



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, November 21, 2022 7:00 PM

To connect to Zoom via computer: <https://us02web.zoom.us/j/89080661986>
To connect via phone only: +1 (646) 558 8656 | Meeting ID: 890 8066 1986

7:00 PM – Call to Order

1. Agenda Review
2. Notes from the Selectboard Chair
3. Town Manager Report – Bryan Gazda
 1. Delinquent Taxes Update
 2. ATT Cell Tower Update
 3. Stowell Bridge Update
 4. Resignation of Regional Energy Coordinator
4. Public Comment
5. Discussion on How to Assist Residents with Social and Financial Welfare Issues
6. Review and Continued Discussion of DRAFT ARPA Surveys
7. Discussion and Possible Approval of Health Insurance Contribution
8. Discussion and Possible Adoption of Traffic Ordinance Revision
9. Review and Continued Discussion of DRAFT Tax Stabilization Policy
10. Consideration and Possible Signing of the Vermont Declaration of Inclusion
11. Warrants and Minutes
12. Adjourn

Marion Betts

From: Sharon Harkay <sharkay@thetfordvt.gov> on behalf of Sharon Harkay
Sent: Wednesday, November 16, 2022 3:12 PM
To: Bryan Gazda; Marion Betts
Subject: Fwd: Thetford Volunteer Fire Dept Exemption

----- Forwarded message -----

From: **Thetford Listers** <listers@thetfordvt.gov>
Date: Tue, Nov 8, 2022 at 11:43 AM
Subject: Thetford Volunteer Fire Dept Exemption
To: Thetford Selectboard <selectboard@thetfordvt.gov>
Cc: Tracy Borst <tborst@thetfordvt.gov>, Thetford Fire Department <thetfordfire@gmail.com>

The Board of Listers has received an application and approves the continued exemption of the two Thetford Volunteer Fire Department properties. Please ensure an article for a 5-year exemption goes on the warrant for the 2023 Town Meeting.

Thank you,
Thetford Listers
Sean Boyce
Barb Harrington
Sue Howard

Marion Betts

From: Sharon Harkay <sharkay@thetfordvt.gov> on behalf of Sharon Harkay
Sent: Wednesday, November 16, 2022 3:56 PM
To: Marion Betts
Subject: Fwd: IREC Announcement
Attachments: IREC Announcement - Town of Thetford.pdf

----- Forwarded message -----

From: Geoff Martin <gmartin@trorc.org>
Date: Fri, Nov 4, 2022 at 12:21 PM
Subject: IREC Announcement
To: Bryan Gazda <bgazda@thetfordvt.gov>, Sharon Harkay <sharkay@thetfordvt.gov>, Erica Ko <ericako@gmail.com>, Angela McCanna <angiemccanna@gmail.com>, Jim Masland <jmasland@leg.state.vt.us>
Cc: Peter G. Gregory <pgregory@trorc.org>

Hi all,

Please see the attached letter from Peter announcing my resignation from the IREC position. It has been a real privilege getting to work with Thetford in this role, and I'm so grateful to the town and TRORC for the opportunity.

Sincerely,

Geoff Martin | Intermunicipal Regional Energy Coordinator



128 King Farm Road | Woodstock, VT 05091

802-457-3188 x3008

trorc.org | [facebook](#) | [youtube](#)

This email is not a legal opinion and is part of the public domain.

TRORC
Two Rivers-Ottauquechee
REGIONAL COMMISSION

November 4, 2022

Town of Thetford
PO Box 126
Thetford Center VT 05075

Dear Bryan,


I am writing to notify the Town of Thetford that Geoff Martin is leaving TRORC, effective December 2, 2022. Geoff has decided to continue his work advancing renewable energy and lowering carbon emissions in a new role with Norwich Technologies. Geoff would like to thank Erica Ko and the JTEC, town staff, and the Selectboard for their ongoing commitment to the IREC efforts and for the opportunity to serve the town in the IREC role.

TRORC is committed to the continued success of the IREC program and fulfilling the existing contract. We intend to hire a new staff person to work in the IREC position as quickly as possible, and are hopeful to have someone on board in the next two to three months. In the interim, TRORC staff will step in to carry the IREC projects forward and continue to meet the goals of the program. Geoff will be meeting with TRORC staff and Erica over the next month to ensure a smooth transition process.

In addition, the IREC program is a TRORC priority, and we intend to continue to provide the IREC services in FY 24 and beyond. I will be sending a letter with more details on hours and funding for next year's program shortly.

I am happy to talk further about any questions or concerns related to this transition, and look forward to continuing to work with Thetford to advance its energy goals and initiatives.

Sincerely,



Peter G. Gregory, AICP
Executive Director

(cc: Sharon Harkay, Selectboard Chair; Erica Ko, IREC Steering Committee;
Angela McCanna, TRORC Commissioner; Jim Masland, TRORC Commissioner;
Geoff Martin, IREC)

Gerald Fredrickson, Chair ~ Peter G. Gregory, AICP, Executive Director
128 King Farm Rd. Woodstock, VT 05091 ~ 802-457-3188 ~ trorc.org

Beyond the Town Service Officer--Helping Residents with Issues

11/16/22

Town Services Officer (appointed). Appointed on or before April 15th of each year. Assists individuals within the town who require emergency food, fuel, or shelter assistance when the Vermont Department of Social Welfare is not available. [33 V.S.A. § 2102 et seq.](#) (from Vermont's Secretary of State website)

Questions from our current Town Services Officer:

"As Town Service Officer I am encountering residents that need direction. Renters threatened with eviction, depressed persons who can't see more than one path or the steps they need to take get themselves out of the difficulty life has handed them.

Is it possible to combine social work skills with the Officer position to help problem solve the various issues facing our population? Is there someone knowledgeable in renter's rights?"

