



Town of Shelburne, Vermont

SELECTBOARD MEETING AGENDA
SHELburnE TOWN OFFICES, 5420 SHELburnE ROAD

Tuesday, February 8, 2022, 7:00 P.M.

**PLEASE NOTE: WE STRONGLY ENCOURAGE REMOTE PARTICIPATION
TO LIMIT PUBLIC GATHERINGS IN LIGHT OF "OMICRON"**

THANK YOU

Join Zoom Meeting

<https://us02web.zoom.us/j/87096559170?pwd=M0JldU82WC9TNklCTy8wODFPbFlxQT09>

Meeting ID: 870 9655 9170; Passcode: TYWBr8

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Meeting ID: 870 9655 9170; Passcode: 472741

Call to Order/Roll Call	7:00 P.M.
*Approve Agenda	7:00 P.M.
*Approve meeting minutes of January 25, 2022	7:00 P.M.
Public Comments re: items not on the agenda	7:05 P.M.
Selectboard Comments	7:15 P.M.
Town Manager Report	7:20 P.M.
*Appeal of Dean Pierce re: Town Manager's response to a public records request	7:25 P.M.
*Appeal of Aaron Noble re: Town Manager's response to a personnel grievance (executive session possible)	7:55 P.M.
*Appeal of Aaron Noble re: Town Manager's response to a public records request	8:25 P.M.
*Executive Session: personnel/labor relations agreements	8:50 P.M.
*Consider ratifying Police/Dispatch Union contract	9:15 P.M.
*Authorization to borrow \$650,000 to purchase Lot 6A at Rice Lumber, as approved by the voters last year, for a prospective future Fire/Rescue station	9:30 P.M.
*Adjourn	9:35 P.M.

*Decision item. Times noted are approximate, and depend upon how each topic's discussion flows.



Town of Shelburne, Vermont

SELECTBOARD MEETING

ANNOTATED AGENDA

SHELBURNE TOWN OFFICES, 5420 SHELBURNE ROAD

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Documents attached. As this is an appeal, no advance commentary is provided.	
*Appeal of Aaron Noble re: Town Manager's response to a personnel grievance (executive session possible)	7:55 P.M.

Given the possibility of executive session, documents have been distributed under separate cover. As this is an appeal, no advance commentary is provided.

If the Board is inclined to go into executive session for this hearing, then:

Motion: Pursuant to 1 VSA 313, I move to enter executive session to consider the appointment or employment or evaluation of a public officer or employee, and to invite the appellant, appellant's attorney, and Town Manager to participate.

***Appeal of Aaron Noble re: Town Manager’s response to a public records request 8:25 P.M.**

Documents attached. As this is an appeal, no advance commentary is provided.

***Executive Session: personnel/labor relations agreements 8:50 P.M.**

The following motions are offered in case the Board wishes to enter executive session for one or both purposes, based on the matters before you this evening.

Motion: Pursuant to 1 VSA 313, I move to enter executive session to consider the appointment or employment or evaluation of a public officer or employee, (and to invite the Town Manager to participate as may be appropriate).

Motion 1: Pursuant to 1 VSA 313, I move to find that premature general public knowledge of labor relations agreements with employees would clearly place the Town at a substantial disadvantage.

Motion 2: Pursuant to 1 VSA 313, I move to enter executive session to consider labor relations agreements with employees, and to invite the Town Manager to participate.

Note that the Town attorney has advised that if the Board wishes to enter executive session for both purposes, then all motions may be made together; there is no need to enter one, exit, and then make new motions to enter the next.

***Consider ratifying Police/Dispatch Union contract 9:15 P.M.**

As of this writing, we appear to have reached agreement at last. The hope is that before Tuesday, we will have for you a final version of the contract and a summary outline of changes from the previous contract.

This has been in process for two years now. We hope to bring this to closure at long last.

***Authorization to borrow \$650,000 to purchase Lot 6A at Rice Lumber, as approved by the voters last year, for a prospective future Fire/Rescue station 9:30 P.M.**

Finance Director Peter Frankenburg advises that the purpose here is to provide clear documentation for the bank regarding financing for this land, as it’s the Selectboard that has financing authority. Finance Director Peter Frankenburg solicited financing proposal from area banks. Two proposals were received, and the Finance Committee has recommended that we accept the proposal from Union Bank: \$650,000 loan, 24-month term, at an interest rate of 1.15%.

