

Town of Bethel
Selectboard Meeting
Monday, April 19, 2021
via Zoom at 6 pm

[Click here to join meeting](#) Meeting ID: 898 4699 2171 Passcode: 635802 To call in, dial: 1-646-558-8656

6 pm: Call the meeting to order

Public Comment

Appointments:

Representative Kirk White

Appointment of Moe Brigham to Town Lister until March 2022 Town Meeting

Motion to appoint

Set appointed Lister pay to \$16 per hour, effective Monday, April 12, 2021.

Motion to approve

Babe's Bar Outside Consumption Permit – additional 33' x 34' area on south side of building – hours of 10 am to midnight 7 days a week

Motion to approve

~~Hazard Mitigation Plan~~

~~Motion to adopt with incorporation of State's Hazard Mitigation Planner's notes~~

Social Media Policy (Draft #3)

Motion to adopt or amend

Minutes and Communications:

1. Town Manager's Report
2. Selectboard Minutes from 4/12/2021
3. Other Communications –see packet
4. Any Other Business Necessary to Come Before the Board

Town Manager's Report for 4/19/2021 meeting:

- ◆ Happy Birthday to Lindley!
- ◆ Reminder of your meeting on Wednesday, April 21, 2021 at 6:30 pm with the Royalton Selectboard. I have included the agenda and a copy of the memo I sent them.
- ◆ Kirk White will be here to update us on the activity in Montpelier.
- ◆ Moe Brigham has offered to be appointed as Lister. His letter is in your packet. I have run an ad in the Herald for 3 weeks, and no inquiries have been received.
- ◆ Babe's has settled on an area for extending their outside consumption area. Jesse and I exchanged emails on 4/15 and he was going to reach out to the Liquor Inspector to make sure he was good with it. Jesse plans to be at Monday night's meeting.
- ◆ I have included our updated Hazard Mitigation Plan, along with the email from the State's Hazard Mitigation Planner, Caroline Massa's notes. Due to the time constraints we are under, I would like you to approve it, noting that Caroline's notes will be incorporated. This is a lot of data. It has taken countless hours to find and add. In the future, when you adopt the LEMP each year, we will update this document as well. This part of the reason your ERAF is dropped from 25% to 12.5%.
- ◆ Social Media Policy Draft #3. I have incorporated all of Gene's notes and edits...thank you Gene. I am hoping it is ready for adoption, as I have incorporated every note I have received up to this point.
- ◆ The Transfer Station was closed on Friday, April 16th, due to the excavator being down. It is the hope it will be repaired today. If not, Hazardous Waste will be accepted tomorrow, but not trash. Jen has been in contact with the State and the BRTS Board. The excavator was "repaired" on Thursday, April 15th, but went down again a few hours after the repair person left. Nortrax was closed by then, so Jenn was in touch with them Friday morning.
- ◆ It looks like the State is doing another Arrearage Assistance Program. Residents of Bethel received over \$15,000 last time. There is a Zoom call today at noon, so I will explain more on Monday night.
- ◆ As a reminder, I will be out of state from Friday, April 23 until Saturday, May 1. The staff and Chris Jarvis know how to reach me if necessary.
- ◆ Our meeting on Monday, May 10th will be held in person at the Town Hall unless the Governor's Orders change between now and then. Social distancing and masks will be required.

April 13, 2021

Town of Bethel

134 South Main Street

Bethel, VT 05032

I would like to apply for the open lister position as advertised in the Herald recently to assist the current listers. I have a background in construction and feel I can contribute to their work.


Moe Brigham

* Louise is in favor of this appointment. *

2021 LIQUOR LICENSE RENEWAL APPLICATION
OUTSIDE CONSUMPTION PERMIT

9590-001-OUTC-001

Page 1

Fee: \$20.00

Paid to DLC

License Year Beginning May 1, 2021 ending April 30, 2022

MISREPRESENTATION OF A MATERIAL FACT ON ANY LICENSE APPLICATION SHALL BE GROUNDS
FOR SUSPENSION OR REVOCATION OF THE LICENSE, AFTER NOTICE AND HEARING

Applicant: Review all of the information presented on this form, indicating any changes in the spaces provided.

Applicant: Babes Bar, Inc.

Licensee # 9590- 1

Doing Business As:

Babes Bar
221 Main Street
Bethel VT 05032
Telephone: (802) 234-1144

Mailing Address:

119 Bundy Road
Bethel VT 05032

9 Brink Hill Rd
Bethel VT 05032

PLEASE INCLUDE EMAIL ADDRESS:

jesse@babesvt.com

Description of the delineated area is as follows:

~~58' X 16.5' area attached to west side of building, area is enclosed by fencing. Including fenced porch area 12:00pm - 12:00am Permanent use.~~

adding additional space - see attached

I/We hereby certify, under the pains and penalties of perjury, that I/We are in good standing with respect to or in full compliance with a plan approved by the Commissioner of Taxes to pay any and all taxes due the State of Vermont as of the date of this application. (VSA, Title 32, Section 3113)

I/We hereby certify that I/We are not under an obligation to pay child support or that I/We are in good standing with respect to child support or are in full compliance with a plan to pay any and all child support payable under a support order. (VSA, Title 15, Section 795)

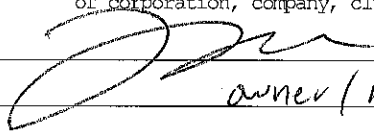
In accordance with 21 VSA, Section 1378(b), I/We certify, under pains and penalties of perjury, that I/We are in good standing with respect to or in full compliance with a plan to pay any and all contributions or payments in lieu of contributions due to the Department of Employment and Training.

I/We hereby certify that the information in this application is true and complete.

Dated this 29 day of January, 2021

Signature of authorized agent
of corporation, company, club or association

Signature of individual or partners


owner / manager

(Title)

Are you making this application for the benefit of any other party? Yes No

MAKE CHECKS PAYABLE TO AND MAIL TO: VERMONT DIVISION OF LIQUOR CONTROL
13 GREEN MOUNTAIN DRIVE
MONTPELIER, VT 05602

----- LOCAL COMMISSIONER SECTION BELOW -----

Upon being satisfied that the conditions precedent to the granting of this license as provided in Title 7 of the Vermont Statutes Annotated, as amended, have been fully met by the applicant, the commissioners will endorse their recommendation on the back of the application and transmit it to the Liquor and Lottery Control Board for suitable action thereon, before any License may be granted. For the information of the Liquor and Lottery Control Board, applications shall carry the signature of each individual commissioner registering either approval or disapproval.

