



# Town of Thetford Vermont

3910 Vermont Route 113 • P.O. Box 126 • Thetford Center, VT 05075  
802-785-2922 • [thetfordvermont.us](http://thetfordvermont.us)

## Selectboard Regular Meeting \*Draft\* Agenda

### Thetford Town Offices

(w/Virtual Attendance Option)

Monday, January 3, 2022 7:00pm

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
  - a) FEMA Funding Update
  - b) PBA Grievance Update
  - c) EEI/Green Procurement Policy Update
  - d) Road Assessment Update
  - e) Gender Equity Pay
  - f) Other
- 3) Public Comment
- 4) Social Service Agencies and Other Organizations Request for Funds for 2022
- 5) Possible Appointment to Conservation Commission
- 6) Review of and Possible Acceptance of Lister Consultant Contract
- 7) Discussion of Tax Stabilization for Additional Housing Stock
- 8) Warrants and Minutes
- 9) Adjourn



November 2, 2021

Tracy Borst  
Town Clerk  
PO Box 126  
3910 Route 11  
Thetford Center VT 05075

Dear Tracy,

WISE appreciates the Town of Thetford and its support of our work to end gender-based violence. **WISE respectfully requests the 2022 appropriation of \$400.00 from the Town of Thetford to ensure the continued operation of our Crisis Services and Advocacy Program for all residents.**

For 50 years WISE has been the only organization dedicated to providing crisis advocacy and support for victims of gender-based violence within 23 communities in Grafton County, NH and Windsor and Orange Counties, VT including Thetford. WISE is a non-profit organization dedicated to supporting people and communities impacted by domestic violence, sexual violence and stalking.

In FY21, WISE supported 5 Thetford self-identified residents (not all survivors disclose their town of residence) and a total 1362 survivors, 67% accessed WISE services for the first time. This is on the high end of our 5-year average, which is remarkable considering the obstacles COVID created in accessing advocacy: finding private spaces to talk, eliminating walk-in opportunities at the Program Center and co-locations, third-party phone systems, access to technology, limited opportunities to connect through community services.

Even with challenges, we stay true to our core mission and strategic priorities. As in-person advocacy became restricted, we quickly added multiple technologies to maintain accessibility to survivors and actualized exciting opportunities because of strong program planning and healthy financial planning. We learned much from the pandemic. Our advocacy has always been oriented through in-person relationships. When it became impossible to meet face-to-face, we incorporated new avenues for advocacy resulting in many positive outcomes. With more online options, people in rural communities with limited transportation can virtually meet with us at their convenience, can gain access to the court system and secure protective orders, can participate in our Zoom survivor Art and Writing groups. People, without privacy at work or home, can discreetly reach out for support via webchat. Young people, who prefer texting and instant messaging, have more comfortable ways to contact WISE.

Program Center · 38 Bank Street · Lebanon, NH 03766  
every hour, every day · 866-348-WISE  
tel: 603-448-5922 · fax: 603-448-2799 · [www.wiseuv.org](http://www.wiseuv.org)



The Crisis Services and Advocacy Program supports people through the 24-hour crisis line, emergency shelter, transitional apartments, general housing assistance, legal advocacy and aid, safety planning, support groups, and in person support at police stations, courts, hospitals, at the WISE Program Center and in its co-locations throughout the Upper Valley. We train medical, legal and law enforcement professionals on how to effectively respond to the complex needs of victims. This past year, WISE increased accessibility of its 24-hour crisis line by adding web chat and text messaging support for survivors. All of our services are free and confidential, and underlying all support is the commitment to survivor-centered advocacy; acknowledging that survivors can make the best decisions for themselves when given information, resources and support. Research shows that the provision of advocacy greatly reduces the likelihood of re-victimization for people who have experienced domestic and sexual violence.

We are motivated by the courage and grace of the survivors we serve and inspired by the consistent support of our community. Thank you very much for being a partner of change by supporting our mission to end gender-based violence.

Sincerely,



Peggy O'Neil  
WISE Executive Director

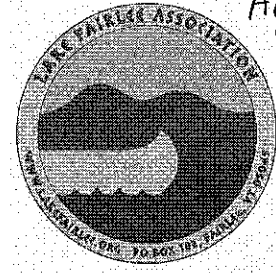


## 2021 WISE Overview

### **Mission Statement:**

WISE leads the Upper Valley to end gender-based violence through survivor-centered advocacy, prevention, education and mobilization for social change.

