



est. 1896

## TOWN OF LYNDON ELECTRIC DEPARTMENT

119 Park Avenue, P.O. Box 167  
Lyndonville, Vermont 05851

Telephone (802) 626-3366  
Facsimile (802) 626-1265

### Electric Board of Commissioners Meeting

#### Meeting Minutes: January 12<sup>th</sup>, 2026

Attendance: Kenneth Mason, Clayton Bailey, Jason Lefebvre, Erica Welton

- Meeting called to order at 10:00 AM by Ken Mason, Chair.
- 1. A modification was made to the agenda adding line 7a, a vote and signing of documents from the Community National Bank for the purpose of turning the \$150,000.00 used from the line of credit into a loan to be paid off.
- 2. There was no public comment.
- 3. Clay Bailey made a motion to approve the minutes of the December 22<sup>nd</sup>, 2025, meeting. The motion was seconded by Ken Mason and passed 2 to 0.
- 4. Ken Mason made the board aware that he was asked and accepted an offer from Orleans General Manager Jon Morley to act as Orleans alternate board director to VPPSA. Governor Phil Scott appointed Jon Morley as a replacement Senator in the State of Vermont Legislature so for the next few months Jon will not be able to attend VPPSA board meetings as the Orleans director.
- 5. Chairman Ken Mason noted that a joint meeting of the Lyndon Electric Department Commissioners, Barton Trustees and Orleans Trustees will take place at the next scheduled LED Board of Commissioners meeting on Monday January 26<sup>th</sup> at 5:30 PM at the Municipal Building in Lyndonville.
- 6. Financial Manager Erica Welton presented a draft budget for 2026. Ken pointed out before Erica started her presentation his surprise to seeing revenues greater than expenses and the possibility of not having to pursue a rate increase again. Erica pointed out that the first go around at a draft budget is showing net income for the first time in several years. The budget shows a net income of about \$270,000.00. Sales are budgeted to be more than \$1,000,000.00 compared to last year due to the rate increases. Erica warned that this is a draft budget and could change with depreciation figures she needs from working with the auditors as well as a final CDA bill from VPPSA. The final budget will be presented to the board after the audit is complete at the end of January.
- 7. The non-union tiered wage scale was presented and discussed as well as wage adjustments. Clay Bailey made a motion to accept the tiered wage system for non-union employees and wage adjustments as

presented. Ken Mason seconded the motion. Motion passed 2 to 0. \*(See attached informational items that were handed out and discussed at the meeting)

7a Clay Bailey made a motion to accept LED's recommendation of terms from the Community National Bank to roll the 150,000.00 used from the line of credit into a loan. Ken Mason seconded the motion. Motion passed 2 to 0.

8. In other business Ken Mason asked for an update on Great Falls, particularly the head gate installation. The head gates are currently being rebuilt. Additional crews were added to get them finished. Hopefully weather will allow them to be installed before the end of January.  
Ken asked about the 5-year forecast. LED has not stated work on the 5-year forecast yet. We received the modified budget and forecast from VPPSA for purchased power and will start working on LED's capital budget next.  
Ken asked about the 34.5kv Burke transmission project. LED met with Allen Rice from PLM and Joslyn Wilschek of Wilschek & Iarrapino on Tuesday the 6<sup>th</sup> of January to get all our ducks in a row so to speak. LED is looking into the feasibility of building a short segment of OH 3 phase line along Route 114 to connect Burke to the Village sub. This may help reduce cost of the 34.5kv rebuild enabling contractors to perform the work on a deenergized line.

Clay Bailey made a motion to adjourn the meeting. Ken Mason seconded the motion. Motion passed 2 to 0. The meeting adjourned at 10:42 AM.

The Town of Lyndon Electric Department seeks to be in line with other utilities in Vermont. Therefore, it was proposed that the department bring its nonunion positions closer to the average threshold. To accommodate these changes, a tiered system shall be implemented as follows.

#### Hourly Office Personnel

Level	January 1, 2026	March 2026 IBEW Negotiation increase
Tier 1	\$29.00	\$30.74
Tier 2	\$27.50	\$29.15
Tier 3	\$25.00	\$26.50

The beginning Tier shall be determined by the hiring manager based on relevant work experience and education. Employees shall increase in Tier as determined by management and annual evaluations.

Position	January 1, 2026	March 2026 IBEW Negotiated Increase	January 2027
Superintendent	\$123,482.40	\$130,891.34	\$139,391.34
Finance Manager	\$111,004.89	\$117,665.09	\$127,665.09

The positions will then follow the negotiated agreement set by IBEW for annual raises for each of the positions above.

\*An accommodation will be implemented for personnel who have shown decades of experience and dedication to the utility. A one-time adjustment will be given to employees with more than 20 years of continuous service in the amount of \$1.33/hour. All other current and future employees will receive compensation in line with the system above.

\*\*Any salary adjustments for the LED General Manager Per Subchapter 4. - The Selectboard - Section 31, Para. (4), will be based on a recommendation from the Board of Electric Commissioners to the Lyndon Select Board for them to act upon.

Signed by the Town of Lyndon Board of Commissioners.

---

---

---

**PROPOSED WAGE AND SALARY INCREASES 2026/JAN. 2027**

<u>POSITION</u>	<u>CURRENT</u>	<u>PROPOSED</u>	<u>%</u>	<u>PROPOSED +6%</u>	<u>%</u>	<u>2027</u>	<u>%</u>
GM	\$119,995	\$131,495	9.6	\$139,385	6.0	\$150,885	8.3
CONT.	101,005	111,005	9.9	117,665	6.0	127,665	8.5
SUPT.	<u>114,982</u>	<u>123,482</u>	7.4	<u>130,891</u>	6.0	<u>139,391</u>	11.2
	335,982	365,982	8.9	387,941	6.0	417,941	3.4
AP/PAY	60,278	60,320	0.007	63,939	6.0	63,939	0.0
BILLING	50,794	57,200	12.6	60,632	6.0	60,632	0.0
CASHIER	<u>52,811</u>	<u>60,320</u>	14.2	<u>63,939</u>	6.0	<u>63,939</u>	0.0
	163,883	177,840	8.5	188,510	15.0	188,510	0.0
TOTAL	499,865	543,822	8.8	592,895	18.6	606,451	2.3
\$ INCREASE		(\$43,957)		(\$49,073)		(\$13,556)	

**\$ INCREASE BETWEEN CURRENT AND PROPOSED PLUS 6%**

	<u>1<sup>st</sup> Increase</u>	<u>Plus 6%</u>	<u>2<sup>nd</sup> Increase</u>
GM	\$11,500	\$7,889	\$11,500
CONT.	10,000	6,661	10,000
SUPT.	8,500	7,409	8,500
AP/PAY	2,766	3,312	
BILLING	6,406	3,432	
CASHIER	7,509	3,619	