



Town of Thetford Vermont

3910 Vermont Route 113 • P.O. Box 126 • Thetford Center, VT 05075
802-785-2922 • thetfordvermont.us

Selectboard Regular Meeting *Draft* Agenda Thetford Town Offices (w/Virtual Attendance Option) Monday, October 18, 2021 7:00 PM

To connect to Zoom via computer: <https://us02web.zoom.us/j/88122490498>

To connect via phone only: +1 (646) 558 8656 | Meeting ID: 881 2249 0498

Note: Selectboard meetings are in public, but not of the public. 1 V.S.A. § 312 (h) states, “At an open meeting, the public shall be given a reasonable opportunity to express its opinion on matters considered by the public body during the meeting, as long as order is maintained. Public comment shall be subject to reasonable rules established by the chairperson.”

7:00pm – Call to Order

1. Agenda Review
2. Town Manager Report – Bryan Gazda
 - Personnel Update
 - Municipal Grants Update
3. Public Comment
4. Homestead Declaration Late Filing Penalty Waiver Requests
5. Introductory Presentation with Tina Foster of Brian Boland’s Estate/Post Mills Airport
6. Treasure Island Exploratory Committee’s End of Year Report and New Fundraising Project
7. Municipal Planning Grant Applications
8. Thetford’s Potential Participation in the National Opioids Settlement
9. Extension of \$2.1 Million Loan for FEMA
10. Ratification of the New England Police Benevolent Association, Local 403 Union Contract
11. Warrants and Minutes
12. Adjourn



VMCTA

October 13, 2021
Thetford Selectboard
PO Box 126
Thetford Center, Vermont 05075

Dear Thetford Selectboard,

It is with great pleasure that I write to tell you that your Town Treasurer and Assistant Town Treasurer each received an award from the VMCTA at our Annual Awards Banquet on September 23, 2021.

Tracy Borst and Kristie Wadsworth completed the requirements for VMCTA Certified Vermont Treasurer. Tracy's and Kristie's recent service on behalf of their town and other treasurers in Vermont has been represented by many hours of professional training and service.

Additionally, as you no doubt know, Tracy has assumed the impressive position of VMCTA President on September 23. It is an important leadership role that serves hundreds of other municipal clerks, treasurers and their assistants.

The Association's Certification Program was established in 1988 to:

- Increase the proficiency of Vermont Municipal Clerks and Treasurers;
- Strengthen the quality of local government;
- Afford Clerks and Treasurers the recognition of their abilities to conduct the affairs of local government;
- Provide a vehicle whereby Clerks can attain the status of Certified Vermont Clerk and Treasurers can attain the status of Certified Vermont Treasurer.

VMCTA's Advanced Certification was introduced six years ago as a means to give Vermont Clerks and Treasurers the opportunity to continue with education in their profession and to receive recognition for their efforts. The certification program includes components of years of service; related municipal experience in the community; involvement in the VMCTA, country clerks associations and local government; attendance at professional workshops and seminars at the state and regional levels; and, taking advantage of other educational opportunities.

I hope you will join VMCTA in congratulating Tracy Borst and Kristie Wadsworth on this well-deserved recognition.

Sincerely,

Georgette Wolf-Ludwig, CMC, MMC
Past President, VMCTA

Post Mills Airport

Airport Operations Group:

Tina Foster, Keith Merrick, Andy Lumley, Rick Sheppe

Oversight for OTC funds:

Tina Foster, executor, resides at PMA

Keith Merrick, pilot

Andy Lumley, pilot

Rick Sheppe, pilot

Greg Hanlon, president Post Mills Soaring Club

Tim Chow, pilot

David Roth, community member

For working group would like to include

Tina Foster

Pilots (plane and glider)

PMSC president

Selectboard member

Community members

Local artist

Local educator

October 18, 2021

To: Thetford Selectboard

From: Treasure Island Exploratory Committee

Re: progress report and proposals for future work

One year from its inception, the Treasure Island Exploratory Committee wishes to report out its activities to date, its shared vision, and proposals for future work.

Summary of Committee's Inception and Evolving Charge

- October 5, 2020 — Thetford Selectboard approves formation of Treasure Island Exploratory Committee and requests letters of interest by October 19. The charge to the committee: "To bring proposals forward to the Selectboard to address the financial, recreational, and conservation needs of the facility."
- October 19, 2020 — Thetford Selectboard names seven people to the committee and one alternate (expanded on October 21 to nine members and no alternates), including residents of West Fairlee and Fairlee.
- October 29, 2020 — first meeting of Treasure Island Exploratory Committee
- with the reassignment of the supervisor of the Parks & Recreation Department (Nathan Maxwell) in December 2020, the hiring of a Town Manager (Bryan Gazda) over the winter, and the hiring of a new Parks & Recreation Supervisor (Amy Fahey) in the spring, the committee included in its charge short-term planning for the reopening of Treasure Island in the summer of 2021
- through October 14, 2021, the committee has convened 26 times

