



TOWN OF ESSEX SELECTBOARD SPECIAL MEETING AGENDA

Online & 81 Main St.
Essex Junction, VT 05452
Tuesday, October 5, 2021
6:30 PM

E-mail: manager@essex.org

www.essexvt.org

Phone: (802) 878-1341

This meeting will be held both remotely and in person. Available options to watch or join the meeting:

- **WATCH:** the meeting will be live streamed on [Town Meeting TV](#).
- **JOIN ONLINE:** [Join Microsoft Teams Meeting](#). Depending on your browser, you may need to call in for audio (below).
- **JOIN CALLING:** Join via conference call (*audio only*): (802) 377-3784 | Conference ID: 587 931 305#
- **PROVIDE FULL NAME:** For minutes, please provide your full name whenever prompted.
- **CHAT DURING MEETING:** Please use "Chat" to request to speak, only. **Please do not use for comments.**
- **RAISE YOUR HAND:** Click on the hand in Teams to speak or use the "Chat" feature to request to speak.
- **MUTE YOUR MIC:** When not speaking, please mute your microphone on your computer/phone.

1. **CALL TO ORDER** [6:30 PM]
2. **AGENDA ADDITIONS/CHANGES**
3. **APPROVE AGENDA**
4. **PUBLIC TO BE HEARD**
 - a. Comments from Public on Items Not on Agenda
5. **BUSINESS ITEMS**
 - a. *Interview and potential appointment: Kenneth Willetts, Selectboard
 - b. *Interview and potential appointment: Timothy LaBombard, Selectboard
 - c. *Interview and potential appointment: Susan Cook, Selectboard
 - d. *Interview and potential appointment: Kendall Chamberlin, Selectboard
6. **READING FILE**
 - a. Board member comments
 - b. List of Boards/Committees/Commissions vacancies
 - c. Upcoming meeting schedule
7. **EXECUTIVE SESSION**
 - a. *An executive session may be requested to discuss the appointments of public officials

Members of the public are encouraged to speak during the Public to Be Heard agenda item, during a Public Hearing, or, when recognized by the Chair, during consideration of a specific agenda item. The public will not be permitted to participate when a motion is being discussed except when specifically requested by the Chair. This agenda is available in alternative formats upon request. Meetings of the Selectboard, like all programs and activities of the Town of Essex, are accessible to people with disabilities. For information on accessibility or this agenda, call the Town Manager's office at 878-1341.

Certification:  10/1/2021

Memorandum

To: Selectboard; Evan Teich, Unified Manager
Cc: Kendall Chamberlin, Susan Cook, Tim LaBombard, Kenneth Willetts
From: Greg Duggan, Deputy Manager
Re: Interviews for Selectboard opening
Date: September 30, 2021

Issue

The issue is for the Selectboard to interview candidates and consider appointing one for an opening on the Selectboard until the vacancy is filled at the next annual meeting.

Discussion

Four candidate stepped forward by the September 20 deadline to interview for the opening on the Selectboard:

Kenneth Willetts
Tim LaBombard
Susan Cook
Kendall Chamberlin

The candidates are all available to interview publicly with the Selectboard the evening of Tuesday, October 5. The Selectboard may wish to discuss the interview process at the October 4 board meeting.

Candidates have already responded to two questions in writing. The written responses are included in the October 5 Selectboard packet, along with the candidates' letters of interest in the position.

Written questions

1. What do you see as the most pressing issues facing Essex right now and for the next few years?
2. The Selectboard meets a minimum of 3-4 nights a month, for several hours at a time. There is a lot of information to read and understand for each meeting, especially during budget time in November, December and January. Are you prepared for that time commitment?

For the in-person interviews, the candidates can give opening and closing statements. The questions included below are a combination of ones suggested by the Selectboard and staff, and from Essex BEST (formerly the Essex Safety, Policing and Racial Justice Task Force). With four candidates, and the interviews being the only item of business on the agenda, staff recommends giving each candidate up to 20 minutes to interview.

