



Special Selectboard Meeting Minutes
April 6, 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. Truck Bid
4. Zoning By-Laws and Subdivision Regulations
5. FY27 Budget
6. Executive Session
7. Selectboard Concerns
8. Adjourn

1. Call to Order

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

2. Approval of the Agenda

- SB Bowen made a motion to approve the Agenda for the April 6th Special Selectboard Meeting as presented. SB Rasenas seconded the motion. CH Haff requested to add an additional article to discuss an upcoming truck bid. This would become Art. 3 (Truck Bid). The motion was unanimously approved with CH Haff's change.

3. Truck Bid

- The Town put out a bid to sell one of its retired plow trucks, a 2016 Mac Granite Tandem Dump Truck. The Town received a bid from Rock Landscaping to purchase the vehicle at \$75,000 dollars.
- CH Haff made a motion to accept Rock Landscaping's bid to purchase the 2016 Mac Granite Tandem Dump Truck for \$75,000 dollars. SB Vines seconded the motion.
- CH Haff withdrew his motion to accept Rock Landscaping's bid to purchase the 2016 Mac Granite Tandem Dump Truck for \$75,000 dollars. SB Vines withdrew his second of the motion.
- CH Haff made a motion to accept Rock Landscaping's bid to purchase the 2016 Mac Granite Tandem Dump Truck for \$75,000 dollars after the Town Manager confirms that \$75,000 dollars is a fair market value for the truck. SB Vines seconded the motion. The motion was unanimously approved.

4. Zoning By-Laws and Subdivision Regulations

- The Selectboard reviewed the edited version of the Zoning By-Laws and Subdivision Regulations. The Selectboard provided suggestions to change some sentence structures. The Selectboard also requested changes to the Road Standards section, including the elimination of section F (Capacity of Existing Roads). The Selectboard discussed the Visual Impact Analysis mentioned in the document which will be put into the Town Plan. At the time of this Meeting, it is not yet in the Town Plan. The Selectboard decided to remove the mention of the Visual Impact Analysis until it is included in the Town Plan. Other discussions included removing rock outcroppings from Preservation of Existing Features and whether PUDs should be included in Subdivisions.
- SB Rasenas made a motion to approve the amended Land Development Regulations as of April 6, 2026, with the proposed map amendment. SB Bowen seconded the motion. CH Haff, SB Rasenas, SB Bowen, and SB Vines voted for the motion. SB Wysocki voted against the motion. The motion was passed.

5. FY27 Budget

- TM Cushing and Kirsten Hathaway, Finance Director, reviewed the FY27 Budget with the Selectboard.
- TM Cushing presented a preliminary agreement from the Town's bank on terms to re-bond the Town's FEMA bond. The interest rate would be 5.99% with a maturity date of 5 years from the date of issuance. CH Haff made a motion to move forward with the capital improvement note for storm recovery reimbursement for \$290,000 dollars with Community Bank. SB Rasenas seconded the motion. The motion was unanimously approved.
- TM Cushing discussed the revenue change related to Solid Waste revenue. TM Cushing stated he was concerned that the Town would not meet the estimated FY27 revenues for Solid Waste, even with the increased fees.
- TM Cushing stated that there will be three unions in Town including the Police Union, the Fire Union, and a Highway and Other Union. As a result, TM Cushing put in \$20,000 dollars for legal fees to handle union negotiations.
- TM Cushing discussed a new part-time Grant Manager position, for 10 hours per week, listed on the FY27 budget for \$15,000 dollars. The Town is also considering an additional line for administrative tasks related to the Planning Commission and the DRB for \$2,500 dollars.. These positions are related to restructuring efforts which will eliminate the Assistant Planning and Zoning position. TM Cushing stated both of these positions could be absorbed under the Assistant Clerk's responsibilities. The Selectboard and TM Cushing discussed what the responsibilities of the Grant Manager position would be and which grants they would manage. The Selectboard also discussed whether the Grant Manager position would require more than the originally stated 10 hours per week or if the Departments could apply for grants on their own, without a separate Grant Manager. TM Cushing stated that Departments do not always have enough time to manage their grants and the Grant Manager would collaborate with Departments to assist with research, completion, and submission. TM Cushing stated this would not be a new process in the Town as Departments have received assistance with their grants.
- TM Cushing discussed the Public Works Director position. TM Cushing stated that a Public Works Director with an engineering background would be beneficial for the Town. The salary for a candidate with an engineering background would be higher; however, the Town will no longer have a line item for the Assistant Planning and Zoning position. TM Cushing stated that the Town would require a Public Works Director as multiple active Town grants reference the position.
- TM Cushing stated that the plowing and snow removal services were adjusted in the Town Office budget as it was not previously accounted for.
- TM Cushing discussed the Bonded Indebtedness for FEMA and the solar panels.
- TM Cushing stated that there would be a difference of \$452,933 dollars in the Town's municipal tax. Most of this difference comes from the Town dropping off line items that were counted as revenues, which should not have been counted

as revenues. TM Cushing stated the percent increase over the Town's municipal tax is 8.35%.

6. Executive Session

- The Selectboard entered into Executive Session at 9:51pm. They exited at 10:36pm. No action was taken.
- CH Haff stated that the Selectboard discussed the Public Works Director position. TM Cushing informed the Selectboard that he has interviewed a potential candidate and would like to offer the position. SB Rasenas made a motion to lift the hiring freeze for the Department of Public Works to allow this position to be offered. SB Vines seconded the motion. The motion was unanimously passed.

7. Selectboard Concerns

- CH Haff stated that he has been approached by Town Residents requesting that the Selectboard hold a discussion on raising employee contributions to 20% of the premium and 50% of the deductible for the Town's healthcare coverage. SB Rasenas made a motion to open a discussion on electing a 20% healthcare plan with a 50% employee contribution. SB Vines seconded the motion. The motion to hold a discussion was unanimously passed. SB Vines stated he was in favor of slowly increasing employee contributions over time in order to be fair to Town Employees while still providing tax relief to Town Residents. SB Bowen stated he agreed with SB Vines and voiced concerns about losing employees. SB Rasenas stated he believed it would be better to raise employee contributions to 20% of the premium and 50% of the deductible. SB Rasenas stated the dynamic of the Selectboard changes each year which could prevent the full increase from ever happening. SB Wysocki agreed with SB Rasenas and stated that sooner or later, this change would have to happen in order to be financially responsible on behalf of the Town. SB Wysocki stated that most people do not have a say in changes to their employer's healthcare costs and stated he understood that Town Employees may decide to leave, just as Town Residents may decide to move due to high taxes. The Selectboard discussed how much the Town would save from changes in the healthcare benefits. TM Cushing stated the Town would save \$50,000 dollars per year with 10% employee contribution to the healthcare plan and \$100,000 dollars per year with a 20% employee contribution. Peggy Neisner, Town Resident, asked how much taxpayers would save if employee contributions increased to 20%. The Selectboard and TM Cushing stated the savings would be a penny to each hundred dollars.

8. Adjourn

The Meeting was adjourned at 11:12pm.