

# Waterford Selectboard Regular Meeting Minutes

Monday, January 13, 2024 @ 6:00 PM

Davies Library

In Attendance: Sue Hayes, Ron Gray, Kevin Gillander, Sukey Watson, Marcia Martel.  
Attendance list attached.

Ron Gray called the meeting to order at 6:00 PM.

## Modifications to Agenda

- Remove Executive Session

## Approval of Meeting Minutes

- Kevin Gillander made a motion to approve the Special Meeting Minutes of December 09, 2024. Marcia Martel seconded the motion. Motion passed 5-0.
- Sue Hayes made a motion to approve the Regular Meeting Minutes as amended from December 09, 2024. Sukey Watson seconded the motion. Motion passed 5-0.

## External Audit Presentation (Informational)

- Town Treasurer Heather Gonyaw gave an overview of the external audit results. 2023 was the first full year Heather and Marcel Lapierre worked together and built a new process from scratch. They asked for an external audit to ensure their processes were accurate.
- The external audit produced six findings. Two had to do with the library, one with the transfer station, and four were concerning how and when things were recorded. The Treasurer's Office satisfied all six findings and is now in good standing.
- The report will be published on the town website, and Heather can answer inquiries.
- The Selectboard thanked Heather and Marcel for the report and all their work.

## Ambulance Services Agreement (Discussion/Action)

- Town Treasurer Heather Gonyaw explained the Ambulance Service Agreement with Calex is the town's standard contract. The amount they are proposing matches the amount that was budgeted for. No issues were found.
- Sue Hayes motioned to accept the Calex Ambulance Service Contract for 2025 as budgeted. Kevin Gillander seconded the motion. Motion passed 5-0.
- Chair Ron Gray signed the document.

#### Town Meeting Warning (Discussion/Action)

- Town Clerk Deb Benoit reported on the current status of the Town Meeting Warning. Only one edit was made since the Board last discussed- a typo was found and fixed.
- Ron Gray sent the warning to Maurice Chaloux, Town Moderator, and copied David Morrison who previously served as Town Moderator for many years.
- Ron shared with Maurice the name of the VLCT staff attorney he spoke with concerning the ATV article. Maurice called a few times to try and discuss it further, but he did not receive a callback. He is concerned because the article was tabled during the last Town Meeting, and he believes since it was tabled it will need to be addressed this year to satisfy the process of tabling the article. Dave Morrison pointed out that having the ATV as an article last year was inappropriate, so he does not believe it needs to be included this year.
- Marcia Martel motioned to approve the Town Meeting warning. Sue Hayes seconded the motion. Motion passed 5-0. All board members signed the document.

#### Update on Progress of FEMA Paperwork (Informational)

- Treasurer Heather Gonyaw gave a brief overview of where they're at in the process. Waterford is eligible for both disaster declarations. They were assigned a FEMA representative and the state hired contractors to help municipalities navigate the FEMA process. She met with them both on October 7, 2024, for basic questions. She has been meeting with them about every two weeks to track progress.
- There is a damage inventory spreadsheet for both disasters. It requires a lot of extremely detailed information. The spreadsheet for the first storm has a deadline of February 9 and is almost finished. It includes the majority of expenses, currently totaling \$669,487.97. Marcel is working on filling in the last of the missing information in the spreadsheet and he hopes to finish it by the end of the week.
- Heather is working on the spreadsheet for the second storm, which currently accounts for \$164,628.86. It is about 20% completed with a deadline of February 18.
- The expense for Heather and Marcel's time will be included in a different spreadsheet.
- Heather, Marcel, and Road Foreman Jim Hayes answered clarifying questions from citizens and the Board.

#### Highway Department Report (Discussion)

- Road Foreman Jim Hayes reported that crushing is complete. He believes they did a good job, he is very pleased with no complaints. The new road workers are making progress. They have been busy with the weather recently.
- Parts have arrived to fix the sander, but Jim gave a warning that it is nearing the end of its life and likely won't be salvageable if it breaks again.
- There were issues with ten-wheelers and Jim's truck, which all spent time at the mechanic. All trucks are running now.

- Marcia Martel asked if Jim had received any bidders for the garage repair. Jim said he has not.
- The Selectboard agreed the Town Garage needs to be prioritized. Sukey Watson and Ron Gray volunteered to work together to look into potential companies to work with. They will give a report at the next Regular meeting.

#### Hazard Mitigation Update (Discussion)

- Ron Gray announced that results from all hydraulic studies have been received as of today. He will forward the newest results to all other parties involved.

