting the first paragraph to change the order of the major aspects of the job to reflect the order in which they would be done and to make it clear that projects would be initiated only after getting authorization. He suggested adding language to indicate that in some situations others (such as an engineer or construction management person or the town administrator) may manage projects. He suggested changing "hired by the Town of Johnson" to "hired by the Town of Johnson selectboard." In the essential functions section, he suggests adding language to indicate that the person will be working on community and/or economic development.

Carl said he has usually been working 10 to 20 hours per week. There have been a couple weeks when he has slightly exceeded 20 hours and sometimes he has worked a little less than 10 hours. He thinks the first job description envisioned 20 to 24 hours.

Adrienne asked if it is common for this type of position to have the employee get a bonus of a certain percentage of grant money they bring in. Carl said he would say that would be very unusual in a municipal setting. Perhaps it would happen in a community-based organization.

Paul said the only thing he thought was missing was that the description doesn't talk about reporting regularly to the selectboard.

Adrienne said the job description states that the person must be able to work in-person and virtually. She would like the position to be just in-person and if we offer a virtual option she thinks we should assign a certain number of hours that could be virtual vs. in-person. John said he was thinking that sometimes the person will need to attend meetings remotely and needs to be comfortable doing that. Paul said he thinks there should be some level of expectation that the person will be in Johnson sometimes. Adrienne said maybe we should say that the job is in person for the majority of the time.

Carl said he could see why we would want to keep the option open for some virtual work. The town might hire someone who doesn't live in Johnson. With the part-time nature of the work, it might not be worth the time to drive to Johnson each day the person is working. That is not always necessary. However, he has found that it has been very helpful to be in the office. There is more value to the town in having him here. Maybe the board should say that there should be some in-office hours each week, but he thinks we want to have both options available.

Morna said if there is greater flexibility we could get a better quality pool. She agrees that a physical presence is good, but it doesn't have to be all the time.

Paul asked, we budgeted for 24 hours, right? Eben said yes, at a certain hourly rate. Paul asked, an employee gets benefits at 30 hours? Eben said no, they get prorated benefits at 24 hours. They get full healthcare and retirement benefits at 30 hours and 80% at 24 hours.

Paul asked, if 24 hours costs us the same as 30 hours, why not just have 30 hours? He is thinking we do not have enough money for a full-time position.

Adrienne asked, the budget doesn't have a fifth highway employee? Eben said no. It has four full-time employees and some contract work.

Charles asked how many hours Randall worked. Eben said 24.

Peter asked why 24 hours costs the same as 30 hours. Eben saying it doesn't cost the same as 30 hours. At 30 hours we pay 100% of benefits. At 24 hours, we start paying for some benefits.

Diana asked, can you give the employee the option? Some might prefer fewer hours and some might prefer more benefits. Or some might prefer to work 30 hours and get paid more with no benefits. Eben said he thinks we have to apply the personnel policy to all employees equally to prevent discrimination.

Charles suggested we could offer 20 or 24 hours. Paul said we could advertise 20 to 30 hours a week, to be determined by the applicant and the board.

Adrienne said the more hours we have for the position, the more money the person will hopefully bring in. She feels more hours would pay off.

Eben talked about the cost of grant-funded projects. There are costs for things like maintenance. At a certain point it will not be sustainable.

Adrienne said we are not just asking the person to go after community driven things. We can direct them to go after projects that will bring in revenue. Charles said they should not only be going after grants. They should be trying to find people who want to come to the industrial park. Adrienne said she feels as many hours as we can afford will give us benefits. Charles said they need to bring in businesses to grow the tax base to justify their salary.

Paul said he prefers 24 hours. Adrienne said she prefers 30. Peter said he would be more inclined to go with 24 to start. Eben suggested starting at 24 hours with potential to grow.

It was agreed that John will revise the job description to include Carl's suggested changes and what the board agreed on for hours. The board is fine with the changes John had made previously that were shown in red

10. Review and Consider Mumley Engineering Proposal for Clerk of the Works

John said we had talked about having a clerk of the works for the library project. He reached out to Mumley and they said they were interested. They said they signed a contract for $45,000 and we have about $11,000 left. And they sent us their rates. At $110 to $140 per hour, we will go through the $11,000 quickly. Eben said we could also claw back the $11,000 and make the deficit smaller.

Paul said they asked if they would be overseeing just the site work or also building construction and noted that building construction was a little out of their realm of expertise. But that is really what we need. Eben said he thinks the building is more important. Paul said he thinks a clerk of the works is a good idea, but is it still a need based on where we are with the project? John said there are still a lot of milestones. Eben said he still thinks it is a good idea. He just doesn't think we can afford it. He doesn't think in the time frame we have we will get a clerk of the works. He would rather see the $11,000 come back. He doesn't care much about having a clerk of the works review the site work. Peter said Mumley's expertise is not in building construction. If we use someone else, then the $11,000 is out of the picture and we would have to pay new money. He thinks in retrospect it would have been good to have a clerk of the works, but we are too far along. It seems like there must be a different way to get some of the benefits of a clerk of the works without spending so much money.

John asked if there might be a retired construction person in the community who could do it. A community member said we would want someone licensed and insured. Eben asked if the architect could do it. The community member recommended against that.

The board agreed not to use Mumley as clerk of the works.

Peter said he thinks we really need someone for the builder to be in communication with and someone that the builder can go to with questions and problems. Eben said the builder is sending weekly reports to the town administrator. If there are questions on design they need to go to the design team. Questions on change orders need to come to the board.

Eben asked if we know where we are with the grant amendment and the contract amendment. John said he thinks Catherine Delneo of the Department of Libraries is still confident that if the library is open by December 31 that will satisfy the grant requirements, but she was hesitant to put something like that in writing because it would be a red flag that the project is not 100% complete. Adrienne said Catherine overall seemed very amenable and open to helping us figure anything out if we aren't able to reach the goal but she did not want to put that in writing to flag the federal government. Peter said the four grant requirements are that the library be open by December 31 and that it have space for telehealth, handicapped access, and 24-hour internet.

11. Discuss Final Preparations for Town Meeting

Eben said Mike will not be at town meeting.

A community member said there is a structural engineer he used to check on his building when he built his home, Northeast Structural Engineering. The town could perhaps hire them to do a walk-through. He can email John the contact information. Rosemary said the library used them through the architect.

The board talked about who will be ready to discuss certain things if questions come up at town meeting.

Lois asked when the doors will be open for setup at the school. John said 7:30 a.m.

John said he had reached out to some people about presenting the colors and leading the pledge but was not able to find anyone. Eben said when it comes to the pledge we can start it or maybe he can ask someone there.

Eben said the order of articles can't be changed, can it? Article 9 would reduce the amount we need to budget for the town report. Rosemary said we would probably only save $1000.

Paul said the two childcare providers did take the Red Cross certification course when they were younger.

12. Municipal Road Postings

Eben moved to have the road supervisor post all town highways when he feels it is necessary and to work with town administrator John Sutherland to post the information online as required, and to authorize either Jason Whitehill or John Sutherland to sign the posting signs and to decide when to take them down. Adrienne seconded and the motion was passed.

13. Review and Accept the Communities Caring for Canopy Grant Application

Adrienne said the grant will cover the cost of planting 10 trees at the community garden, installing educational signage, replacing 3 trees on Main Street, 2 trees on School Street, and 1 on Pearl Street, removing 2 honeysuckle bushes in the cemetery and replacing them with 2 trees, mulching all public trees in the village, and hiring an arborist to assess cabling and pruning needs of the village public trees.

Adrienne moved and Peter seconded to accept and expend the $7,500 Communities Caring for Canopy grant.

Eben asked if the Tree Board got permission from the village. Lois said she expects so.

The motion was passed.

14. Adjourn

The meeting was adjourned at 9:09.

Minutes submitted by Donna Griffiths

TOWN OF JOHNSON
ANNUAL TOWN MEETING MINUTES

March 3, 2025

Moderator David Williams called the meeting to order at 9:11 a.m.

Eben Patch led the Pledge of Allegiance.

David Williams asked the selectboard members, the town administrator, members of the Board of Civil Authority, and town clerk Rosemary Audibert to identify themselves and all were applauded.

Eben Patch presented Rosemary Audibert with a signed copy of the town report, which was dedicated to her. Rosemary said it has been a pleasure serving the town for 45 years.

David Williams asked for and received unanimous consent to grant permission to Dan Noyes, Richard Bailey and Richard Westman to speak if they arrived during the meeting.

David Williams explained how the meeting would be run. He read the warning.

Article 3. **To hear and act upon the reports of the Town Officers and those presented.**

David Williams said no motion is needed for this article. Eben Patch said the reports are all in the town report. There is no verbal report.

Article 4. **To establish the rates of compensation for the Town Officers.**

Eric Osgood moved to keep the rates of compensation the same as in the previous year: $2000 for the selectboard chair and $1500 for each of the other selectboard members. Lynda Hill seconded and the motion was passed by a voice vote.

Article 5. **Shall the voters authorize total fund expenditures for operating expenses of $3,630,569.15, of which an estimated $2,400,171.73 shall be raised by taxes and an estimated $1,230,397.42 by non-tax revenues?**

Eben Patch moved the article as printed and Adrienne Parker seconded.

Eben said in this budget cycle we removed the estimated final amounts for the current year. We used to have to estimate what we would spend this year to come up with estimated cash on hand to propose using for next year. We had enough cash on hand to move away from that. In the future we will use audited final amounts.

Eben reviewed the budget, starting with revenues. He noted that the Payment in Lieu of Taxes (PILOT) money the town gets from the state for the college continues to drop because our Common Level of Appraisal keeps dropping and under the state formula we are penalized for that.

Row 37 is a new revenue row. It is for revenue from a state grant program that will make the town whole for property taxes for FEMA buyout properties for a period of 10 years. The board was conservative and budgeted for 80% of what we should receive.

Row 45 shows revenue from the highway restricted fund. The amount in the town report is inaccurate, but the insert handed out at town meeting is accurate.

The budget includes $30K in revenue from the buildings and grounds reserve fund. The plan is to use about $20K for the Holcomb House and $10K for the Lowe Lecture Hall. The amount brought in from the reserve fund equals the amount spent. We may need more or less than the estimated amount, but it doesn't affect the tax rate.

Eben noted that the oven committee merged with the food access task force to form Johnson EATS, so there is a line labeling change to reflect that.

Kim asked about the amount for recreation in line 67. Eben said that is $25K from the Vermont Community Foundation to be expended on the playground at Legion Field.

Duncan said it looks like money is being brought in from the paving reserve for the year's paving. He asked if the board can explain the paving plan. Eben said we don't have a long-term paving plan built out, but the proposed project for this year is some milling and some paving on Wilson Road. We budgeted based on getting a Class 2 highway grant and bringing some money in from the reserve. We are hoping to have the work completed before June 30, 2026. Duncan asked if that would wipe out the paving reserve. Eben said we would use $86K from the paving reserve and current year paving capital. We would not feed the paving reserve.

Eben reviewed expenses. He noted that $4500 is budgeted for town report expenses. Article 9 would change the amount needed by about $1000 if it passes. We would still need to mail out postcards and provide a printed copy of the report to anyone who requests one.

Eben noted that we overspent what was budgeted for auditing in the current year because some catch-up needed to be done.

We will be putting $10K this year and $10K next year into the reappraisal reserve fund. With the balance already in the fund, that will allow us to pay for a reappraisal without a spike in taxes.

Beth Foy asked about the accounting catch-up. Was there extra work due to findings? Rosemary said the auditors were catching up on their work. Beth asked if there is a plan in place so we will not see a jump in audit expense going forward. Eben and Rosemary said yes.

Eben noted that line 54, the 10% grand list payment, will continue to drop as FEMA buyouts happen.

Line 55 is accurate on the separate insert but not in the town report.

Duncan said it looks like no money is being carried for the EV charging station. Is it being abandoned? Eben said we offered to gift it, but it is most likely being abandoned.

Eben explained that line 86, for small equipment purchases, is always completely spent because whatever is not spent on small equipment goes into the buildings and grounds reserve fund.

Election expense is doubling because there are 2 elections this year.

In FY27 we are budgeting $20K for the Holcomb House roof. There was a large increase in expense for Holcomb House repairs in FY26 because of work that was done with insurance money.

Duncan Hastings said he is concerned that the cemetery maintenance budget has gone down from $10K to $7500. He asked for an explanation. Eben said it was a spot where the board could trim a little expense to keep the tax burden palatable. Duncan said that line item is used for repairing and maintaining stones in the town cemeteries. He encourages the board to put the amount back up to $10K in another year if possible, because $10K doesn't cover much. He thinks cemeteries are important.

Eben noted that there are some new expense lines for the Lowe Lecture Hall (old town hall.) The capital expense line will be funded from the buildings and grounds reserve fund, so the amount will not increase taxes.

Beth Foy said law enforcement is a huge portion of our total expenditures. She asked if the board can explain the increase for FY27. Eben said the sheriff's department went through some staffing issues. Because they didn't fulfill their end of the contract in FY26, they sent the board a check for the difference between what was contracted and what they provided. That is why the final amount for FY26 was lower than what was budgeted.

Diana Osborn said the law enforcement line item is one of the largest. She feels it hasn't had appropriate public scrutiny. A committee was formed to investigate law enforcement options and it was disbanded. She requested an advisory vote and the selectboard didn't act on it. She is uncomfortable approving this line item without enough investigation and involvement from the community.

Charles Flaum asked if a sheriff's department representative could speak to any issues regarding what we are paying for. Detective Kevin Lehoe said he could answer questions about coverage, but budget questions could be better answered by Kara Gates or the sheriff.