For 50 years WISE has been the only organization dedicated to providing crisis advocacy and support for victims of gender-based violence within 23 communities in Windsor and Orange Counties, VT and Grafton County, NH. WISE offers a confidential and free 24-hour crisis line, peer support groups and workshops, emergency shelter, safety planning and accompaniment to hospitals, police stations, court houses and other social service agencies. In FY21 (7/1/20-6/30/21), WISE provided advocacy and other critical support services to a total of 1362 people, 67% accessed WISE services for the first time. 75% were victims of domestic violence, 21% were victims of sexual violence, 5% were victims of stalking. Many survivors experienced multiple victimizations. Among the advocacy responses sought from WISE, safety planning, legal advocacy, and crisis counseling were the most common. WISE advocates are available every hour, every day at 866-348-WISE, or chat online at [wiseuv.org](http://wiseuv.org).



## Lake Fairlee Association 2021 Report and 2022 Request to the Town of Thetford

The LFA has had another busy year. The following summary encapsulates our 2021 activities as well as our expectations for 2022.

**Lake and Watershed Action Plan (LWAP).** Lake Fairlee has been selected as one of two Vermont lakes for funding to develop a Lake and Watershed Action Plan. Led by Lisa Nicollai, Conservation Specialist, White River Conservation District, work has begun on the plan with a final report anticipated in the spring of 2023.

**The Water Quality Action Committee (WQAC).** Formed by the LFA in 2018, this committee continues its work to understand the sources of high phosphate levels in the lake and its tributaries. The WQAC is working with the state Department of Environmental Conservation and other local agencies to determine what steps can be taken to mitigate this concerning problem. WQAC will be involved with the Lake and Watershed Action Plan, and the implementation of Lake Wise on Lake Fairlee.

**Lake Wise Program.** Lake Wise is a voluntary program administered by the Vermont Agency of Natural Resources. Lake Wise aims to educate and help shoreline homeowners to eliminate/decrease lakeside lawns and hardscape and encourage creating healthy shoreline native plant buffers. These buffers help decrease and filter runoff, mitigate erosion, and improve water quality and aquatic habitat.

**Milfoil.** We were unable to treat in 2021 but continue to work with the state and our water treatment contractor to schedule a mitigation treatment in June 2022. We anticipate treating some areas with the new herbicide Procellacor. This product boasts higher effectiveness in lower concentrations than previous products. Used in conjunction with dive teams and suction harvesting, Procellacor will help us continue to combat milfoil and help create a healthier, better balanced aquatic ecosystem.

**Wake Boats.** Congruent with the LFA's core purpose *to preserve, protect and enhance the distinctive and natural resources of Lake Fairlee and its surrounding watershed*, the LFA board voted to support the work of Responsible Wakes for Vermont Lakes (RWVL), a citizen group formed to recommend regulation of wake boats on Vermont lakes and ponds. Wake boat's large, design-enhanced wakes accelerate shoreline erosion and create hazardous conditions for small craft, swimmers, and loon nests. The underwater wash can spread milfoil and displace lake sediment which increases turbidity leading to increased phosphate concentrations and the subsequent potential for algae blooms. Wake boat ballast tanks, which cannot be fully emptied of water or visually inspected, can import and export invasive species. RWVL is in the process of drafting a petition to the Vermont Agency of Natural Resources on this subject. Related public comment meetings will occur in 2022 with any resulting new ANR rules likely issued later in the year.

**The Greeter Program.** The Greeter Program is one of the primary programs supported by your dues and donations. Stationed at the boat ramp from May through mid-October, our greeters

continue to provide an invaluable service to our lake. Trained in a state-run program, greeters inspect all inbound and outbound watercraft for invasive plants and animals.

**Treasure Island.** Formed in 2020, the Town of Thetford created the Treasure Island Exploratory Committee comprised of community volunteers and chaired by an LFA board member. The Committee is focused on this valuable and much-loved local town beach and nature area. Working with Lake Wise, and with the likely support of the LWAP grant, the Committee is dedicated to improving the health of Treasure Island's extensive shoreline. Stay tuned for more programming, activities, and a new sign in 2022! Check the [www.lakefairleevt.org](http://www.lakefairleevt.org) website for updates.

