



EXECUTIVE COMMITTEE MEETING

Tuesday September 21, 2021, 5:30 p.m. Physical location: Fairfax Community Library, Hunt St., Fairfax

Attendance: Bob Buermann, Kirk Waite, William Irwin, Lori Ruple, Andy Alling, Lynn Douglas, Rowena Brown, Catherine Dimitruk (at physical location)

Adjustments to the Agenda- There were no adjustments to the agenda.

Executive Director Updates

C. Dimitruk provided an update on the status of office operations. Some staff members continue to use the office regularly, but the required return to the office has been put on hold and committees are meeting virtually. W. Irwin noted that this is the best course of action at this time. The committee discussed that staff should make decisions based upon their sense of health and safety and the Commission will support their decisions. C. Dimitruk will communicate this to staff, have discussions at staff meetings and update the committees.

Justice Equity Diversity and Inclusion

Committee members discussed the options available to NRPC to address these topics. The committee concurred with an approach to 'educate ourselves first.' The Executive Committee will recommend to the Board that we:

- Utilize Board meetings over the remainder of the year to educate ourselves about the injustices and inequities in NW Vermont
- Listen to those with lived experiences
- Identify way in which NRPC can incorporate JEDI in our work and take actions that ensure belonging and correct inequities
- Hire consultant assistance to guide our work

FY 21 Personnel Committee Recommendations

L. Ruple presented the Personnel Committee recommendations to the Executive Committee. *K. Waite moved to approve the recommendations; A. Alling seconded. Motion carried.* C. Dimitruk left the meeting for discussion of her recommendation. Upon return to the meeting W. Irwin announced C. Dimitruk's salary/bonus for FY 22.

September Board Agenda/Location

The committee consensus was the Board members would be strongly encouraged to participate virtually at the September Board meeting. Agenda items include review of the Missisquoi Basin plan and an ARPA overview.

Member and staff announcements-None.

B. Buermann moved to adjourn. K. Waite seconded. Motion carried.