Interview questions

1. Opening statement from candidate (1 minute or less)
2. What is your understanding of what it means to be a public servant?
3. Please describe what diversity, equity and inclusion mean to you as it relates to representation in local government?

4. Please name three suggestions of things we can do in Essex to welcome people of various backgrounds or nationalities?

5. How do you feel the Selectboard should proceed when discussing separation of the Village of Essex Junction from the Town of Essex?

6. Please talk about a time when you changed your mind on an issue. What was the issue and how did the change come about?

7. Closing statement from candidate and/or opportunity for candidate to ask question(s)

Following the interviews, the Selectboard may choose to enter executive session to discuss the appointment of public officials. The appointment of public officials can be a protected discussion, provided that the Selectboard and Trustees make a final decision to appoint a public official in an open meeting and shall explain the reasons for its final decision during the open meeting.

The chosen candidate will be appointed to fill the seat through March 2022. At Town Meeting in March 2022, voters will elect a candidate to fill the remaining year of the term.

Per Section § 117-203(c) of the Town Charter, "In the event the Board is unable to agree upon an interim replacement until the next annual Town meeting, a special election shall be held forthwith to fill the position."

Cost

n/a

Recommendation

The Selectboard may wish to appoint one of the candidates to fill the Selectboard opening until the vacancy is filled at the next annual meeting.

If the board members wish to enter executive session, the following motion is recommended:

"I move that the Selectboard enter into executive session to discuss the proposed public official appointment in accordance with 1 V.S.A. Section 313(a)(3) and to include the Unified Manager and Deputy Manager."

Travis Sabataso

From: Kenneth Willetts [REDACTED]
Sent: Sunday, August 22, 2021 12:33 PM
To: Town of Essex Town Managers
Subject: Interest in Select Board Position
Attachments: Profile (1).pdf

CAUTION: EXTERNAL MAIL. DO NOT CLICK ON LINKS OR OPEN ATTACHMENTS YOU DO NOT TRUST

Good morning,

My name is Ken Willetts and I am interested in applying for the vacant select board position.

I currently serve as President and Vice President of two Essex youth sports groups.

I am active in the community. I am a career professional, and I would love the opportunity to serve my community more.

Attached you will find my professional resume.

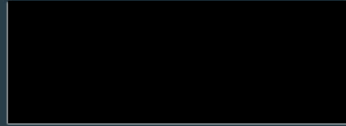
My contact information is therein.

Please let me know if you have any questions for me. I would love to know more about the position and the opportunity to serve my community.

Thank you

Ken Willetts

This message contains confidential information and is intended only for the individual(s) addressed in the message. If you aren't the named addressee, you should not disseminate, distribute, or copy this e-mail. If you aren't the intended recipient, you are notified that disclosing, distributing, or copying this e-mail is strictly prohibited.

Contact**Top Skills**

Project Management
Software Documentation
Business Analysis

Certifications

Certified Scrum Product Owner
Certified Scrum Master

Kenneth Willetts , CSPO, CSM, MBA

Product Owner at Mi9 Retail
Burlington, Vermont Area

Summary

A Product and Project Management professional with over 15 years of experience focusing on implementations, product development, and the software development life cycle in both Agile and Waterfall development houses.

Brings a focus on process optimization, cross functional communication, and facilitation while emphasizing transparency, open dialogues, and prioritizing servant leadership.

Delivers strong analytical skills that breakdown complex processes into consumable components that focus on solving critical business issues. Creates a cooperative environment allowing team members to drive technical solutions so that the team can share in product vision, road-mapping, and, ultimately product success.

A firm believer in democratic development, agile software methodology, enabling others to succeed, and creating a fun and positive environment while at the same time executing on deliverables in a timely and efficient manner.

