



Central Vermont Regional Emergency Management Committee

Meeting Summary

February 11, 2026

Welcome and Introductions

The meeting convened at 5:06 pm.

There were no adjustments to the agenda.

A quorum of voting members was present.

Minutes: Two motions were made to adopt the August and November minutes. The August motion was by Stefan Pratt with Peter Carbee as 2nd voting commenced and motion passed. The 2nd motion for the November minutes was Stefan made the motion with Eric Metivier as 2nd voting commenced and motion passed.

Presenter: Zak Borst North East Regional Coordinator-Vermont Emergency Management- PACE communication planning

Zach provided an overview of PACE (Primary, Alternate, Contingency, Emergency) communication planning, focusing on building redundancy into emergency communication systems.

Key Points:

- All communication systems will eventually fail; planning must account for this.
- PACE planning ensures multiple layers of communication methods.
- Lessons learned from recent disasters in Vermont and nationally highlight:
 - Importance of redundant systems
 - Value of basic techniques and low-tech backups
 - Need for execution, not just planning
- After-action reviews and continuous improvement are essential.
- Municipalities should define communication channels and methods in advance, not during incidents.
- Emphasis on:
 - Regional coordination and shared resources
 - Networking between towns and state agencies
 - Leveraging state support during multi-town incidents
 - Public engagement and awareness

Discussion Highlights:

- Importance of regional collaboration instead of individual towns operating independently.
- Encouragement to provide feedback during state engagement surveys.
- Public interest in preparedness is increasing due to recent disasters.
- The value of ongoing training and incremental plan improvements (5–10% annually).
- Opportunity to involve additional REMCs and strengthen inter-regional coordination.

LEPC meeting update: No update at this time.

VEM Updates- Sid Pollock – For sake of time will email out updates. Biggest thing is it is Local Emergency Management Plan (LEMP) season. Reach out to Sid if you would like help. Will email out Lunch and Learn information for next week. Will attach Sid’s information at the end of the minutes.

Keith gave a quick update about red cross training opportunities that have been emailed out. Officer elections will be at the May meeting.

Michael Billingsley invited anyone interested to attend the Plainfield meeting with SLR flood study and will be discussing how to determine when you don’t want to rebuild. 2/19/26 at 7pm at the Plainfield Opera House.

Motion was made by Stefan to close the meeting and 2nded by Michael Billingsley voted by unanimous consent.

The meeting ended at 6:41 pm.

Next meeting is May 13th at 5pm.

Voting Attendees:

- | | | | |
|---|-------------------------------------|--|-------------------------------|
| <input type="checkbox"/> Barre City | Keith Cushman, Fire Chief | <input type="checkbox"/> Northfield | , EMD |
| <input type="checkbox"/> | Joe Aldsworth, EMC | <input type="checkbox"/> | Peter Demasi |
| <input type="checkbox"/> Barre Town | Chris Violette, Town Manager/EMD | <input type="checkbox"/> Orange | Kevin Wilson EMD |
| <input type="checkbox"/> | Joshua Martineau, Firefighter | <input type="checkbox"/> | Ryan Bresette |
| <input checked="" type="checkbox"/> Berlin | Bruce Richardson, EMC | <input checked="" type="checkbox"/> Plainfield | Michael Billingsley, EMD |
| <input type="checkbox"/> | James Pontbriand, EMD | <input type="checkbox"/> | Matthew Johnathan, Fire Chief |
| <input checked="" type="checkbox"/> Cabot | Jenn Miner, EMD | <input type="checkbox"/> Roxbury | Lenny Davis, EMD |
| <input type="checkbox"/> | Michael Hogan | <input type="checkbox"/> | Don Randall |
| <input type="checkbox"/> Calais | James Dailey, EMD | <input checked="" type="checkbox"/> Waitsfield | Fred Messer, EMD |
| <input checked="" type="checkbox"/> | Jake Aho, EMC | <input type="checkbox"/> | Howie McCausland, MRVAS |
| <input checked="" type="checkbox"/> Duxbury | Ian Stewart | <input type="checkbox"/> Warren | Jeff Campbell, EMD |
| <input type="checkbox"/> | Patrick Zachary | <input type="checkbox"/> | vacant |
| <input type="checkbox"/> East Montpelier | Seth Gardner, EMD/Selectboard Chair | <input checked="" type="checkbox"/> Washington | Peter Carbee, EMD |
| <input type="checkbox"/> | Toby Talbot | <input type="checkbox"/> | Fred Blanchard |
| <input type="checkbox"/> Fayston | Kirsten Savage, EMD | <input type="checkbox"/> Waterbury | Gary Dillon, Fire Dept. |
| <input type="checkbox"/> | Jared Young | <input type="checkbox"/> | Bill Woodruff |
| <input type="checkbox"/> Marshfield | Christopher Whalen, EMD | <input type="checkbox"/> Williamstown | Larry Hebert, EMD |
| <input type="checkbox"/> | Justin Campbell | <input type="checkbox"/> | Marie Graham |

