

THE MARTHA'S VINEYARD COMMISSION

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Minutes of the Meeting of July 22, 2004

Held in the Olde Stone Building,
33 New York Avenue, Oak Bluffs, MA

IN ATTENDANCE

Commissioners: James Athearn (Elected – Edgartown), John Best (Elected Tisbury), John Breckenridge (Appointed - Oak Bluffs), Christina Brown (Elected – Edgartown), Linda DeWitt (Appointed - Edgartown), Jane Greene (Appointed – Chilmark), Ned Orleans (Appointed - Tisbury), Megan Ottens-Sargent (Elected - Aquinnah), Doug Sederholm (Elected - Chilmark), Linda Sibley (Elected - West Tisbury), Paul Strauss (County Comm. Rep.), Richard Toole (Elected – Oak Bluffs), Andrew Woodruff (Elected – West Tisbury)

Staff: Mark London (Executive Director), Paul Foley (DRI Analyst)

1. ALAN MOORE DRI NO. 503 – REQUEST FOR ONE YEAR EXTENSION

Commissioners present: J. Athearn, J. Best, J. Breckenridge, C. Brown, L. DeWitt, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, P. Strauss, R. Toole, A. Woodruff

Paul Foley explained the Commission approved the subdivision of the land near Long Point Reservation two years ago. The owners are requesting a one-year extension on the subdivision as they wait for the final legal work on the conservation restriction, which has received letters of support for West Tisbury Planning Board and the Trustees of Reservations.

John Best moved and it was duly seconded to approve the request for a one-year extension. A roll call vote was taken. In favor: J. Athearn, J. Best, J. Breckenridge, C. Brown, L. DeWitt, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, P. Strauss, R. Toole, A. Woodruff. Opposed: None. Abstentions: None. The motion carried.

2. INSURANCE SETTLEMENT

Commissioners present: J. Athearn, J. Best, J. Breckenridge, C. Brown, L. DeWitt, J. Greene, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, P. Strauss, R. Toole, A. Woodruff

Mark London explained that, under the Commission insurance policy, a claim was filed for applicable legal fees in the Down Island Golf Club suit. The insurance company first denied the claim; the Commission took action against the insurance company, and a settlement for \$100,000 was offered.

Linda Sibley moved and it was duly seconded to accept the settlement figure of \$100,000.

A voice vote was taken. In favor: 13. Opposed: 0. Abstentions: 0. The motion carried.

3. 30TH ANNIVERSARY OF THE MARTHA'S VINEYARD COMMISSION

Commissioners present: J. Athearn, J. Best, J. Breckenridge, C. Brown, L. DeWitt, J. Greene, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, P. Strauss, R. Toole, A. Woodruff

Mark London announced that the 30th anniversary of the Commission will be celebrated on Tuesday, July 27th, at 5:00 p.m., with cake and punch on the front lawn. Former and present commissioners have been invited, as have Senator Robert O'Leary and Representative Eric Turkington.

4. PENNYWISE PATH AFFORDABLE HOUSING: DRI NO. 577, 12TH STREET, EDGARTOWN: DELIBERATION & DECISION

Commissioners present: J. Athearn, J. Breckenridge, L. DeWitt, J. Greene, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, P. Strauss, R. Toole, A. Woodruff

John Best stated that he has become aware of a possible conflict of interest and recused himself from the deliberation and decision.

Linda Sibley reported on the LUPC meeting of July 19th. The committee voted to recommend approval with conditions, with six in favor and one abstention. The committee reviewed the benefits and detriments and generally agreed on possible conditions, distributed to the Commission as "Conditions: Draft 3. The town's offers are represented in a letter from the selectmen; The Community Builders' memo outlines the applicant's offers and repeats the Town's offers.

Jane Greene moved and it was duly seconded to approve the Pennywise Path Affordable Housing application with conditions.

The Commissioners then discussed the draft conditions as prepared by LUPC including the acceptance of offers.

