

**Village of Ludlow Electric Light Department
Special Meeting Board of Commissioners Meeting Notice**

Date 10/3/2024

4:30 Ludlow Town Hall, Howard Barton Jr. Conference Room

Agenda

- 1. Call to Order**
- 2. Consideration of any Changes, Additions, or Removal to the Agenda**
- 3. Comments from Ratepayers**
- 4. Managers' Report**
- 5. Superintendents Report**
- 6. Executive Session (Personnel)**
- 7. Discussions of Substation Transformers**
- 8. Collective Bargaining Agreement**
- 9. Fiscal Procedures**
- 10. Other Business**
- 11. Adjournment**

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Date 10/3/2024

4:30pm Ludlow Town Hall, Howard Barton Jr. Conference Room

1 **PRESENT COMMISSIONERS:**

2 Vice Chair: Logan Nicoll

3 Clerk: Jean Strong

4

5 **OTHER MEMBERS PRESENT:**

6 Legal Attorney: Sarah Butxon

7 Superintendent: Brett Sanderson

8 Manager: Chris Recchio

9

10 **OTHERS PRESENT:**

11 None

12

13 **Call to Order**

14 Vice Chair Logan Nicoll called the meeting to order at 4:44 p.m.

15

16 **Consideration of any Changes, Addition, or Removal to the Agenda**

17 None

18

19 **Comments from Ratepayers**

20 None

21 **Manager's Report**

22 Chris Reccio stated for the last two weeks, I have basically met with key staff and a few
23 more people I've talked to. I've talked to most of the staff. I've talked to all of the office
24 staff, Brett, the engineer. I would love to talk to the other people in the outside plant, but we
25 haven't done that yet. I feel like I've gotten a better handle on kind of what's been going right
26 and what's been going wrong and where the frictions are. I think what I want to do in future
27 reports, and I apologize that we're not able to do this now, I want to tell you what we've
28 done the month before, I want to tell you what we think is coming up the month ahead. I
29 don't have that for you today, but what I can tell you is the things we've done so far is we've

30 placed a couple of computers. Brett told me about the system from his shop to our office in
31 terms of updating data is very slow. We are making a point-to-point connection there and
32 changing the computer, I think that will help that. OK, that's happening. I have talked with
33 people about the budget, and we'll talk more about that in a minute. I have talked with all
34 staff internally about how things are working, and some things are working well, some
35 things not so much. I've had meetings with Okemo already on a couple of things and did my
36 first VEPPSA meeting, which is the organization that deals with the kind of municipal
37 utilities. So, I think in the upcoming months what we have committed to is I need you guys
38 to get a budget and a capital budget. The budget is going to be for a year. The capital budget
39 is probably a five-year plan. I'm going to work with Brett, I'm going to work with other folks in
40 terms of what those mechanics look like and putting them in and seeing what the financial
41 ramifications are. I want to have this end of the month. You're meeting again on the 4th
42 Thursday of the month. So, my hope is that Michael and I and Brett will be able to come up
43 with that for you, an actual budget, plus the capital budget for the next five years. This is the
44 first time we've done this, so it may not be ready, but I'm pushing to try and make that
45 ready. Then the goal would be that you approve it in November or December. You've got a
46 month and a half to think about it and it goes into effect January 1st. That's the goal. If we
47 don't make it, believe me, it's not going to be the first time because it's not happened yet,
48 so we're OK. Then, I want to deal with, in terms of board level effort, I feel like you know the
49 things I want you to know about are the financials, the budget, personnel. I really want, and
50 you know, we'll talk about this, I guess in executive session, but I need the ability to have
51 people realize that I need to channel things up to you, and I need to hear from them what
52 they need and try and accommodate that. We'll talk about that more in executive session, I
53 think. But the reality is this organization cannot work with a multiple report to the board. I
54 don't want to surprise you at all, Brett, but I don't think that works. We could talk about why
55 I think that's true, but that's been, you know, my expectation for how things can work best
56 and what that means is then I take on responsibility for ensuring that any employees that
57 are reporting up through me, that I am working the best I can to support what they need.
58 That's 90% of my job. Ninety percent of my job is making sure that the employees of this
59 organization have what they need. Ten percent of my job is making sure that you have what
60 you need, and frankly, that I'm protecting them from you. I'm sorry to say that that abruptly,
61 but that's the reality, right, for board, executive director, managing director, department
62 manager positions. That's how it works in all places. So, we need to talk about that, and I
63 have no desire to change that quickly, except that I need you to know how serious I am
64 about that. So then in terms of stuff going on right now, we've been kind of swamped with
65 the Union negotiations.