What is the best way to help residents address these issues and more?

- Fact sheet or brochure that lists people/agencies/organizations that handle these problems?
- Expanded Town Services Officer position?
- New position?
- Other?

Examples of help from existing groups/people:

- Law Line of Vermont
- Vermont Legal Aid
- Legal Services Corporation (LSC)
- The Haven
- Vermont Agency of Human Services–Department of Mental Health
- Pathways Vermont Support Line
- Vermont 2-1-1, a free referral and information helpline that connects people to a wide range of
 - health and human services 24 hours a day, 7 days a week
- Clara Martin Center
- WISE
- Senior Solutions

Revised Draft ARPA Survey for Nov. 21, 2022 SB Meeting

After spending \$_____ on a much needed new HVAC system in the Town Hall that will provide comfortable working conditions and move the building off the use of fossil fuels, the Town of Thetford has \$_____ American Rescue Plan Act funds still available for use. The Selectboard is asking residents and business owners to take the time to answer the questions on this survey to help determine how the Town's ARPA funding should be allocated. Thank you for taking the time to complete this vitally important survey.

- ① Are you a Thetford resident and/or a Thetford business owner?
- Full-time resident
 - Part-time resident
 - Business owner and Thetford resident
 - Business owner but not town resident
- ② If a Thetford business owner, to what degree were your business finances negatively affected by COVID-19?
- Severely affected
 - Moderately affected
 - Minimally affected
 - Not significantly affected
- ③ Would you support using ARPA funds to repair and make improvements to the Town Garage and/or Transfer Station?
- Strongly support
 - Somewhat support
 - Somewhat oppose
 - Strongly Oppose
 - Unsure
- ④ Would you support using ARPA funds to make physical improvements at Treasure Island such as building a new and improved restroom/changing facility or renovating other existing buildings?
- Strongly support
 - Somewhat support
 - Somewhat oppose
 - Strongly Oppose
 - Unsure

5) Would you support using ARPA funds to help mitigate the moisture problem in the Timothy Frost crawl space that houses the heating system and/or to put in an ADA compliant restroom with an eye to getting the building ready to be used again?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

6) Would you support using ARPA funds to help pay for a road or bridge project in Thetford?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

7) Would you support using ARPA funds to buy capital equipment costing more than \$5000 for the Town?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

8) Would you support using ARPA funds to help increase bike and pedestrian safety?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

9) Would you support using ARPA funds to assist child care centers with specific physical projects such as installing a second bathroom, adding an infant room, or constructing a new fence?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

10) Would you support using ARPA funds to assist other local businesses with specific one-time projects?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

11) Would you support using ARPA funds to help expand broadband coverage to unserved households?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

12) Would you support using ARPA funds to install EV charging stations by Town hall or other locations in Town?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

13) Would you support using ARPA funds to help develop affordable, workforce, and senior housing?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

14) Would you support using ARPA funds to help community organizations pay for specific repairs to buildings used by the community? These could include the Rice's Mills Community Association, the Thetford Center Community Association, or even the Parish Players.

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

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What do you think are the top three (3) categories that Thetford's ARPA funds should be used for?

- Improving water and sewer in the five villages
- Repairing roads and bridges
- Rehabilitating the existing DPW and/or Transfer Station or building a new complex
- Capital improvements to municipal buildings other than Town Hall (ventilation and energy efficiency, ADA accessibility, fire protection, general code upgrades, etc.)
- Moving Thetford's buildings and vehicles off fossil fuels
- Capital equipment purchases for police and DPW departments
- Making the Timothy Frost building usable for community gatherings/events/meetings
- Improving recreational facilities and offerings
- Expanding broadband to unserved households
- Increasing cybersecurity, IT upgrades, hybrid meeting equipment at Town Hall
- Seeding positions to help advance local priorities and projects
- Helping create new affordable, workforce, and senior housing
- Installing public EV charging stations
- Assisting child care providers expand and stay in business
- Assistance for local businesses other than child care
- Other (Please specify.) _____

Additional Comments:

Possibly add new question:

Would you support returning at least 50% of any unexpended (unencumbered ARPA funds to the Town General and Highway funds in equal amounts for FY '23, '23, '25, and '26 to reduce the amount to be raised by taxes?

- Strongly support
- Somewhat support
- Somewhat oppose
- Strongly Oppose
- Unsure

Black = existing survey question

Green = newly added

Orange = Mary's comments

TOWN INFRASTRUCTURE

Would you support using ARPA funds to help pay for a road or bridge project in Thetford? **I am opposed to this question because of the high cost of these projects and I believe these should be covered by tax \$ and or grants.**

Would you support using ARPA funds to increase the balance in various Town capital equipment funds? **We should be specific and not leave it wide open. Hybrid police cars? New snowplow and if so why do we need one and when do we need it???**

Would you support using ARPA funds to repair and make improvements to the Town Garage **or for purchasing land for a new DPW and transfer station location?**

Would you support using ARPA funds to help develop affordable, workforce, and senior housing?

Would you support using ARPA funds to help community organizations pay for specific repairs to buildings used by the community? These could include Rices's Mills Community Association, the Thetford Center Community Association, or even the Parish Players.

EMERGENCY PREPARADNESS

Would you support using ARPA funds to create a town wide emergency communication system?

Would you support using ARPA funds to provide Human Services or Mental Health Services for residents in crisis?

Would you support using ARPA funds to develop a Restorative Justice program that can be used to resolve community conflict and possibly prevent crime? This will relieve the Thetford Police from having to act as peace keepers in community conflict and give them more time to address more critical issues related to community safety.

CLIMATE RESILIANCE

Would you support using ARPA funds to protect our river banks, roads, farmland, homes and property which border rivers by planting riparian (river buffer zones) species of shrubs and trees that naturally keep rivers banks from washing away from flood waters?