4.1 Acceptance of Offers

Offers from the Town of Edgartown include:

1. *The Town of Edgartown agrees to provide adequate sewer and water service to the site. This connection will be taken with the least possible disturbance to the natural habitat and under the review of the Edgartown Conservation Commission.*
2. *It is expected that the sewer line will either follow the eastern boundary of the abutting golf course, traverse the golf course, or go down Metcalf Road.*
3. *The Town of Edgartown shall assure there is a second emergency access from some street other than 12th Street reaching the road system of the Pennywise Development from the Edgartown Vineyard Haven Road being either a dirt road or a paved road or an open traversable area with or without a crash gate to provide access to the development for emergency vehicles.*

Linda DeWitt said she had understood that emergency access was to be from Edgartown West Tisbury Road. Linda Sibley noted that The Community Builders and the Town testified they would pursue emergency access from Edgartown West Tisbury Road. Doug Sederholm suggested wording that gives the applicant flexibility to change emergency access, should it become available, to Edgartown West Tisbury Road.

Mark London pointed out that the applicant is The Community Builders. Conditioning the Town of Edgartown would be conditioning a third party. If there are any questions about these offers, they should be dealt with as offers with clarification coming from the Town.

4. *The Town of Edgartown or its designee will return to the Commission for approval of any proposed future housing development on the remainder of the 26.9 acre parcel or, before requesting any future Commission approval to build any additional housing units on any remainder of the 26.9 acre parcel, the Town of Edgartown will provide a second access in addition to 12th Street to access the additional units.*
5. *The Town will institute the following recommendations: stop signs at the intersections of 12th Street South, Arbutus Parkway and the project access road; a stop sign and painted stop bar at the intersection of 12th Street South and Edgartown Vineyard Haven Road; where the access road crosses Pennywise Path speed humps transitioning to a plowable cobblestoned surface shall be installed along with stop signs. The Town will seek to create a pedestrian walkway between Pennywise Path and Edgartown Vineyard Haven Road for residents of the Pennywise Housing units and others in the neighborhood. In addition, the Town has agreed to consider additional traffic calming and other safety measures for 12th Street South if needed.*

6. *Two years after occupancy of the Pennywise units, the Town of Edgartown will have a traffic study done on the effects of the Pennywise Development on 12th Street South which will include recommendations for mitigation measures to be taken by the Town if necessary including the possible second access road to the Pennywise Housing site.*
7. *The Town agrees that the town-owned 5-acre parcel next to the 12-acre Pennywise Housing site will be used for passive or active recreation. The specific plans for its use are to be developed by residents of the Arbutus Park neighborhood in cooperation with the Town and that additional access roads to the Pennywise Housing site as needed may cross this parcel.*
8. *The Town of Edgartown will return to the Commission for approval of any proposed future development within 100 feet of the frost pocket.*

Mark London said he believed that the plans for the 5-acre parcel would be developed by the residents of Arbutus Park neighborhood and of Pennywise Path. Linda Sibley suggested that residents of Pennywise Development would be considered part of the Arbutus Park neighborhood.

Mark London clarified that the applicant agreed that, within the 12-acre parcel, no building will take place within 150 feet of the frost pocket. The Town agrees, on the rest of the 27-acre parcel, that no future development will take place within 100 feet of the frost pocket without Commission approval.

Megan Ottens-Sargent moved and it was duly seconded to accept all offers of the Town of Edgartown in the course of the review and public hearing process, including but not limited to those clarified in the July 20, 2004 letter, with the amendment of one typographical error.

A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

Regarding offers of the applicant, The Community Builders, Jane Greene questioned whether some of The Community Builder's offers were made after the record was closed. Mark London said the procedure often followed is one by which an applicant will make an offer at a hearing, the hearing might close, and then staff will work with the applicant to make sure the wording is clear, as long as the intent is the same as the intent at the hearing.

Linda Sibley moved and it was duly seconded to accept all offers of The Community Builders in the course of the review and public hearing process, including but not limited to those clarified in the July 15, 2004 letter.

A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion passed.

4.2 Condition: Residency Requirement

James Athearn reviewed the draft conditions regarding residency for which two options were presented:

Residency Requirements:

Option A

- *To the extent allowed by law, the applicant shall provide local preference to residents of Martha's Vineyard for the units not reserved for Edgartown residents.*

Option B

- *The low and middle income housing being planned shall be offered primarily to local residents, of which 70% shall be from Edgartown, and then the remainder shall be offered first to other residents of Martha's Vineyard.*
- *Before a certificate of occupancy is issued, the criteria for eligibility of residency shall be established by a committee composed of Edgartown Selectmen, the Edgartown Planning Board, representatives of the neighborhood, the Martha's Vineyard Commission, and the Dukes County Regional Housing Authority.*

James Athearn said the Edgartown Resident Homesite Committee also needs to be added.