Experience
Mi9 Retail

Product Owner for Unified Order Management, Order Fulfillment and Mobile Personal Shopper App
January 2019 - Present

Winooski, VT

Product Owner for Order Fulfillment with MPS

- I have facilitated bringing this product from 1/4 constructed to live and active.
- Micro-service, event-driven fulfillment web application with an android picking supplemental

- This has been built to be a stand-alone third party integration or can be implemented as part of the enterprise Mi9 Commerce Application

Product Owner for UOMS (Order Sourcing)

- A stock, available to promise, ecomm integrated consignment engine with both BOPIS and dropship functionality
- Moved from an integrated data native app to a stand-alone model available to be sold as a third-party integration

Product Manager for Universal Order Management

- This is currently in scoping but will be a product that integrates Order Management, Order Sourcing, and Order Fulfillment for eComm solutions in both retail and grocery configurations

I oversee 2 scrum teams with 2 active products and 1 product being scoped on 3 continents (North America, Europe, Asia).

I also serve as the Project Manager for Fulfillment and UOMS working directly with clients on everything from road mapping to feature requests, to managing implementation follow ups.

I also serve as an agile method coach and theorist in an effort to help spur democratic development so the development team has a true sense of ownership for a complex product. Their thoughts and vision are taken into account while working with industry experts, products managers, and clients to create a robust backlog for future feature implementation.

Baker Dist Corp

IS / IT Manager

April 2018 - January 2019 (10 months)

Colchester, VT

Gather and organize information on problems or procedures in an effort to provide the best information possible in an effort to create efficiencies and modernize

- Support RAS (SAP/ERP style software) & WMS
- MOTUS App rollout for mileage tracking
- AutoRouting Project for Northern Warehouse
- Infrastructure Upgrade Implementation

- Develop and implement programs for ease of use and efficiency in multiple systems
- Desktop, proprietary software and project support
- Collect, gather and analyze data for reporting internally or externally to suppliers
- Manage third party software and hardware vendors

KW Consulting

Product and Project Consultant

August 2015 - January 2019 (3 years 6 months)

Essex, VT

2Revolutions - August 2017 - December 2018- Technical Project Manager (40 Hours per month)

Serve as Product Owner and Project Manager for the 2Rev InspirED platform facilitating work with software providers

ITX Corp - August 2017 - April 2018 - Product Innovation Lead (Full Time)

Helped Facilitate the finalization of Phase 1 of MassMutual Retirement Middle Market eComm site

Scoped, and lead Product Definition and Project Road Mapping of Phase 2 of MassMutual Retirement Middle Market eComm site

Served as Product Owner for Maintenance and Small asks from Ernst&Young on their Classic platform as other teams were constructing their new solution

iSystems - September 2015 - April 2016 - Product Owner - Full Time

Serve as Product Owner defining next steps in 3rd iteration of attempt to construct a new ePlatform for HRM / Payroll software

Husky Injection Molding Systems

Business Analyst in IT (Software Development)

April 2016 - April 2017 (1 year 1 month)

Milton, Vermont

- Manage backlog of business requirements (User Stories) for the Hot Runner development team
- Work with stakeholders to analyze and flush out requirements
- Work with third parties as needed to flush out requirements

- Scrum Master duties where applicable in Scrum using TFS as the point of truth for burn downs
- Project Management as needed following Prince2 PM methodology
- Hot Runner Dev POC in Front End Efficiency Project for Faster Sales Cycling
 - o A project to help eliminate waste in the product scoping cycle through software consolidation, configuration and optimization
- Hot Runner Dev POC in Altanium BOM Project
 - o A project to digitize a segment of the business and their order process which is currently done on paper
- Hot Runner Design Automation Project
 - o A project to automate the design of Hot Runners systems and capitalize on \$200k of saved labor costs

Dealer.com

3 years 7 months

Product Owner (CPO) for Professional Services

April 2014 - September 2015 (1 year 6 months)

