

Town of Johnson Selectboard
Meeting Municipal Building
Monday, August 17, 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 August 3, 2026
 - b. Consider Approving Minutes of August 5, 2026
 - c. Form Based Code Administrative Officer

6:50 p.m. Clerk and Treasurer's Report: warrants, licenses and any action items

7:00 p.m. Work Session

6. 6:50-7:00pm CEDS Report | Discussion
7. 7:00-7:10pm Events Committee Follow up | Discussion and Possible Vote
8. 7:10-7:20pm Assessor Report: Errors and Omissions Follow-up | Discussion and Consider Vote
9. 7:20-7:30pm CTO and Holiday Pay Omission | Discussion and Consider Vote
10. 7:30-7:40pm Holmes Meadow Reimbursement Request | Review and Consider Vote
11. 7:40-7:50pm Library Update | Discussion and Consider Vote
12. 7:50-8:00pm Municipal Facilities Form | Discussion and Consider Vote
13. 8:00-8:10pm Union Labor Agreement | Discussion and Consider Vote
14. 8:10-8:20pm Julian Scott House Task Force | Review and Consider Vote
15. 8:20-8:30pm Approve Public Works Supervisor | Discussion and Consider Vote
16. 8:30-8:40 pm Lendway Lane | Discussion and Consider Vote
17. 8:40-8:50pm Security Cameras | Review and Consider Vote
18. 8:50-9:00pm Reschedule September 7, 2026, Selectboard Meeting | Discussion and Consider Vote
19. 9:00-9:10pm. Public Works Insulation Bids | Discussion and Consider Vote
20. 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,

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

Hi all,

At last evening's Planning Commission meeting, the Commission voted to nominate John Sutherland to serve as Acting Form-Based Code Administrative Officer "until a time when we nominate another."

The intent of the motion was to close the current FBC Administrative Officer gap by nominating John to serve as Acting AO with the duties and responsibilities of the FBC Administrative Officer, while preserving the Planning Commission's ability to make a different nomination later if needed.

For the Selectboard's appointment, I recommend that the motion closely track 24 V.S.A. § 4448(b), which allows the Planning Commission to nominate, and the Selectboard to appoint, an acting administrative officer with the same duties and responsibilities as the administrative officer in the AO's absence.

Suggested motion:

"I move that the Selectboard appoint John Sutherland as Acting Form-Based Code Administrative Officer, effective [date], with the same duties and responsibilities as the Form-Based Code Administrative Officer under 24 V.S.A. § 4448(b) and the Johnson Form-Based Code, consistent with the Planning Commission's nomination that he serve until such time as the Planning Commission nominates another person."

Thanks for your patience on this!

Cheers,

Jesse Whitworth
978-257-1697

CEDS REPORT

August 17, 2026

NBRC- Industrial Park – The bidding documents, except the Form of Contract, supplied by Mumley have been checked against the Town Procurement Policy and the NBRC requirements. The Overview and Instructions to Bidders have been revised. The appendices (A-K) and attachments (1-6) were re-labeled to be consistent with the Overview and Instructions to Bidders. As of Thursday (13th) morning the typing is to be done before re-sending the package to Pat Ripley and Luke Willey for another check. Mumley has not submitted the Bid Forms for the four (4) alternates the Selectboard asked for.

NBRC acknowledged receipt of the first grant reimbursement request, which was submitted on June 24. NBRC staff asked for the back up documents (invoices and canceled checks). The reimbursement (\$14,768.50) was received this week.

Johnson Visioning Project – Project concluded. VCF advised it doesn't require a report. The Town received the \$1,500 grant payment.

Building Communities Grant (Recreation) – Welcome Center – The grant reimbursement request (\$6,425) was submitted to VT Department of Buildings and General Service on July 17. After answering a few questions for BGS, the payment was processed. The Town received the payment this week.

Preservation Trust of Vermont- Historical Society – No change. Work is completed. Town has been waiting for an invoice for its one-half of the building assessment.

VOREC- Rail Trail Connection Scoping Study – Project complete.

Recreation Economy for Rural Communities – The planning assistance team (PAT) will be in Town Thursday, August 27 and Friday, August 28. Before the Community Workshop starts on Thursday evening, the Town Steering Committee will give the PAT a tour of recreation sites and assets and spend some time along Main Street. The university is providing vans and drivers.

The Steering Committee had its third call (virtual meeting) with the PAT on August 6. Before the Call the Steering Committee prepared a tour itinerary and a description of the sites. Those documents were submitted to the PAT before Call #3 to facilitate discussion. Arrangements for lunch during the tour have been made.

A press release about the Community Workshop and an invitation to the public was sent to the News & Citizen. The invitation was posted on Front Porch Forum. The article is on the Town website and Facebook account.

Details for the Workshop are being settled. Many groups and individuals are being invited directly. The emails about the Workshop have been consuming my time the past couple of weeks.

An email with the Workshop registration form was sent to the Planning Commission and Selectboard members. If you plan to attend the Workshop, please take 10 minutes to submit the registration form. It will be helpful to know how many people plan to attend. Also, please talk to people you think would be contributing participants at the Workshop and encourage them to attend.

LVRT Community Grant – Stone Steps at Welcome Center – The Town received the Act 250 permit on August 10. Next step is to get a description of the work the RTC planned (envisioned). After that, brief bidding specs will be written. The invitation to bid will be posted and advertised per the Town's Policy. The full grant completion deadline is December 1, 2026.

Vermont Community Foundation Grants

- a) Playground (\$25,000) – No change by us, but grading on the Legion Field side of the Library is nearly complete. That condition allows us to better assess the chosen playground equipment location. Isabelle Sullivan and I can stake out the playground footprint. When we get that done, the Selectboard can affirm its Legion Field layout plan or re-consider the playground site.
- b) Skatepark (\$3,300) – Casey Romero is handling this matter. She is planning to use the money for small skatepark items and supplies.
- c) Rail Trail (\$20,000) – Some of this grant money was used to provide the Town's match of the Welcome Center improvements. Some of it could be used to match the stone steps grant project. The RTC has other cycling/rail trail items it would like to purchase.
- d) Legion Field (\$30,000) – This project is being overseen by Howard Romero.
- e) Library (\$20,000) – Two \$10,000 grants are the Trustees' responsibility.
- f) Visioning Funding Gap (\$1,500) Project concluded.

Holmes Meadow – It is my understanding that on August 17 the Selectboard will be asked to approve an amendment to the grant agreement to extend the performance period. Also, there probably will be at least one more invoice and grant reimbursement request to

process. There is no news about the second round of knotweed treatment, or about the need to water or re-plant trees and shrubs.

###

Johnson Community Events Inventory

Prepared as a discussion document for the Selectboard — July 2026. Purpose: identify which event-holding bodies could consolidate into a single Events Committee or Arts & Culture Committee. Dates are 2026 unless noted.

1. Current Events & Who Runs Them

Event	Current Organizer	2026 Dates	Location	Type	Town-Run?
Green Up Day	Town-appointed Green Up Day Organizer (A. Parker). Formerly Conservation Commission.	Sat, May 2	Town-wide	Civic / stewardship	Yes
Plant Swap	Beautification Committee (Chair: K. Nuse; Vice: A. Parker)	Sat, May 30 (last Sat. in May)	Village Green	Community / horticulture	Yes
Touch a Truck	Recreation + Johnson Public Library	Sat, June 27 (first year)	Sterling Market parking lot	Family programming	Yes
Tuesday Night Live	Tuesday Night Live Committee (Chair: H. Romero)	Jul 7 — Switchel Jul 14 — Hammerlane Jul 21 — Los Songoros Jul 28 — The Wormdogs Aug 4 — The Thunderballs Aug 11 — Seth Yacovone (Neil Young tribute)	Legion Field, 55 School St. 5:30–9:00pm	Arts / live music	Yes
Pizza Oven Bakes	Johnson EATS Committee (Chairs: J. Yuris, J. Whitworth). Absorbed the former Community Pizza Oven Committee.	Every Thursday in July & Aug: Jul 2, 9, 16, 23, 30 Aug 6, 13, 20, 27	Community Oven	Community / food	Yes
Let's Roll (learn-to-skate)	Skate Park Committee + Recreation	Jul 11, 18, 25 Aug 1 10am–12pm	Johnson Sk8Park	Recreation program (\$30/child, ages 6–12)	Yes
Brazilian United Soccer Camp	Recreation (outside vendor)	Jul 20 – Jul 24	Tim Sullivan Fields, Old Mill Park	Recreation program (paid, vendor-run)	Yes
Swim Lessons + Community Swim	Recreation	Seasonal — no fixed dates	College pool (VTSU Johnson)	Recreation program	Yes
Blueberry Festival	Discover Johnson (Board incl. C. & M. Flaum; Beth Foy)	Sat, Aug 1 (first year)	Legion Field	Community festival	No — outside org.
Johnson Jubilee	Currently unstaffed. Formerly Johnson Works, then K. Nuse independently.	Sat, Dec 5 (first Sat. in Dec., if revived)	Main Street	Arts / seasonal festival	Historically informal

Shaded rows at bottom are not Town-run committees. Blueberry Festival sits with Discover Johnson, an independent organization, though it uses Town land. Johnson Jubilee has no current organizer.