We are grateful to the Town of Thetford for its consistent support, and request level funding for 2022. Again, the Lake Fairlee Association requests \$5,250. For more information on our activities, please see our website [www.lakefairlee.org](http://www.lakefairlee.org) or contact any one of the LFA board members.

Nolan Riegler  
[nolan.riegler@gmail.com](mailto:nolan.riegler@gmail.com)

December 21, 2021

Dear Selectboard,


I've recently been asked by Sue Fritz if I would be interested in taking her seat on the Thetford Conservation Commission, and I would be very happy to do so. My family moved to Thetford from Iowa last May, and we have really enjoyed getting to know the town, and exploring many beautiful locations in the area, when we were not at Treasure Island (I have two little boys who would spend all day, everyday there, if possible). I absolutely love living here, and would be very happy to be a part of helping Thetford continue to do the great conservation work it's already engaged in.

My background is in biology and ecology. For years I worked on various biology crews in a number of national parks, from invasive species work, to vegetation and bird surveys. That time was followed by getting a Master's degree in biology, with a certificate in conservation biology, from the University of Missouri. My degree focus was on pollination ecology. Since then, I have continued in this field, teaching environmental science at the community college in our town in Iowa, for the last ten years, where I am still teaching, now online.

Most useful to the commission, though, might be my background in native plants and pollinators. For the past seven years I've been focused on creating and trying to understand pollinator/wildlife habitat in garden settings, and installing native gardens in public spaces in Iowa (with the help of a native plant group I started there). Here, I've been working to install more native gardens. Two pollinator gardens were installed at the Kilton Library in West Lebanon last summer and more are planned for next year.

All this to say, conservation of the natural world is my pole star, and I would love to work with Thetford's conservation commission to help conserve this town's beautiful natural resources.

Thanks very much,



Alicia Houk

**Agreement Amendment**

Between the Town of Thetford (hereafter Town) and Janet E. Stowell (hereafter Consultant)

Whereas; the Town requested a formal agreement for Janet E. Stowell as a consultant to the Board of Listers; and

Whereas; both the Town and the Consultant agree that the Consultant will serve the Board of Listers on an "as needed" basis, subject to availability, with the scope of services defined by the Listers for such things as understanding their duties and responsibilities as Listers to produce a fair and equitable Grand List. This will include, but is not limited to, assisting the Listers in understanding the State's Current Use program, and the computer programs they use in performing their Listers duties. It will also include the use of the Consultant's "Institutional knowledge" of the workings of the Listers office and the Town.

Whereas; payment for these consulting services will be at \$30 per hour, including all the Consultants employment overhead such as payroll expenses; and

Whereas; the Town agrees to pay the Consultant, once billed, in a timely and complete manner; and


Whereas; the Town will provide the ability to the Listers to confer with the Consultant using remote methods.

Therefore, be it resolved this agreement is hereby established to start on March 8<sup>th</sup>, 2022, or a date approved by the Town.

Be it further resolved this document will be in place until this agreement is otherwise terminated in a mutually acceptable manner.

Dates this \_\_\_\_\_ day of \_\_\_\_\_ 2022

Agreed: Consultant:

  
Janet E. Stowell

Town of Thetford:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Thetford Select Board



Here's the wording for the article that I'm suggesting we discuss at the 1/3 Selectboard meeting:

**Shall the town give the Selectboard general authority to enter into tax stabilization agreements with owners of real property to encourage the conversion of uninhabited structures into rental properties, pursuant to 24 V.S.A. § 2741 (b)(1)?**

Steve  
Steve Tofel



# Town of Thetford Vermont

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## Selectboard Special Meeting and 2022 Budget Workshop Minutes

### Thetford Town Offices

(w/Virtual Attendance Option)

Monday, December 13<sup>th</sup>, 2021 6:30 pm

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

Community members participating; Alexis Jetter

Sharon Harkay called the meeting to order at 6:35 pm.

### 1. Agenda Review

No adjustments to the agenda.