Range of Actions and Explorations

Getting Familiar with Treasure Island

- toured the facilities and property with Parks & Recreation Supervisor
- read and discussed assessment of caretaker house and advised Selectboard regarding proposed demolition
- read legal summary of Treasure Island purchase and limitations on sale of property
- reviewed revenue and expense spreadsheets
- surveyed residents in Fall 2020 through listserv, town Face Book page, in-person at Transfer Station
- invited employees from prior summers to describe their experiences and recommendations

Short-Term Planning and Involvement in Reopening for Summer 2021

- advised new Town Manager on hiring for the summer
- helped recruit applicants for lifeguard and coordinator positions
- oversaw fundraising \$9000 through LFA for part-time coordinator position (Brittany Burke)
- promoted and helped supervise community clean-up day on May 22

Direct Involvement in Improvements to Treasure Island

- drafted AARP Grant for AccessMats for seniors and disabled beachgoers (grant denied)
- advised Town Manager on writing VOREC* “Letter of Interest” for \$200,000 grant
- designed and ordered new entrance sign and planned fundraiser for its purchase

* Vermont Outdoor Recreation Economic Collaborative Community Grant Program

Long-Term Planning

- explored options for regional management and funding of Treasure Island through LFA
- discussed collaboration with the Aloha Foundation regarding joint efforts for summer 2021
- began initial investigations for long-range master plan with Town Manager
- gave input into creation of detailed property map by LakeWise and for eventual master plan

Treasure Island Conservation and Lake Fairlee Watershed Health

- convened “Nature Associates” Zoom meeting with potential conservation partners
- published two issues of *Lake Fairlee Nature Associates* newsletter
- began sending representatives to Thetford and West Fairlee Conservation Commission meetings to discuss joint interests
- advised Selectboard on Treasure Island enrollment in LakeWise program through White River Conservation District
- began mapping natural assets of Treasure Island and visiting neighboring wetlands for future involvement in state’s Lake Watershed Action Plan

Shared Vision and Proposals for Future Work

Over the course of many meetings, the committee members have arrived at a joint vision for the future of Treasure Island. These are shared here to guide the Selectboard in establishing the next charges for our committee.

1.) The committee sees the potential for multiple recreational and conservation activities year round on this 11-acre site with its extensive waterfront. This will likely require the expenditure of funds for architectural or feasibility studies by professionals. Grant funding should be pursued for this level of long-range planning.

PROPOSAL: The committee should work with the Town Manager to develop **a master plan** based on a multi-faceted mission statement for Treasure Island.

2.) The caretaker house is a valuable asset and its renovation and reuse should be part of any master plan.

PROPOSAL: The committee should give particular attention to **caring for and exploring uses of the existing building.**

3.) As one of only two public access points to Lake Fairlee, Treasure Island should be seen as a regional asset meriting tri-town management and joint financial support. A logical partner in this effort is the LFA.

PROPOSAL: The committee should continue its **engagement with the LFA and other regional partners** to establish Treasure Island as a regionally recognized public access to the lake.

4.) As the only public swimming access on the lake, consideration should be given to providing a free, direct access for swimming and non-motorized boating throughout the year. A solution would need to be found for how this use could coexist with the summer-only beachfront for which people pay a fee.

PROPOSAL: The committee should investigate the **feasibility and liabilities of offering ongoing public lake access**, including looking at ways that this is done at similar sites in the area (e.g. Storrs Pond, Union Village Dam site).

5.) Year-round activities and varied uses for the property beyond the summertime beachfront should be explored.

PROPOSAL: The committee should **encourage and initiate a variety of activities** that test out different uses for the site year-round and report on their success.

6.) The existing committee should evolve to become a standing advisory group under the auspices of the Selectboard to assist in the funding and management of Treasure Island. It should include members from the three towns that border the lake.

PROPOSAL: The committee should become **an ongoing Treasure Island advisory body** to the Selectboard and Town Manager, with members from surrounding towns and stakeholder groups.

7.) As a significant lakefront property contiguous with adjacent marshlands that constitute a unique natural habitat at the northern end of Lake Fairlee, Treasure Island can become a focus and entry point for preserving and exploring this aspect of our lake. The northern end of the property and its undisturbed waterfront should be carefully made available for educating the public regarding the overall health of the lake.

PROPOSAL: The committee should work with neighboring properties and area conservation organizations to **develop Treasure Island as a focal point** for preservation of the unique habitat of this end of the lake and for the health of the lake overall.

8.) Outreach and simple efforts such as better signage and improved parking will make a difference in helping the public to discover and make use of this hidden gem.

PROPOSAL: The committee should **develop a messaging campaign** to promote Treasure Island more broadly as a regional public recreation and conservation site while also identifying and removing obstacles to broader utilization of the property.