Would you support using ARPA funds to pay for Thetford's town forest to have a Forestry plan that would plant trees and shrub species that are best adapted to future temperature changes, provide wildlife habitat and use the forests to help lessen climate change impacts?

COMMUNITY SPACES AND OUTDOOR RECREATION

Would you support ARPA funds to help lessen the moisture problem in Timothy Frost Church and or put in an ADA (American with Disabilities Act) compliant restroom with an eye to getting the building ready to be used again? Would it not be better to decide WHAT the building is going to be used for before installing bathrooms? Also, what is the water source and how much water can it provide? Do we have to drill a well? Do we have proper septic for what it will be used for.

Would you support using ARPA funds to make physical improvements in Treasure Island such as building a new and improved restroom/changing facility and/or new playground?

Would you support using ARPA funds to help pay for a road or bridge project in Thetford? The price tag for roads are expensive and one road or bridge could take a large portion or all of our ARPA funds. The \$ we will save on some of the ARPA payed for items could be considered to make more funds available for roads and bridges. Bridges and roads are the cost of running a town and I would rather focus on projects that have been neglected because they are viewed and a new or extra expense that "we can't pay for this year"

BUSINESS AND FINANCIAL ASSISTANCE

Would you support using ARPA funds to help our Childcare businesses? All Thetford Childcare businesses took a substantial financial loss during Covid. ARPA funds may be used by these businesses to keep their doors open and provide funds to increase their enrollment numbers thereby increasing support for the workforce.

Would you support the use of ARPA funds to assist local businesses with specific one-time projects that will impact the wellbeing of the community (tricky to word this one but think it needs to reflect that we will not give it to plumbers for a new truck more essential things that everyone has seen hit hard- village stores and childcare)

Would you support using ARPA funds to help expand broadband coverage to unserved households? This could also go under infrastructure? But it could impact at home businesses/workers.

Town of Thetford

Town Manager's Office

Memorandum

November 17, 2022

To: Town of Thetford Selectboard

Re: Non-Union Employees 2023 Health Insurance Rates

Attached are two spreadsheets containing 2022 and 2023 health insurance rate information for your consideration. It has been past practice to provide employer contribution dollar amounts based on a percentage of the Blue Cross Blue Shield (BCBS) Platinum Plan cost for single and two-person plans in accordance with NEPBA Collective Bargaining Agreement (CBA). In 2022, the NEPBA CBA contribution percentage rate was 88% employer and 12% employee, and in 2023 the percentage rates are 86% employer and 14% employee.

The first spreadsheet provides a comparison between 2022-2023 premium cost and the increase in contribution rates. As you can see, monthly premium rates have increased significantly, and it is my understanding the rate increase is related to COVID costs the carriers have incurred. Given the increase in premium cost I have provided cost information for two cost analysis for you to consider. The first is keeping the employer contribution rate at the 2022 level of 88% and the second is to go to 86% as per the NEPBA CBA for 2023. The cost aggregate information shows the monthly and annual cost difference between 2022 and 2023.

The second spreadsheet breaks it down further by analyzing the current 2022 cost compared to the increase in 2023 premium costs and a 2% employee contribution increase. The top set of information provides actual 2022 cost for various employee plans. The information below it shows the 2023 increase in plan costs, employer contribution rates at

88% and 86% and the increase in monthly cost for employees or the loss of town funded HSA contributions. Using myself as an example, I have highlighted my plan for 2022 and 2023. As you can see, in 2022 I am paying \$12.34 per month, but in 2023 I will pay \$122.48 @ 88% or \$162.26 @ 86%. This equates to an additional of \$1322 per year cost @ 88% or \$1799 @ 86%.

For those employees with HSA plans you will see a drop in the amount of town funded contribution into their HSA account.

In closing, given this dramatic increase in premium cost for 2023, my recommendation is to consider delaying the 2% increase for employees for one year and maintain the contribution rates for 2023 at 88% employer and 12% for employees.

I look forward to discussing this with you on Monday and please let me know if you have any questions before then. Thank you.

2023 HEALTH INSURANCE COST - NON UNION EMPLOYEES

Blue Cross Blue Shield (BCBS)		Monthly Employer Contribution				Monthly Employer Contribution Increase	
Plan Type	Platinum		88%	88%	86%	88%	86%
	2022	2023	2022	2023	2023		
Fiscal Year							
Single	\$882.05	\$994.55	\$112.50	\$776.20	\$855.31	\$99.00	\$79.11
Two Adults	\$1,764.10	\$1,989.10	\$225.00	\$1,552.41	\$1,750.41	\$198.00	\$158.22
Parent/Child(ren)	\$1,702.36	\$1,919.48	\$217.12				
Family	\$2,478.56	\$2,794.69	\$316.13				

Aggregate Costs		Difference	
Monthly Single @ 2	\$1,552.41	\$1,750.41	\$198.00
Monthly Two-Person @ 5	\$7,762.04	\$8,752.04	\$990.00
Annual Aggregate	\$111,773.38	\$126,029.38	\$14,256.00
			\$11,391.70
			\$2,864.30

MVP		Platinum			
Plan Type	Fiscal Year	2022	2023	\$\$ Diff.	% Diff.
		Single	\$810.54	\$970.41	\$159.87
Two Adults	\$1,621.08	\$1,940.82	\$319.74	19.72%	
Parent/Child(ren)	\$1,564.34	\$1,872.89	\$308.55	19.72%	
Family	\$2,243.03	\$2,726.85	\$483.82	21.57%	

