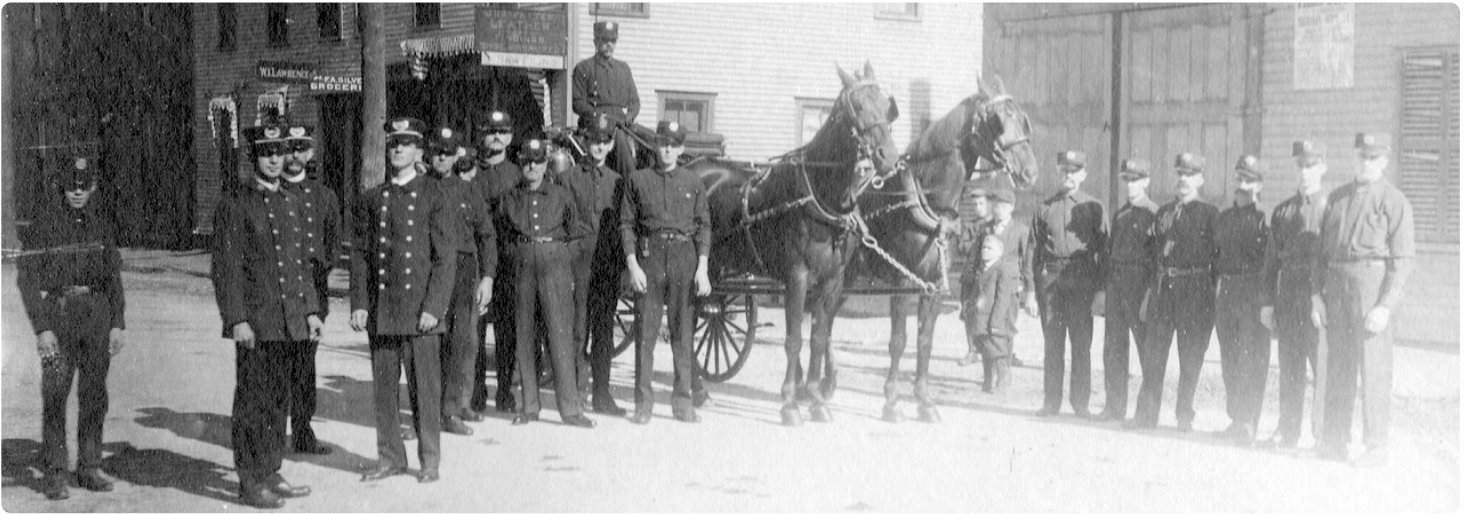


City of Montpelier



Annual Report

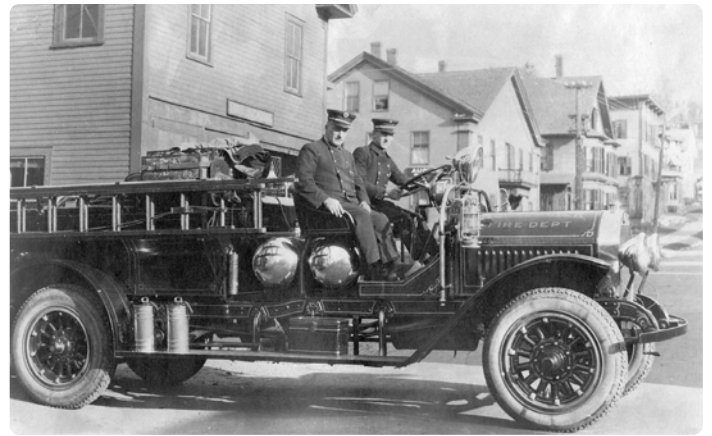
A review of fiscal year 2023-2024 including proposed budgets and articles to be voted on at Montpelier City Meeting March 4, 2025.



(1)



(2)



(3)

Montpelier is justifiably proud of its fire department and its 100-year-old brick fire station on Main Street. Beginning in about 1885 the station was located in a converted wood frame building on East State Street in the approximate location of the present-day City Center parking garage ramp. The old station can be seen in photos of (1) volunteer firefighters lined up in the street, (2) “Old Dan” pulling a simple fire wagon, and (3) the arrival of a new Maxim fire truck. The department maintained an impressive ladder wagon seen here crossing East State Street (4). The MFD stored their larger equipment at the city barn on Prospect Street and shared horses with the Public Works Department. The last horse retired from fire department service in 1924 when a new fire station on Main Street was built and two new fire trucks were purchased (5).

Text by Paul Carnahan, Montpelier Historical Society.

Photos provided by Robert Snetsinger, Montpelier Fire Department, and the Vermont Historical Society.



(4)



(5)



DEDICATION TO RETIRED MONTPELIER FIRE CHIEF ROBERT "BOB" GOWANS

We are honored to dedicate the 2025 Annual Report to retired Fire Chief Robert "Bob" Gowans. Bob served the greater Montpelier community with the Montpelier Fire Department for an extraordinary 45 years. We are honored to showcase his dedication and passion for public service on the 100th anniversary of the Montpelier Fire Station.

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About the Cover

On April 8th, 2024, Montpelier was in the “path of totality” for a total solar eclipse. The historic event drew thousand of visitors to Vermont to witness the breathtaking astrological wonder. The cover photo from the Montpelier Police Department was taken during the apex of the eclipse from the green at the Vermont College of Fine Arts.