Treasure Island

Public Beach & Nature Area

Town of Thetford

FY22 Municipal Resolution for Bylaw Modernization

WHEREAS, the Municipality of Thetford, Vermont is applying for funding as provided for in the FY22 Budget Act 74 and may receive an award of funds under said provisions; and

WHEREAS, the Department of Housing and Community Development may offer a Grant Agreement to this Municipality for said funding; and

WHEREAS, the municipality is maintaining its efforts to provide local funds for municipal and regional planning purposes or that the municipality has voted at an annual or special meeting to provide local funds for municipal and regional planning purposes,

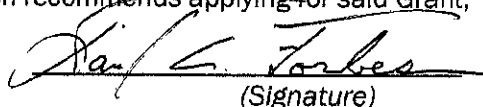
Now, THEREFORE, BE IT RESOLVED

1. That the Legislative Body of this Municipality enters into and agrees to the requirements and obligations of this grant program including a commitment to match funds in accordance with the program's requirements;

2. That the Municipal Planning Commission recommends applying for said Grant;

David C. Forbes

(Name of Planning Commission Chair)


(Signature)

3. That (Name) Kevin Geiger Title Director of Planning, TRORC

is hereby designated as the Grant Administrator, the person with the overall Administrative responsibility for the Bylaw Planning Grant program activities related to the application, and any subsequent Grant Agreement provisions.

4. If the grant application is successful, and funds are awarded, the following individual will be the signatory on behalf of the municipality:

Name: Trevor Lashua

Title: Randolph Town Manager

Email: Trevor@randolphvt.org

Phone: 802-728-5433

Note: The signatory must either the Chief Executive Officer (CEO), as defined by 10 VSA §683(8), or is a Select Board Member, the Town Manager, the City Manager, or the Town Administrator, is hereby designated to execute the Grant Agreement and other such Documents as may be necessary to secure these funds.

Passed this _____ day of October, 2021.

- Check the box if the municipality authorizes its regional planning commission to serve as the 'agent' for the applicant municipality, or multi-town applicant municipalities, by assisting with the preparation of the application, supporting grant administration, and being exempt from competitive selection if serving as project consultant.

5. That the Municipal Legislative Body recommends applying for said Grant.

Sharon Harkay

(Legislative Body Chair)

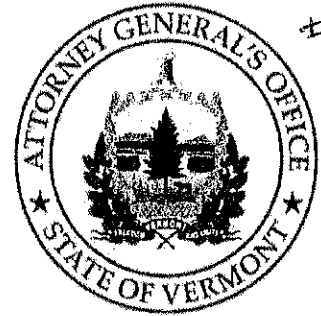
(Signature)

INSTRUCTIONS FOR RESOLUTION FORM

- A. The Legislative Body of the Municipality must adopt this resolution or one that will have the same effect. This Form may be filled in or the adopted Resolution may be issued on municipal letterhead, filling in the name of the municipality, the Legislative Body (e.g. Selectboard), and the name and title of the Grant Administrator and Municipal signatory.
- B. Following formal adoption, the Chair of the Planning Commission and Legislative Body must sign upon endorsement by vote of the Planning Commission and Legislative Body.
- C. This form must be submitted with the grant application.

CONSORTIUM APPLICATIONS: For a multi-town application, each municipality must complete a separate Resolution form. All municipalities in a consortium must designate the same Grant Administrator, and signatory from the primary grant municipality.

National Opioids Settlement
P.O. Box 43196
Providence, RI 02940-3196



NPD

667



122810012272

Postal Service: Please do not mark barcode

NPD AT-252-145

Sharon Harkay Selectboard Chair

PO Box 126

Thetford Center, VT 05075

TO LOCAL POLITICAL SUBDIVISIONS: IMPORTANT INFORMATION ABOUT THE NATIONAL OPIOID SETTLEMENT. SUBDIVISIONS MUST SUBMIT SIGNED DOCUMENTATION TO PARTICIPATE. THE DEADLINE FOR PARTICIPATION TO MAXIMIZE SETTLEMENT BENEFITS IS JANUARY 2, 2022.

If your subdivision is represented by an attorney with respect to opioid claims, please immediately contact them.

SETTLEMENT OVERVIEW

After years of negotiations, two proposed nationwide settlement agreements (“Settlements”) have been reached that would resolve all opioid litigation brought by states and local political subdivisions against the three largest pharmaceutical distributors, McKesson, Cardinal Health and AmerisourceBergen (“Distributors”), and one manufacturer, Janssen Pharmaceuticals, Inc., and its parent company Johnson & Johnson (collectively, “Janssen”).

The proposed Settlements require the Distributors and Janssen to pay billions of dollars to abate the opioid epidemic. Specifically, the Settlements require the Distributors to pay up to \$21 billion over 18 years and Janssen to pay up to \$5 billion over no more than 9 years, for a total of \$26 billion (the “Settlement Amount”). Of the Settlement Amount, approximately \$22.7 billion is earmarked for use by participating states and subdivisions to remediate and abate the impacts of the opioid crisis.