- *The criteria may include but is not limited to such criteria as: years of residency, town of employment, local school attendance, years of residency on island and commitment to the local community.*

James Athearn said he drafted Option B himself to make the intention more clear.

Linda Sibley said she likes Option B but feels it needs the phrase 'to the extent allowed by law'. James Athearn said he intentionally left out "to the extent allowed by law" because he feels that if the project can't be built for Island residents, it should not be built at all. He believes that if local preference is not allowed by law, the project will need to find different funding.

Jane Greene said that the Fair Housing Act would never allow 100% Edgartown residents and that the applicants said that they believed they could use 70% Edgartown preference. She believes that 'to the extent allowed by law' should be retained. James Athearn suggested the residency committee could further clarify this issue. Doug Sederholm said he believes the phrase 'to the greatest extent allowed by law' should be added to Option B. He believes Option B should also read '70% should be from Edgartown, if possible,' in case 70% can't be filled by Edgartown residents. He said he shares James Athearn's concern, but, after hearing the testimony, he is confident that the project will be for Island residents with the majority being from Edgartown.

Linda Sibley said that the applicant's offer of occupancy by Island residents, with 70% being from Edgartown, has already been accepted.

Doug Sederholm moved and it was duly seconded, to accept the offer of the applicant that, to the fullest extent allowed by law, the applicant shall provide local preference to residents of Martha's Vineyard for the units not reserved for Edgartown residents. A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

Doug Sederholm moved and it was duly seconded to add as a condition Residency Requirement Option B, Paragraph Two: Before a certificate of occupancy is issued, the criteria for eligibility of residency shall be established by a committee composed of Edgartown Selectmen, the Edgartown Planning Board, representatives of the neighborhood, the Martha's Vineyard Commission, Dukes County Regional Housing Authority, and the Edgartown Resident Homesite Committee. A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

4.3 Condition: Access

Linda Sibley moved and it was duly seconded to approve the conditions related to Access.

After discussion Linda Sibley amended her motion to read: The Martha's Vineyard Commission strongly encourages the applicant to seek emergency access from the Edgartown West Tisbury Road. The only vehicular access to the project other than emergency access shall be 12th Street. Any other access will require a return to the Martha's Vineyard Commission for approval.

Doug Sederholm said, under the no-cut no-build condition, the applicant would need to be given some flexibility so that they may gain, if possible, emergency access from West Tisbury - Edgartown Road.

Linda DeWitt said emergency access from West Tisbury - Edgartown Road will benefit the entire neighborhood from 18th Street to Jernigan Avenue, not just the Pennywise Development.

Commissioners discussed pedestrian access. Linda Sibley said that Paul Strauss, at the LUPC meeting, had expressed that without improved pedestrian and bicycle access, traffic impact was too great.

A voice vote was taken. In favor: 10. Opposed: 1. Abstentions: 0. The motion passed.

4.4 Condition: Traffic

Paul Strauss asked that, within two years of first occupancy, the Town of Edgartown will do a traffic study and/or otherwise investigate the traffic situation on 12th Street South.

Commissioners discussed the definition of occupancy and whether a condition related to traffic is necessary.

Michael Donaroma clarified that, within two years of any kind of occupancy, the Town will come back to the Commission with a study on impacts on 12th Street, even if there is no impact on 12th Street, with public and highway department testimony. The Town has also agreed to come back to the Commission with any new access anywhere.

Andrew Woodruff said he is opposed to the Metcalf access even as a one-way access.

James Athearn said he believes the Town offer is sufficient.

Paul Strauss moved and it was duly seconded that a condition be added stating that within two years after first occupancy of the Pennywise units, the Town of Edgartown will have a traffic study done on the effects of the Pennywise Development and will make recommendations for mitigation measures to be taken by the Town if necessary including the possible additional or alternative access roads. A voice vote was taken. In favor: 8. Opposed: 1. Abstentions: 2. The motion carried.

4.5 Condition: Pedestrian Access

Linda Sibley said that at LUPC, there was discussion that paths within the development should be walking paths, not sidewalks with curbs or berms.

Linda Sibley moved and it was duly seconded to add a condition that paths within the development will be walking paths, not sidewalks with curbs or berms. A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion passed.