CITY MEETING WARNING FOR MARCH 4, 2025

The legal voters of the City of Montpelier, in City Meeting in Montpelier, in the County of Washington and the State of Vermont, are hereby warned to meet in the City Hall Auditorium, in said Montpelier, on the first Tuesday in March, March 4, 2025, at seven o'clock in the forenoon, and there and then to cast their ballot for the election of officers, matters that by law must be determined by ballot, and other matters as directed by the Council. The polls will be opened at 7:00 A.M. and shall be closed and the voting machine sealed at 7:00 P.M.

ARTICLE 1. To elect one Council Member each from districts one, two, and three for 2-year terms, one commissioner for the Green Mount Cemetery for a term of 5 years, and one parks commissioner for a term of 5 years.

ARTICLE 2. Shall the voters appropriate the sum of \$12,278,226 for the payment of debts and current expenses of the City for carrying out any of the purposes of the Charter, plus payment of all state and county taxes and obligations imposed upon the City by law to finance the fiscal year July 1, 2025 to June 30, 2026?

ARTICLE 3. Shall the voters appropriate the sum of \$4,080 as compensation to the Mayor for services for the fiscal year July 1, 2025 to June 30, 2026?

ARTICLE 4. Shall the voters appropriate the sum of \$12,240 (\$2,040 each) as compensation to the Council Members for their services for the fiscal year July 1, 2025 to June 30, 2026? (Requested by the City Council)

ARTICLE 5. Shall the City assess a one percent (1%) tax on sales within the City, as allowed by Vermont law? If this measure is adopted, out of the proceeds during Fiscal Year 2026, the first \$50,000 will go to Montpelier Alive and the next \$100,000 will go to infrastructure projects.

ARTICLE 6. Shall the voters authorize the City to levy a special assessment to raise \$62,000, \$0.0515 per \$100 of appraisal value on properties within Montpelier's Designated Downtown not used entirely for residential purposes? The assessment shall be apportioned according to the listed value of such properties except that the assessment for any property also used for residential purposes shall be reduced by the proportion that heated residential floor space bears to heated floor space for such property. Funds raised by the assessment shall be used to improve the downtown streetscape and to market the downtown.

ARTICLE 7. Shall the voters authorize the City Council to borrow a sum of money not to exceed \$2,200,000 for the replacement of the aerial ladder fire truck?

ARTICLE 8. Shall the voters appropriate the sum of \$134,150 to be used by the Montpelier Community Fund to support local

non-profit organizations and individual artists for the fiscal year July 1, 2025 to June 30, 2026?

ARTICLE 9. Shall the voters appropriate the sum of \$464,255 to be used by the Kellogg-Hubbard Library for the fiscal year July 1, 2025 to June 30, 2026? (by petition) **ARTICLE 10.** Shall the voters appropriate the sum of \$3,750 to be used by the Mosaic Vermont for the fiscal year July 1, 2025 to June 30, 2026? (by petition) **ARTICLE 11.** Shall the City Voters authorize expenditures for Central Vermont Home Health & Hospice in the amount of \$23,500?

ARTICLE 12. To see if the voters will modify the action taken at the November 1, 1980 special city meeting and March 6, 2001 annual meeting that authorized the City Council to enter into tax stabilization contracts, on behalf of the City of Montpelier, as provided by 24 V.S.A. § 2741, with the owner of industrial and commercial real and personal property, and alternate-energy generating plants, including additions and renovations to existing real property; provided, however, that:

- Such contracts shall not have a term greater than ten (10) years, effective the first valuation following the date and approval of this contract;
- Such valuations shall be for no less no more than one-half (½) of the valuation of the real or personal property additions and/or renovations which would otherwise be fixed on such property in the year the contract takes effect;
- Such contracts apply only to real or personal property additions and/or renovations whose assessed valuation exceed \$25,000;
- Such contracts shall require two public hearings before City Council prior to final acceptance;
- Such valuation fixed by contract shall be redetermined at the contract ratio upon general reappraisal.

ARTICLE 13. Shall the voters of the City of Montpelier advise the Mayor and City Council to adopt the following pledge? (by petition)

WE AFFIRM our commitment to freedom, justice, and equality for the Palestinian people and all people; and

WE OPPOSE all forms of racism, bigotry, discrimination, and oppression; and

WE DECLARE ourselves an apartheid-free community, and to that end,

WE PLEDGE to join others in working to end all support to Israel's apartheid regime, settler colonialism, and military occupation.

Attest, John Odum, *Montpelier City Clerk*

MAYOR'S LETTER TO THE CITY

Dear residents of Montpelier,

When I wrote to you a year ago, my main topic was the devastation brought by the July, 2023, flood. Most of the businesses downtown, our downtown municipal buildings, and many homes were either wiped out or substantially damaged, and we were just beginning to crawl out of the hole the flood created.

A year later, countless hours of tireless labor, and another holiday shopping season are behind us, and our Capital City is showing a prospect of returning to normal. We aren't there yet: too many of our residents are still displaced, many of our businesses are open but struggling, and we are still waiting for funds from FEMA to rebuild City Hall, the fire station, and other public facilities.

Also, in large part because of losses caused by the flood, our city finances have suffered serious shortfalls. Your neighbors who volunteer to serve on the Board of Civil Authority and Board of Abatement heard a record number of assessment appeals and abatement requests. I am proud of the energy, dedication, and compassion that they brought to their work, and I will not forget the long nights they spent through the spring, summer, and fall to bring fair treatment and tax relief to Montpelier residents and businesses who suffered material and economic damage in the flood.