Insurance Plan	2022 Monthly Premium	2022 Monthly Town Contribution (88%)	2022 Employee Contribution			
MVP Standard Platinum 2 adults	\$1,596.46	\$1,552	\$44.46			
MVP GOLD (3) CDHP 2 adults	\$1,366.48	\$1,552	-\$185.52			
MVP Standard Platinum Single	\$810.54	\$776	\$34.54			
BCBS Standard Platinum 2 person	\$1,764.10	\$1,552	\$212.10			
BCBS VT Select CDHP Silver Reflective	\$603.66	\$776	-\$172.34			
MVP Gold (3) CDHP Single	\$683.24	\$776	-\$92.76			
MVP Gold (3) CDHP Family	\$1,919.90	\$1,552	\$367.90			
MVP Standard Platinum Adult & Children	\$1,564.34	\$1,552	\$12.34			
Insurance Plan	2023 Monthly Premium	2023 Monthly Town Contribution (88%)	2023 Monthly Employee Contribution	2023 Monthly Town Contribution (86%)	2023 Monthly Employee Contribution	2023 Monthly Employee Contribution vs 86%
MVP Standard Platinum 2 adults	\$1,940.82	\$1,750.41	\$190.41	\$1,710.63	\$230.19	\$39.78
MVP GOLD (3) CDHP 2 adults	\$1,659.74	\$1,750.41	-\$90.67	\$1,710.63	-\$50.89	\$39.78
MVP Standard Platinum Single	\$970.41	\$875.20	\$95.21	\$855.31	\$115.10	\$19.89
BCBS Standard Platinum 2 person	\$1,989.10	\$1,750.41	\$238.69	\$1,710.63	\$278.47	\$39.78
BCBS VT Select CDHP Silver Reflective	\$704.25	\$875.20	-\$170.95	\$855.31	-\$151.06	\$19.89
MVP Gold (3) CDHP Single	\$829.87	\$875.20	-\$45.33	\$855.31	-\$25.44	\$19.89
MVP Gold (3) CDHP Family	\$2,331.93	\$1,750.41	\$581.52	\$1,710.63	\$621.30	\$39.78
MVP Standard Platinum Adult & Children	\$1,872.89	\$1,750.41	\$122.48	\$1,710.63	\$162.26	\$39.78

TOWN OF THETFORD

TRAFFIC ORDINANCE

Pursuant to the provisions of Title 23, Vermont Statutes Annotated, Sections 1007 and 1008, and Title 24, Vermont Statutes Annotated Sections 1971 and 2291 (I), (4), and (5); and such other enactments as may be material hereto, it is hereby ordained by the Selectboard of the Town of Thetford that the following Traffic Ordinance is adopted for the Town of Thetford.

ARTICLE I DEFINITIONS

The definitions in Title 23, Vermont Statutes Annotated, Section 4 are incorporated by reference.

ARTICLE II SCOPE

This Ordinance establishes special traffic regulations on public highways within the Town of Thetford.

ARTICLE III TRAFFIC CONTROL DEVICES

Section 1: It shall be unlawful for any person to disobey the direction of a traffic control device except in response to the direction of a law enforcement officer.

Section 2: It shall be unlawful for any person to intentionally remove, injure, obstruct, deface, alter, or tamper with any traffic control device.

Section 3: It shall be unlawful for any person to install any device which may resemble or be mistaken for an official traffic control device without prior approval of Town of Thetford ~~Selectmen~~ Selectboard.

ARTICLE IV SPEED REGULATIONS

On the basis of traffic and engineering surveys, the following maximum speed limits are hereby established:

Academy Road	25 mph beginning at VT Route 113 extending southerly .4 miles to just south of 399 Academy Road .8 miles to just north of 875 Academy Road; then, 35 mph southerly for approximately 2 1.6 miles to the entrance to Hillcrest Cemetery; then, 25 mph from Hillcrest Cemetery southerly to the Union Village Covered Bridge
Amasa Bond Road	25 mph the entire length from Academy Road, back to Academy Road
Apple Tree Road	25 mph the entire length from Garey Road to the end
Asa Burton Road	25 mph the entire length from VT Route 113 to the end
Barker Road	35 mph entire length from VT Route 113 to Sawnee Bean Road
Berger Road	25 mph the entire length from VT Route 113 to the end
Bragg Road	25 mph the entire length from Robinson Hill Road to the Class 4 section
Bridge Road	25 mph the entire length from US Route 5 to the river access
Burnham Road	25 mph the entire length from Academy Road to Godfrey Road
Buzzell Bridge Road	25 mph the entire length from VT Route 113 to the Union Village Dam gate
Cadwell Road	25 mph the entire length from VT Route 113 to Sanborn Road
Campbell Flats Road	25 mph the entire length from Academy Road to the Thetford/Norwich town line
Cider Mill Road	25 mph the entire length from US Route 5 to the Class 4 section
Clay Road	25 mph the entire length from Schoolhouse Hill Road to US Route 5
Cobble Hill Road	25 mph the entire length from Asa Burton Road to the end
Colby Road-North	25 mph the entire length from Sawnee Bean Road to the Class 4 section
Colby Road- South	25 mph the entire length from Sawnee Bean Road to the Class 4 section
Cranberry Hill Road	25 mph the entire length from Godfrey Road to the end
Cream Street	25 mph the entire length from Route 132 to the end
Cross Street	25 mph the entire length from VT Route 244 to West Fairlee Road
Ely Road	25 mph the entire length from the Thetford/Fairlee town line to the end
Evans Road	25 mph the entire length from VT Route 113 to the end
Five Comers Road	30 mph the entire length from VT Route 113 to the intersection of Turnpike Road-North
Garey Road	25 mph the entire length from VT Route 113 to the end
Godfrey Road	35 mph the entire length from VT Route 113 to the Thetford/Norwich town line
Gove Hill Road	35 mph the entire length from Route 132 to New Boston Road
Hauger Road	25 mph the entire length from Academy Road to the end
Houghton Hill Road	25 mph the entire length from VT Route 113 to Turnpike Road
Ilsley Road	25 mph the entire length from Gove Hill Road to the end
Jackson Brook Road	25 mph the entire length from Route 132 to the end
Judd Road	25 mph the entire length from New Boston Road to the end
Lakeshore Road	25 mph the entire length from VT Route 244 to Robinson Hill Road
Latham Road	35 mph the entire length from VT Route 113 to US Route 5
Library Road	25 mph the entire length from VT Route 113 to Academy Road
Lower Bailey Road	25 mph the entire length from Gove Hill Road to the end
Lower Cream Street	25 mph the entire length from Route 132 to the end
Main Street, Union Village	25 mph the entire length from Academy Road/Union Village Bridge to the Thetford/Norwich town line
Miller Pond Road	35 mph the entire length from Route 132 to the Thetford/Strafford town line.
Mud Pond Road	25 mph the entire length from VT Route 113 to the Class 4 section