2. Precedent: Consolidation Already Worked Here

The Community Pizza Oven Committee was a single-asset committee: one oven, one narrow charge. It was absorbed into **Johnson EATS**, a committee with a broader food-and-community mission. The results so far:

- **The volunteer pool widened.** Bakes now draw on the full EATS roster instead of the oven committee's own small list. Nine bakes are scheduled this summer — every Thursday in July and August.
- **Fundraising and grant power went up.** A broader mission committee can make a bigger ask and fits more funders' criteria than a single-asset committee could on its own.
- **The oven gained a permanent programming home** rather than depending on its own volunteer roster staying intact year to year.

What that proves: a narrow single-purpose committee folded into a broader mission committee gains capacity instead of losing identity. The oven didn't get buried — it got more bakes, more hands, and more money.

The condition that made it work: the receiving committee had a mission the absorbed function actually fit inside, and the receiving committee was healthy. That is the test to apply to the models below. It is also why **Johnson EATS should not itself be absorbed** — it is the successful example, not a candidate.

3. What the Rest of the Inventory Shows

- **Nine of ten events are Town-run, spread across six separate bodies.** Beautification, TNL, Johnson EATS, Skate Park, Recreation, and a standalone Green Up Day appointee each hold events independently.
- **Single-purpose committees are the fragile ones.** The TNL Committee exists to run TNL. The Green Up Day Organizer is one appointee running one day. These are the same shape the Pizza Oven Committee was in before it was absorbed.
- **The Jubilee is the cost of not consolidating.** It went from Johnson Works, to one volunteer, to nobody. It had no committee to fall back on. Main Street loses its December event because the event was attached to a person instead of a body.
- **Membership already overlaps.** Kyle Nuse chairs Beautification and formerly ran the Jubilee personally. Adrienne Parker is Beautification Vice Chair and the Green Up Day appointee. The volunteer pool is shared; the committee structure doesn't reflect that.
- **The calendar is unmanaged.** Blueberry Festival and the final Let's Roll session are both Aug 1. Blueberry Festival and TNL both use Legion Field. Nothing currently deconflicts dates or venues.
- **The Recreation Coordinator has no standing counterpart on the events side.** Recreation co-produces with whoever it can find — the Library, the Skate Park Committee — one partnership at a time, negotiated from scratch.

4. Two Options

Model A — Consolidated Arts & Culture Committee

Combines existing groups into one body

GROUPS COMBINED

- Tuesday Night Live Committee (*absorbed whole*)
- Green Up Day Organizer (*appointee absorbed whole*)
- Johnson Jubilee (*orphaned — no group left to absorb*)
- Beautification — *Plant Swap only; committee survives for plantings and streetscape*

Six event-holding bodies become four.

EVENTS IT WOULD RUN

- Green Up Day — May 2 (*town-wide*)
- Plant Swap — May 30 (*Village Green*)
- TNL — Jul 7, 14, 21, 28; Aug 4, 11 (*Legion Field*)
- Johnson Jubilee — Dec 5 (*Main Street*)

9 event days, May through December.

PLUS A STANDING CHARGE FOR

- Public art, murals, and the streetscape's cultural side
- Year-round culture-building programming, not just event days
- Arts and culture grant applications
- **A direct counterpart for the Johnson Recreation Coordinator** to work with on events and culture programs — one standing partner instead of a new ad-hoc pairing every time

STAYS PUT

Johnson EATS. Recreation's fee-based programs (swim, soccer camp, Let's Roll). Skate Park Committee. Beautification keeps plantings and streetscape.

LOGIC

This is the EATS move, applied at scale. The lesson from the oven was that folding a narrow group into a broader mission is what widened the volunteer pool and unlocked bigger asks. That result came from *combining*, not from adding a coordinator alongside.

GETS YOU

Fewer bodies, not more. The Jubilee comes back with a permanent home. One shared volunteer roster instead of four small ones. One body owns Johnson's arts and culture calendar and can credibly chase arts funding — the same fundraising lift EATS saw. The Recreation Coordinator gains a real partner.

COSTS YOU

Biggest ask of the two. TNL is working and did not ask for this — needs the current committee to want a wider charge, not have one imposed. Green Up Day is stewardship, and Plant Swap sits inside Beautification's actual mission; both are a stretch under an arts banner and would need an honest charge written around them.

Model B — Events Committee

Combines nothing — adds one more body

GROUPS COMBINED

- **None.** TNL Committee, Beautification, the Green Up Day Organizer, Skate Park, Recreation, and Johnson EATS all stay exactly as they are.

Six event-holding bodies become seven.

EVENTS IT WOULD RUN

- Johnson Jubilee — Dec 5 (*Main Street*)

The orphan only. Every other event stays with the group that runs it today.

WHAT ELSE IT WOULD DO

- Hold the shared Town events calendar
- Deconflict dates and venues before they collide
- Be the landing spot for future orphaned events
- Serve as one front door for residents and new volunteers

STAYS PUT

Everything. No committee gives anything up.

LOGIC

Most of the observed friction is calendar and venue collisions, plus one homeless event. Fix those directly without asking any committee to give anything up.

GETS YOU

Easiest sell by far — nobody loses anything, so there is no fight. The Jubilee comes back. The Aug 1 collision and the Legion Field double-booking get caught structurally instead of by luck. Reversible if it doesn't work.

COSTS YOU

It is a seventh body in a town that already struggles to staff six. Adds overhead rather than removing it, and needs its own volunteers to do it. Consolidates nothing, so single-purpose fragility stays exactly where it is — the next orphaned event is orphaned the same way. Does not repeat the EATS result, because that result came from combining. Volunteer pools stay small and separate; the grant story stays thin.

If neither option moves forward, the Johnson Jubilee will not happen this year. There is no organizer and no committee positioned to pick it up.

Draft for discussion. Dates for Plant Swap, Green Up Day, and Johnson Jubilee are derived from stated recurrence rules and should be confirmed with each organizer before publication.

BACK FORTY BUILDERS, LLC

Johnson, Vermont · brian@backforty.builders · 802-730-4673

GRANITE STEPS & CUPOLA PROPOSAL

Project: Johnson Public Library, Change Order #3

Date: July 16, 2026

Submitted to: Town of Johnson

Submitted by: Brian Raulinaitis, Back Forty Builders, LLC

Scope of Work

- Furnish and set the granite entry steps
- Fabricate and install the cupola steel structure
- Install the cupola windows
- Roof the cupola and flash it weathertight
- Set the cupola with crane assist, and clean up daily

Included in This Proposal

- Granite steps: material, setting, and all labor
- Cupola steel fabrication and installation
- Cupola windows and roofing material
- Crane service for the cupola set
- Labor, fasteners, sealants, and daily cleanup

Excluded

Painting, staining, and interior finish inside the cupola. Electrical, lighting, and lightning protection. Site work, walkways, and landscaping around the steps. Any work not listed above.

Proposal Pricing

DESCRIPTION	AMOUNT
Granite entry steps (labor and materials)	\$47,193.20
Cupola (labor, material and crane)	\$43,300.00
Total Proposal	\$90,493.20

Ninety Thousand Four Hundred Ninety-Three Dollars and Twenty Cents

Insurance, Validity & Acceptance

Back Forty Builders carries general liability and workers' compensation insurance.
This proposal is valid for 30 days from the date above.