Charles asked about response time and how many sheriff's department cars we normally have in the area. Kevin said generally there is one deputy for the day shift every day and one for the night shift every night. There is also one mid-shift person that can overlap if they are fully staffed. He is currently working as both a detective and a patrol sergeant. There are currently a lot of deputies doing double duty. Regarding response time, they haven't had complaints.

Diana asked why Johnson pays such a large proportion compared to other towns in the county. Kevin said Johnson represents at least 50-60% of the calls for service from the 3 towns that contract with the sheriff's department. Eben said we are not contracted based on number of calls. The amount we pay for patrol is based on census data and the amount for dispatch is based on a combination of census and grand list. We pay 40% of the patrol budget. Some years we may get more than 40% of the service and some years we may get less. The full amount budgeted for public safety, including animal control, health officers, ambulance, law enforcement and fire, has increased 3.41%. It is 26.34 % of the total budget.

Eben noted that amount budgeted for library maintenance, repairs and capital expense was cut because there will be a new library and because the board is trying to look at every dollar.

Jasmine Yuris asked if we still have Isabelle Sullivan as rec coordinator. Eben said yes. Her salary is currently part of town office salaries.

Eric Osgood asked if we know how much we need to raise for library capital building expense. Eben said there are several parts to the project. We have a deficit of about $550K for the full project. But the library board and the selectboard are committed to not using town funds. The granting agency is willing to offer a grant amendment so the project does not need to be completed to get all the grant funds. There have been preliminary conversations with the contractor about a contract amendment. So we have longer to do a capital funding campaign to get enough money. The library developed a capital funding campaign. No property tax money is going toward the library project in this budget.

Eben expense for highway department employees decreased because we did not budget for 5 full-time employees. We budgeted for 4 full-time employees and 1040 hours of part-time work.

Jon Gregg asked what the $6400 Tuesday Night Live expense to Jonathan Betts is. Charles Flaum said that is for sound management.

Eben noted that the amount budgeted for chloride for dust control is increasing because prices are going up.

Eric Osgood said we haven't budgeted or expended anything for mud abatement in recent years. When we started the mud abatement project we saw huge benefits. The highway foreman would identify the worst mud areas, then the crew would pull out material and rebuild the road with fabric and the following spring there would be no mud. Are we at a point where roads are not getting that muddy in spring that we can stop that program?

Eben said in FY26 we reduced mud abatement by $15K but added that amount to another line for gravel. Mud is not as bad as before because of state standards that have changed ditch sizes and expectations for how roads are built. He has a personal interest in seeing the mud abatement line increase in the future, but the budget was tight.

Duncan said he thinks there is value in trying to address mud issues instead of every year dumping more gravel on the same spot. That is a waste of money. The idea was to try to address the worst mud spots. He understands that the Municipal Roads General Permit is increasing ditch depths and there may be less mud, but he has a hard time believing that all the muddy sections have gone away. He encourages the board to work with the foreman to identify the worst areas and fix them.

Eben said there is a rather steep increase in winter sand expense. With fewer employees, we will need to purchase sand locally, which is more expensive. We also plan to go out to bid to have clean material from Holmes Meadow crushed.

Lines 287 and 288 are accurate on the insert but not in the town report.

At last year's town meeting, voters said we should stop using cash on hand to bolster the equipment reserve fund and should budget appropriately instead. So the board decided to budget to add $10K a year to the fund instead of putting cash on hand into it.

Eric Nuse said he has been reading about environmental concerns about road salt runoff. He is wondering if the board is considering any changes in salting techniques. Eben said every year the board has pushed the highway department to use less salt for both environmental and cost reasons. Salt is very expensive. We have not looked into alternatives, which are very expensive. Maybe we could consider changing some applications on certain roads. We use brine as a diluted way of salting already.

Dean Locke noted that rec field mowing went over budget and now nothing is budgeted for it. Eben said last year all mowing was combined under selectboard expense. Dean asked if all the mowing is done by the same contractor. Eben said it is all one bid.

Diana Osborn asked if the board has considered hiring more employees or changing duties so employees can do more work in house. Eben asked if she is referring to mowing or contracted work in general. Diana said both. Eben said the board is always thinking about what can be done in house and if it makes sense. Sometimes we contract out work because grant money is available to pay for it. Sometimes we can get reimbursed for employee time under a grant. Sometimes contracting someone else means town employees aren't tied up. The board is always considering ways to save the taxpayers money. He added that we are very lucky to have all the town employees we have in the highway department and in the office.

Eben said Lamoille Housing Partners has merged. The board trimmed the amount given to them so the new entity can go through the process described in our policy of requesting an article on the warning regarding their funding.

Eben said p. 34 shows proposed reservations of cash on hand. These will be accepted by accepting this budget. The board proposes to use $180K of the cash on hand to reduce taxes and $5K for a boundary survey for the Gomo Town Forest and to put $40K into the grant match reserve fund, allocate $40K for industrial park expenses, and put $40K into the tax anticipation reserve fund. There will be $54K left over for next year.

Beth Foy asked about the FY25 cash on hand report on p. 33. Two lines (Tree Board and expense prepayment) are shown as negative numbers. That doesn't feel like cash on hand. Are the amounts actually negative? What is being done to address that?

Rosemary and Eben explained that the prepaid expenses were paid in FY25 but the actual expenditures were in FY26, so for accounting purposes the amount is shown as negative. Rosemary said the Tree Board got a grant but it did not come in until FY26. Beth asked if here are budget adjustments to address those. Eben and Rosemary said no. Beth asked, should there be? Eben said no. Beth said she thinks we shouldn't be spending money we haven't received yet. Eben said it was a reimbursement grant. Beth asked, we had been awarded the grant but had not gotten the reimbursement yet? It was just a timing issue? Rosemary said yes.

Eric Nuse said he saw a notice in the paper about the Gomo transfer of prime ag lands. He understands that has to do with the industrial park. He asked for an explanation. Eben said we are also giving development rights for winter deer habitat on the Prindle lot. We are offsetting the loss of deer wintering habitat and prime ag soil at the industrial park. The state says we have to offset with money or property. The town will maintain ownership of the Gomo and Prindle land. These actions protect the land more for the taxpayers and save us money in fees. The town's attorney recommended treating the transfer of rights as a sale. That is why the notices are in the paper. The town will maintain ownership and the land will continue to be available to the public.

Eric Osgood asked if we should eliminate the word "estimated" in the section showing the cash on hand balance, since we are now going to be using audited balances. Eben said this is the last year we will show an estimated amount. Next year it will be an audited amount.

Duncan said the audited fund balance will always be one year behind. This is a unique year when we are changing from estimated to audited balances.

Michael Patch asked about the $316,204 in delinquent taxes. Eben said that was the amount as of June 30, 2025. The current amount is different. The state has changed the process for tax sales. We have been working on trying to have one to recoup any delinquent amounts over $1000.

Jesse Whitworth asked about Randall Szott's position. Are there any staffing changes related to that or is the plan still to hire someone to do grant writing? Eben said there is 24 hours a week for that position in the budget. When the board talked about the position last night, it was discussed that it is a community and economic development position, not a grant writer position.

Eben said p. 35 shows the estimated grand list value and the estimated impact on taxes of this budget for houses of different values. The estimated increase per $100K property value is $37.18.

Charles Flaum asked if that is market or assessed value. Eben said town assessed value.

Eric Osgood commended the whole board for a great looking budget and for the town report dedication. There is no one more deserving. He asked to have the difference explained between what was printed in the town report and what was on the insert handed out with regard to the capital equipment fund. He is struggling to see the difference.

Eben said the difference is in which pieces of equipment we are making payments on and what we are purchasing. Total interest and principal and total payments are different.

Eric Osgood asked if the projected amount in the capital equipment fund needs to be corrected based on the corrected info shown in the handout. Eben said it could be inaccurate. We can look at it.

Eric Osgood said interest expense and purchase of large equipment for FY26 add up to $132,839. That is about $10K less than what was brought in from the highway restricted fund. Did we actually bring in $10K more than needed or was there an addition mistake? Eben said he would have to look into it. He would have a hard time believing we would bring in $10K that was not expended. Eric said it is possible that an additional $10K could still be in the reserve fund.

Diana said she has so much respect and gratitude for the work the selectboard and employees do. She doesn't want her question to reflect anything but that. But if someone has a problem with a particular line item, what is the most respectful way to address that at this stage? If someone wants to change a line item, what is the best procedure? Eben said if someone just wanted to have the line looked at next year, they could say that. If someone wants to propose changing an expense, he believes there would need to be a motion to make a change to the overall budget with a recommendation that the board change a specific line item. But the vote is on the overall budget, not specific line items.

Eric Nuse said over the years we have appointed committees to look into different alternatives for public safety. He has served on a couple. It became very clear that all the alternatives were more expensive and probably would provide less service. He has a feeling that a quick look and a possible report next year would be helpful to put that in perspective.

Eric Osgood said as he understands it, the voters can only amend the article for a lesser amount to be voted on. We as voters cannot direct where that reduction would have to be taken. We can advise, but ultimately the selectboard decides where to make the reduction. Is that correct? David Williams said that is correct.

It was moved and seconded to call the question and the motion was passed by a voice vote.

The motion on the budget was passed by a voice vote.

Article 6. **Shall the voters authorize the Treasurer, pursuant to 32 V.S.A. § 4791, to collect current taxes?**

Eric Osgood moved the article as printed and the motion was seconded.

Duncan Hastings asked if this article changes in any way because the town voted to authorize the town to appoint rather than elect a treasurer. Rosemary said no.

The motion was passed by a voice vote

Article 7. **Shall the voters authorize the Selectboard to appoint a collector of delinquent taxes pursuant to 17 V.S.A. § 2651d(a)?**

Eric Osgood moved the article as printed and the motion was seconded.

Eric Osgood said we have appointed the delinquent tax collector for a number of years. Rosemary said no, the delinquent tax collector has been elected. This will make it an appointment.

The motion was passed by a voice vote

Article 8. **Shall the Town vote to collect property taxes to the Town Treasurer in four equal installments (32 V.S.A. § 4792), as listed below; with delinquent taxes and assessments have charged against them an eight percent (8%) commission after the fourth installment (32 V.S.A. § 1674) and interest charges of one percent (1%) per month or fraction thereof, for the first three months; and thereafter one and one half percent (1 ½%) per month or fraction thereof from the due date of such tax? Such interest shall be imposed on a fraction of a month as if it were an entire month (32 V.S.A. § 5136). Payments are due in the hands of the Treasurer by 4:00 p.m. on the below due dates.**

First installment to be paid on or before Monday, August 10, 2026.
Second installment to be paid on or before Tuesday, November 10, 2026.
Third installment to be paid on or before Wednesday, February 10, 2027.
Fourth installment to be paid on or before Monday, May 10, 2027.

Eric Osgood moved the article as printed and the motion was seconded.

Diana Osborn said it seems like kicking people when they are down to charge an 8% penalty when they already couldn't pay their taxes. At a recent selectboard meeting it was discussed that some people pay in full at the start of the year and that is helpful to the town.

Diana Osborn moved to amend Article 8 to include a discount for those who pay taxes in full by the first installment due date, with the percentage discount to be decided by the selectboard. The motion was seconded.

Eben said the board would need to budget for the discount. We would have to raise the tax rate (affecting those who can't afford to pay up front) in order to give a discount to those who can afford to.

Lois Frey said if there is any reduction she thinks perhaps it should be in the interest that is charged. Maybe a sliding scale would be helpful to people having trouble.

Duncan Hastings said he likes the idea of giving a discount. He would prefer to see it done as part of the budget process. He asked if Rosemary thinks going to a 1.5% penalty after the first 3 months is an incentive for people to catch up on their taxes. Rosemary said yes. Duncan asked if she would suggest leaving that 1.5% penalty rather than making it 1% across the board. Rosemary said she would be more in favor of reducing the 8% penalty. That is the maximum penalty the town can charge according to statute.

Beth Foy asked, there is no fee for a payment plan and anyone can have a payment plan to help with the burden, paying monthly or bi-weekly, correct? Rosemary said that is correct.

Eric Osgood said he is inclined to vote against the amendment but he thinks it is a good thought. He thinks there may be a statute that prevents us from giving discounts on property taxes. He will vote against the amendment but he thinks maybe the selectboard should look into it and get legal advice.

Glo Webel said she pays in full at the beginning of the year because she knows the town needs it and it helps her not forget. Having a discount that would ultimately hurt people who don't have the ability to pay doesn't make sense to her. She feels people should pay all at once if they can and otherwise they should not.

Michael Patch said Eric is right. The selectboard previously researched it. He does not support the amendment. The article as proposed will make people pay their taxes. It is your responsibility as part of a community to pay your part.

The motion to amend failed by a voice vote.

The original motion passed by a voice vote.

Article 9. Shall the town provide notice of the availability of the annual report by postcard, mailed to all registered voters at least 30 days before the annual meeting instead of mailing or otherwise distributing the report to the voters of the town pursuant to 24 V.S.A. § 1682(a)?

Eric Osgood moved the article as printed and the motion was seconded.

Beth Foy moved to amend the article to insert "or mail report by request" after "otherwise distributing the report to the voters of the town." The motion was seconded.

Jon Gregg asked if the intent to save printing costs and not print as many town reports. Eben said yes.

Jon asked if there is a way to rewrite the article so people can get the town report by email and then the town would not have the cost of a postcard. Eben said he believes the town is required by statute to mail out the postcards. The town report would most likely be put on the town website and people who did not want a physical copy could go there.

