

Town of Proctor Selectboard Meeting Minutes
Draft
September 26, 2016
6:00 – 9:29 p.m.

Board Members Present

Bruce Baccei, Chair
Bill Champine
John Jozwiak
Joe Manning
Frank Wolff

Employees Present

Brian Cannucci, Highway
Rhoda Grace, Assistant Town Clerk
Lisa Miser, Recorder
Stan Wilbur, Town Manager

Other Guests Present

Denise Anderson
John Anderson
Patrick Burke
Mike Canty
Bob Coons
Linda Doty
Judy Frazier
Carol Grace
Tom Grace Jr.
John Greenen, GMP
Terry Krinsky, TK Architects
Jodi Jones
John Jones
Lee Kahrs, Reporter
Dan Kearney
Bob Protivansky
Carol Protivansky
Peg TV

Agreements/Approvals

- Consensus to approve agenda with two additions.
- Unanimously approved September 12, 2016 regular meeting minutes as written
- Unanimously approved September 9, 2016 special meeting minutes as written.
- Unanimously agreed at 8:27 p.m. to recess the meeting of the Selectboard and convene the Board of Water Commissioners.
- Unanimously authorized the Chair to sign the new repayment schedule, if no objection from Selectboard.
- Unanimously agreed at 8:39 p.m. to adjourn the Board of Water Commissioners and convene the Board of Sewage Commissioners.
- Unanimously agreed to seek bids on an hourly rate for West Street Extension Sewer Project.

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- Unanimously agreed at 9:01 p.m. to adjourn the Board of Sewage Commissioners and resume the meeting of the Selectboard.
- Unanimously accepted the bid from Springfield Fence for flagpoles, \$7,935.00.
- Unanimously awarded the Riverside Cemetery Circular Road Repair Contract to Fabian, \$16,550.00.
- Unanimously accepted the bid from WaterGuard for the Fire Department water softener, \$1,876.84.
- Unanimously agreed to create a Finance Committee in January 2017.
- Unanimously agreed to remove 12 trees at the rink per the bid submitted for MRP.
- Signed orders totaling \$42,031.43
- Bruce Baccei chose at 9:45 p.m. to adjourn the September 26, 2016 Selectboard meeting.

Action Items

I. Call to Order - Pledge of Allegiance

The meeting was called to order at 6:00 p.m. and began with a pledge of allegiance to the flag.

II. Review and Approve Agenda

Consensus to approve the agenda with two additions: Rhoda Grace and Carol & Bob Protivansky before review of minutes.

Rhoda Grace and Carol & Bob Protivansky read letters addressing interaction at Selectboard meetings.

III. Review of Minutes

Minutes of the September 9, 2016 special meeting and September 12, 2016 regular meeting unanimously approved with no motions per Bruce Baccei.

IV. Open Public Comment

Mike Canty: Mike Canty was present to inquire about the town wide reappraisal; he questioned the need for the reappraisal at this time. Stan Wilbur noted that the reappraisal is currently taking place in Proctor and the hope is that it will close the inequity gaps in property values.

Carol Grace: Carol Grace stated that it has been 9 weeks, 63 days, 1512 hours since she read her letter to the Selectboard addressing concerns and requesting a written response from the Selectboard. Bruce Baccei replied that a draft letter is in process, he hopes to have it for the next regular Selectboard meeting for members to review.

Tom Grace Jr.: Tom Grace Jr. noted that the ditching completed by the town employees looks good. He is concerned about continuing mistakes, repeating the same mistakes. He also questioned the bid process for the road at Riverside Cemetery.

Pat Burke: Pat Burke shared his observations of the Selectboard and the Chairs interaction with the public. He suggested that Bruce Baccei step down as Chair if he is uncomfortable with running the meetings. The Selectboard needs to be respectful and mindful of residents; the Selectboard cannot bully and abuse the public, and should not stifle public input.

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V. Invited Guests

John Greenan, GMP – Canoe Access: John Greenan was present to discuss changes to the canoe portage, a new handout was provided. Terry Krinsky, TK Landscape Architects was present to help answer questions about the proposal.

John Greenan first responded to questions from the last meeting; abutters were not deemed to be notified of changes of the proposal as there were no changes to the ANR Stream Alteration permit, GMP will carry liability insurance on the stairs per the easement deed, also includes a maintenance clause, GMP will pave the road at the Falls, unsure of paving schedule.

Terry Krinsky explained the proposal changes; the railing was changed to stainless steel and stair treads unpainted for maintenance, the stairs were changed due to the life safety code.

