

**Waterford Selectboard Meeting
December 13, 2021
Davies Memorial Library**

Minutes

The minutes are a summary of the Selectboard meeting. A recording of the meeting is here:
https://us02web.zoom.us/rec/share/7zlxVdpTx3vmuAvWEcFJSkDRxuuRArraykCCzylGm4RPI-Ga_S5Y6lCwh3PBSOMj.Xqb-2UPiGXasE4jX

Selectboard Members in Attendance: Fred Saar, Warner Hodgdon, Bill Piper (via ZOOM)

Via ZOOM: Steve Eddy

Others in Attendance: ***Clem Gray called the Town Office to report that he accidentally took the December 13th sign-in sheets home and that he would bring them to the Town Office.***

The meeting was called to order at 7:00 pm.

Modifications to the Agenda

Hazard Mitigation Planning Update (Old Business)

Broadband Update (Old Business)

Citizens Input

Gary read a prepared statement expressing dissatisfaction with the way the Selectboard conducts meetings, with the transparency of the Selectboard, and presented a petition requesting that The Selectboard hold a Special meeting per 17 V.S.A. §2346 to consider the following: Shall the Town Voters vote to require that the legal requirements of meeting minutes be complied with as set forth in 24 V.S.A §1152?

A copy of the petition is attached to the minutes. The Selectboard will review the petition, consult with VLCT, and the requested meeting will be scheduled.

Approval of Minutes

Marcia raised the issue of the missing sign-in sheets for the October meeting, and Gary commented that the Minutes could not be approved without the minutes attached. The Selectboard will not approve the minutes of the October meeting, and the minutes posted on the Town website will be updated to note that they are not approved.

Warner made a motion to approve the minutes of the November 8th meeting, and Bill seconded. There was no further discussion and the motion passed unanimously.

Budget Report

A Budget Report was available on the Town website for review.

Citizens' Concerns

Adam Teal applied for Driveway Access Permit for property on Old County Road South. After review and discussion, it was determined that the Permit was a request for a second driveway at the address. Waterford zoning only allows for one driveway per parcel, and the Selectboard denied the Permit request.

Dave Morrison discussed a residence on High Ridge Road where he noticed a child run into the road. Dave asked about the possibility of installing a "Caution - Children" sign at 55 High Ridge Road. Lisle replied that he would install the sign.

Town Boards

The Listers presented a request for a change to the Grand List for the Robin Kristoff property. The Waterford appraisal listed the house in Waterford, but it is in Barnet. Warner made a motion to approve the request, Bill Seconded the motion, and the motion passed unanimously.

Kandis question the status of the building repairs and Warner provided an update on the difficulty finding a contractor to do the work. Warner had a contractor lined up, but it appears that he has left the area. Kandis asked for a list of contractors that Warner has contacted, and Warner will provide that list. Someone asked if the library could find their own contractor, and Fred responded Yes, and please continue to include Warner as he is also contacting contractors.

Highway Department

Lisle reported that everything is in place for the winter road maintenance with plenty of sand and salt. All the trucks have been plowing and sanding during the recent snow events.

Old Business

ARPA Citizens Committee

Kandis presented an update on the public meeting held to date and the meeting planned and stated that the Committee plans to present recommendations for spending the ARPA funds to the Selectboard in February.

Waterford's Employee Benefits

Fred reviewed the results of a brief survey based on data obtained from the 2021 VLCT Compensation and Benefits Study (copy attached). The survey looked provided by towns with similar populations and included:

- The different medical insurance options offered (Individual, Individual and Dependent, etc.) with the percentage of medical insurance cost covered by the Towns.
- The different level of the medical plans offered (Platinum, Gold, etc.).
- The variety of health plans offered (medical, dental, HRA, etc.) by the Town.

The conclusion was that Waterford had a very generous health plan.

There was much discussion about the various plans offered, should they be offered, should the employees pay a portion of the premiums and other items. Several attendees offered comments that their decision to take their jobs was not based on salary alone, but on the benefits package. There was a question about

having these issues discussed at Town Meeting, and an attendee suggested petitioning for an article on the Warning for Town Meeting.