66 Sara Buxton stated we won't comment on those publicly until they are complete.

67 Chris Recchio stated correct, they're ongoing. And then I would say that I really want to
68 work with the department staff to figure out what they need to do their job better and to try
69 and provide those systems and it's only been two weeks. What I have done is I have
70 interviewed most of the key staff. I've got a few more to do. I feel like I'm a getting better
71 understanding of what's going on. I feel like, and feel free to correct me Brett, I feel like I'm
72 gaining their trust in terms of, like understanding that my motivations are good. I could be
73 wrong, but that is true for me and if they feel differently, I hope they express that. But there
74 needs to be a reporting structure. I know you got an e-mail from one of my staff.

75 Sarah Buxton stated we'll leave the personnel stuff off.

76 Chris Recchio stated anyway, so the last two weeks have been getting to know people,
77 talking to them about their issues, understanding what's kind of working, what's not
78 working, seeing some quick things that we might be able to do as successes. The next
79 month is going to be more significant. It's going to be a regular annual budget and a capital
80 budget and figuring out getting that to you so you have time to consider it, because ideally,
81 like if we get it to you in October, you can consider it in November, maybe act on it
82 December. You have plenty of time, but truthfully, not to make you feel less important, but
83 the reason we need to do it now is because the accountant and I need to work on end of
84 year stuff in November and December. So, if we're going to do a budget I need to do it now, I
85 need to do it in October.

86 Logan Nicholl stated I was going to ask why there is a reason for the January to December
87 as opposed to.

88 Chris Recchio stated I came to into this and our fiscal year is January to December. So
89 that's what I'm dealing with. If you choose to change that, you are welcome to, but I'm not
90 at all trying to deal with that. I'm trying to come into the fiscal year that you're doing.

91 Logan Nicoll stated I have no strong opinions on fiscal year.

92 Chris Recchio stated you can do July to June. There are reasons to do it from January to
93 December. Right now, it's January to December. For ease of all our lives, I would suggest we
94 keep it January to December this year and talk about the advantages and disadvantages of
95 changing that going forward. So, I think that's it for me, I think that I'm going to work with
96 Brett. We have a terrific GIS system. I mean I am amazed at your inventory system here. I
97 want them to learn how to use it and be comfortable using it and feel like it's worthwhile
98 using. There's a bunch of things we're going to work together on, but I feel good about your
99 team, both the in-office team and Brett's team and there's a lot of potential here, but
100 there's been a lot of, to be honest with you, is this OK to discuss an open session.

101 Sarah Buxton stated I don't know what you're about to say. I would just avoid anything that
102 is sensitive to employees and that they would prefer not to have it about them.

103 Chris Recchio stated that's fine, so let me just let me just end this this way and say that the
104 overall system needs better communication coordination. The overall system, there are
105 things we can do easily to improve things with the personnel we have. They are good
106 personnel. We will work on that and next month, here's my plan for going forward, actually
107 toward the end of the month, because you're going to meet the 4th Thursday of this month.
108 I hope to have budget information with you, an actual report, the capital budget and the
109 annual budget as a draft and the outside plans report to you. If you're meeting on Thursday,
110 I would like to have it to Monday before or maybe Friday before. I recognize the need to
111 actually have some time.

112 Brett Sanderson stated street light maintenance: we had two metering, we started on the
113 23rd. Of course that's all been completed. Substation monthly checks: 20 Dig Safe
114 underground locates. Line maintenance: We finished cutting over East Lake Rd. We had
115 reset some poles a couple of years ago and finally finished that project up. Outages: on Fox
116 Lane we had two. Service Upgrades: Scotts Terrace. Line trimming: Okemo multiple areas.
117 L35 which is the 2009 Ford F-150 had a tire leak and also the fuel gauge is gone in it. Safety
118 meeting topic was rubber gloves and isolate and insulate. Shop maintenance: lawn
119 mowing and weed killing. Credit card: I guess they're working on the issues and trying to get
120 that approved.