Dan Kearney inquired to the number of people that canoe in this area per year. John Greenan estimated that number to be 100. Dan Kearny also inquired if GMP has looked at the location suggested at the previous meeting behind the church. At this time that is not a location GMP would consider.

The Chair poled the Selectboard on the proposal; Bill Champine no to the metal stairwell, yes to the marble base, John Jozwiak no to the metal, should all be marble, Frank Wolff and Joe Manning leave the path as it currently is.

John Greenan and Terry Krinsky will rework the proposal, taking into consideration the comments and return with new options at the October 10, 2016 regular Selectboard meeting.

Jodi Jones: Letter attached to minutes. Jodi Jones provided handouts to the Selectboard and public. She discussed the responsibilities of the town manager, the unauthorized placement of fish in the Proctor Pool, the abuse of power by the Selectboard Chair Bruce Baccei and Town Manager Stan Wilbur, listing specific incidents when both the Selectboard Chair and Town Manager acted outside the best interest of the town. She called for the resignation of the Selectboard Chair Bruce Baccei and requested an evaluation of the Town Manager.

Jodi Jones provided documentation that policies adopted by the Selectboard were not followed by the chair, and a letter to Richard Reed signed by the Selectboard chair sought to change and justify action taken during a Selectboard meeting giving the appearance of favoritism.

Bruce Baccei stated that Rick Reed will receive a “calculated water bill”, when queried what that would look like, he had no response. Bruce Baccei noted he had not read the Water Ordinance that was newly adopted and will invite the Town Attorney to the October 10, 2016 Selectboard meeting.

Joe Manning requested that the meeting minutes reflect that the Selectboard Chair Bruce Baccei cut off Jodi Jones an invited guest.

VI. Good Stuff

The following groups/organizations were recognized for their outstanding service to the Proctor community: Bill Champine read a letter from Nancy Kennedy offering to pay for the cleaning of the War Memorial and the offer of a swing set for Beaver Pond. Bill Champine noted he would

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Speak with Mrs. Kennedy to arrange the cleaning and would accept the swing set for Beaver Pond. A thank you letter will be sent to Mrs. Kennedy.

Bruce Baccei read a thank you letter from the Proctor Youth Soccer League expressing their appreciation of the funds from the Evelyn Peterson Recreation Trust Fund.

Bruce Baccei read a thank you letter from Korrine Rodriguez for allowing her to speak at the last Selectboard meeting.

130th Birthday Celebration

Pat Burke thanked and commended Jodi Jones for her presentation.

IX. Highway Department

- **Manager's Report**

Field Activities:

- Road Patrol (daily)
- River Street Storm Drain
- Organize equipment at WWTF
- Graffiti – West Street & Pleasant Street pavement, overpass and signs
- Stacked firewood
- Cleaned up transfer station site for Free Day
- Straighten sign posts
- Filled in low shoulders
- Staff Meeting – Retirement Plan
- Fallen limb on Beaver Pond Road
- North Street roadside ditch
- Vine on Marble Bridge
- Hot Mix- Loop Street and potholes
- Repair plate compactor
- Cleaned and organized equipment and shop

Pending Activities:

- Pot holes and raveled edges of pavement
- Ormsbee Avenue paved ditch
- Cleaning ditching
- Cleaning storm drains and catch basins
- Culverts and road surface inventory with RRPC - grant

Overtime: No overtime

- Olympus & Elm Grading Proposals: Stan Wilbur provided the Selectboard with two bid proposals. John Jozwiak inquired why he was not contacted, as he had done the work in the past at no charge. Bruce Baccei rebuffed his offer and sought a motion to award the contract to Markowski for \$1,150.00. Frank Wolff made the motion to award the contract to Markowski, \$1,150.00. The motion was seconded by Bruce Baccei, 2-2-1, Bruce & Frank voted to approve, John & Joe voted no, Bill abstained. Motion failed.
- Other New and/or Old Business:
 1. John Jozwiak inquired about the proposal for the fence at the WWTF. Per Stan Wilbur waiting for proposal.

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2. John Jozwiak would like to see the bill for the River Street work
3. John Jozwiak questioned if fire wood was purchased and if it had been put out to bid. Per Stan Wilbur 5 cords were purchased, it did not go out for bid, same price as last year when the firewood purchase was put out to bid.
4. Jody Jones inquired if Tower Road had been repaired. Per Stan Wilbur, no he has not had contact with Wilk Paving.
5. Inquiry about roadside mowing. Per Stan Wilbur there will not be any more roadside mowing this year, as the roadside mower has 2 cracks. The VLCT Safety Officer will assess the road side mower and then the roadside mower will be transported to Wood's for evaluation. Stan Wilbur believes a new roadside mower should be purchased, as it would be safer and more efficient.

