

Greensboro Selectboard

January 7, 2026 Special Meeting – Minutes

LOCATION: Town Hall meeting room with remote access

SELECTBOARD MEMBERS PRESENT: MacNeil, Mike Metcalf, Tim Brennan, Judy Carpenter (joined remotely), Ellen Celnik (joined remotely)

SELECTBOARD MEMBERS ABSENT: None

OTHERS PRESENT in person: Peter Romans, Christine Armstrong, Beth Meachem, Erika Karp, Brett Stanciu, Josh Karp, Kim Greaves, Janice Dinsdale

OTHERS PRESENT remote: Brian Titus, Janet Long, Jennifer Lucas, Lise Armstrong, Liz Steel, Miriam Rogers

CALLED TO ORDER: 6:30 PM

PROPOSED FY27 BUDGET – PUBLIC Q&A

- Tim said 60% of the town budget is spent on roads and public safety.

The board is proposing to add the position of town administrator. A lot of towns have done this or are considering it, several towns we've talked to said that having someone in this position has increased grants received. Many of grant programs are complicated to administer and the town hasn't had a staff member focused on this, trying to administer multiple grants without a grant administrator has proven to be difficult.

Tim said the current Selectboard clerk's hours and duties are incorporated into this position; the administrator would also help manage town communications and coordinate road projects. The full job description for the administrator is available at the town offices or on the town website.

Mike said that over the last few years, the board has heard from the public that there is a need for a position focusing on grant administration, website maintenance, and other tasks.

Regarding town office payroll, Tim said there is a town clerk and assistant town clerk, and a treasurer and assistant treasurer. Brett and Brandy Smith are both working 10 hours/week as treasurer and assistant treasurer. Kim is salaried at 40 hours/week as town clerk and Brandy, assistant town clerk, works 10 hours/week. Brett noted that the assistant town clerk was budgeted for 20 hours/week in FY26 and is budgeted for 10 hours a week in FY27.

Tim said the capital transfers for FY27 are \$103k to the HERF and \$150k to the Capital Budget. These transfers are reduced from prior year amounts using FEMA money that is not tagged to specific repair projects. This federal funding is reimbursement for indirect flood expenses such as equipment use and town gravel. Peter said while this does reduce the annual transfer to these funds and lowers the tax burden, this is only temporary. Tim said the FEMA funds will reduce the fund transfers for a decade.

- Brett said that Hardwick Rescue was moved from appropriations into services, as the board considers this to be an essential service. Erika said Hardwick is looking to build a new public safety building that would include space for the rescue squad. Brett said the building is still in the planning stages and could cost \$6.5 million. It is likely that the towns that contract with Hardwick Rescue will be involved in the project in some way.

- Three new appropriation requests are included in the warning: Greensboro Community Meals, Caspian Arts, and The Energy and Climate Action Committee. These were not proposed by the budget committee, but are included in the warning because petitions were received for each.
- Beth asked how the new town truck was paid for. Tim said this was a planned cash expenditure using funds from the HERF.
- Beth asked if the equipment maintenance line item could be reduced due to the town having newer equipment. Brett said the budget committee reduced this line item for that exact reason.
- Liz said she supports the idea of a town administrator but would like to see job descriptions for existing town staff to better understand how this new role will complement existing staff positions. She felt that the administrator should be responsible for overall town website maintenance and improvements, not just updating the selectboard section of the website.
Christine requested that a document be compiled listing all town positions with a job description, responsibilities, wages, and benefits.
Brett and Kim are working on job descriptions for town staff. Liz asked about the administrator's hourly wage; Brett said it will be \$28/hr.
- Liz asked about the overall increase in health insurance costs. Tim said most of the increase is due to health insurance coverage for the new town administrator. He added that the overall cost increase in the town's insurance plan has been reasonable. Christine said that other towns such as Morrisville have saved money by changing health insurance providers, something Greensboro should consider.
- Liz asked about the increase in the technology line item. Brett replied that two different technology line items were combined into one, so the actual budgetary increase is minimal.
- Liz said that the Capital Budget includes \$40k for the Town Hall and also an amount for general maintenance of town buildings. While the town has a solid capital plan for town equipment, she suggested that funds be scheduled for energy efficiency improvements for town buildings. Tim clarified that the \$40k earmarked for the Town Hall in FY27 is a placeholder figure for a consultant and studies to consider the future of the building. An engaged group of residents is needed to get a process started.
- Peter asked about the 7.2% increase in the FY27 road crew payroll and benefits. Brett said while there is an increase in wages due to provisions in the union contract, the part-time seasonal road crew position that was budgeted for in prior years was removed from the FY27 budget, offsetting some of these wage increases.
- Peter said FEMA may not provide as much financial assistance in the future and suggested that the board use some of the unallocated FEMA funds to start an emergency reserve fund. Tim said that creating such a fund will be included on the town meeting warning as an article. He added that the board is considering using some of the unallocated FEMA money to start this fund, meaning that the new fund would not increase the tax rate in FY27.
- Peter asked whether the board is going to include a vote on the 1% local option tax in the town meeting warning. MacNeil said the board hasn't decided yet. Tim said it is unclear what the town wants, given that the advisory vote was basically a tie. He felt that a town vote should be delayed, since some residents and businesses want additional opportunities to weigh in on the matter.
- Christine said it would be helpful for the town to have a hiring policy or procedure. The assistant town clerk position was originally advertised at \$20/hour, yet a change was made and now Brandy is being paid \$30/hr. There are folks out in the community who are talented and capable, and might have applied for this position had they known there was an opportunity.

- Jennifer said that the board made 30 hour/week positions eligible for full benefits, and asked the board to explain this change. MacNeil said the board made the decision that a 30 hour/week position will be considered full-time with benefits. Christine said in that case, those benefits should be pro-rated, with a higher employee contribution. Tim said in his professional work experience, it's common for employees working less than 40 hours/week to be considered full-time and eligible for benefits.
- Jennifer asked if a salary increase is proposed for town office staff. Brett said the town clerk received an increase. Brett said her and Brandy's hourly rate increased to \$30/hour in 2025 after she returned from medical leave and there will be no increase in FY27. Brett noted that Brandy is an experienced town treasurer and brings an excellent skill set to the town.
- Liz asked if other towns have assistant treasurers; Brett said this is common.
- Judy said it sounds like people are "nickel and diming" the proposed salary increases. The board, she said, is just trying to pay people decently. Judy said that as a teacher, she was indeed required to make a larger contribution towards her health care costs, yet she had a higher salary that helped offset this.

Tim made the following motion:

The board will table consideration of the FY27 budget until the next selectboard meeting.

Mike seconded the motion which carried (Celnik, Brennan, Metcalf, Carpenter in favor; MacNeil not voting as chair).

ADJOURNMENT

The meeting was unanimously adjourned at 7:38 PM

Respectfully Submitted: Josh Karp, Selectboard Clerk