

Selectboard Minutes
12/07/2020

Members Present by Zoom: Christine Werneke, David Sander, Roger Brown, Bard Hill
Absent: Katie Mather (who appeared from 9PM to 11PM for the Fair and Impartial Policing discussion)

Others Present by Zoom: Josh Arneson, Town Manager; Kathy Daub-Stearns, Admin. Assist.; Kyle Kapitansky, acting Police Chief; Ravi Venkataraman, Planner; Kendall Chamberlain, Water & Sewer Superintendent; Linda Parent, Town Clerk; Pete Gosselin, Highway Foreman, the meeting was recorded for MMCTV Channel 15, also present Alexis Lathem, Allen Knowles, Ann Naumann, Annie Lajoei, Ash, Bonnie Steuer, Brodie, Cathleen Gent, Christy Witters, Cody Quattrocci, Connie van Eeghan, David Rugh, Denise Noble, Doug Wysokey-Johnson, Emily Mitchell, Ernie Buford, Evelien Killian, Greg Elias, Hunter Wasser, Ike Patch, Jack Linn, Jana Brown, Jay Furr, John Rankin, Jon Kart, Judy Rosofsky, June Heston, Karen Yaggy, Katelyn Macrae, Kathryn Wysokey-Johnson, Kristen Mullins, Laurie Dana, Madeline Dougherty, Matt Leonetti, mluthy, Molly Dugan, Olga Cruz, Patty Burshett, Rebecca Starks, Rod West, Ruari Hutchenson, Samuel Lempie, Sasha, Sau, Stefani Hartsfield, Stevie Spaulding, Susan Parent, Terrance Naumann, Travis Fahey, Will Lambek

NOTE: CHAT NOTES ARE LISTED AT THE END OF THE MINUTES

Called to Order: 7:03 PM

Welcome by David

Comments from the public:

- Josh mentioned that a longtime resident recently passed away and the community would miss her.
- Rod West asked about working on the traffic ordinance for Cochrane Road before next summer

II. Executive Session: Legal Matter - Palmer Family Trust appeal of driveway variance and potential settlement of same*

Bard moved to find that premature general public knowledge about a legal matter would clearly place the Town at a substantial disadvantage; Roger seconded. Roll call vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

Bard moved to enter into executive session to discuss a legal matter under the provisions of 1 VSA 313(a)(1) of the Vermont State Statutes and to invite the Town Manager Josh Arneson, Town Planner Ravi Venkataraman, and Town Attorney Dave Rugh into the executive session; Roger seconded. Roll call vote: Roger, Christine, Bard and David voted affirmatively. Motion passed.

Roger moved to exit executive session; Bard seconded. Roll call vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

Meeting resumed 7:19PM

Bard moved to accept the settlement as discussed; Roger seconded. Roll call vote: Roger, Bard, Christine, and David voted affirmatively. Motion passed.

III. Items for Presentation or Discussion with those present

- a) Discussion of potential adjustments to Town Meeting due to restrictions in place to slow the spread of COVID-19 and review of draft warning

Josh reported:

- that the state gave permission for the Selectboard to move Town Meeting to Australian Ballot
- that there is a draft of the Warning for Town Meeting that is on the website
- that he put notices out to let residents know to join in the drafting of the budget

Discussion included:

- that there has been quite a bit of discussion surrounding the Warning for the Town Center Reserve Fund
- that the Warning is a draft that may change
- that the \$110,000 for the truck may need to be borrowed but if not it will be removed from the Warning
- that previously the Board thought they could expend up to \$150,000 but we have been told by the lawyer that those expenditures need to be approved by the voters.
- that it will be at least \$1000 for a post card mailing plus paying for the ballots as well as the postage at .80 per envelope if we move to Australian Ballot.
- that typically we print about 2/3 of the check list to have enough ballots
- that 3400 is the number of voters on the checklist and that 3000 voted in this past election
- that the cost will be at least \$3000 for the cost of producing and mailing ballots
- that Linda felt we should mail ballots to the entire check list for the optimum participation and not just a card that says you need to request a ballot.
- that Article 5 may need to be changed to remove "adjoining" and be replaced with "property"
- that people running for any Town Office do not need signatures provided the Selectboard agrees due to COVID
- that Articles 7 and 8 need to be voted on by Australian Ballot no matter what
- that Article 9 would not be needed if we vote by Australian Ballot
- that it would be cumbersome to get last minute items on the Ballot
- that Ike Patch suggested a ZOOM Town Meeting to keep the experience and to have a way of voting on non-binding issues.
- that Roger Brown said there will be a Selectboard Meeting even if there is not Town Meeting. Josh added that we are required to have an informational meeting 10 days before ballots are due should the decision be to move to Australian Ballot. Josh said he will check into whether at that meeting we could look at non-binding issues. David asked if we could do the overviews at that meeting as we normally do at Town Meeting. Roger thought that there are plenty of meetings for people to participate.
- that there may be something we can do to engage with each other on Town Meeting night
- that there has been more participation with ZOOM meetings than before them