X. Board of Water Commissioners

Bill Champine made the motion at 8:27 p.m. to recess the meeting of the Selectboard and convene the Board of Water Commissioners. The motion was seconded by Frank Wolff, unanimously approved.

- **Manager's Report**
The Fire Department is reviewing the site plan for the replacement hydrant on Meadow St. Leak in service connection at 33 High St. has been repaired
West Tank repaired overflow and vent pipe: Repair has not been inspected, SOS will look at repair
- **RF3-235-7 Repayment Schedule Amendments 6&7:** Stan Wilbur explained that the repayment schedule number did not match his number, as Amendment 6 does not appear to have been executed. Bill Champine made the motion to authorize the Chair to sign the new payment schedule subject to no objection from the Selectboard. The motion was seconded by Frank Wolff, unanimously approved.
- **Taylor Hill Booster Pump Station Update:** Per Bill Champine: Job site shut down until October 11, 2016. Grass is coming in, patching will begin this week.
- **Other New and/or Old Business:**

XI. Board of Sewage Commissioners

Bill Champine made the motion at 8:39 p.m. to adjourn the meeting of the Board of Water Commissioners and convene the Board of Sewage Commissioner. The motion was seconded by Frank Wolff, unanimously approved.

- **Manager's Report**
The Wastewater Department was busy with massive roots below the connections on Park and Larson Street, along with several broken pipe sections on Larson Street.
Stan Wilbur stated that Simon Operation Service has not had a response from Green Mountain about the cost to slip line the bad spots in the main; Ormsbee Ave, Garden St, Gibb St, Park St and Larson St. will be added to the list.

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John Jozwiak made the motion to seek a response from Green Mountain for the next Selectboard meeting. The motion was seconded by Joe Manning, unanimously approved.

- West Street Extension Sewer/Storm Drain Interconnection: John Jozwiak made the motion to seek bids prior to work taking place, preference of bid is a hourly rate. The motion was seconded by Bill Champine, unanimously approved.
- Other New and/or Old Business: Jodi Jones requested that a copy of the sewer ordinance be sent to Rick Reed, highlighting Article VII Section 6. The Selectboard concurred and directed Stan Wilbur to send the letter.

Bill Champine made the motion at 9:01 p.m. to adjourn the meeting of the Board of Sewage Commissioners and resume the meeting of the Selectboard. The motion was seconded by Frank Wolff, unanimously approved.

XII. Committee Reports

- Parks and Recreation: Per Bruce Baccei: No report.
Jodi Jones inquired why Selectboard approval was not sought for the purchase of the fish. The Town of Proctor Purchasing Policy(adopted 5/23/05, revised 5/24/10 & 2/7/11) #4 B notes any purchase over \$500.00 requires purchasing approval from the Selectboard, Bruce Baccei chose not to follow proper procedure or Selectboard policy.
- Rutland Regional Transportation Council: Per Bruce Baccei: No report.
- Rutland Regional Solid Waste District: Per John Jozwiak: No meeting.
- Personnel Committee: Per Frank Woolf: No report.
- Fire Department: Per John Jozwiak: No report.
- Planning Commission: Per John Jozwiak: No report.
- Town Office Study Committee: Per John Jozwiak: Looking at 3 sites.
- Beaver Pond Committee: Per Bill Champine: Waiting for permit approval.

XIII. Additional Items Requiring Action from the Board

- Review of Bills & Signing of Selectboard's Orders: The Selectboard reviewed and signed orders totaling \$42,031.43.
- Planning Commission Vacancy: The Planning Commission will submit a name for appointment.
The Planning Commission will hold a Community Forum on October 6, 2016 at 6:30 p.m. at the Proctor Free Library.
- Mortimer Proctor Trust Grant: The Town of Proctor received funding for Flag Poles and Road at Riverside Cemetery, funding was not granted for benches or trees at the rink.
 - Flag Pole Contract - Bill Champine made the motion to award the Flag Pole bid to Springfield Fence Company for \$7,935.00. The motion was seconded by Frank Wolff, unanimously approved.
 - Riverside Cemetery Circular Road Repair Contract - The bids for the Riverside Cemetery drive were Richard Reed & Son \$16,000.00 and Fabien \$16,500.00. Concerned was raised by Jodi Jones that the contract put before the Selectboard was not the same contract that had been submitted to the MRP Trust Board. Stan Wilbur

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explained that the Riverside Cemetery Commission had provided the wrong contract bid with the MRP packet.