APPROVED

DISAPPROVED

Approved by Board of Control Commissioners of the City or Town of _____.

Total Membership _____, _____ members present

Attest, _____, Town Clerk

OUTSIDE CONSUMPTION PERMIT

Application Fee \$20.00

Name of Licensed Premise (Corporation/Partnership/Individual, d/b/a)

Babes Bar Inc

d/b/a Babes Bar

Address 221 Main St

Town/City Belleville

License Number 9590-001

Email or Fax # babe@babesvt.com

Outside consumption would be in the area described below: (describe fully, including size, physical barriers, etc.)

58'x 16.5' area attached to west side of building, including porch. Area is enclosed by fencing. Additional

33'x34' lawn area to the south of above fenced area, enclosed completely by fencing on 3 sides and

the building on the north side.

Please remember that this outside consumption permit is an extension of your license to serve alcohol beverages, and that the same rules apply in this area as do in the regularly licensed premise area.

Outside Consumption time period (hours) from 10am to 12am

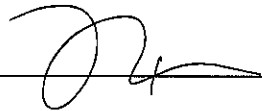
Permanent Use (Permanent use will be considered year round use)

Occasional Use

Day(s) Requested 7 days

Hours Requested 10am-12am

Signature of Licensee



OUTSIDE CONSUMPTION PERMITS MUST FIRST BE APPROVED BY YOUR TOWN/CITY CLERK

Please check one: APPROVED DISAPPROVED

Town/City Clerk Signature _____

Date _____

2021 LIQUOR LICENSE RENEWAL APPLICATION
OUTSIDE CONSUMPTION PERMIT

9590-001-OUTC-001

Page 1
Fee: \$20.00
Paid to DLC

License Year Beginning May 1, 2021 ending April 30, 2022

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Doing Business As:

Licensee # 9590- 1

Babes Bar
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Bethel VT 05032
Telephone: (802) 234-1144

Mailing Address:
119 Bundy Road
Bethel VT 05032

PLEASE INCLUDE EMAIL ADDRESS: _____

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by fencing. Including fenced porch area 12:00pm - 12:00am Permanent
use.

I/We hereby certify, under the pains and penalties of perjury, that I/We are in good standing with respect to or in full compliance with a plan approved by the Commissioner of Taxes to pay any and all taxes due the State of Vermont as of the date of this application. (VSA, Title 32, Section 3113)

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I/We hereby certify that the information in this application is true and complete.

Dated this _____ day of _____, _____

Signature of authorized agent
of corporation, company, club or association

Signature of individual or partners

(Title)

Are you making this application for the benefit of any other party? ___Yes ___No

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APPROVED

DISAPPROVED

Approved by Board of Control Commissioners of the City or Town of _____.

Total Membership _____, _____ members present

Attest, _____, Town Clerk

Therese Kirby

From: Massa, Caroline <Caroline.Massa@vermont.gov>
Sent: Tuesday, April 13, 2021 4:05 PM
To: Therese Kirby
Cc: Smith, Stephanie A
Subject: RE: Town of Bethel

Hi Therese,

The plan looks great. I have a couple of notes for improvements that will help Bethel's plan meet FEMA requirements. Please forgive the length of the notes below! Please reach out anytime with questions. I'm happy to schedule a call.

B1. Does the Plan include a description of the type, location, and extent of all natural hazards that can affect each jurisdiction(s)? (Requirement §201.6(c)(2)(i))

- An extremely common piece of information missing, please state the extent of fluvial erosion (# acres lost, or in feet). If this information is not available, just state that the data is unavailable. If it is included already, please just point that out to me for the next time I review the plan. In the future it would also be great if you could identify the maximum inches of rainfall seen in a historic event for flooding extent, but I can find that information in the table provided so you do meet the requirements.
- I'm not seeing a justification for not completing a hazard profile and risk assessment for Extreme Cold/Snow/Ice Storms. Could you provide more of an explanation? These hazards ranked higher than some of the hazards you did complete more in depth assessments for. If I am missing this discussion, please just let me know.

C5. Does the Plan contain an action plan that describes how the actions identified will be prioritized (including cost benefit review), implemented, and administered by each jurisdiction? (Requirement §201.6(c)(3)(iv)); (Requirement §201.6(c)(3)(iii))

- All actions in your action table should be mitigation actions, so no need to put (mitigation) or (preparedness) in parentheses.
- If the action is to be completed by the date given in the time frame column, "state completed by..." or give a beginning date as well. FEMA wants to see a beginning and end date within the 5-year timeframe.
- FEMA RI may have an issue with the number of actions that say "per capitol road schedule" - identify dates whenever possible to get the number of times "per capitol road schedule" is used to a minimum.
- Don't forget about FEMA's Hazard Mitigation Assistance grants as potential funding sources. We will have another round of BRIC this fall!

D1. Was the plan revised to reflect changes in development? (Requirement §201.6(d)(3))

- While I think you can squeeze by and meet the requirements, I would like to see more discussion on changes in development in addition to discussion on no development in the floodplain on page 39. For example, what types of building permits are you seeing? Possibly add more discussion on page 13 – has development been focused downtown? There is mention that there may be an increased fire risk with sprawled development. You can also say there has been no significant development.

D3. Was the plan revised to reflect changes in priorities? (Requirement §201.6(d)(3))

- There is a quick mention of changes in priorities on page 8, but more discussion on change in priorities would be great. Just to explain why priorities may have changed. Again, if you have this discussion just point it out to me, I was doing a quick pre-review!

Looking forward to approving the final plan!

All the Best,

Social Media Policy Bethel, Vermont

Section 1: Title and Authority.

This policy shall be known as the Bethel Social Media Policy (hereafter "policy"). It has been adopted by the Town of Bethel Selectboard pursuant to 24 V.S.A. §§ 1121, 1122, and 872.

