

## **SELECT BOARD MEETING MINUTES JANUARY 15, 2025**

Present: Jeanne Gervais, Heather McElroy, Mike Testut, Greg Manning, Pierre Gervais, Noah Bond, Teresa DeBonville, Doug Brent, Jim Webb, Anne Budrewicz, Jamie Budrewicz, Tammie Perez, John Manning, Ray Fontaine, Terry Rollins, Judy Valente, Matt Wilson, and Mark Vaillancourt.

Attending virtually: Bruce Webster, Ellen Sheltra, Joel Cope, Michael Strait, Mercedes Manning, and Ed Barber.

Chairperson, Jeanne Gervais called the meeting to order at 5:00 PM.

The Pledge of Allegiance was recited by all.

Updates to the Agenda: Zoning hearing petition, Ethics Liaison, and Certificate of Mileage.

Public Comment: Jamie Budrewicz asked if a letter of appreciation would be sent to Paul Chambers for all his work on the marathon. The board informed Jamie that the Recreation Department would be taking care of this.

Several of the citizens present stated their concerns about the road conditions. The board informed them that at this time we only have one truck doing all the routes due to staffing issues, and to please be patient as the “quirks” are being worked out. Currently, the only thing that the gentlemen that are working are doing is plowing. If any other issues come up, this will have to be hired out. The board also informed the citizens that they would be doing interviews on Thursday, January 16, 2025, for the position of the road foreman, and will be posting notice of vacancy for the other two positions that are available. The board informed the citizens that at this time they must follow union protocol in the hiring process, so this may take a little longer than previously. John Manning asked if the board was looking into the issues on why this happened, so that it doesn’t happen again. The board informed John that this was being addressed.

Zoning hearing petition: Jim Webb was present to express concerns and mentioned that he spoke with the secretary of state’s office about this hearing petition. The board Tabled discussing this issue until the next meeting, as it was not listed on the agenda for this scheduled meeting and felt that it should be put on the next meeting agenda as an item to inform more people that this was going to be discussed. The board does know that this will not fall into the 20-day notice in time for the town meeting, so a special election will have to be done, if needed.

Town Manager’s report: Noah report the following items to the board that he has been working on.

- The cabinet placement for the CUD.



- FEMA flood buy outs.
- Finalizing new lease agreements for rentals in the town-owned buildings.
- MERP Grant, photos and documentation.
- Ten Mile Square Road Bridge Project.
- Safety Grant-this has been completed.
- School MOU-this has been signed and executed.
- Advertising for the Road Foreman position.
- Road crew posting for vacancies.
- All hazard mitigation plan.

Noah also mentioned that he had emailed the board with the following information:

- Letter sent to the school
- Municipal vehicle use and storage
- Reappraisal updates
- Ordinance for dogs

Terry Rollins, Select Board Member from the Town of Charleston, was present to ask what help the Town of Brighton was looking for from Charleston on the repairing of the Ten Mile Square Road Bridge. Noah informed him that the Town of Brighton will be applying for aid through FEMA and the Town of Charleston's assistance wasn't necessary. Mr. Rollins also told the board if assistance was needed later to just reach out to them.

Ethics Liaison: The board must appoint an Ethics Liaison to represent the Town of Brighton. This is mandated by the state. Pierre Gervais motions to appoint Heather McElroy as Ethics Liaison for the Town of Brighton. Greg Manning seconds the motion, all in favor, so carried.

Certificate of Mileage: The board was presented with the annual Certificate of Mileage from AOT to sign. No changes were made from the previous year, so a motion was made by Heather McElroy to sign. Pierre Gervais seconded the motion. Greg Manning opposed the motion to sign due to the timing of receiving this information. Mr. Manning abstained from signing the Certificate of Mileage. All other board members signed.

Hazardous Mitigation Plan: A motion to sign the Hazard Mitigation Plan was made by Heather McElroy. Pierre Gervais seconded the motion, all in favor, so carried. The board unanimously signed the document.

Budget: The board reviewed the proposed 2025 budget. A motion to accept the proposed 2025 budget in the amount of \$2,298,633.32 was made by Greg Manning. Pierre Gervais seconds the motion, all in favor, so carried.

New Business: Heather McElroy moved to add Personnel Matters under new business. Pierre Gervais seconded the motion. All in favor, so carried.



The Select Board received Noah Bond's resignation on January 15, 2025. He would like the board to agree to a 35-day notice instead of the 90-day notice in his contract. Tonight, the board will need to decide the following four things:

- Whether to accept his resignation.
- Whether to grant his request for a 35-day notice.
- Who amongst the board will be designated to negotiate the details of his separation and exit plan, this will also include the level of assistance we need to provide in upcoming hiring decisions for positions he is recruiting for.
- Whether we begin recruiting immediately to fill the position or postpone the decision until the next meeting.

Heather McElroy motions to accept Noah Bond's resignation as Town Manager and consent to 35 days as an adequate notice period in this circumstance. Pierre Gervais seconds the motion, all in favor, so carried.

Heather McElroy motions that Jeanne Gervais and Greg Manning be authorized to negotiate the details of Noah's separation with him, including matters related to his duties and plans for transitioning/remediation responsibilities through this time period. Mike Testut seconds this motion, all in favor, so carried.

Pierre Gervais motions to authorize Heather McElroy to prepare recruitment and advertising materials, including a starting salary range, and to recommend a process for the board to follow at our next meeting. Greg Manning seconds the motion, all in favor, so carried.

Chairperson, Jeanne Gervais asked the board if there were any other pressing items related to this topic that the board needs to address tonight. The board replied that they did not think so.

Other business: The board reviewed and signed the pay orders for the road department and the general account.

A motion was made by Heather McElroy to adjourn the meeting. Pierre Gervais seconded the motion, all in favor, so carried.

Meeting adjourned at 6:25 PM.