John Jozwiak made the motion to award the Riverside Cemetery Circular Road Repair Contract to Fabien for \$16,500.00 because their bid detailed the size of the gravel. The motion was seconded by Frank Wolff, unanimously approved.

- Fire Department Water Softener Contract – WaterGuard \$1,876.84: John Jozwiak made the motion to accept the bid from WaterGuard of \$1,876.84. The motion was seconded by Frank Wolff, unanimously approved.
- Governance – Joe Manning: Letter attached to minutes.
- 2018 Budget Procedures: Budget review will begin in October, taking the budget in small sections and discuss during regular Selectboard meeting. Last year's budget was a handout for review. Joe Manning would like to see a Finance Committee made up of Proctor residents to assist with the budget process. It was noted it is late to form a committee; budgets will be discussed and reviewed during regular Selectboard meetings for transparency.
Bill Champine made the motion to appoint a Finance Committee in January 2017. The motion was seconded by Frank Wolff, unanimously approved.
- Budget Reports: Information only. Questions should be addressed to Stan Wilbur.
- Other New and/or Old Business:
John Jozwiak made the motion to remove the 12 trees at the rink using the bid submitted to MRP, and to contact Tom Grace Sr. about taking the pine logs off sight. The motion was seconded by Frank Wolff, unanimously approved.

Lisa Miser inquired to the status of the lights downtown, suggested including the painting of the lights on the Marble Bridge in the new budget and the possibility of addressing the holes in the Park as a maintenance items three or four times a year.

John Jozwiak requested that broken bench in the Park be removed ASAP.

John Jozwiak requested an evaluation of Stan Wilbur Town Manager.

Jodi Jones requested the Selectboard consider the concerns she highlighted in her letter about the Town Manager and begin a search for a new Town Manager.

Bruce Baccei replied that the search would cost \$8,000.00- \$10,000.00 and would need to be placed in the new budget, as no money exists in the current budget. John Jozwiak suggested using the money budgeted for the administrative assistant, as he does not see the need for an assistant.

- Executive Session: No executive session needed.

XIV. Adjourn

Bruce Baccei ended discussion and chose to adjourn the September 26, 2016 regular Selectboard at 9:45 p.m.

letter attach to meeting
minutes - provide with background
9/26/16
LISA
information

This statement will become a part of the record of tonight's meeting. Tonight I come before you as a registered voter in the Town of Proctor. In 2014 the Selectboard was given an opportunity by the voters, to have a Town Manager form of governance. VT Title 24 Ch. 37. What came with that vote was the expectation that a qualified Town Manager would be hired, as is stated in ss 1233: "shall be selected with special reference to his education, training and experience to perform the duties of such office." I asked Mr. Wilbur what his qualifications were for the Manager job, he replied "I was a Selectman before". This is NOT what the voters looked for in reference to qualifications for the job of Town Manager. Certainly not with the pay of \$80,000/yr with benefits. In the SelectBoard Minutes, from November 10, 2014- a unanimously approved motion was made to contact VLCT to begin the Town Manager Scoping Search. That is as far as the search went. The voters of this town deserve more! They deserve a SelectBoard that will follow through on their motions and provide a Town Manager with qualifications according to Statute.

As the SelectBoard minutes reflect, Mr. Wilbur was an "INTERIM" Town Manager. He was also given the duties of Road Commissioner and Community Marketing Director. I had recently asked him what he has been doing to market new business to town, he informed me that is not his job! As Community Marketing Director, he has neglected his duties for almost 2 years now.

Since he assumed the position of Town Manager in 2014, the only mention of Grants is by the SelectBoard for the Class 2 paving, which we did not get. The Town Manager has not procured any grants for the Town. Once again, neglectful disregard of duties.

Now the question of a contract with this Town Manager- it was discussed and a motion failed on it. The final time it came up on October 26, 2015, where a motion passed by majority to continue the employment of Stan Wilbur as Town Manager with NO contract.

Which brings me back to the Statute, ss 1233: In all matters he shall be subject to the direction and supervision and shall hold office at the will of such selectmen, who, by majority vote, may remove him at any time for cause.