Unfortunately, the end result of all of this work was a loss of over \$199,000 in property tax revenue, and a reduction in the value of Montpelier's Grand List of \$20,455,225. Coupled with cost inflation in many areas of essential city expenditures, including more than half a million dollars for health insurance, we entered into this year's budget season with no practical way to sustain the public services our residents rely on and expect at a tax rate that our taxpayers can afford.

In short, this is the most challenging budget year we have faced in living memory. The Council has addressed this by presenting a budget that reduces services that have been a vital part of life in Montpelier, cuts staff who have been providing those services, and combines and restructures staff functions on the backs of already overworked city employees. At the same time, we will maintain or even increase those services, such as public safety and paving, that our residents consistently tell us are most important to them. We will do our best to maintain services, but it is inevitable that residents will feel the impact of these cuts in their dealings with their city government.

The budget you will be voting on in March embodies the decisions we have made while holding the line on taxes to just a little above the rate of inflation. We have also proposed an investment in our future by establishing a local option sales tax. It has been proposed before, and now, while our neighboring cities and towns in Barre, Berlin, and Waterbury already collecting

the same tax, the tax will simply put our on a par with those in other towns. In short, now is the time to adopt this proposal and begin to collect the estimated \$500 – \$600,000, perhaps more, that analyses suggest could be generated. I encourage you to review the Local Option Tax discussion on our website, <https://www.montpelier-vt.org/CivicAlerts.aspx?AID=587>, for more information about this proposal.

In the last year the Council has taken other steps to save taxpayers money. We have considered and rejected bonded expenditures, including a \$10,000,000 improvement to our sewer plant that would have improved its environmental performance, a development agreement that would have provided infrastructure for a new housing development at a cost of \$1,200,000, and terminated our plans to develop the planned Confluence Park. In each case, in the judgment of your Council, we could not justify the cost in comparison to the expected benefit.

I want to extend my thanks to all the members of the Council, who had to work hard this year to meet the extreme demands we were faced with, especially outgoing members Lauren Hierl and Tim Heney, the city employees who work hard every day to serve our community, with little notice or appreciation, and particularly to the employees who will be leaving as a result of cost-cutting. And I must especially mention Charlotte Hoyt, Beverlee Pembroke-Hill and Jane Aldrighetti, who have together given the city over a hundred years of dedicated service. The city will not be the same without you.

Jack McCullough, *Mayor*



MESSAGE FROM THE CITY MANAGER

It is my honor to present my thirtieth Annual Report to you the residents of Montpelier.

FY26 Budget

Guidelines:

This year's budget presented serious challenges due to the fiscal impact and continued disruption caused by the COVID-19 pandemic, the July 2023 and 2024 floods, the FY23 budget deficit, FY24 budget recession and increasing demand for projects, equipment, and operating costs. It was the most difficult budget we've faced. The leadership team approached the budget with the following guiding principles:

- Implement Strategic Plan
- Continue or increase investment in the Capital Plan
- Prioritize Public Safety and Public Works
- Deliver responsible services
- Keep the proposed tax rate as low as possible

Assumptions:

For tax rate planning purposes, we have assumed independent ballot items for the Kellogg-Hubbard Library and Central Vermont Home Health & Hospice (CVHHH) as well as a new petitioned request from MOSAIC. The same amount as FY25 was requested for CVHHH, the Kellogg-Hubbard Library has requested a 5% increase. MOSAIC is requesting \$3,750. This budget also places the Community Fund appropriation in the amount of \$134,150 as a separate ballot item.

The budget does not assume any other additional external ballot funding requests. Additionally, the budget assumes that the Water/Sewer rates will increase by inflation, 3.5%, plus 1% as per council policy (the budget as presented only shows a 3.5% increase, the additional 1% will be added closer to rate setting and final budget review in May). A reduction of \$1,209,220 in the grand list was assumed related to residual appeals or permanent impairments, therefore there is less property tax revenue raising capacity.

Key Budget Factors:

As we started the budget process, the following key cost increases were observed:

Operating Costs up 11.21%	\$360,013
Cuts from FY25 if restored	\$899,492
Unfunded Capital Needs	\$1,200,000
Wage Adjustments	\$248,857
Health Insurance up 22.2%	\$580,751
Wage Based Employer Costs	\$218,575
Overtime Costs	\$102,307
Successful Grand List Appeals/Grievances	\$144,765
Total	\$3,754,760

This would have required \$2,858,674 in new tax dollars or 24.1% increase. I presented an initial budget proposal which would have required a 6.94% increase. After several meetings of deliberation, the City Council approved the budget package which is on the ballot. City related items would require an increase of 4.77%, the School residential rate is projected to drop by 1.57%.

Other factors include:

- Parking revenue is in serious decline
- Delayed inflation effect
- Large School and, therefore, overall tax increase in FY25
- Lingering impact of reappraisal
- Increase in service demands
- Large number of projects including flood recovery projects

Property Tax Impact:

- The estimated School and City tax rate increase for a residential property will be approximately 1.1% with an average tax increase of \$91 if all money articles pass. A person can calculate the estimated tax changes by ballot item for their property by using the City's website tax calculator: <https://www.montpelier-vt.org/179/Annual-Budget>
- On the City side only, the net result of proposed revenues and expenses is that \$12,278,226 in property tax revenues are required for the municipal portion (non-school) of the budget. This is an increase of \$417,873 (3.52%) from FY25.
- Again on the City rate only, if all ballot articles, including the Library, CVHHH and the Community Fund are approved the tax rate would increase another 1.25% to a total of 4.77%
- The increase in property tax revenue of 5.78% plus the reduction in the grand list equates to a 4.48 cent total tax increase. For the average residential property, this tax rate represents an increase of \$166 on the tax bill. This increase is partially off set by the projected reduction in the School tax rate
- The City Council has placed two tax related articles on the City Meeting Warning:

Article 5 would authorize the Council to assess a one percent (1%) tax on sales within the City, as allowed by Vermont law? Over a full year, this is estimated to raise \$500,000 to \$600,000 in revenue which is equivalent to about 5% on the property tax rate. If passed and implemented this year, the Council will allocate \$50,000 to Montpelier Alive and \$100,000 to infrastructure in addition to the amount already included in the budget.