The Settlements also contain injunctive relief provisions governing the opioid marketing, sale and distribution practices at the heart of the states’ and subdivisions’ lawsuits and further require the Distributors to implement additional safeguards to prevent diversion of prescription opioids.

Each of the proposed Settlements has two key participation steps. First, each state decides whether to participate in the Settlements. Vermont has joined both Settlements. Second, the subdivisions within each participating state must then decide whether to participate in the Settlements. Generally, the more subdivisions that participate, the greater the amount of funds that flow to that state and its participating subdivisions. Any subdivision that does not participate cannot directly share in any of the settlement funds, even if the subdivision’s state is settling and other participating subdivisions are sharing in settlement funds. However, if the individual subdivision does not participate, the allocated sums will go to the Abatement Fund.

This letter is part of the formal notice required by the Settlements.

WHY IS YOUR SUBDIVISION RECEIVING THIS NOTICE?

You are receiving this letter because Vermont has elected to participate in both of the national Settlements against (1) the Distributors, and (2) Janssen, and your subdivision may participate in the Settlements. This notice is being sent directly to subdivisions and also to attorneys for subdivisions that we understand are litigating against these companies. If you are represented by an attorney with respect to opioid claims, please immediately contact them. Please note that there is no need for subdivisions to be represented by an attorney or to have filed a lawsuit to participate in the Settlements.

WHERE CAN YOU FIND MORE INFORMATION?

This letter is intended to provide a brief overview of the Settlements. Detailed information about the Settlements may be found at: <https://nationalopioidsettlement.com/>. This national settlement website also includes links to information about how the Settlements are being implemented in your state and how settlement funds will be allocated within your state. This website will be supplemented as additional documents are created. The Vermont Attorney General's Office web site also contains information about the Settlements at: <https://ago.vermont.gov/opioid-settlement/>. Questions can also be directed to the Vermont Attorney General's Office at ago.opioidsettlement@vermont.gov.

HOW DO YOU PARTICIPATE IN THE SETTLEMENTS?

You must go to the national settlement website to register to receive in the coming weeks and months the documentation your subdivision will need to participate in the Settlements (if your subdivision is eligible). All required documentation must be executed and submitted electronically through the website and must be executed using the "DocuSign" service. As part of the registration process, your subdivision will need to identify, and provide the email address for, the individual who will be authorized to sign formal and binding documents on behalf of your subdivision.

Your unique Subdivision Identification Number to use to register is: 6DQ32B

HOW WILL SETTLEMENT FUNDS BE ALLOCATED IN EACH STATE?

The settlement funds are first divided among the participating states according to a formula developed by the Attorneys General that considers population and the severity of harm caused by the opioid epidemic in each participating state. Each state's share of the abatement funds is then further allocated within each state according to the default provisions in the agreements. Within the State of Vermont, the settlement funds are allocated into three (3) buckets. They are:

- 15% to state subdivisions to be used to abate the opioid crisis (the "Subdivision Fund");
- 15% to states to remediate for past expenses of the opioid crisis or for future abatement (the "State Fund"); and
- 70% to a statewide abatement fund (the "Abatement Fund").

Exhibit G of the Settlement Agreements provides the calculation of the relative allocation of funds available to the respective subdivision as a portion of the 15% subdivision settlement bucket. Further information is available from at the Vermont Attorney General's web site: <https://ago.vermont.gov/opioid-settlement/>.

You may be contacted by the Attorney General's Office with additional information regarding the allocation of settlement funds in the State of Vermont. Subdivisions with representation can expect information from their attorneys as well. We encourage you to review all materials and to follow up with any questions. The terms of these Settlements are complex, and we want to be sure you have all the information you need to make your participation decision.

WHY YOU SHOULD PARTICIPATE

A vast majority of states have joined the Settlements, and attorneys for many subdivisions have already announced support for them. For example, the Plaintiffs' Executive Committee, charged with leading the litigation on behalf of more than 3,000 cities, counties and others against the opioid industry, and consolidated in the national multi-district litigation ("MDL") pending before Judge Dan Aaron Polster in the Northern District of Ohio, recommends participation in these Settlements. It is noted that Vermont cities and towns who did not participate in the MDL have the same opportunity to receive settlement proceeds as those jurisdictions that filed a lawsuit.

Subdivision participation is strongly encouraged, for the following reasons:

First, the amounts to be paid under the Settlements, while insufficient to abate the epidemic fully, will allow state and local governments access to funds designed to curb opioid addiction, overdose and death;

Second, time is of the essence. The opioid epidemic continues to devastate communities around the country. These settlement processes will provide funds to address the epidemic in our communities;

Third, if there is not sufficient subdivision participation in these proposed Settlements, the Settlements will not be finalized, the important business practice changes will not be implemented, the billions of dollars in abatement funds will not flow to communities, and more than 3,000 cases may be sent back to their home courts for trial, which will take many years;

Fourth, the extent of participation by subdivisions litigating in Vermont and those whose populations exceed 10,000, also will determine how much money each state and its local subdivisions will receive because approximately half of the abatement funds are in the form of "incentive payments," *i.e.*, the higher the participation of subdivisions in a state, the greater the amount of settlement funds that flow into that state;

Fifth, you know first-hand the effects of the opioid epidemic on your community. Funds from these Settlements will be used to help abate the crisis and provide relief in the State of Vermont while litigation and settlement discussions proceed against other defendants in the opioid industry;

Sixth, because pills do not respect boundaries, the opioid epidemic is a national crisis that needs a national solution.