### 2. Consideration of Mask Mandate

Bryan Gazda provided the Selectboard with a non-enforcement policy from Vermont League of Cities and Towns, specific to the Town of Thetford and with the addition of Section #3 from the Brattleboro policy. This can be effective immediately and will run through January 26<sup>th</sup>, 2022.

**Motion** by Sharon Harkay to accept and approve the Mask Mandate policy as drafted by Town Manager Bryan Gazda, and to have it take effect upon voting.

Mary Bryant requested language be added that would incite more of a spirit of coming together to protect our neighbors. After a brief discussion, the decision was made to keep the language as is.

There was a brief discussion about the design of the sign to be provided to businesses.

Alexis Jetter liked the sign and suggested that it be sent to a graphic artist to tighten up and to laminate the signs once the design was finalized.

**VOTE by Roll Call:** Steve Tofel – in favor, Li Shen – in favor, Mary Bryant – in favor, Sharon Harkay – in favor. **Motion passed.**

### Budget Discussion

#### ❖ General Administration

Sharon pointed out that the Conservation Commission is listed incorrectly as a committee.

#### ➤ Selectboard and Town Manager

The Selectboard reviewed the legal services line, and asked Bryan to adjust it up to \$30,000.

Bryan said salary increases are based on the collective bargaining units 1.8% for COLA. That is the CPI index for the Northeast region.

#### ➤ Town Hall & Town Lands

Bryan explained the combining of computer support and expenses.

There was discussion about insurance from PACIF, equipment and staffing.

Mary Bryant noted that Senior and Affordable Housing is now the Thetford Housing Committee.



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1 Bryan said one adjustment is for alarm service, which is down \$100 from \$350 to \$250.  
2 Sharon asked about the increase in mowing. Bryan said he would be doing a request for proposal  
3 this spring.

4 Li Shen explained the long-term plan for the Taylor Flood Plain.

5 Bryan said he would create a list of line items that were moved to other areas of the budget.

## 6 > **Town Clerk & Elections**

7 Bryan said he got proposals from department heads, and the increase in the salaries goes along  
8 with the extra duties they are performing in their offices.

9 Tracy noted that there had been a charge from the Selectboard to the Town Manager to look at a  
10 2-step increase for non-union employees in addition to COLA, and she is not seeing that  
11 reflected.

12 Bryan said he did look into it, but after speaking with the assistant Treasurer he realized the  
13 employees are currently above two steps up in the matrix. Bryan met with Hannah from the  
14 Thetford action group about the pay equity study, and that will be done in 2022.

15 There was discussion about the current wage matrix and the wage decisions for recent new hires.  
16 Bryan said he would go back and revise the wage numbers for all departments, then revisit it on  
17 the 20<sup>th</sup>.

## 18 > **Town Treasurer**

### 19 > **Listers**

20 Sharon asked about the increase in the Lister assistant salary.

21 Bryan said the former assistant was not putting in the hours that she was budgeted for.

22 The other increase is for professional services which is to retain Janet Stowell as a consultant to  
23 help the Listers office through the transition.

### 24 > **Transfer Station**

25 Bryan said there is a big jump in transfer staff budget, as the salaries have not been reflective of  
26 the wage scale, and there is a 4<sup>th</sup> employee. The coordinator also works more than just Saturdays.  
27 Susanne Simon, the coordinator, said that she has been looking for volunteers to help, but the job  
28 can be challenging, especially concerning the weather. Susanne also said there is a significant  
29 increase in the utilities because they added a phone. She felt it was a liability to the town to have  
30 to run down the street to call the fire department or an ambulance.

### 31 > **Planning & Zoning**

32 Bryan said he did add back in funding for clerical support that was taken out last year. Planning  
33 Commission chair David Forbes talked about the importance of a clerk for the commission.

34 Bryan suggested hiring the new Zoning Administrator as the clerk, as this will immerse her more  
35 into the zoning process. The increase in Zoning benefits is the result of a single person to a 2-  
36 person health plan.

37

## 38 ❖ **Fixed Cost**

### 39 > **Regional Dues & County Tax**

40 Bryan said he is supplied with the number for the county tax and will have the exact number  
41 after the finalizing of the county budget in January.

42 The increase in Upper Valley Ambulance reflects an increase in not only the number of Thetford  
43 residents but also an increase in the per capita amount.

