

1 **BENNINGTON SELECT BOARD BUDGET MEETING**

2 **BENNINGTON FIRE FACILITY**

3 **MULTI-PURPOSE ROOM - 3RD FLOOR**

4 **130 RIVER STREET**

5 **BENNINGTON, VERMONT 05201**

6 **JANUARY 14, 2023**

7 **MINUTES**

8 **SELECT BOARD MEMBERS PRESENT:** Jeannie Jenkins-Chair; Jeanne Conner-Vice Chair; Jim
9 Carroll; Bruce Lee-Clark; Sarah Perrin; Gary Corey and Tom Haley.

10 **SELECT BOARD MEMBERS ABSENT:** None.

11 **ALSO PRESENT:** Stuart Hurd-Town Manager; Dan Monks-Assistant Town Manager; Melissa
12 Currier-Finance Director; Michele Johnson-Human Resources and Contracts Administrator; Jim
13 Wright-Fire Chief; Jeff Santarcangelo-Deputy Fire Chief; Paul Doucette-Police Chief; Cam
14 Grande-Police Lieutenant; Art Giroux-Executive Director, Brian Peat-President, Brian Murphy-
15 Vice President-Bennington Rescue Squad; Tina Cook; 5 citizens; Jim Vires-CAT-TV and Nancy H.
16 Lively-Secretary.

17 At 8:00am, Chair Jeannie Jenkins called the meeting to order.

18 **1. FIRE FUND**

19 Fire Chief Jim Wright, Deputy Fire Chief Jeff Santarcangelo, and Police Chief Paul
20 Doucette did the following presentation:

- 21 • An increase of \$500/Chief position - Fire Chief, Assistant Fire Chief, and Deputy
22 Chief - to the Chief's stipend, a total of a \$1,500 increase.
- 23 • This year the fire department responded to 310 calls for service.
- 24 • We plan to replace 4 sets of gear once again this year with the price having
25 increased by 15%-20% to \$22,000 for those that go into the burning buildings
26 (Class A) or those that may go in the burning buildings (Class B).
- 27 • Those that work away from the burning buildings (Class C) will get the less
28 expensive gear at \$1,800 each or those that have been on display at shows.
- 29 • We propose replacing 8 Motorola radios that date back nearly 20 years that are
30 no longer compatible with the system at a cost of \$2,850 each and 4 pagers at
31 \$525 each - \$24,890. Actually receiving the radios will be months beyond having
32 ordered them.

- 33 • We propose installing heat pumps in the company rooms of the fire facility
34 completing the HVAC upgrade for ultimate cost savings and energy efficiency -
35 \$25,000.
- 36 • The lease payment for the new rescue pumper truck is \$49,910 with the SCBA
37 payments having been retired this year.
- 38 • The transfer to reserve is level funded at \$25,000.
- 39 • The new ladder truck payments begin this year - principal at \$53,350 and
40 interest at \$19,870.

41 *Board comments/questions answered by Chief Wright, Deputy Santarcangelo, and Chief*
42 *Doucette:*

43 Mr. Corey: The budget for Salaries and Wages says \$13,500 whereas the Highlights says \$3,500.
44 *That is a typo. The salaries are currently \$13,500 and the request is to increase that by \$1,500*
45 *to \$15,000.*

46 Mr. Corey: Are you saying that it will be a year down the road before we get what we've
47 ordered. *We can't place the orders until the budget has been approved but that will be done*
48 *once the taxpayers have approved it.*

49 Ms. Jenkins: We approved communication equipment last year so can you give us your 2-3 year
50 plan? *The proposed purchase of radios in FY24 will make all of our radios up to date.*

51 Ms. Conner: You have done your due diligence in the installation of the heat pumps. *Yes, and*
52 *the request of \$25,000 is half of last year's \$50,000. The pumps we purchased last year will take*
53 *care of the 3rd floor room and this year's purchase will be the last heating efficiency for this*
54 *building.*

55 Ms. Perrin: We're lucky to have a volunteer fire department and thank you for your service.
56 What will you be putting in next year that you haven't put in for this year? *We'll start to think*
57 *about that in the spring.*

58 Ms. Perrin: Is the lower price mentioned for the Class C fire fighters adequate? *Yes.*

59 Ms. Jenkins: It is good that this year will complete the heating efficiency for the building and the
60 communication upgrades. *We have done a lot and will be in good shape.*

61 Mr. Lee-Clark: A couple of years ago there wasn't an efficient way to wash the gear, has that
62 changed? *Yes, there were additional washers added to expedite the cleaning process.*

63 Ms. Conner: If gear is still wet and there's another fire call, do they put it back on? *We have*
64 *extra sets for the Class A and B fire fighters.*

65 Ms. Conner: Do you have enough volunteers at this time? *We always have applications*
66 *available but we have enough now, and with something major, we get help from the other*

67 departments in the county. Jonah Spivak, the Town's Communication Coordinator, has helped
68 us with promoting the volunteerism.