MOTION: I move to award the bid from Union Bank to finance the purchase of land for the prospective future Fire/Rescue station as described: \$650,000 loan, 24-month term, 1.15% interest rate.

***Adjourn 9:35 P.M.**

*Decision item. Times noted are approximate, and depend upon how each topic’s discussion flows.

A VIDEO RECORDING OF THE MEETING IN ITS ENTIRETY IS AVAILABLE THROUGH VERMONTCAM.ORG. THE WRITTEN MINUTES ARE A SYNOPSIS OF THE DISCUSSION AT THE MEETING. MOTIONS ARE AS STATED BY THE MOTION MAKER. MINUTES SUBJECT TO CORRECTION BY THE SHELBURNE SELECTBOARD. CHANGES, IF ANY, WILL BE RECORDED IN THE MINUTES OF THE NEXT MEETING OF THE BOARD.

**TOWN OF SHELBURNE
SELECTBOARD
MINUTES
January 25, 2022**

***Hybrid meeting held via teleconference and in-person.**

MEMBERS PRESENT: Mike Ashooh (Chair), Luce Hillman, Mary Kehoe, Cate Cross. (Kate Lalley was absent.)

ADMINISTRATION: Lee Krohn, Town Manager; Peter Frankenburg, Finance Director; Adele Gravitz, Planning Director; Chris Robinson, Water Quality Superintendent; Diana Vachon, Town Clerk; David Hall, Shelburne Tree Warden; Bob Lake, Shelburne Health Officer; Brian Monaghan, Town Attorney.

OTHERS PRESENT: Members of the public participating in the meeting included Linda Riell, Susan Bowen, Barbara Grant, Pete Seriskky, Judy Raven, Ken Albert, Gail Albert, Joyce George, Chris Latta, Don Porter, Ken Scott, Mark Sammut, Norm Blais, Susan Grasso, Peggy Coutu, Barbara Johnson, Susan McLellan, Ann Hogan, Jeff Carr, Tracey Beaudin, Greg Doremus, Nancy Badami, Mike Thomas, Jessica Brumsted, Fab DeFazio, A.J. LaRosa, Jeffrey's iPad, Jessica Trautwine, Tom Tompkins, Patricia Fontaine, Susan, Claire Pro's iPad, Mary Garnish Bauman, Donna Millay, Becky, Droy, Andrea's iPad, Bret Gardner, Abby Hall, Bill Deming, Robilee Smith, Linda, Helen C., Dianne's iPad(3), Chris Badami, Mark Bonfigli, Bob Bouchard, Karen Allen, David Hillman, Arjen's iPhone, Rowland Davis, James Mack, Cbunting, Dave DiBiase, Joanes iPad(2), Liz Carney, Steve, 8025987728, Gail Henderson-King, Lrider, Flo Fooden, ShelburneCountry, LG Stylo5, Christopher's iPad, Shelley Brandon, Steve Brandon, Vivian Jordan, Sean Moran, Media Factory

1. CALL TO ORDER

Chair Mike Ashooh called the hybrid in-person and teleconference meeting to order at 7 PM.

2. APPROVE AGENDA

MOTION by Mike Ashooh, **SECOND** by Mary Kehoe, to approve the agenda with the addition of a discussion of the memo from Liam Murphy on the Crombach development and interim zoning. **VOTING: unanimous (4-0); motion carried.**

3. MINUTES

January 11, 2022

MOTION by Mary Kehoe, SECOND by Luce Hillman, to approve the minutes of 1/11/22 as presented. VOTING: 3 ayes, one abstention (Cate Cross); motion carried.

4. PUBLIC COMMENT

- There was question from the public on the time limit for medical leave. (Staff said per federal law up to 12 weeks of leave can be granted and the amount revisited after that time if necessary.)
- There were questions from the public on when the black unmarked cruiser will be returned for use by the Acting Police Chief, when the personnel issues being discussed in Executive Session will likely be solved, and what provisions are in the upcoming budget for the continued understaffing of the Police Department, planned hiring in the department, and the agreement between the Town and the department on the new labor contract.
- Public comment was made in support of hiring an HR position in the Town and doing exit interviews when employees leave.
- There was a suggestion from the public on establishing a panel to explore the best ways to use the \$2.3 million in ARPA funds the town received.
- There was public comment in support of making the area in front of the Shelburne Country Store on Falls Road an outdoor patio/gathering space rather than parking.