Back Forty Builders, LLC

Brian Raulinaitis Date: -----

Selectboard Member Date: -----

Selectboard Member Date: -----

Town of Johnson

Selectboard Chair Date: -----

Selectboard Member Date: -----

Selectboard Member Date: -----

TOWN OF JOHNSON, VERMONT

Building Inspection Form

One copy per building. Takes about 20 minutes on site.

CIRCLE ONE PER ROW. **Good** = nothing to do. **Fair** = wearing out, a few years off. **Poor** = failing, needs money. **Urgent** = unsafe or broken now.

Fill in a note, rough cost and timing only for **Poor** and **Urgent** rows. Photograph those too.

BUILDING	DATE	INSPECTED BY

WHAT TO CHECK	CONDITION		NOTE - WHAT YOU SAW	ROUGH COST	WHEN
Site & Parking Driveway, parking, walkways, steps, drainage, signs	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Roof & Exterior Roof, gutters, siding, trim, paint, windows, doors	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Foundation & Structure Foundation, sills, framing, cracks, settling, floor level	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Interior Floors, walls, ceilings, stairs, railings, water stains	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Heat, Plumbing & Electrical Boiler or furnace age, fuel tank, water heater, pipes, panel, wiring, lights	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Safety & Security Extinguishers, smoke and CO detectors, exits, emergency lights, locks	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Accessibility Accessible entrance, ramp, restroom, parking space	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Flood, Energy & Hazards Floodgates, insulation, weatherization, asbestos, lead paint, fuel tanks	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later

Anything unsafe here? YES / NO (circle). If yes, tell the Selectboard Chair before the next meeting.

Biggest thing this property needs:

Signed: _____ Photos taken: _____ Entered in spreadsheet: _____

TOWN OF JOHNSON, VERMONT

Grounds Inspection Form

One copy per park, trail, cemetery or parcel.

CIRCLE ONE PER ROW. Good = nothing to do. **Fair** = wearing out, a few years off. **Poor** = failing, needs money. **Urgent** = unsafe or broken now.

Fill in a note, rough cost and timing only for **Poor** and **Urgent** rows. Photograph those too.

SITE	DATE	INSPECTED BY

WHAT TO CHECK	CONDITION		NOTE - WHAT YOU SAW	ROUGH COST	WHEN
Access & Parking Entrance, parking surface, gates, accessible route	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Lawn, Trees & Plantings Turf, bare spots, hazard trees, deadwood, invasives, beds	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Trails, Paths & Fields Surface, washouts, culverts, ball fields, courts, fencing	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Structures & Equipment Bandstand, sheds, restrooms, playground, benches, tables, signs	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Drainage & Erosion Ponding, gullies, culverts, riverbank, flood debris	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later
Safety & Trash Trash service, sharps, lighting, sight lines, hazards	Good	Fair			Now
	Poor	Urgent			Budget
	N/A				Later

Anything unsafe here? YES / NO (circle). If yes, tell the Selectboard Chair before the next meeting.

Biggest thing this property needs:

Signed: _____ Photos taken: _____ Entered in spreadsheet: _____

Wrap-Up

Track what has been inspected, then list the Poor and Urgent items for the Selectboard.

Property Checklist

Tick each one off as its form is finished. Add anything missing.

BUILDINGS		GROUNDS	
☐	Municipal Building	☐	Legion Field
☐	Old Town Hall (Lowe Lecture Hall)	☐	Old Mill Park
☐	Holcomb House	☐	Skatepark
☐	Old Mill House	☐	Rail Trail (town sections)
☐	Town Garage	☐	Holmes Meadow
☐	Salt Shed & Storage Yard	☐	Gomo Lot / Town Forest
☐	Public Library	☐	Town Cemeteries
		☐	Buyout Properties
		☐	Municipal Building Grounds

Top Priorities

Worst first. This is what the board works from during budget season.

#	PROPERTY	WHAT NEEDS DOING	COND	ROUGH COST	WHEN	POSSIBLE FUNDING
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						

Where the money could come from: operating budget, capital reserve fund, grant match reserve fund, Municipal Planning Grant, FEMA or Vermont Emergency Management, MERP or efficiency funding, or a nonprofit partner.

Shared property. The Municipal Building and Old Mill Park are shared with the Village. Note who is responsible before the board budgets for it.

Old Mill House. Brownfield site. Flag anything that would disturb soil before it is scoped.

Records note. Completed forms are town records under the Vermont Public Records Act (1 V.S.A. §§ 315-320). Write them to be read.

TOWN OF JOHNSON, VERMONT

Property Inspection Sheet

Annual walkthrough of town buildings and grounds. Completed by the Town Administrator. The \$

THREE STEPS

1. Go to the Inspection tab. Walk each property and fill in the yellow cells. Every row gets a conc
2. For anything Poor or Urgent, add a short note, a rough cost, and when it needs doing.
3. Open the Summary tab. It adds everything up on its own. Print it for the board.

You do not have to finish it all in one pass. Do a property at a time.

CONDITION - pick one from the dropdown

Condition	What it means
Good	Fine as is. Nothing to do.
Fair	Working but wearing out. Will need attention in a few years.
Poor	Failing, or near the end of its life. Needs a plan and money.
Urgent	Unsafe, broken, or causing damage right now.
N/A	Does not exist at this property.

WHEN - only needed for Poor and Urgent rows

When	What it means
Now	Do not wait for the budget. Tell the Chair.
This budget	Put it in the FY27 budget.
Later	Capital plan, or when a grant shows up.

WHAT A FILLED-IN ROW LOOKS LIKE

Pr op ert y	What to check	Condition
Ol d T o	Foundation & Structure	Poor

Example only, from the October 24, 2025 Selectboard discussion of the Lowe Lecture Hall.

A FEW NOTES

Costs are rough. Anything over \$15,000 should get a written quote before it goes in the budget.

Photograph anything Poor or Urgent. Note the photo name in the Note column.

The Municipal Building and Old Mill Park are shared with the Village. Say in the Note who is resp

Old Mill House sits on a brownfield site. Flag anything that would disturb soil, and check with the

Only yellow cells get typed in. Everything else is a label or a formula.

Summary tab shows the Selectboard where the money needs to

dition.

Note	Rough cost	When
North wall bowing, mortar gone. Have a verbal quote.	\$150,000	This budget

ponsible for the fix.

Town Administrator before any digging is scoped.

INSPECTION

Fill in the yellow cells. Every row gets a condition. Notes, cost and time

Property	What to check
BUILDINGS	
Municipal Building	Site & Parking
Municipal Building	Roof & Exterior
Municipal Building	Foundation & Structure
Municipal Building	Interior
Municipal Building	Heat, Plumbing & Electrical
Municipal Building	Safety & Security
Municipal Building	Accessibility
Municipal Building	Flood, Energy & Hazards
Old Town Hall (Lowe Lecture Hall)	Site & Parking
Old Town Hall (Lowe Lecture Hall)	Roof & Exterior
Old Town Hall (Lowe Lecture Hall)	Foundation & Structure
Old Town Hall (Lowe Lecture Hall)	Interior
Old Town Hall (Lowe Lecture Hall)	Heat, Plumbing & Electrical
Old Town Hall (Lowe Lecture Hall)	Safety & Security
Old Town Hall (Lowe Lecture Hall)	Accessibility
Old Town Hall (Lowe Lecture Hall)	Flood, Energy & Hazards
Holcomb House	Site & Parking
Holcomb House	Roof & Exterior
Holcomb House	Foundation & Structure
Holcomb House	Interior
Holcomb House	Heat, Plumbing & Electrical
Holcomb House	Safety & Security
Holcomb House	Accessibility
Holcomb House	Flood, Energy & Hazards