- that the first meeting in January we should make decisions related to this

Linda Parent reported:

- that Town Meeting Day may be changed to May come January due to COVID

b) Review of FAQ sheet for a ballot item on retail sales of cannabis

Josh reported:

- that he put together the FAQ sheet and it is a draft that can be amended

Discussion included:

- that Christine asked if we could vote to have retail but not integrated licenses. Ravi said he thought that it would be for both.
- that Matt Leonetti said that integrated licenses will go to the existing licensees and are not part of this proposal.
- that Christine asked if there are existing businesses here in Richmond that want to sell cannabis. Josh replied that 2 residents have expressed interest in having it on the ballot and that they are not existing business owners.
- that Matt Leonetti said that he is a hemp and cannabis grower and there is so much ambiguity that interest is not very public
- that the next step is to finalize the FAQ and the question for the ballot.
- that Christine encouraged participants in the meeting to send information to Josh Arneson for inclusion in the FAQ

c) Consideration of approving application for the Bruhn Grant from the Preservation Trust of Vermont

Josh reported:

- that the Town Center & Library Committee have been working on the grant. He turned the meeting over to Laurie Dana:

Laurie Dana reported:

- that this is a grant through the Preservation Trust of Vermont
- that Preservation Trust of Vermont members have toured the library building
- that the amount of the grant is about \$100,000 and is funding from the National Park Administration
- that because it is federal money it would mean we would have to put the library on the national historic site registry
- that the Preservation Trust would have a 15year easement on the building and we would have to follow historical preservation guidelines for any exterior maintenance.
- that Roger asked when we needed to sign the trust document. Laurie Dana said we need to apply by Jan. 15. and we would need help to figure it all out.
- that the listing of a property on the federal registry does not have any restrictions other than the 15year easement unless we applied for additional federal funding.
- that this commits us to the library and that building for the next 15 years.
- that the repairs that need to be made could be paid for with the grant funds.
- that if the building is not going to be torn down in the next 5 years then
- that this is an opportunity to do something with both buildings.
- that when we spend millions of dollars on town buildings that we should have the discussion about whether we want a new building. Roger felt if we make the decision to go ahead with the grant then we are making the decision about what

- we are doing. Christine said that it means the building would have to stay, not necessarily that the library needs be there, it could be anything.
- that if we accept the grant, we need apply to the national registry, if we don't get the grant then we don't need to apply to the registry
 - that we are going to need to be in the building for the next 3 years no matter what and the building is in disrepair.
 - that Jeff Forward thought getting feedback from the community is important and that in the next year the Committee will be looking at the Town Center building and they could have a bond vote ready for next year
 - that the ballot does not spell out what we want to do with the town center campus
 - that Roger asked when we would hear about the grant decision. Laurie Dana said Feb. 5th. That Laurie said we could wait and not apply this year but there is a concern it might not be available. Roger said he wants to honor the process and is not opposed to the application for the grant, but he would like to see a few options presented to the public along with the costs. That spending 4-5 million dollars is inappropriate without doing that.

Roger moved to apply for the Bruhn Grant with Josh as the grant manager; Bard seconded. Roll call vote: Roger, Christine, Bard and David voted affirmatively. Motion passed.

d) Discussion of vandalism to fence on Dugway Rd.

