Waterford Selectboard Regular Meeting Minutes
Monday, ,October 12, 2026
Davies Library

Attendees: Tim Yarrow, Wade Cochran, Shawn Halsey, Kathy Hodgdon
Ron Gray, unable to attend, will call in later

Sign in sheet attached:

Owl not working tonight after multiple try's. Meeting recorded on Phone
Meeting called to order at 6:09

Modifications to Agenda:

Gilander contract under Executive Session
Move Asst. Road Commissioner down in the agenda
Contractor Jeff Mosher
Fred Saar – Hazard Mitigation update

Minutes approval moved to after Fred Saar and Health Insurance

Health Insurance: Colin Fucci says insurance MVP up 5.4% for platinum compared to BCBS

Platinum		Bronze	
Single	1,282.87	Single	807.47
2 person	2,565.74	2 Person	1,614.94
Empl & Child	2,475.94	Empl & Child	1,558.42
Family	3,604.86	Family	2,268.99

He suggests we increase the HRA from $4,000/year to $15,600/yr per employee
By increasing the HRA if the Employee doesn't spend it, it will then come back to the Town Whatever is left over vs paying a larger premium. It is still the same coverage to the employee even with higher deductible as they have a card to use when they must pay a Copay that will automatically be paid from the HRA amount, so it is no money out of the employees pocket. This is a $8,670,48 savings to the Town right up front if whatever is left from each $15,600/per employee will come back to the town automatically. Must let him know later than 12/1 but as early as possible would be ideal. Bronze plan the monthly payment would save the Town about $3,600/month less per month.

Fred Saar- Hazard Mitigation done 4/11/23 so it doesn't expire 4/11/28. He suggested we continue with the process to have it done 3/31/27. A town has been waiting for a year for approval for their plan. If we have it done by end of March and it takes a year, then we will not have a lapse of the plan. Roger Leroux says proceed with the plan. Smart Planning then we will make sure we get FEMA reimbursement. Fred would like per the consultant recommendation 2 Board members become part of the plan. Not a lot of time but mostly review documents. Let him know ASAP and Roger says Board members should be on it in case of Emergency to help as needed in the information gathering. Let Fred know ASAP but not a deadline, Board doesn't have a problem with Roger Leroux working with Fred Saar with Hazard Mitigation as he is Emergency Manager. After 23 and 24 Roger Leroux recommends that Board set up training for all Town Employees for an Emergency situation. Says in the last emergency Heather & Marcel should have been there to get the paperwork and understand what was going on and be included with Emergency from the beginning.

Break 6:51 will try Owl again Still locked out

Approval of minutes of 9/28/26 - Shawn moved Kathy-seconded Vote 3-0-1. Wade Abstain as not there

EMD Report:
Roger Attended conference at Burke a couple weeks ago. Sat in on briefing on VDART Pet shelters in VT in case of emergency. Waterford not on the list but ST J was so discussion of regionalization for Grant and Grant funding for cages, leashes, etc. He would like to proceed with other towns and ST J and area towns to proceed. A crude solution would be using Elem. School if had too, but Board recommends that he proceed with the grant research. Trying to fill voids in our emergency training. Spoken with Michael Keech will appoint him as EMT Coordinator. Would like to reach out to board for an individual for POI with good communication representative for the town to be incident commander. Post to Newspaper Get info to social media. Recommends training with Town Office employees as well. It would be a 3-hour training in case of emergency. Emergency Operation Center. Says Board members should take ICS 100 training. Roger would like to take ICES 400 training and have town reimburse him. Please put money in training budget for it.
VT Alert with REMC like a Mutual Aid - equipment available in case of emergency $850/year divided with multiple towns. 10 towns would be $85/year, Board said proceed