Morna Flaum said far fewer reports could be printed if people were able to view a PDF of the report.

The motion to amend was passed by a voice vote.

Duncan said if this were passed, a mailer would go out. Would that ask, do you want to receive a copy? Eben said yes. Duncan asked if the board envisions having a certain number of printed copies available at town meeting. Eben said yes. We will still print some. People can pick one up or request that it be mailed. Duncan noted there will be a cost for mailing the postcards.

Eben said Johnson is the last larger Lamoille County town that mails the town report to every registered voter.

The motion was passed by a voice vote

Article 10. Shall the Town raise and appropriate the sum of $2,000.00 to Lamoille Area Recovery Network (LeARN) to provide support to community members who are impacted by natural disasters in accordance with 24 V.S.A. § 2691?

The article was moved and seconded as printed.

Beth Foy said LeARN provides critical help. They have helped many households in Johnson through the 2023 flood and subsequent events. They help people navigate the financials, logistics and bureaucracy. She is a huge advocate. She is on their board. Their work has been huge for Johnson. She hopes the voters not only appropriate some money to support them but also speak about LeARN in a positive way and tell neighbors about them to make sure people know about their support services.

The motion was passed by a voice vote

Article 11. To transact such other business as may be properly brought before this Town Meeting.

David Williams said he would like to take a poll out of curiosity. He asked those under 50 to raise their hands. A small number of people raised their hands.

Eric Osgood moved to adjourn and the motion was seconded and passed by a voice vote at 11:13 a.m.

Minutes submitted by Donna Griffiths

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, MARCH 4, 2026

Present: Selectboard members: Mike Dunham, Peter Hammond, Adrienne Parker, Eben Patch, Paul Warden
Others: John Sutherland, Rosemary Audibert, Lois Frey

Note: All votes taken are unanimous unless otherwise noted.

1. ***Call Meeting to Order***
   Adrienne called the meeting to order at 6:30. Rosemary administered the oath of office to those newly elected.
2. ***Nominate and Vote for a Board Chair for the Upcoming Year***
   Mike nominated Paul for board chair, seconded by Adrienne. **Paul Warden was elected chair.**
3. ***Nominate and Vote for a Board Vice Chair for the Upcoming Year***
   Mike nominated Eben for vice chair. Paul nominated Adrienne for vice chair.

   Peter said he wants to be sure that if Eben takes on the vice chair position that is not placing a burden on him that he was trying to get away from. Eben said he does not think it would be too much of a burden. Mike said he thinks it would be best to have Eben working in concert with Paul.

   Peter, Paul and Eben voted for Adrienne. Adrienne and Mike voted for Eben. **Adrienne Parker was elected vice chair.**
4. ***Consider Additions or Adjustments to the Agenda***
   No changes to the agenda were needed.
5. ***Public Comment and Public Announcement***
   No members of the public were present.
6. ***Selectboard Updates and/or Concerns***
   Paul said he thinks we missed an opportunity to engage people on some of the issues we were prepared to discuss at town meeting. He feels we should have had a discussion on topics such as the library. Peter agreed. Adrienne said maybe at the next town meeting the report from the selectboard chair should be read and it would spark comments.

   Mike said it sounds like it was a loose meeting. Probably someone should have stated right at the start where he was. Eben said he opted not to say that Mike was traveling and his flight was delayed because he didn't know if Mike wanted the world to know that.
7. ***Review and Consider Appointments for the Upcoming Year***
   Eben moved and Adrienne seconded to disband the Racial Justice and Social Equity Committee and to make the following appointments:

   Road commissioner: John Sutherland
   Constable/animal control officers: Dean Locke, BJ Putvain, Crystal Earle
   Fence viewers: Beth Foy, Eric Osgood, Mark Woodward
   Official weigher of coal: Michael Patch
   Tree warden: Noel Dodge
   Health officer: Dean Locke
   Deputy health officers: town administrator, BJ Putvain
   Emergency management director: Eben Patch
   Energy coordinator: Mark Woodward

Inspector of lumber, wood and shingles: Richard Simays
Green Up Day, Chair: Adrienne Parker
LCPC municipal director: John Sutherland
Green Mountain Byways representative: CEDS
Sheriff's department communication advisory committee representative: Eben Patch
Fire warden: Corey Davis
Assistant fire warden: Gary Underwood
Town historian: Linda Jones
LCPC Brownfields Committee representative: Kyle Nuse
Lamoille FiberNet representative: Paul Warden
Lamoille FiberNet alternate: Mark Woodward
Planning Commission: Kyley Hill (term ending 2029)
Skate Park and Bike Track Committee: Casey Romero, Howard Romero, Greg Fatigate, George Swanson, Alexis Daniels
Conservation Commission: Sue Lovering (term ending 2029)
Tree Board: Sue Lovering, Rob Maynard, Noel Dodge, Jacob Vandorn, Brian Vandorn
Historical Society: Linda Jones, Lois Frey, Richard Simays, Alice Whiting, Kelly Vandorn, Mary Jean Smith, Mike Dunham
Development Review Board: Will Angier, Jim MacDowell, David Williams
Development Review Board alternate: Kim Dunkley
Beautification Committee: Adrienne Parker, Lauren Philie, Blake Parker, Kyle Nuse
Tuesday Night Live Committee: Howard Romero, Tim Mikovitz, Sophia Berard, Joie Lehouillier, Tom Moog, Charles Flaum, Geoff Hollis
Johnson EATS: Jasmine Yuris, Pam Jaspersohn, Diane Lehouiller, Gregor Novakowski, Kate Riley, Charlotte Roozekrans, Jesse Whitworth
Johnson Rail Trail Committee: Jan Gearhart, Lynda Hill, BJ Putvain, Adrian Schmidt, Doug Molde, Mary Lou Kopas, Kim Dunkley

Adrienne seconded and the motion was passed.

Rosemary said Beth Foy got 23 write-in votes for moderator and David Williams got 19 write-in votes. Beth has 3 days to decline if she wishes and if she does, the board can appoint a moderator.

Eben moved and Adrienne seconded to approve the following list of elected and appointed positions:

Moderator: Beth Foy
Clerk: Rosemary Audibert
Selectboard: Michael Dunham (3 year), Paul Warden (2 year), Eben Patch (1 year), Adrienne Parker, Peter Hammond
Plot Cemetery Agent: Selectboard
Whiting Hill Cemetery Agent: Selectboard
Evergreen Ledge Cemetery Agent: Selectboard
Grow Cemetery Agent: Selectboard
Town Assessor: Justin Mason
LNMUUSD School Directors: Kyley Hill (3 year), Mark Nielsen (3 year)
Library trustees: Kelly Vandorn, Suzanne Dodge, Eric Schultz (3 year), Jasmine Yuris, Trista Tallman
Lamoille Regional Solid Waste District Supervisor: Howard Romero

Board of Civil Authority: Gregory Hill, Jan Gearhart, Margo Warden, Jasmine Yuris, Bari Gladstone, Cynthia Hennard, Diane Lehouiller, Eric Osgood, Martha Leonard, Gary Underwood, Kyle Nuse, Helen McElroy, selectboard, town clerk

The motion was passed.

8. ***Review and Discuss Goals for the Upcoming Year***

John said he got a call from someone who had been doing some cemetery stone work for the town and was wondering about going forward on that. Eben asked if we already spent all the money budgeted for cemetery work this year. Rosemary said yes. Eben said John should work with the contractor on getting a quote of what he can do with the amount of money we have budgeted, but the work won't start until after July 1. He recommended that John called Duncan Hastings to hear his ideas for what it would be good to focus on. Paul said it would be nice to get an update on the cemeteries to know what is needed.

Eben said he thinks the board should probably bring back its projects and priorities meeting. Historically, we had a meeting like that in late March but we didn't do it last year. Paul agreed that would be a good idea.

Paul said the Planning Commission is supposed to be organizing a third visioning meeting.

Eben said he thinks we will be busy this year with staff turnover and restructuring.

Adrienne said she feels like at the last meeting we approved the CEDS job posting, but did we tell John to post it? John said there were more adjustments to make. The board will review it after those have been done.

The board reviewed the plan for Legion Field that was developed by Dubois & King. Paul said he talked to Dan from DuBois & King today. Paul didn't think this plan reflected the consensus from the two meetings as well as he expected. He had a list of suggested edits that he had shared with the board. We only have $23,000 so we can't do everything that is on the plan, such as toilets. He thinks with the money we have we can do the grading for the ice rink, and move the bandstand, put storage behind it and run electricity to it. That is probably about it.

Eben said he would like to see the play area moved from where it is shown. He would like it to be moved away from the bandstand. He suggested switching the locations of the sculpture space and the playground. Paul said he thought the consensus at the meeting was that sculpture space was not a priority. People also did not seem to be interested in the stone patio.

Adrienne read Paul's suggested list of edits and board members agreed with them.

The board discussed whether there is a need for a second storage shed as shown on the plan. It was agreed that that should be removed from the plan and we should try to see if we can combine all storage in one shed.

There was discussion about whether the four new lights that are shown are all needed. It was suggested that perhaps there could be fewer. Adrienne said she thinks the lights around the play area should be lower.

Paul said a lot of people in town had ideas and thoughts about Legion Field. He thinks they are expecting to have the final plan brought back to them. It was agreed to have DuBois & King make edits and then present the final plan to the public.

Eben suggested the play area should be accessible and viewable from the porch of the library. Peter and Adrienne agreed.

Adrienne asked what the french drain is for. Paul said it gets wet back by the hill when it rains. Adrienne asked, if people are not going into that area, why is it important? Paul said he doesn't think it is. Adrienne said she thinks that could be moved down on the priority list.

Lois said her recollection was that there was discussion about having paths on one side of the field for vendors, but not having them graveled. John said he thinks they were talking about putting down a gravel base with grass over it in the area where the food trucks would park so the trucks would not sink. Paul said we have not had issues with food trucks sinking. He said Dan from DuBois & King had mentioned that gravel paths make wheelchair access easier. Lois said the ground has always been pretty solid there and wheelchairs have been able to get across it. She thinks a path around the perimeter makes a lot of sense. Paul said DuBois & King took out the perimeter path.

It was agreed that Paul can send the suggested edits to DuBois & King.

The board discussed priorities. The top priorities are leveling the space for the ice rink, moving the bandstand, putting in electricity and putting the storage shed behind the bandstand. Peter said the storage shed might have to wait. We might only have money for the first three things.

9. *Adjourn*

The meeting was adjourned at 7:43.

Minutes submitted by Donna Griffiths

TOJ Administrator

From: Community and Economic Development Specialist
Sent: Thursday, March 12, 2026 4:41 PM
To: TOJ Administrator
Subject: March 16 Agenda Items

John,

Following are 6 agenda items needing Selectboard action next Monday night. I didn't include the Lowe Lecture Hall Purchase/Sale Agreement Dave Rugh submitted since you are handling that matter.

1. Consider approving and authorizing signing LCPC's Holmes Meadow Floodplain Restoration project management services agreement amendment #2.
2. Consider approving and authorizing signing amendment #4 to VEM's grant agreement for the Holmes Meadow Floodplain Restoration project grant.
3. Consider approving and authorizing signing Change Order #4 to Boulder Excavation's Holmes Meadow Floodplain Restoration project contract.
4. Consider authorizing application for a T-Mobile Hometown grant; the proposed pavilion at Legion Field to be the subject of the application.
5. Consider approving and authorizing signing the grant of Development Rights and Conservation Restrictions to the Agency of Natural resources on the Prindle lot.
6. CEDS monthly report

A write-up/agenda notes to follow.

Carl
Interim Community and Economic Development Specialist
Town of Johnson

Notes for March 16 Selectboard meeting agenda items.

1. LCPC Agreement – The Town and LCPC have an agreement for the LCPC to provide project management services for the Holmes Meadow project. The LCPC secured grants and handled the procurement of services. The enclosed Amendment 2 extends the deadline (agreement period) for providing those services to December 31, 2026. It includes the addition of $50,000 for environmental services (Weston and Sampson), previously approved by the Selectboard on December 15, 2025. The amendment also increases the project management budget approved by Vermont Emergency Management (VEM).

   Please vote to approve and authorize the Selectboard chairman to sign Amendment #2 to LCPC's Holmes Meadow Floodplain Restoration project management services agreement.

2. VEM Grant Amendment – To cover increases in expenses (see Boulder Change Order #4), LCPC sought an amendment to the VEM grant for the Holmes Meadow project. The amendment increasing the grant by $237,326.88 is enclosed. Still no local match required.

   Please vote to approve and authorize the Town Administrator to sign Amendment #4 to VEM grant agreement 02140-33500-005, the Holmes Meadow Floodplain Restoration project grant.

3. Boulder Excavation Change Order #4 – This Chnge Order #4 was submitted sometime ago, but the Selectboard decided not to act on it until the VEM grant was officially amended and increased. The grant has been increased. CO #4 covers the extra work for extracting, loading and hauling more gravel than originally anticipated. The extra gravel amounted to 4,164 cubic yards. The CO seeks $18.30 per cy for a total of $76,201.20.

   Please vote to approve and authorize the Selectboard chairman to sign Change Order #4 to Boulder Excavation's contract for the Holmes Meadow project.

4. T-Mobile Grant Application – T-Mobile offers Hometown grants, grants up to $50,000 with no local match, for rural communities with population less than 50,000. Applications are due March 31. This is the last round of applications in the Hometown program as described on T-Mobile's website. Grant decisions are

expected by the end of May, 2026. Projects must be 100% completed by May 31, 2027. I was asked to work on an application. For Legion Field. It was suggested the subject of the application be the pavilion because it would be a very visible first improvement and would be used by many people attending TNL, pizza nights or simply visiting the Field. Also, and important, it will be an easier project to plan and describe in one month as compared to other possible improvements at Legion Field.