### 44 > **Tax Appropriations**



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- 1 This money goes to the American Legion to purchase flags.
- 2     ➤ **Tri-Town Commission**
- 3 This is an increase in our cost to purchase safety buoys.
- 4     ➤ **Miscellaneous**
- 5
- 6     ❖ **Recreation**
- 7 Bryan said this budget is more in line with actual expenses. The cost of Official's fees has gone
- 8 up, as well as tournament costs.
- 9     ➤ **Administration**
- 10     ➤ **Parks & Recreation**
- 11     ➤ **Treasure Island**
- 12 Bryan said the budget for Treasure Island is very lean but does include money for a Treasure
- 13 Island coordinator. Sharon noted an increase in equipment and Bryan explained that they are
- 14 hoping to replace the volleyball net and adding some games such as Corn Hole. This would give
- 15 options other than swimming.
- 16
- 17 **Motion** by Steve Tofel to adjourn the special Selectboard meeting and budget workshop at 8:26
- 18 pm. All in favor. **Motion passed.**
- 19



# Town of Thetford Vermont

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## Selectboard Special Meeting and 2022 Budget Workshop DRAFT Minutes

### Thetford Town Offices

(w/Virtual Attendance Option)

Monday, December 15<sup>th</sup>, 2021 6:30 pm

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

Selectboard members absent: Nick Clark

Others present: Town Manager Bryan Gazda, Town Clerk/Treasurer Tracy Borst, DPW Foreman Dale Lewis, Police Chief Michael Evans, Emergency Management Director Mariah Whitcomb, Fire Warden Chad Whitcomb

Sharon Harkay called the meeting to order at 6:38 pm.

Sharon Harkay said we are counting down the days until Chief Evans leaves us and we're getting sadder and sadder by the minute. I wanted to publicly thank you for all you've done for Thetford over the years.

Chief Evans said it has been my pleasure and a fun 6 3/4 years.

### ❖ Department of Public Works/Highway

The Selectboard and Town Manager reviewed the details of the DPW budget.

#### ➤ Administration

Bryan will continue to be in the role of Public Works Director for 2022. There is funding for a possible 4<sup>th</sup> position, and this is also reflective of the wage increase in the Collective Bargaining Agreement signed last year. This section has a 5.91% decrease.

#### ➤ Facilities

There was a brief discussion about the DPW garage facility.

#### ➤ Road & Structures

Bryan said they are planning to do roadwork on Latham Road in 2022. Bryan said the road survey being conducted will help to allocate funds to roads that need work in the future.

#### ➤ Highway Maintenance

Contracting services were discussed.

#### ➤ Engineering

Bryan said money had been put in the budget for engineering in case it was needed.

#### ➤ Vehicles

The budgeted figure is part of the capital plan.

### ❖ Public Safety

Bryan said the budget reflects a Police Chief salary for 10 months, based on the current salary. The other wage increases are based on all of the negotiations for the Collective Bargaining Agreement for the year.

Chief Evans said he would like to discuss the addition of body camera funding and will meet with Bryan. Chief Evans explained the expenses for uniform cleaning.

#### ➤ Police Department, Contract Detail & Animal Control



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1 Chief Evans said these numbers are based on an assumption that the Army Corp of Engineers  
2 and West Fairlee will continue to contract the Thetford PD services.

3 ➤ **Emergency Management (EMS)**

4 Mariah Whitcomb said she is good with level funding this year but noted with changing weather  
5 we will see the need for more storm response.

6 ➤ **Fire Department & Fire Warden**

7 Chad Whitcomb said he is also good with level funding and explained that the capital fund is  
8 back on track.

9 ➤ **Upper Valley Ambulance**

10 Bryan said he spoke with Alan Beebe who is willing to come to Town Meeting and explain the  
11 funding request.

12 ➤ **Health Officer**

13 This will be level funded this year.

14

15 **Animal Control officer**

16 Bryan said he did put the \$500 stipend back in the budget as he feels it is justified with the work  
17 we are asking her to do.