121 Logan Nicoll stated random question but is there any communication between us and the
122 planning and zoning office when there's Dig Safe locates.

123 Brett Sanderson stated no, unless you request things safe to be notified. We get notified by
124 Dig Safe, they notify us and whoever else is on their list, Green Mountain Power, TDS,
125 Suburban Propane, they get notified. Pretty much anybody can be put on it.

126 Logan Nicoll stated would there be any reason for us to maybe communicate with the
127 zoning office just like "hey, it looks like somebody's building here. Do they have a permit."

128 Chris Recchio stated You could certainly do that, What I'm observing, because I'm getting
129 Tom's old emails, is there are some Dig Safe notifications, paving someplace or something
130 like that. I'm more concerned that that our folks are doing Dig Safe when we need to. I
131 guess the issue is whether the Dig Safe stuff that is not utility related get through. I mean,
132 we can certainly relay the utility related stuff to you if you want. It's a little bit crazy, I will
133 tell you, I'm not sure you want to do that. I think you just want to know that we're doing that.
134 But if you do, you can. But I think the other Dig Safe stuff like, I got a couple of notifications
135 of repaving and doing a culvert or something that doesn't affect the electric utility. It's good

136 to know it's there, but it's not affecting us. And so, I don't feel like you should necessarily
137 have to engage in that.

138 Sarah Buxton stated can I just ask when you go out to do it, your team goes out and does it.

139 Brett Sanderson stated we do our own.

140 Chris Recchio stated you do your own Dig Safe and do you report it to Dig Safe system.

141 Brett Sanderson stated Dig Safe notifies us. We go out and do it ourselves. We don't sub it
142 out to Green Mountain Power. We do our own Dig Safe. We mark it and if there is any
143 question, we take pictures and file it with Dig Safe.

144 Chris Recchio stated can I ask what type of equipment do we have for that. Do we have
145 electronic detectors. You feel like you have what you need.

146 Brett Sanderson said we've got the electronic finder we can clamp on the trees and any
147 time there's anything in question we take pictures.

148 Sarah Buxton stated I have a different client. We're working on some infrastructure projects
149 and needed to know what was underground and didn't have the benefit of having a utility
150 that was also, in the same family. So, I can see that maybe as a long-term project you
151 explore whether any of these findings can kind of be kept more easily accessible to the
152 municipality, because if they ever did need to do some expansion of wastewater and
153 anything like that, you would already have that work all done. But then again, I guess the
154 other side is like you're already in the family, it's easy for you to just come and do it at the
155 time.

156 Chris Recchio stated I think the key is making sure he has the tools to do what he needs to
157 do because there's not just electrical, there's fiber, there's gas, there's water, water, sewer
158 and these are all detectable by different means. And to make sure you have the means that
159 you need to do that. Or if you don't, they contract with somebody who does.

160 Jean Strong stated I think that Logan, maybe part of his question was, correct me if I'm
161 wrong, that they might be out doing a project and the zoning office, or the planning office
162 may not even be aware of the project. I could be wrong, but I think that is something that
163 might occur, especially in this town, with all the development that's going on.

164 Chris Recchio stated it certainly could be and I hope our staff just kind of backs out of that
165 gently and says I'm not in charge of planning and zoning. How do you deal with that, do you
166 stop or do you keep going.

167 Brett Sanderson stated we just go and mark our stuff.

168 Sarah Buxton stated because you all do live in the same house.

169 Logan Nicoll stated I wonder what kind of communication there is from the zoning office as
170 well. That like, hey, there's a building permit here that will involve some digging or
171 excavation and are you aware and has anybody requested Dig Safe. Then the other way as
172 well, like somebody requested Dig Safe, do they have a permit to even do what they're
173 doing or not. I just wonder about, you know, just whether there's an opportunity there to
174 improve communication.

175 Brett Sanderson stated yes that just another step that's all.

176 Chris Recchio stated since I've been on the e-mail and getting Tom's emails forwarded to
177 me, I've gotten a few Dig Safe notifications. They've been mostly about paving. They've not
178 been about our stuff. Brett, you and I could talk about do you want those, do you already
179 get them.