The Selectboard reserves the right to amend any of the provisions of this policy for any reason and at any time, with or without notice. This policy is administered by the Selectboard or their authorized representative(s)/designee(s).

Section 2: Purpose.

The purpose of this policy is to provide standards and procedures for the appropriate use of MSM platforms when conducting municipal business. This policy gives direction to municipal employees, elected officials, volunteers, appointees, public bodies, and other authorized users of MSM. This policy also creates guidelines for any public user who accesses or posts content on the municipality's social media.

This policy applies to Selectboard approved platforms¹. We acknowledge that social media is an evolving communications tool and that new platforms may become available over time, so the list of Selectboard approved social media platforms may be revised as needed. The municipality may utilize social media to communicate information related to the business of the municipality directly to the public, including operations and services provided by the municipality. The municipality allows the use of social media to further the goals of the municipality, the missions of its departments and public bodies, and to contribute to the overall vibrancy of its community. However, social media will not supplant or replace dialogue at duly warned public meetings.

The municipality has an overriding interest in deciding what is published on behalf of the municipality through social media and in establishing guidelines for the use of MSM by municipal officials and the public.

¹ See Appendix A for approved platforms.

Section 3: Definitions.

The following definitions shall apply to this policy:

Content means any post, writing, comment, remark, response, material, document, photograph, graphic, or other information of any kind, regardless of form that is created, posted, shared, distributed, or transmitted via the municipality's approved social media platforms.

Designated agent means an individual designated by the Selectboard to receive and respond to notifications of claimed copyright infringement. Once named, the municipality must designate the agent with the United States Copyright Office.

MSM means Municipal Social Media, Municipal Social Media Platform and Municipal Social Media Account.

MSM Moderator means Municipal Social Media Moderator and Municipal Social Media Account Moderator.

Municipality means the Town of Bethel.

Municipal electronic equipment means all municipally owned electronic equipment – including computers, cell phones, smart phones, pagers, any associated hardware or software, and any other municipal equipment – that may be utilized to send or receive electronic communications.

Municipal official means an employee of the municipality, public official, whether elected or appointed, or a municipal volunteer.

Municipal social media or Municipal Social Media Platform or Municipal Social Media Account means the official social media sites and platforms approved by the Selectboard.

Municipal Social Media Account Moderator means an individual(s) designated by the Selectboard or Town Manager to monitor, manage, and oversee municipal social media content for a specific Social Media Account.

Municipal Website or Official Municipal Website means the official website or domain of the municipality of Bethel, VT.

Social Media or Social Media Platform or Social Media Account means the approved information-sharing platforms on which online content and dialogue around specific issues or area of interest are created by or for the Town of Bethel.

User means a member of the general public who accesses, posts, creates, distributes, shares, or transmits content to the approved MSM.

Section 4: Account Management.

Municipal officials may only establish MSM on behalf of the municipality after approval by the Selectboard. The Selectboard will review all requests to create new MSM. They also have the sole authority to establish new accounts, authorize their use and terminate MSMs. In this role, the Selectboard will evaluate all requests for creation of a new account, appoint a Moderator, verify the staff authorized to use the account and confirm completion of training for MSM. The Selectboard and Town Manager will also be responsible for maintaining a list of all MSM in use, the names of all MSM Moderators of these accounts, as well as the associated usernames and active passwords².

All MSM shall be created and published by a duly designated municipal official with the approval of, and under the direction of, the Selectboard.

Whenever possible, content the municipality posts to MSM will also be available on the municipality's official website. MSM complements and does not replace the municipality's existing website resources. Content posted on the municipality's social media sites should contain links directing users to the municipal's official website for additional information, forms, documents, or online services necessary to conduct business with the municipality.

All MSM shall clearly indicate they are maintained by the Town of Bethel. They shall prominently display necessary contact information of the municipality. All MSM platforms shall include the following notification:

"This is the official (name of MSM) for the Town of Bethel, Vermont [list any specific committee or department name here as well]. If you are looking for more information about Bethel, VT, please visit the Town's official website at www.townofbethelvt.com. The purpose of this social media platform is to provide general public information only. If you require a response from the municipality or wish to request a municipal service, please visit www.townofbethelvt.com or contact the municipality at 802-234-9340 or at betheltownoffice@comcast.net." Responses or requests made through any "comments" on this site are not necessarily shared with the appropriate Town Official.

Section 5: Municipal Social Media Moderator.

The Selectboard shall designate a MSM Moderator for each MSM, to monitor, manage, and oversee all content on each MSM to ensure adherence to this policy, including appropriate use, and messaging that is consistent with the interests and goals of the municipality. Any content edited or removed by the MSM Moderator must be retained in

² Usernames and passwords are kept in a secure file at the Town Office.

accordance with the relevant public records retention schedule. The edit or removal shall be accompanied by a description of the reason such content was edited or deemed unsuitable for posting along with the time, date, and identity of the poster, when available.

The MSM Moderator retains the sole authority to remove content from the MSM they moderate.

Section 6: Conduct of Municipal Officials.

Those officers, staff and representatives of the municipality designated and authorized to utilize the Town's authorized MSM, do so with the understanding they represent the municipality via these MSM outlets, and must always conduct themselves appropriately. Municipal officials must also consider content carefully, understanding it will be widely accessible, not retractable, and retained or referenced for a long period of time. **The municipality expects its officials to be truthful, courteous, and respectful toward their colleagues, residents, customers, members of the general public, and other persons associated with or who do business with the municipality.**

Municipal officials' use of MSM shall comply with this policy as well as with any other relevant policies, its charter provisions, rules, and regulations.

Municipal officials who use the Town's authorized MSM in their official capacity, in the scope of their employment, whether as a MSM Moderator or a municipal official, must:

- Make the official's name and title available when they post content in their capacity as a municipal official. Municipal officials may only post and/or respond to content on those matters that fall within their job description or statutory roles and responsibilities.
- All posts must be preapproved by an official Town committee, an employee's immediate supervisor, or a quorum of the public officials governing body. When providing content, keep postings factual, accurate, and as up to date as possible. If a mistake is made, admit to it and post a correction as soon as possible. Be sure the content is meaningful, respectful, and relevant.
- Never post content on anything related to legal matters, litigation, or any parties with whom the municipality may be in litigation without prior specific approval from the Town Manager. Municipal officials are expressly prohibited from disclosing any information via content posted to MSM that may be confidential.
- Refrain from expressing personal opinions or positions regarding policies, programs, or practices of the municipality, its officials, or other public agencies,

political organizations, private companies, or non-profit groups on a MSM platform. Under no circumstances should a municipal official post, or direct another municipal official to post, a personal opinion or statement held by an individual municipal official on a MSM.