69 Ms. Perrin: Where does one apply if they want to become a volunteer? Come to the
70 department. There's always someone here during the day, or any Wednesday night. Also, call
71 and leave a detailed message and you will be contacted.

72 Mr. Carroll: Are there any women fire fighters? Yes, we have one woman officer.

73 **Bruce Lee-Clark moved and Jim Carroll seconded to change the Fire Fund FY24 Budget,**
74 **Fire-Administration Line Item #03-4500.100 Salaries & Wages to \$15,000. The motion carried**
75 **unanimously.**

76 2. POLICE

77 Police Chief Paul Doucette and Police Lieutenant Cam Grande did the following
78 presentation:

- 79 ➤ 2022 has been a challenging year. We are short staffed - down 8 fully trained positions -
80 and we have never experienced the violence that we have been experiencing.
- 81 ➤ We are working with our community partners, and federal and state law enforcement
82 agencies, and our State Representative to try and change this behavior that is not only
83 in Bennington, but all over Vermont.
- 84 ➤ We have responded to over 13,000 calls.
- 85 ➤ Bennington County produces 80% of the criminal cases in the State.
- 86 ➤ The Vermont Police Academy is running twice a year and is not keeping up with the
87 number of police that the State is losing.
- 88 ➤ Police departments throughout the State are increasing salaries by 8%-10% to recruit
89 and retain. Our Salary and Wages line item has been increased 10% and our Overtime
90 line item has also increased 10% due to being short staffed.
- 91 ➤ We have a detective and advocate position that are grant funded and will bring back
92 \$156,000 to the Town.
- 93 ➤ The new Town IT position will be shared with the Police Department and we have
94 removed \$60,000 from the police budget.
- 95 ➤ Property insurance costs increased this year based on an 11% increase in property
96 assets and workers comp insurance increased slightly.
- 97 ➤ Our Safety line item decreased this year but still provides for mandatory wellness visits
98 for mental health and nutrition for all employees, not just police officers. This is not
99 present everywhere in the country. We have a contract with United Counseling Service.
- 100 ➤ We propose level funding for training costs to meet mandatory State requirements and
101 to provide leadership training for supervisors. Next year we will be incorporating
102 internal investigation trainings, as well. The \$18,500 trains 35 employees. Also, we
103 were audited by the Secretary of State's office and did very well.

- 104 ➤ We propose purchasing 12 Motorola UHF portable radios for \$32,000 that will outfit half
105 of the department. The mobile units are being replaced from the FY23 budget.
- 106 ➤ We propose to continue security upgrades, lighting improvements and renovations to
107 the third floor for improved lighting - \$10,000. This is a \$13,500 decrease from last year
108 as all of our heat pumps have been installed, we have a new generator, our key lock
109 room has been improved, our kitchen area has been redone, and windows have been
110 replaced on the south side of the building.
- 111 ➤ Our body worn and vehicle cameras with the newest technology have been delivered.
112 The FY24 \$28,130 is part of our 5-year agreement for \$175,300 which provides
113 replacement of body worn cameras in the third year at no additional cost.
- 114 ➤ Proposed this year are 2 new Interceptor Ford SUV Hybrids that have increased in price
115 by \$3,000 each. They are now nearly the same price as the Chevy Tahoe and Ford
116 announced that there is a safety issue with the hybrid vehicles and shouldn't be used as
117 front line vehicles. An analysis will need to be done as to whether or not we get more
118 hybrids. They get better mileage, but not if they're sitting in the shop. The Tahoe's are
119 "bullet proof" (not in the true sense of the phrase).