180 Brett Sanderson stated I already get them.

181 Chris Recchio stated I'm trying to figure out what to forward and what not to. So, if you
182 already get them, that's great.

183 Brett Sanderson said I get them. Brian gets them. So, if I'm not there, Brian will get them.

184 Chris Recchio stated but I do want to make sure that like, if there's a Dig Safe project that
185 we're initiating, you feel comfortable we have systems in place to make that happen.

186 Brett Sanderson said I just file them online.

187 **MOTION by Logan Nicoll and seconded by Jean Strong to move into Executive Session**
188 **for the purpose of discussion of an employment matter. Motion passed unanimously.**

189 Logan Nicoll stated motion carries. Joining us will be department manager, superintendent
190 and legal counsel. We expect this to take 15 minutes.

191 Jean Strong stated, could we maybe go through the other items and then move the
192 executive session to last.

193 Chris Recchio stated we're already in executive session, do you really want to back out of
194 that and do this.

195 Jean Strong stated I will withdraw my motion.

196 Chris Recchio stated this, I think, will only be about three minutes.

197 Sarah Buxton stated I think we have a couple of things to talk about though and so I think
198 the idea would be, because we've been in a situation a couple of times we've been sitting
199 outside for like an hour.

200 Logan Nicoll stated we will back out of executive session. Withdrawing the motion. So,
201 we're going to skip over the executive session for now and come back to it later and for now,
202 move on to the discussion of substation transformers.

203 Brett Sanderson said I just kind of wanted to bring everybody up to speed because this is
204 going to be one of the big line items on our capital project. Our engineers informed us that
205 it's time to update the main transformer and Howard Barton Jr. sub. I've started to price,
206 and transformers were between 800 and 1.2 for the transformer. That's not including we've
207 got to do new containment and construction work, which is probably going to be another
208 150, on top of that. I'm guessing once we get the engineers working on the design of that
209 right now, so we can get good prices. The problem is, why I brought it to you is, we're going
210 to want to think of proceeding with this sooner than later because depending on which
211 transformer we pick, we could be up to four years for the transformer.

212 Logan Nicoll stated so this is one of those things.

213 Brett Sanderson said at least at least a year and a half.

214 Logan Nicoll stated we have not had much of a budget, so we don't have like a capital
215 projects fund to pull it out of.

216 Chris Recchio stated Brett and I are going to work on that in the next month or two and try
217 and get you at least a five-year capital budget. It's not going to be perfect. Can I just say
218 that. But it's going to be better than what you've had in terms of predicting when equipment
219 needs to be replaced, what new equipment needs to come in and we can do that. But
220 truthfully, I'm thinking we're going to present that to you with the regular budget in this
221 month, probably for November consideration and he's got huge expenses that he's trying to
222 fit in and huge lag times, which makes it even harder. He does not know actually how long
223 it's going to take for that equipment to show up.

224 Logan Nicoll stated so in general, just like brief history, when we're we go out to buy a
225 vehicle, how do we do that. How have we done that in the past.

226 Brett Sanderson stated in the past, we just went out and bought them.

227 Logan Nicoll stated cash.

228 Brett Sanderson said yes.

229 Logan Nicoll stated we don't take a note.

230 Brett Sanderson said stated no.

231 Jean Strong stated that's why we're where we are.

232 Chris Recchio stated It's small enough that we're able to do that. I'm sure we negotiate
233 some, right, and maybe if you want a more formal like 3 verbal quotes for the same truck,
234 we could do that. But the reality is that money is low enough that we can just, like do it. So,
235 there's no interest rate, stuff like that. This other stuff, when you get into the bucket trucks
236 and also further, you get into this other, bigger substation or materials. They're huge and we
237 need to kind of figure those out.

238 Jean Strong stated I have a question that's a really easy one. So, I'm assuming that this
239 substation is the one on Commonwealth.

240 Brett Sanderson stated no. The Howard Barton Jr. one is the one on 103.

241 Sarah Buxton stated so I think if you do end up having to borrow for this, which Chris may
242 be able to advise you on how that might affect your ability in your next rate case, that might
243 be a good thing, but you'll have to go through probably some of the municipal indebtedness
244 procedures which we can help you with and walk you through when you start talking to
245 lenders and stuff like that for a note.