Information posted to MSM is public and is subject to Vermont's Public Records Law, Open Meetings Law, and all other applicable laws, rules, policies, municipal charter provisions, and regulations. Municipal officials should have no expectation of privacy regarding the information posted on MSM.

The Selectboard, Town manager or their designee may monitor the content posted by municipal officials and the public on each of the municipality's Social Media to ensure it complies with this policy for appropriate use and messaging, and to be sure it is consistent with the goals of the municipality. All authorized municipal officials must be provided with a copy of this policy and sign the Acknowledgement of Official Use by Municipal Officials form (see Addendum A) prior to utilizing official MSM.

Section 7: Designation of Social Media Platforms.

For each of the municipality's social media platforms, the Selectboard has identified and designated the type of speech forum, its purpose, and rules, as follows:

1. **Government Speech Forums.** Do not allow any public user content. They are reserved for the municipal government to engage in its own expressive conduct, to promote its own message, and to distribute information.
2. **Limited Public Forums.** Where Public user content is restricted. Public users posting or responding to content constitutes participation in a limited public forum. The settings for Limited Public Forums must be set to require that all User's posts must be approved by the MSM moderator prior to posting.

Section 8: User Content: Terms of Use.

This section applies to all users who access or post, create, share, distribute, or transmit content on MSM. These rules and guidelines apply to all MSM. This section's provisions governing user content on MSM and its terms of use shall be made available by hyperlink from the municipality's official website, and on all MSM that have been designated in Section 7 of this policy. The rules and guidelines to display as applicable and relevant are as follows:

Terms of Use Agreement by User

The purpose of this site is to distribute information on matters of public interest and matters of public interest to the municipality as identified and raised by the municipality. The municipality may allow the general public to submit content, but it must address the specific topic(s) discussed. This is a forum limited to the specific topics identified and raised by the municipality. Use of this social media platform is deemed acceptance by the User that they have read, understand, and agree to the following terms and conditions:

1. I am submitting content voluntarily and on my own behalf;
2. The content I post reflects my own original thoughts or work;
3. I understand the municipality has the right to re-post or share any content that I submit on this or other MSM;
4. I have read and understand the policy, and understand that use of this MSM site is deemed acceptance of this policy, including the right of the municipality to remove or archive content as described in this policy and as may be allowed by law;
5. I understand any content I provide will be considered a public record under Vermont's Public Records Law;
6. I understand and agree that, unless specifically identified as a resource for receiving requests for information under Vermont's Public Records Law, MSM are not proper vehicles for making requests for public information or public records under Vermont law, and any such requests must be made to the appropriate custodian of the record(s);
7. I understand and agree that my and others' content is subject to removal, in whole or in part, from this site if my or their content violates the conditions of this policy;
8. I understand the views and content expressed on this site only reflect those of the content's author, and do not necessarily reflect the official views of the municipality or its municipal officials;
9. I agree to the following waiver of liability: Because various laws exist that create liability for various actions, including but without limitation defamation, invasion of privacy, false light, breach of contract,

procurement violations, violations of due process among many potential areas of exposure for which the municipality accepts no responsibility based on the actions of others or for creating this MSM, I, for myself, successors and assigns, release and hold harmless, defend and agree to indemnify the municipality, including its municipal officials, from any and all actions, claims, liabilities and damages of whatever kind and nature that arise out of or are in connection with my use of the MSM;

10. I agree to clearly identify myself and acknowledge that anonymous posting is not allowed and may be removed

By accessing, posting, sharing, distributing, or transmitting content, I acknowledge that I understand and accept these terms of use.

Section 9: Municipal Disclaimer

The municipality is interested in hearing the opinions of the public. Vigorous, constructive conversations are encouraged through participation in duly warned public meetings, outreach to the Town Office and municipal officials. The municipality does not discriminate based on viewpoint but it may remove content and restrict access to users who violate this policy. The municipality reviews content on all of its limited public forum social media platforms.

Content created, posted, shared, or transmitted by a member of the public on any MSM site is their opinion only. Publication of content does not imply endorsement of, or agreement by, the municipality, nor does such content necessarily reflect the opinions or policies of the municipality. The municipality is not responsible for content that appears on external links. The municipality does not guarantee the authenticity, accuracy, appropriateness, or security of posted hyperlinks, external websites, or content linked thereto and assumes no liability for damages resulting from reliance upon or accessing such content. The municipality reserves the right to delete links and embedded content that violate this policy.

Section 10: Prohibited Content/Violations

The following prohibited content shall not be permitted on any MSM and shall be subject to removal:

- profane, obscene, sexual, or pornographic language or images;
- content that promotes, fosters, or perpetuates discrimination based on race, creed, color, age, religion, gender, gender identity, marital status, status with regard to public assistance, national origin,

disability, or sexual orientation;

- links to any unauthorized site or content;
- personally identifiable information or sensitive personal information that, if released, violates federal or state law;
- disruptively repetitive content;
- conduct or encouragement of illegal activity; information that may tend to compromise the safety or security of the public or public systems;
- information that directly interferes with or compromises ongoing investigations, public safety tactics, or the safety of public safety officers;
- malicious or harmful software (e.g. malware);
- defamatory or personal attacks;
- threats of violence or threats to public safety; confidential, private, or exempt information or records as defined by state or federal law; conduct that violates any federal, state, or local law; copyrighted materials in violation of state or federal law; or content that is clearly unrelated to the subject matter of any post made on the platform by or on behalf of the municipality.