18 There was a brief discussion about what equipment the animal control officer might need.

19

20 **Adjourn**

21 **Motion** by Steve Tofel to adjourn the regular Selectboard meeting and 2022 budget workshop at  
22 7:38 pm. All in favor. **Motion passed.**

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## Selectboard Regular Meeting and 2022 Budget Workshop\*Draft\* Minutes

### Thetford Town Offices

(w/Virtual Attendance Option)

Monday, December 20<sup>th</sup>, 2021 7:00pm

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

Selectboard members absent: Nick Clark

Others present: Town manager Bryan Gazda, Town Clerk/Treasurer Tracy Borst, Police Chief

Michael Evans, DPW Foreman Dale Lewis, Selectboard Assistant Martie Betts

Social Services representatives; Jessie Schmidt with Orange County Restorative Justice Center,

Alice Ely with Public Health Council of the Upper Valley, Mike Reiderer with TriValley Transit,

Linda Ingold with Safeline, Amanda Higgins with the Clara Martin Center, Joann Erenhouse and

Kevin Golden from Senior Solutions, Cathee Clement for The Family Place, Cindy Grigel for the

Community Nurse, Dr. Danielle Perrotti with VNA/VNH, Mark Braley with White River

Council on Aging, Lindsay Trombley with Orange County Parent Child Center

Participating community members; Annette Kennedy, Cindy Grigel, Melissa Krzal,

Sharon Harkay called the meeting to order at 7:04 pm.

### 1) Agenda Review

No changes to the agenda.

### 2) Town Manager Report – Bryan Gazda

#### a) FEMA Update

Bryan said the account has been transferred to another team, and they are working as hard as possible to get us reimbursed. Mary Ellen Parkman is continuing to assist with the process.

#### b) Police Department Update

Officer Scruggs will be the interim Police Chief beginning on January 2<sup>nd</sup>. The schedule for Officers Scruggs and Rogers will be flexible and we will be working with the State Police. Bryan thanked Officer Scruggs for stepping into the role and asked for a round of applause for Chief Evans. We wish him the best in his future endeavors, and Bryan said it has been a pleasure to work with him.

#### c) Other

Bryan said the town has ordered masks and boxes to put the masks in for those Thetford businesses that would like them.

The Route 132 project has shut down for the winter. It will resume after mud season.

### 3) Public Comment

Dale Lewis, DPW foreman, said he wanted to mention that a Vermont State law prohibits putting snow in the road, plowing across the road, or shoveling snow in the road. It is simply illegal to put snow in the road. Dale feels this is something that needs to be addressed. If a property owner hires a plow driver, it is the property owner's responsibility to tell the driver.



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1 Dale also suggested the need for an ordinance for parked cars being on the side of the roads  
2 during the winter months. The plow drivers have to go around them and it is a hindrance on the  
3 crew.  
4

## 5 **4) 2022 Budget Workshop**

### 6 **a) Thetford Library Federation**

7 Bryan said he met with the librarian and with Steve. Their proposed budget does have an  
8 increase.

### 9 **b) Social Service Organizations (see below for those attending tonight's meeting)**

#### 10 **i) Orange County Restorative Justice Center**

11 Jessie Schmidt gave an overview of the organization ([see report here](#)). Annette Kennedy, a  
12 resident of Thetford, said she has been very impressed with Jesse and the work that she does. She  
13 felt that we are spending our money well with this organization and she has never seen a board  
14 run as well as this.

15 Mary Bryant said she was a strong advocate and values the work that they do.

#### 16 **ii) Public Health Council of the Upper Valley**

17 Alice Ely gave an overview of the organization ([see report here](#)).

18 Sharon Harkay asked Alice to explain the substantial increase requested.

19 Alice explained that the charge for towns in New Hampshire is 75 cents per capita. When the  
20 organization started in Vermont, they started with a request of 10 cents per capita. Because they  
21 were required to petition, they took the opportunity to increase the amount per capita. With the  
22 work they are doing with COVID, they are not able to get into the public to collect signatures.  
23 They are willing to stay level funded if the Selectboard will grant an exception to the petition  
24 requirement.

25 Cindy Grigel talked about the support that Public Health Council provided to the Community  
26 Nurse of Thetford.

27 The Selectboard pointed out that other organizations have managed to get voter signatures and  
28 deliberated the impact of allowing an exception.

29 **Motion** by Sharon Harkay that we allow the Public Health Council to get their request for level  
30 funding of \$260 on our warrant, unless they get a petition together by January 12<sup>th</sup>, in which case  
31 we would warn their \$1388.00 request.