#### Zoning Administrator Contract (Discussion/Action)

- Town Clerk Deb Benoit reported she had not received an official letter of recommendation from the Planning Commission, but she read the minutes from their last meeting that they are recommending Matt Walsh. Some members of the PC spoke with him and believe he will be a good fit.
- Marcia Martel suggested the PC should attend the Special Meeting on Jan 27 to discuss their recommendation with the board.
- Robin Migdelany, Development Review Board Chair, expressed her concern about conducting DRB business without a confirmed ZA. She pointed out the previous ZA Chris Brimmer is not under contractual obligation to continue in the position after Jan 1, 2025, although he sent an email expressing his intent to work through a smooth transition.
- Marcia Martel motioned to offer the position to Matt Walsh. Sukey Watson seconded the motion. Motion denied 2-2, Ron Gray abstained.
- Ron Gray volunteered to get in touch with Howard Remick, PC Chair, to request a formal recommendation and attendance at the Jan 27 Special Meeting.

#### Certificate of Highway Mileage (Discussion/Action)

- No changes were made.
- Kevin Gillander motioned to approve the Certificate of Highway Mileage. Sue Hayes seconded the motion. Motion passed 4-0, one abstained. All Board members signed the document.

#### Review Recommendation for 2025 Fire Chief (Discussion/Action)

- The Fire Department recommended Colin Fucci as the 2025 Fire Chief.
- Sue Hayes motioned to approve the Fire Department recommendation of Colin Fucci as 2025 Fire Chief. Kevin Gillander seconded the motion. Motion passed 5-0.

#### Appoint Liaisons to State Ethics Commission Act 171 (Discussion/Action)

- Sue Hayes volunteered. She will visit the Town Clerk's office to discuss what needs to be done.

#### Citizens' Concerns

- Maurice Chaloux shared that he left messages with VLCT to discuss the issue of the ATV article on the Town Warning. He explained why he believes it should be included, but he had not received an answer from VLCT.
- Jen D'Agostino agreed with Robin Migdelany's suggestion of putting together a calendar with notations of deadlines and what preparations need to be done for each task. Ron Gray agreed it is a good idea that could help the Board stay organized.
- Kathy Hodgdon commented on Jim Hayes' statement that he has never received a raise during his time as Road Foreman. She stated the previous Road Foreman made about \$68,000 in the last year of his employment while Jim made \$83,000. Jim pointed out that he is paid a lower hourly wage, and the difference in yearly wage is due to his overtime. The previous Foreman had more employees and worked fewer hours than Jim. Jim also noted that he does some mechanic and welding work for the town without charging mechanic/welding rates. Jim's wife Kristina Hayes, who is not a town resident, requested to speak and was denied.
- Road Foreman Jim Hayes requested a review of his performance evaluation. The Board denied his request. They decided personnel performance evaluations should be private.
- Will Jones referenced the minutes from the Dec 9 Selectboard meeting where it states Clem Gray requested to discuss his evaluation and the Board agreed.
- Paul Hayes from the Caledonian Record said he covered a similar dispute in Haverhill and was concerned it may be the employee's right to discuss evaluations. Ron Gray said he consulted VLCT who confirmed the Selectboard is not required to allow it. Many town citizens in attendance voiced their opinion that Jim should be allowed to discuss it if he chooses.
- Dave Morrison pointed out that conducting the evaluation in private is very different from discussing the results of the evaluation. Ron Gray said he does not see a difference. Kris Fessenden suggested adding language in the contract to outline this precedent.

#### Agenda Items for Next Meeting

- Zoning Administrator Contract
- ATV Ordinance

#### Adjourn

- Marcia Martel made a motion to adjourn the meeting. Kevin Gillander seconded the motion. Motion passed 5-0. The meeting was adjourned at 8:03 pm.



Waterford Selectboard Meeting January 13, 2025

Sign In Sheet

Name

Signature

Clem Gray  
Dave Morrison  
Robert Magda  
KATHY Hodgdon  
Ben Lyon  
Debra Benoit  
TIMOTHY Doyon  
Jim Hayes  
Kris Hayes  
William Jones  
LEWIS KRASHNER  
Jennifer D'Arce  
K. Fessenden

Clem Gray  
David E. Morrison  
Kathy Hodgdon  
Ben Lyon  
Debra Benoit  
Timothy Doyon  
Jim Hayes  
Kris Hayes  
William Jones  
Lewis Krashner  
Jennifer D'Arce  
Kris Fessenden