Please vote to authorize an application for the T-Mobile Hometown grant using the Legion Field proposed pavilion as the subject of the application.

5. Prindle Lot Conservation Easement – David Rugh noticed an oversight in the industrial park related actions the Selectboard took on February 19. He recommends an additional motion about the Prindle lot. The latest version of the Conservation Easement is in the packet. The document has been okayed by the ANR attorney. The Grant of Development Right has been sent to the Governor's Counsel with a request for "expedited review. The requested motion below is directly from David's email.

   Please vote on a Motion to approve the conveyance of a Grant of Development Rights and Conservation Restrictions to the Agency of Natural Resources Fish and Wildlife Department on the +/-25.1-acre so-called "Prindle Lot" as mitigation to offset the Town's industrial and mixed use park project's impact on deer wintering habitat and to authorize Selectboard Chair Paul Warden to sign the same once the 30-day notice period passes.

HOLMES MEADOW BUYOUT AND FLOODPLAIN RESTORATION AGREEMENT FOR ADMINISTRATIVE SERVICES

By and Between
Lamoille County Planning Commission
And
Town of Johnson

AMENDMENT II

II. GENERAL TERMS AND CONDITIONS

A. The maximum dollar amount for all services performed under this Agreement shall not exceed **$59,987.00** unless amended.

B. The period of performance under this Agreement shall commence on July 1, 2022, and run through December 31, 2025, unless amended.

IS HEREBY AMENDED TO READ

II. GENERAL TERMS AND CONDITIONS

A. The maximum dollar amount for all services performed under this Agreement shall not exceed **$124,994.50** unless amended. Services performed under this agreement shall include
   a. $9,041.50 in project management services
   b. $30,458.00 for additional project management services for Phase 2 as approved by Vermont Emergency Management
   c. $6,745.00 to reimburse for legal services procured for preparation of the closing
   d. $28,750 for qualified environmental services procured to complete a Phase 1 Environmental Site Assessment and Soil Management Plan
   e. $50,000 for qualified environmental services to complete the Insignificant Solid Waste Management Event Application and Construction Observation, including tasks outlined in the proposal submitted to the LCPC on December 3, 2025.

B. The period of performance under this Agreement shall commence on July 1, 2022, and run through December 31, 2026, unless amended.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed:

For Town of Johnson

Paul Warden, Selectboard Chair
Town of Johnson

For Lamoille County Planning Commission

R. Tasha Wallis, Executive Director

VERMONT

Department of Public Safety
45 State Drive
Waterbury, Vermont 05671-1300

AGREEMENT AMENDMENT

STATE OF VERMONT GRANT AGREEMENT — Part 1-Grant Award Detail

SECTION I - GENERAL GRANT INFORMATION

1 **Grant #:** 02140-33500-005	2 **Original** ____ **Amendment #** 4

3 **Grant Title:** Coronavirus State and Local Fiscal Recovery Funds

4 Amount Previously Awarded:	5 Amount Awarded This Action:	6 Total Award Amount:
$ 954,887.79	$ 1,065,134.17	$ 1,192,214.67

7 **Award Start Date:** 12/10/2021	8 **Award End Date:** 05/31/2026	9 **Subrecipient Award:** YES ☒ NO ☐

10 **Vendor #:** 40302	11 **Grantee Name:** Town of Johnson

12 **Grantee Address:** PO Box 383

13 **City:** Johnson	14 **State:** VT	15 **Zip Code:** 05656

16 **State Granting Agency:** Department of Public Safety	17 **Business Unit:** 02140

18 **Performance Measures:** YES ☒ NO ☐	19 **Match/In-Kind:** $0.00 **Description:** N/A

20 *If this action is an amendment, the following is amended:*

Amount: ☒ **Funding Allocation:** ☐ **Performance Period:** ☒ **Scope of Work:** ☐ **Other:** ☐

SECTION II - SUBRECIPIENT AWARD INFORMATION

21 **Grantee UEI #:** DVFTTG78J188	22 **Indirect Rate:** 0.00% (Approved rate or de minimis 10%)	23 **FFATA:** YES ☒ NO ☐
24 **Grantee Fiscal Year End Month** (MM format): Jun-06		25 **R&D:** ☐

26 **DUNS Registered Name** *(if different than VISION Vendor Name in Box 11)*:

SECTION III - FUNDING ALLOCATION

STATE OF VERMONT GRANT AGREEMENT — Part 1-Grant Award Detail

STATE FUNDS

Fund Type	27 Awarded Previously	28 Award This Action	29 Cumulative Award	30 Special & Other Fund Descriptions
General Fund	$0.00	$0.00	$0.00	
Special Fund	$0.00	$0.00	$0.00	
Global Commitment (non-subrecipient funds)	$0.00	$0.00	$0.00	
Other State Funds	$0.00	$0.00	$0.00	

FEDERAL FUNDS

(includes subrecipient Global Commitment funds)

Required Federal Award Information

31 CFDA#	32 Program Title	33 Awarded Previously	34 Award This Action	35 Cumulative Award	36 FAIN	37 Federal Award Date	38 Total Federal Award
21.027	Coronavirus State and Local Fiscal Recovery Funds	$954,887.79	$237,326.88	$1,192,214.67	SLFRP4407	3/3/2021	$1,109,888,578
39 Federal Awarding Agency: US Department of the Treasury		40 Federal Award Project Descr: Coronavirus State and Local Fiscal Recovery Funds					
		$0.00	$0.00	$0.00			$0.00
Federal Awarding Agency:		Federal Award Project Descr:					
		$0.00	$0.00	$0.00			$0.00
Federal Awarding Agency:		Federal Award Project Descr:					
		$0.00	$0.00	$0.00			$0.00
Federal Awarding Agency:		Federal Award Project Descr:					
		$0.00	$0.00	$0.00			$0.00
Federal Awarding Agency:		Federal Award Project Descr:					
	Total Awarded - All Funds	$954,887.79	$237,326.88	$1,192,214.67			

SECTION IV - CONTACT INFORMATION

STATE GRANTING AGENCY	GRANTEE
NAME: Aldijana Zolj	NAME: John Sutherland
TITLE: Financial Administrator	TITLE: Town Administrator
PHONE: (802) 585-4999	PHONE: (802) 635-2611
EMAIL: aldijana.zolj@vermont.gov	EMAIL: tojadministrator@townofjohnson.com

Justification: Update Period of Performance to 05/31/2026 and Budget Detail per VEM dated letter 03/04/26 as follows:

Budget Detail:

Salaries and Benefits	**$ 24,291.00**
Contractual	**$ 1,065,093.67**
Supplies	**$ 0.00**
Travel & Mileage	**$ 0.00**
Equipment *	**$ 0.00**
Other Costs	**$ 102,830.00**
Indirect Cost **	**$ 0.00**

Total Federal Share	**$ 1,192,214.67**
Total Non-Federal Share (Match)	**$ 0.00**

Except as specified above, all other terms and conditions remain unchanged for the period of the Subgrant Agreement. The effective date of this amendment is defined as the date the Department of Public Safety representative(s) signs this amendment.

STATE OF VERMONT
Department of Public Safety

By:

____

Signature

Commissioner/Deputy Commissioner

Date:____________________________

SUBRECIPIENT
Authorized Representative

By:

____

Signature

Printed Name: ____________________

Title: ___________________________

Date: __________________________

Cc: Program Workcenter

Technical Memorandum

To:	Eben Patch, Johnson Selectboard Chair Joel Bryan, Boulder Excavation	**From:**	Doug Osborne and Jessica Louisos
cc:	Carl Rodgers, Johnson Interim CEDS Victoria Hellwig and Seth Jensen, Lamoille County Planning Commission	**Date:**	January 30, 2026
		Project	Holmes Meadow Floodplain Restoration

RE: Change Order #4

In the process of implementing Change Order #1 to prepare the Town gravel pit fill site to receive fill, during work to create space for the project fill, a larger than initially expected volume of usable gravel was encountered. Verbal discussions with Town representatives within Public Works and Community and Economic Development identified the gravel as a resource and recommended removal and placement at the Highway Department Yard for future use. Discussions with LCPC and grantors have indicated that this additional volume would fall under grant funding.

This change order #4 includes extraction, loading, and hauling of gravel from the Town gravel pit and stockpiling at the Highway Department Yard above the initial 6,000 CY included in Change Order #1 at a rate of $18.3 per CY. The gravel volume identified in the pit for this Change Order #4 covers an additional 4,164 CY with a cost of $76,201.20.

IN WITNESS WHEREOF, the parties hereto have executed or caused to be executed by their duly authorized officials, this Change Order in duplicate, each of which shall be deemed an original on the date first above written.

TOWN:

Name ______________________

Signature ______________________

Title ______________________

(SEAL)

CONTRACTOR:

Firm Boulder Excavation LLC

Name and Title Joshua Allaire, Owner

Signature ______________________

Address PO Box 1044, Stowe VT 05672

(SEAL)

Technical Memorandum

SLR

To:	Eben Patch, Johnson Selectboard Chair Joel Bryan, Boulder Excavation	**From:**	Doug Osborne and Roy Schiff
cc:	Carl Rodgers, Johnson Interim CEDS	**Date:**	January 13, 2025
	Victoria Hellwig and Seth Jensen, Lamoille County Planning Commission	**Project**	Holmes Meadow Floodplain Restoration

RE: Change Order #1

On December 15, 2025 the Selectboard approved Change Order #1 for an increase of $72,900 to the original contract. The change order includes $45,000 for hauling 6,000 cubic yards of extracted material from the gravel pit to the Highway Department Yard to prepare the pit to receive excavated soils from the Holmes Meadow project site. In a separate contract funded by the town of Johnson, the 6,000 yards of material will be crushed and screened to produce ¾ minus sand and 1 ¼" crushed stone. The change order also includes $27,900 for the stripping of the remaining approximately 1,000 cy of gravel off the ledge and piling for extraction, as well as snow removal.

IN WITNESS WHEREOF, the parties hereto have executed or caused to be executed by their duly authorized officials, this Change Order in duplicate, each of which shall be deemed an original on the date first above written.

TOWN:

Name ______________________

Signature ______________________

Title ______________________

(SEAL)

CONTRACTOR:

Firm Boulder Excavation LLC

Name and Title Joshua Allaire - Owner

Signature ______________________

Address PO Box 1044; Stowe VT 05672

(SEAL)

GRANT OF DEVELOPMENT RIGHTS, CONSERVATION RESTRICTIONS

KNOW ALL PERSONS BY THESE PRESENTS that the **TOWN OF JOHNSON**, a Vermont municipal corporation having its situs in the County of Lamoille, State of Vermont, on behalf of itself and its successors and assigns (hereinafter "Grantor"), pursuant to Title 10 V.S.A. Chapters 34 and 155 and in consideration of the payment of Ten Dollars ($ 10.00), the ability to conduct land development pursuant to Land Use Permit 5L1628, and other valuable consideration paid to its full satisfaction, does hereby **GIVE, GRANT, SELL, CONVEY and CONFIRM** unto the **STATE OF VERMONT, AGENCY OF NATURAL RESOURCES, FISH AND WILDLIFE DEPARTMENT,** a subdivision of the Vermont Agency of Natural Resources ("ANR") having an address of 1 National Life Drive, Davis 2, Montpelier, in the County of Washington, State of Vermont, and its successors and assigns (hereinafter "Grantee"), forever, the development rights and perpetual conservation easement restrictions (all as more particularly set forth below) in a certain tract of land (hereinafter the" Protected Property",) consisting of approximately 25.1 acres, situated in the Town of Johnson, in Lamoille County, State of Vermont, said Protected Property being more particularly described in Schedule A attached hereto and incorporated herein.

The rights hereby conveyed to the Grantee shall include all development rights to the Protected Property except those specifically reserved by the Grantor herein and those reasonably required to carry out the permitted uses of the Protected Property as herein described. The conservation easement and restrictions hereby conveyed to the Grantee consist of covenants on the part of the Grantor to do or refrain from doing, severally and collectively, the various acts set forth below. It is hereby acknowledged that said development rights and conservation easement and restrictions shall constitute servitude upon the land and shall run with the land. Grantor reserves said rights and interests in order to conserve the Protected Property's forest resources, biological diversity, wildlife habitats, and scenic and outdoor recreation resources, all as more particularly described in Section I below.

I. Purposes of this Grant.

Grantor and Grantee recognize the wildlife habitat and natural resource values of the Protected Property and share the common purpose of conserving the wildlife habitat and natural resource values by the conveyance of development rights and conservation easement and restrictions to prevent the use or development of the Protected Property for any purpose or in any manner which would conflict with the function and maintenance of this wildlife habitat and natural resource values. The Grantor and Grantee further recognize and accept such conservation easement and restrictions in order to conserve these values for present and future generations.