Josh reported:

- that early in the spring the decision was made with the Richmond Land Trust (RLT) to put up a chain link fence to keep people out of the washout area
- that we have had trouble off and on where the fence has been cut and Pete Gosselin and his crew would repair it.
- that the fence has now been cut and partially thrown down the embankment, now with winter upon us Pete suggested jersey barriers and signage about there being an extreme wash out.
- that the advice Josh had been given is that those measures would limit the Town's liability

Discussion included:

- that Roger asked if this is the same legal advice we got in the spring. Pete said there were different issues then and that plan worked for the summer months. Now the fencing that was installed is destroyed beyond being fixed adding this will not totally keep people out. Bard said having signs on the barriers and a fence closer to the washout is what should happen. Pete said yes, we would have the orange barrier fence.
- the board agreed that this was a reasonable thing to do

e) Consideration of appointment to Planning Commission

Ravi reported:

- that there have been 3 applications submitted.
- that he did not recommend expanding the commission
- that the Planning Commission has had quorum issues related to connectivity issues and COVID has created commitment issues
- that the Planning Commission recommended Kaitlyn Littlefield be appointed to the Commission

Christine moved to appoint Kaitlyn Littlefield to the Planning Commission; Roger seconded. Roll call vote: Roger, Christine, Bard and David voted affirmatively. Motion passed.

Discussion included:

- that Bard asked why Kaitlyn Littlefield over the other applicants. Ravi responded that they wanted someone who could give perspective to Act 70 and the other applicants had skills similar to people already on the board.

f) Discussion of potential FY22 UPWP requests

Ravi reported:

- that the Transportation Committee is looking to have the projects move forward
- and that the bicycle project is their highest priority
- that the sidewalk scoping project for Jericho Road that would go from the school, under I-89 to Valley View Road where other segments added is their second priority
- that the Streetscape Design Standards would be standards that would be incorporated into zoning or public works regulations

Catherin Gent reported:

- that applications are coming due for many of grants that are available, so the committee needs feedback soon

Discussion included:

- that Bard thanked the Transportation Committee for their work on this adding that these projects resonate with him as projects that should be done
- that Roger said we need to start paying for this somehow and asked the Committee to come up with the amount that we need to start putting aside for these projects. Ravi said Pete may be able to address a sidewalk reserve fund that will be needed to be accrue funds over time. The matching funds needed for this year are already written into the budget
- that Pete said the sidewalk reserve fund is for existing sidewalks and this would be a different fund for new sidewalks
- that Ravi said it could be broken down incrementally and with the scoping project we will get a better idea on the costs due to topography. Cathleen Gent said the Committee could bring their thoughts to the Selectboard at a future meeting. Roger thought that would be great.
- this will come back next month for discussion and approval

g) Consideration of approving updated zoning fees

Ravi reported:

- that he took on updating this because fees have not been updated in 8 years.
- that our fees are low compared to other towns
- that he looked at what the expenses are associated with zoning fees – overhead fees, public notices, mailings, supplies, travel mileage and legal services.
- that in comparison to other towns our permit revenues are less than the surrounding towns and he shared his thoughts on what amounts to increase them

Discussion included:

- that Roger asked if other towns budget the same way we do. Ravi responded that other towns grant matches are budgeted for

- that comparing fees there are some things that we charge less for and others that are more in line with other towns. Bard asked why we would not increase our fees to get to 25% when we are at 13%. Ravi thought bumping things up to 20% over the course of 3-4 years would be good.
- that Ravi proposed the Zoning Permit Fee go to \$40 with a \$15 recording fee adding that the permit fee has always been nested together with the recording fee at \$45.
- that Bard thought increasing the fees in July 2021 to near 20% would be appropriate, Christine agreed and said that Ravi's analysis was well done.
- that Ravi will come back in January with numbers for approval.
- that Jack Linn said he was impressed with the presentation and thought we should just bump it up as high as we can go since we are the highest payers for water and police so this would just follow that trend

h) Follow up on Rt. 2 speed study from VTrans

Josh reported:

- that there was a Route 2 request for a speed study from both Richmond and Williston Town.
- that it was recommended that the speed limit remain the same

Discussion included:

- that the speed limit study recommends the speed people are going
- that the variables like having a 6" shoulder and a farm were not looked at
- that if there were accidents then it would impact it but there have not been many
- that despite of the results of the study could we request to lower the speed and provide the rational for lowering it
- that Pete suggested that if both towns (Richmond and Williston) are looking to have it 40 MPH then he did not see why VTRANS would not support that
- that Josh will see if Williston is in favor of it being 40 MPH

i) Update from the Richmond Racial Equity Group on suggested changes to the Fair and Impartial Policing Policy *NOTE: comments from the chat are listed at the end of the minutes.