Users who violate this policy may be temporarily or permanently restricted from accessing MSM. The municipality reserves the right to deny any user who repeatedly violates this policy access to posting to MSM. To appeal the editing or removal of content or the restriction of access to a MSM, the user must submit a written statement to the Town Manager. The statement should provide grounds for reinstatement of access to or right to publish the edited or removed content. Requests will be addressed in a reasonably timely manner; content or access, as applicable, will be restored if it is determined that the grounds for reinstatement are sufficient. The Town manager's decision to an appeal will note the basis for the decision. If the user is unsatisfied with the decision, they may appeal to the Selectboard, who will render a reasonable timely response noting the basis for the decision. The decision by the Selectboard shall be the final administrative decision of the municipality.

Users may and are encouraged to contact the municipality at any time to identify content or other conduct on the MSM that violates this policy. Users are advised to avoid and ignore responding to content in violation of this policy. Any response to prohibited content must conform to this policy.

All content posted to any MSM is bound by that platform's applicable statement of

rights and responsibilities or terms of service. The municipality reserves the right to report any violation of that platform's or site's statement of rights and responsibilities or terms of service to the platform's or site's provider with the intent of the provider taking appropriate and reasonable responsive action.

Section 11: Copyright Infringement Notification.

The municipality complies with the provisions of the Digital Millennium Copyright Act of 1998 (DMCA). Federal law makes it illegal to download, upload, or distribute in any fashion copyrighted material in any form without permission or a license to do so from the copyright holder.

The municipality respects the intellectual property of others and requires users of MSM to do the same. In accordance with the DMCA and other applicable law, the municipality may remove content on MSM that is copyrighted and may deny access to the MSM users who are deemed to be copyright infringers pursuant to this policy.

The following notification shall be made accessible on all MSM platforms and on the municipality's official website:

"If you believe that any material on the Town of Bethel's official website or MSM platforms infringes on any copyright which you own or control, or that any link on MSM directs users to another website that contains material that infringes on any copyright that you own or control, you may file a notification of such infringement with the Town of Bethel. Notifications of claimed copyright infringement must be sent to the Town of Bethel's, Vermont's designated agent, for notice of claims of copyright infringement. The municipality's designated agent may be reached as follows: Designated Agents: Town Manager or Town Office Assistant Physical Address: 134 South Main Street Bethel, VT 05032 Telephone Number: 802-234-9340 Email Address: betheltownoffice@comcast.net"

Section 12: Public Records Law – Compliance.

MSM and their related content are subject to Vermont's Access to Public Records Law. Any records produced or acquired in the course of municipal business, including material posted to MSM, may be a public record. Therefore, there should be no expectation of privacy regarding the information posted on MSM. Public records, regardless of format, are available for inspection and copying during customary business hours unless there is a

specific statute exempting the record from public disclosure in whole or in part. Those records exempt from public inspection and copying are set out at 1 V.S.A. § 317(c).

The official municipal website and MSMs shall clearly indicate that any content posted or submitted for posting in whatever format is subject to public disclosure. Content related to municipal business shall be maintained in an accessible format so it can be produced in response to a public records request. Users shall be notified that public disclosure requests must be directed to the proper custodian of public records. The contact information for the Town of Bethel shall be posted on each MSM so users know who to contact in the event they have a public records request.

Section 13: Public Records Law – Retention.

Municipal officials must comply with Vermont’s Public Records Law when using MSM. Relevant records retention schedules apply to content on the official municipal website as well as to MSM. Content posted or submitted for posting shall be retained pursuant to Vermont’s Public Records Law in its standard format and in accordance with applicable disposition orders and retention schedules as established by the Vermont State Archivist and be available for copying and inspection during customary business hours.

Any content edited or removed by the MSM moderator must be retained in accordance with the relevant public records retention schedule.

Section 14: Open Meeting Law – Compliance.

Municipal officials must comply with Vermont’s Open Meeting Law when using MSM. All posts by members of the municipality’s public bodies that relate to municipal business are subject to the Open Meeting Law. Members (elected or appointed) of any municipal public body will refrain from using MSM to discuss the business of the public body or to take official action in violation of the Open Meeting Law. A member of a public body who “likes,” “shares,” or otherwise engages in another member’s content on MSM may be communicating municipal business and the Open Meeting Law may apply. Furthermore, members of public bodies will refrain from posting content on or responding to inquiries related to quasi-judicial matters within the subject matter jurisdiction of their respective public bodies.

Members of municipal public bodies may utilize MSM for encouraging public input (i.e.: distributing a survey) and informing the public to the role with which the public body has been charged by statute or the Selectboard, provided the use is authorized in accordance

with Vermont law and conforms to this policy.

Information posted by the municipality on its Social Media Platforms will supplement, not replace, required notices and standard methods of providing warnings, postings, and notifications required to be made with regard to public meetings and hearings under Vermont law.

Section 15 – Enforcement against Municipal Officials.

Employees found in violation of this policy may be subject to disciplinary action, in compliance with the municipality’s personnel policy or employment contract, as appropriate. Appointees and volunteers found in violation of this policy may be subject to removal from their respected public posts. Elected officials found in violation of this policy may be subject to private or public admonishment and/or may be asked to resign their office.

The municipality may seek all appropriate legal remedies including damages or a court-ordered injunction to enforce compliance with this policy.

ADOPTED this ___ day of _____, 20__.

SIGNATURES of Town of Bethel Selectboard:

Appendix A: List of Selectboard Approved Social Media Platforms

Facebook:

- Recreation Facility
- Town Office
- Town Clerk
- Energy Committee
- Conservation Committee
- Peavine Park

Websites:

- www.townofbethelvt.com
- Equity & Inclusion Committee??

Town of Bethel
Selectboard Meeting
Monday, April 12, 2021
via Zoom at 6 pm

Click here to join meeting Meeting ID: **868 8421 9617** Passcode: **045643** To call in, dial:
1-646-558-8656

Present - Gene Kraus, Lindley Brainard, Paul Vallee, Chris Jarvis, Owen Daniel McCarter, Therese Kirby, Lylee Rauch Kasinski, Dave Eddy, Doug Marshall, Ele Griffin, ORCA media, David Phair, Leonard and Thomas Meek, Christy Fry, Lauren...., Cindy Metcalf and Jamie Kinnarney.

6 pm: Call the meeting to order (6:01)

Motion to approve agenda as written/amended, Lindley. Second, Paul. All in favor.

Public Comment - none.

Chris and Paul noted they have gotten a few compliments regarding the dirt roads.
Christy Fry noted Abbott Road was great all winter.

