

City of Essex Junction Governance Committee Meeting Minutes
Thursday, December 4, 2025 @ 6:30 PM

Members present: Bethany Clark, Thomas Coen, Elaine Haney, Steve Eustis, Deb McAdoo, Candace Morgan, Brian Shelden, Gabrielle Smith, Marlon Verasamy

Absent: None

Staff present: Brad Luck

Members of the public present: John O'Brien

Chair Steve Eustis was planning to arrive late so Vice Chair Marlon Verasamy called the meeting to order at 6:38 PM.

There were no comments from the public. Deb McAdoo moved and Gabrielle Smith seconded the approval of the minutes. The minutes passed unanimously.

Brad emphasized that the draft report is due to the City Manager by noon Friday, December 5th so there's a tight turnaround.

He mentioned that there hadn't been discussion about a potential recall provision to the charter. He shared the Town of Essex's version. This item was not included in the committee's discussions up to this point. There was consensus to remove it from the report so that a future, more thorough discussion can happen.

Next question was whether to suggest a 10- or 15-year cycle for a charter review committee. After discussion, consensus of the group was 12 years.

Regarding councilor stipends, the committee discussed an appropriate stipend amount to recommend. The group consensus was \$3600 per year per councilor, increased annually at the rate of the Consumer Price Index (CPI). (City Councilors and committee members Elaine Haney and Brian Shelden abstained from this consensus gathering.)

Term limits were discussed next. Public feedback on this topic was split very evenly. The consensus of the group was to recommend not having term limits, which is the current status quo. (City Councilors and committee members Elaine Haney and Brian Shelden abstained from this consensus gathering.)

Public feedback regarding the leader of the council and how they are elected weighed more in favor of keeping a city council president elected by the other council members and less in favor of having a mayor elected separately by the people. Consensus of the committee was to maintain the status quo of a city council president elected by the other council members.

Additional discussion happened on the idea of changing the title of the leader of the council from “city council president” to “mayor.” The topic will be included in the report for consideration, but the Committee did not reach consensus on this.

The committee reviewed and confirmed the remaining paragraphs of the draft report. Steve Eustis encouraged committee members to attend the city council meeting on December 10th where the report will be discussed.

Deb McAdoo moved and Marlon Vaerasamy seconded to adjourn at 8:22 PM.