Fred recommended that the benefits remain the same since any changes in premium structure would occur in three of four weeks, would not allow time for the employees to plan for the change, and could have a significant impact on the staff.

BCBS Plan Renewal

Fred discussed the cost of the renewal for 2022 vs. the cost for 2021 and noted a 7.5% decrease in the anticipated cost. Bill made a motion to approve the BCBS, and Warner seconded. The motion passed unanimously.

Health Reimbursement Arrangement (HRA) Renewal

Fred discussed the Health Reimbursement Arrangement (HRA) and made a motion that the plan be renewed for 2022 and the cap on expense reimbursements remain at \$4,000. Warner seconded the motion and the motion passed unanimously

Year-end Bonus for Town Employees

Fred reported that the November action on bonuses did not include the Assistant Town Clerk and suggested a 5% bonus. Gary responded that the Selectboard could not approve a bonus for the Assistant Town Clerk since they work for an elected official, and that the Town Clerk should handle any bonus from the Town Clerk's budget.

The topic of a shift differential for the Highway Department staff was raised. Several attendees commented that they received a shift differential payment for working outside the "normal" business hours during the day. The Selectboard will research a shift differential and include it in the discussion of the budget at Town Meeting.

Hazard Mitigation Planning Update

Paul Luciano provided a status report on the update to Waterford's Hazard Mitigation Plan. Hi update is that the qualitative risk assessment in the Hazard Mitigation Plan was modified to include both pandemic and extreme cold events. There was outreach to the Waterford school related to ESSER Recovery Funding and if any needs are required for the next planning cycle. Outreach to fire department resulted in no new needs.

Broadband Update

Bill and Fred attended a NEK Broadband Zoom meeting called by Christa Shute, the NEK Broadband Executive Director. Christa called the meeting to update the Waterford representatives on the CUD Governing Board (Bill is the Primary and Fred is the Alternate on the Governing Board) and Marcia on the CUD's evolving plans for extending fiber to Concord and Waterford in 2021 and 2022. Christa and Karen Kotecki, the CUD ROW consultant, described the need to find a location for an OLT (optical line terminal) in the Town. Based on preliminary engineering studies the optimal location appeared to be behind the

Town Office building/library due to its central location and proximity to a power pole. Christa also discussed the possible use of Town ARPA funds to expand and accelerate fiber coverage in town. Christa reported that Karen was going to further explore OLT location options in the coming weeks. Gary raised the issue of whether this meeting violated the Open Meeting law. Fred and Bill explained that it was a meeting of the CUD, called by the CUD to provide information to CUD Governing Board members (and others), no Town business was discussed, no requests were made of the Town and no decisions affecting Waterford were made. Fred followed up with the Town Library per the recommendation of Marcia.

New Business

Mask Policy for the Town

Fred discussed the decision by the State to delegate decisions on masks to the Towns and Cities. There was discussion on how Waterford should proceed with attendees in favor and opposed to masks. Based on comments during the discussion, and since the library is the only “large” public meeting venue in town, Warner made a motion to adopt the policy of “Strongly Encouraging” masks for public meetings. Fred seconded the motion and the motion passed unanimously.

Annual Cost of Living Increases

The Town provides an annual cost of living increase and there was significant discussion around the percentage that should be awarded for 2022. Fred noted that the Social Security increase will be 5.9%, and discussion indicated a suggested range of 3% to 6%. Warner reported that the Consumer Price Index for the Northeast is at 5.4% and made a motion to adopt that number. Fred asked if the attendees were satisfied with the percentage and then seconded the motion. The motion passed unanimously.

Holiday Pay for Part-time Employees

The part-time staff at the Town Transfer Station have asked about holiday pay for the Christmas and New Year holidays, and if they would get a bonus. After discussion and input from the attendees Fred made a motion to pay Part-time employees straight pay for holidays not worked, and holiday pay for holidays worked. In 2021, Christmas would be paid for hours normally scheduled but not worked, and New Year’s Day would be double time for hours worked.