Grantor and Grantee acknowledge that the Purposes of this Grant are as follows (hereinafter collectively the "Purposes of this Grant"):

1. The Primary Purpose of this Grant as to the Protected Property is to conserve and protect deer wintering habitat on the Protected Property and natural resource values as these values exist on the date of this instrument and as they may evolve in the future; and

2. The Secondary Purposes of this Grant as to the Protected Property are to:
   a. conserve and protect the Protected Property's undeveloped character and scenic and open space resources for present and future generations;

   b. contribute to the implementation of the policies of the State of Vermont designed to foster the conservation of the state's wildlife habitats, forestry and other natural resources through planning, regulation, land acquisition, and tax incentive programs, and to ensure that the State of Vermont, a municipality, or other qualified organization, as defined in Chapter 34 or Chapter 155, Title 10 V.S.A., or such other entity approved by the Grantee and Grantor, shall have the right to preserve and maintain the Protected Property in perpetuity, subject to the terms of this Grant;

   c. maintain productive forestry resources and implement responsible forest management in a manner that is consistent with the Primary Purpose of the Grant. Forest management standards will evolve over time, by using the following forest management objectives (hereinafter "Forest Management Objectives") and will be achieved in accordance with the Forest Management Plan requirements of Section IV; and

   d. to allow dispersed non-commercial pedestrian public recreational opportunities in accordance with Section II.

Grantor and Grantee further acknowledge that the objective of this Grant is to implement the Purposes of this Grant and to conserve the values described in this Section I, as those values exist on the date of this Grant and as they may naturally evolve in the future. The Permitted Uses afforded Grantor under this Grant shall be exercised in a manner that is consistent with the Purposes of this Grant. These Purposes of this Grant will be advanced by conserving the Protected Property because it possesses these attributes, including but not limited to:

a. approximately 25.1 acres of regionally important deer winter habitat.

b. approximately 25.1 acres of soft wood and ecologically diverse forested land with good species composition and productive soils.

c. evidence of the following focal species: whitetail deer, coyote, fox, fisher, common porcupine, and weasel. Evidence of ruffed grouse and wild turkey is present. The wetlands and streams on the property most likely provide wetland habitat for fish and amphibians.

Grantor and Grantee recognize the wildlife habitat, natural resource, forestry, open space, and outdoor recreation resources of the Protected Property, and share the common purpose of conserving these values by the conveyance of development rights and conservation restrictions and public access easement to prevent the use or development of the Protected Property for any purpose or in any manner which would conflict with the function and maintenance of these resource values. Grantee accepts such development rights, conservation restrictions and public access easement in order to conserve these values for present and future generations.

II. Restricted Uses of Protected Property.

Except as otherwise provided for in this Grant, the restrictions hereby imposed upon the Protected Property are as follows:

1. The Protected Property shall not be subdivided or conveyed in separate parcels without the prior written permission of Grantee, which permission may be granted, denied or conditioned in a reasonable exercise of Grantee's discretion.
2. The Protected Property shall be used for forestry, educational, non-commercial and open space purposes only. No residential, agricultural, commercial, industrial, farming, maple sugaring, or mining activities shall be permitted, and no building, structure or appurtenant facility or improvement shall be constructed, created, installed, erected or moved onto the Protected Property, except as specifically permitted the under this Grant.
3. Except as otherwise specifically permitted under this Grant, no rights-of-way, easements of ingress or egress, driveways, roads, or utility lines or easements shall be constructed, developed or maintained into, on, over, under, or across the Protected Property, without the prior written permission of the Grantee. Grantee may grant such permission if it determines, in a reasonable exercise of its discretion, that any such improvement would be consistent with the Objectives of this Grant.
4. No additional easements or restrictions shall be placed on Protected Property without the prior written permission of the Grantee. Grantee may grant such permission if it determines, in a reasonable exercise of its discretion, that any such easement or restriction would be consistent with the Objectives of this Grant.
5. No motorized use shall be allowed on the Protected Property except for forestry related equipment required to execute recommended forest management practices in accordance with the Forest Management Plan.
6. There shall be no signs, billboards, or outdoor advertising of any kind erected or displayed on the Protected Property; provided, however, that the Grantor may erect and maintain reasonable signs including but not limited to signs indicating the name of the Protected Property and its ownership by Grantor, boundary markers, trail signs, directional signs, memorial plaques, informational and interpretive signs, for sale signs, and signs limiting access or use (subject to the limitations of section

IV below). Grantee may erect and maintain signs designating the Protected Property as land under the protection of the Grantee.

7. The placement, collection or storage of trash, human waste, or any unsightly or offensive material on the Protected Property shall not be permitted except at such locations, if any, and in such a manner as shall be reasonably approved in advance in writing by Grantee.
8. No residential, commercial, industrial or mining activities shall be permitted and no building, structure or appurtenant facility or improvement shall be constructed, created, installed, erected or moved onto the Protected Property that will interfere with or adversely affect the Purposes of this Grant.
9. There shall be no disturbance of the surface, including but not limited to filling, excavation, and removal of topsoil, sand, gravel, rocks or minerals, or change of the topography of the land in any manner, except as may be reasonably necessary to carry out the uses permitted on the Protected Property under the terms of this Grant. In no case shall surface mining of subsurface oil, gas, or other minerals be permitted.
10. There shall be no manipulation of natural watercourses, marshes, or other water bodies, nor shall there be activities conducted on the Protected Property which would be detrimental to water purity, or which could alter natural water level or flow, except as reasonably necessary to carry out the uses permitted on the Protected Property under this Grant. The construction of ponds or reservoirs is prohibited.
11. No use shall be made of the Protected Property, and no activity thereon shall be permitted which is or is likely to become inconsistent with the Purposes of this Grant. Grantor and Grantee acknowledge that, in view of the perpetual nature of this Grant, they are unable to foresee all potential future land uses, future technologies, and future evolution of the land and other natural resources, and other future occurrences affecting the Purposes of this Grant. Grantee, therefore, in its sole discretion, may determine whether (a) proposed uses or proposed improvements not contemplated by or addressed in this Grant, or (b) alterations in existing uses or structures are consistent with the Purposes of this Grant.

III. Permitted Uses of the Protected Property.

Notwithstanding the foregoing, Grantor shall have the right to conduct the following activities on the Protected Property provided that all such activities are conducted in accordance with the Forest Management Plan requirements of Section V below prepared by a professional forester or other land manager whose education, experience and qualifications are approved in advance by the Grantee:

1. The right to use the Protected Property for non-motorized, non-mechanized, non-commercial, dispersed recreational purposes (e.g., bird watching, walking, hunting, trapping) provided that such use is consistent with the Purposes of this Grant.
2. The right to use, repair and maintain but not expand, existing trails for walking and other non-motorized, non-mechanized, non-commercial dispersed recreational

activities. No new trails or roads may be constructed on or through the Protected Property except as necessary to implement the permitted uses under this Grant as allowed in a reasonable exercise of Grantee's discretion. Grantee shall have the authority restrict active use of the Protected Property, or portions thereof, during the deer wintering period from December 15 to April 15, to protect the deer winter habitat.

3. The right to use all-terrain vehicles and logging equipment on the Protected Property for the limited purposes of emergency responses and forestry purposes, in accordance with Forest Management Plan. Notwithstanding anything to the contrary contained herein, Grantee shall have the right to prohibit the use of all-terrain vehicles on the Protected Property if such use has an undue adverse impact on the Protected Property in light of the Purposes of this Grant as determined in a reasonable exercise of Grantee's discretion.
4. The Grantee shall be entitled to enter onto the Protected Property to make improvements to enhance the function of the Protected Property as deer winter habitat, improvement and restoration actions/practices and to evaluate the habitat conditions of the Protected Property as they may evolve in the future. Included in such work may be the construction of roads and other changes to the physical state of the Protected Property with prior notice to Grantor of such changes.
5. Grantor may implement sustainable forest management activities that are consistent with maintaining and protecting the long term deer winter habitat on the Protected Property, allow for a variety of silvicultural practices to manage forest health, to include, but not be limited to, exotic and invasive species control, habitat and natural communities' improvement or restoration, and strategies for climate change adaptation; provided that the forest management activities are performed in accordance with the Forest Management Plan, prepared and consistent with Section IV of this Grant. Logging revenue from such forest management activities shall be retained by Grantor. All forest management activities shall maintain the softwood condition of the deer winter habitat and comply with Grantee's Management Guide for Deer Wintering Areas in Vermont.
6. Except as expressly permitted by this Grant, no use shall be made of the Protected Property, and no activity thereon shall be permitted which, in the reasonable opinion of the Grantee, is or may possess the potential to become inconsistent with the Purposes of this Grant.

IV. Forest Management Plan

<u>General Requirements</u>

As provided in Section III, above, Grantor shall not construct roads, or harvest timber or other wood products without first developing and submitting to the Grantee for review and approval, an updated Forest Management Plan for the Protected Property (hereinafter called the "Management Plan"). All updates, amendments or other changes to the current Management Plan shall be submitted to the Department for review and approval by the State Forester or designee, prior to any harvesting. The Management Plan as updated, amended or changed from time-to-time is hereinafter referred to as the "Amended Management Plan". The Management Plan and any Amended Management Plan shall be prepared by a currently licensed professional Forester in consultation with the Grantee.

Plan Requirements

Compliance with the elements of an approved, as incorporated therein, is a requirement of this easement. The Management Plan and any Amended Management Plan shall maintain, protect and improve the deer winter habitat on the Protected Property, shall be consistent with the Purposes of this Grant. Management Plans shall be based on the most current silvicultural and wildlife science and strive to improve stand quality and maintain important wildlife habitats consistent with current stand conditions and site quality and shall include at least the following elements:

a. A clear statement of that the primary goal of the Management Plan is to support the Primary Purpose of this Grant by maintaining the softwood condition of the deer winter habitat;
b. Other appropriate forest management objectives;
c. an appropriately scaled, accurate map indicating such items as delineation of the deer winter habitat, forest stands, streams and wetlands, and major access routes (truck roads, landings and major skid trails);
d. Forest stand (treatment unit) descriptions (forest types, stocking levels before and after harvesting, soils topography, stand quality, site class, insect and disease occurrence, previous management history, and prescribed silvicultural treatment);
e. Any plant and wildlife considerations necessary to ensure that the Management Plan is implemented to achieve the Purposes of this Grant.;
f. Recreational considerations; and
g. Historic and cultural resource considerations (identification of known resources and associated management recommendations).

The Management Plan shall be updated at least once every ten (10) years. Amendments to the Management Plan shall be required in the event that Grantor proposes a treatment not included in the Management Plan, but no such amendment shall be required for any change in timing or sequence of treatments if such change does not vary more than three years from the prescription schedule set forth in the Management Plan as approved by the Grantee. Grantee may rely upon the advice and recommendations of such foresters, wildlife experts, conservation biologists or other experts as Grantee may select to determine whether the Management Plan or Amended Management Plan would be detrimental to the Purposes of this Grant.

V. Public Access.

Grantor covenants and agrees that the Protected Property shall be available to the general public for all types of non-commercial, non-motorized, non-mechanized, non-equestrian dispersed recreational and educational purposes (including, but not limited to, bird-watching, fishing, hiking, hunting, swimming, walking and wildlife observation) consistent with the Purposes of this Grant. Notwithstanding the foregoing, Grantor and Grantee may reasonably limit or restrict public access to the Protected Property to assure compliance with the requirements of this Grant, to protect natural habitats, or to protect the public health or safety. If Grantee approves a conveyance of the Protected Property, then Grantee may also require that a separate Grant of Public Access Easement also be conveyed to Grantee in a form approved by Grantee.

VI. Enforcement of the Restrictions.

Grantee shall make reasonable efforts from time to time to assure compliance by Grantor with all of the covenants and restrictions herein. In connection with such efforts, Grantee may make periodic inspection of all or any portion of the Protected Property, and for such inspection and enforcement purposes, the Grantee shall have the right of reasonable access to the Protected Property. In the event that Grantee becomes aware of an event or circumstance of non-compliance with the terms and conditions herein set forth, Grantee shall give notice to Grantor of such event or circumstance of non-compliance via Certified Mail, return receipt requested, and demand corrective action by the Grantor sufficient to abate such event or circumstance of non-compliance and restore the Protected Property to its previous condition within a reasonable time.

If Grantee, in its sole discretion, determines that the event or circumstance of noncompliance requires immediate action to prevent or mitigate significant damage to the conservation values of the Protected Property as provided in the Purposes of this Grant, then Grantee may pursue its rights under this enforcement section without prior notice to Grantor. Grantee shall provide notice to Grantor before pursuing enforcement action.

Failure by the Grantor to cause discontinuance, abatement, or such other corrective action as may be demanded by the Grantee within a reasonable time after receipt of notice and reasonable opportunity to take corrective action shall entitle the Grantee to bring an action in a court of competent jurisdiction to enforce the terms of this Grant and to recover any damages arising from such non-compliance. Such damages, when recovered, may be applied by the Grantee to corrective action on the Protected Property, if necessary. If the court determines that either party hereto has failed to comply with this Agreement, the non-complying party shall reimburse the other party for any reasonable costs of enforcement, including court costs and reasonable attorneys' fees, in addition to any other payments ordered by such court.

Grantee shall have the right, but not the obligation, to pursue all legal and equitable remedies against any third party responsible for an event or circumstance of non-compliance with this Grant and Grantor may, at Grantee's request, assign its right of action against such third party to Grantee, join Grantee in any suit or action against such third party, or appoint Grantee its attorney in fact for the purpose of pursuing an enforcement suit or action against such third party.

The parties to this Grant specifically acknowledge that events and circumstances of non-compliance may constitute immediate and irreparable injury, loss, and damage to the Protected Property and accordingly may entitle Grantee to equitable relief, including but not limited to injunctive relief, as a court of competent jurisdiction deems just. The remedies described herein are in addition to, and not in limitation of, any other remedies available to the Grantee at law, in equity, or through administrative proceedings.

No delay or omission by the Grantee in the exercise of any right or remedy upon any breach by Grantor shall impair the Grantee's rights or remedies or be construed as a waiver.