John Breckenridge said that the Town offered to seek to create a pedestrian walkway along 12th Street. He asked for clarification regarding the requirement for creating a sidewalk versus a walkway.

Ted Morgan said a sidewalk could be part of the highway department's budget.

Mark London pointed out that creating a mandatory condition for a sidewalk on 12th Street could jeopardize the project as it possibly involves town meeting approvals.

John Breckenridge moved and it was duly seconded to add a condition that the Town will make a maximum reasonable effort to create a pedestrian walkway along 12th Street.

Mark London suggested that the final document will state that the Commission accepts the town's offer to seek to create a pedestrian walkway along 12th Street and that the Commission interprets this to mean that the Town will make a maximum reasonable effort to create a walkway.

The Commission agreed that no conditions need to be added to the town's offer regarding connecting to the town sewer.

4.6 Condition: Frost Pocket

Linda Sibley moved and it was duly seconded that a condition will be added stating that siltation fencing shall be installed during the entire construction process preventing vehicles from entering any area within 100 feet of the frost pocket.

Linda Sibley said that at LUPC, it was clarified that there will be no building within 150 feet of the frost pockets and no cutting within 100 feet.

Paul Foley clarified that the builders needed 50 feet around the building.

A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

Paul Strauss moved and it was duly seconded to add a condition stating that the applicant shall develop a plan of action in cooperation with the Edgartown Conservation Commission to prevent damage to the frost pockets resulting from activities of the residents. This could include education of tenants on the importance of protecting this sensitive habitat and installation of appropriate signage to guide people away from the frost pocket. Should the Edgartown Conservation Commission conclude that these measures are inadequate, the applicant shall take reasonable measures, at the applicant's expense, to prevent tenants and visitors from entering the frost pocket. Should the Land Bank acquire a conservation restriction on the frost pocket, it shall be substituted for the Edgartown Conservation Commission in the above responsibilities. A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion passed.

4.7 Condition: No-Cut No-Build Zone

Doug Sederholm said he wanted to make sure that the applicant has the necessary flexibility to create an emergency access over to the Vineyard Golf Club if they so choose to do so and suggested a modification to the proposed condition.

Doug Sederholm moved and it was duly seconded to add a condition that reads that the 2.4 acre buffer zone between the Pennywise Path Affordable Housing Complex and the Vineyard Golf Club should be considered a no-cut, no-build zone, except for creating an

emergency or utility access. Other areas outside of the 12 acres designated for the housing complex within the 26.9 acre parcel shall be considered a no-cut no-build zone during the construction phase. A voice vote was taken. In favor: 10. Opposed: 0. Abstentions: 1. The motion carried.

4.8 Condition: Exterior Lighting

Linda DeWitt spoke about streetlights, safety issues, and lighting at pedestrian crosswalks. Linda Sibley spoke against street lights.

Mark London suggested that the Commission could allow only downward-shielded lighting on buildings as required by code as well as a minimum level of lighting at the three crosswalks.

Linda Sibley suggested the word exterior be removed and that the last sentence read 'other measures to reduce lighting levels' (without the word 'exterior').

Jane Greene suggested that the phrase 'to remove the negative impact' be added.

Megan Ottens-Sargent moved and it was duly seconded that a condition be added on exterior lighting, including Jane Greene's addition of 'to remove the negative impact', and an amendment to specify a bug light equivalent to a 75 watt incandescent light, and removal of the word 'exterior'. The final wording of the lighting condition should read as follows:

In addition to the proposals dealing with lighting offered by the Applicant and accepted in condition 6.1, the following conditions shall apply:

- Exterior lighting on the buildings shall be downward-shielded, and limited to that required by code and to security lighting, if needed, which shall be motion sensitive.
- Any lighting mounted on the sides of buildings facing or perpendicular to the frost pocket shall be shielded so as to prevent light spilling in the direction of the frost pocket and shall use yellow "bug light" bulbs.
- No street lights shall be allowed.
- Speed tables and crosswalks should be made visible with reflective paint and signage. In addition, one downward-shielded "bug light" light installed on a standard no higher than 10 feet with a light source equivalent to a 75-watt white incandescent bulb or less shall be permitted at each crosswalk.
- If, in the opinion of the Edgartown Conservation Commission, and/or the Martha's Vineyard Land Bank should the latter acquire a conservation restriction on the frost pocket, the lighting from the development causes a significant negative impact on the moths or other species in the frost pocket, the Applicant shall at the Applicant's expense take additional measures to remove the negative impacts of the lighting to the satisfaction of the Conservation Commission and/or Land Bank. These measures may include

but are not limited to additional shielding of lights, using only yellow "bug lights" for all lighting, and other measures to reduce lighting levels.