#8

NEXT STEPS

These Settlements require that you take affirmative steps to “opt in” to the Settlements. If you do not act, you will not receive any settlement funds. If litigating subdivisions and those in excess of 10,000 citizens do not “opt in,” we will not be able to achieve the participation thresholds necessary to maximize the amount of available abatement funds to our state.

First, register your subdivision on the national settlement website so that information and documents required to participate can be sent to you. You will need the email address of the person who will be authorized to sign on behalf of your subdivision. This is the only action item needed at this time.

Second, have your authorizing person(s) or body begin to review the materials on the websites concerning the settlement agreement terms, allocation and other matters. Develop a list of questions for your counsel or the Attorney General’s Office. In the very near future, your subdivision will need to begin the process of deciding whether to participate in the proposed Settlements, and subdivisions are encouraged to work through this process well before the January 2, 2022, deadline to be an initial participating subdivision. Again, the Attorney General’s Office, your counsel, and other contacts within the state are available to discuss the specifics of the Settlements within your state, and we encourage you to discuss the terms and benefits of the Settlements with them.

Third, monitor your email for further communications, which will include a Participation Agreement, Release, (where applicable) a model Resolution, and instructions on executing using DocuSign.

We urge you to view the national settlement website and the Vermont Attorney General’s web page at <https://ago.vermont.gov/opioid-settlement/> at your earliest convenience. These web sites contain information and documents regarding the national Settlements. Questions about the settlements can also be directed to the Vermont Attorney General’s Office at ago.opiodsettlement@vermont.gov.

ALLONGE

It is mutually desirable, beneficial, and agreeable to the parties hereto that the terms of that certain Note dated October 29, 2020 in the original principal amount of \$2,150,052.75 as executed by the Town of Thetford (hereinafter sometimes called "Borrower") to the order of Community National Bank (hereinafter sometimes called "Lender") as evidence of Note No. 185975750 be and the same is hereby amended as follows:

- Upon receipt of the accrued interest of \$31,263.39 which is the amount due through October 18, 2021, the maturity date shall be extended to November 1, 2022.

It is further understood and agreed that all other terms and conditions of the Note not modified hereby shall remain in full force and effect and that this Allonge, when executed by Borrower and Lender, shall be attached to and become a part of the Note, and shall have the same force and effect as the terms and conditions hereof were originally incorporated in the Note prior to its execution.

Dated this 18th day of October, 2021

Borrower: Town of Thetford

By: _____

By: _____
Vice President, Municipal Services



Town of Thetford Vermont

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Selectboard Regular Meeting *Draft* Minutes
Thetford Town Offices
(w/Virtual Attendance Option)
Monday, October 4, 2021 7:00pm

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Selectboard members present: Sharon Harkay (Chair), Li Shen (Vice-Chair), Mary Bryant, Steve Tofel

Selectboard members absent: Nick Clark

Others present: Town Manager Bryan Gazda, Town Clerk/Treasurer Tracy Borst, Selectboard Assistant Martie Betts

Sharon Harkay called the meeting to order at 7:02 PM.

1) Agenda Review

No revisions to the agenda.

2) Town Manager Report – Bryan Gazda

a) Post Mills Property Update

Bryan said he has not heard from the property owner, but he is still scheduled to meet with the Development Review Board.

b) Bryan said there was an interview with an applicant for the Zoning Administrator/Lister Assistant position. The chairs of the Development Review Board and Planning Commission were there as well. The Planning Commission Chair will bring a recommendation to the commission during their next meeting for a recommendation to come back to the Selectboard. The Selectboard will hold a special meeting on Thursday, October 7th at 8 PM to discuss the candidate.

c) Starting Budget Process

Bryan said he has started the budget process. A spreadsheet has been given to department heads to review and consider their budgetary needs for next year.

d) VLCT Town Fair, October 4th through 8th

The VLCT Town Fair is happening virtually this week. Tracy started some classes today. If you come to see Bryan and his door is closed, he may be on a webinar.

e) ARPA Funding

Tracy reported to Bryan that there was very good information on webinar about ARPA funding today. The Selectboard should put this as an agenda item no later than the first meeting in November.

f) Municipal Planning Grant Informational Meeting October 7th, 7 PM

Bryan will be meeting this Thursday with the local water co-ops to see if there is any interest in applying for this grant. This will not be a meeting to see what is wrong with the systems, but to see if they want to apply and if there is anyone who can help gather data and assist with writing the grant.