120 *Board comments/questions answered by Chief Doucette and Lt. Grande:*

121 Ms. Jenkins: Is level funding the training budget sufficient? *Yes, for FY24. It may be higher in*
122 *FY25.*

123 Mr. Lee-Clark: Who pays for training at the Police Academy, and if it's us, where is it in the
124 budget? *Basic Training is paid for by the State. Other training programs take place at the*
125 *Academy but are not put on by the Academy such as leadership trainings that are paid for by*
126 *the Town.*

127 Mr. Lee-Clark: Who decides that two Basic Trainings/year are still satisfying the needs of the
128 State? *The Chiefs of Police Association and the Sheriff's Association are working with the new*
129 *director on this issue. Discussion has been around shortening Basic Training and having a third*
130 *session. The Academy has been based on volunteer instructors from the agencies. We have*
131 *sent officers there to assist and that expense is on us with the idea in mind that it will help us*
132 *out in the long run.*

133 Mr. Lee-Clark: How many students can the Academy take in one session? *Several years ago it*
134 *was ~50. Now they start with 36.*

135 Ms. Conner: How does the Academy prioritize who gets the spots? *There is a packet that needs*
136 *to be completed and it's first come, first serve. At this time, there is no priority given to those*
137 *communities with increased crime rates but it will be part of our future discussions.*

138 Mr. Lee-Clark: Is there anything that the Select Board can do to help the realization that this
139 model of several years ago doesn't apply today? *We certainly appreciate your support and will*

140 *reference it in our efforts to get a third training session. Ms. Jenkins added to utilize the Select*
141 *Board as needed.*

142 Mr. Lee-Clark: How do trials affect your work force? *We are backfilling with overtime for*
143 *officers that have been subpoenaed.*

144 Ms. Jenkins: It is important that the Select Board and the community realize that officer
145 retention includes appropriate compensation, functional safety equipment, and adequate
146 wellness training. *Most of the people realize that the BPD is transparent and supported by the*
147 *Select Board. It is also important that accurate information is what gets published.*

148 Ms. Conner: Has the flooding issue at the corner been resolved? *Mr. Monks answered that a*
149 *firm has done some analysis and are putting together a design.*

150 Mr. Corey: Is there any merit in waiting to buy these two vehicles? *No, because then we run*
151 *into maintenance issues and then we have to catch up.*

152 Mr. Corey: Does the salary line item increases include the 2 new positions? *Yes. We are down 8*
153 *Level 3 officers but will have 3 at level 2 riding with trainers in a couple of months.*

154 Ms. Conner: Will some of your line items increase as you get additional staff? *Our 2 new hires*
155 *will be at the Police Academy most of the year and are not part of these numbers. However, if*
156 *there were ready-to-go officers that joined the department, we would have to discuss finances*
157 *with Mr. Hurd.*

158 Ms. Conner: Does the \$600 decrease in the Safety line item have any bearing on the mental
159 health wellness? *No, this is because fewer staff need fewer gloves, masks, etc.*

160 Ms. Conner: Why did the 2 new recruits choose Bennington over another town? *One has done*
161 *some work with the Bennington Police Department (BPD) and has decided to make a career*
162 *change, and the other one, has followed all aspects of the BPD and said that she feels the “BPD*
163 *is making a difference in the community”. CPARB has a positive effect on the BPD and the*
164 *community. People are making note of all of the positive things that we are doing. We do,*
165 *however, need housing as everyone knows.*

166 Ms. Conner: Is the grant funding available going forward for the two positions that are currently
167 funded by a grant? *Yes.*

168 Ms. Perrin: Do you see success at the job fairs? *We are just getting started at going to job fairs*
169 *and we want to take advantage of some of the community events for recruitment, as well.*

170 **3. BENNINGTON RESCUE SQUAD**

171 Art Giroux, Executive Director of the Bennington Rescue Squad (BRS), Brian Peat,
172 President, and Brian Murphy, Vice President did the following presentation:

173 ❖ Although we are still understaffed, we have made great strides in recruitment.