Old Mill House	Site & Parking
Old Mill House	Roof & Exterior
Old Mill House	Foundation & Structure
Old Mill House	Interior
Old Mill House	Heat, Plumbing & Electrical
Old Mill House	Safety & Security
Old Mill House	Accessibility
Old Mill House	Flood, Energy & Hazards
Town Garage	Site & Parking
Town Garage	Roof & Exterior
Town Garage	Foundation & Structure
Town Garage	Interior
Town Garage	Heat, Plumbing & Electrical
Town Garage	Safety & Security
Town Garage	Accessibility
Town Garage	Flood, Energy & Hazards
Salt Shed & Storage Yard	Site & Parking
Salt Shed & Storage Yard	Roof & Exterior
Salt Shed & Storage Yard	Foundation & Structure
Salt Shed & Storage Yard	Interior
Salt Shed & Storage Yard	Heat, Plumbing & Electrical
Salt Shed & Storage Yard	Safety & Security
Salt Shed & Storage Yard	Accessibility
Salt Shed & Storage Yard	Flood, Energy & Hazards
Public Library	Site & Parking
Public Library	Roof & Exterior
Public Library	Foundation & Structure

Public Library	Interior
Public Library	Heat, Plumbing & Electrical
Public Library	Safety & Security
Public Library	Accessibility
Public Library	Flood, Energy & Hazards
GROUPS	
Legion Field	Access & Parking
Legion Field	Lawn, Trees & Plantings
Legion Field	Trails, Paths & Fields
Legion Field	Structures & Equipment
Legion Field	Drainage & Erosion
Legion Field	Safety & Trash
Old Mill Park	Access & Parking
Old Mill Park	Lawn, Trees & Plantings
Old Mill Park	Trails, Paths & Fields
Old Mill Park	Structures & Equipment
Old Mill Park	Drainage & Erosion
Old Mill Park	Safety & Trash
Skatepark	Access & Parking
Skatepark	Lawn, Trees & Plantings
Skatepark	Trails, Paths & Fields
Skatepark	Structures & Equipment
Skatepark	Drainage & Erosion
Skatepark	Safety & Trash
Rail Trail (town sections)	Access & Parking
Rail Trail (town sections)	Lawn, Trees & Plantings
Rail Trail (town sections)	Trails, Paths & Fields

Rail Trail (town sections)	Structures & Equipment
Rail Trail (town sections)	Drainage & Erosion
Rail Trail (town sections)	Safety & Trash
Holmes Meadow	Access & Parking
Holmes Meadow	Lawn, Trees & Plantings
Holmes Meadow	Trails, Paths & Fields
Holmes Meadow	Structures & Equipment
Holmes Meadow	Drainage & Erosion
Holmes Meadow	Safety & Trash
Gomo Lot / Town Forest	Access & Parking
Gomo Lot / Town Forest	Lawn, Trees & Plantings
Gomo Lot / Town Forest	Trails, Paths & Fields
Gomo Lot / Town Forest	Structures & Equipment
Gomo Lot / Town Forest	Drainage & Erosion
Gomo Lot / Town Forest	Safety & Trash
Town Cemeteries	Access & Parking
Town Cemeteries	Lawn, Trees & Plantings
Town Cemeteries	Trails, Paths & Fields
Town Cemeteries	Structures & Equipment
Town Cemeteries	Drainage & Erosion
Town Cemeteries	Safety & Trash
Buyout Properties	Access & Parking
Buyout Properties	Lawn, Trees & Plantings
Buyout Properties	Trails, Paths & Fields
Buyout Properties	Structures & Equipment
Buyout Properties	Drainage & Erosion
Buyout Properties	Safety & Trash

ing only matter for Poor and Urgent.

Look at	Condition
Driveway, parking, walkways, steps, drainage, signs	
Roof, gutters, siding, trim, paint, windows, doors	
Foundation, sills, framing, cracks, settling, floor level	
Floors, walls, ceilings, stairs, railings, water stains	
Boiler or furnace age, fuel tank, water heater, pipes, panel, wiring, lights	
Extinguishers, smoke and CO detectors, exits, emergency lights, locks	
Accessible entrance, ramp, restroom, parking space	
Floodgates, insulation, weatherization, asbestos, lead paint, fuel tanks	
Driveway, parking, walkways, steps, drainage, signs	
Roof, gutters, siding, trim, paint, windows, doors	
Foundation, sills, framing, cracks, settling, floor level	
Floors, walls, ceilings, stairs, railings, water stains	
Boiler or furnace age, fuel tank, water heater, pipes, panel, wiring, lights	
Extinguishers, smoke and CO detectors, exits, emergency lights, locks	
Accessible entrance, ramp, restroom, parking space	
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Bandstand, sheds, restrooms, playground, benches, tables, signs	
Ponding, gullies, culverts, riverbank, flood debris	
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Ponding, gullies, culverts, riverbank, flood debris	
Trash service, sharps, lighting, sight lines, hazards	

[illegible]

SUMMARY

Adds up on its own from the Inspection tab. Nothing to type except the inspection dates.

WHAT NEEDS DOING, AND WHEN			
When	Items	Cost	Share
Now	0	-	
This budget	0	-	
Later	0	-	
Total	0	-	

OVERALL CONDITION			
Condition	Items	Cost	Share
Urgent	0	-	
Poor	0	-	
Fair	0	-	
Good	0	-	
Total rated	0	-	

BY PROPERTY			
Property	Rated	Urgent	Poor
Municipal Building	0	0	0
Old Town Hall (Lowe Lecture Hall)	0	0	0
Holcomb House	0	0	0
Old Mill House	0	0	0
Town Garage	0	0	0
Salt Shed & Storage Yard	0	0	0
Public Library	0	0	0
Legion Field	0	0	0
Old Mill Park	0	0	0
Skatepark	0	0	0
Rail Trail (town sections)	0	0	0
Holmes Meadow	0	0	0
Gomo Lot / Town Forest	0	0	0
Town Cemeteries	0	0	0
Buyout Properties	0	0	0
Municipal Building Grounds	0	0	0
ALL PROPERTIES	0	0	0

Town of Johnson | Prepared by the Town Administrator for Selectboard budget planning.

STATE OF VERMONT GRANT AGREEMENT					Part 1-Grant Award Detail		
SECTION I - GENERAL GRANT INFORMATION							
¹ Grant #:				² Original Amendment #			
³ Grant Title:							
⁴ Amount Previously Awarded:		⁵ Amount Awarded This Action:		⁶ Total Award Amount:			
⁷ Award Start Date:		⁸ Award End Date:		⁹ Subrecipient Award: YES NO			
¹⁰ Vendor #:		¹¹ Grantee Name:					
¹² Grantee Address:							
¹³ City:				¹⁴ State:		¹⁵ Zip Code:	
¹⁶ State Granting Agency:						¹⁷ Business Unit:	
¹⁸ Performance Measures: YES NO		¹⁹ Match/In-Kind:		Description:			
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 Identifier [UEI] #:			²² Indirect Rate:		²³ FFATA: YES NO		
²⁴ Grantee Fiscal Year End Month (MM format):			%		²⁵ R&D:		
			(Approved rate or de minimis 10%)				
²⁶ Entity Identifier [UEI] Name (if different than VISION Vendor Name in Box 11):							
SECTION III - FUNDING ALLOCATION							
STATE FUNDS							
Fund Type		²⁷ Awarded Previously	²⁸ Award This Action	²⁹ Cumulative Award	³⁰ Special & Other Fund Descriptions		
General Fund							
Special Fund							
Global Commitment (non-subrecipient funds)							
Other State Funds							
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 Fed Award Date	³⁸ Total Federal Award
³⁹ Federal Awarding Agency:		⁴⁰ Federal Award Project Descr:					
Federal Awarding Agency:		Federal Award Project Descr:					
Federal Awarding Agency:		Federal Award Project Descr:					
Federal Awarding Agency:		Federal Award Project Descr:					
Federal Awarding Agency:		Federal Award Project Descr:					
Federal Awarding Agency:		Federal Award Project Descr:					
Total Awarded - All Funds							
SECTION IV - CONTACT INFORMATION							
^{nm} STATE GRANTING AGENCY				^{nm} GRANTEE			
NAME:				NAME:			
TITLE:				TITLE:			
PHONE:				PHONE:			
EMAIL:				EMAIL:			

ATTACHMENT A: SCOPE OF WORK

Johnson Town

The Johnson Town Garage upgrades includes:

1. Install self-learning thermostats.
2. 76x feet of door sweeps.
3. Improving attic insulation to R-49.

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
MONDAY, AUGUST 3, 2026

Present: Selectboard members: Mike Dunham, Peter Hammond, Adrienne Parker, Eben Patch, Paul Warden

Others: John Sutherland, Lydia Putvain, Carl Rogers, Tasha Wallis, Lois Frey, Diana Osborn, Mollie Flanigan, Howard Romero, Casey Romero, Noel Dodge, Justin Mason (remote), Martha Macchia, Cathy Fuller, Susan Tinker

Note: All votes taken are unanimous unless otherwise noted.

