



Selectboard Meeting Minutes
April 13, 2026

Present: Jim Haff, Selectboard Chair
Jon Wysocki, Selectboard Vice Chair
Bill Vines
Ricky Bowen
Vito Rasenas

Patrick Cushing, Town Manager

1. Call to Order
2. Approval of the Agenda
3. Approval of Minutes
4. Citizen Concerns
5. Board of Liquor Control
6. Executive Session - Personnel
7. Loan Agreement - SRF RF3-459-2.2
8. Warrant – Alpine Drive Sewer
9. Administrative Discussion – Ethics Investigation
10. Forensic Audit RFP Language
11. FY 2027 Budget Discussion
12. Town Manager's Report
13. Citizen Concerns
14. Selectboard Member Concerns
15. Executive Session – Legal
16. Adjourn

1. Call to Order

The Meeting was called to order at 6:33 pm.

2. Approval of the Agenda

- SB Vines made a motion to approve the Agenda for the April 13th Selectboard Meeting as presented. SB Wysocki requested that an additional Executive Session for Personnel be included after Art. 5 (Board of Liquor Control). The motion was unanimously approved with SB Wysocki's requested change.

3. Approval of Minutes

- The Selectboard reviewed the Selectboard Meeting Minutes for March 23rd. The Selectboard requested the following changes be made under Art. 5 (Board of Liquor Control):
 - i. K&H Corporation should be corrected to KNH.
 - ii. The motion made under Water Wheel Trading incorrectly included a motion made for New England Recreation's liquor license application. The motion should be corrected to reflect the motion Water Wheel Trading received.
- CH Haff made a motion to accept the Selectboard Meeting Minutes for March 23rd with the corrections made to Art. 5 (Board of Liquor Control). The motion was unanimously accepted.

4. Citizen Concerns

- George Brant, Town Resident, stated he believed most of the issues related to the budget were "self-inflicted wounds." Brant highlighted the \$204,000 dollar expense for solar panels; a \$200,000 dollar expense for a forensic audit, which Brant stated the Selectboard inflicted on itself believing Town Residents wouldn't vote for it; a \$300,000 dollar expense for a FEMA note that was paid too earlier and; a \$200,000 dollar expense for road stripping, which was not completed. Brant also stated that the Post Office has not paid taxes in the past two years. Brant said that these budget issues were the result of bad management.
- Brant, Town Resident, also asked when the Town would hear back from Vision for the Town-wide Reappraisal and whether Vision would complete the work on schedule. The Selectboard stated they would need to come back to Brant at a later time with a response.
- Steve Finer, Town Resident, stated he read in the newspaper that Michael Sneyd from Great Gulf made a statement that \$3 billion dollars would come with the development, over the next 25 years. Finer asked if there was any possibility of having some of that \$3 billion dollars paid forward now when the Town needs it.
- Kane Sweeney, the Vermont Staff Representative for the DPW's union, AFSCME (American Federation of State, Country, and Municipal Employees), introduced himself along with a representative for the Policeman's Union. Sweeney stated that the DPW's union heard countless stories of threats levied against members

of their union for signing union cards, participating in union activities, threats of termination, and/or changes to healthcare as a response to signing union cards. Sweeney stated these actions violate Vermont's labor law.

- Andrew Gieda, Town Resident, stated that CH Haff, who has been a member of the Selectboard for the past 2-3 years, was the problem as he encouraged Town Residents to vote for the budget which resulted in the budget problems. Gieda thanked Brant for his petition to hold a forensic audit, as it would reveal the truth.
- Phil Matthews, a representative for the NEPBA, gave his support for the statements Kane Sweeney, Vermont Staff Representative for the DPW's union, and the "gentleman in the rear" made. Matthews stated that the officers organized for a union over a year and a half ago however, the can is just being kicked further down the road. Matthews stated this would become more costly to the Town.
- John Ralston, Town Resident, stated he was disappointed in how the budget talks have gone. Ralston stated he believed too much time has been spent talking about healthcare costs and increasing premiums on employees. Ralston stated the start of this discussion was to bring premium contributions in line with other municipalities however, Ralston stated the Town has gone beyond those costs. Ralston stated he believed there was a lot of confusion related to the budget when it was voted down. He stated that TM Cushing proposed a 12% increase in the budget, with 9% of that increase already spent. Ralston stated he did not believe that the budget would've been voted down if Town Voters were aware of this. Ralston stated that he believed if Town Voters were aware that implementing healthcare increases would potentially only save taxpayers \$50-100 dollars, he was not sure if they would be in favor of it. Ralston stated he was not in favor of it and would not support it if it stayed in the budget.
- Ricky Bowen, speaking as both a Town Resident and a Selectman, stated he wanted to address the hostility and horrible treatment of past and present Town employees. Bowen stated in the past 36 and a half years that he worked for the Town, he witnessed this behavior twice. Bowen stated the first instance was shortly after Dave Lewis retired, which caused the Town to lose the new Town Manager, at the time. He stated the second instance happened over the past 5-6 years with how Town employees were being treated during this budget process. Bowen stated it was unfair to attack employees and make up money in the budget to cover past mistakes and shortfalls that were made by others and past Selectboards. Bowen stated he believed Town employees would be more open to contributing to their healthcare, however, it would need to be in a fair way that was spread out over a period of time instead of a one-time increase of 3% to 20% in one year. He compared this to an earlier discussion where the Selectboard was majority leaning towards a 6-10% increase. Bowen stated that the news about Town Employees unionizing came out before the previous Meeting and he believed the suggested increase to a 20% increase in contribution was retaliation and punishment for wanting to unionize. Bowen stated he believed that employers should invest in their employees to build a