- 174 ❖ Housing is an issue as most of our new recruits are living in New York and we lost two
175 due to lack of housing.
- 176 ❖ We are promoting our apprentice program with everyone, including our immigrants.
- 177 ❖ 2022 was the busiest 911 volume that we have ever had while having fewer transfers.
- 178 ❖ There is no reimbursement for a 911 call if the patient doesn't go to the hospital and, if
179 reimbursed, the rate is lower than it is for transfers.
- 180 ❖ People are having a harder time finding a primary care and home health care, so they
181 call 911.
- 182 ❖ Increased Medicare insured in Bennington results in a lower payment to us as does
183 insurance companies, in general, using "usual and customary" payments of a few years
184 ago that don't translate into the inflation rates of today.
- 185 ❖ Our revenue for patient services is projected to be flat from last year even though the
186 volume is up.
- 187 ❖ Our expenses are up everywhere - we have continued to give raises, insurance costs are
188 up, fuel cost is up, etc.
- 189 ❖ We've looked into a hybrid ambulance. They're far more expensive and don't have a
190 range of operation that will get us to Albany and back.
- 191 ❖ We ordered vehicles in April 2020 that we don't have yet and are always looking into
192 smaller vehicles that are as efficient as possible. We have taken a couple of demos due
193 to the delay.
- 194 ❖ An ambulance ordered today is a wait of 28-36 months with the cost being 44% higher
195 than 3 years ago.
- 196 ❖ We are concerned with the current trends of fixed income and equities both dropping
197 that our endowment is decreasing at an accelerated rate.
- 198 ❖ We have tried to spearhead consolidation at the State level but that has not gone
199 anywhere.
- 200 ❖ We are also trying to get payers to pay closer to the true cost of services to stop
201 throwing payments back to the towns and the taxpayers. Unfortunately, this will take
202 more than the individual agencies efforts. The only way to get action is to get the towns
203 across the State involved.
- 204 ❖ We were supposed to be cut in Medicare on December 30th but that didn't happen.
205 There was an increase but 2% was withheld due to budget issues. There was an
206 initiative on the federal level for this, however, this is not reciprocated on the State level
207 for Medicaid. Medicare is federal; Medicaid is State.
- 208 ❖ There is no legislation on this and we've tried to get our district to take it on and they
209 haven't.
- 210 ❖ The amount that was approved by the voters in 2017 has decreased and isn't
211 sustainable.
- 212 ❖ We do 5,400 calls for all the towns that support us and we are losing \$60,000.

- 213 ❖ After 2017, we were asked to have a spending policy which we did that included 5% of
214 our endowment. This year to be level funded, we anticipate that it will be more than
215 12%. Will the market turn around - probably - but we are not sustainable now.
- 216 ❖ Hospitals can't move people and it isn't just an SVMC problem. UVM is calling BRS
217 asking if someone can take patients from Burlington hospital to another facility.
- 218 ❖ All towns are having the same problem - money and people.
- 219 ❖ It won't be this year or next but we don't know how regionalization will look in the
220 future.

221 *Board comments/questions answered my Mr. Giroux, Mr. Peat, and Mr. Murphy:*

222 Mr. Carroll: Are the 911 calls refusing to go to the hospital? *Some are because they're out of*
223 *options for help and don't really need to go to the hospital and/or because we have received a*
224 *911 call from a family member that doesn't live locally expressing a concern. Also, taking*
225 *someone to the hospital must be medically necessary for us to get paid for the call. Otherwise,*
226 *the patient would be billed directly and probably won't pay. Telemed is the wave of the future*
227 *but it isn't here yet.*

228 Ms. Perrin: Where are we at with consolidation? *We don't really know yet, but we do know that*
229 *you could save on administrative costs but probably not on the direct service expenses. We*
230 *have tried to get all of the agencies to the table but it hasn't worked. It is similar to having*
231 *consolidated the schools. "It's a patchwork of little agencies throughout the State."*

232 Ms. Perrin: Why would some towns hold out? *It's not the towns holding out, it's the agencies.*
233 *"It's a résistance to change." That's an important distinction because the key to force the*
234 *agencies to the table are the towns because the taxpayers are where the expense is going to*
235 *fall.*

236 Mr. Lee-Clark: One thing this Board could do would be to invite the other town Boards for a
237 discussion regarding this issue and our mutual funding of EMS services.

238 Mr. Lee-Clark: Clarification - were the 911 calls at 5,400? *No, that includes 911 (at 4,500),*
239 *refusals, non-transport, and transports. This is a 15% increase in 911 calls since 2021.*

240 Mr. Lee-Clark: Realizing, of course, that it depends on the market, are we talking 5 years to
241 deplete the endowment? *3-4 years because we have been good stewards of our investments*
242 *through the years.*

243 Ms. Jenkins: We appreciate everything that you do for the community but noted that last year
244 this same conversation took place and the BRS was asked to report back to the Board on the
245 progress of the consolidation during the year, and did not. It is frustrating that we only get the
246 "building is burning down" report at budget time. *Actually, it has happened, but because of*
247 *relatively recent attrition within the other agencies for whatever the reason, since we were the*
248 *only ones left at the table, we've decided that we need another approach. We will, however, do*
249 *a quarterly report to the Select Board in the future.*