1. *Call to Order*

Paul called the meeting to order at 6:30.

2. *Consider Additions or Adjustments to Agenda*

Adrienne suggested tabling the events committee item because the board had not invited anyone to participate. The board agreed to that. Mike added discussion of meeting once a month rather than twice.

3. *Public Comment and Public Announcements*

No members of the public wished to comment.

4. *Selectboard Updates and/or Concerns*

Paul thanked Charles and Morna Flaum for conceiving and pulling off the Blueberry Festival and thanked all the volunteers who were involved. It took a lot of work.

Paul reminded the board that there would be a meeting on August 5 at 6:00 for interviews.

Peter agreed with Paul's comments about the Blueberry Festival. Other board members agreed as well.

Eben asked where we stand with paving this summer. John said Ryan is working on Sinclair Road right now. We are still waiting to hear from VTrans on our \$200K paving grant for Wilson Road. We can't get started until we are notified. Eben asked, we might not pave this summer? John said he will try to get an update from VTrans about when we will be notified.

Eben said in John's report from Friday there was a comment about a meeting with a structural engineer on August 4 to sign off on changes made for which the town will incur additional cost. Eben is curious about what the changes are. In the report the contractor sent, there was a question about whether we are going with concrete or granite steps. The board previously said we would need to know what granite steps would cost.

Paul said he asked John to follow up with the library board about how much funding they will have available. We need to know that to make decisions.

Paul said as he understands it, the steps would not be solid granite; they would be granite pads on concrete. He asked if that is what other board members are envisioning. Mike said he feels the face has to be all granite. The base could be concrete.

Paul said we need to know the cost and how much money is available before making a decision. Eben said we need to know what the structural changes are that were mentioned in the report and what they will cost.

Peter said the original engineer had designed the floor a certain way. We parted ways with that engineer. Now we need a different engineer to sign off on the floor as it currently exists. He believes the cost is for the engineer's inspection of the floor. Eben asked to get more clarity on that cost.

5. *Consent Agenda*

The consent agenda consisted of the minutes of July 20, 2026. **Mike moved to approve the consent agenda, Eben seconded and the motion was passed.**

6. *Clerk and Treasurer's Report: Warrants, Licenses and Any Action Items*

Lydia said the primary election will be August 11. She and Susan are preparing for it. The office will be closed that day. They did tabulator testing July 24. Three justices of the peace participated.

She provided current year and previous year budget status reports. Rosemary indicated that a few more entries need to be made for the previous year. Lydia will work with her on those this week. Taxes are flowing in nicely. So far, more often than not people are paying for the full year.

There is a \$5K donation coming in for the library. They are close to being in the black. We got an \$18K reimbursement for Holmes Meadow. It looks like there may be one more reimbursement.

Lydia said at the last meeting we talked about buyout properties and the education tax for those that were closed on after April 1. The town is responsible for that tax. We will receive reimbursement from the state for municipal tax only, which is about 25% of the tax bill. Eben asked, the total cost will be about \$4-6K? Lydia said yes.

Lydia said we got more opioid settlement money – about \$1,500. Last time we split the money between Jenna's Promise and North Central Vermont Recovery Center. The board can decide where to send this money. It doesn't have to be decided tonight.

Paul said he thought he had heard quite a bit more money would be coming in. He wonders if we should wait until we get more. He suggested trying to figure out who to ask about how much we can expect overall. He had previously suggested we could contact the schools and see if some of the money could be used there for prevention.

Lydia said Jim Barlow, the tax attorney, sent out 17 demand letters to people with delinquent taxes. She has gotten four agreements so far. Jim gave them a deadline of next week.

Lydia said RHR Smith & Company gave us audit pricing. We can save about \$670 if we hire them for 2 years rather than one. It doesn't seem that there are many other companies doing audits. They have been fine to work with. If we went with 2 years the cost would be \$23,700 for FY26 and \$26,200 for FY27. If we hire them for just one year the cost would be \$24,370. There is \$11,000 in the audit reserve fund.

Paul said he thinks we should go out to bid. We should tell them that we are bound by our procurement policy. Eben said he thinks we should try to do what we did last time. We asked for

bids for 3 years of single-year installments. We can't sign a contract to bind a future selectboard, but we can sign a contract that automatically renews unless we notify the firm.

Eben asked why the report shows a negative number for taxes. Lydia said we will get a bill from the school in November and then it will look more accurate.

Eben asked when we can expect the previous fiscal year to be closed out. Lydia said Rosemary is coming on Thursday. She said some of the reserve funds have been funded, but some have not. She and Rosemary will work on that.

7. *Tasha Wallis Updates Selectboard on LCPC Services*

Tasha Wallis, executive director of the Lamoille County Planning Commission, said every couple of years she tries to visit with all the selectboards and trustees to talk about LCPC services, make sure they are helping in all the ways they can, and see whether there are any projects or ideas that haven't been discussed with LCPC. She also wants to talk about a big grant LCPC has for the next 4 years to assist communities.

Tasha reviewed things LCPC is currently working on. They are providing assistance with buyouts as requested. Modeling has demonstrated that a number of the buyout properties could be useful for flood mitigation and management. She would encourage the town to look to that use first for those properties. The town might want to use the Sterling Market property for a park or field. LCPC would be happy to work with the town on projects for buyout properties. Some properties will go through a brownfields assessment process to determine what is and isn't there. LCPC and another regional planning commission that got funding for brownfields work will be working with the town on that.

Tasha said working with the Agency of Natural Resources on getting the gravel pit designated as a facility is very important to the future success of a lot of projects because the town will need a place to move material, especially for flood mitigation projects. Paul said the selectboard hasn't decided whether to pursue that. Tasha said she would like the board to give that option serious consideration. The town would not be required to take soil from other communities.

Tasha said LCPC got a million dollar planning grant through CDBG Disaster Recovery to work with communities on flood restoration and mitigation planning. There are several components to that. One is mitigation planning and project development. That will involve working with the town to identify solutions the town wants. Another component is critical facilities and service planning and project development. Another is community adaptation planning and project development. That is pretty broad and could possibly include things like form-based code related to flood resilience or building away from the river. She would like to see the selectboard and village trustees have a joint meeting with LCPC so LCPC can be clear that the projects and processes they proceed with are what all want.

Tasha said Tori Hellwig and Seth Jensen of LCPC will participate in the RERC meetings on August 27 and 28.

Tasha asked if there are things LCPC could do better. Paul said LCPC staff have been extraordinarily helpful. He is very impressed and grateful for their services.

Mike asked for more information on the brownfield assessments. He hears talk around town about the town cleaning up properties for people to receive a check. Is some government grant going to clean up hazardous waste sites before a check is given to property owners?

Tasha said the brownfield work is to look at what is there and how it can be cleaned up so the community can proceed with its priorities. There is brownfields funding for the assessments. Possibly we can get funding for cleanup.

Mike asked, the property owner is not responsible for the mess? Tasha said this is a federal program. The idea is to assist communities by doing assessments and cleanup. After they clean up, the former owner is no longer liable. It is a helpful tool for communities. There may be properties that previously had an industrial use that can be reused after cleanup, like an MSI building in Morrisville that was an old industrial property. There was an assessment and cleanup and the building was able to be reused.

Mike said people buy properties knowing there is hazardous material, and now someone else is going to clean up the mess they are responsible for and they will receive a check? Is the cost of cleanup deducted from their check? Are the landowners going to pay for any of the messes they made?

Tasha said first we will find out what mess is there. Many properties have been used in multiple ways. Some waste might be from the current owner and some might be from a previous owner who did not pay anything for cleanup. This program is designed by the federal government to help communities deal with this. It will help the community do the buyout, do the required analysis, and then be able to move forward with flood mitigation work. The community benefits from that.