Burlington, VT

- Product Owner for Team CRANK! : FCA (CLLC/FIAT/CCI), Ford Direct, JLR, Mazda, Volkswagen, BMW, Kia (Over 10,000 sites)
- Facilitate prioritization from stakeholders to the team for development
- Procure business requirements for internal development by working with internal and external stakeholders
- Business process liaison between Professional Services and various Scrum Teams
- Responsible for multiple OEM project backlogs; grooming, pointing and prioritizing, client contact, client feedback
- Facilitate work with other Professional Services Scrum teams and Production
- Implemented CCI Advertising Platform and v9 (Opening up Marketing in CA)
- Implemented Ford Direct variations (Ford and Lincoln) (Over 4,000 sites with Marketing and Advertising)
- Implemented Volkswagen variation
- Implemented Volvo Variation
- Implemented brand new Kia Tier 2 variation; new product development

Business Analyst for Professional Services

March 2013 - March 2014 (1 year 1 month)

- Procure business requirements for internal development
- Working with business and tech teams for business process documentation in support of various software development initiatives

- Business process liaison between Professional Services and various PDTs
- Integration with project managers and various stakeholders to help determine project prioritization
- Software documentation process flow support and configuration
- Responsible for BA work during FCA v9 Migration
- Responsible for BA work during Tierless FCA Discovery
- Responsible for BA work during first iteration of Agile with Magnum
- Responsible for BA work during Hertz Launch
- Responsible for BA work during Group 1 Improvement Efforts

Technical Business Analyst for Global Web Development
 March 2012 - March 2013 (1 year 1 month)
 Burlington, VT

- Procure business requirements for internal development
- Working with business and tech teams for business process documentation in support of various software development initiatives
- Business process liaison between web products and various PDTs
- Integration with project managers and various stakeholders to help determine project prioritization
- Software documentation process flow support and configuration

USIC

Business Analyst
 2011 - April 2012 (1 year)

- Procure business requirements for internal development
- Technical and data translation from executive vision to functional development
- Business process liaison between IS and the field
- Analyzing business needs and assisting in solutions development (SDLC)
- Manage project development testing and feedback loop
- Mock up creation/ business process flow chart development(Visio)
- Database work (SQL 2008); simple queries, insertions
- Code work; script manipulation (guided)
- Responsible for claims system development integrating proprietary system with the system of newly acquired competitor
- Responsible for GAP analysis of current / future systems specifically focusing on software used by 90% of field technicians
- Responsible for new customer setup during integration of a 30% growth acquisition competitor (SQL Updating)

- Gathered Requirements for job auditing suite, including mockups and reports needed, scripts and feedback (tested and implemented)
- Gathered requirements for confirmed new hire suite, including mockups and reports needed, scripts and feedback (tested and implemented)

Monarch Beverage

System and Support Analyst

June 2008 - February 2011 (2 years 9 months)

- Gather and organize information on problems or procedures in an effort to provide the best information possible
- Support RAS (SAP/ERP style software)
- Develop and implement programs for ease of use and efficiency in multiple systems
- Desktop, proprietary software and project support of over 700 employees
- Collect, gather and analyze data for reporting internally or externally to suppliers
- Implemented new security and user policies for Monarch Beverage access to RAS
- Implemented scanning protocols in the Monarch warehouse to track picking statistics for efficiency and productivity(WMS)
- Implemented new pick up and returns methodology to increase efficiency and communication between the sales force and the transportation department(WMS)
- Experience with automated picking solutions (Vertique)
- Developing supply chain and forecasting tools for suppliers and internal development; specifically focused on craft brand products. Developed using internal software (VIP). Forecasting on a bi-weekly and weekly basis for wine and beer(WMS)
- Assisting in the implementation of Vermont Information Processing's WMS pieces; including Vocollect voice picking, fleet loading and load balancing trucking solutions, layered and code dated inventory management
- Providing direct support for World Class Beverages, a specialized division at Monarch Beverage including; sales analysis, supply chain management, supplier contacts, database manipulation and support and event planning
- Developing supplier side reporting system for Monarch Beverage/World Class Beverages suppliers. This involved working directly with supplier contacts in the field