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|--|---------------------------|---|------------------|
| <input type="checkbox"/> Middlesex | Liz Scharf, EMD | <input type="checkbox"/> Woodbury | John Gordon, EMD |
| <input checked="" type="checkbox"/> | Eric Metivier, Fire Chief | <input type="checkbox"/> | Deb Larose, EMT |
| <input type="checkbox"/> Montpelier | Kelly Murphy, Manager | <input checked="" type="checkbox"/> Worcester | Bill Arrand |
| <input type="checkbox"/> | Derek Libby, Fire Chief | <input type="checkbox"/> | Chris Pollard |
| <input checked="" type="checkbox"/> Moretown | Stefan Pratt, EMD | | |
| <input type="checkbox"/> | Cortney Shephard | | |

Others Present: Keith Cubbon (CVRPC), Sid Pollock (VEM), Jane English, Rick Kehne, and Trevor Lewis

Zoom recording of meeting-

https://us02web.zoom.us/rec/share/uXruZ4Zz4PSzYS7A50vmymS_QVqeg6VFJErkXYqPnC3vdgByBNEo9k0t6-ccvXC5.pb4BirehuoXyw3mU?startTime=1770847593000

Sid's report

LEMP Season is approaching.

Please reach out to Sid as soon as possible if you would like assistance working on your LEMP or any additional annexes. June 1st will be here before we know it, so let's start the process now!

Sid's contact info:

Sidney.pollock@vermont.gov

802-760-9190

New Resource: Community Preparedness Zone Playbook

When floods wash out roads and knock out communications, how does your town know who needs help?

VEM's new Preparedness Zone Playbook provides a method Vermont communities can use to organize zone-based emergency response networks. Based on lessons learned from recent disasters, community programs in place, and national best practices, the playbook provides step-by-step guidance and ready-to-use templates for dividing your town into zones, recruiting volunteer Zone Leaders, and developing emergency procedures.

[Link](#)

VEM Lunch and Learn - UAS Operations for Responders and Emergency Management

February 18th, 12:00 to 1:00 PM

[Registration](#)

Uncrewed Aircraft Systems (UAS), commonly known as drones, are becoming increasingly valuable tools during emergencies, but knowing when and how to use them matters.

This Lunch and Learn will provide emergency managers, first responders, and partner agencies with a practical overview of UAS operations in emergency response. Participants will learn how drones are currently used in

Vermont, what capabilities they can request during an incident, and how UAS fits into the Incident Command System (ICS) and Emergency Operations Center (EOC) environment.

Topics will include:

Common UAS missions during disasters (damage assessment, search and rescue support, situational awareness)

How to request UAS support during an incident

Operational considerations, airspace coordination, and safety

What emergency managers and responders need to know—even if they are not drone pilots

This session is designed for Emergency Management Directors, Coordinators, first responders, agency leaders, and those interested in starting or growing a UAS program. If you're looking to better understand UAS capabilities and limitations, this webinar can help you make informed decisions during response and recovery operations.

Whether you're new to UAS or looking to better integrate drone support into your plans, this session will help demystify how drones can support emergency operations in Vermont.

Be Red Cross Ready Preparedness Essentials & Red Cross Shelter Fundamentals

Taught by experienced Red Cross instructors, these trainings are sponsored by area sheltering partners statewide. This training is designed for staff and volunteers who support emergency overnight shelters at the local or regional level and provides a basic understanding of how to set up, operate, and safely demobilize a shelter in accordance with best practices.

Date: February 26, 2026

Time: 1:00 PM – 5:00 PM

Location: Jeudevine Memorial Library – Parker Ladd Community Room

93 North Main Street, Hardwick

Registration

[Registration](#)

Vermont Local Emergency Management Director Course

This course will familiarize Local Emergency Management Directors (EMD) and Coordinators (EMC) with major roles, responsibilities, and “how to do it” guidance across all four phases of Emergency Management.

LOCATION: Virtual

DATE/TIME: March 11-12, 2026, 1:00 - 5:00 pm

Must attend both days to receive credit.

REGISTRATION: via State Learning Management System:

G0191- ICS/EOC Interface

This course provides an opportunity for participants to begin developing an effective interface between the Incident Command System (ICS) and the Emergency Operations Center (EOC) for their community by applying Incident Command System (ICS) principles. This course reviews ICS and EOC responsibilities and functions and depends heavily on exercises and group discussions to identify interface issues and develop solutions. As part of the course, these concepts are then applied to exercise situations.

LOCATION: Williston Fire Department, Williston, VT

DATE/TIME: April 8, 2026, 8:00 a.m.- 4:30 p.m.

PREREQUISITES: IS-100, IS-200, IS-700, and IS-800

REGISTRATION: via State Learning Management System