5. SELECTBOARD COMMENTS

- Mary Kehoe and Mike Ashooh assured emails that have been received will be answered as soon as possible.
- Cate Cross thanked the Shelburne School for vaccinating students at school.

6. TOWN MANAGER REPORT/UPDATE

Lee Krohn reported:

- Two Shelburne residents were recognized for their achievements: Flo Meiler, active 87 year old, featured on the cover of *Seven Days* and in the Health and Wellness section, and Megan Nick to represent the USA in free style aerial skiing in the upcoming Olympics in Beijing.
- Shelburne School to participate in the statewide walk/bike to school event.

7. INTERIM ZONING DISCUSSION

The Selectboard reviewed the request from attorney Liam Murphy to implement interim zoning in the form-based code district along the Route 7 corridor. Town Attorney, Brian Monaghan, advised necessary steps must be taken to adopt interim zoning such as zoning changes being under consideration, doing a study, and holding hearings. There was an extensive adoption process for form-based code and the town did an in-depth analysis of what the town wanted in the corridor. It appears the form-based code provisions are generally in conformance with the Town Plan and the bylaws. Caution is urged in considering going to interim zoning. Regarding vested rights, the application that was under discussion was sketch, so the applicant does not yet have vested rights.

A.J. LaRosa, attorney representing residents adjacent to the Crombach development, said there are some discrepancies in the form-based code and the comprehensive plan, suggesting that the west side of Route 7 was not intended to be as heavily developed according to the comprehensive plan. Per the memo from Lian Murphy, the Selectboard is urged to confirm that this is not the level of intense development that was intended on this portion of land, and ask the Planning Commission to conduct a study to implement interim zoning in the form based code zone.

Mary Kehoe requested the specific sections of form-based code and the Town Plan that are being referenced by attorneys LaRosa and Murphy, stressing that the Selectboard needs to be shown where in the process there has been an error or mistake that would allow a sudden change in the rules.

Public comments:

- The charrette for form-based code that was held in the area of the proposed Crombach development showed 18 single family houses for the lot. The density of the proposed development is 10 times that number and out of scope for the neighborhood.
- The rendering that is included in the form-based code shows about 20 single family houses in the area under discussion.
- Court cases and writings in the Town Plan do have influence on decisions where there is disparity between the Town Plan and regulations. What is proposed for development in the area is over doing it.
- The public did not have notice that this type of development density could happen because the Town Plan indicates there would be single family houses so there was not due process done. It is disturbing to hear that the DRB and Selectboard cannot take any action.
- The Planning Commission can be asked to modify the regulations, but the Planning Commission specifically allowed incentivizing this kind of density and a variety of redevelopment types along the corridor to avoid creating a purely commercial strip.
- The proposed development under discussion is not along the corridor, but back from the road closer to the lake. There is forest in the lakeshore overlay that will be removed with the development.
- The form-based code process was pursued to address issues of quality of life and aesthetics on Shelburne Road. Form-based code was to be a tool to try to create other vibrant areas in town along the Route 7 corridor that can be walkable and bikeable.
- According to the bylaws, form-based code supersedes any conflicting regulations.

Mike Ashooh said the Selectboard agreed regulatory reform is needed and zoning adjustments must be done to reflect new growth patterns in the town, but the form-based code process appears to have been followed legally and in an appropriate way.

8. APPOINTMENT(S)*Chittenden County Regional Planning Commission Alternate*

The Selectboard interviewed Jeff Carr, new Shelburne resident to be, for the CCRPC alternate position. Jeff Carr reviewed his ongoing interest and extensive experience serving on town and regional boards (three terms as Essex Selectboard member, Essex rep to the Chittenden County MPO and Regional Planning, alternate rep to Regional Planning for the Village of Essex Junction). It was noted Jeff Carr worked as the state economist for the past 30 years.

MOTION by Mary Kehoe, SECOND by Luce Hillman, to appoint Jeffrey Carr as the alternate representative from Shelburne to the Chittenden County Regional Planning Commission for a term beginning July 1, 2022 and ending June 30, 2024. VOTING: unanimous (4-0); motion carried.

9. WASTEWATER VARIANCE REQUEST: Fiddlehead Brewery

MOTION by Cate Cross, SECOND by Mary Kehoe, to recess the regular meeting and convene as the Sewer Commission. VOTING: unanimous (4-0); motion carried.