Josh reported:

- that the Racial Equity Group met with himself, Roger Brown and Kyle Kapitansky and that they have some ideas of what they would like to see adopted. It can come before the Selectboard, but the Police Chief would have to adopt the policy to have it enacted

Connie van Eeghen reported:

- that she is part of the Equity Group that put together the report and that it is on the Town's website as part of the packet to tonight's meeting.
- that because we are doing this for migrants and there are not migrants in the group, she asked Will Lambek from Migrant Justice to translate for Enrique Balcazar, a migrant worker

Will Lambek translated:

- that Enrique is part of the undocumented farm workers and he would like to let us know what it is like to live in the shadows, in fear of the police.
- that despite that fear they have been speaking out because they have a great urgency to build a wall between law enforcement and immigration
- that as a community they have worked to have no police cooperation with federal immigration agencies.
- that to appease the president, VT allowed loopholes that allow collaboration between local and federal agencies.
- that the weakened policies resulted in one person being deported after a traffic stop
- that another example is that there was a border patrol called as back up that resulted in two others now in the deportation process
- that more recently there was a case where the State Police sent information to ICE that resulted in someone being detained, who contracted COVID and died days after being returned to Mexico
- that the last case is when authorities called for backup and the federal officers were laughing and making racist remarks adding that those people were also deported
- that in each of those cases the law enforcement agencies used the loophole that allowed for collaboration and is the policy Richmond is currently using.
- that when he talks about the loopholes there is a document in the chat that talks more about them
- that in other communities they have passed policies that closed these loops
- that in each of those experiences he heard many doubts and worries as they heard in Richmond but at the end of the day towns did what was right to close the loops and stop the deportation and separation of families
- that he asks the Selectboard to hear their voices and adopt a new policy that offers relief from looking over their shoulders
- that he thanked Connie van Eeghan for inviting him and hearing what he had to say

Connie van Eeghan reported:

- that not everyone within the Racial Equity group has the same idea on what should be done
- that she asked the Selectboard to consider that they want the community to be safe, that they believe the policing policy is important, that the process we use is to work with civility because that is the way we want to live, that in 2017 the change that took place allowed towns to communicate with ICE and the proposed Fair and Impartial Policing Policy (FIPP) has those words removed.
- that the best thing would be to have agreement but even within the group there is no agreement
- that the report has language that is suggested
- that with the language removed from the existing FIPP the Town would be contradicting federal law and we should be mindful of that and that is the sticking point within the group
- that the last item is police culture and there is no data that says here in Richmond we see a problem adding that Kyle Kapitansky, the acting police chief, has let the group know what he sees are his legal responsibilities

Discussion included:

- that Wafic Faour said this is a matter of equal rights and we should not devalue that. He said we are asking for the Selectboard to bring the law to pre-Trump times and not allow families to be broken up or allow them to live in fear. He said Richmond farms need migrant workers or they would not be here. He asked for the Selectboard to be brave and adopt the new policy
- that Roger thought it was exceptional that the group all had the same goals
- that Annie Lajoie said that allowing the loopholes to remain is not ok and that she was born here in Richmond, but her husband was at one time, an undocumented person from Peru. She told a story from her husband's past where he had been assaulted and was in fear of deportation so did not go to the police
- that Katie Mather thanked everyone and wanted to make the procedural point that this is the first time legally that the Selectboard has been able to talk about this adding that her questions are not intended as her not agreeing. She asked if we adopt this and an employee calls immigration can the employee be disciplined. Connie van Eeghan replied that it is the responsibility of the Town to decide adding that she did not get a legal opinion on that question. Ann Naumann said VT legalized marijuana and that is in contradiction with the Federal Government. Katie Mather said she is worried that we are making a statement that the policy protects migrant workers when it may not. Will Lambek replied that there is not a clear answer, it may depend on the circumstances. He said he sees the issue as enforceable adding that the report shows that if a local officer did not follow the new policy using the argument that federal law allows it would not stand and he could be disciplined although there is no precedent in VT. Katie Mather asked if migrant workers would know that this is not 100% safety for them, that police do not always follow their own rules. Will Lambek asked Enrique Balcazar if he understood that the policy change might not be 100% safety from deportation; he replied: that we have not seen that play out. We want to have a policy and then the town can talk about how to enforce it. If an officer decides to violate the new policy, then we would support the person in trouble adding that the first step would be to have the policy.
- that Ann Naumann thanked the Board for considering the report and hopes that it will be read and then we can meet again in January to talk about it some more adding that she believes that it is the right thing to do
- that there is no legal method for the migrant workers to get here
- that it returns the policy to pre-Trump and there is some hope that if enough towns do this then it may cause the State look closer at the state policy
- that Migrant Justice has been working on this and rewriting the policy and not adopting theirs would make their job harder.
- that Denise Nobel said she fully supports the new FIPP
- that Cody Quattricci said that the policy would strengthen the police department
- that Gretcvhen Paulsen agreed in rewording the policy
- that Chris Wasser supports the FIPP rewrite
- that Sau supports the FIPP rewrite
- that Jay Furr said the video of the life of a migrant worker had 100 participants and on basic humanitarian needs he supports the new FIPP
- that Madeleine Granda supports the new FIPP
- that Brodi O'Brien supports the new FIPP and thanked the Selectboard for taking the time and having the forum for the discussion
- that Terence Naumann said that just because it may not protect them 100%, we should do this anyway