Mike said people who have the money to pay to clean up their own messes are going to get off scot-free.

Paul asked, there is money for investigation, but not necessarily for cleanup? Tasha said yes. The current funding is for investigation.

Peter asked, if when properties are assessed we discover there are hazardous materials, is the town as new owner of the property responsible for cleanup? Tasha said LCPC tries to find money for cleanup. Even if hazardous materials are found, they may not need to be addressed, depending on how deep they are.

Paul asked if we take ownership prior to assessment. Tasha said yes. But she would not worry. The town can decide what to do with the properties after we find out the cleanup cost.

Tasha said in some communities there have been low-income people whose home was flooded and who did not realize there was a brownfield on their property. Eben said he doesn't know that the previous owner is 100% absolved. But generally the easier path is to get the cleanup done if there is federal money available. Adrienne said one property owner may have money to pay for cleanup but another may not. Why don't we care about the people who don't have anything? Mike said he cares about the people who don't have anything, because the cost is coming out of their taxes to benefit those who do have money.

Adrienne asked how the planning grant is distributed among towns. Tasha said it will be used for all towns, but especially those most affected by flooding.

Adrienne asked if LCPC will come to the board with ideas for planning projects. Tasha said yes. Everything they do will be based on the town's ideas, but they want to make sure the process moves forward and sometimes they will need to say that there are constraints that will keep an idea from being usable.

Adrienne said she used to be on the planning commission and they were working on the town plan at that time. She noticed the approach seemed to be that LCPC wrote the whole plan and then came to the town for feedback on each section. Tasha said the town does not have planning staff, so LCPC meets with the planning commission and the planning commission says what they want covered in each chapter and the points that they want to be made. LCPC staff then can work on it. LCPC can also point out things that need to be included because they are required by statute. Adrienne said she didn't think the town had enough input before the first draft. Tasha said it is important to get input, not just from the planning commission but also from public outreach. She encourages the town to start preparing for work on the next town plan 2 or 3 years ahead of time and have a public process for input. Paul said last time we started 2 years in advance but we did not get much public input. Tasha suggested a visioning process.

Diana Osborn asked about the visioning project that was done in the past. She was anticipating a meeting that never happened. It was canceled and was going to be rescheduled. Paul said the visioning project was canceled because it seemed redundant to some of the other things that were going on and it didn't seem to have a concrete focus. We did cancel the second meeting. But it was a small portion of the overall Reimagine Johnson effort. Diana said community members often don't see the fruits of the things they participate in.

Tasha said part of that visioning process was through a grant from the Vermont Council on Rural Development and their funding ran out. But a lot of the discussions will provide a great starting point for work we are doing now. Paul said there will be a series of public input events related to the Lowe Lecture Hall, the Sterling Market property, etc. Adrienne said the Legion Field planning resulted in a map and we have hired a person to do work there. Tasha said, regarding public input, when LCPC was working on the new land use maps, Johnson always wanted a bigger designated village area and with the new law, LCPC was able to do that. That will create new opportunities for visioning.

8. *Gomo Property Easement*

Mollie Flanigan of the Green Mountain Club said she was here on June 15 with a request for a trail right of way easement in the Gomo Forest. After the discussion at that meeting she worked with Paul to come up with three different scenarios. A table comparing them was sent to the board. Any of the three options would be welcomed by the Green Mountain Club. Paul said in addition to the easement, the Green Mountain Club is also asking for the right of first refusal if the property is ever sold. They would like the opportunity to match any offer we are seriously considering. We would have to have lawyers help figure out the best wording.

Eben asked, our town attorney is advising against giving right of first refusal, right? Paul said not really. The attorney explained that it is typically called right of first refusal, but it doesn't just apply to the first offer; it applies to the best offer. Eben said the attorney had concerns because it would be filed as an easement deed, not a warranty deed, and as the board changes it might get lost and

not found in future deed research. Paul said our attorney would need to work with the GMC attorneys to nail down on the language. But first, the board needs to decide whether it wants to proceed with an easement and if so, which easement option we would like.

Mike asked why it can't be left the way it is. Mollie said this is part of GMC's ongoing effort to protect the trail. There is just 4.5 miles of the Long Trail that does not have a legal arrangement protecting it. They are looking to get as close as possible to 100%.

Adrienne asked, the GMC would take care of the land and trail covered by the easement, right? Mollie said they would take care of the area covered by the right of way. Most of the Gomo Forest would not be covered. Adrienne said we would get money for the easement and we would not have to take care of part of land. Currently we don't take care of the property on either side of the trail. She thinks it is good that GMC would take care of that.

Peter and Adrienne both said they are in favor of Option A. Paul said Option A is more in our favor than what was proposed at the previous meeting. The easement is proposed to be 500 ft. centered on the trail, not 1000 ft. And the Green Mountain Club is offering to contribute \$10,000 toward a survey of the Gomo lot. That is enough to pay for the whole survey. Previously they were offering \$5,000.

Mike said he could support Option C, modified to say that there will be no cost to the town for the survey or legal review and if the duration of the right of first refusal is changed from 30 days to 20 days.

Paul said we previously decided that we wanted to survey the Gomo property. Mike said the taxpayers shouldn't have to pay anything for the survey. Peter said the taxpayers were going to spend \$10,000 for the survey. Adrienne said now they would not have to. The GMC would pay for it with Option A.

Mike said he does not want Option A. Why give away 500 feet of town property? Adrienne asked what Mike wants to happen with the town forest. Does he want it to stay a town forest? Mike said yes. But we can give them a 20 ft. right of way. Adrienne said the more property we give, the less we have to maintain. Eben said GMC won't maintain anything but the trail. But if they had an easement, the trail could potentially be made better because they would be more willing to invest funds in trail maintenance if they knew they could not be kicked off the property. Mollie said that is an important factor.

Paul said he thinks we should support this. He thinks Option A is very fair. We would be signing away 13 acres, but we are currently not doing anything with it.

Adrienne moved and Peter seconded to direct the town's attorney to work with Green Mountain Club attorneys to determine the necessary steps to proceed with granting the Green Mountain Club a 500-ft. easement as described in Option A and to proceed with granting a right of first refusal to the Green Mountain Club.

Eben asked if the conservation commission is fine with this. Conservation commission members present said yes.

Eben asked about keeping an easement for power across the trail. Adrienne said her motion does not include that.

The motion was passed with Mike opposed and Eben abstaining.

9. *Industrial Park Bid Documents*

Carl said a draft invitation to bid and instructions to bidders were included in the meeting packet. He sent them to Pat Ripley of the Lamoille Economic Development Corporation, who thought they looked fine, and to Luke Willey at Mumley. He hasn't heard back from Luke. He is asking the board to approve them. Mumley needs to prepare bid forms. Construction plans will be available. And he has a list of 15 appendices to the bid package. He has to go through the NBRC requirements very carefully to make sure Mumley picked up every one. There might be another appendix added on.

Eben moved and Peter seconded to accept the Invitation to Bid and Instructions to Bidders for the Johnson Mixed-Use Park as presented.

Carl said questions from bidders will be directed to him. As needed, he will then go to Mumley to get technical assistance. Bidders can acquire the plans from Mumley for a \$50 fee. Mumley can keep a master list of contractors who pick them up in case revisions are needed.

Eben asked if the invitation to bid will be posted on Works in Progress. Carl said it might be. It will be mailed to local contractors. It will be posted in three public places in town. It will be published in the newspaper and it will be on the town website and Front Porch Forum. We have to reach out to minority-owned businesses. The due date will probably be a minimum of 3 weeks from when the bid packages go out. Bid opening will probably be a week before a report needs to be given to John to include in the meeting packet.

The motion was passed with Mike opposed.

10. *Community Food Shelf / Old Mill House*

Martha Macchia said she and Cathy Fuller are here to talk about the food shelf and how it serves the local community. This is somewhat in reaction to discussion about potential sale of the current home of the food shelf. They have provided food and supplies to people in need since about 1993. They currently serve about 400 people per month. Some of those people are working and are still unable to meet their needs. Cathy said areas served by the food shelf include Johnson, Hyde Park, Waterville, Eden and Belvidere. Home deliveries are made to some shut-ins. The food shelf has 46 volunteers. Meals on Wheels helps deliver some food.