The Town Manager works UNDER the direction and supervision of the SelectBoard. ss 1235: He shall have General supervision of the affairs of the town, be the "administrative head" of departments, and shall be responsible for the EFFICIENT administration thereof." However, to be insubordinate to the SelectBoard and inform them as he did on the 5/9/16 meeting where he instructed the SelectBoard NOT to speak to the Town Employees, constitutes a lack of respect in a managerial role addressing supervisors. Insubordination is just cause for termination.

There are many EXCEPTIONS in the statute in ss 1236 which limit the Town Manager's duties. In ss 1237 the Selectmen may cause the conduct of any OFFICER or EMPLOYEE to be examined.

As a voter, and a taxpayer, it is time for a job evaluation of the Town Manager. He has acted outside his Managing duties on many occasions. The recent issue with the Reeds request is a fine example. First on July 25, 2016 at the selectboard meeting,

ss1236 was violated - he made an assessment for the water dept. in his statement "Rick Reed can dig a well at his residence", clearly out of his realm of manager. On Aug. 8, 2016- he informed the Board to make a motion while not even under the Board of Water, which is clearly not part of his management role, and very poor counsel.

Given that Mr. Reed had indeed put in a well between Aug. 23 and Sept. 12, I asked Stan if the Reeds had gotten a letter from the Town. Yes was Stan's answer. That was not the direction the SelectBoard instructed the letter to take. The Aug. 22, 2016 meeting it was decided by consensus to have the town attorney review the letter for 47 Taylor Hill (Reeds) and place it on the next Agenda. The very next day, Bruce signed the letter dated August 23 and Stan sent it to Mr. Reed with a statement in the letter legalizing the decision to say it was also corrected to have been approved during the Board of Water Commissioners! Both Bruce and Stan came to the next meeting on Sept. 12-which the letter did not get placed on the agenda, and listened to the motion to rescind the water disconnect to Mr. Reed, and never said a word that they already sent the letter. This is official misconduct, committed against the direction the SelectBoard instructed. Placing this Town in a legal bind. Now you have a precedent. Set by Mr. Baccei and Mr. Wilbur. Disgraceful abuse of public office.

As for the definitions of discontinue and disconnect- the conversation I had last week with the Town Manager when he told me Mr. Reed was NOT going to have to pay a water bill when the new ordinance took effect- as Mr. Reed was going to disconnect and the 14 other homes just discontinued. As you can see, the definitions are quite the same. So is there special treatment here from the Town Manager for Mr. Reed again?

I have included both the Water Bond, WasteWater Bond payments schedules from the last annual report, which this coming annual report there will be a new water bond schedule of \$6 million. Also 33K in delinquent accounts and lets not forget about the 14 homes that are currently excused by the SelectBoard. I don't want you to forget these figures when people like Mr. Reed work with Mr. Wilbur and Mr. Baccei to remove themselves from bond debt.

I also think that with Mr. Reeds hard effort to rid himself of his obligation to the bond debt- this SelectBoard should think long and hard before awarding any contracts to his bids. I do feel that contracts should go to people who are honest and upfront, and not to someone who tries to get out of municipal obligations, who lowballs bids and comes back with extra bills that in turn makes his bid higher than the next highest one. So no more contracts to Mr. Reed, if I have to come to each meeting to object!

As to the rest of Mr. Reeds' issue, the Board needs to consider what Mr. Horner said at the last meeting, regarding the sewer ordinance, should he hook up his well. It is in the packet and I advise you to send a letter forthwith.

And last- I am saddened and appalled at what Mr. Baccei and Mr. Wilbur have done to one of our most beautiful natural resources. They have altered the environment in yet unknown ways by adding fish to the pool. Not once did the SelectBoard or the Health Officer get sought for approval, for the idea or the expenditure. Most disturbing is we have a Purchasing Policy, and anything over \$500 needs SelectBoard Approval. The

fish according to Bruce were \$850. The money was not in the Budget for the pool. It was not authorized. So once again Bruce and Stan abused their authority, by putting fish in the pool and paying for it with what money?? With no approval by the SelectBoard! Disgraceful abuse of public office position.

When is this going to stop? I will tell you tonight is the end. The Display here shows the line of authority, and the fact that everyone has to abide by Statute, Ordinance and Policy, which the Chairman and Town Manager have not done. There are numerous other causes which will support cause to terminate Mr Wilbur, motions not followed, items neglected, being unable to answer where Town property is, unable to complete the Salt Shed project in 2 years time and a plethora of others. High employee turnover is a direct reflection of bad management- the highway dept. has had 13 employees in 18 months - directly reflecting Mr. Wilbur's ability to manage. The insubordination shown when asked by the SelectBoard the status of projects is appalling. The things I put here are just a few of many more.