strong foundation and create a more productive workforce instead of forcing people out or not caring if Town employees leave. Bowen stated this would result in improved efficiency, reduced costs, and less training required overall. Bowen provided an example of the Highway Department overspending the Salt budget by \$37,000 dollars in the year after he left his position as Road Foreman. Bowen stated that the high turnover of Town Employees in the past 15 years, and more specifically the past 5-6 years, is due to a toxic work environment. Bowen asked Town Residents to watch the March 23rd Selectboard Meeting recording and stated he was verbally attacked at the end of the Meeting. Bowen stated that there have been false narratives spread, such as that he resigned from his position. He stated that Town Employees are not coming forward due to fear of retaliation, their decision to move on instead of dealing with stress, deciding to leave and keep quiet, or that costs and time related to legal action is too expensive or lengthy. Bowen requested his letter be attached to the Meeting Minutes.

- Jon Wysocki, speaking as a Town Resident, stated the only information he found that relates to Personnel Policies on the Town's website, which he stated was also recorded in the Town Records, is that Town Employees will be enrolled in the Platinum Blue Cross Blue Shield Plan or equivalent plan, matching the maximum annual out-of-pocket expense. The policy stated the Town would pay 97% of the premium while Employees would pay 3% of the premium, which would be taken out as a monthly payroll deduction, and be responsible for the deductible and co-pays in the plan. The Personnel Policies also state that the Town would provide a Health Savings Account. Wysocki stated he read out this policy to provide a clarification that the Town has not been following Personnel Policies. Wysocki stated a big part of why everyone was attending this Meeting was to follow up on policies, processes, and procedures. He stated that the Town needed to get these under control and the Town Manager needed to follow Town policy. Andrew Gieda, Town Resident, stated that many Town documents were dated and no longer accurate. Gieda gave the volunteer Fire Department and the Alpine Pipeline as examples.

5. Board of Liquor Control

- CH Haff presented a list of applications to the Board of Liquor Control, provided by Peggy Neisner, Town Clerk. They included:
 - i. Killington Market's application for a 2nd class liquor license and a tobacco license.
 - ii. Killington Restaurants, Inc.'s applications for a 1st and 3rd class liquor license for the Killington Base Lodge; a 1st and 3rd class liquor license and outside consumption permit for the Killington Peak Restaurant; a 1st and 3rd class liquor license and three outside consumption permits for Snowshed Lodge; a 1st class and 3rd class liquor license and outside consumption permit for Pico Base Lodge; a 1st and 3rd class liquor license and outside consumption permit for Northbrook Jerk Mountain

- Grill; a 1st class hotel and 3rd class hotel liquor license, 2nd class liquor license, and outside consumption permit for the Killington Grand Hotel; a 1st class and 3rd class liquor license and outside consumption permit for the Clubhouse Grill; a 1st class liquor license and outside consumption permit for Bear Mountain Base Lodge.
- iii. Mountain Merchant's application for a tobacco substitute endorsement, a 2nd class liquor license, and a tobacco license.
 - iv. New World Development's application for a 1st class and 3rd class liquor license and outside consumption permit for the Summit Lodge.
 - v. Sherburne Golf Service's application for a 1st class and 3rd class liquor license, tobacco license, and outside consumption permit for the Green Mountain National Golf Course.
 - vi. Woodstock Hospitality, Inc.'s application for a 1st class and 3rd class liquor license and outside consumption permit for Mountain Meadows.
 - vii. Yama Ramen LLC's application for a 1st class liquor license and outside consumption permit for Yama Ramen.
- o CH Haff made a motion for the Town Clerk to move forward with the above applications. SB Rasenas seconded the motion. The motion was unanimously approved.