VII. Miscellaneous Provisions.

1. **Approval Authorization**. Where Grantor is required, as a result of this Grant, to obtain the prior written approval of the Grantee before commencing an activity or act, and where the Grantee has designated in writing another organization or entity which shall have the authority to grant such approval, the approval of said designee shall be deemed to be the approval of the Grantee, provided that Grantor has given its written consent to such designation, which consent shall not be unreasonably withheld. When Grantee has authorized a proposed action requiring approval under this Grant, Grantee shall, upon request, provide Grantor with a written certification in recordable form memorializing said approval.

2. **Compliance with the law**. It is hereby agreed that any use of the land otherwise permitted under this Grant, shall be in accordance with all applicable ordinances, statutes and regulations of the Town of Johnson and the State of Vermont

3. **Assignment**. With prior approval of the Grantee, the Grantee may transfer the development rights, conservation restrictions and public access easement conveyed by Grantor herein only to a State agency or municipality, as defined in Chapter 34 or Chapter 155, Title 10 V.S.A., in accordance with the laws of the State of Vermont.

4. **Extinguishment.** In the event the development rights, conservation restrictions or public access rights conveyed to the Grantee herein are extinguished by eminent domain or any other legal proceedings, above, Grantee shall be entitled to any proceeds which pertain to the extinguishment of Grantee's rights and interests. Any proceeds from extinguishment shall be allocated between Grantor and Grantee in accordance with the value of their respective interests at the time of extinguishment as determined by an appraisal commissioned by Grantee. Grantee shall use any such proceeds to preserve undeveloped and open space land in order to protect the aesthetic, agricultural, educational, scientific, forestry, and natural resources of the state through non-regulatory means.

5. **Notice at Conveyance**. In any deed or lease conveying an interest in all or part of the Protected Property, Grantor shall make reference to the conservation easement, restrictions, and obligations described herein and shall indicate that said easement and restrictions are binding upon all successors in interest in the Protected Property in

perpetuity. Grantor shall also notify the Grantee of the name(s) and address (es) of Grantor's successor(s) in interest.

6. **Taxes**. If applicable, Grantor shall pay all real estate taxes and assessments on the Protected Property and shall pay all other taxes, if any, assessed in lieu of or in substitution for real estate taxes on the Protected Property.

7. **Hazardous Substances**. Grantor warrants that Grantor has no actual knowledge of a release or threatened release of hazardous substances or wastes on the Protected Property.

8. **Indemnity**. Except as otherwise provided by law, Grantor shall hold harmless, indemnify and defend Grantee against any liabilities, claims and expenses, including reasonable attorney's fees to which Grantee may be subjected, including, but not limited to, those arising from any laws or regulations concerning the presence, release or disposal of any solid or hazardous waste, substance or material, or the actions or inactions of Grantor as owner or operator of the premises, or those of Grantor's agents.

9. **Amendment**. Grantor and Grantee recognize that rare and unexpected circumstances could arise that justify amendment of certain of the terms, covenants or restrictions contained in this Grant. To this end, this Grant may be amended only by mutual agreement of Grantor and Grantee, provided that no amendment shall conflict with or be contrary to or inconsistent with the Purposes of this Grant or reduce the protection of the conservation values. Amendments shall be in writing, signed by both Grantor and Grantee, and shall be recorded in the Town of Johnson Land Records.

10. **Governing Law**. This Grant shall be governed by and construed in accordance with the laws of the State of Vermont. If any provision or clause in this Grant conflicts with applicable law, such conflict shall not affect other provisions hereof which can be given effect without the conflicting provision. To this end the provisions of this Grant are declared to be severable. Invalidation of any provision hereof shall not affect any other provision of this Grant.

11. **Mediation.** In the event of any dispute or claim arising out of or relating to this Grant, or to the Protected Property, it is agreed that such dispute or claim shall be submitted to mediation prior to the initiation of any lawsuit. The party seeking to mediate such dispute or claim shall provide written notice to the other party and, thereafter, the parties shall reasonably cooperate and agree on the selection of a mediator. Unless otherwise agreed to in writing, the parties shall share the mediator's fee equally. The parties acknowledge and understand that, although utilizing mediation in an effort to resolve any dispute or claim is mandatory under this Grant, the function of the mediator is to assist the parties involved in the mediation in resolving such dispute or claim and not to make a binding determination or decision concerning the dispute or claim.

12. Grantee shall be entitled to re-record this Grant, or to record a notice making reference to the existence of this Grant, in the Town of Johnson as may be necessary to

satisfy the requirements of the Record Marketable Title Act, 27 V.S.A., Chapter 5, Subchapter 7, including 27 V.S.A. §§ 603 and 605.

13. The term "Grantor" shall include the successors and assigns of the original Grantors, Town of Johnson. The term "Grantee" shall include the successors and assigns of the original Grantee, State of Vermont, Agency of Natural Resources, Fish and Wildlife Department.

INVALIDATION of any provision hereof shall not affect any other provision of this Grant.

TO HAVE AND TO HOLD said granted development rights, right of first refusal, and conservation easement and restrictions, with all the privileges and appurtenances thereof, to the said Grantee, **State of Vermont, Agency of Natural Resources, Fish and Wildlife Department,** its successors and assigns, to their own use and behoove forever, and the said Grantor, Town of Johnson, for itself and its successors and assigns, does covenant with the said Grantee, its successors and assigns, that until the sealing of these presents, it is the sole owner of the premises, and has good right and title to convey the same in the manner aforesaid, that the premises are free from every encumbrance and use restrictions, and it hereby engages to warrant and defend the same against all lawful claims whatever.

IN WITNESS WHEREOF, the TOWN OF JOHNSON has hereunto set its hand and seal this ____ day of March, 2026.

TOWN OF JOHNSON

By: ______________________
Eben Patch, Selectboard Chair and
Its Duly Authorized Agent

STATE OF VERMONT
COUNTY OF LAMOILLE, SS.

At ____________, in said County and State, on this ____ day of March, 2026, **Eben Patch**, Selectboard Chair and Duly Authorized Agent of the **Town of Johnson** personally appeared, and he acknowledged this instrument by him sealed and subscribed, to be his free act and deed as such Duly Authorized Agent and the free act and deed of the **Town of Johnson.**

____
Notary Public
My Commission Expires: 1/31/2027
My Commission #:

SCHEDULE A

Being a 25.1-acre, more or less, parcel of land commonly known as the "Prindle Lot," so-called, identified as SPAN 336-104-11529 (Parcel 433-331) that is a portion of the lands and premises conveyed to the Town of Johnson by Warranty Deed of Gaylord A. Powers and Gladys Powers, dated September 12, 1935, and recorded in Book 30, Page 464 of the Town of Johnson Land Records.

CEDS REPORT
March 19, 2026

NBRC- Industrial/Mixed-use Park – The bi-weekly industrial park team meeting was held Wednesday, March 11. During that meeting Mumley reported three state permits were pending: AOT's 1111, stormwater operation (9050), and Act 250. The draft Act 250 permit has been released but needs all state permits before it is finalized. During the March 11 meeting, Mumley said they were responding to AOT's last two basic questions that afternoon and expected the permit to be issued quickly. The stormwater 9050 permit is the biggest concern. During the meeting Wednesday morning Mumley said they need the state's review comments this week. The state's application reviewer returned comments and questions to Mumley late Wednesday afternoon. Hopefully, Mumley can make the necessary plan revisions and answer the state's questions satisfactorily so the draft 9050 permit can be posted for public comment next week.

On February 19 a letter about the industrial park was mailed to all industrial park abutting landowners. There has been no response to the letter.

On March 16 the board is asked to approve and authorize signing of the Prindle lot conservation easement. A decision about requiring delineating or signing the prime ag soil area on the Gomo lot has not been forwarded to us. We're told the legal documents for the deer wintering area and the prime ag soils will not hold up the Act 250 permit.

Bidding specifications for tree clearing were written. A copy was emailed to board members at that time. Notice of the bid opportunity was posted on FPF, town website, town Facebook page and in the News & Citizen. Specifications were mailed or emailed to 12 companies – some local. Four companies have responded that they plan to attend the site visit on March 17 (11:30 am). Bid opening is set for March 23. The bid form asks how many days of work are needed to cut down all trees. When state permits are issued, that information about days of work needed to cut down all trees could help the Town decide if all trees can be cut down before April 15.

Johnson Visioning Project – The second meeting is not scheduled. LCPC staff sent all materials it had on the project. Those materials are now in the CEDS digital records.

Building Communities Grant (Recreation)- Welcome Center – No change on the Welcome Center work. It had been over a month since the Selectboard authorized and signed lease agreement was returned to AOT's Rail Trail Office. This week (March 9) Jackie Cassino was asked about it. That started the ball rolling. A property management staffer asked me for a signed copy. It was sent to her and late this week she replied she was circulating the agreement for internal (AOT) signature.

Preservation Trust of Vermont- Historical Society – No change.

VOREC- Rail Trail Connector Scoping Study – Completed. Next step is for the Town to decide if and how to improve the connection between the rail trail and Main Street.

Recreation Economy for Rural Communities – Last month it was reported the Community Workshop, a key event in this plan development process, is scheduled for Thursday and Friday, August 27 and 28. Since the last report, EPA's lead consultant polled Steering Committee members about scheduling Calls 1,2, and 3. The Calls are virtual meetings/work sessions of the EPA planning assistance team (PAT) and the Steering Committee. It was announced on March 13 that the Calls are scheduled for: Call 1 on Thursday, April 23 at 2:00 pm; Call 2 on Thursday, June 25 at 2:00 pm; and Call 3 on Thursday, August 6 at 2:30 pm. Next will be preparing for Call 1 and scheduling Steering Committee meetings, especially those between Calls 1 and 2.

I still have not contacted the recreation related groups and organizations mentioned during the December 1 meeting.

LVRT Community Grant- Stone Steps at Welcome Center – No activity.

Vermont Community Foundation Grants –

a) Playground ($25,000) – Now that the Legion Field planning step is complete, would you like this matter on a future Selectboard meeting agenda for discussion? Will the playground equipment be installed at the location (near the proposed restroom building) preferred by the Town? Does everyone agree the equipment should target toddlers to age 5? Do you want installation 100% by the contractor or a blend of contractor supervision and community volunteer labor? Is the library construction a factor in deciding when to install the playground at the preferred location? It would be helpful to reach a common understanding (get Selectboard direction) on this Legion Field amenity.
b) Skatepark ($3,300) – No action.
c) Rail Trail Committee ($20,000) – See notes about projects above.

d) Legion Field ($30,000) – DuBois & King returned final layout drawings based on input during the second public meeting and Town officials' comments. It is my understanding that Howard Romero is being considered for a general contractor type role in completing the basic improvements using the remainder of the $30,000 VCF grant. I'll assist with grant reporting. Also, I'll work with Rosemary to request VCRD's reimbursement of DuBois & King's invoices, which came in $15 over the agreed to amount of $6,000.
e) Library ($20,000) – No change. These are Library Trustees' responsibilities.
f) Vision Funding Gap ($1,500) – See note about Johnson Visioning Project above.

Holmes Meadow – Change Order #4 to Boulder's contract, the VEM grant agreement amendment (more $), and the LCPC services agreement amendment are on the March 16 agenda. There is no activity at the Meadow now. The site access license and Clean Water Service Provider grant agreement with LCPC approved by the board on March 2 were submitted to LCPC. Fully signed documents have not been returned yet.

T-Mobile Grant- Legion Field – As requested, work on preparing, or at least starting, an application for T-Mobile's Hometown grant has begun. The subject of the grant is the proposed pavilion at Legion Field. During the first seven days of the assignment information about the grant program was gathered. An account was created in the T-Mobile system giving access to the complete application form. Reading the application advised what information is needed. The request for and gathering of information has begun. Needed or helpful information includes socio-demographic info (from LCPC); Town's history of placemaking with strong public planning process; state permit requirements; and cost estimates. The thought now is the pavilion will be 25'x40' as shown on the final layout for Legion Field (or as close as possible to those dimensions). Roof trusses will be used versus open post and beam type construction to stay under the maximum $50,000 grant. A question about T-Mobile requiring naming rights was raised. Reading the program description and a referral to another T-Mobile webpage did not turn up any requirements about naming rights or signing.

###

Job Description

Organization: Town of Johnson, Vermont
Position: Community Economic Development Specialist:
Supervisor Selectboard
Effective: Upon Signed Date

Summary/Objective

The Community Economic Development Specialists is a professional position with a very high degree of independence and responsibility for researching, suggesting, initiating when authorized, ~~researching,~~ implementing and administrating a wide range of community and economic development activities. The Community Economic Development Specialist is responsible for managing grants, including research, writing, and administering grants. The position will develop and oversee projects (except if the Selectboard assigns project management to another individual or party) and working with municipal committees and the Town Administrator to support community and business development, foster local economic growth and improve local economic conditions within the town of Johnson, Vermont.

The position involves collaborative community focused work, including public engagement, grant management, project management and working with diverse stakeholders in collaboration with the Town Administrator and Selectboard, non-profits, municipal committee members and community residents of the Town of Johnson.