Cathy said their biggest concern is a potential sale of the mill house. She would like to know if any selectboard members know of another place the food shelf could use if the building was sold. Will they will be able to stay there? When will the board let them know if they have to move?

Mike said if it was up to him he would give them the building. A community trust could be formed and it could get grants to maintain the building.

Paul said the building is jointly owned by the town and village. There has been no decision about what to do with it. He asked if food shelf volunteers have had any conversations with the college. Martha said there is some potential for a conversation with the college. They looked into the Union Bank building before they discovered it was in the floodplain. There is a possibility of exploration

on their end to find a potential home. But they are all volunteers and would need support with grant writing and help with financial management if they occupied a building they were responsible for. Cathy said all the donations and grants they get go for food, not to the volunteers.

Peter said there is no timetable for a decision. He thinks the board would agree that we would not surprise the food shelf with having to move. He would hope we would be in constant communication with the food shelf about any plans.

Cathy said the mill house needs a lot of help. There is a broken window or two. There are a couple of holes that should be sealed around the chimney area. She doesn't know who she should call if there is no heat in the building. Paul said she should contact John or Erik Bailey. Mike said he was told that the thermostat is in the room that used to be the electric department office, which is locked and can't be accessed. He doesn't think the village uses that office anymore. It should be opened up so the food shelf could have more room and could control the thermostat. Cathy said they used to use that area but the village used it while their garage was being rebuilt. Paul said he reached out to Ken Tourangeau to see if it is possible for the food shelf to use it but he hasn't heard back yet. John said he talked to Erik Bailey about it. The village used it to store personnel records while the village garage was being worked on, but now they are cleaning it out.

Eben said he personally would like to see the food shelf move, with support from the town, so the building could be used for tourism for the rail trail.

Adrienne said she is a big proponent of the work the food shelf does. She thinks there are some things we need to do now with the current location and we need to make plans for the future. She thinks right now we need to know the status of the building. She does not think it is working not taking care of the building. We need to make a plan with the village to maintain the building. At food shelf meetings there have been discussions about the food shelf contributing to the CEDS salary so the CEDS can apply for grants for the food shelf. She doesn't know if they are still interested in that, but she thinks that is a good idea. Martha said they haven't voted on that yet.

11. Assessor Reports Errors and Omissions Related to Commitment

Justin said the errors and omissions certificate updates the value of the Village of Johnson utility. The Village of Johnson is exempt from paying property tax within village limits on its own grand list but under 32 V.S.A. § 3659, they now have to pay town taxes on utility property that is on the town grand list. The value going from exempt to taxable is \$2,773,900. That results in a tax bill of about \$80,518 on the 2026 grand list. Tax rates have already been set for the village and town. If the selectboard decides to approve this change, it would be an addition to the funds raised. This value was reported to the state by the village and then came back to the town. One reason for the errors and omissions certificate is that there was some confusion between the town and state about the way our grand list and tax bills are set up, with separate tax bills for the village and the town. That has been clarified.

Paul said if we approve this change, the village will be stuck with an unexpected tax bill. What are the alternatives to approving it? Justin said the board can choose not to approve it. In that case, he will go to the state and let them know and they will have a discussion about whether that will affect our CLA. If the selectboard does approve it, the village can pay the bill or they can appeal the valuation or ask for taxes to be waived or reduced.

Village treasurer Ashley Isabelle wanted Justin to share that the village wants an opportunity to review the documentation submitted. If the selectboard approves the change tonight, he will send them a change of appraisal notice and they will have time to review the documentation and appeal if they feel there is an error.

Paul asked if there has been communication with the village to date. Justin said there has. He has included Ashley in communications about this and once he got the verdict from the state he contacted Ashley, Rosemary and Ken Tourangeau.

Eben moved to table this item until the next meeting. He said he is torn because he would not extend this courtesy for another municipal electric utility that had property in our town, but he would like to allow the village time to review this. However, we have never once rejected an errors and omissions certificate. **Peter seconded.**

Paul said he thinks that is reasonable. This is something the state changed. The state apparently didn't have it right last year. Peter said he would hope in our deliberations we would recognize the impact of \$80,000 on a small municipality. Eben asked, would we recognize that if it were any other municipality? He struggles with setting a precedent of favoritism. Justin said if this had been found prior to lodging the grand list, this would not be a selectboard decision.

The motion was passed.

Eben asked, if we did not approve the errors and omissions certificate, would we be liable for the education tax? Justin said he needs to talk to someone about it, but he thinks the worst case scenario is that our CLA could drop significantly if we choose to value the property at zero rather than the actual value. Eben said CLA affects our PILOT payment. Our PILOT payment could be drastically lower. We need to know how our CLA will be affected. Justin said he will do his best to get a definite answer.

12. Skate Park Water Project

John said previously there was a water line from the shed to the skate park. That line no longer works. Casey Romero has asked what can be done to put in another water line from the shed to the skate park. She got a quote from Greg Fatigate of about \$4,700 to dig with an excavator to put in the line. John asked Ryan how long he thought it would take the public works crew to do the job. Ryan thought it would take no longer than a couple of days. John wants direction from the board about whether we should use a contractor or have the town public works crew do the work.

Peter asked, if the public works crew did it, would that in any way help with the fact that there is a camp at the park next week? Casey said she thinks it is too late for that.

Casey said she thinks it is a better idea to have the town do the work because they can coordinate easily with the village and they have the supplies on hand. There is a Vermont Community Foundation grant of up to \$5K with no match for sudden and urgent needs. We need to send the grant application in by Wednesday or Thursday and decisions will be made by on August 10. It is very simple grant application that Casey can write.

Mike said he has no problem with the town doing this as long as we are reimbursed.

Eben moved and Adrienne seconded upon grant acceptance to authorize John Sutherland to work with Casey Romero to have the Johnson public works crew prepare for installation of a new water line at the skate park if they are able to do it or to have a contractor do the work if the public works crew is not able.

Casey said historically the public works crew had documents telling them what to charge for different types of work. They no longer have them. Ryan googled to find out how much this type of work costs in our area. He found prices ranging from \$90 to \$180 per hour. So it was decided to use Greg Fatigate's hourly rate of \$125. If the public works department finds their pricing documents, we can change the number, but right now that is what she is using.

Noel Dodge said when other town groups have asked for the public works crew to do work for them (the water line to the arboretum or tree grates, for example), they have been told no. He is curious whether this is a policy change. Paul said his understanding is that the board has felt the crew could do work for groups if they could fit it in. They have not given a hard no. Eben said there is a different selectboard every year. The tree grates are not on town property. Paul said his personal view is that we want the public works crew to help committees as much as possible without compromising their other work. Peter said he doesn't know that the board has ever made a hard and fast rule. Adrienne said no, but we have turned down other groups in the past who have asked for the public works crew to do work. Noel said he encourages the board to write a policy on this that says the town crew can help if they are available.

Diana Osborn said she thinks town-owned properties should have water. She doesn't see why this is up for debate. The committee is taking responsibility and fulfilling a town obligation.

Peter asked if the skate park committee is taking donations to provide drinking water for the skateboard camp. Casey said they can supply drinking water for \$30 or so. The fire department has offered to provide rinse water. She is putting the \$30 for drinking water into the grant budget.

The motion was passed.

13. Tree Removal Behind Library

John said Howard Romero mentioned that there were two trees leaning toward the library that would be in the way when he puts in his road and asked if we should put out an RFP for taking them down. John asked Ryan if the public works crew could remove them and Ryan said he thought they could. John was going to ask the board first, but the public works crew went ahead and took them down. Then he learned from Noel Dodge that there is a procedure that should be followed before trees are removed.

Noel said he thinks that process would not have applied to those trees. It applies to trees that are not sick or unhealthy or a public hazard. He would have looked at those trees and said they were a public hazard. He talked to Ryan about them. They were leaning over the building and the electric box.

Howard said one tree he flagged is still standing. The board agreed that John should work with Noel to look at the remaining tree before removing it.

Howard said it would be nice if the stumps of the trees could be pulled, but if that is not possible he can probably live with it.