New Boston Road	25 mph the entire length from the Thetford/Strafford town line to the Thetford/Norwich town line
Norford Lake Road	25 mph the entire length from Stowell Road, Thetford/Norwich town line to the end
Old Stone Road	25 mph the entire length from Godfrey Road to Quail John Road
Old Strong Road	25 mph the entire length from Academy Road to the Class 4 section
Pavilion Road	30 mph the entire length to US Route 5 at each end
Pero Hill Road	25 mph the entire length from Colby Road - South to the end
Phelps Road	25 mph the entire length from Barker Road to the end
Picknell Road	25 mph the entire length from Gove Hill Road to the end
Poor Farm Road-South	25 mph the entire length from Tucker Hill Road to the Class 4 section
Potato Hill Road - North	25 mph the entire length from the Five Comers intersection to the Class 4 section
Potato Hill Road - South	25 mph the entire length from Turnpike Road - South to the Class 4 section
Quail John Road	25 mph the entire length from Godfrey Road to US Route 5
Quinibeck Road	35 mph from the Five Comers intersection northerly to the Thetford/Fairlee town line
Rabbit Road	25 mph the entire length from US Route 5 to Stevens Road
Robinson Hill Road	30 mph the entire length from the intersection with VT Route 244 to the intersection with Quinibeck, Potato and Turnpike Roads.
Route 132	35 mph from the Thetford/Strafford town line, easterly to the Gove Hill Road intersection; then, 40 mph from Gove Hill Road southerly to the Thetford/Norwich town line
Sanborn Road	25 mph the entire length from Latham Road to US Route 5
Sawnee Bean Road	35 mph the entire length from VT Route 113 to the Thetford/Strafford town line
Schoolhouse Hill Road	25 mph the entire length from Latham Road to Turnpike Road South
Stevens Road	30 mph the entire length from Quail John Road to the Thetford/Norwich town line
Stowell Road	25 mph the entire length from Route 132 to the Thetford/Norwich town line
Teft Road	25 mph the entire length from Gove Hill Road to the end
Trussell Road	25 mph the entire length from VT Route 113 to the end
Tucker Hill Road	25 mph beginning at Route 113 extending southerly .5 .25 miles to the Sayre's covered bridge and continuing another .2 .33 miles to approximately 459 Tucker Hill Road the southerly intersection of Whippoorwill Road; then, 35 mph continuing southerly to Route 132.
Turnpike Road - North	25 mph the entire length from the Five Comers intersection to the Class 4 section
Ulman Road	25 mph the entire length from Route 132 to the end
Upper Bailey Road	25 mph the entire length from Gove Hill Road to the end
US Route 5	50 mph from the Thetford/Norwich town line, northerly for 2.6 miles to 2685 US Route 5; then, 40 mph northerly approximately 700 feet from 2685 US Route 5 to the intersection of Church Ln; then, 30 mph from Church Lane northerly for approximately 2000 feet through the village of East Thetford to approximately 100 feet north of 3183 US Route 5; then, 40 mph northerly approximately 800 feet to the East Thetford Cemetery; then, 50 mph northerly for approximately 1.4 miles to 4804 US Route 5; then, 40 mph northerly for approximately 2000 feet to Cider Mill Road; then,

	35 mph northerly through the village of North Thetford for .4 miles to 5590 US Route 5; then, 40 mph northerly for approximately .2 miles to 5734 US Route 5; then, 50 mph northerly to the Thetford/Fairlee town line
Van Norden Road	25 mph the entire length from Turnpike Road - South to the end
Vaughan Farms Road	25 mph the entire length from US Route 5 to the end

VT Route 113	40 mph from the New Hampshire state line, westerly to US Route 5; then 40 mph from US Route 5 westerly to Berger Road; then 50 mph westerly to 2166 VT Route 113; then 40 mph westerly approximately 100 feet; then, 30 mph through Thetford Hill village westerly for approximately 2,500 feet; then, 40 mph westerly for approximately 4000 feet; then 35 mph westerly through Thetford Center Village for approximately 3,000 feet; then 40 mph westerly to 4397 VT Route 113; then, 50 mph westerly for 2.75 miles to Post Mills Village; then 40 mph westerly for 2,000 feet; then, 35 mph westerly through Post Mills Village for .5 miles; then, 50 mph westerly to the Thetford/West Fairlee town line
Wells Fargo Road	25 mph the entire length from Miller Pond Road to the Thetford/Strafford town line
West Fairlee Road	35 mph from VT Route 113 to the Thetford/West Fairlee town line on the south end; and, 35 mph from VT Route 244 to the Thetford/West Fairlee town line on the north end
Whippoorwill Road	25 mph the entire length from Tucker Hill Road to the Class 4 section
Wilson Road	25 mph the entire length from VT Route 113 to the end

**ARTICLE V
STOP AND YIELD INTERSECTIONS**

Section 1: The following intersections shall be designated as "STOP" intersections and will be signed as such.