I also ask this Board to examine the conduct of Mr Baccies' actions in Mr. Reed's case and the fish issue, and inability to respond to taxpayers at meetings, and find that he needs to be resigned from this Board immediately for acting outside of the best interest of the Town and abusing his Position as SelectBoard Chairman.

This SelectBoard needs to take the Vermont Statute Title 24 Chapter 37 Seriously! The Town of Proctor has voted for a Town Manager and you have not done your due diligence. Now it is time to terminate your Interim manager for the multitude of causes that have been occurring over the past two years and begin the search immediately with special reference to education, training and experience to perform the duties of such office. It is time to resume your authority, and do what the voters have elected you to do. And do it NOW.

Respectfully submitted for inclusion in the
minutes of the 9/26/16 Selectboard meeting,
Jodi L. Jones

ATTACH TO MINUTES

On August 22, I sent a letter to the chairman of the board and each selectman expressing my deep concerns regarding poor governance and dysfunction of the selectboard. To this date, only one selectman responded to this very important issue.

The selectboard appears to have turned over much of its authority to our town manager. An example is during a board meeting the town manager demanded that no selectman speak to any of the employees of the town. Only two members of the selectboard objected but the majority prevailed. **Who is in charge ? town manager or the board?** The duty and authority of the board, the present relationship between the board, board chairman and the town manager suggests the board has abdicated responsibility which, by law, belongs to the board. The town manager is an employee of the town. The town employees are not the employees of the town manager, they are the employees of the town, who receive direction, support, and guidance from the town manager.

There appears to be a bias when dealing with certain members of the selectboard. As a member of the board, the chair is supposed to act professionally and to treat all selectmen with respect and deference. As a member of the selectboard, the chairman has a special duty to maintain order, decorum and fairness to all selectboard members, even when there is disagreement. For three members of the board to totally marginalize the remaining two members is wrong.

The selectboard needs to consider the financial impact on property owners and taxpayers. Property values are suffering in part due to rising taxes, water and sewer charges, debt of the town, and the dysfunction of the board. Just watch our recorded meetings on PEG TV. **It's embarrassing and reflects poorly on the town.**

All issues and complaints deserve to be fully and fairly considered on the merits and not simply disregarded. The successful chair makes sure that all members have had an opportunity to speak on an issue, and fulfills the board's legal duty to afford the public reasonable opportunity for participation and comment. The selectboard chair has a statutory obligation to keep order and the responsibility to

facilitate appropriate public participation. Mutual respect should be the order of the day.

Completion of town business is not timely. Take for example the Salt Shed. **It's been 5 years and it still is not started.** It is very frustrating to have a motion pass but not implemented. Someone drops the ball. Most times when asked about the status of a project, the answer is "I don't know. I will get back to you" This not good enough. Someone needs to take ownership of the these projects.

For example, our town manager was authorized to submit our request for paving bids in April. We received the bids in July, four months late. Because of this delay, our cost increased approximately \$60,000. As a result, we decided not to pave until next year causing complaints.

The next example concerns the safety of our pedestrians, particularly our children who use sidewalks. There is loose ledge on Main street chunks of which fall directly on the sidewalk. A state geologist gave a report dated May 24, 2016 which indicated that this situation will only get worse over time. They suggested we get a consultant that specializes in rock slope stability. As far as I know, nothing has been done for the last four months.

These examples are only a few of many.

The legal duty of the board is to be responsible for the management and well being of the town. The board needs to be proactive, not reactive. We should establish a system to track projects over a certain amount. This report will be simple to administer and will provide much needed accountability. It contains the following information:

Project Name

Estimated Cost

Responsibility

Start Date

End Date

Duration
YTD Paid/ Rec
Percent Complete

The report should be is reviewed by the board at each meeting.

What appears missing is a genuine desire on the part of a majority of the board to be fully transparent, to treat all members with the respect they deserve and to fully consider questions or issues involving the cost and competence of the town manager and finally to pursuit the various duties with a keen eye on avoiding excessive costs and improving property values and a harmonious living environment respectful and competent town officials.

Proctor is a great town with a rich heritage. We should be proud of what we have and act accordingly.

To do nothing is irresponsible. We need a change in leadership

First, we should terminate our town manager

Second, we should ask for the resignation of the current board chair.

Thank you for your consideration.

A handwritten signature in dark ink, appearing to be "L. H. H.", is located in the lower right area of the page.