MOTION by Cate Cross, SECOND by Mary Kehoe, to approve the request by Fiddlehead Brewery to be permitted to discharge effluent from its pretreatment system into the Town's wastewater collection system with a pH level as low as 6.0, but no lower. VOTING: unanimous (4-0); motion carried.

MOTION by Cate Cross, SECOND by Mary Kehoe, to adjourn the Sewer Commission meeting and resume the regular Selectboard meeting. VOTING: unanimous (4-0); motion carried.

10. PUBLIC HEARING: Proposed Zoning Amendments

MOTION by Mary Kehoe, SECOND by Cate Cross, to reopen the public hearing on proposed zoning amendments. VOTING: unanimous (4-0); motion carried.

The public hearing was opened at 8:20 PM. There was a request from the public to post a summary of the zoning changes on Front Porch Forum. All agreed that the proposals had been vetted at length and were well understood.

MOTION by Mary Kehoe, SECOND by Luce Hillman, to close the public hearing. VOTING: unanimous (4-0); motion carried.

The public hearing was closed at 8:21 PM.

MOTION by Mary Kehoe, SECOND by Cate Cross, to approve the proposed zoning amendments as presented. VOTING: unanimous (4-0); motion carried.

11. COVID RELATED BYLAWS

The Selectboard requested the Planning Commission provide a recommendation on maintaining the COVID related bylaws permanently.

12. GRANT APPLICATIONS*Tree Committee*

MOTION by Luce Hillman, **SECOND** by Mary Kehoe, to authorize the Tree Committee to apply for a new Caring for Canopy grant as described and to apply again for Tree City USA status. **VOTING: unanimous (4-0); motion carried.**

Fire/Rescue

MOTION by Mary Kehoe, **SECOND** by Cate Cross, to authorize the Town's grant application through the FEMA AFG Program as described. **VOTING: unanimous (4-0); motion carried.**

13. CERTIFICATE OF HIGHWAY MILES

MOTION by Mary Kehoe, **SECOND** by Cate Cross, to adopt the Certificate of Highway Miles for 2022 as presented. **VOTING: unanimous (4-0); motion carried.**

14. TOWN MEETING WARNING 2022

The Selectboard reviewed the draft warning and made minor edits/clarifications.

MOTION by Mary Kehoe, **SECOND** by Cate Cross, to approve the 2022 Town Meeting warning as amended. **VOTING: unanimous (4-0); motion carried.**

15. RETURN TO FULLY REMOTE MEETINGS

The consensus of the Selectboard is to allow Town boards/committees/commissions to make their own decisions on fully remote meetings.

16. REVIEW MASK MANDATE

MOTION by Cate Cross, **SECOND** by Luce Hillman, to maintain the municipal mask mandate effective through 2/22/22.

DISCUSSION:

- There was public comment against the mask mandate and request for the information/studies on which the Selectboard is basing their decision to mandate masks.

VOTING: unanimous (4-0); motion carried.

17. MUNICIPAL OPERATIONS re: COVID

Lee Krohn reported town staff continues to operate with current COVID practices.

18. ADJOURNMENT and EXECUTIVE SESSION: Personnel

MOTION by Mary Kehoe, **SECOND** by Luce Hillman, pursuant to 1VSA313 to enter Executive Session to consider the appointment or employment or evaluation of a public officer or employee and invite the Town Manager to participate. **VOTING: unanimous (4-0); motion carried.**

The regular meeting was adjourned and Executive Session convened at 9:13 PM.

The Selectboard exited executive session and adjourned at 9:55 P.M.

RScty by tape: MERiordan

For the Selectboard

Date



Town of Shelburne, Vermont

CHARTERED 1763

P.O. BOX 88 5420 SHELBURNE ROAD SHELBURNE, VT 05482

Clerk/Treasurer
(802) 985-5116

Town Manager
(802) 985-5111

Zoning & Planning
(802) 985-5118

Assessor
(802) 985-5115

Recreation
(802) 985-5110

FAX Number
(802) 985-9550

December 30, 2021

BY ELECTRONIC MAIL ONLY - <deanovermont@gmail.com>

Dean Pierce
206 General Greene Road, #2
Shelburne, VT 05482

Re: December 24, 2021 Public Records Request

Dear Dean:

Please accept this correspondence and its enclosures as a response to the December 24, 2021 public records request you sent to me as well as your request to Selectboard Chair Ashooh. You have specifically requested documents from the Town as follows; please see my responses to your requests below:

1. *Any letters, emails, text messages, voicemail messages, notes, calendar entries, or similar ("material") in your possession or custody, where such material pertains to the performance of staff of the Planning and Zoning Department and that in any way constitutes a complaint or expression of opinion ("complaint"), received from any person. This includes but is not limited to any material transmitted both to you and to a member of the Selectboard simultaneously, e.g., as a joint email, and regardless of email address. The time period covered by this request is from April 26, 2018, to today.*

Response: I am denying your request for copies of written complaints against the performance of staff of the Planning and Zoning Department on the basis that any such documents are "personal documents relating to an individual, including information in any files maintained to hire, evaluate, promote, or discipline any employee of a public agency...." 1 V.S.A. § 317(c)(7). Pursuant to 1 V.S.A. § 317(c)(7), your own personnel file will be made available to you. For your convenience, I will ask Susan Cannizzaro to scan and email to you your complete file early next week.

2. *Any materials in your possession or custody, where such material contemporaneously documents your efforts to: verify the assertion in the complaint; and/or communicate with the staff member regarding the complaint; and/or demonstrates cooperative efforts between you and the staff person to address the complaint.*

Response: I am also denying your request for copies of material pertaining to the verification or other communication regarding the written complaints requested in #1 above. Any such

documents are “personal documents relating to an individual, including information in any files maintained to hire, evaluate, promote, or discipline any employee of a public agency....” 1 V.S.A. § 317(c)(7). Pursuant to 1 V.S.A. § 317(c)(7), your own personnel file will be made available to you as referenced in my response to #1 above.

- 3. Material pertaining to the possible reorganization of the Shelburne Planning and Zoning Department and motives therefor, including, but not limited [sic] communications between you and former Selectboard Chair Jerry Storey; between you and former acting-DRB Coordinator Dana Hanley; and between you and consultant David Leckey.*

Response: I am denying your request for material pertaining to the possible reorganization of the Shelburne Planning and Zoning Department and motives therefor. This material is a record of, “interdepartmental and intradepartmental communications in any county, city, town, village, town school district, incorporated school district, union school district, consolidated water district, fire district, or any other political subdivision of the State to the extent that they cover other than primarily factual materials and are preliminary to any determination of policy or action or precede the presentation of the budget at a meeting held in accordance with section 312 of this title.” 1 V.S.A. § 317(c)(17). That said, any public materials related to the possible reorganization of the Shelburne and Planning Department are available for inspection on the Town’s website.

- 4. Any public records requests made to you as Town Manager between December 1, 2018, and today, more specifically 1) the requests themselves and 2) any documents transmitting the Town’s response – but at this time not the documents produced.*

Response: Public records requests are received and responded to as they may arise. These are not further logged. That said, having done a relevant search, I found one response that is attached per your request.

You have also requested a waiver of all fees on the basis that the disclosure of the requested information is in the public interest and would contribute significantly to the public’s understanding of the Selectboard procedures relating to the employment, evaluation, and supervision of the Town Manager. As I previously communicated to you, there is no statutory basis for your request, and the request is denied.

Pursuant to 1 V.S.A. § 318(b)(2)(C), in my capacity as Town Manager, I am the person responsible for the denial of the requested documents. I note that I am the custodian of the Town Records, and I request that any future public records requests to the Town be sent only to me. You have the right to file an appeal of my decision by filing it with the Town of Shelburne Selectboard pursuant to 1 V.S.A. § 318(b)(2)(D).

If any additional records come to our attention that were not disclosed pursuant to the above-referenced public records request, we recognize our ongoing obligation to bring those to your attention.

Sincerely,

Lee A. Krohn

Lee A. Krohn, AICP
Town Manager

Lee:

Mike has recently confirmed receipt of my appeal, which was sent on--and Mike has indicated he received on-- the 13th. There's no question the clock began running then. The deadline is five business days from receipt.

Dean

On Tue, Jan 18, 2022, 8:54 PM Lee Krohn <lkrohn@shelburnevt.org> wrote:

Dean:

Acknowledging here your request for a hearing on appeal to the Selectboard regarding my response to your public records request. That appeal request is now in Selectboard Chair Mike Ashooh's hands.