- that Roger Brown said he was curious who was here 2 years ago when we were hiring the new police chief. Wafic Faour said 2 years ago deportation was not happening like it is today. He said that the Selectboard should police the police, not the police policing themselves. He said he is always worried about what is happening and how ethnic people are being treated. He said it is an action and reaction. If the police are doing something wrong, then we have to protect them. The more deportation is happening then the more reaction.
- that Patty Brushett she was at all the meetings then and this process as well. We should screen the new chief and if he says no, we should pick someone else. She did not understand why Roger asked the question and she felt it was antagonistic. Roger said this is a hard decision to make and there has been a lot of rhetoric and how to create an enforceable policy was an issue. Jay Furr said he thought he knew where Roger was coming from. He said this is a hot issue and he wondered if a year from now, will people move on to another cause. Jay also said that earlier in the meeting we applauded unprecedented voting thanks to COVID. Now there is a town population that can participate remotely. If there was an opportunity like this 2 years ago, he thought they would have taken it
- Roger apologized to Ann Naumann and Wafic Faour for being inflammatory adding that we have a police department we can be proud of. How we treat migrants in Richmond is not a new topic. David Sander reminded everyone that Roger led the discussion on unbiased policing and was instrumental in hiring our last chief
- that Christy Witter's thanked everyone for their hard work
- that David said there is a lot to work with and he was certain a policy would be able to be done
- that Bard asked for next steps. Ann Naumann said she hoped to come back in January and have the Selectboard be ready to adopt something then have the new chief adopt it
- that Bard would like to hear from Josh, Roger and Kyle who participated in the meetings and then have a bigger discussion
- that Ann Naumann would like to have some public education on this so maybe the second meeting of January would be a good time to meet again

j) Consideration of acceptance of errors and omissions report for Grand List

Josh reported:

- that this is an annual process

Roger moved to accept the report; Bard seconded. Roll call vote: Bard, Roger, Christine, and David voted affirmatively. Motion passed.

k) Opening of negotiations regarding police union contract

David reported:

- that he received a letter to open negotiations
- that he asked who would like to be involved.
- that Roger volunteered, Bard and David said they would do it if no one else wanted to, Christine declined. Roger and David will negotiate the union contract

l) Update on plan to hold special meetings of the Selectboard on Dec. 14 and Jan. 11 to work on the FY22 budget

David reminded everyone of the meeting dates, they will occur at 7PM

m) Review of letter from County Assistant Judges regarding an invite to pre-budget meeting

Josh reported:

- that there is an invitation to attend pre-budget meetings.

n) Consideration of approval of purchase agreement for plow truck

Josh reported:

- that this is in the budget but because it takes 9 months to get
- that Pete has gotten the state's contract amount
- that if it doesn't pass at Town Meeting Clark's will sell the truck to someone else

Discussion included:

- that Pete Gosselin said this holds our place in the assembly of the truck

Bard moved to approve the purchase agreement for a plow truck; Christine seconded. Roll call vote: Bard, Christine, Roger, and David voted affirmatively. Motion passed.

o) Update on Dugway Rd. project

Josh reported:

- that we are waiting on the Army Corp of Engineer permit
- that as soon as we have that in place the engineer will come to the Board about going out to bid

Discussion included:

- that construction timeline is 60 days. Potentially 45 days until traffic could pass.

p) Update on Police Chief hiring process

Josh reported:

- that we are still doing due process and hoped to have more information at the next meeting

IV. Approval of Minutes, Warrants and Purchase Orders

Minutes:

Bard moved to approve the Minutes of 11/16/2020, Roger seconded. Roll Call Vote: Roger, Christine, Katie, Bard, and David voted affirmatively. Motion passed.