Article 12 would authorize the City Council to enter into tax stabilization contracts with the maximum benefit allowed by statute? Tax Stabilization is an economic development tool which allows for a reduction in property taxes for new development which meets preestablished standards. It cannot be used for existing taxable property. Voters have currently authorized the City to enter into tax stabilization agreements for up to 50% of the new taxable value for up to 10 years. This would expand

the authority to match statute and allow for stabilization of up to 100% of the new taxable value for up to 10 years.

Budget Numbers:

- FY26 General Fund Budget totals \$18,146,845 which is an increase of \$816,052 (4.71%) from the comparable FY25 spending plan.
- FY26 General Fund non-tax revenues total \$5,904,631 which is an increase of \$414,814 (7.56%) from FY25 non-tax revenues.
- Consistent with the council's fund balance policy, no general fund balance is used to offset the budget and reduce taxes.
- Revenues from the State of Vermont such as Highway Aid and Grand List Maintenance funding have been assessed based on experience. Payment in Lieu of Taxes (PILOT) revenue was adjusted to reflect actuals, categorically state/local PILOT is up by \$252,158. Local Rooms, Meals and Alcohol tax revenues were adjusted back up by \$147,000 to reflect the current revenue trend from local restaurants and hotels returning after the flood.
- Adjustments in Ambulance fees and sprinkler tax credits are necessary to meet this budget.
- Grand list value was reduced from the FY25 level. With the projected grand list, \$131,342 represents one cent on the tax rate. This does not reflect any additional value changes which may result from outstanding appeals.



- The proposed one percent (1%) tax on sales revenue is not contemplated in this budget, however, if approved in March, for FY26 the first \$50,000 will go to Montpelier Alive and the next \$100,000 will go to infrastructure projects, additional funds received will be allocated based on Council direction.

Infrastructure:

- The Capital Projects, Equipment and Debt Service Program is funded at \$2,620,000, which is \$220,000 higher (9.2%) than FY25 and matches the funding plan reviewed by the Capital Plan Committee. Of this, \$1,078,767 is for projects, \$484,116 is for equipment and \$1,057,117 is for existing/projected debt service.
- The Capital Plan as approved by the City Council works towards steady state funding by growing the Capital Fund by a minimum of \$260,000 (approximately 2 cents) annually for at least five years.
- The Capital Plan includes \$725,000 in paving funds, an increase of \$66,768 (10.14%) from FY25.
- Nearly \$1.2M in projects and equipment were deferred to reach the \$2.66M budget.

Personnel:

- Cost of living allowances, step increases and base wage adjustments are built into all employee wage and salary accounts consistent with collective bargaining agreements and personnel policies. We have budgeted 3% for all employees. All Collective Bargaining Agreements end June 30, 2025, and need to be negotiated.
- The budget continues the high deductible health insurance plan which was implemented eleven years ago. We were fortunate in FY25 that the city's health insurance rate increased only 1.3%. We were not so lucky, however, in FY26 as the rate increased 22.2%, which includes the first 6 months of FY26. The budget also includes an additional estimated 15% increase for the second 6 months.

The following staff reductions from last year were not restored in the FY26 budget proposal and will continue to have an impact on service delivery:

- 1 DPW Position (Cut in FY25 and not restored)
- 1 Rec Position (Cut in FY25 and not restored)
- 1 Police Patrol Officer (Cut in FY25 and not restored)
- Elimination of the AmeriCorps and Youth Conservation Corps program at the Parks (Cut in FY25 and not restored)

New personnel cuts in the FY26 Budget include:

- 1 Parks and Rec Maintenance Position - \$116,106
- 1 MSAC Position - \$92,188
- 2 Part-time Finance Positions - \$58,086
- 1 Part-time Assessor Assistant - \$66,826
- 1 Executive Assistant to the City Manager - \$91,979

Operating:

- Departmental operating budgets have been held overly tight in recent years to stay within fiscal guidelines. Many lines have been corrected/increased to reflect actual use and need. Other operations reductions have been made. Staff cuts in this proposed budget will necessitate changes in which the public interacts with city officials.
- *Police:* Funding supports core services. The Police budget continues the contractual relationship with Capital Fire Mutual Aid System for dispatching services. The Department continues sharing administrative support with the Fire Department. The budget does not restore the police patrol officer position which was cut in FY25.
- *Fire & Emergency Services:* Budgeted staffing remains the same as FY25. Paramedics continue to be successfully integrated into the department.
- *Planning, Zoning & Community/Economic Development:* The Planning & Development department budget has been left largely unchanged to retain focus on housing as a priority.
- *Public Works:* The Department has a large backlog of projects due to budget and flood. They are gearing up to manage the many projects that will be moving forward. No reductions in staffing were made but one position cut in FY25 has not been restored.
- *Community Services:* The budget continues implementing the Community Services department plan which consolidates work between the Senior Center, Recreation and Parks/Tree departments. One recreation position was cut last year and not restored. A recreation maintenance position has been cut in this budget with the work being shared with the Parks department. A Senior Center staff position has been cut in this budget. These staff reductions will have a major effect on these programs. In addition to personnel listed above, MSAC and Recreation have made an additional \$53,081 combined in general fund reductions.
- *Government Services:* Eliminated the Clear Plans strategic planning software, ClearGov budgeting and financial transparency software, and ZenCity public information platform. Eliminates 3 part time positions (1.8 FTE) and replaces them with one Full time position. Eliminates the Executive Assistant to the City Manager (1.0 FTE). This will change customer service and financial transparency.
- *Community Justice Center* budget includes all funding for all programs with commensurate revenue offsets. There is no net property tax funding projected.