6. Executive Session - Personnel

- o SB Rasenas made a motion to enter into Executive Session for Personnel at 7:00pm. SB Vines seconded the motion. The Selectboard exited at 7:45pm. No action was taken.

7. Loan Agreement – SRF RF3-459-2.2

- o TM Cushing opened the discussion on Loan Agreement – SRF RF3-459-2.2 concerning Water Contracts 5, 6, and 7. TM Cushing requested the Selectboard make a motion to increase the loan amount to cover preliminary engineering costs related to Contract 7.
- o SB Rasenas made a motion for the Selectboard Chair, the Treasurer, and the Town Clerk to sign the loan agreement SRF RF3-459-2.2 for a loan amount of \$1,467,436 dollars. SB Vines seconded the motion. The motion was unanimously approved.
- o SB Rasenas made a motion for the Selectboard to sign Exhibits C and D of SRF RF3-459-2.2. SB Wysocki seconded the motion. The motion was unanimously approved.

8. Warrant – Alpine Drive Sewer

- o The Selectboard reviewed a warrant by Selectman concerning the Tax of the Alpine Drive Sewer Assessment to Patrick Cushing, Collector of Taxes for the Town. CH Haff read the warrant aloud.
- o SB Rasenas made a motion for the Selectboard to sign the Alpine Drive Sewer Warrant. SB Vines seconded the motion. The Selectboard requested that TM

Cushing provided an edited copy addressed to the title of Town Manager, instead of Patrick Cushing as an individual; change a reference to collecting any interest and cost upon any land in the State to land in the Town and; to attach a list of recipients. The Selectboard unanimously voted against the motion. The Selectboard will revote once the edited warrant is received.

9. Administrative Discussion – Ethics Investigation

- SB Rasenas led the administrative discussion on the Ethics Investigation. CH Haff removed himself from the discussion.
- SB Rasenas stated that he had read the Ethics Complaint and that it appeared to him, the concerns brought up in the Ethics Complaint would be addressed in the upcoming Forensic Audit. This complaint was given to the State however, the State does not have the capacity to handle the Ethics Complaint, and it was given to the Town to handle. SB Rasenas stated he spoke to TM Cushing about the Ethics Complaint to determine an exact procedure. SB Rasenas stated that if the Selectboard does not want to move forward with TM Cushing leading the investigation, the Selectboard would have to find a State-approved independent investigator, which the Town would have to pay for. SB Rasenas stated that he was informed by the Town's Attorney that the Ethics Investigation could not be rolled into the Forensic Audit and it must be done by the Town Manager or a State-approved independent investigator.
- SB Rasenas asked whether he could speak to Kevin Brown, a former Town Attorney, to get an independent opinion on whether the Ethics Investigation could be rolled into the Forensic Audit. TM Cushing cautioned against getting multiple legal advice from different attorneys. SB Wysocki stated that this could create a quandary of legal advice however, the Town's Attorney has worked with the individual named in the Ethics Complaint. SB Wysocki stated it may be a good idea, at minimum, for SB Rasenas to have a conversation with Kevin Brown, Town Counsel. TM Cushing stated that Jim Barlow, the Town's attorney, provided the name of a State licensed investigator who has conducted ethics investigations for other municipalities who would be able to take the complaint. TM Cushing stated the investigator would cost \$100 per hour and would need 9-12 hours to investigate the complaint.
- TM Cushing stated he understood SB Rasenas' position to save the Town money by using the Forensic Audit however, the Town has an ordinance concerning Ethics Complaints. SB Vines stated the Town needed to understand what its legal responsibility was. SB Rasenas agreed and stated he wanted to further investigate the possibilities of the Town potentially hiring a licensed professional for the Forensic Audit to substitute an approved State independent investigator. SB Vines stated that the Town's Ordinance places the Town Manager as the responsible party to investigate such complaints; however, the Town may need to look to an independent investigator due to the nature of the investigation. TM Cushing stated that the Town's Ordinance also requires a prompt response which would not be possible through the Forensic Audit, which

has not yet gone out to bid and will take months to complete. Jim Haff, speaking as the Zoning Administrator, stated that there would be a bias involved if TM Cushing led the investigation. He stated that TM Cushing's name was mentioned in the Ethics Complaint as well and that anyone with their name in the Ethics Complaint, should not be included in the investigation.

