

Selectboard Minutes
September 30, 2025

Present: Paul Kleinman, Chair
Letty Bedard
Andy Artimovich
Jim Michaud
Bob Mantegari

At 6:00pm, Kleinman called the meeting to order.

Mantegari motioned to approve the manifest. Michaud seconded the motion. All in favor, motion carried.

Mantegari motioned to approve the consent agenda which consisted of building permits and the recreation manifest. Seconded by Artimovich. All in favor, motion carried.

Ambrose Kizza, Treasurer, was present to update the board on impact fees. Liz Faria, South Road, had comments regarding how impact fees are dispersed. Jim Hajjar, Mohawk Lane, had comments regarding adding the highway department to the impact fee schedule.

Jillian Benedix, Assistant to the Town Administrator, presented the board with a rate of pay change policy and form. The board suggested adding how many hours a part-time employee is expected to work, salary vs hourly and dating the form. Benedix will make those edits. Artimovich motioned to approve the rate of pay policy as presented. Seconded by Michaud. All in favor, motion carried.

Jason Gagnon, Recreation Program Direction, was present. The rec commission suggests Trick or Treat occur on Halloween, October 31st, from 6-8pm. Artimovich motioned to approve Trick or Treat. Mantegari seconded. All in favor, motion carried.

Gagnon also discussed the rec commission vacancy. The rec commission will bring a recommendation to the selectboard after their next meeting.

There was a discussion regarding the 2026 budget. The board would like to see all supporting documents/justifications for budget lines. Jim Hajjar, Budget Committee, Chair, had comments regarding a spreadsheet that was provided to him as the Cemetery Trustee Chair that can be utilized during the budgeting process. Mantegari motioned to request clarification updates on budgets as set forth in the budget committee's email of September 30th, 2025. Seconded by Michaud. Jeff Bryan, Lyford Lane, had comments regarding the budget process. Mantegari withdrew his motion. Artimovich motioned to include information with regard to the salaries, present and proposed as well as justification for any non-salary items with the budgets. Mantegari seconded. All in favor, motion carried.

A discussion ensued reading level funding the operating budget as a goal. Jeff Bryan commented that 3% would be an achievable goal. Mantegari motioned a declaration of a 0% operating budget increase goal. Seconded by Michaud. Michaud, Mantegari, Bedard and Kleinman – aye, Artimovich – nay. Motion carried 4-1. This is a goal, not binding.

The board discussed the emergency management budget. This budget was tabled until next week.

The board discussed the conservation commission budget. Kleinman raised concerns regarding additional debt services. That budget will be discussed on October 14th. There was a discussion about applying expenses to the proper line numbers. Kleinman stated that it is likely all bills have not been paid, and the commission will expend more money. Michaud motioned to table the conservation commission budget until clarification can be provided and representatives of the

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conservation commission present. Seconded by Mantegari. All in favor, motion carried.

Laura Hajjar, Interim Welfare Director, presented the welfare budget. Hajjar explained that the 2025 budget was cut by a significant amount (\$6,500) as recommended by Regional Associations Committee due to many service providers having ARPA funds. This year welfare is seeking an 11.7% increase of \$2,217. Hajjar explained the difference between direct assistance and community assistance. Hajjar explained that the need wasn't there last year due to ARPA funds. Michaud suggested leaving the budget as is until November. Bedard motioned to approve the welfare budget as is subject to reconsideration. Seconded by Artimovich. All in favor, motion carried.

Jim Hajjar was present as part of the budget committee health insurance subcommittee with an update. They met with the fire department, Hajjar gave an update. After receiving the 2026 rate, the next step would be to invite Andy Struth from HealthTrust to a meeting. This will be a collaborative effort between the selectboard and the budget committee; a task force will be created. There was a discussion regarding open enrollment. Artimovich motions to adopt the recommendation of the task force. Mantegari seconded. All in favor, motion carried. The board recommends Mantegari and Bedard to join the task force with Hajjar and Siudut, a member of the fire department, police department and town staff will join.

The board discussed the need to update job descriptions. Mantegari will draft the town administrator position.

At 7:52pm Kleinman opened public comment. Seeing none, Kleinman closed public comment.

At 7:52pm Michaud motioned to go into nonpublic for hiring and personnel. This motion was seconded by Mantegari. Artimovich – aye; Michaud – aye; Mantegari – aye; Bedard – aye; Kleinman – aye. All were in favor, motion carried.

At 8:42pm Mantegari motioned to come out of nonpublic. Seconded by Artimovich. Artimovich – aye; Michaud – aye; Mantegari – aye; Bedard – aye; Kleinman – aye. All were in favor, motion carried.

Mantegari motioned to seal the nonpublic minutes. Seconded by Artimovich. All in favor, motion carried.

At 8:43pm Mantegari motioned to adjourn, seconded by Artimovich. All in favor, motion carried.

Respectfully submitted,

Jillian Benedix