3) Public Comment

Tracy told the Selectboard that last week she, her assistant Town Clerk and assistant Treasurer attended the Vermont Municipal Clerks and Treasurer’s Association convention. Tracy and Kristie Wadsworth were awarded with Treasurer Certification, which required a minimum of 3 years training, and they have accomplished that. Tracy was also elected President of the Association for the next 2 years, representing clerks across the state.

The Selectboard and attendees congratulated Tracy and Kristie for their accomplishments.



Town of Thetford Vermont

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1 Melissa Krzal asked if there was any expectation of how much the budget would increase. Bryan said that
2 at this stage of the game it's very hard to tell. He needs to get the preliminary from the department heads.
3 He suggested that she check back in a month. Melissa thanked Bryan, said she would check back and
4 added congratulations to Tracy. Li Shen said she does understand Melissa's desire to have a percentage
5 over which the budget will not go, but at this point we can't set that. They need to get a better idea of
6 things coming down the road.

7 Steve Tofel commented about the Route 132 bond issue, as there has been a recent article published that
8 raised the question of whether the town could or should have waited before getting the funding. The
9 article notes that the town had three town managers during this process, and that the current Town
10 Manager inherited this, however there was just one Selectboard chair during the whole process and that
11 was not mentioned in the article. Steve said that should be made clear. Sharon Harkay said that Bryan has
12 been reviewing past emails pertaining to this, and Guy Scaife, previous Town Manager, did request that
13 we be in the winter bond pool so construction could begin in the spring, as soon as possible. This would
14 indicate that the Selectboard knowingly entered into the winter bond pool. Steve Tofel said the previous
15 Selectboard Chair said he hijacked the budget, so to disassociate with that budget now – the questions
16 should have been asked back then.
17

18 **4) Consideration of Request to Waive Homestead Declaration Late Filing Penalty**

19 Dick Bressette came before the Selectboard to ask that the penalty of \$397.95 be waived. Mr. Bressette
20 was not clear about what happened, but the people who prepared and submitted his taxes said it was their
21 error. Sharon asked if they would take responsibility for the late filing penalty, and Mr. Bressette said
22 they indicated that they would. After further discussion, the Selectboard suggested to Mr. Bressette that
23 he go to his preparer and ask for the amount of the late filing penalty. Mr. Bressette should come back to
24 the board to report how the preparer responds.
25

26 **5) Discussion of AT&T Memorandum of Understanding with Ed Adrian and Will Dodge**

27 Attorney Will Dodge said this amendment is to the lease agreement, not the Memorandum of
28 Understanding itself. Also, AT&T will put up \$21,000 to help pay for continuing expenses. As a
29 reminder, the construction of the tower can move forward even if we don't have the conservation
30 easement in place. Ed Adrian agreed with everything Will said and added that this is just a housekeeping
31 process.

32 There was further discussion. Steve Tofel asked about the 2% escalation clause, which he did not see in
33 the draft. Will Dodge said anything that was not changed was not included in the amendment. Ed Adrian
34 explained that you had to read the amendment in conjunction with the original lease.

35 **Motion** by Li Shen to accept the First Amendment to Option and Land Lease Agreement between the
36 Town of Thetford, and New Cingular Wireless, PCS, LLC, as presented to us by AT&T. **VOTE** by Roll
37 call; Li Shen – in favor, Mary Bryant – in favor, Steve Tofel – abstain, Sharon Harkay – in favor. **Motion**
38 **passed (3-0-1)**

39 **Motion** by Sharon Harkay to authorize Bryan Gazda to sign this amendment on behalf of the Town. All
40 in favor. **Motion passed (4-0-0)**
41

42 **6) Discussion of Request from Thetford Elder Network for Vaccine Mandate for Town Employees** 43 **with EMS Director Mariah Whitcomb**

44 Sharon Harkay reminded the board that Dale Gephart had attended a previous meeting on behalf of the
45 Thetford Elder Network, asking that the Selectboard consider a vaccine mandate for all Town employees.
46 The Town Emergency Management Director was planning on being at this meeting but was unable to do
47 so. She did send an email with pros and cons listed, but ultimately, she felt that this was a Selectboard
48 decision.