Other Funds:

- The Water and Wastewater rates will be in accordance with the long-term infrastructure management plan and budgets built around those projected revenues. The City Council has allocated 1% per year of the Water and Wastewater rate rev-

enue for infrastructure improvements. This now totals 9% in these funds. The highest priority is water line replacement as per the City engineering report; the Water Fund has budgeted \$735,221 and the Wastewater Fund has budgeted \$442,140 in capital infrastructure improvements. The major improvements on East State Street are in addition to these budgets.

- The Parking Fund is depleted. Parking revenues have not rebounded from the pandemic or the flood and will need to be revisited as we move forward.
- The District Heat Fund will cover the eleventh full year of operation. We are seeking new customers to connect on to the system and are committed to following through with contractual obligations.

Other Services:

Included in the budget are:

- Community Fund at \$134,150 (now its own ballot item).
- Mental Health outreach services at \$50,000 for assistance with the unhoused community and others suffering from mental illness.

Items Not Included:

Many items which were cut in FY25 have remained unfunded in FY26:

- Housing Trust Fund at \$0
- Montpelier Energy Advisory Committee at \$0
- Economic Development at \$0
- GMT My Ride at \$0
- Public Arts at to \$0
- Social Equity and Justice at \$0
- Country Club Road direct appropriation cut from \$50,000 to \$0
- Outside lobbying cut from \$15,000 to \$5,000
- Tree Board at \$0
- Conservation Commission Cut at \$0
- Montpelier Bridge monthly page at \$0

Other Major Items:

- *Water Line Improvements.* Based on our engineering report, top priority water lines require \$13 Million to replace or upgrade. This budget, including the previously approved East State Street Bond, addresses nearly \$2 Million of that inventory.
- *Barre Street Rec Center:* As per Council direction, the City received a \$1.2 Million grant to improve the energy and operating systems in this building. This work is going on now.
- *Country Club Road Development:* The City is pursuing growth center and TIF designation. We are currently conducting engineering work to determine infrastructure costs

and needs. We are also seeking grant funding to construct the initial phase of infrastructure to allow for housing construction. This will lead to an RFP for development proposals.

- *Dispatch Radio Infrastructure:* The City, along with the City of Barre, continues to seek state funding for improvements to regional dispatching infrastructure.
- *Stump Dump Remediation:* Currently working with state to determine extent of issues and amount of work necessary to address concerns.
- *Possible New Community/Recreation Center:* Continuing to look at options. We know that the 55 Barre street facility may not be suitable for long term needs.
- *Fire/EMS Equipment:* Proposed bond of \$2.2 Million for a new Ladder Truck to replace the Tower Truck which was purchased in 1997. With a 2-3 year lead time for these specialized vehicles, the existing Truck will be 30 years old by the time it is replaced. The City does not plan to issue the bond or begin bond payments until the new truck is delivered. The future debt payments have already been built into the long term capital and equipment plan.
- *Flood Recovery:* Projects moving forward with FEMA communication. City share will be needed in a future budget.

Process:

The budget was presented to the City Council on December 11th. The Council held budget workshops on December 18th and January 8th. Public Hearings, deliberations, and final decisions were held on January 15th and 22nd.

Ballot Items:

This year's ballot is structured differently from previous years. City and School items have been separated into their own categories which is more consistent with the independent nature of these two governmental entities.

ARTICLE 1 is to elect city officials.

ARTICLE 2 is for the City budget.

ARTICLES 3 & 4 are for compensation for the Mayor and City Council Members.

ARTICLE 5. is for the 1% Local Options Sales Tax.

ARTICLE 6. is for the annual Downtown Improvement District property tax surcharge.

ARTICLE 7. is for the Fire Truck Bond.

ARTICLE 8. is for \$134,150 to be used by the Montpelier Community Fund to support local non-profit organizations and individual artists

ARTICLE 9. is for \$464,255 to be used by the Kellogg-Hubbard Library (by petition)

ARTICLE 10. is for \$3,750 to be used by the Mosaic Vermont (by petition)

ARTICLE 11. is for \$23,500 to be used by Central Vermont Home Health & Hospice

ARTICLE 12. is for Tax stabilization expansion authority.

ARTICLE 13. Shall the voters of the City of Montpelier advise the Mayor and City Council to adopt the following pledge? (by petition)

WE AFFIRM our commitment to freedom, justice, and equality for the Palestinian people and all people; and

WE OPPOSE all forms of racism, bigotry, discrimination, and oppression; and

WE DECLARE ourselves an apartheid-free community, and to that end,

WE PLEDGE to join others in working to end all support to Israel's apartheid regime, settler colonialism, and military occupation.