Invoices and warrants:

Roger moved to approve the warrants, excluding the electronic warrant, as presented; Bard seconded. Roll call vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

Josh will send the warrant out for signatures using DocuSign.

Purchase Orders:

Bard moved to amend PO 3939 to Marshfield Rescue Supply for equipment in the amount of \$26,270.00; Roger seconded. Roll Call Vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

Bard moved to amend PO 4053 to TD Bank for the Fire truck and Dump truck payments in the amount of \$72,947.19; Roger seconded. Roll Call Vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

Bard moved to amend PO 4052 to MMUUSD for the 2nd quarter school taxes in the amount of \$1,687,221.08; Roger seconded. Roll Call Vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

Bard moved to amend PO 4054 to Pratt & Smith for the EV Charging Station in the amount of \$20,260.; Roger seconded. Roll Call Vote: Roger, Christine, Bard, and David voted affirmatively. Motion passed.

IV. Discuss Items for Next Agenda

Andrews Forest gate

FIPP thoughts from Roger, Josh and Kyle

Update parking ordinances Cochrane Road

COVID update

Discussion: Pete said that Highway has informal agreement or mutual aid with the other towns in Chittenden County. If we have to whole department go out then we would have to go to independent contractors. Employees are keeping low key and things have been great in his department. Kendall said that other towns are implementing a green, yellow, red system on their website to let the public know about delays or to be prepared. Josh thought we could set up a similar process.

VII. Adjourn

Roger moved to adjourn; Bard seconded. Roll call vote: Christine, Bard, Roger, and David voted affirmatively. The meeting ended at 11:36 PM.

THIS IS THE CHAT DISCUSSION THAT TOOK PLACE DURING THE MEETING AND IS COPIED AND PASTED WITHOUT EDIT:

00:44:55 Jay Furr: We had 1564 votes for US House District among the Democratic, Republican, and Progressive primaries in August.

00:45:18 Jay Furr: so, as Linda said, about 50%

00:50:49 Patty Brushett: I like that idea

00:51:25 Jeff Forward: Yes, good idea Ike.

00:52:05 Stevie Spaulding's iPhone: yes good idea, Ike. thank you.

00:52:11 Sau: 👍

00:59:08 Travis Fahey: There are restrictions that limit proximity to schools.

00:59:34 Travis Fahey: Integrated licenses will only go to established dispensaries to begin with.

01:05:46 Cody Quattrocci: Agreed Matt

01:12:46 Jeff Forward: The Historical Society could help with the application?

01:17:29 Ruairi Hutchison (he/him): Given the need for the money, we should apply.

01:17:45 Ruairi Hutchison (he/him): Application doesn't guarantee that we'll get the grant money.

01:18:25 Ruairi Hutchison (he/him): Understood, thanks.

01:41:15 Ernie Buford: I can't stay on the meeting any longer but wanted to voice my support for modifying the FIPP to restore the spirit expressed in that policy as it read leading up to the 2017 changes. Thank you.

01:42:46 Christine Werneke: Thank you Ernie

01:43:08 Ann Naumann: Thank you Ernie

02:00:02 Wysockey-Johnson: Doug Wysockey-Johnson here. Unfortunately I also have another meeting at 9pm. But before signing off, I also wanted to voice my support for returning the FIPP back to what it was in 2017. These are valued members of our community who should not be seen as a threat.

02:01:36 Madeleine Dougherty: I can't stay any later. Like Ernie, I want to share my strong support for changing the FIPP to the version proposed by Ann Naumann and Richmond Racial Equity. This policy will improve Safety for our neighbors, allowing them to be happier and stronger members of our community. I encourage the Selectboard to take this issue seriously as a matter of life and death for our neighbors, and pass this new policy.

02:02:16 Katelyn Macrae (she/her): Hello All - Katelyn Macrae here. I also would like to express my support for our migrant farmworkers here in Vermont and ensure that our Fair and Impartial Policing Policy protects these vulnerable Vermonters. Please know of my support for the work of the Richmond Racial Equality Committee in revising the policy language.

02:02:41 Katelyn Macrae (she/her): Unfortunately I need to leave now too. Thank you all for your important work.

02:04:25 Ruairi Hutchison (he/him): I need to sign off. The FIPP should pass as currently proposed. We do not need to alter it, as migrant workers have given a considerable amount of time and effort to the final product, and it is they who will be directly affected by it.