Appointments:

6:15 pm to 6:30 pm: Equity & Inclusion Committee re: explanation of handout outlining educational opportunities for the Selectboard and public.

- Christy, David, Lenny, Thomas, Lauren, attended tonight's meeting representing the Equity and Inclusion Committee. They discussed the educational opportunities being planned by the EIC.
- Jerry Thomas's Essay regarding Color Blindness was shared with the Board in their packets. Owen suggested the Board pair up and engage in a series of conversations about some of these issues discussed in the essay.
- They are also proposing a photo gallery exhibit to honor the BLM event from a year ago. David Phair is organizing this event. Therese said to reach out to Kelly about the paperwork.
- The group is also pulling together some common language/definitions to share with the Board.
- Chris thanked them for the literature they provided. He asked if the group was still thinking about doing a community survey. Owen and the committee have been in touch with Susie and Greg Fedak about redoing the local phone book, and "using one loaf to feed two birds", to also touch base with folks about their interest in participating in the survey.
- Lindley supports the idea of working with the Board in this way.

- Dave Eddy asked if the committee is prepared to work with folks who may not agree with them, particularly regarding George Floyd. He is more interested in how these issues impact locally, not so much the national issues.
- Owen noted the committee is open to those conversations, and the gallery event is more about last year's event.
- David Phair pointed out that national events do have an impact on those who live here in Bethel, and he is very interested in talking to folks about how that feels for him.
- Gene shared some of the more local/Vermont happenings, (e.g., representative had to resign due to threats against her family, a town report with a controversial cover, a Selectboard member who had to resign due to threats against her family, etc.) How do we respond to the events that sometimes go unnoticed or unacknowledged in our communities? How do we have those hard/uncomfortable conversations?
- Thomas thanked both Selectboard members for their observations, and felt it was important to look at how national events impact the local community.
- Lenny said if someone is murdered in the street (black, white, whatever) it affects all of us across the country.
- David Phair shared an experience he had this afternoon on his way to visit someone at Gifford Hospital in Randolph. He said three separate law enforcement officers drove by him and circled around. He said he was scared. Dave Eddy thanked him for sharing, and said that was precisely the type of thing he wants to hear about.
- Owen commented on law enforcement, and Therese stated that if anyone has an issue in Bethel with the Constables, she wants to know about it right away.
- Discussion of the literature will happen on the May 10th meeting agenda.
- Lylee supports community conversations, and wondered if the EIC was thinking about growing the conversations into the community. Owen said yes.
- Paul noted he read the essay yesterday, and would like to let it simmer before speaking about it. He would like more time before reflecting as a group.
- Therese asked if Owen could get the list of definitions to her by the first week of May, so everyone could process the information prior to the May 10th meeting.

Appoint Cindy Metcalf as the new Emergency Shelter Director

Motion to appoint Cindy Metcalf as the Emergency Shelter Director, Dave. Second, Lindley. All in favor.

Appoint Penny Griffin to the Bethel Royalton Transfer Station Board

Motion to appoint Penny Griffin to the Bethel Royalton Transfer Station Board, Paul. Second, Lindley. All in favor.

Appoint Chris Fors to the Conservation Commission – 3 year term

Motion to re-appoint Chris Fors to the Conservation Commission for a three year term, Lindley. Second, Gene. All in favor.

Tristan Brown's resignation from Equity & Inclusion Committee

Motion to accept Tristan Brown's resignation from Equity and Inclusion Committee, Paul. Second, Lindley. All in favor.

Crowley/Gonzalez Loan Modification Agreement

Motion to approve Crowley/Gonzalez Loan Modification Agreement per RLF Committee recommendation, Dave. Second, Lindley .All in favor.

7 pm to 7:20 pm: Jamie Kinnarney, Superintendent of Schools, WRVSU re: standardized testing (7:07)

- Chris introduced WRVSU Superintendent Jamie Kinnarney, who has been on the job for almost a year.
- Jamie was present tonight to talk about where things stand at the school level. Jamie invited folks to the WRVSU meetings on Tuesday night, via Zoom, and thanked the Board for the invitation.
- Jamie provided the details regarding the most recent testing, which is from two years ago. The school is in the middle of testing again.
- Literacy tests scores are going up, but not where they would like them to be.
- Jamie is very concerned about mathematics, and the school is working on professional development for staff in that area.
- He emphasized the staff is working hard, and we need to work on getting them the tools they need to do their jobs.
- Jamie took questions from the Board, community members and spoke regarding student opportunities this coming summer.
- Lenny asked what the community can do to support the school. Jamie discussed the potential of a strong volunteer program, once the risks of Covid-19 have lessened.

Locust Creek Store (2nd Class), Sambor Enterprises (2nd Class), Creek House Diner (1st Class), and Tessie's Tavern (1st Class & 3rd Class).

Motion to approve liquor licenses, Dave. Second, Paul .All in favor.

Local Emergency Management Plan (LEMP)

Motion to adopt & authorize Chair to sign the Emergency Management Plan, Paul. Second, Dave. All in favor.

Discussion of Commercial Trucks on Camp Brook/Bethel Mountain Road

No formal action required.

- Therese shared the background of this item. She and Frank Severy (Rochester Selectboard member), have been in conversation about their concerns regarding the big trucks on that road.
- They reached out to the DMV about limiting commercial trucks on the road.

- She reached out to the State of Vermont, MapQuest, Google Maps, etc. to find out how to get Camp Brook/Bethel Mountain marked as a “no truck” route on the mapping and GPS programs. MapQuest said currently there is not a GPS app strictly for trucks, so there is not a way to stop them from using this route. They are working to develop one.
- She will keep the Board posted on their progress.

Minutes and Communications:

1. Town Manager's Report (in packet)
2. Selectboard Minutes from 3/22/2021 Motion to approve the minutes as amended, Gene. Second, Paul. All in favor
3. Other Communications –see packet
4. Any Other Business Necessary to Come Before the Board

Executive Session: To discuss the current Interlocal Contract for Operation of the Bethel/Royalton Solid Waste Management Facility per 1 VSA § 313 (a) (1). This is eligible for discussion in executive session as it is the start of a possible contract negotiation and the Town of Bethel does not wish to disclose its negotiation strategy, and premature general public knowledge puts us at a disadvantage. Motion to enter executive session to discuss the Town's current Contract with the Town of Royalton for joint operation of the Transfer Station, Dave. Second, Paul. All in favor.