Appreciation:

These last few years have been challenging for our City. The July 2023 flood was devastating, coming just as businesses and the community were rebounding from the COVID 19 pandemic. Another near flood in July 2024 certainly called attention to the seriousness of our climate related crises. Montpelier Commission for Recovery and Resilience, formed in 2024 is leading the efforts to implement community priorities for the future.

City employees deliver local government services to Montpelier residents 24 hours per day, seven days per week, 365 days per year and they deserve our collective appreciation and thanks. These dedicated individuals work under difficult, stressful circumstances and sometimes dangerous conditions so that residents may have clean water, effective sewage disposal, safe and clear roads, quick and effective fire and ambulance response, responsive and preventive police work, comprehensive planning and review of local development, wonderful parks/facilities and proper administration of resident's needs. They are highly trained and certified professionals in specialized fields. Montpelier's staff are hard working, dedicated and incredibly capable individuals. I am very proud of all of them.

Montpelier has a fantastic group of Department Heads working for the city's interests. Their collective experience, education, talent and dedication keep our operations consistent with the high expectations of our residents. Our excellent Leadership Team is comprised of Human Resources Director Tanya Chambers, Parks Director Alec Ellsworth, Cemetery Superintendent Patrick Healy, Finance Director Sarah LaCroix, Assessor Marty Lagerstedt, Recreation Director Arne McMullen, Planning & Development Director Michael Miller, Public Works Director Kurt Motyka, Police Chief Eric Nordenson. City Clerk John Odum, and

Community Justice Center Director Carol Plante. We welcomed two new members of the Leadership Team this year; Fire Chief Derek Libby and Senior Center Director Amy Pitton.

Twelve people left city employment in 2024. We thank them for their service to the community and wish them the best of luck in the future. We said goodbye to DPW Truck Drivers Alexander Knudsen, and Danny Doyle; FEAST Manager Eli Putino; CJC Re-Entry Specialist Alfred Mills; CJC Victim Services Specialist Eva Zimet; Firefighter/EMT John Leu; Dispatcher John Sirois; and Police Officers Sabrina Boutin and Michael Goslin. I take particular note of the retirement of long time Planning/Zoning Assistant Audra Brown who helped many people work their way through our permitting process to have successful projects.

Of special note, of course, is the retirement of Fire Chief Bob Gowans after a 44 year career with the city. Bob served as Fire Chief, Health Officer and Emergency Management Coordinator. He had previously served as Town Service Officer. Chief Gowans worked as a Firefighter/EMT, Lieutenant, and Deputy Chief before assuming the Chief role.

As we say goodbye to our former colleagues, we welcome the newest members of our team who bring new ideas, new energy and new approaches. DPW Truck Drivers Jayme Lee and William Monczka; DPW Engineer Charles Stearns, Firefighter/EMT Anthony Brochu; Planning/Zoning Assistant Nicholas Gauthier; Police Officer Carter Pelzel; and Dispatcher Sarah Haugen.

Montpelier has benefitted greatly from having many experienced employees who have spent distinguished careers with the city. I'd like to recognize and thank individuals who have completed many years of service with the City of Montpelier.

Charlotte Hoyt, Treasurer	52 years
Jane Aldrighetti, Assessor/City Manager Office	45 years
Patrick Healy, Cemetery	38 years
Arne McMullen, Recreation Department	32 years
William Fraser, City Manager	29 years
Eric Ladd, Public Works Department	29 years
Geoff Wilson, Public Works Department	28 years
Eric Nordenson, Police Department	27 years
Norma Maurice, Recreation Department	26 years
Michelle Amaral, Parking	25 years
Annette King, Dispatcher	23 years
Crystal Lamell, Finance Department	22 years
Michael Farnham, Water Treatment Plant	20 years
Jacob Larrabee, Fire Department	20 years
Leon Eggleston, Fire Department	20 years
James Quinn, Fire Department	20 years

I thank Mayor Jack McCullough for his leadership during these difficult two years. His steadiness and thoughtfulness brought

stability when it was greatly needed. I thank all the City Council Members for their commitment of time and energy on behalf of the city. Most people have no idea of the amount of time council members devote to what can be a thankless and stressful task. We welcome and thank Council Member Adrienne Gil who was elected in 2024. She has provided new passion and ideas to city government. We thank outgoing Council Member Dona Bate for many years of dedicated service on the City Council,

I also thank the many citizen volunteers on our boards, commissions and committees for the long hours they give for the honorable purpose of serving their fellow residents. They face controversy, tough decisions, pressure and public criticism yet continue to offer their time, energy and expertise. Our democratic form of government relies on citizen participation for success and these individuals deserve the utmost in respect and appreciation for their dedication. I encourage more citizens to run for office, apply for appointments and volunteer for committees.

Kelly Murphy rises to all of our challenges as Assistant City Manager. She was a critical part of the City's flood response and follow up actions. She leads our strategic planning and work plan accountability. Kelly led a Senior Center assessment process and oversaw restructuring and hiring at the Senior Center. She is the lead person on FEMA projects. She manages to juggle a huge workload with a sense of humor and a smile.

Executive Assistant Mary Smith left the City in early 2025 to take a position with the State. She contributed her talents, experience and engaging personality to the City Manager's office. The public enjoyed her friendly demeanor and helpful attitude. We wish her the best. As part of the proposed FY26 budget, this position will not be filled in its present form and its duties distributed among others staff. This will lead to changes in office operations.

It's been an honor to work with Jane Aldrighetti in the City Manager and Assessor's office. Her professionalism, abilities, customer service, trustworthiness and dedication are unmatched.