250 Ms. Jenkins: A couple of years ago there was discussion of partnership with the hospital. Is that
251 not a feasible plan? *That hasn't happened because our local hospital is merging with a large*
252 *entity and that would have to take place first. Also, if the new hospital entity and BRS*
253 *collaborate, that isn't going to be beneficial to Bennington's 911 system.*

254 Mr. Carroll: Added that he mentioned going to talk to Tom Dee a few years ago for him to parse
255 out the calls. *We've had that conversation and we can't partner with the hospital because we*
256 *have too many 911 calls and can't do all their transfers. Things have changed. It is too*
257 *expensive for any agency to have an ambulance just sitting there waiting for a transport.*

258 Mr. Carroll: Reiterated talking to Tom Dee.

259 Mr. Lee-Clark: Three things need to happen - 1. This Select Board needs to be in communication
260 with select boards from other towns in the region to invite them to a discussion on the funding
261 of EMS services; 2. Communication with legislative staff and administrative staff within the
262 State, as well as, nationally. The only way that insurances in the State will change is if the
263 legislature makes them; 3. Educate the people of Bennington to this situation. *We agree,*
264 *however, given our payer sources, there are many that education will fall on "deaf ears". Also,*
265 *because we do receive this funding from the Town, we are obligated to answer all of the 911*
266 *calls.*

267 Ms. Perrin: Didn't realize that you were paid more for a transport than for a medical service so
268 working with the legislature to change that is certainly something to do. *It is a bigger issue than*
269 *BRS approaching the legislature or the Insurance Commissioner. The agencies don't have the*
270 *dollars to lobby in Montpelier.*

271 Ms. Jenkins: This fall was when the legislature asked what they should be focusing on. Now
272 they're in session and we're "behind the 8-ball here" so it imperative for BRS to address the
273 delegation to see what can be done, as well as, talking with other agencies and services. *We*
274 *thought the Vermont Ambulance Association would be more powerful but they did not seem up*
275 *to the task. We did think we would have something to come back to you with but then "the*
276 *wheels started to fall off the cart."*

277 Mr. Carroll: Suggested signing a contract with the nursing homes. *We are already the*
278 *ambulance of choice and the nursing homes contract rate is lower than anything we would*
279 *receive from any insurance provider plus they want the residents to pay, not them. Some*
280 *nursing homes are no longer locally owned so they are using the standard from where they are*
281 *located (New Jersey) which is lower than here. Even at that, we will always look into contracts*
282 *as long as it doesn't pull resources away from our 911 services.*

283 Ms. Conner: Is there a way to refer a 911 call to another service that has been determined
284 would be more what the caller really needs? *Yes, we're in discussion about that now. It requires*
285 *a waiver from the State and we are now working on how the process would work. To begin with*
286 *they may get an ambulance with only one person, but as we are able to get more information*

287 *from the call, we may send another vehicle with one person. It still requires staff and resources*
288 *but it is a work in progress. For the people that are “high utilizers” - call 50-60 times/month -*
289 *we do involve UCS to maybe have someone go talk to the individual.*

290 Ms. Conner: So much of what needs to change is out of our control even if/when we participate
291 and so long for the changes to go into effect.

292 *Public comments/questions answered by Mr. Giroux, Mr. Peat, and Mr. Murphy:*

293 Tina Cook: Suggested going to the Vermont Community Foundation for grants; talking to
294 legislators is very important; insurance companies have made huge profits and should be
295 contributing a lot more for payments of services; partnering with the Visiting Nurses
296 Association may be an option; and Southwest Tech may be a long term solution.

297 **4. BUDGET WRAP UP**

298 The following budget wrap up was done as follows:

299 Tina Cook: How often are we audited? *Mr. Hurd: The budget is not audited but the Town is*
300 *audited every year with a public report to the Select Board.*

301 Tina Cook: Found several calculations incorrect in the budget and will meet with Finance
302 Director Melissa Courier privately to explain to Ms. Cook how the budget calculations are done.
303

304 *Board discussion on the FY24 Agencies Funding Allocations:*

305 Mr. Carroll: Against the increase for the BRS because they haven’t done their “due diligence”.

306 Mr. Lee-Clark: If we don’t increase their 10% request then they will take it from their
307 endowment which will deplete quickly if they start drawing from principal.