32 Cindy Grigel said these are extraordinary times and efforts made by non-for-profits that serve  
33 their community should receive exceptions.

34 **VOTE by roll call:** Steve Tofel – abstain, Mary Bryant – in favor, Li Shen – in favor, Sharon  
35 Harkay – in favor **Motion passed.**

#### 36 **iii) TriValley Transit**

37 Mike Reiderer explained the organization, formerly known as Stagecoach ([see report here](#)). Mike  
38 said there are 2 main services: the established bus routes on the I-91 and I-89 corridors, and the  
39 Dial-a-Ride program. There have been many changes because of COVID, and the total number  
40 of ridership is down about 50%. This year they are asking for level funding.

#### 41 **iv) Safeline Inc**

42 Linda Ingold, Executive Director of Safeline gave an overview of the organization ([see report](#)  
43 [here](#)). Safeline offers support for all victims of domestic violence and sexual abuse. They offer a





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1 24-hour hot line, and all of the services are free and confidential. One of their newer projects is  
2 to work with youth by connecting with local schools. They are requesting level funding.

## 3 **v) Clara Martin Center**

4 Amanda Higgins began with a request to not have to submit signatures this year. They have a  
5 significant staff decrease, while at the same time having an increase in case work. Amanda gave  
6 an overview of services to Thetford ([see report here](#)).

7 Mary Bryant felt they could offer the same to Clara Martin as they did for Public Health Council,  
8 but also said it is important for us to be consistent and fair. Mary wondered if they could get  
9 some volunteers to come to Thetford recycling to get the signatures. Because it's once every  
10 three years, she feels strongly that the effort should be made.

11 Amanda said she understands the Selectboard's position, but they are not going to ask our staff  
12 or volunteers to expose themselves to COVID. Perhaps they could put them in stores where we  
13 don't have to have contact with people.

14 Li Shen said she absolutely understands that they don't want the exposure of their staff.

15 Steve Tofel added that we are in strange times with COVID. We don't have to stick to rules just  
16 because they are rules. We have a very high infection rate, and I think we can waive the rule.

17 Sharon suggested that the two organizations could get together and submit a joint petition. She  
18 recognizes that both groups are doing good work.

19 Cindy Grigel commented that those providing health care services are under an incredible  
20 amount of stress and this would be the time to bend the rules. Cindy thinks that we could do  
21 better and show support to those that are really stretched thin.

22 The Selectboard agreed to give these 2 organizations a chance to come up with a joint petition  
23 and will revisit it on January 3<sup>rd</sup>.

## 24 **vi) Senior Solutions**

25 Joann Erenhouse and Kevin Golden were on the meeting to represent Senior Solutions. Joann  
26 explained the organization ([see report here](#)). The organization is asking for an increase from  
27 \$500 to \$1400. Joann does not expect that amount to increase in the next few years. Joann spoke  
28 about the extreme shortage of caregivers and respite help. They do have a robust visitor  
29 volunteer program and hope to involve the Community Nurse in our training for the respite  
30 volunteers. Hopefully Thetford will become a hub for this volunteer program. Joann explained  
31 that since they receive federal funding, tax-payer money is used to provide extra services.

## 32 **vii) The Family Place**

33 Cathee Clement said she has had a relationship with The Family Place for over 20 years. Her  
34 children benefited from their services, then she became a volunteer and now she's on the board.  
35 Cathee gave an explanation of the organization ([see report here](#)). This year they are asking for  
36 level funding.

## 37 **viii) Community Nurse**

38 Cindy Grigel is the former Community Nurse, having retired in April after a little over 5 years in  
39 the role. She is now on the Board of Directors. The Community Nurse is an LLC for just the  
40 residents of Thetford. The services are free and confidential. This is a 12 hour-a-week position,  
41 and they provide education and advocacy, among other things. Brian Champion, the current  
42 Community Nurse, has continued with weekly office hours as well as appointments on Zoom.  
43 The office is provided to them by Upper Valley Pediatrics on Wednesdays from 11 to 1. They  
44 are asking for level funding. ([See report here.](#))



# Town of Thetford Vermont

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## 1           ix) Visiting Nurse of NH/VT

2 Danielle Perrotti gave an explanation of the organization services ([see report here](#)). They are  
3 asking for level funding.