John Breckenridge suggested that the Commission defer in this condition to either Wildlife and Fisheries or Natural Heritage, rather than Edgartown Conservation Commission.

Megan Ottens-Sargent said she was confident the Conservation Commission would be the appropriate steward who would ask for support from other agencies. Linda Sibley wondered whether the Commission needs to explicitly state that the Edgartown Conservation Commission has the right to walk over the property. Michael Donaroma said the Conservation Commission has always worked closely with the Pennywise Path Committee.

A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion on lighting carried

4.9 Condition: Vegetation

Megan Ottens-Sargent moved and it was duly seconded to add the condition related to vegetation:

- *As offered by the applicant the existing trees in the common area at the center of each cluster shall be preserved. Any vegetation used in the landscaping of common areas other than areas immediately adjacent to houses shall be low maintenance native-type plantings.*

A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

4.10 Condition: Fertilizer and Pesticides

Linda Sibley moved and it was duly seconded to add the condition related to use of fertilizer and pesticides:

- *All fertilizers will be slow release, water insoluble, nitrogen source types. No synthetic pesticides including herbicides, fungicides, and insecticides shall be used in the maintenance of landscaping.*

A voice vote was taken. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

The Commission took a brief recess.

James Athearn explained that a few issues had been raised regarding conditions that had been approved. The no-cut no-build zone is on land not under the control of The Community Builders, but is on Town land. The proper process should be to accept the offer of the Town without placing a condition on The Community Builders and the

representatives of the Town had clarified that this represented the Town's intentions. Regarding residency requirements, the wording should be changed to reflect proper grammar.

4.11 Benefits and Detriments and Deliberation

Jane Greene stated that she believes the benefits of the proposed project outweigh the detriments.

- It provides affordable housing on the Island.
- It provides housing for Islanders.
- It's coming in under a 40B, will use Town sewer and Town water.
- The applicant committed to mediating traffic problems.
- The project fits with the character of the Island and Edgartown's master plan.

Andrew Woodruff said he's not sure that the proposed project fits in with the character of the Island.

- He believes the applicant has made an attempt to do that but that there is sentiment within the community that this type of housing projects does not fit with the character of the Island.
- He said that density unfortunately is a current issue.

Jane Greene said that 40B doesn't require that they attempt to make the project look like small houses, but the applicant has nevertheless.

Doug Sederholm said he believes that it is a reasonably designed project that meets the overwhelming need of year-round housing on Martha's Vineyard.

- Town sewer and water are big benefits that limit some of its environment impact.
- He said he believes that its big detriment is one Commissioners have struggled with, the impact on 12th Street and on Vineyard Haven - Edgartown Road.
- The benefits clearly outweigh the detriments.

Megan Ottens-Sargent said she believes the benefits outweigh the detriments, but the impact on 12th Street is a great detriment.

- She believes that it will impact the rare habitat but she thinks the benefit of the Land Bank holdings outweigh that.
- She believes there is a detriment to abutters; also an impact on the golf course.
- She said there had been a lot of give and take and she believes that there will be more.

James Athearn said his innate feeling is that a 12-acre subdivision in the woods is a bad thing. The benefits have to be very good to overcome that detriment.

- The detriments are the traffic and the loading on the existing services which include schools and services, and the A&P and veterinarian, the walking trails, etc. More people will be added to the Vineyard, not just through this project.

- The way the benefits outweigh the detriments is if the project becomes what it intends to be, a resource for Islanders to help them keep the Island their home. He said he feels that is called into question in various ways including in the size of the rents and the renting of apartments to tenants who qualify for the various categories.
- He said he is inclined to think that these sixty units of affordable housing will be used by the residents of Martha's Vineyard.
- He said while the detriments are regrettable he's hoping that the Town's plan to ameliorate the traffic will be followed.
- If the focus is on Island residents, then he is in favor of it.

Linda DeWitt commented that she is in favor of the project.