- SB Vines stated that, while there may be overlap between the Ethics Complaint and the Forensic Audit, the Ethics Complaint needed to be promptly completed while the Forensic Audit would take additional time.
- SB Rasenas asked how far TM Cushing was along in the Ethics Complaint. TM Cushing stated he had not started the investigation as he was working on the budget. TM Cushing stated he already informed the individual making the complaint and they understood the delay. SB Rasenas asked when the complaint was made. TM Cushing stated he would need to look at the date but it had been a couple of weeks. TM Cushing stated the individual making the complaint was aware that the Town was working on the failed budget at the same time.
- SB Rasenas stated again that he was asking for permission to speak with Kevin Brown vis-a-vis the possibility of rolling the Ethics Investigation into the Forensic Investigation. Andrew Gieda, Town Resident, suggested Kevin Brown was "compromised." SB Vines stated he would be in support of SB Rasenas' request if the wording was changed to speaking with Kevin Brown about the legality of rolling the two investigations together.
- SB Wysocki made a motion for authorization for SB Rasenas to speak with Kevin Brown about the legality of rolling the Ethics Investigation and the Forensic Investigation together. SB Vines seconded the motion. SB Rasenas, SB Vines, and SB Wysocki voted for the motion. SB Bowen voted against the motion. CH Haff abstained from the motion. The motion was unanimously passed.

10. Forensic Audit RFP Language

- TM Cushing reviewed the RFP, which the RFI is being built off of, with the Selectboard. The RFI was read aloud. SB Wysocki asked what feedback did the Town receive on the scope of the Forensic Audit. TM Cushing stated that the received feedback was that a Forensic Audit going back three years was not typical. The Selectboard requested a copy of the feedback. TM Cushing specified that the Selectboard should not change the scope of the Forensic Audit, as it was approved by the Town Voters, however, he requested any changes to the wording of the RFI for the RFP. The Selectboard provided their requested language changes.
- SB Rasenas made a motion to allow the Town Manager to move forward with the RFP language based on this Meeting's conversation. SB Vines and SB Wysocki seconded the motion. The motion was unanimously approved.

11. FY 2027 Budget Discussion

- CH Haff opened the FY 2027 budget discussion by first stating that the Selectboard had not previously been informed that the Police Department had or was forming a union. CH Haff stated this information may have been provided to a Town Manager, but the Selectboard was not informed. CH Haff stated that, personally, he was in favor of a union. SB Wysocki made a motion to give TM Cushing instructions to contact Matt Bloomer, from the Town's legal services, to set up a time for him to meet with the Selectboard within a week to understand what the Town's legal obligations are towards the union. SB Rasenas seconded the motion. The motion was unanimously approved.
- CH Haff stated that, to his knowledge, unions can negotiate for certain positions, regardless of whether or not they are members of the union. As a result, the whole pay budget would be frozen to what it currently stands at. CH Haff stated the only salaries that have changed from the previous budget were the Police Chief, the Fire Chief, the Public Works Director who is not yet hired, and the Zoning Administrator whose hours were reduced to part-time. CH Haff clarified that the pay budget was being frozen to what Town Employees were currently being paid and not what was listed in the FY 2026 budget.
- SB Wysocki made a motion to maintain the same pay listed in the FY 2026 budget, with the exception of the Police Chief, Fire Chief, Public Works Director, and Zoning Administrator at their current rate. SB Vines seconded the motion. The motion unanimously passed.
- TM Cushing stated that the Town could mill and pave the uphill section of the Killington Access Road from Anthony Way to close by Sushi Yoshi for the amount budgeted for roads in the FY2027 budget. TM Cushing stated this would be a temporary improvement before the Town rips up the road.
- TM Cushing stated that the Fire Department Vehicle Capital Fund should be re-examined as costs on trucks have tripled.
- The Selectboard discussed funding for The Bus. CH Haff stated that The Bus received outside funding for its services during COVID. After COVID funding ended, the Town began paying for services. The Town entered into an MOU for \$65,000 dollars for their winter services this year, ending on April 5th. CH Haff stated The Bus informed the Town it would cost about \$158,000 dollars to offer services to the Town year round. The Bus runs additional nighttime hours during the winter. CH Haff suggested that the Selectboard propose an article vote to appropriate \$65,000 dollars towards the nighttime bus service hours once towards the upcoming winter season. However, for the following years, the Town would only cover daytime hours (7:00am to 6:00pm) and businesses along the bus route would need to contribute to the additional nighttime hours for the following winter and summer seasons.
- TM Cushing informed the Selectboard that FY2027 budget's COLAs would be 3%.
- The Selectboard discussed the FY2026 Options Tax and compared budget estimates versus actuals.