246 Chris Recchio stated yes, you can't just borrow like oh, let me get a loan for this.

247 Sarah Buxton stated I know you must have done this for the town stuff, but have you ever
248 done any municipal indebtedness work before. Do you know what I mean by some of those
249 procedures.

250 Brett Sanderson said stated I do.

251 Logan Nicoll stated I've worked with municipal bonds.

252 Sarah Buxton stated there's some of that. The bank will require you to take certain
253 resolutions to be passed by the board and then letters from your attorneys and verification
254 of your debt-to-income ratios and your ability to pay for it.

255 Logan Nicoll stated so this is something maybe I should know, but how many substations
256 do we have.

257 Chris Recchio stated three.

258 Logan Nicoll stated what are there at the other ages.

259 Brett Sanderson stated Commonwealth is 20 years old. That was completely rebuilt.
260 Smithville: 2016 regulators were changed, and that cost was covered by Mag ***** at the

261 time because they did an upgrade. So that was covered by them because they had to be
262 changed for that purpose. The transformer in that sub I think it's 25 years old and that one's
263 40 years old.

264 Chris Recchio stated can I just say that they all look in great shape. I mean, the whole
265 system is really pretty good. You all should be very proud of that, as far as I've been able to
266 observe. So even though some things are old and we're replacing some things for upgrades,
267 I think you're in a very good position for that. I'm not talking financially. I'm talking
268 physically.

269 Logan Nicholl stated I wonder how does this playback into the latest. There was a bill the
270 legislature passed, just like the renewable energy standard is and just making sure that our
271 infrastructure can support renewable generation more locally. So, how are our systems in
272 terms of that and could they support more generation.

273 Brett Sanderson stated yes. Pretty much all of our substations are between 50% and 60%
274 load capacity at its highest point. So, during like summertime when we don't have loads,
275 we can switch and run off one sub if we needed to. Howard always believed and that's one
276 of the things we could stretch this one probably out a little bit if it really came down to it, to
277 really push because they've never been loaded at the max capacity. You know, they've been
278 treated pretty well.

279 Logan Nicoll stated we need to replace it but the four-year delivery is maybe not going to be
280 an issue.

281 Chris Recchio stated can I just say that I've worked with a lot of utilities around the state
282 from Green Mountain Power to other places and this this seems like a very strong system. I
283 think you've got a good team; you've got a good system and it's been borne out by the fact
284 that you don't have a lot of outages and when there's a storm or other things going on,
285 these folks are going other places to help because they don't need to do stuff in their own
286 system. I don't want to jinx it, but I just want to acknowledge that. But you know, as I look
287 across the state and at other systems, I think you should be proud of what you have right
288 now, OK.

289 Logan Nicholl stated so we're done there and onto the collective bargaining agreement.

290 Sarah Buxton stated so the standard around talking about collective bargaining
291 agreements is that you don't talk about collective bargaining agreements. So, if you want to
292 know details, we can go into executive session. I don't think it's necessary at this point, but
293 I think I can just let you know because you're the only one here that isn't a member of the
294 collective bargaining team, who spent the day today on it, that there is progress. I

295 anticipate that we will be closing in on agreement very soon and we'll have something likely
296 for you to review at your next meeting.

297 Logan Nicoll stated that's good enough for me. On to fiscal procedures.

298 Sarah Buxton stated Shannon asked me to put this here and I think it had to do with
299 Michael not doing one thing versus another.