308 ***Jim Carroll moved that the Bennington Rescue be level funded from FY23. The motion***
309 ***failed for lack of a second.***

310 ***Bruce Lee-Clark moved and Sarah Perrin seconded to fund the Bennington Rescue***
311 ***Squad for their FY24 request of \$226,870 and tie it to quarterly presentations to the Select***
312 ***Board and mandatory conversations about Select Board liaising with the Bennington Rescue***
313 ***Squad Board of Directors.***

314 Ms. Jenkins is frustrated that they didn’t report back to the Board as they were asked to
315 and doesn’t see why the Town should pull towns together since they are a private EMS service.
316 “This is not a Town issue” and is saying that with full recognition that we need a rescue squad
317 that provides invaluable services.

318 Mr. Lee-Clark added that if we’re to support any private company at this level, we have
319 an obligation to the taxpayers to push for consolidation. We support the Library, also a private

320 company for \$.5M and Ms. Jenkins added that is why we have a Board Liaison to the Library to
321 make sure they are seeking grants and other funding sources.

322 Ms. Jenkins also agreed that we do have a role to advocate like we did for Pathways
323 Vermont to the legislature.

324 Mr. Corey stated that the \$20,000 shows our support and regular quarterly
325 presentations should be required.

326 Ms. Conner feels that not giving them their increase would be punishing them for not
327 coming back to us, and not sure if that is “mature or fair and a little petty”.

328 ***The motion carried unanimously.***

329 ***Jeanne Conner moved and Jim Carroll seconded to allocate \$512,940 to the***
330 ***Bennington Free Library in FY24.***

331 As the Library liaison, Ms. Jenkins noted that there have been 2 meetings and they have
332 “taken to heart” several of our recommendations from previous years, such as energy efficiency
333 with grants and rebates. They are also promoting the open meeting law to educate the public
334 to all of what they are doing as was written in Vermont Digger on their work with individuals
335 where English is not their first language. They are an engaged Board that is stepping up to
336 make the community aware that they are actively soliciting our input.

337 Mr. Haley added that he was the liaison before Ms. Jenkins and they do look for
338 alternate funding sources.

339 ***The motion carried with Gary Corey abstaining.***

340 ***Bruce Lee-Clark moved and Tom Haley seconded to allocate \$33,380 to the BCRC in***
341 ***FY24. The motion carried unanimously.***

342 ***Bruce Lee-Clark moved and Jim Carroll seconded to allocate \$2,700 to Paran***
343 ***Recreation and \$42,500 to the J. McCullough Library in FY24. The motion carried***
344 ***unanimously.***

345 Ms. Jenkins explained that all other agencies were level funded from FY23. Agencies no
346 longer had to petition but the requirement was that they provide funding information from the
347 previous year, a budget for the next year, and a narrative. Mr. Hurd reached out to several
348 organizations that had not submitted by the deadline. This decision should be revisited and
349 make it a hard and fast deadline.

350 ***Bruce Lee-Clark moved and Tom Haley seconded to take no action on the Lake Paran***
351 ***Association request for the Bennington County Conservation District in the amount of***
352 ***\$16,500. The motion carried unanimously.***

353 **5. EXECUTIVE SESSION**

354 **A. PERSONNEL**

355 *At 11:50am, Bruce Lee-Clark moved and Tom Haley seconded that the meeting was*
356 *adjourned finding that an Executive Session be held on Personnel as premature public*
357 *knowledge would place a person involved in the subject matter at a substantial*
358 *disadvantage. Action will be taken when going back into Open Session. The motion carried*
359 *unanimously.*

360 *At 12:10pm, Jim Carroll moved and Tom Haley seconded to go back into Open Session.*
361 *The motion carried unanimously.*

362 *Bruce Lee-Clark moved and Jim Carroll seconded the following salary amounts for the*
363 *3 positions that were discussed in Executive Session:*

364	<i>Town Manager</i>	<i>=</i>	<i>\$124,490</i>
365	<i>Town Clerk</i>	<i>=</i>	<i>\$ 97,340</i>
366	<i>Town Treasurer</i>	<i>=</i>	<i>\$ 17,240</i>

367 *The motion carried unanimously.*

368 *Bruce Lee-Clark moved and Jim Carroll seconded to approve the FY24 as amended*
369 *before it goes to the voters. The motion carried unanimously.*

370 *At 12:13pm, Jim Carroll moved and Tom Haley seconded the adjournment of the*
371 *meeting. The motion carried unanimously.*

372

373

374 Respectfully submitted,

375 Nancy H. Lively

376 Secretary