4 Melissa Krzal said she had used the Visiting Nurse services this year after her husband had a  
5 very bad accident. After 2 weeks in the hospital and then rehab for 4 weeks, VNH was there  
6 when he got home. Melissa said they made a real difference in his recovery. She would support  
7 any amount they request.

8 **Mark Bradley** was at the meeting on behalf of the White River Council on Aging, commonly  
9 referred to as the Bugbee Senior Center. Mark explained what services they offer to senior  
10 citizens ([see report here](#)). Mark said running an organization that revolves around socialization  
11 has been challenging during COVID. There has been a 65% turnover rate with staff, but he feels  
12 they are in a good place now. They have taken this time to invest in IT capabilities in order to  
13 keep people engaged with the center and each other. This year they are asking for a \$50 increase.  
14 Sharon said that the Bugbee Center was incredibly important in her mother's life. She took such  
15 joy in visiting people and enjoying the meals. When she was going down the road to dementia  
16 the staff would call to let me know of changing circumstances they observed.

17 Mark noted that the Meals on Wheels program isn't just about delivering food, it's a great  
18 chance to check in with people. Sometimes we are the only people they see.

19 Steve Tofel congratulated Mark for the work he has done since he joined the organization last  
20 year.

21 **Lindsay Trombley** represented Orange County Parent Child Center located in Tunbridge.  
22 Lindsay explained the services of the organization ([see report here](#)).

23

## 24 **Joint Thetford Energy Committee**

25 Mary Bryant, liaison to the JTEC relayed that they are asking for a \$1000 increase. This would  
26 be used for educational and outreach programs.

27 **Motion** by Mary Bryant that the Selectboard authorize the increase in the amount of money in  
28 the budget for the Joint Thetford Energy Committee to a total of \$2500. All in favor. **Motion**  
29 **passed.**

30

## 31           c) Unfinished Department Reviews

32 The Selectboard reviewed the adjustments that Bryan had made to wages.

33 **Motion** by Sharon Harkay that we accept the new wages as presented by our Town Manager and  
34 presented in the 2022 budget. All in favor. **Motion passed.**

35

## 36 **5) Consideration of Municipal Planning Grant**

37 **Motion** by Sharon Harkay that we accept the Municipal Planning Grant for an independent water  
38 systems study to be handled by our Town Manager with the help of an action committee. All in  
39 favor. **Motion passed.**

40

41

42

## 43 **6) Consideration of Bicycle Safety Grant**



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1 Sharon said since last time this was discussed she has had more communication with Mary and  
2 Will Meglathery. It was discovered that there is a major bike route, part of the American Bike  
3 Trail, that goes through Thetford. Sharon suggested that signs be placed at the beginning of each  
4 road for this bike route. On the section of Route 132 from Miller Pond Road to Tucker Hill  
5 Road, we could put a few sharrows on the newly paved section.  
6 There was discussion about the cost of painting sharrows and the cost of the signs.  
7 It was noted that some of the roads are state roads, and they would have to be contacted before  
8 signs could be installed.

9 **Motion** by Sharon Harkay to accept the 2021 VTrans Small Scale Bicycle and Pedestrian Grant  
10 with the changes that we discussed in tonight's meeting. **VOTE by roll call**; Mary Bryant – in  
11 favor, Li Shen – in favor, Steve Tofel – opposed, Sharon Harkay – in favor. **Motion passed.**

12

## 13 7) Warrants and Minutes

14 #35.3 \$275.00  
15 #26.2 \$5052.20  
16 #36.3 \$398,283.59  
17 #45.1 \$11,202.40  
18 #25.4 \$24,066.08  
19 #44.1 200.00

20 **Motion** by Li Shen to accept the warrants as presented. **VOTE (3-1-0) Motion passed.** Steve  
21 Tofel abstained as he was not present to review the warrants.

22 **Motion** by Mary Bryant to accept the regular Selectboard minutes of December 6<sup>th</sup>, as amended.  
23 All in favor. **Motion passed.**

24

## 25 8) Adjourn

26 **Motion** by Steve Tofel to adjourn the regular Selectboard meeting at 9:55 pm. All in favor.  
27 **Motion passed.**