Discussion of a bonus for parttime employees indicated a consensus that a bonus should not be paid to parttime employees.

Contract Renewal with the Caledonia County Sheriff

Fred reviewed the proposed contract with the Caledonia County Sheriff for patrols and other services in Waterford. The hourly rates have increased, and the contract now includes a minimum of the hours per month. The minimum cost of the contract is approximately \$4,600. In 2021 we approved the contract with a not-to-exceed amount of \$5,000; Warner made a motion to approve the renewal of the contract for 2022 with a not-to-exceed amount of \$5,000, Fred seconded the motions and the motion passed unanimously.

Other Items

Dave Morrison recommended posting the closed and open schedule for the transfer station over the holidays on Front Page Forum. Fred will ask the Town Clerk to do this.

During the meeting there were complaints about the ZOOM link on the agenda not working correctly; after the meeting research revealed that Fred had copied the incorrect link from an old agenda.

Executive Session

Fred made a motion expressing the need for an Executive Session to address Personnel Issues at 8:47pm

Warner made a motion to enter Executive Session, and Fred Seconded the motion. The Selectboard entered Executive Session at 8:48pm

The Selectboard exited Executive Session at 8:55pm; no decisions were made.

The meeting adjourned at 8:55pm

Waterford Selectboard Meeting
13-Dec-21
Attendees List

Received at Jan's
Office
from Clem Gray
December 23, 2021

Schmidt @ 1:30 pm
~~AS~~

Kevin McHarder
Dave Morrison
Robert Magdanz
Marcia Natel
Clement Gray
Katherine Fiegenbaum
Warren Walcher

Gary J. P.
Diana Keach
Linda S.
Theresa P. Hall

Kathleen Godant
Bryant Fleming
Shirley W. Lemigle
Michael Keach
Helen PIKE
Maria Dantos
Vicki Rutledge
Dorper Billig
Kata Hayes
Jim Hayes



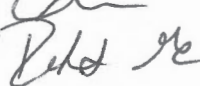
PETITION TO BE PLACED ON WATERFORD SPECIAL MEETING WARNING

Transparency is an essential element of open and democratic government. In Vermont, the primary means of providing transparency are the State's open meeting law, 1 V.S.A. §§ 310-314, and the public records law, 1 V.S.A. §§ 315-320. These laws implement the command of Chapter I, Article 6 of the Vermont Constitution that officers of government are "trustees and servants" of the people and are "at all times, in a legal way, accountable to them." The Open Meeting Law clearly emphasizes the openness of and accessibility to government." 1 V.S.A. § 312(a). The Open Meeting Law and its requirements are meant to empower the public to play an effective role as not only an active participant in government but also a check on it as well.

We, the undersigned legal voters of the Town of Waterford, hereby petition the Waterford Select Board to add the following articles to the Warning for a Waterford Special Meeting per 17 V.S.A. §2643:

Shall the Town Voters vote to require that the legal requirements of meeting minutes be complied with as set forth in 24 V.S.A. Section 1152?

ONLY REGISTERED WATERFORD VOTERS MAY SIGN THIS PETITION:

<u>PRINTED LEGAL NAME (as on checklist)</u>	<u>SIGNATURE</u>	<u>ADDRESS</u>
1. Patrick Kennedy		55 High Ridge Rd
2. John Gillett		4962 Old Center Rd.
3. ROBERTA Grewer		4962 OLD CENTER RD
4.		
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10.		