Vermont Information Processing Project Manager

March 2005 - June 2008 (3 years 4 months)

- SAP Type master software developed as a RAS(Route Accounting Solution) installation and configuration
- Preparation, installation, training and support of software, hardware and processes used within VIP software.
- Frequent on-site travel to teach and provide assistance to customers implementing new projects.
- Continuous learning of new software and hardware to keep current of company and customer developments
- Successful development of eight (8) implementation guides and templates. (Vermont Information Processing)
- Over seventy (70) successfully implemented projects in the span of thirty eight (38) months, including system conversions, consolidations, software and hardware installations, training and development, truck loading implementation and voice installations
- Intense involvement in inventory application installation; RF Handheld for counting and balancing, truck loading suite, voice picking suite, RF scanning protocols, layered inventory

Education

Miami University

B.A. English Literature, English · (2000 - 2004)

University of Phoenix

Master of Business Administration - MBA, Information Technology Project Management · (2006 - 2008)

Villanova University

Master's certification, Six Sigma · (2007 - 2008)

Lakota West

· (1998 - 2000)

From: Kenneth Willetts

Re: Written questions for Selectboard interview

1. What do you see as the most pressing issues facing Essex right now and for the next few years?

The most pressing issues facing Essex, in order, in my belief are the following.

a. How do we govern as two separate but linked entities. I think taxpayers and residents have spoken. Separation is where we have to go. What does that look like?

b. Affordability. A brand new house in Essex, 3 bed, 2 bath, on less than an acre lot, can run for \$600k+ right now. That's insane. I don't know how much impact we can have, but, its not sustainable.

c. Shared services like Parks and Rec. If we are separate BUT intertwined, what does that model look like?

d. Accessibility for businesses to grow in the area. How do we bring more services and revenue to Essex

e. Safety - always a concern in some fashion or another

2. The Selectboard meets a minimum of 3-4 nights a month, for several hours at a time. There is a lot of information to read and understand for each meeting, especially during budget time in November, December and January. Are you prepared for that time commitment?

I'm pretty busy. I'm the President of Essex United soccer club and FC Essex soccer club. I coach. I manage a product as a day job that is live on 3 continents. I think I have the time to go over items ahead of time and be present in meetings.

I'll be honest, I got drawn into thinking about doing this because of the Tree Farm issue. I would be a person, theoretically in government, asking the first question, "should this be the responsibility of the local government and why?" Especially if that local government is split across 12-14 members representing separate aspects and interests.



International Brotherhood of Electrical Workers – Local 300

AFL – CIO – CLC

3 Gregory Drive South Burlington, VT 05403

Telephone (802) 864-5864

Fax (802) 862-6379

www.ibewlocal300.org

Town Manager,

Please accept this as my letter of interest to fill the vacant position on the Town of Essex VT.

Selectboard. My physical address is [REDACTED] Essex VT. 05452. My work address and phone number are above. I look forward to your response. Cell phone and email listed below are the most effective.

Respectfully,

Tim LaBombard

[REDACTED]

tjl@ibewlocal300.org

From: Timothy LaBombard
Sent: Wednesday, September 29, 2021 11:02 AM
To: Gregory Duggan <gduggan@ESSEX.ORG>
Cc: Linda Mahns <lmahns@essexjunction.org>
Subject: RE: Written questions for Selectboard interview

Good Morning Greg / Linda

1. What do you see as the most pressing issues facing Essex right now and for the next few years?

From my observations and the conversations from most every resident I speak with I perceive the merger topic and traffic / growth issues to be in the forefront.