Town of Thetford Vermont

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- 1 Tracy Borst reminded the Selectboard that employee vaccination status is confidential.
- 2 Steve Tofel felt the request was certainly reasonable, as this is a public health issue. It is in support of
- 3 what we are trying to do statewide and nationally, and he would support a mandate with exceptions for
- 4 medical and religious reasons.
- 5 Mary Bryant said she feels uncomfortable mandating that someone do something to their body that they
- 6 don't want to do. Mary wondered about weekly testing. Sharon asked who would be overseeing the
- 7 testing and Li said vaccine status is confidential. If we have a mandate, how we are going to enforce
- 8 something that people are not asked to report? Steve said there is an app called Bindle that is used to
- 9 manage vaccine or testing status. The app just informs people that you are safe but doesn't reveal
- 10 vaccination or testing status.
- 11 Sharon said she has given this a lot of thought. She doesn't like to have mandates that are not necessary, if
- 12 it's going to wind up causing more trouble than not having a mandate would. We have a masking policy
- 13 in Town Hall. The Town Clerk's office is set up for social distancing, windows are often open, there are
- 14 plexiglass barriers, and free masks and hand sanitizer in the entrance of the building in case someone
- 15 needs a mask. Also, when President Biden said he wanted a vaccine mandate, it was for companies with
- 16 100 employees or more. Obviously, we don't have anywhere near that. We are not a school or medical
- 17 facility. Research has said for this to really spread there has to be 15 minutes or more of exposure time.
- 18 Most people coming into Town Hall are there for maybe 5 minutes and then they leave again. Those that
- 19 do come for research wear a mask and are socially distanced from our employees. There is so much
- 20 uproar about these mandates and Sharon doesn't see the need to cause a problem by instituting a mandate
- 21 or testing when we don't need it.
- 22 Li Shen said she tends to agree with Sharon's general sentiment. We don't need to apply big government
- 23 or big office to a very small community who know each other very well and is considerate of each other.
- 24 She doesn't think a mandate is appropriate in a small organization. Li does support that in general,
- 25 everyone should be vaccinated. It's very likely that everyone in here is vaccinated. A mandate seems a bit
- 26 too heavy handed.
- 27 Mary asked the employees at the meeting if somebody from Thetford Elder population needs to come into
- 28 Town Hall but didn't feel comfortable coming into the office, would they be willing to meet them in the
- 29 meeting room or outside the building. Tracy Borst replied that her office just did that for a year and a half.
- 30 We've met people's needs, whether it be by using the drop box or meeting them outside. Her office will
- 31 absolutely continue to do that.
- 32 Bryan Gazda added that there should be some consideration of any financial impacts and potentially
- 33 adding another level of work for people in the office to do.
- 34 Li added that when new employees come on board, the Town Manager or the Selectboard can strongly
- 35 recommend they be vaccinated.
- 36 Tracy said that there are already confidential medical files kept in the office. Vaccination status is as
- 37 confidential as other information that we already maintain. There are 2 union agreements that would need
- 38 to be considered. The Vermont League of Cities and Towns (VLCT) recommends that legal counsel
- 39 review and approve any policy you put in place. Tracy also noted that there is now vaccination guidance
- 40 on the VLCT website.
- 41 While the Selectboard understands the concerns of the Thetford Elder Network, no vaccine mandate will
- 42 be put in place for Town employees.
- 43
- 44 **7) Continued Discussion of Draft Telecommuting Policy**
- 45 The Selectboard reviewed a clean copy of the Telecommuting Policy that Sharon wrote after the
- 46 comments were made at the last meeting. Li had made suggestions and edits to that clean copy, and the
- 47 Selectboard reviewed those as well.
- 48 Further edits were suggested.



Town of Thetford Vermont

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1 **Motion** by Mary Bryant to accept the Telecommuting Policy as amended tonight. All in favor. **Motion**
2 **passed (4-0-0)**

3
4 **8) Correction to Social Services Policy**

5 **Motion** by Sharon Harkay to amend the Social Services policy for the Town of Thetford so that it reads;
6 “We, the undersigned legal voters of the Town of Thetford, hereby petition the Selectboard to add the
7 following article to the warning for the annual meeting to be held on Thetford’s Town Meeting Day.” All
8 in favor. **Motion passed (4-0-0)**

9
10 **9) Review and Discussion of 350 Vermont Letter from Elected Officials to the Vermont Climate**
11 **Council**

12 Sharon Harkay said the Thetford Joint Energy Committee (TJEC) has asked the Selectboard to consider
13 signing the 350 Vermont Letter from Elected Officials to the Vermont Climate Council. The letter wants
14 to make sure that any climate action plan incorporates a just transition. Mary said as liaison to the TJEC,
15 the letter is looking for town and local leaders to sign this in support of the actions listed in the letter.
16 Mary noted that the TJEC got 8% of residents to sign on one Saturday. This indicates that the residents
17 are in support of the request, and she think it’s a good thing to sign. We can sign as individuals or a board.
18 Sharon said she assumes if they were to sign it as the Selectboard it would have more weight. Mary and
19 Li agreed that it would.

20 Steve said that climate change affects everybody. While he thinks this incorporates things that don’t need
21 to be brought in, he would support signing.

22 There was further discussion.

23 **Motion** by Mary Bryant that the Selectboard sign the letter presented to us by the Thetford Joint Energy
24 Committee, originating from 350vermont and send on to 350vermont.org. All in favor. **Motion passed**
25 **(4-0-0)**

26
27 Mary said the TJEC would like to know if they need Selectboard permission to sign the letter, or can they
28 represent themselves as a committee.