Road	At the Intersection With:
Academy Road	VT Route 113
Academy Road	Union Village Covered Bridge
Amasa Bond Road	Academy Road
Apple Tree Road	Garey Road
Asa Burton Road	VT Route 113
Barker Road	VT Route 113
Barker Road	Sawnee Bean Road
Berger Road	VT Route 113
Bragg Road	Quinibeck Road
Bridge Road	US Route 5
Burnham Road	VT Route 113
Buzzell Bridge Road	VT Route 113

Cadwell Road	VT Route 113
Cadwell Road	Sanborn Road
Campbell Flats Road	Academy Road
Cider Mill Road	US Route 5
Clay Road	US Route 5
Clay Road	Schoolhouse Hill Road
Cobble Hill Road	Asa Burton Road
Colby Road - North	YIELD
Colby Road - South	Sawnee Bean Road
Cranberry Hill Road	Godfrey Road
Cream Street	Route 132
Cross Street	VT Route 244
Cross Street	West Fairlee Road
Evans Road	VT Route 113
Five Corners Road	VT Route 113
Five Corners Road	Turnpike Road- North
Garey Road	VT Route 113
Godfrey Road	VT Route 113
Gove Hill Road	Route 132
Gove Hill Road	New Boston Road
Hauger Road	Academy Road
Houghton Hill Road	VT Route 113
Ilsley Road	Gove Hill Road
Jackson Brook Road	Route 132
Judd Road	New Boston Road
Lakeshore Road	VT Route 244
Lakeshore Road	Robinson Hill Road
Latham Road	VT Route 113
Latham Road	US Route 5
Library Road	Academy Road
Lower Bailey Road	Gove Hill Road
Lower Cream Street	Route 132
Main Street, Union Village	Union Village Covered Bridge
Miller Pond Road	Route 132
Mud Pond Road	VT Route 113
Old Stone Road	Godfrey Road
Old Stone Road	Quail John Road
Old Strong Road	Academy Road
Pavilion Road	US Route 5 (north end)
Pavilion Road	US Route 5 (south end)
Pero Hill Road	Colby Road - South
Phelps Road	Barker Road
Poor Farm Road- South	Tucker Hill Road
Potato Hill Road - South	Turnpike Road - South

Quail John Road	Godfrey Road
Quail John Road	US Route 5
Quinibeck Road	Robinson Hill Road
Rabbit Road	US Route 5
Rabbit Road	Stevens Road
Robinson Hill Road	VT Route 244
Robinson Hill Road	Quinibeck Road
Sanborn Road	US Route 5
Sanborn Road	Latham Road
Sawnee Bean Road	VT Route 113
Schoolhouse Hill Road	Latham Road
Schoolhouse Hill Road	Turnpike Road - South
Stowell Road	Route 132
Tefft Road	Gove Hill Road
Trussell Road	VT Route 113
Tucker Hill Road	VT Route 113
Tucker Hill Road	Route 132
Tucker Hill Road	Sayre's Covered Bridge South bound
Tucker Hill Road	Sayre's Covered Bridge North bound
Ulman Road	Route 132
Upper Bailey Road	Gove Hill Road
Vaughan Farms Road	US Route 5
VT Route 113 (East bound)	US Route 5
VT Route 113 (West bound)	US Route 5
Wells Fargo Road	Miller Pond Road
West Fairlee Road	VT Route 113
West Fairlee Road	VT Route 244
Whippoorwill Road	Tucker Hill Road

Section 2: The following intersections shall be designated as "YIELD" intersections and will be signed as such.

Road	At the Intersection With:
Colby Road-North	Sawnee Bean Road
Picknell Road	Gove Hill Road
Quail John Road (East bound)	Stevens Road

**ARTICLE VI
GENERAL PROVISIONS**

Section 1: Each violation of this ordinance shall be deemed a separate offense.

Section 2: The provisions of this ordinance are declared severable, and of any provision hereof be judged invalid, such judgement shall not affect the validity of any other provision.

Section 3: This Ordinance refers to highway designations shown on the "General Highway Map of the Town of Thetford" prepared by the Agency of Transportation dated ~~2005~~ 2022.

**ARTICLE VII
ADOPTION**

Adopted by the Town of Thetford Selectboard, dated this 21st day of November 2022.