- She said she was happy with the applicant and Dukes Housing Authority for gathering a group of experienced people to work on residency requirements.
- She said she is sorry that the golf course didn't meet with the Commission to express their concerns.

Paul Strauss said the overriding benefits of this project are the provision of rental affordable housing for a significantly large number who are hopefully residents of Edgartown and the rest of the Island.

- There is resident management incorporated in the project plan, including protection of the frost pockets.
- His misgivings have to do with the traffic and access roads.
- He was concerned about not having a home ownership component to the project, but having heard a large backlog for rental housing on the Island could be alleviated, he believes other opportunities will arise to address the home ownership affordable housing issue.
- He said he believes the benefits outweigh the detriments.

Linda Sibley said that some aspects of the project are out of character with the Vineyard. There has never been a 60-unit project on the Vineyard, but the scale of the problem forces solutions like these. The community can't afford to buy houses or land to use for affordable housing. This buildings may not be in character but the project preserves the social character of the island.

James Athearn said he disagrees and believes that affordable housing can be acquired through buying houses and fixing them up.

Megan Ottens-Sargent said she was impressed by the four affordable housing lots abutting the golf course on Metcalf. The houses were moved there and she supports different ways to achieve that. She noted that a project of 60 units of housing is not that unusual on the Island when you look at various projects around the Island.

John Breckenridge commented that a lot of hard work went into the project.

- He said he is going to always champion the local neighborhoods.

- He said the project meets one of the Commission's major goals which is to protect the welfare of Island residents.
- People will be well-served by the project. This will be a model for other efforts on this Island.

Richard Toole said that he believes that the rental aspect of the project is needed on the Island. He is confident that it is going to be a successful project.

Andrew Woodruff said he thinks the process whereby the Town got involved with the Land Bank is very positive. He thanked Ted Morgan for leading the effort.

- He said he wished the Island had more of these types of projects ten, even twenty years ago.
- He said what the Island needs is a housing bank, similar to the Land Bank, which can fund project within existing subdivisions without losing the character of existing neighborhoods.

Ned Orleans said the major benefit of the project is the Town being involved in the project. The town is demonstrating its goal to protect the health, safety and well-being of its residents.

A roll call vote was taken on the motion to approve with conditions. In favor: J. Athearn, J. Breckenridge, L. DeWitt, J. Greene, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, R. Strauss, R. Toole, A. Woodruff. Opposed: none. Abstentions: none. The motion carried.

Ted Morgan thanked the Commission on behalf of the Town.. He said this is a very important project to help young people and people who can't afford a house. He thanked the Town, Alan Gowell, Michael Donaroma, and The Community Builders.

5. OTHER

Commissioners present: J. Athearn, J. Breckenridge, C. Brown, L. DeWitt, J. Greene, N. Orleans, M. Ottens-Sargent, D. Sederholm, L. Sibley, P. Strauss, R. Toole, A. Woodruff

Jane Greene said the personnel committee met and agreed on 3% raise for Mark London, with 1.5% merit increase without a total evaluation. The Commission will need to start to renegotiate his contract. She explained that at this time the total money available for staff merit increases is limited.

Linda Sibley moved and it was duly seconded to give Mark London a 3% cost of living increasing and a 1.5 % merit increase for satisfactory performance. In favor: 11. Opposed: 0. Abstentions: 0. The motion carried.

Doug Sederholm said that it would be appropriate to consider giving Mark London a higher merit increase when the full evaluation is done.

Mark London said he is looking again at the total budget. He said that he wants to look at staff members' salaries and compare them with norms of other planning agencies.

Paul Strauss said he agrees with Doug Sederholm. He believes Mark London's performance has been far above satisfactory and he is doing an outstanding job, so to use the word satisfactory is the wrong choice of words.

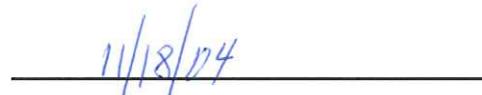
Jane Greene said they used the word satisfactory because the review process did not go any further.

Mark London said he had just bought a house in Chilmark, coincidentally on land once owned by James Athearn's grandmother.

The meeting adjourned at 10:30 p.m.



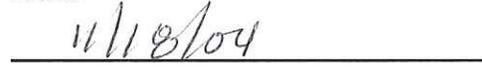
Chairman



Date



Clerk-Treasurer



Date