I hope you find this information helpful.

Lee

Lee Krohn, AICP

Town Manager

Town of Shelburne, Vermont

802.985.5111

lkrohn@shelburnevt.org

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Lee

Lee Krohn, AICP

Town Manager

Town of Shelburne, Vermont

802.985.5111

lkrohn@shelburnevt.org

> Dear Lee,

>

> Please consider this email to constitute my request to appeal your decision of January 12, 2022 denying my grievance. As I understand the Shelburne Personnel Manual, the appeal will be to the Town's Selectboard.

>

> In anticipation of that hearing, I am requesting certain information from you. While I believe I am entitled to this information as part of my appeal, I am also making this request as a Public Records request pursuant to the provisions of 1 V.S.A. §§315-320.

>

> In your January 12, 2022, you make the following factual claims:

>

> 1) "... you and I conducted regular and ongoing discussions regarding your performance during the course of your employment." (page 2)

> 2) "... you and I conducted regular and informal discussions about the state of the Police Department, and about your performance, on a regular basis" (page 2)

> 3) "... the regular, clear, in-person meetings you have had with me to discuss your performance, and the overall function of the Shelburne Police Department." (page 3)

> 4) "I held numerous meetings with you personally, and also with you and Lt. Thomas over the course of many months to discuss internal angst and turmoil within your Police Department, and the ongoing loss of personnel." (page 4)

> 5) "We held many such evaluative conversations together over many months" (page 5)

>

> Please provide me with copies of the following:

>

> 1) any contemporaneous notes or records that you took or otherwise maintained which would confirm the above-referenced claims;

>

> 2) calendar entries or comparable records which would confirm the existence of "regular" and "numerous" meetings with me

>

> In your December 16, 2021 email to me, you made the following factual claim – "But at this point, if it is not clear to you, the Selectboard has also lost confidence in you as our Police Chief".

>

> Please identify the basis for this claim, setting forth the name(s) of the member(s) of the Selectboard who told you that he or she had lost confidence in me, the date(s) of such conversations, and the substance of such conversation(s). If there are any written records of such conversation(s), including any contemporaneous notes or records taken by you relating to the same, I request that I be provided with copies of such records.

>

> I look forward to being advised as to when my appeal will be heard, and when I can expect compliance with the discovery/public records request.

>

> Aaron, Chief of Police

Dear Mr. Krohn

Please have this email serve as my notice to you that I have been engaged to represent Chief Noble at the hearing before the Shelburne Select Board on the appeal of your denial of his grievance.

I understand that the hearing will take place on Feb 8th. I am assuming that the hearing will be conducted in executive session and remotely. If that is the case, please send me the link so that the chief and I can participate from my office.

I saw Chief Noble's notice of his appeal. In that document, he asked for certain information from you for use in the appeal to the Select Board. Sending that information to my office will suffice rather than sending the documents and information to Chief Noble. The sooner that I can have that information, the better.

I look forward to your anticipated cooperation in response to this email.

Norm Blais

Norm:

Regarding the inquiries referenced, please find below my responses:

> 1) any contemporaneous notes or records that you took or otherwise maintained which would confirm the above-referenced claims;

RESPONSE: Any such notes or records that may exist are exempt under 1 VSA 317 c 7.

>

> 2) calendar entries or comparable records which would confirm the existence of “regular” and “numerous” meetings with me

RESPONSE: I have a calendar entry on June 17, 2021 from 1:00 – 2:00 P.M. entitled “PD”. To my knowledge, that was the first of numerous such meetings. I do not note every conversation nor meeting I may have with anyone in my calendar.

>

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>

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RESPONSE: If any such records may exist, they would be exempt under 1 VSA 317 c 7. The Chief himself participated in one or two conversations with Selectboard Chair Mike Ashooh and me prior to your involvement in this matter, and which I am sure Chief Noble informed you.

I hope you find this information helpful.

Lee

Lee Krohn, AICP
Town Manager
Town of Shelburne, Vermont
802.985.5111
lkrohn@shelburnevt.org

From: Norm Blais <normblaislaw@gmail.com>
Sent: Friday, January 21, 2022 11:02 AM
To: Lee Krohn <lkrohn@shelburnevt.org>
Cc: A.a.Ron <aarnoble@yahoo.com>
Subject: appeal of Noble grievance

Dear Mr. Krohn

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