300 Chris Recchio stated right, right, so here's the thing. You all got an e-mail from Michael.

301 Sarah Buxton stated on that part, if you're talking about personnel.

302 Chris Recchio stated I'm not, I'm talking about the substance. Is that ok.

303 Sarah Buxton stated yep.

304 Chris Recchio stated so the reality is he's correct. We have very limited staff and the way
305 this should normally work is that you have separation in accounting between accounts
306 receivable, accounts payable, who has jurisdiction over the checks, who can sign things.
307 Those all should be distributed among multiple staff. You know, in a bigger organization it's
308 hierarchical and you know you've got an accountant, you got the accounts receivable
309 person, you got the vice president, you got the president. They all can sign off on different
310 things. We don't have that luxury, but we need those same systems. So, as I've come in
311 here, I've realized that Michael has taken on a lot more responsibility than he should in
312 terms of all those different areas, in order to have the separation that we're really looking
313 for and he acknowledges this. This is not a surprise to him. We just need to work it out. I
314 need to schedule with him when things actually need to occur and how to accommodate
315 that and whether I need backup from some member of the board for check signing or other
316 stuff, I would say give me till the end of the month because we're meeting again the 4th
317 Thursday of the month right. By then I will have an answer for you as to how we're going to
318 establish these controls, because that needs to happen and it's ironic that Michael's
319 nervous about that now because that's what I raised with him right away. I said you've got
320 to be kidding me. You're the only person that's dealing with checks coming in, checks going
321 out. That can't be. It's no disparagement on any particular staff, it's just normal to establish
322 those so you can't have a problem.

323 Logan Nicholl stated I think this was one of my first questions when I got on this board and
324 gene and Jean and I had a very similar thought was just that, my familiarity with serving on
325 this select board or on the trustees was I didn't understand why we didn't have like a
326 warrant system. Why we have at least two members of the board sign off on purchases over
327 a certain amount.

328 Chris Recchio stated right. And we should get to that sort of thing. You should give me a
329 certain amount of authorization, but after that it should come to the board.

330 Logan Nicoll stated or at least communication with the Chair.

331 Chris Recchio stated I think certainly like truck purchases, and you know like buying a
332 building or doing something, I mean those all need to come to you. Stuff like normal
333 monthly payments to VPPSA for power or vendors for doing various things I don't think
334 does, but I think you should know what those are and I think you should have comfort that
335 that those are those are in place. I'm not sure because I think we've got to work on the
336 budget stuff next month, I'm not sure I'll have it entirely tight for you, but this is something I
337 want to revisit. I'll talk more about an executive session.

338 Jean Strong stated I think this has been lacking for a long time, so we appreciate your
339 working on that.

340 Chris Recchio stated there's a personnel component to this that I need to talk about in
341 executive session.

342 Sarah Buxton stated you've been a little bit aware that there has been some unknown-ness
343 about authority to sign off on large amounts. So just to remind you, the board, what you've
344 done in the last couple of meetings that I've been with you is when you've authorized
345 something to happen, you've authorized 2 signatures. So, it'd be Shannon and Tom or
346 Shannon and Chris, for example, this this Stone contract. So that's authorized to be signed
347 when it's finalized by two people. And what I might suggest is in the interim period, and
348 we've just been doing that ad hoc, you might set an amount such as you know \$5000 or
349 \$10,000 or whatever you guys might agree on to give yourself some legal comfort that if
350 there's an expenditure or there's a check that's going out the door that you're getting Chris's
351 signature and a board member or something like that. Before you get a policy that will kind
352 of lay out who and what. I only say that amount because I know that there are other utilities
353 that we work with where \$5000 is the amount, where it's department manager and board
354 chair. And so, if you feel like something is uncomfortable and you don't have time to put all
355 the pieces together, you could adopt something you know on the spur or next time and just
356 say from here on out we move than any check over a certain amount gets 2 signatures or
357 give them the discretion, or you can wait. So, I just wanted to throw that out there if you're
358 kind of grappling with what do we do from here. All of those options are ok.

359 Chris Recchio stated I think that I don't think you need to make any decisions tonight, but I
360 think what that points out is some of the complexity of this and then we need to get to a
361 point where you're comfortable with the mechanisms that we as managers are dealing

362 with. And I'm talking we as managers, really, Brett and me, right how we're dealing with
363 that.

364 Logan Nicoll asked if there was other business before executive session.

365 Jean Strong stated I just have a couple of things that I shouldn't take 5 minutes. This is just
366 kind of a housekeeping question, Chris, are you comfortable with where your desk and
367 office is going to be, do you need help with that.

368 Chris Recchio stated mostly. I think I'm okay. In terms of personnel discussion, maybe I
369 want to talk about it in executive session. But I think generally I'm surviving.