29 Stuart Rogers, attending the meeting, said the committee is advisory, with no authority. They should sign
30 as individuals. Mary countered that they make decisions independent of the Selectboard, voting on things
31 that the Selectboard doesn’t have to approve. Steve Tofel suggested they use language like “we the
32 members of the TJEC support the following...” They would simply be saying they are members of a
33 committee who support the initiative.

34 Sharon said the Selectboard is not voicing any strong opposition to them signing it but asks that the
35 committee just checks in with the Selectboard before they sign.

36 Tom Ward, attending via Zoom, and a member of TJEC, said that 350vermont is asking for just the
37 names of Selectboard or Committee members, or individuals. They will collect and put all the names in
38 one letter. All they are looking for is Selectboard approval.

39 Mary and Tom Ward will work together to determine how the signatures will be entered on the letter.
40

41 **10) Warrants and Minutes of September 13th and 20th**

42 Payroll Review PR#20

| | |
|----------|--------------|
| 43 #44.1 | \$79,803.63 |
| 44 #20.2 | \$2493.45 |
| 45 #33.1 | \$24,517.35 |
| 46 #19.4 | \$22,269.91 |
| 47 #25.3 | \$139,959.49 |

48



Town of Thetford Vermont

11

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- 1 **Motion** by Steve Tofel to accept the warrants as presented. All in favor. **Motion passed (4-0-0)**
- 2 **Motion** by Mary Bryant to accept the minutes of the regular Selectboard meetings of September 20th,
- 3 2021 and September 13th, 2021 as amended. All in favor. **Motion passed (4-0-0)**
- 4
- 5 **11) Possible Executive Session for Discussion of Union Contract and Grievances per 1 V.S.A. §**
- 6 **313(a)(1)**
- 7 **Motion** by Sharon Harkay to find that premature general public knowledge regarding the Town's contract
- 8 with the New England Police Benevolent Association Local #403 would clearly put the Town at a
- 9 substantial disadvantage if the Selectboard discussed the terms in public. All in favor. **Motion passed.**
- 10 **Motion** by Sharon Harkay to enter into Executive Session at 8:49 PM to discuss the Town's contract with
- 11 the New England Police Benevolent Association Local #403 and the proposed resolution of grievances
- 12 under the provisions 1 V.S.A 313(a)(1a). **Motion passed (4-0-0)**
- 13
- 14 **Motion** by Sharon Harkay to exit executive session at 9:23 PM. **Motion passed (4-0-0)**
- 15 **Motion** by Sharon Harkay to approve the Settlement Agreement and the MOU, and further, to give Bryan
- 16 Gazda the authority to sign the documents. **Motion passed (4-0-0)**
- 17
- 18 **12) Adjourn**
- 19 **Motion** by Steve Tofel to adjourn the regular Selectboard meeting at 9:25 PM. **Motion passed (4-0-0)**
- 20
- 21



Selectboard Regular Meeting *Draft* Minutes

– Online Only –

Monday, October 7, 2021 7:00 PM

Please note Section 6 of H.681, signed into law on March 30th, 2020, for the temporary suspension of designated physical meeting location requirements.

To connect to Zoom via computer: <https://us02web.zoom.us/j/88122490498>

To connect via phone only: +1 (646) 558 8656 | Meeting ID: 881 2249 0498

Note: Selectboard meetings are in public, but not of the public. 1 V.S.A. § 312 (h) states, “At an open meeting, the public shall be given a reasonable opportunity to express its opinion on matters considered by the public body during the meeting, as long as order is maintained. Public comment shall be subject to reasonable rules established by the chairperson.”

Selectboard Members present; Sharon Harkay (Chair), Li Shen (Vice-Chair), Mary Bryant, Steve Tofel

Selectboard Members absent: Nick Clark

Others present: Town Manager Bryan Gazda

Sharon Harkay called the meeting to order at 8:01 PM.

Sharon Harkay moved to find that premature general public knowledge regarding the employment agreement with the candidate that the Planning Commission has put forward would clearly place the town or a person at a substantial disadvantage as the Selectboard discusses the proposed employee agreement in public.

Sharon Harkay moved to enter into Executive Session to discuss the employee agreement for the candidate that the Planning Commission has put forth under the provisions of 1 V.S.A §313(a) and invite the Town Manager to join. Motion passes (4-0-0)

Motion by Sharon Harkay to reconvene the special Selectboard meeting at 9:03 PM. Motion passes (4-0-0)

Motion by Sharon Harkay that we appoint Angela C Jones to the position of Zoning Administrator effective October 13th, 2021. VOTE by Roll Call; Li Shen – in favor, Mary Bryant - in favor, Steve Tofel – in favor, Sharon Harkay – in favor

Motion by Steve Tofel to adjourn the special Selectboard meeting at 9:04 PM. Motion passes (4-0-0)