- Andrew Gieda, Town Resident, asked the Selectboard to take into consideration the increased cost of diesel over the past month while working on the FY2027 budget. The Selectboard asked TM Cushing to identify the raising fuel costs as a risk to be considered for the FY2027 budget. CH Haff also asked TM Cushing to check into whether the Town had completed an annual tax exemption form for diesel costs.
- SB Wysocki asked TM Cushing if he had considered alternative sources other than L&D to expedite the striping. TM Cushing stated he had not yet gotten to that.
- Steve Finer, Town Resident, strongly urged the Selectboard to increase the \$220,000 amount in the Fire Department Capital Fund. CH Haff said the Selectboard shouldn't make a decision on increasing that fund until they have received the revised FY2027 budget from this Meeting.
- George Brant, Town Resident, asked if the Town was up 8% in the FY2027 budget from the previous year's budget. The Selectboard stated they did not know until they received the revised budget. TM Cushing stated it would be in that ballpark.
- Jan Rich, Town Resident, asked if the Town was paying an outside contractor to plow the Post Office and the Town Hall parking lot. TM Cushing confirmed this was true. Rich asked why an outside contractor was being hired if the Town had plow trucks. CH Haff stated the Town was required to have plowing contracts for certain areas.

12. Town Manager's Report

- TM Cushing stated he met with Markowski Excavating and VHB about the cobblestones on the Killington Road. He was given two recommendations. The first was to keep the cobblestones and likely incur a \$10,000 cost each year in repairs. The second was to pull out all the cobblestones, pave the area, and then place a black chain fence barrier to delineate between the road and the walking path. Markowski Excavating is writing up a proposal for the cost of the second option.
- TM Cushing stated the Town's annual TIF paperwork to VEPC was completed and submitted. TM Cushing stated the State Representative was shocked at how quickly the Town submitted the paperwork and that Killington was the first municipality to submit all required documents.

13. Citizen Concerns

- Rob Kovalesky, Town Resident, stated he met with Vision on March 17th in person. He was informed by them that he should expect to hear an update within 2 weeks of that meeting. As of this Meeting, it has been almost 4 weeks since Kovalesky met with Vision. Kovalesky asked what the Selectboard and Town have done to work with the Listers to get them to put pressure on Vision to receive some replies. CH Haff stated that the Listers were voted in by Town voters and the Town Manager can hold discussions with them. CH Haff clarified

though that Vision's contract was with the Town and the Town would be able to reach out to Vision. CH Haff stated he was concerned that, until an abstract of the Grand List was filed with the Clerk's Office, the Lister's grievance period couldn't start until after 14 days due to a statute. CH Haff stated there was a chance that the Town would not have all the set numbers until after the tax rate is set based off of the Grand List abstract as well as whatever changes from the subsequent grievances. Kovalesky suggested that TM Cushing reach out to Vision, which TM Cushing agreed to.

- Deb Burke, Town Resident, asked if the catch basin between the Killington Market and Deli and the Post Office was scheduled for repair. TM Cushing stated it was scheduled to be repaired within the next two weeks.
- George Brant, Town Resident, asked if anything was being done by Vision towards commercial properties. CH Haff stated that the Town was still waiting on residential and commercial property reappraisals from Vision.
- Town Resident asked when the Town Auditor would attend an upcoming Selectboard Meeting. TM Cushing stated this would be scheduled after the budget is approved.
- Town Resident asked if there was a timeline duration associated with the Forensic Audit. TM Cushing stated that the Town expected to receive that estimated duration in responses to their RFP.

14. Selectboard Member Concerns

- CH Haff stated that the Selectboard has worked on the FY2027 budget for a while. In an article from the Mountain Times, it was stated that the Selectboard was struggling to work on the budget. CH Haff stated that the Selectboard has reduced the originally anticipated 13% budget increase. He stated that he did not feel as if the Selectboard was struggling but was rather working through the budget.

15. Executive Session – Legal

- The Selectboard entered into Executive Session at 9:31pm. They exited at 9:46pm. No action was taken.

16. Adjourn

The Meeting was adjourned at 9:46pm.