2. The Selectboard meets a minimum of 3-4 nights a month, for several hours at a time. There is a lot of information to read and understand for each meeting, especially during budget time in November, December, and January. Are you prepared for that time commitment?

I do realize the time and energy commitment required to effectively perform your obligatory duties. I asked myself this very question before hitting the send button for the letter of interest.

I am keeping my responses to your questions and request direct, in the assumption you are going to get a bit more personal during the face to face on the 5th.

Respectfully,

Tim LaBombard

Hello current members of the Essex Selectboard, Town Manager Evan, and Deputy Town Manager Greg,

Thank you for considering my application to fill the vacancy recently created on the Town of Essex Selectboard. I recognize the challenges, and opportunities, that our town is facing and am uniquely qualified to help navigate and support our community to a better future. Professionally, I am a Project Management Consultant – focused on team building, coaching, and managing change. I seek to improve process, communications, clarity of goals, and ensure that every team (community) member feels heard and supported.

Personally, I have lived in the town of Essex since 1996, and have been an active member of our community serving on the Essex Energy Committee (2013-2016) and Essex Selectboard (2016-2018).

I acknowledge that the actions around the potential separation of the Village of Essex Junction have presented as a high priority. It is extremely important that the Selectboard take a leadership role in representing the town residents in negotiating a smooth and equitable transition as needed. I also acknowledge that there are other equally important issues needing focus – climate change, police support, race & gender safety and equity, community services, and community healing from some of the recent polarizing merger votes. I am a good listener, I go above and beyond to be prepared, and I'm not intimidated to challenge the status quo when I have an opposing viewpoint. For me, equity and fairness are fundamental, and they guide my perspective and actions.

I look forward to having the opportunity to serve our great community again as a member of the Selectboard.

Thank you very much,
Sue Cook

Note: I am travelling to Seattle WA Sept 15-25th to visit with my daughter and son-in-law

From: Sue Cook
Sent: Wednesday, September 29, 2021 1:51 PM
To: Gregory Duggan <gduggan@ESSEX.ORG>
Cc: Linda Mahns <lmahns@essexjunction.org>
Subject: RE: Written questions for Selectboard interview

Thanks Greg,
My answers are imbedded below in black italic.
hope all is well, Sue

1. What do you see as the most pressing issues facing Essex right now and for the next few years?

There are many issues/actions which have been deprioritized due to merger & separation discussions in Essex over the past number of years. I've been delighted by community innovations made in other area municipalities, while Essex has been wrapped up in the debate of merger and now separation. My opinion is that this has been a distraction from other meaningful progress. I'd like to enable new ideas and voices to come to the table, and see the following topics prioritized:

- ***Healing the Essex community***
 - ***Foster community engagement of all demographics. What actions can we take to help our community heal and bring back enthusiasm for being an Essex resident?***
- ***Community services***
 - ***Our community continues to go through transitions all the time. Are we providing the appropriate services and opportunities at the appropriate levels to fulfill the needs of our community members? Are we providing the most affordable solutions?***
- ***Gender/Race safety***
 - ***Ensure that Essex's ordinances are not discriminatory towards historically disadvantaged groups. Make sure all members of the Essex community feel safe, respected, and equal.***
 - ***Can we confirm that all human beings are being treated equitably within our community?***
- ***Climate Change proactive mitigation***
 - ***Let's commit to make Essex a model for other communities.***
 - ***What can we be doing both within Essex and as citizens of the world to put the brakes on the progression of environmental change, and influence positive behavioral change?***
 - ***What infrastructure changes do we need to address in Essex to better prepare for the stronger storms, bringing more extreme weather impacts, due to climate change?***

2. The Selectboard meets a minimum of 3-4 nights a month, for several hours at a time. There is a lot of information to read and understand for each meeting, especially during budget time in November, December, and January. Are you prepared for that time commitment?