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1.	JAMES R Hutchins	<i>[Signature]</i>	1158 H.66605 H.4 RD.
2.	Lonnie L. Sargent	<i>[Signature]</i>	100 Lawrence Rd
3.	Jay Sargent	<i>[Signature]</i>	100 Lawrence RD
4.	Crystal R. Hledge	<i>[Signature]</i>	101 Birchwood Hts Waterford VT 05819
5.	Shere Rutledge	<i>[Signature]</i>	Daniel's Harmon Waterford
6.	RICHARD MARCEL	<i>[Signature]</i>	Daniel's Harmon Rd
7.	Kathy Martel	<i>[Signature]</i>	Waterford
8.			
9.			
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	<u>PRINTED LEGAL NAME (as on checklist)</u>	<u>SIGNATURE</u>	<u>ADDRESS</u>
1.	Celeste Guidosh	Celeste Guidosh	349 Hastings Rd.
2.	MICHAEL G. GUIDOSH	Michael G. Guidosh	349 HASTINGS RD
3.	MICHAEL J. GUIDOSH	Michael Guidosh	" " "
4.	Sandra J. Lyon	Sandra J. Lyon	41 Simpson Brook Rd
5.	PAUL E LYON	Paul E Lyon	41 Simpson Brook Rd
6.	Jennifer Barrett	Jennifer Barrett	1098 Remick Road
7.	Michael Barrett	Michael Barrett	1098 Remick Rd
8.	Colleen Cork Kozlowski	Colleen Kozlowski	52 Hastings Rd.
9.	BRYANT FLEMING	Bryant Fleming	427 VALLEY VIEW RD.
10.	Carolyn Fleming	Carolyn Fleming	427 Valley View Rd

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PRINTED LEGAL NAME (as on checklist)	SIGNATURE	ADDRESS
1. Matthew T. Ash	<i>Matthew T. Ash</i>	4159 Duck Pond Road
2. Debra Allard	<i>Debra Allard</i>	356 Hastings Rd
3. Gary Pallard	<i>Gary Pallard</i>	356 Hastings Rd.
4. Timothy C Hale	<i>Timothy C Hale</i>	229 Meadowood Lane
5. Lisa A Hale	<i>Lisa A Hale</i>	" " "
6. Howard W. Remick	<i>Howard W. Remick</i>	96 Old Silo Rd
7. Laura L. Remick	<i>Laura L. Remick</i>	96 Old Silo Rd.
8. Kelcey A. Brockway	<i>Kelcey A. Brockway</i>	991 Simpson Brook Rd.
9. Heather M Guinaw	<i>Heather M Guinaw</i>	206 Hastings Rd.
10. Rich Eaton	<i>Rich Eaton</i>	206 Hastings Rd

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1. <i>Matt Fah</i> Matthew Fah		
2. Nicholas Bigelow	<i>Nick Bigelow</i>	2259 VT Route 18, Waterford, VT 05819
3. Britney Bigelow	<i>Britney Bigelow</i>	2259 VT Route 18, Waterford, VT 05819
4. Kathryn Daniels	<i>Kathryn Daniels</i>	695 Old Cambridge Waterford VT 05819
5. Kylea Broomey	<i>Kylea Broomey</i>	991 Simpson Brook Waterford VT
6. Kristen Mosher	<i>Kristen Mosher</i>	864 Lower Waterford Rd. Waterford VT
7. Erin Quatrini-Hill	<i>Erin Quatrini-Hill</i>	883 Daniels Farm Rd Waterford VT 05819
8. Emily Grass	<i>Emily Grass</i>	1036 Kidder Rd Waterford VT
9. Warren Whitaker	<i>Warren Whitaker</i>	713 Simpson Brook Rd
10. Reinette Hutchins	<i>Reinette Hutchins</i>	1158 Higgins Hill Rd

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PRINTED LEGAL NAME (as on checklist)	SIGNATURE	ADDRESS
1. William G. Hill	William G. Hill	2332 Daniels Farm Rd.
2. Steve MacDonald	Steve MacDonald	2352 Daniels Farm Rd.
3. Cheryl Stahler	Stahler, Cheryl	2325 Daniels Farm Rd.
4. Allana Clark	Allana Clark	2427 Daniels Farm Rd.
5. Alan Farmer	Alan Farmer	2454 Daniels Farm Road
6. Michelle Farmer	Michelle Farmer	2454 Daniels Farm Road
7. Romeo Martin	Romeo Martin	2490 " " "
8. Raymond Greenleaf	Raymond Greenleaf	2667 Daniels Farm Rd
9. Marcia Martel	Marcia Martel	1091 Slate Ledge Rd
10. George Sapiano	George Sapiano	52 Birchmont Lane