Unfortunately, our budget reductions mean that Jane, along with Tax Collector Beverlee Hill and Treasurer Charlotte Hoyt will be leaving the City this year. All will be sorely missed by their coworkers and members of the public. The collective contributions of these three could fill a whole annual report book on their own.

Reflection:

It's been the privilege of my life to be both City Manager and a resident of this Montpelier for 30 years. As I think back upon my three decades, I realize how much has changed since 1995. When I started we didn't have e-mail or a website. The city owned two wireless phones which they got during the 1992 flood. No one had even thought about social media.



There were no roundabouts in town. Stone Cutters Way, and its commercial development, didn't exist. No bike paths were in place. The Police department was crammed into City Hall. The Fire Station had a floor being held up by wood pillars. City water came directly from Berlin Pond with a dose of chlorine and nothing else. Our Water Treatment Facility wasn't running until 2000. Our wastewater plant was using antiquated technology.

Our downtown was not winning awards or being named to multiple Best Of lists. Montpelier Alive had not been created. There were no Vermont Mountaineers and no Civic Center hockey rink/soccer field. Our thriving arts scene was at the beginning, led by Lost Nation Theater who was only in their 6th season at City Hall. The City Hall Auditorium was just starting its transformation from an old gym to a fine performance space. Live music wasn't really happening in town. The Valentine Phantom hadn't even arrived yet!

In those 30 years we've had ice jams and floods. Major fires destroying buildings and, sadly, taking lives. A huge rock slide which closed Elm Street and took down an apartment building. Giant snow storms, with as much as 3 feet of snow. Withering rain which caused all sorts of drainage damage. Deadly cold, dangerous heat, near drought conditions, and one narrowly missed severe ice storm.

We saw the first ever female majority on the City Council in 2011. In both 2017 and 2022, five of the seven council seats

were held by women. Women have constituted the majority on the Council for eight of the last nine years. Nearly half of the staff leadership team consists of women.

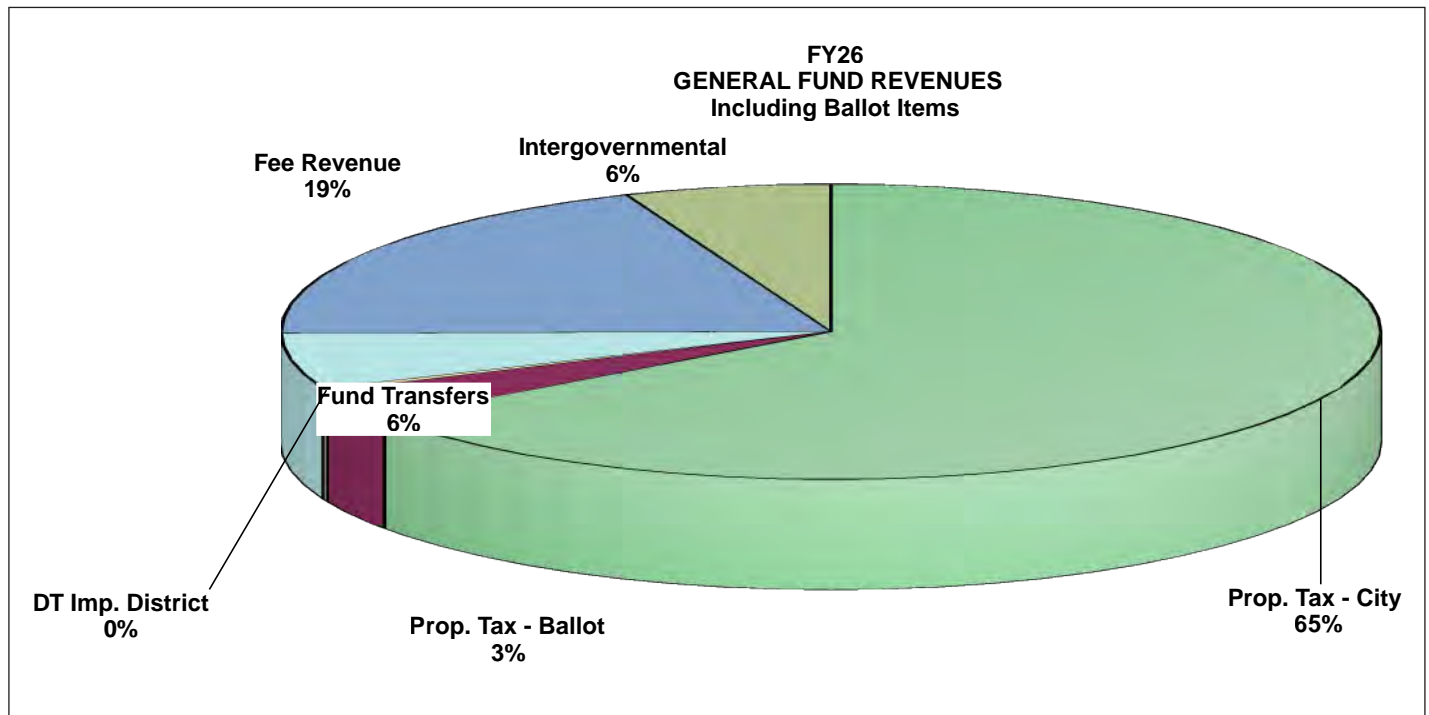
Through it all has been the presence of caring and involved community members always pushing to make our City better and to be on the front end of ideas and initiatives. We've collectively wrestled with tax rates, funding levels, infrastructure improvements, housing needs, development policies and much more. I've had the privilege of working with 52 different City Council Members including 6 Mayors. We've had 32 different City Department Heads leading our various operations and countless dedicated city employees taking care of the needs of residents and businesses alike.