02:08:52 Colleen Flaherty: Hi All. I too need to sign off, but before doing so would like to voice my support of the modifications being proposed to the Fair and Impartial Policing Policy. All members of our community deserve to feel welcomed and safe. Thank you for hard work here.

02:10:18 Ann Naumann: Thank you all!

02:11:32 Sau: Thank you! The chat isn't part of the recorded meeting so I suggest also emailing of your support.

02:12:52 kathryn: Thank you for the opportunity to voice my support for the return to the earlier (pre-2017) version of the FIPP. It is an enormous discrepancy that the very people who are indispensable in our state's dairy industry, would be denied access to adequate

fresh food and health care due to fear of possibly being deported. We need to recognize their humanity and contributions to our communities. From personal experience, these are incredibly hardworking people who pose no threat to our state, and in fact, would add even more to our communities by feeling safe enough to be physically present in our towns in the few days/hours when they are not working at our dairy farms.

02:19:49 kathryn: I will email my comments, as well, but wanted to clarify that the message sent at 9:09pm in support of the pre-2017 version of the FIPP was from Kathryn Wysocky-Johnson of 249 Jericho Road. Thank you for the work of the Richmond Racial Equity Group.

02:30:19 Allen Knowles: I applaud Bard's point. Why does VTrans not consider the Complete Streets concept for this stretch of road?

02:33:46 Jeff Forward: It takes 18 seconds longer to drive a mile at 40 MPH than at 50 MPH.

02:40:45 Josh Arneson: Link to FIPP Status Report Update:
<http://www.richmondvt.gov/wp-content/uploads/2018/11/3i1-Richmond-FIPP-Working-Group-Status-Report-12-07-20-1.pdf>

02:56:30 Cody Quattrocci: Thanks Enrique

02:56:31 Emily Mitchell: Muchas Gracias, Enrique. Gracias por compartir tu historia con nosotros. Eres visto y escuchado. (Thank you, Enrique. Thank you for sharing your stories. You are seen and heard.) I completely support closing the loop holes in the current policy. We must have the courage to do the humane and moral right thing!!!

02:57:58 Josh Arneson: Link to proposed FIPP: <http://www.richmondvt.gov/wp-content/uploads/2018/11/3i2-Richmond-PD-markup-of-old-policy-9-17-20.pdf>

02:58:04 Patty Brushett: Thank you Enrique.

02:58:29 Ann Naumann: thank you Enrique and Will

02:58:36 Enrique Balcazar: Thank you

02:59:17 waficfaour: Thank you migrant justice

02:59:29 Ann Naumann: Proposed FIPP

03:10:33 Kristen Mullins she/her/hers: Thank you, Wafic. Very well-stated and appreciated.

03:12:01 Ann Naumann: Thank you Wafic

03:13:24 Connie van Eeghen: Thank you, Annie!

03:13:51 Sau: Thank you for sharing Annie

03:23:23 rebecca starks: I need to sign off but wanted to add my voice in support of closing the loopholes in the existing FIPP. So grateful for all the time put in by the RRE working group, select board, and police, and for the thoughtful discussion.

03:26:10 Molly Dugan: Thank you for the opportunity to hear this important discussion. I appreciate the work of the working committee. I strongly support the proposed changes to the policy so that it reflects the pre-2017 language of the FIPP. Molly Dugan

03:26:53 Ann Naumann: thank you Molly!

03:29:24 Ike Patch: Thank you for the opportunity to hear this important discussion. We strongly support the proposed changes to the policy so that it reflects the pre-2017 language of the FIPP. Ike Patch and Kathy Gruber

03:29:43 Connie van Eeghen: Thank you, Ike and Kathy!

03:29:45 Ann Naumann: Thank you IKE

03:30:45 katiemather: Thank you, Enrique.

03:32:21 Jeff Forward: There are guarantees for anything in life. What is clear is that the changes to this policy are better than the status quo and better represent our local values. I strongly support the proposed changes.

03:32:40 Jeff Forward: No guarantees.

03:34:22 alexislathem@gmail.com: I also fully support strengthening the policy, for all the reasons Wafic gave. It is the right thing to do. Thank you Balcazar, and all those who have helped us to understand this issue tonight.

03:34:47 Jana Brown: Thank you to the Richmond Racial Equity working group members, Enrique, Will and everyone who is speaking out on this important issue. All members of our community deserve respect and safety.

03:34:48 Madeleine Granda: Muchas Gracias, Enrique. I strongly support the adoption of the proposed FIPP. We must listen to the migrant community and hear them when they tell us that this policy is what they need.