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PRINTED LEGAL NAME (as on checklist)	SIGNATURE	ADDRESS
1. DALE Goyet	<i>Dale Goyet</i>	1276 SLATE Ledge Rd.
2. Linda Goyet	<i>Linda Goyet</i>	1276 SLATE Ledge Rd.
3. Nancy Horton	<i>Nancy Horton</i>	286 Woodland Rd.
4. Mary Florio	<i>Mary Florio</i>	717 Remick Rd.
5. Anthony Hill	<i>Anthony Hill</i>	883 Daniels Farm Road
6. Debra Benoit	<i>Debra Benoit</i>	1089 Daniels Farm Rd.
7. Steven Konieczny	<i>Steven Konieczny</i>	1262 DANIELS FARM Rd.
8. Linda Konieczny	<i>Linda Konieczny</i>	1262 Daniels Farm Road
9. Mark Harpin	<i>Mark Harpin</i>	1304 Daniels Farm Rd.
10. Deborah Harpin	<i>Deborah P Harpin</i>	1304 Daniels Farm Rd.




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1. Frank Johnston		184 Birchwood Hts Ln
2. Arin Bergeron		265 Birchwood hts
3. Riky Babin		" "
4. Rob Keach	Rob Keach	2246 Daniels Farm Rd.
5. Tina Keach	tina keach	2246 Daniels Farm Rd.
6. B. Schreiber	BSH	1872 Daniels Farm Rd
7. Roger Martel	Roger Martel	1095 State Ledge Rd
8. Christa Benish	Christa Benish	195 Daniels Farm
9. Robert BEGIN	Rob A Bg	637 DANIELS Farm Rd.
10. Nicole Begin	Nicole C. Begin	687 Daniels Farm Rd

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PRINTED LEGAL NAME (as on checklist)	SIGNATURE	ADDRESS
1. Lewis Kirslover	<i>[Signature]</i>	3517 Duck Rd
2. JANKSKORZEWSKI	<i>[Signature]</i>	3517 Duck Pond Rd
3. Martha R. Nutter	<i>[Signature]</i>	4450 Duck Pond Rd
4. Herbert Nutter	<i>[Signature]</i>	4450 Duck Pond Rd
5. Robert P. Cushing	<i>[Signature]</i>	4503 Duck Pond Rd.
6. Clement Gray	<i>[Signature]</i>	3340 Duck Pond Rd
7. Patricia Gray	<i>[Signature]</i>	3340 Duck Pond Rd
8. Maria Dantos	<i>[Signature]</i>	5075 Duck Pond Rd.
9.		
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1. FRANK BULLOCK	Frank S Bullock	1298 Lwn WATERFORD Rd
2. Daphne Bullock	Daphne Bullock	1298 Lower Waterford Rd
3. Jasper Billig	Jasper Billig	398 Daniels Farm Rd
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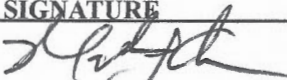
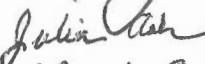

PETITION TO BE PLACED ON WATERFORD SPECIAL MEETING WARNING

Transparency is an essential element of open and democratic government. In Vermont, the primary means of providing transparency are the State's open meeting law, 1 V.S.A. §§ 310-314, and the public records law, 1 V.S.A. §§ 315-320. These laws implement the command of Chapter I, Article 6 of the Vermont Constitution that officers of government are "trustees and servants" of the people and are "at all times, in a legal way, accountable to them." The Open Meeting Law clearly emphasizes the openness of and accessibility to government." 1 V.S.A. § 312(a). The Open Meeting Law and its requirements are meant to empower the public to play an effective role as not only an active participant in government but also a check on it as well.