This position is hired by the Town of Johnson Selectboard.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

Essential Functions

1. Economic Development and Planning: Assisting in identifying, implementing, developing, and monitoring projects and programs that will encourage and lead to increasing economic development and business opportunity and retention within the Town of Johnson

2. Grant Management: With Selectboard approval; Identify, apply and administer federal, state and private grants to support community and/or economic development and increase the grand list for the Town of Johnson. Coordinate all payment amounts with the town treasurer. This will include a pipeline / calendar that will track awarded grants and include receiving, invoice and payments, and reimbursements.
3. Community Engagement: Conduct community outreach, facilitate meetings with stakeholders and foster public engagement on programs, projects and activities that will encourage and strengthen community and/or economic development within the Town of Johnson. Will attend regular committee meetings assigned by the Selectboard as a staff liaison and provide constant communications back to the Selectboard.
4. Project Oversite: When assigned or directed by the Selectboard, work with Engineers, State Agencies, and private contractors to coordinate and manage projects, permit applications and compliance for various economic and community improvement projects. At the Selectboard's discretion, some projects may be managed by other individuals or parties.
5. Maintain a record of communications, workflow and project status so employee can provide timely updates to the Town Administrator, Selectboard, members of the local community and various state agencies on projects and activities they are working on.
6. Possess the ability to maintain discretion and confidentiality when handling sensitive matters.
7. This position will seek community-driven development, support local stakeholders and seek to encourage public engagement on community and economic development activities.
8. Promote opportunities for business expansion and retention within the Town of Johnson. Coordinate with local, regional and state agencies to address the needs and challenges of the Johnson business community.
9. Work to promote the unique assets of the Town of Johnson. The vibrant downtown, historic sites, buildings and covered bridges, the rail trail, hiking, skiing and biking opportunities, skate park, local art community, swimming and fishing opportunities.

Necessary Knowledge, Skills, and Abilities

1. Will require excellent interpersonal skills for establishing and maintaining effective working relationships with municipal staff, Selectboard, state agencies, municipal partners, local businesses, non-profits, media and members of the public.
2. Effective team building and leadership skills, including consensus building to resolve issues and potential conflicts, negotiate agreements and gain cooperation amongst multiple interest groups to move projects forward that will improve the economic climate within the town of Johnson.
3. Must have excellent written and verbal communication skills, including public presentation skills.
4. Must have excellent computer skills and be knowledgeable in a wide variety of Microsoft products.
5. Must be creative, detail orientated, and able to work independently with minimum supervision
6. Must possess knowledge of principles and practices of economic development, marketing, real estate and alternative funding.
7. Must be able to work in-person or virtually.

Supervisory Responsibility

This position has no supervisory authority and reports directly to the Town of Johnson Selectboard. This position will also work with other municipal staff in the municipal office to aid in the completion of duties as discussed above

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities.

1. This position by its nature is designed to be a combination of outside work, including conducting site visits and office work.
2. Occasionally works outside with varying weather conditions. Weather

can vary from extreme cold to extreme heat, rain, snow, ice, flooding, etc.

3. Occasionally while visiting construction sites, personnel protective equipment including steel toe footwear, ear and eye protection and a hard hat may be required.
4. Occasionally works near moving mechanical machinery and may be exposed to loud noises.
5. The noise level in the work environment is usually low to moderate.

Position Type/Expected Hours of Work

This position is classified as non-exempt part-time. Hours are expected to be 20 to 24 hours per week with the potential for additional hours in the future. Standard days and hours of work are flexible but generally fall between Monday through Friday, 8:00 a.m. to 4:00 p.m. with any optional lunch break being unpaid and scheduled by the employee. However, the position requires the ability to periodically work during non-standard hours such as evening and weekend hours for meetings, and community engagement. The employee will be expected to update their point of contact at the Town of Johnson for their hours outside their regular workday.

Travel

Local travel will be required for site visits to properties within the Town of Johnson and mileage is calculated from the town office to those properties with the use of a privately owned vehicle. Mileage will be reimbursed at the current IRS mileage rate, (currently $0.725/mile as of January 1, 2026). Rate subject to change as per IRS published rates.

Additional Eligibility Qualifications

Prior municipal or economic development is preferred but we are willing to train the right individual. The applicant must have and maintain a valid Vermont Driver's License in good standing. Must be able to get to and from work on a consistent basis and meet municipal commitments for all established office hours, meetings and appointments or provide reasonable explanation for delays or cancellation, to the point of contact at the Town of Johnson.

AAP/EEO Statement

The Town provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, the Town of Johnson complies with applicable state and local laws governing nondiscrimination in employment in every location in which the town provides services and has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. The town prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of town employees to perform their job duties may result in discipline up to and including discharge.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Signatures

This job description has been approved by the Town of Johnson and is effective for use upon the date of the Town signature below.

Town of Johnson, VT

___________________________________ **Date Effective**________________

Duly authorized agent

(https://mainstreet.org/)

Follow

T-Mobile Hometown Grant Application Q1 2026 (January 5 - March 31, 2026)

Ends on Wed, Apr 1, 2026 1:00 AM

T-Mobile Hometown Grants is a $25 million, five-year initiative to support the people and organizations who help small rural towns across America thrive and grow. In this grant cycle, up to 25 applicants will be selected to receive a Hometown Grant. Apply for funding to support a community project of your choice, like revitalizing or repurposing a historic structure, creating a downtown asset or destination, or improving a space where friends and neighbors gather. Projects that add to a sense of place or could lead to further investment are of particular interest. We look forward to learning more about your town and your project.

T-Mobile's Hometown Grants program is entering its **final phase**, and there's still time to apply until March 31, 2026.

We launched this program in April 2021 with a five-year commitment to support **up to 500 small towns** across the country with **up to $25 million** in funding—and we're proud to say that goal is nearly complete.

To date, T-Mobile's Hometown Grants have funded transformative projects in hundreds of communities—revitalizing parks, upgrading technology, supporting public safety, expanding access, and so much more. Each grant of **up to $50,000** has helped communities **jumpstart local projects** and create lasting impact.

Important Deadline

- The **final opportunity to apply** is open now.
- **All applications must be submitted by March 31, 2026.**
- No applications will be accepted after this date.

We're grateful for every town, partner, and local leader who has brought this program to life. While this chapter is coming to a close, the stories, connections, and community impact will continue to grow for years to come.

HOW TO APPLY

Review the eligibility and grant criteria below to ensure your community and proposed project meets application requirements. Applicants can submit their proposals by completing this application form. **The grant application period will close on Tuesday, March 31, 2026 at 11:59 p.m. Central Time. No late applications will be accepted.** Applications will be evaluated and selected by a review panel, and all applicants will be sent an award decision by late May 2026. Grant recipients will each receive an award of up to $50,000 to implement their ideas and will have 12 months (June 1, 2026 - May 31, 2027) to complete their projects. Recipients will be required to submit a progress report at the 6-month mark following the grant disbursement, and a final report will be due at the end of the 12-month implementation period. All reports are to be completed using a template provided.

REVIEW CRITERIA

Your application will be reviewed by an internal T-Mobile review committee and non-profit partner based upon the following criteria. Please note that the letters of support for your project are an important part of this application.

- **Community need** - Proposed project should fill a demonstrated need in the community. This grant funding is intended for shovel-ready projects that would not otherwise be possible to implement through municipal funding. Proposal & letters of support should demonstrate strong community support for the project.
- **Community impact** - Project should connect the community in meaningful, innovative, and creative ways.
- **Partners and engagement** - Strong applications actively involve local organizations by incorporating them into the planning and execution processes and engaging the community in activating the project site. Letters of support should come from a variety of stakeholders within the community.
- **Feasibility** - You should have a shovel-ready plan ready to go and be able to complete your project within your detailed budget and within 12 months of receiving funding, if selected. **Projects *must* be completed *and* usable by the public by May 31, 2027. Make sure to consider these parameters when choosing the kind of project you propose for this grant.**
- **Alignment with T-Mobile's small town strategy** - T-Mobile strives to be a force for good. To read more about T-Mobile's many corporate initiatives and key segments, visit https://www.t-mobile.com/responsibility (https://www.t-mobile.com/responsibility).

ELIGIBILITY

Who may apply?

- This grant program is specifically open to 501(c)(3) and 501(c)(6) nonprofit organizations and local government entities. If selected, the grant award must be managed and deployed by the nonprofit organization or government entity who applied for the grant.
- Grant funds may not be awarded to for-profit businesses, directly or indirectly via pass-through funding to for-profit businesses. Additionally, religious congregations are not eligible for this grant program.
- Applicants must be located in small rural communities with a population of 50,000 people or less.
- Proposals must focus on a physical project benefiting the public.
- The applicant organization must own the site where the proposed project would be implemented OR provide a description/confirmation of adequate permissions to alter the site. If the applicant organization does not own the site, one of the letters of support must come from the owner of the site.
- Applicants may submit up to one (1) application per organization per grant cycle. Applicants may re-apply to subsequent grant cycles if they are not selected in an earlier round.
- Previous T-Mobile Hometown Grant Program grantees are eligible to apply again for later grant cycles. Previous T-Mobile Hometown Grant Program grantees must demonstrate successful completion of their prior grant project in their application.

What types of grant expenses are eligible?

Requested funding must be for a physical placemaking project.

Eligible Grant Uses:

- Construction/installation supplies and materials

- Equipment
- Labor costs for construction/rehabilitation/installation/artist fees
- Artist's supplies and fees associated with a community engagement design process (i.e. a mural or creative crosswalk informed by facilitated community discussions)
- Streetscape and/or indoor furniture for a community space
- Other physical items
- Special events or public space activation programming can only account for up to 10% or $5,000 of total grant amount.

Ineligible Grant Uses:

- Engineering and architectural plans or fees
- Staff salaries (beyond initial construction/rehabilitation/installation labor)
- Operational and maintenance expenses
- Reimbursement for projects that are already completed
- Pass-through funding to private entities or initiatives

TIMELINE

- Applications Open on January 5, 2026
- Applications Close on Tuesday, March 31, 2026 at 11:59 p.m. CT
- Grant Recipients Notified by late May 2026
- Grant Funds Disbursed to Selected Recipients approximately June 1, 2026
- Project Implementation Period: June 1, 2026 – May 31, 2027
- Final Grant Reports Due June 11, 2027

TIPS FOR SUBMITTING YOUR APPLICATION

- To help avoid losing any work as you complete your application, we encourage you to type your responses into a separate document, saving your work frequently. When you're ready to submit your application, you can copy and paste your responses into this form and click "submit." You can also save your work in the Submittable application form, but we still recommend saving a backup copy of your work.
- Gather cost/pricing information for your budget document early and request letters of support from key stakeholders early so you're ready to upload these materials before the deadline.
- Carefully review your application and file uploads before you submit. No late applications will be accepted, and no changes may be made to your application once submitted.
- Make sure your email address is correct and add notifications@email.submittable.com (mailto:notifications@email.submittable.com) to your contacts to receive updates about your proposal. Otherwise, emails sent via the submission portal may end up in your spam folder!
- This grant program is open to communities that are part of the Main Street America network as well as those that are not currently part of the Main Street America network. If your organization is a Main Street America community, you will be asked to enter your Main Street America member ID number in this application. You can find your MSA member number in the Members Area (https://nmsc.app.neoncrm.com/np/clients/nmsc/login.jsp), on your membership renewal notices, and in renewal confirmation emails. If you need help locating your organization's MSA member number, contact Membership@mainstreet.org (mailto:Membership@mainstreet.org) or 312–610–5611.

Award determinations will be made by late May 2026 and funds will be disbursed by approximately June 1, 2026, if selected. You will receive a notification about award determinations via your Submittable account that you use to submit your application. Please note that you cannot make any changes to your application once it has been submitted. We look forward to receiving your project proposal!

Questions? Email TMobileGrant@mainstreet.org (mailto:TMobileGrant@mainstreet.org)

Final Layout for Legion Field Improvements

March 6, 2026

Prepared by:

DuBois & King

LF construction proposal

H Romero

Problem:

Reconstruction of LF to achieve field-ready for public performances and an ice rink

All work complete by July 1, 2026

All disturbed lawn complete and staked off by May 15,2026

Proposed Solutions

Prepare proper construction documents for the RFPs

Accurate site plan as needed

Supervise the selection of subs

Answer questions of the subs

Stake out the scope of work for the subs

Supervise and coordinate the scheduling of the various trades involved

Landscaping

Electrical

Carpentry

Excavation

Budget:

All expenditures must not exceed the remaining grant funds (now $26,500.)

My fee to be $2500. ($30.00/hour)

25% at signing, 50% at substantial completion, 25% at completion of the project

SCOPE OF WORK:

The Bandstand:

Establish new location

Prepare the site

Clean up the old site

Research / Design / install new building foundation

superv. New fdn. work

finish grade at bandstand

Move structure to new site

Supervise misc carpentry repairs

Necessary repairs to Xtg B/S

Skirt around the stage

Storage building:

new storage building researched

foundation set

move to site

set up w/ elec, entrances, paint exterior, pitched roof (?), etc

Field entrances behind library at southwest corner

Stake road

Trim tree limbs

Grade w/ gravel

Ice rink: (landscaping)

Stake area for rink

Level field within staked area

Seed and mulch

Must be done as early as possible to establish a viable lawn before July 7

Electrical work:

Bring power to the bandstand

Locate field lighting and bring power

Permanent power setup at community oven

240V power to 2 locations for TNL vendor use

Coordinate with excavator.

Excavation:

Ditch and cover for power at bandstand, field lighting, community oven.

c. Minor Purchases.

Employees who have been designated to act as Purchasing Agents may make purchases with a value between $1,001 and $5,000 only with prior approval of the Selectboard and are limited to the amount of the budget authorized by the Town. Although not required, competitive quotes from at least two vendors should be obtained whenever possible.

d. Major Purchases.

All purchases over $5,000 require prior approval of the Selectboard. The Selectboard shall review all proposed procurements to avoid unnecessary or duplicative purchases of equipment, supplies and services. The Selectboard shall also ensure that competition is not restricted with limits on the geographic location of vendors, with unreasonable requirements or qualifications placed on vendors or bidders, or by allowing vendors to be selected who have engaged in noncompetitive pricing practices.