14. Gomo Forestry Contract

Eben moved and Adrienne seconded to approve the timber sale contract for the Gomo Town Forest as presented. Eben said the board's questions have been answered and the procurement policy has been followed. **The motion was passed.**

15. Call In Pay

John said at the last meeting there was discussion about Ryan receiving on-call pay. Part of the discussion was that the union contract specifies \$125 per week for on-call pay. Ryan was on call for 8 weeks so the board approved paying \$1,000. But the union contract says that on-call pay is only for winter. John wanted to ask the board how they felt about the vote and the precedent. One option is to put in the personnel policy that going forward all on-call time during non-winter months would be \$50/week.

Paul said this would take effect in the next union contract. He asked if John had had a chance to talk to Ryan or the union steward. Eben said he talked to him. Eben would still like to honor what we already did at the last meeting. Moving forward, the board needs to pick a value for non-winter on-call pay. Fifty percent of what is in the union contract makes sense to him. John said \$50/week is what Jason was getting when he was on call.

Mike read from the July 20 minutes. He said it was a mistake for Eben to bring up the issue of on-call pay after learning about it. If the employee had a problem, he should have gone to his immediate supervisor. The comments made at the meeting about \$125 week on-call pay being in the contract were mistaken, because the contract states that this pay is for winter. If Ryan had gone to his immediate supervisor, who is John, maybe John would have looked into the contract and said that the previous foreman was getting \$50/week, not \$125. Ryan should have gotten \$800, not \$1000. The town should not go to the union unless the union talks to us first. There is a grievance process union employees have to follow. It is not the job of the selectboard to interfere with union contracts or get involved with making motions to pay people something they do not deserve according to the union contract.

Eben said no employee called him. The issue was mentioned to him during a conversation about something else. He felt it was wrong and he felt we should repair it. He is sorry if Mike does not like the amount. The contract says nothing about union employees being on call in summer. But he thinks Mike would be unhappy if no one was on call. Moving forward, the question is how much per week employees should get for being on call outside of winter. He is fine with whatever the board picks.

Paul said he thinks Mike has a point about the process we probably should have followed. What is in the contract is \$125, which the board approved. John has the suggestion that we proceed with that and henceforth go with \$50 a week, which is what Jason was getting in summer. Paul thinks that is a fair compromise. We can ask the union if they will accept it as an interim measure until the next union contract is ratified.

Eben said he agrees he made a mistake but he is standing by his motion. Peter said once an employee becomes aware of a decision the board makes, he thinks it is not fair to go back on it. Paul said he thinks Ryan has done a nice job standing in as foreman – a job he doesn't want and didn't ask for.

Eben moved to honor the \$1,000 on-call payment previously approved and to contact the union about developing an interim agreement for \$50 per week on-call pay in summer, Peter seconded and the motion was passed with Mike opposed.

16. Lendway Lane

John said Ryan brought to his attention that when Mark was grading he noticed some slumping on Lendway Lane. John took some photos last week. Today he saw that major movement of the ground has taken place. He reached out to VTrans and left a message to see if they can point him in the right direction to get engineering done for bank stabilization and an emergency permit for work. Ryan will put out stakes to mark the unstable area. His goal tonight is just to bring this to the board's attention. He noted that Tasha Wallis had some concerns about putting in rip rap because it could create issues downstream. But we need to do something. He would go with rip rap. Adrienne said there are other forms of stabilization we could explore.

17. Update Personnel Policy

John said he suggests updating the personnel policy to add \$50 per week on-call pay for summer. That is the only change he is talking about tonight.

Mike said he thinks it is not fair for one individual to be on call constantly. It should be shared among all employees. Paul asked, hasn't it historically just been the foreman who has been on call? Adrienne said she feels like the foreman should receive the call and then see who can fulfill the need. Eben said in summer that is often how it works.

Lydia brought up the previous conversation about possibly getting short-term disability coverage for employees vs. having the second bank. There was also the question of long-term disability, which the town currently does have for employees. Susan said the first bank is the only one anyone has hours in.

Lydia said she doesn't think we need the catastrophic bank because it is essentially long-term disability, which we have. The second bank is valuable if we don't have a short-term disability policy. But she thinks short-term disability would be more valuable to employees because currently employees have to earn the time in the second bank and use up all their CTO before they can use the time in the second bank. She would prefer short-term disability to the second bank.

Peter said one part of the personnel policy says an employee shall not interfere with or affect nomination or election of any candidate for public office in the Town of Johnson. Shouldn't that be any candidate anywhere and not just limited to the Town of Johnson? Paul asked what actions are prohibited by that statement. Can you circulate a petition for someone? Can you speak on their behalf? Can you endorse them? Peter said he sees that it says an employee shall not use his or her official authority to interfere with or affect nominations or elections. Given that, the language seems okay as is.

Peter said he would like to see the statement about immediate dismissal for using illegal drugs or alcohol on the job changed to refer to being under the influence instead of or in addition to using. The current language doesn't address employees who come to work under the influence. Eben pointed out that we may need to add marijuana, because it is a legal drug.

Eben suggested that Peter write down any comments about other parts of the personnel policy. John said Peter can send the comments to him.

18. Update Procurement Policy

John said now that we have a separate clerk and treasurer he wants to add Lydia as a purchasing authority in the procurement policy. Currently it only mentions the town clerk. He also made some changes to the bid opening wording.

Eben said he would like to ask Carl, if we make these changes now, does it affect the industrial park bidding? Should we change the wording now or wait until the industrial park bids are in? Paul said he thinks we are covered since we gave Carl permission to go outside the existing procurement policy that was in effect. Eben suggested running it by Carl. The board can approve the policy at the next meeting if Carl says it will not cause an issue.

19. Discussion on Meeting Once Per Month

Mike said he was the one who suggested that the selectboard have two meetings a month. He thought, and he thinks the rest of the board thought, that it would result in meetings ending earlier and having less on each agenda. But it seems there is just as much on each agenda as when the board had one meeting a month. He would have no problem with going back to one meeting a month. He suggested trying that for a while to see how it goes.

Eben said he feels like every year there has been more going on. He thinks it would be tough to meet only once a month. We would need a way to approve orders more often than once a month.

Mike said it seems like some other boards move along more quickly during their meetings. Paul said when he was on the Lamoille FiberNet board, their meetings moved quickly. A lot happened behind the scenes. Motions were written out ahead of time. It was more efficient, but there was more work outside meetings and it limited the ability of the public to contribute. It is hard to keep selectboard agendas under 20 items as it is.

Adrienne said she has watched Morristown selectboard meetings. She thinks they move fast because they have a town manager and a full-time CEDS and more full-time employees. So there is more going on behind the scenes. Eben said the town manager form of government removes a lot of selectboard responsibility.

Paul said he likes the idea of meeting once a month, but he is afraid the meetings would be lengthy. Adrienne suggested meetings could start at 6:00. Peter said he prefers 6:30. He would rather have two shorter meetings than one very long one.

Paul said meeting twice a month is a good way to keep things moving. Adrienne said John would have to wait longer for board decisions with one meeting a month.

Paul said he appreciates Mike saying how he really feels about issues. He feels the board should be able to have frank conversations.

20. Adjourn

The meeting was adjourned at 9:16.

JOHNSON SELECTBOARD MEETING MINUTES
JOHNSON MUNICIPAL BUILDING
WEDNESDAY, AUGUST 5, 2026

Present: Selectboard members: Mike Dunham, Peter Hammond, Adrienne Parker, Eben Patch, Paul Warden

Others: John Sutherland

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Paul called the meeting to order at 6:01.

2. Consider Additions or Adjustments to Agenda

No changes to the agenda were needed.

3. Public Comment and Public Announcements

No members of the public were present.

4. Selectboard Updates and/or Concerns

No selectboard members had updates or concerns.

5. Executive Session – Interview Public Works Supervisor Candidates

Peter moved to enter executive session as allowed by 1 V.S.A. § 313 Section 3 for personnel matters, Mike seconded and the motion was passed at 6:02.

The board came out of executive session at 8:07

Peter moved to offer an applicant the Public Works Supervisor position contingent upon background and reference checks and successful salary negotiations, Mike seconded and the motion was passed unanimously.

6. Adjourn

The meeting was adjourned at 8:08.

Minutes submitted by Donna Griffiths