The Board met in executive session until 8:45 pm. Gene moved to exit executive session. Second, Lindley. All in favor.

The Board asked Therese to provide the Town of Royalton Selectboard with the following information regarding the Transfer Station:

1. At July 1, 2021 have Compucount of Randolph (or another firm if they are unavailable) take over the finances for the Transfer Station. (Compucount currently processes the payroll). This allows for an unbiased third party to generate and circulate financials. (Item 12 & 13 of Interlocal)
2. Prior to that date, the Bethel & Royalton Selectboard establish a line of credit with a local bank. Pay off the due to Bethel after the June 30, 2021 audit and work with Compucount and the bank to find a vehicle to manage the line of credit. (Item 12 of Interlocal)
3. Employees of the Transfer Station remain “Bethel Employees” so nothing changes in their benefits. The Transfer Station can pay MVP, Delta Dental, VLCT PACIF (worker's comp), State Retirement, etc. directly to those vendors. (Item 15 of Interlocal)
4. The Transfer Station is currently operating under the Town of Bethel's Tax Id#, so the monthly bank statements should be sent to Compucount, Town of Bethel and Town of Royalton. (Item 12 of Interlocal)
5. If there is a deficit at the end of the fiscal year (June), the budget created in October of the same year shall reflect the deficit as an expense line in the budget, so that deficit can be covered. (Item 14 of Interlocal).

6. At June 30, 2021 the Transfer Station will be audited by the same audit firm that performs the audit for the Town of Bethel. After that, the BRTS Board may issue an RFP to engage a different firm. Both the Bethel and Royalton Selectboard's would be able to review all proposals received and mutually agree on a firm.
7. Insert a dollar amount in Item 13 of the Interlocal or change the wording to say, "Any order for payment of a **capital expense or equipment purchase** must be approved by the Bethel and Royalton Selectboard's".

The two Selectboard's will meet on Wednesday, April 21, 2021 at 6:30 pm at the Bethel Town Hall to discuss the transfer station. Masks and social distancing will be observed.

At 8:54 pm, Paul moved to adjourn. Second, Lindley. All in favor.

Town of Bethel, Vermont
Conservation Commission Meeting Minutes

Tuesday, April 13th, 2021, 6:30 pm
Meeting via Zoom
Meeting brought to order at 6:35pm

Present: Emily Miller, Ferron Griffin, Mary Floyd, Lisa Campbell, Chris Fors, Danny Dover,
Mark Heckman, Moe Brigham

1. Minutes: Minutes from 3/9/20 were reviewed and approved.
2. CC Member Terms
 - a. All member terms are now current.
3. Town Social Media Policy update
 - a. No new updates
4. Carla's Meadow Update
 - a. Landowner agreements
 - i. Chris shared updated landowner agreements for Tracy, Bergeron and Nolato-GW.
 - ii. The CC moved to send the agreements along to Terese Kirby for next steps. After the town looks at them we'll bring them to the landowners.
 - b. A group of 6th graders is working on building bluebird houses for the meadow.
5. Quimby Town Forest update
 - a. Date for a work day: Saturday, 4/17/21 at the top of Rindge Hill at 9am.
 - i. Confirm boundaries, look for corners and digitize them.
 - b. Ferron is waiting to hear from Allen Patton about a meeting with AJ to determine which way might be the best way to access the parcel for logging.
6. Better Connections Grant update
 - a. Bethel did receive the grant and was fully funded! Will cover planning costs for projects.
 - b. Now in the process of putting together a steering committee. Ferron will keep us updated.
7. Introduction to Proforestation - Danny Dover
 - a. Proforestation refers to how we manage forests to increase the amount of carbon we store. Proforestation encourages letting portions of the forest to grow to maturation to maximize carbon sequestration.
 - b. The NE broadleaf forest is one of the best carbon sinks around. Large trees and their accompanying ecosystems are particularly good at storing carbon.
 - c. "30 by 30" is the idea of setting aside 30% of our forests as reserves.
 - d. Something we can do locally to work on the issue of climate change.
8. Any Other Business - none

Meeting adjourned at approximately 7:25pm. Next meeting will be Tuesday, 5/11/21 at 6:30pm in person at Peavine Park (in case of inclement weather we will meet on Zoom).

March 25, 2021 Minutes for the Planning Commission and Development Review Board

Present: Rick Benson, Gene Kraus, Kelly Hill, Denise Guilmette, Penny Griffin, Brad Andrews, Keith Bollman, Adam Sappern, Owen Daniel-McCarter and Therese Kirby.

At 6:33 pm Rick called the meeting to order.

Therese informed the PC that the Selectboard appointed Denise Guilmette. We are happy to have her. Also, thank you to Keith for renewing his term with the DRB.

The minutes of the 3-11-2021 meeting were approved.

Tonight's discussion will be on Sections 7 & 8.

Gene suggested amending the Town Plan in 2023, to stay on track with the census, so the data would be current.

Section 7:

- Make appropriate changes to have all subdivisions and lot line adjustments go to the DRB, as they now all require a survey. Remove any appropriate exemptions and be sure all language changes to reflect requirement of survey.
- Corrections to wording on 7.3, 7.4, 7.7.3, 7.8.1, remove duplicate 7.8.3.1 & add information to 7.8.5 from TRORC.
- Change Survey Map to Survey Plat.
- Add definitions of As-Built Drawings and Cluster Development.

Ended at 7.8.5 and will pick up there on April 8th at 7 pm. Our second meeting for April will be April 15th at 7 pm. The meetings will run from 7 pm to 8:30 pm.

At 8:39 pm, Denise moved to adjourn. Adam second, so voted.

Our next meeting is April 8th, 2021 at 7 pm.

Bethel Equity and Inclusion Committee Meeting Minutes

Date: 3/15/21

Committee Members Present: Christy, Owen DMC, Jesse Plotsky, David Phair, Rita Champion

Community Members Present: Lindley Brainard, Cindy Metcalf, Fran Robinson, Thomas and Lenny Meek, Lisa Campbell

introductions were made. name, pronouns, one word to describe current feelings.