We, the undersigned legal voters of the Town of Waterford, hereby petition the Waterford Select Board to add the following articles to the Warning for a Waterford Special Meeting per 17 V.S.A. §2643:

Shall the Town Voters vote to require that the legal requirements of meeting minutes be complied with as set forth in 24 V.S.A. Section 1152?

ONLY REGISTERED WATERFORD VOTERS MAY SIGN THIS PETITION:

<u>PRINTED LEGAL NAME (as on checklist)</u>	<u>SIGNATURE</u>	<u>ADDRESS</u>
1. Matthew J. Ash		4159 Duck Pond Road
2. Julia Ash		4159 Duck Pond Road
3. Mark Ash		4159 Duck Pond Road
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Medical Insurance Coverage In Similar Size Towns											
Town	County	Pop.	Carrier	Individual	2 Adults	Adult/Dep	Family	HSA	HRA	FSA	FSA-DCRA
Montgomery Town	Franklin	1201	MVP	95%	95%	95%	95%				
Concord Town	Essex	1211	BCBSVT	85%	85%	85%	85%		HRA		
Topsham Town	Orange	1214	MVP	100%	100%	0%					
Orwell Town	Addison	1215	MVP	50%	100%			HSA			
Shoreham Town	Addison	1229	BCBSVT	100%	0%	0%	0%				
Mount Holly Town	Rutland	1244	BCBSVT	100%	100%	100%	100%		HRA		
Waterford Town	Caledonia	1246	BCBSVT	100%	100%	100%	100%		HRA		
Whitingham Town	Windham	1277	BCBSVT	85%	85%	85%	85%		HRA		
Enosburg Falls Village	Franklin	1283	BCBSVT	90%	90%	90%	90%	HSA	HRA		
Chelsea Town	Orange	1291	MVP	85%	85%						
Fayston Town	Washington	1330	MVP	15%	15%	15%	15%		HRA		
Brookfield Town	Orange	1341	MVP	100%	70%	70%	70%				

Health Plan Tiers - (P)latnum, (G)old, (S)ilver, (B)ronze											
Town	County	Pop.	Carrier	Blue Rewards	Blue CDHP	CDHP	Standard	HMO	HMO Plus	HDHP	HDHP +
Montgomery Town	Franklin	1201	MVP					P			
Concord Town	Essex	1211	BCBSVT	P							
Topsham Town	Orange	1214	MVP					G			
Orwell Town	Addison	1215	MVP					P			
Shoreham Town	Addison	1229	BCBSVT				P;G;S;B				
Mount Holly Town	Rutland	1244	BCBSVT				P				
Waterford Town	Caledonia	1246	BCBSVT				P				
Whitingham Town	Windham	1277	BCBSVT		B						
Enosburg Falls Village	Franklin	1283	BCBSVT								
Chelsea Town	Orange	1291	MVP								
Fayston Town	Washington	1330	MVP							G	
Brookfield Town	Orange	1341	MVP							P	

Insurance Benefits offered									
Town	County	Pop.	Health	Dental	Vision	Group Life	LTD	STD	Retiree Health
Braintree Town	Orange	1195	Yes					Yes	
Concord Town	Essex	1211	Yes					Yes	
Topsham Town	Orange	1214	Yes						
Orwell Town	Addison	1215	Yes						
Shoreham Town	Addison	1229	Yes						
Mount Holly Town	Rutland	1244	Yes	Yes	Yes				
Waterford Town	Caledonia	1246	Yes	Yes	Yes	Yes	Yes	Yes	
Whitingham Town	Windham	1277	Yes			Yes		Yes	
Enosburg Falls Village	Franklin	1283	Yes	Yes	Yes	Yes		Yes	Yes
Chelsea Town	Orange	1291	Yes						
Fayston Town	Washington	1330	Yes	Yes					
Brookfield Town	Orange	1341	Yes	Yes		Yes			