Sharon Harkay, Selectboard Chair

Li Shen, Selectboard Vice Chair

Mary Bryant, Selectboard

David Goodrich, Selectboard

Steve Tofel, Selectboard



Academy Road - 25MPH Zone

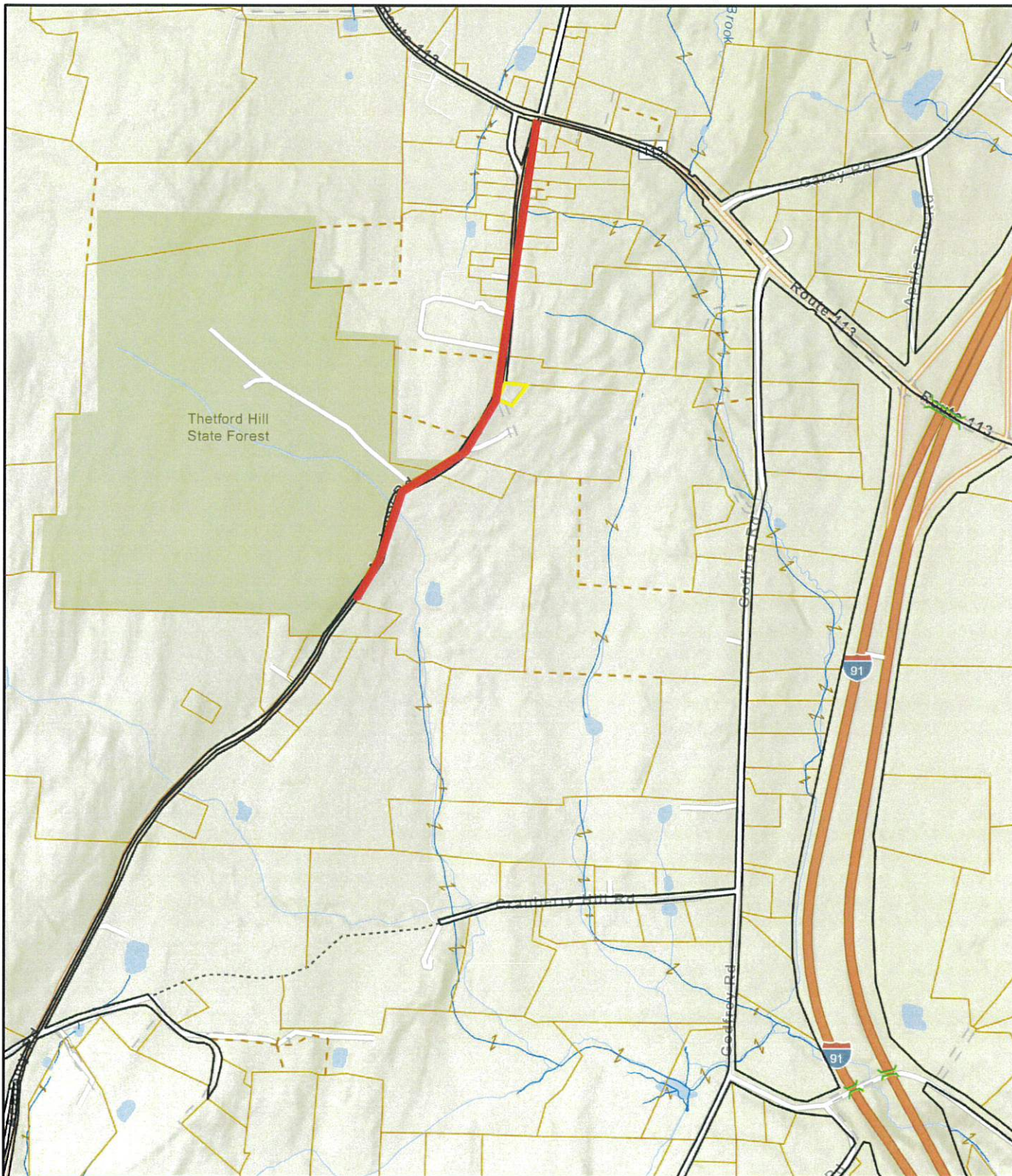
Town of Thetford, VT

1 inch = 1504 Feet

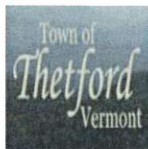


www.cai-tech.com

November 3, 2022



Data shown on this map is provided for planning and informational purposes only. The municipality and CAI Technologies are not responsible for any use for other purposes or misuse or misrepresentation of this map.



Tucker Hill Rd 25MPH Zone

Town of Thetford, VT

1 inch = 752 Feet



www.cai-tech.com

November 10, 2022



Data shown on this map is provided for planning and informational purposes only. The municipality and CAI Technologies are not responsible for any use for other purposes or misuse or misrepresentation of this map.

Draft: AGRICULTURAL TAX STABILIZATION

1. **Contract Terms and Criteria:**

a. Farming is defined as “the raising or harvesting of any agricultural commodities including the operation of a stock, dairy, poultry, bee, fruit, or truck farm; or plantation; ranch; nursery; range; or orchard; and income in the form of crop shares received from the use of the land.”

b.

c. The land may be owned by the farmer, or it may be leased. (Many farms acquire additional acreage through leasing.)

d.

To qualify the farmer must derive at least two-thirds (2/3) of their gross family income (including dependent children) from farming. This may be verified by submitting copies of their Federal Income Tax Return.

In the event that the farmer acquires additional agricultural lands and uses them for farming, Thetford and the farmer may amend the tax stabilization agreement to include these agricultural lands.

If the farmer trades a portion of their land for another piece of land, tax stabilization will apply to the new land as long as the farmer uses it for agriculture..

If the farmer builds a dwelling on the land covered by the agreement, then the dwelling and the two [*? or another value?*] surrounding acres shall be excluded from tax stabilization.

The Selectboard shall stabilize the farmer’s taxes on the agricultural lands according to the following formula:

[Example - can choose other % values]

- Year 1: 90% reduction of Fair Market Value .
- Year 2 : 80% “
- Year 3: 60% “
- Year 4: 40% “
- Year 5: 20% “
- Year 6: No reduction

This shall not be construed as a deferral of taxes.

The farmer shall inform the selectboard of any material changes in the ownership, occupancy or operation of the farm within thirty (30) days of the date of the change.

Withdrawal of acreage from farming shall result in a revision of the tax stabilization agreement to reflect the reduced number of acres in agriculture.

An Important Racial Justice Initiative for Your Town in Vermont Vermont Interfaith Action (VIA)

As people of faith, we know you are committed to building more inclusive and welcoming communities. Members of VIA's Racial Justice organizing group want to let you know about **an important initiative** that we believe will help our towns and cities more fully embody those values in all their public work. We invite you to encourage your local leadership to get involved with Vermont's **Declaration of Inclusion**.