Public Comment: Thomas brought up concerns about school and neighbors potentially moving away because of low bethel school performance. equity starting in schools. Owen suggested inviting school board directors, principal etc to the meetings. Jesse introduced offering possible mentorship, Lindley as an active faculty member gave insights.

Discussion:

Motions, Proposals, and Resolutions Made:
motion to approve notes, amendment was made,

motion to approach selectboard for the school district to mentor.
motion to approve meeting minutes.

send out selectboard meeting minutes oracle, what jerry talked about. we will watch and add to meeting minutes and send out:

For a robust conversation at our next meeting, please watch Jerry and Christy's presentation to the Selectboard last week and the questions/feedback they received from the Board. It starts around 15:00: <https://youtu.be/yktaz0ipKZ4?t=916>

lenny updated group on legislator meetings. Possibly meeting with just Kirk next time?

owen introduced guest speakers as a part of the committee. susanna davis as possible guest speaker in April. Reaching out and inviting in people who are trained and experienced in equity and inclusion, learn from them and let them know we are here to do the work. introduces we are ALL learning, and we can invite community to learn with us.

motion to keep our meeting schedule twice a month. voted approved.

owen will bring a document that is an overview of the committee and will present during next meeting.

motion to move summer agenda to next meeting. david will need a parade permit this year. summer guidelines need to be considered and are not known.

Rita needs to collect bios

Open Meeting Laws:

<https://www.vlct.org/sites/default/files/documents/Resource/VLCT%20Open%20Meeting%20Law%20FAQs.pdf>

Bethel Equity and Inclusion Committee Meeting Minutes

figure out about photos for website.

meeting adjourned 7:34 pm

Voting Record:

(Note: need to indicate individual votes if a roll call is taken)

Next Meeting Date: April 5 2021

Join Zoom Meeting

<https://zoom.us/j/5820627640?pwd=TVNiSURhVm5ScTgweWl6OHdRbzZ4QT09>

Meeting ID: 582 062 7640

Passcode: equity

Dial In: 1-646-558-8656

Notes Taken By: Rita Champion

Open Meeting Laws:

<https://www.vlct.org/sites/default/files/documents/Resource/VLCT%20Open%20Meeting%20Law%20FAQs.pdf>

Bethel Equity and Inclusion Committee Meeting Minutes

Date: April 5, 2021

Committee Members Present: Owen DMC, Jesse Plotsky, Rita Champion, David Phair, Christy Fry, Jerry Thomas

Community Members Present: Lindley Brainard, Paige Heverly, Thomas and Leonard Meek. Aimee Arandia Ostensen, Gene Kraus

Introductions were made by committee and community members. pronouns, sunny day activities.

Public Comment:

David updated on exit interview check ins with Tristan
Thomas gave insights on maybe why committee members are signing off.
Christy introduced restructuring participatory involvement.

Discussion:

discussion on our role as educators, as providing resources but not all of the information because it is up to the people involved in the conversation to do their part in research.

Owen introduced selectboard committee pair and share with reading assignments and talk together. active listening. how to be an anti racist. there were no objections to move forward with this suggestion and move on to next agenda item.

Guest speaker Aimee spoke to the group. She is part of a group of teachers meeting to hold their schools accountable in diversity training and conversations. Lindley is also in teacher group and touched on our role as educators.

Motions, Proposals, and Resolutions Made:

motion to approve notes, amendment was made to add Lisa Campbell to last weeks public attendees.

motion to propose photo installation in town hall in summer to selectboard committee. motion approved.

motion to move un discussed agenda items to next meetings agenda.

Aimee's contact information:

aostensen@shelburnefarms.org

<https://shelburnefarms.org/about/people/aimee-arandia-ostensen>

Voting Record:

(Note: need to indicate individual votes if a roll call is taken)

Next Meeting Date:

Join Zoom Meeting

Open Meeting Laws:

<https://www.vlct.org/sites/default/files/documents/Resource/VLCT%20Open%20Meeting%20Law%20FAQs.pdf>

**Bethel Equity and Inclusion Committee
Meeting Minutes**

<https://zoom.us/j/5820627640?pwd=TVNiSURhVm5ScTgweWl6OHdRbzZ4OT09>

Meeting ID: 582 062 7640

Passcode: equity

Dial In: 1-646-558-8656

Notes Taken By: Rita Champion

meeting adjourned 7:43

Open Meeting Laws:

<https://www.vlct.org/sites/default/files/documents/Resource/VLCT%20Open%20Meeting%20Law%20FAQs.pdf>

Town of Bethel and Town of Royalton
Joint Selectboard Meeting
Wednesday, April 21, 2021
at 6:30 pm at Bethel Town Hall

6:30pm: Call the meeting to order

Public Comment

Discussion regarding the joint operation of the Bethel/Royalton Transfer Station and the Interlocal Agreement. (I.e. finances, amending the Interlocal Agreement, etc.)

Action may be taken on topics during the discussion

Adjourn

MEMO

To: Royalton Selectboard
From: Bethel Selectboard
Date: April 13, 2021
Re: Interlocal Agreement/Transfer Station

At our April 21st meeting at 6:30 pm at the Bethel Town Hall, we would like to discuss the following proposed changes to the Interlocal Agreement:

1. At July 1, 2021 have Compucount of Randolph (or another firm if they are unavailable) take over the finances for the Transfer Station. (Compucount currently processes the payroll). This allows for an unbiased third party to generate and circulate financials. (Item 12 & 13 of Interlocal)
2. Prior to that date, the Bethel & Royalton Selectboard establish a line of credit with a local bank. Pay off the due to Bethel after the June 30, 2021 audit and work with Compucount and the bank to find a vehicle to manage the line of credit. (Item 12 of Interlocal)
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7. Insert a dollar amount in Item 13 of the Interlocal or change the wording to say, "Any order for payment of a **capital expense or equipment purchase** must be approved by the Bethel and Royalton Selectboard's".

If the Town of Royalton Selectboard has any other items they would like to discuss on April 21st, 2021, please forward your list to Town Manager Therese Kirby. Our next Selectboard meeting is Monday, April 19th, so if you can provide it prior to that date, it would be greatly appreciated.