Yes, I understand and am prepared for this time commitment. While a member of the Selectboard in 2016-2018, I successfully demonstrated my ability to accommodate the efforts to be prepared and participate in the Selectboard meetings, as well as be a good listener and engage across the Essex community.

21 August, 2021

Town Manager, Essex, VT

Letter of interest for Selectboard open seat.

Good morning.

I would like to throw my hat in the ring for the open seat. My name is Kendall Chamberlin. I live at [REDACTED]
[REDACTED] I can be reached at [REDACTED] evenings, [REDACTED] (work numbers) days or
through my work email, [REDACTED]

My interest in the seat is to provide a varied mix of applicants to fill it. I live in the 8-3 district of the town. I have worked for the Town of Richmond since 1985. I am familiar with municipal government functioning.

Thank you for your consideration.

Kendall Chamberlin

From: Kendall Chamberlin

Re: Written questions for Selectboard interview, and more

Thank you for the chance at a seat on the Selectboard.

1. What do you see as the most pressing issues facing Essex right now and for the next few years?

Are there any issues NOT facing Essex over the next few years? No humor intended as I see a new identity for our community as the Town of Essex. The Village Trustees are very clear about being on the path to separation. They will soon be in charge of the new City of Essex Junction. They are 100% representing those citizens. They are considering any Town of Essex needs only as it relates to the current and future needs of the new City of Essex Junction.

I don't disagree with this.

I see one of the most pressing issues is the Selectboard must give up the young city and let them go their own way. The Selectboard should have the interests of the Town of Essex foremost front and center. Your negotiations should be firm and fair to the city, but have the long and short term interests of the Town of Essex boldly front and center. The Board is in a hard spot right now, especially the seasoned members who came onto the Board of a single community. Going forward, you will have to pull back from all the Village interests and only focus on the needs and goals of the Town of Essex.

Another issue you may need to address is redefining the actual boundaries between the Town of Essex and the City of Essex Junction. If there are areas in the current town that feel cohesively certain they want to be part of the new city, that should be considered. There is nothing cast in stone that says the Town of Essex must have X residents. Vermont communities come in all sizes. The Town of Essex will be different. It won't need the same level of urban services as the city. Hard decisions will need to be made.

Another issue will be policing. The city will need more police than the town. Recreation will be an issue. Urban areas generally have different needs than more rural areas. Public works will need to be modified, as urban spaces need a different percentage and type (storm drains, sidewalks, sweeping, etc...) of work than rural roads. The Town of Essex will probably need to negotiate for wastewater service from the City of Essex Junction along the same lines as the Town of Williston going forward. I expect the character of the Town of Essex will go more towards something like Colchester.

One bright spot during this split is all the ARPA funding on the horizon in addition to the recent influx of Covid funds. The Board will be tasked with either determining or choosing from citizen options the best use(s) for that money AFTER you determine the split of the money between the town and the city. Maybe outright purchases of public works needs for the town? Certainly any capital infrastructure upgrades should be on the table front and center, especially ones that result in long-term, one time only, no affect on the budget going forward, savings.

Staffing of the town will be an issue, especially as we have been on the road to a merger – that will take some untangling and renegotiating. The Town of Essex will need to grow much closer to its “more rural” neighbors – Jericho, Westford and Colchester, as they will share direct borders.

What happens in the real world with taxes will be probably the biggest issue. It seems to me most folks are assuming that taxes for the Village will go down when it becomes a city, and the reverse for the town. Instead of some kind of a split of current costs, I think it is more likely both communities will have different priorities than they envision now after separation and that will lead to taxation changes for both. Covid money, savings and other ideas from the residents will most likely offer many options to mitigate any substantial tax increase for the town, in my opinion.

2. The Selectboard meets a minimum of 3-4 nights a month, for several hours at a time. There is a lot of information to read and understand for each meeting, especially during budget time in November, December and January. Are you prepared for that time commitment?