The Declaration of Inclusion

The Declaration of Inclusion is a powerful statement that every Vermont municipality is invited to affirm and use to focus greater attention on becoming more welcoming in every activity carried out by municipal government. The intent of the Declaration of Inclusion is "to indicate and reinforce the message to all visitors, residents, and those thinking about or planning to come and stay, that:

- Vermont is a welcoming community
- Vermont invites all to bring their families and friends, as well as their talents and skills
- Vermont is a community of people who will treat them fairly, provide encouragement and support for their interests
- Vermont will bring the full resources of the state, cities, and towns to ensure their well-being and security"

(from the Declaration's website)

At this point, 73 of Vermont's 246 towns and cities, representing 330,422 residents, or 51.4% of Vermont's population, have adopted the Declaration (or their own version of it), committing to its goals and to finding ways to become more welcoming. We invite you to check the Declaration's website (www.vtdeclarationofinclusion.org) to see if your town is one of them. If it is, we encourage you to find out what your municipality is doing to embody the Declaration. If it isn't, we invite you to encourage your elected leadership to get on board. The Declaration's website has a great deal of information about how to do that.

Vermont Interfaith Action (VIA) is in full support of this initiative. We would be happy to provide you with more information about how to get your community involved. Contact us at office@viavt.org or (802) 651-8889.

Declaration of Inclusion

Town of _____, Vermont

The Town of _____
condemns racism and welcomes all persons, regardless of race, color,
religion, national origin, sex, gender identity or expression, age, or
disability, and wants everyone to feel safe and welcome in our
community.

As a town, we formally condemn all discrimination in all of its forms,
commit to fair and equal treatment of everyone in our community, and
will strive to ensure all of our actions, policies, and operating procedures
reflect this commitment.

The Town of _____ has and will continue to be a place
where individuals can live freely and express their opinions.

By the _____ Selectboard on _____ 20__.



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Selectboard Regular Meeting *Draft* Minutes

VIRTUAL MEETING ONLY

Monday, November 7, 2022 7:00 PM

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

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

Participating community members: D R Mani, Carolyn Hack, Garrett Hack,

Sharon Harkay called the meeting to order at 7:00

1. Agenda Review

Discussion of and possible acceptance of the grant from Grassroots for the Window Dressers program will be added in as item #5.

2. Town Manager Report – Bryan Gazda

1. Latham Road/Stowell Bridge Updates

Work on the Stowell Road Bridge will create a 3-week closure. Latham Road is nearing completion.

2. Election Day/Veterans’ Day Holidays

Bryan noted that Town Offices will be closed tomorrow for elections and on Friday, Veteran’s Day. They will also be closed on Thanksgiving and the day after.

3. Public Comment

No public comment.

4. Discussion of Jackson Brook Class 4 Road

Bryan explained the request by the Mani’s and the research he had done.

The Selectboard reviewed and discussed the information. Neighbors were there to ask questions and express their concerns.

Bryan’s recommendation for the Selectboard is to approve the request.

Sharon proposed language for a motion. It was discussed.

Motion by Mary Bryant that we approve the Mani’s request to improve approximately 1400 linear feet from the current turnaround to the Mani’s property boundary of the Class 4 section of Jackson Brook Road beyond the turnaround that currently exists, at their expense.

More discussion.

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

5. Discussion of and Possible Acceptance of GROW Grant, Spring 2022

Motion by Steve Tofel to accept the Window Dressers grant for \$2700.00 from the Grassroots funds to the Joint Thetford Energy Committee. There was discussion about the wording.



Town of Thetford Vermont

11

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

1 **Motion** by Li Shen to accept the \$2700.00 grant from Grassroots Fund for the Joint Energy
2 Committee Window Dresser Project and approve that any money not spent meeting current
3 expenditures should be rolled into the Energy Committee's budget. VOTE by Roll Call: Steve
4 Tofel – in favor, Li Shen – in favor, Mary Bryant – in favor, David Goodrich – in favor, Sharon
5 Harkay – in favor. **Motion passed.**

6

7 **6. Discussion of Traffic Ordinance Revision**

8 The Selectboard reviewed the reasons behind the change in speed on Academy Road. Bryan
9 recommended that they approve the change from 35 MPH back to 25 MPH.
10 The speed limit on Tucker Hill Road was briefly discussed.
11 The Selectboard will move this discussion to the next meeting, to allow for the inclusion of
12 Tucker Hill Road.

13

14 **7. Possible Appointment to the Joint Thetford Energy Committee**

15 Weston Martin, a new resident, has inquired about joining the energy committee. The chair of
16 the committee has not replied to Sharon. Mary Bryant will reach out to the chair.

17

18 **8. Continuing Discussion of Agricultural Tax Stabilization**

19 The Selectboard reviewed the emails and other information that had been gathered by board
20 members. They discussed the options for stabilization.
21 Li will write another draft.

22

23 **9. Discussion of Draft ARPA Survey**

24 The Selectboard reviewed the draft survey and made suggestions for edits.
25 Tammy Hazlett and Melissa Krzal also had some suggestions.
26 Sharon will rework the survey.

27

28 **10. Minutes and Warrants**

29 **Motion** by Mary Bryant to approve the Selectboard meeting minutes of October 17, 2022, as
30 edited. VOTE (4-0-1) Li Shen abstained as she was not at that meeting. **Motion passed.**

31

32 **11. Anticipated Executive Session Pertaining to Employment or Evaluation of Public 33 Officer or Employee per 1 V.S.A. § 313(3)(a)(3)**

34 **Motion** by Sharon Harkay to enter into Executive Session at 9:15 pm to talk about employment
35 or evaluation of a Public Officer or Employee per 1 V.S.A. § 313(3)(a)(3). VOTE: all in favor.
36 **Motion passed.**

37

38 **Motion** by Sharon Harkay to exit Executive Session. VOTE: all in favor. **Motion passed.**

39

40 No action taken.

41

42 **12. Adjourn**

43 **Motion** by Steve Tofel to adjourn the Selectboard meeting. VOTE: all in favor. **Motion passed.**

44