03:36:38 Patty Brushett: This is the right thing to do. Please keep the language the same as the other towns.

03:36:51 Christy Witters: Thank you Ann, RRE, and the workgroup. The work that you have done is incredible. Thank you for being so thoughtful and looking at all sides of the issue. I support the work that you have done and the updated FIPP. Thank you.

03:36:58 Bonny Steuer: I strongly support the policy endorsed by Migrant Justice led by the migrant workers we depend on to feed our families.

03:37:05 Brodie O'Brien: I agree with Jeff; there is no perfect policy. But the best way forward is to center to the voices of impacted individuals. I strongly support passage of the proposed FIPP.

Thank you to the select board, the working group, migrant justice and the community for engaging the conversation.

03:37:19 Patty Brushett: Thank you Ann and Richmond Racial Equity

03:37:33 Jay Furr: thank you, everyone who spoke up!

03:38:04 Christy Witters: And, thank you Will and Enrique. I appreciate you.

03:38:06 Kristen Mullins she/her/hers: To be sure to have it on record - I also strongly support the policy being returned to the pre-2017 policy. And I send my appreciation to Enrique, Will, and the committees involved. As Ann is telling us, there is currently no legal pathway that would support the many migrant workers vital to the survival of VT's dairy farms to be granted legal avenue to be here. I am grateful for everyone working on our farms. And want to step up and support those without protections. Thank you.

03:39:44 evelien killian: Thank you to the Selectboard for taking this issue. I fully support for the revisions of the FIPP to protect our migrant farmers. We must protect these people and we must listen to them.

03:41:50 June Heston: This policy is a way to move our community forward in our efforts to protect migrants in Vermont. The Select Board should work in conjunction with the Richmond PD to ensure we adopt the revised FIPP to the pre-2017 version which has been supported by our Chittenden County States Attorney.

03:41:53 Sau: Life As A Migrant Worker event recording :
<https://archive.org/details/richmond-racial-equity-10222020>

(Hosted by Richmond Racial Equity and Migrant Justice)

03:46:38 Jeff Forward: Regardless of what happened before, our actions now count and we will be judged in the future by what we do now.

03:47:38 alexislathem@gmail.com: I was just as concerned about migrants two years ago. Just because I didn't follow the hiring of the police chief doesn't mean I wasn't concerned, or wasn't active in other ways.

03:48:54 Ann Naumann: I agree with what Patty is saying. Roger Brown is really out of line

03:52:32 alexislathem@gmail.com: Migrant Justice has been working for years on developing this thoughtful enforceable policy. With the support of thousands of people across the state. For years.

03:54:10 Jay Furr: The code of conduct for Milk with Dignity farms can be read here, FWIW: <https://milkwithdignity.org/milk-dignity-code-conduct>

03:54:22 Ann Naumann: Thank you Roger

03:55:27 Ann Naumann: thank you Brodie

03:57:53 Denise Noble: Thank you all. We must be willing to have uncomfortable conversations. That is the only way we will move forward. No one is perfect and we all make mistakes.

03:58:43 Jay Furr: thank you all!

04:00:28 Patty Brushett: beginning please!

04:00:37 Hunter Wasser (he/him): Hey everyone, I'm Hunter Wasser, I just want to hop on and say that, as a citizen here and new member of this work, I'm in support of reverting to the pre-2017 FIPP—all people in Richmond deserve justice in the face of systemic injustice. Whether we like it or not, we are the system right now.

04:03:54 Ann Naumann: Thank you everyone

04:04:24 Ann Naumann: Im signing off thanks again

04:06:23 Judy Rosovsky: Thanks to everyone from Migrant Justice and the Richmond Racial Equity working group for your work on this issue. I am with you in supporting a return the pre-2017 FIPP version. It has been pointed out that the prior version was supported by the Chittenden County AG and was in place at that ttime, so as such that may be acceptable to the Richmond Police Dept.

04:06:40 Judy Rosovsky: And thanks to the Selectboard for having this discussion.

04:18:50 Sau: Was item P on the Agenda mentioned?

04:19:50 Christine Werneke: Yes, Josh said he does not have an announcement. He is still working through the due diligence process and has nothing further he can add.

04:20:07 Sau: okay thank you Christine!

04:29:01 Connie van Eeghen: Thank you all. Heading out now...

04:40:04 Chris Wasser: thanks everyone!

04:40:17 Sau: Thank you all