If federal funding is used for purchases between $10,000 ($2,000 in the case of construction projects subject to Davis Bacon requirements) and $250,000, price or rate quotes must be obtained from two or more qualified sources following the affirmative action provision of this policy and all provisions regarding fair and unrestricted competition.

For all major purchases with a value between $5,000 and $10,000, price and rate quotations shall be obtained from at least two qualified vendors to ensure that the Town has received a fair and reasonable price. Vendors will be selected based on cost, the quality of the goods and services offered, and the ability, capacity, and skill of the vendor demonstrated under prior contracts with the Town.

Large purchases with a value of $10,000 or more must follow a sealed bid process as outlined below.

Purchases at or exceeding $250,000 or construction projects of any value that are funded with federal dollars must follow a sealed bid process as outlined below and also follow any procurement guidance as outlined in the grant agreement. In addition, a pricing analysis must be completed by the purchasing agent or a qualified consultant prior to issuing the request for proposal to ensure that there is a reasonable estimate against which to compare bid proposal pricing.

SECTION 6 SEALED BID PROCESS:

The sealed bid process shall be initiated by the issuance of a Request for Bids prepared by the Selectboard or its designee. Notice of the Request for Bids shall be made by letters to known providers soliciting bid responses, advertisements posted in three public locations within the Town, and advertisements placed in a newspaper of general circulation in the region.

Response Form

COST PROPOSAL RFP Response (Library Foundation and Site Work)

Site Work:

1, a, Trenching, laying pipe, backfilling, tree removal, etc.	$ 50,000.00 **(USD)**
1, b, Patching asphalt	$ 15,000.00
1, c, Temporary asphalt sidewalk	$ 6,500.00
1, d, Electrical Cabinet installation	$ 13,850.00

Foundation:

2, a, Footers, walls, formwork	$ 72,750.00
2, b, Backfilling interior of foundation with crushed stone, 2" insulation inside, outside, ground, vapor barrier	$ 26,000.00
Total	$ 184,100.00

Written out Total cost proposal:

One Hundred Eighty Four Thousand One Hundred **Dollars**

Extras if needed, not to be included in the total bid response, not required to respond:

3, a, Interior of foundation drain installation	$ 35.00 per foot
3, b, Backfilling the foundation exterior walls to 24"	$ 42.00 per CY
3, c, Private waterline extension and frost-free hydrant installation.	$ 5,000.00 EA
3, d, Cutting a 36" x 48" entry into the existing foundation, concrete is 16" thick with rebar.	$ 8,500.00

Name of Bidding Contractor: GW Tatro Construction Inc

Representative: Jay Lafontaine, Director of Site/Civil

Email: jlafontaine@gwtatro.com

Phone: 802-644-8875

Signature: [signature]

Date: 10/03/25

AIA Type Document
Application and Certification for Payment

TO (OWNER): Town of Johnson
P O Box 383
Johnson, VT 05656

PROJECT: Johnson Library Addition
P O Box 383
Johnson, VT 05656

APPLICATION NO: 1
PERIOD TO: 1/1/2026

DISTRIBUTION TO:
_ OWNER
_ ARCHITECT
_ CONTRACTOR

FROM (CONTRACTOR): GW Tatro Construction Inc
P O Box 339
16-17 G W Tatro Drive, Suite 1
Jeffersonville, VT 05464

VIA (ARCHITECT):

ARCHITECT'S PROJECT NO:

CONTRACT FOR: Johnson Library Addition Utilities and Foundation

CONTRACT DATE:

ITEM	DESCRIPTION	PLAN QTY	UNIT PRICE	SCHEDULED VALUE	PREVIOUSLY COMP QTY/%	PREVIOUS APPL	COMP QTY/% THIS PERIOD	COMP AMT THIS PERIOD	STORED MATERIAL	COMPLETED AND STORED	%	BALANCE
1	Trench & Backfill, Tree Removal	1.000	50,000.0000	50,000.00	.000	0.00	1.000	50,000.00	0.00	50,000.00	100.00	.00
2	Patching Asphalt	1.000	15,000.0000	15,000.00	.000	0.00	1.000	15,000.00	0.00	15,000.00	100.00	.00
3	Temp Asphalt Sidewalk	1.000	6,500.0000	6,500.00	.000	0.00	1.000	6,500.00	0.00	6,500.00	100.00	.00
4	Electrical Cabinet	1.000	13,850.0000	13,850.00	.000	0.00	1.000	13,850.00	0.00	13,850.00	100.00	.00
5	Footings and Walls	1.000	72,750.0000	72,750.00	.000	0.00	1.000	72,750.00	0.00	72,750.00	100.00	.00
6	Backfill Interior, Insulation & Vapor Barrier	1.000	26,000.0000	26,000.00	.000	0.00	1.000	26,000.00	0.00	26,000.00	100.00	.00
7	Concrete Cutting Existing Foundation	1.000	8,500.0000	8,500.00	.000	0.00	1.000	8,500.00	0.00	8,500.00	100.00	.00
8	Frost Free Hydrant Installation	1.000	5,000.0000	5,000.00	.000	0.00	1.000	5,000.00	0.00	5,000.00	100.00	.00
9	Interior of foundation drain installation	60.000	35.0000	2,100.00	.000	0.00	60.000	2,100.00	0.00	2,100.00	100.00	.00
10	Foundation Dampproofing	1.000	5,610.0000	5,610.00	.000	0.00	1.000	5,610.00	0.00	5,610.00	100.00	.00
	REPORT TOTALS			$205,310.00		$.00		$205,310.00	$.00	$205,310.00		$.00

AIA Type Document
Application and Certification for Payment

TO (OWNER): Town of Johnson
P O Box 383
Johnson, VT 05656

PROJECT: Johnson Library Addition
P O Box 383
Johnson, VT 05656

APPLICATION NO: 1
PERIOD TO: 1/1/2026

DISTRIBUTION TO:
_ OWNER
_ ARCHITECT
_ CONTRACTOR

FROM (CONTRACTOR): GW Tatro Construction Inc
P O Box 339
16-17 G W Tatro Drive, Suite 1
Jeffersonville, VT 05464

VIA (ARCHITECT):

ARCHITECT'S PROJECT NO:

CONTRACT FOR: Johnson Library Addition Utilities and Foundation

CONTRACT DATE:

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for Payment, as shown below, in connection with the Contract.
Continuation Sheet, AIA Type Document is attached.

1. ORIGINAL CONTRACT SUM .... $ 199,700.00

2. Net Change by Change Orders .... $ 5,610.00

3. CONTRACT SUM TO DATE (Line 1 + 2)........... $ 205,310.00

4. TOTAL COMPLETED AND STORED TO DATE ...... $ 205,310.00

5. RETAINAGE:

a. .00 % of Completed Work $ 0.00

b. 0.00 % of Stored Material $ 0.00

Total retainage (Line 5a + 5b) .... $ 0.00

6. TOTAL EARNED LESS RETAINAGE .... $ 205,310.00
(Line 4 less Line 5 Total)

7. LESS PREVIOUS CERTIFICATES FOR PAYMENT
(Line 6 from prior Certificate) .... $ 0.00

8. CURRENT PAYMENT DUE .... $ 205,310.00

9. BALANCE TO FINISH, INCLUDING RETAINAGE
(Line 3 less Line 6) $ 0.00

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	0.00	0.00
Total approved this Month	5,610.00	0.00
TOTALS	5,610.00	0.00
NET CHANGES by Change Order	5,610.00	

The Undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the work covered by this application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the owner, and that current payment shown herein is now due.

CONTRACTOR: GW Tatro Construction Inc
P O Box 339 16-17 G W Tatro Drive, Suite 1
Jeffersonville, VT 05464

By: Nick Raftery **Date:** 1/29/2026

State of:

County of:

Subscribed and Sworn to before me this ________ Day of ________ 20 ___

Notary Public:

My Commission Expires :

ARCHITECT'S CERTIFICATE FOR PAYMENT

In Accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated,the quality of the work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED.............................. $

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform to the amount certified.)

ARCHITECT:

By: ________________ Date: ________

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, Payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

Marvin Awards

Jim Marvin was a dedicated volunteer from Johnson, VT, known for his boundless energy and passion for community improvement. The award celebrates innovative design solutions that bolster community engagement and environmental stewardship.

To recognize outstanding contributions in Vermont, consider the following Marvin Award criteria:

- Demonstrated leadership in community service and engagement.
- Significant impact on local environmental sustainability efforts.
- Innovative approaches to enhancing education and youth development.
- Commitment to promoting diversity, equity, and inclusion within the community.
- Proven track record of collaboration with local organizations and stakeholders.
- Consistent dedication to improving the quality of life for Vermont residents.

Confirmation of Municipal Appointment to Lamoille County Planning Commission Brownfields Committee

The Selectboard/Trustees of the Town/Village of ______________________ hereby appoints the following individual(s) to serve as Municipal Representative(s) representing this municipality on the Lamoille County Planning Commission's Brownfields Committee.

The Appointments are effective: ________________

Committee Appointee Name: ____________________________________

Mailing Address: ____

Telephone: ____

Email Address: ____

*** Alternate Committee Appointee Name:** ____________________________________

Mailing Address: ____

Telephone: ____

Email Address: ____

Selectboard/Trustee member signature _____________________________ Date ___________

Selectboard/Trustee member signature _____________________________ Date ___________

Selectboard/Trustee member signature _____________________________ Date ___________

Selectboard/Trustee member signature _____________________________ Date ___________

Selectboard/Trustee member signature _____________________________ Date ___________

Municipal Clerk: ____ Date ___________

* All member municipalities appoint up to one voting representative. An alternate may also be appointed.

Selectboard/Trustee meeting minutes may be substituted for signatures. If the minutes are draft, the Clerk must sign to attest to the appointment.

TOJ Administrator

From: Rosemary Audibert
Sent: Thursday, February 19, 2026 10:28 AM
To: TOJ Administrator
Subject: FW: Discover The Vermont Covered Bridge Society

From: Gary Briggs <townclerk@lunenburg-gilmanvt.gov>
Sent: Thursday, February 19, 2026 10:15 AM
To: Gary Briggs <townclerk@lunenburg-gilmanvt.gov>
Subject: Discover The Vermont Covered Bridge Society

Hello Town Clerk: I'm emailing on behalf of the Vermont Covered Bridge Society (VCBS). Some of you may have heard of us and some others may have not. VCBS is the sole organization in the State of Vermont dedicated to the education and preservation of our historic covered bridges. You're receiving this email because your Town has an historic covered bridge within the community. VCBS was founded in 2000 and has spent the past 25 years helping preserve the State's remaining covered bridges. Last year, we started our annual Vermont Covered Bridge Week (first week of August) which featured events throughout the State at various covered bridges and are excited for our 2nd annual Vermont Covered Bridge Week from August 1 - 8, 2026.

You may remember receiving a letter from us in December 2025 asking if your Town would be interested in joining VCBS for $100, which would gain you all the valuable resources VCBS has to offer its membership and allow you to appoint one person in your community as a member of VCBS. We hope you'll consider taking us up on that offer.

We also annually promote a membership drive for individuals and couples that would like to join VCBS. Becoming a member is only $15 for an individual, $20 for couples and we also offer discounted student rates and lifetime membership rates. Membership is a great way to expand a person's knowledge of Vermont's historic covered bridges through our website member portal, quarterly The Bridger newsletter, semi-annual meetings and volunteer opportunities. Do you know someone in your community that might be interested in joining VCBS? Just refer them to our website, www.vermontbridges.org and have them click on the "membership" tab on the top right of the screen.

This is an exciting time to join VCBS as we have an open position on our Board, committee member opportunities and a host of volunteer events. If you know someone in your community you think would be an excellent choice for the VCBS Board, please reach out to VCBS President, Beth Brown-Limmer, at melby5584@aol.com. Thanks in advance for your support of VCBS and watch for VCBS representatives at an event in or near your community in 2026.

Gary Briggs
Vermont Covered Bridge Society Board Member

Salmond Covered Bridge - Photo by Joe Nelson © 1997

Vermont Covered Bridge Society (VCBS) is a Vermont based non-profit organization. Our mission is to preserve the remaining covered bridges in Vermont. Our focus is public education and raising funding for grants to towns to help with maintenance and restoration projects.

Check out Our Covered Bridge Map & Tour Here!

Connect with the Vermont Covered Bridge Society at local festivals, including the *Best of Vermont Summer Festival* (Aug 24 & 25, 2024) + *the Chester Festival* (Sept 21 & 22, 2024)!

Learn more about VCBS here.

PO Box 97
Jeffersonville, VT 05465
Get Directions

Website
(802) 858-6069
vermontcoveredbridgesociety@gmail.com
May 6th, 2024

Beth Brown & Scott Scribner
PO Box 83 Brandon, Vermont 05733
802-858-6069
https://www.vermontbridges.org
vermontcoveredbridgesociety@gmail.com

The society was started in 2000 to address the loss of these bridges and to preserve those bridges that remain.

We have semi-annual meetings which at held at different locations throughout the state of Vermont. In addition to the meetings we publish a quarterly newsletter entitled ***The Bridger***. The society also has a Facebook page and group, an Instagram and a Twitter feed.

We have accumulated a wealth of information since we began. Please make yourself at home and look around the site. We have covered bridge news articles, tours, newsletters, and covered bridge links. If you are interested in joining the VCBS, select the Membership tab and download an application.

May all your travels be "covered"