Fuel- Price today is 4.559 Table until next meeting

Asst Road Commissioner: Kathy reached out to Ron to call Tim. Warner Hodgdon to talk. Kathy Hodgdon left the room due to conflict of interest. Tim says Ron needs assistance as he is way busier then he thought he would be and needs help to fill skills he doesn't' have. Warner sole purpose to offer experience, training, expertise in 45 years in construction, materials, safety, land management, equipment, lots of boots on the ground experience. Seen shortcomings in town due to lack of training, road maintenance, and equipment maintance. Warner would like to be part of getting the Road Foreman conversation up to speed and answer any questions he may have, Tim wants to have an open mind and can Warner bring to the table suggestions. Warner says Mine Safety training annually must be done. Town inspections of equipment, pits, training needed. Wade says Warner experience would be extremely helpful. Warner would like to be a mentor to help them get up to speed, wants to be there to build a team. Tim feels generous offer for Warner to offer to volunteer with his knowledge. Warner will be working with the Board and will help Ron as much as possible. Foreman starts Monday Oct 19, Shea started last Monday. Shawn asks what if the Foreman says he is good and doesn't need help. Warner would step back and let the guy. Wade says knows the guy and thinks would except the help. Warner would like to volunteer. Deb says insurance question would be a problem and should reach out to treasurer office. Colin says not a problem. Tim asks if board wants to advance. Wade says not problem for him. Tim asks what is the difference for cemetery committee . Tim says look win, win. Update 10/28

Town Clerk update
New phone system in place, election coming up. New employee checklist. Shea 3 hours filling out personal records. Get employee interview worksheets back to Deb.
New hire worksheet. Wade question check list. Deb says VLTC says need to do this.
Tim asks when we can expect to get this. Kathy says we need to have it in our hands by end of October to get this.

Fuel bids 4.559. Board pleasure is to table. Deb has not turned heat on in Town Office. Mowing contract for next agenda item.

Calex 3-Year contract - Roger Leroux says should sign it as other options are more expensive. The contract is down from prior year. Wade motion Kathy second. Approved 4-0 Tim signed
Colin and Roger left the meeting

Garage Update:
HR Danson recommends 4 bay vs 3 bay to fit the equipment we have. Sukey Watson why not removing the addition instead of spending $25.000. We must decide between 1 or 2 options. Shawn to call Roy Ward on Tuesday to tell him to use the schematics with the new garage set back not in middle of the parking lot, which is Option 1. Sukie Watson suggests put a picture on the web site. Shawn, suggest we make a decision tonight so we can get the information and estimate so we can get Marcel and Heather the information to work with Bond Bank.
Tim asked do we need to make decision tonight. Kathy Hodgdon asked why delay. Wade says move forward tonight.
Ron called and joined the meeting. Tim explained to Ron going from 3 bays to 4 bays Ron asked about wash station for trucks as they weren't encouraged in the past to wash trucks and the salt out in the past.

Shawn motion to approve, Wade seconded. Vote 5-0

Green burials - Will reach out to Howard Remick for next meeting for a packet for next meeting .

Budget discussion to proceed with Heather when she reaches out. Ron says week of 26th and will talk Budget November meeting.

Citizen concerns:

Kevin Gillander returned checks for 2024 and 2026 per legal counsel gravel and easement payment. Tim received checks from Kevin and will return to office tomorrow October 13,2026. Violated agreement by not paying within 90 days and at some point must sit down to meet. Shawn Halsey asked if we choose to go else where for gravel are you willing to forgo the payments. Kevin not to comment at this time.

Agenda:

Health Insurance
2 Board members Hazard Mitigation
Update Roger with when would like to do a Emergency Training for budget
Cemetery meeting.
Mowing Contract

Fuel Bids

Ron asks what decision to make on Asst. Road Commissioner. Tim explained. Wade says pretty sure PACIF and VLTC not a problem. Shawn says he still going to make his presence known. Wade asks why can't we approve pending insurance. Wade makes motion to approve Warner with Insurance coverage. Ron second - Assistant to the Road Commissioner subject to insurance approval. Vote 4-0 -1 abstain by Kathy

Wade not here on 10/26 or can do 10/19 or 11/2. Board will meet 10/19.

Wade move to Exec session for finding that public discussion of contract would put town at substantial disadvantage. Shawn second Vote 5-0

Motion finding VOSHA Mold Legal matter put the town substantial disadvantage for public discussion. Wade move, Kathy Second Vote 5-0

Kathy move go to Exec Discussion per VSA 313(a)(1)(B) at 8;43 Wade seconded

Out of Exec session at 9:42

No action taken in Executive Session

Wade moved to Adjourn, Shawn second. Vote 5-0 Meeting Adjourn at 9:43.