370 Jean Strong stated because I was kind of put in charge of that, to help get you located. So
371 please reach out.

372 Chris Recchio stated and now I have moved from that little space to Tom's space, which is
373 shared with Michael, we'll talk about that.

374 Jean Strong stated the other thing is I would like to be on the committee or help with the
375 process of hiring a new person and just be involved in that interview process or how that
376 works. I'll just put it out there. You reach out to me when you want to.

377 Chris Recchio stated absolutely. I think it might be in two stages. We might do some
378 screening first and then bring one of the board members in. This is about Kim's position.
379 She's doing accounts receivable, HR, and probably a bunch of other stuff. She's been there
380 20 years. We needed to advertise for it. And I appreciate you guys understanding that we
381 needed to do that because we need to have somebody in probably the end of November for
382 close of the year training, right, so they have training before the end of the year. But we
383 don't necessarily have to apply all of these duties. We can split it up. But truthfully, I'm just
384 too new to make a decision about that in two weeks. I just need to say, OK, let's get the ad
385 out and we'll deal with this. We've gotten several applicants, so this will be interesting.

386 Jean Strong stated I just wanted to be on the record that I'd like to be involved in that
387 process.

388 Chris Recchio stated yes, absolutely. Thank you, love. I would love to have at least one of
389 the members of the board to do this.

390 Logan Nicoll asked any other business. So, I talked about this a little bit before we started,
391 but I think this board maybe should have some sort of hybrid ability or hybrid function. It
392 feels like this room now does have hybrid function, so that's the one thing that I wanted to
393 bring up and this is just making sure that this meeting is publicly accessible.

394 Chris Recchio stated I think I think should advertise it every month.

395 Logan Nicoll stated I'm hoping that in future meetings we can get a Zoom link for the
396 agenda, and we'll have hybrid ability.

397 Sarah Buxton stated I think they're looking at your team to make that happen.

398 Logan Nicoll stated I think it's pretty easy and I volunteer myself to be able to start it.

399 Chris Recchio stated there are a couple of things I'd really like to straighten out before the
400 end of the month, which now only today did I realize you meet the last Thursday of each
401 month.

402 Brett Sanderson stated the fourth Thursday.

403 Chris Recchio stated this is obviously not the 4th Thursday of the month, but I want to get in
404 the schedule where we're providing you with this agenda, backup materials and what you
405 want on the agenda a week beforehand. We can certainly provide a Zoom or a Teams
406 meeting.

407 Sarah Buxton stated I think all you have to do because it was brand new as of like 3 weeks
408 ago is talk with Brandon, the town manager, because they just got a new system set up. And
409 I think all you have to do is ask him for how you access that. And then I think that's all you'll
410 have to do.

411 Logan Nicoll stated I'm happy to, you know, just know somebody that's a little more tech
412 friendly, I'm happy to be the one that starts here. If there are situations where certain
413 people that regularly attend can only attend via Zoom, I think that's one of the advantages
414 of having that so that people can join. I think when it's regular, Okemo Valley TV will plan to
415 be here.

416 Chris Recchio stated I think that makes a lot of sense. You just have to remember, which I
417 know you will, or Sarah will remind you, that when you ask for any public comment, you see
418 nobody here you, you've got to go there and see if anybody has.

419 Sarah Buxton stated I can help you too. There are some new requirements around
420 identifying yourself when you're in a hybrid meeting. It didn't used to exist when you have
421 meetings, and I found that to be a little bit cumbersome because some people dial in, and
422 they want to be anonymous. You have to identify yourself if you're not physically present in
423 the room.

424 Logan Nicoll stated so skipping back to executive session for personnel issues. We will now
425 move into executive session.

426 **MOTION made by Jean Strong and seconded by Logan Nicoll to enter into Executive**
427 **Session for the purpose of discussing an employment matter. Motion passed**
428 **unanimously.**

429 1. The board entered into Executive Session at ***** p.m.

430 2. The board exited Executive Session at ***** p.m.

431

432 Respectfully submitted,

433 Tina M. Jarvis

434 Recording Secretary

435

436

437 Shannon Barton Stark, Chairperson _____

438

439

440 Logan Nicoll, Vice Chair _____

441

442

443 Jean Strong, Clerk _____