I was hired by the Village of Richmond in 1985. When it merged with the town in 1988, I was “rehired” by the Town of Richmond to manage the Water Resources department. As a department head, I have been to hundreds of Selectboard meetings, albeit on the other side of the aisle. I am familiar with the workload required of board members during budget time, emergencies, special meetings and the like. I am prepared for the time commitment and look forward to adding my voice to the board that will be charting a new path for the Town of Essex.



TOWN AND VILLAGE OF ESSEX BOARDS AND COMMITTEES VACANCIES

TOWN OF ESSEX

Selectboard - 1 vacancy

Conservation and Trails - 4 vacancies

Green Mountain Transit - 1 vacancy

Economic Development Commission - 1 vacancy

CCTV Representative - 1 vacancy

Housing Commission (JOINT boards) - 1 vacancy

VILLAGE OF ESSEX JUNCTION

Capital Program Review - 1 vacancy

Planning Commission - 1 vacancy

Green Mountain Transit - 1 vacancy

Zoning Board of Adjustment - 3 vacancies

CCTV Representative - 1 vacancy

Bike/Walk Advisory Committee - 1 vacancy

PLEASE GO TO: [ESSEXVT.BAMBOOHR.COM/JOBS/](https://essexvt.bamboohr.com/jobs/)

**SCROLL TO THE VOLUNTEERS SECTION FOR MORE INFORMATION & TO APPLY
OR EMAIL LMAHNS@ESSEX.ORG WITH YOUR LETTER OF INTEREST**

MEETING SCHEDULES

10/01/2021

TOWN SELECTBOARD MEETINGS		VILLAGE TRUSTEES MEETINGS	
			
October 4, 2021—6:30 PM	SB Regular – Darby		
October 5, 2021—6:30 PM	SB Special -- Cathy		
October 12, 2021—6:30 PM	VB Regular – Darby		
October 18, 2021—6:30 PM	SB Regular -- Cathy		
October 19, 2021—6:30 PM	JB Special - Darby		
October 25, 2021—6:30 PM	JB Special - Darby		
October 26, 2021—6:30 PM	VB Regular -- Amy		
November 1, 2021—6:30 PM	SB Regular – Amy		
November 4, 2021 – 8:30 AM	VB All day budget workshop – Darby		
November 9, 2021 – 8:00 AM	SB All day budget workshop -- Darby		
November 9, 2021—6:30 PM	VB Regular – Cathy		
November 15, 2021—6:30 PM	SB Regular -- Darby		
November 22, 2021—6:30 PM	JB Special - Amy		
November 23, 2021—6:30 PM	VB Regular – Darby		
December 6, 2021—6:30 PM	SB Regular -- Cathy		
December 13, 2021—6:30 PM	JB Special -		
December 14, 2021—6:30 PM	VB Regular -- Amy		
December 20, 2021—6:30 PM	SB Regular – Cathy		
December 21, 2021—6:30 PM	VB Regular -- Amy		
January 3, 2022—6:30 PM	SB Regular -- Amy		
January 11, 2022—6:30 PM	VB Regular – Darby		
January 18, 2022—6:30 PM	SB Regular		
January 25, 2022—6:30 PM	VB Regular -- Cathy		
February 7, 2022—6:30 PM	SB Regular		
February 8, 2022—6:30 PM	VB Regular		
February 22, 2022—6:30 PM	VB Regular -- Cathy		
February 23, 2022—6:30 PM	SB Regular meeting		
February 28, 2022—6:30 PM	Town Informational hearing		

March 7, 2022—6:30 PM	SB Regular
March 8, 2022—6:30 PM	VB Regular
March 21, 2022—6:30 PM	SB Regular
March 22, 2022—6:30 PM	VB Regular -- Cathy
April 4, 2022—6:30 PM	SB Regular
April 6, 2022 – 7:00 PM	Village Informational hearing -- Cathy
April 13, 2022—6:30 PM	VB Regular