30 years has gone by fast. This is a great community and my children, Olivia, Patrick, Claire and Angus are all grateful for having grown up here. Anne Fraser supports me unconditionally, advises me wisely, handles questions and comments directed to her about the city government with grace and tact, and guides me gently – all while carving out her own professional and personal life in Montpelier. Her strong presence gets me through all of the turbulence connected with my position. I love her and am a better person and City Manager because of her,

Respectfully Submitted,
William J. Fraser, *City Manager*

BUDGET COMPARISON - General Fund Revenue

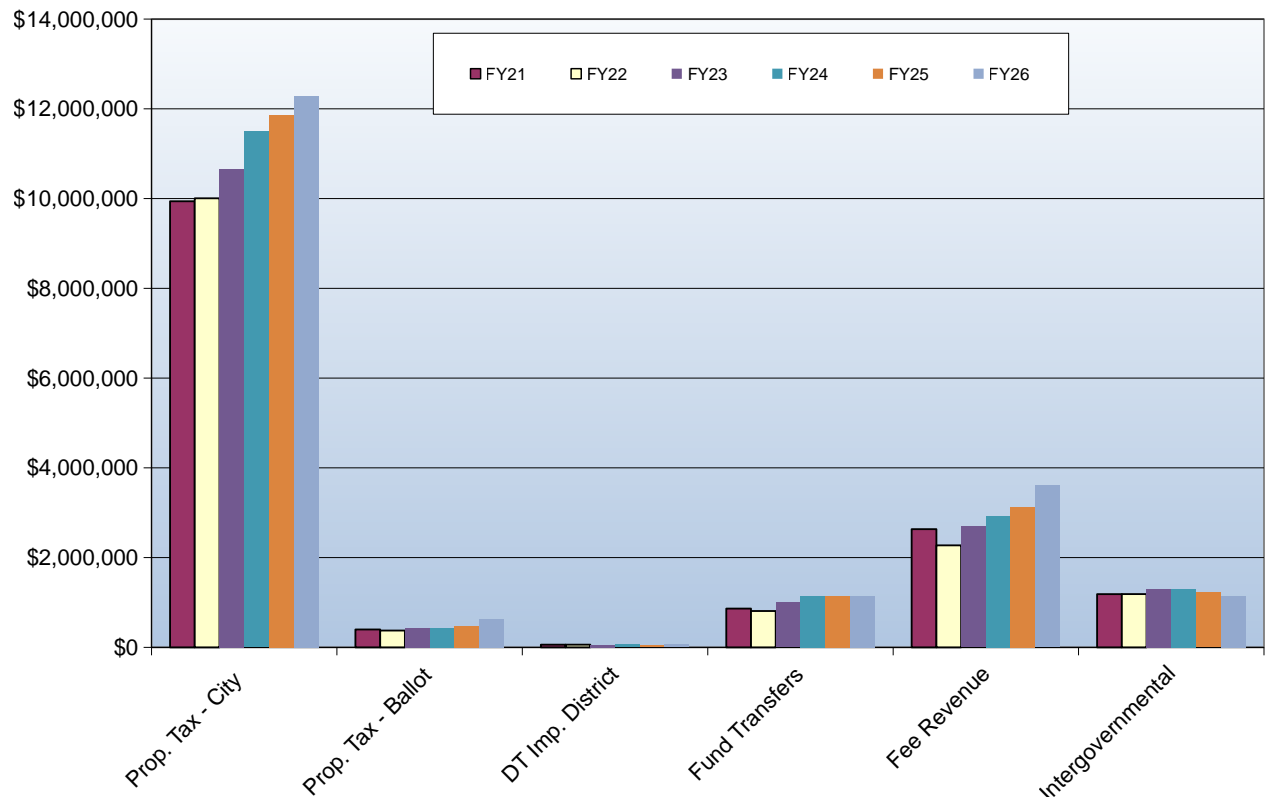
Item	FY21	FY22	FY23	FY24	FY25	FY26	\$ Change	% Change
Property Taxes - City Budget	\$9,939,719	\$10,006,041	\$10,656,060	\$11,495,881	\$11,860,353	\$12,278,226	\$417,873	3.52%
Property Taxes - Ballot Items	\$397,471	\$373,971	\$433,296	\$435,274	\$467,570	\$625,655	\$158,085	33.81%
Property Taxes - Total	\$10,337,190	\$10,380,012	\$11,089,356	\$11,931,155	\$12,327,923	\$12,903,881	\$575,958	4.67%
Other Tax Related Income	\$1,350,305	\$1,014,805	\$1,442,868	\$1,510,357	\$1,481,195	\$1,896,987	\$415,792	28.07%
Permits & Licenses	\$114,000	\$114,000	\$89,000	\$89,000	\$114,000	\$111,500	-\$2,500	-2.19%
Intergovernmental	\$1,184,685	\$1,185,868	\$1,296,446	\$1,307,869	\$1,221,679	\$1,146,271	-\$75,408	-6.17%
Fees & Charges for Service	\$677,235	\$652,035	\$661,285	\$698,428	\$814,729	\$1,100,199	\$285,470	35.04%
Rents & Commissions	\$6,000	\$6,000	\$6,000	\$60,540	\$54,540	\$18,000	-\$36,540	-67.00%
Fines & Forfeitures	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$15,000	\$3,000	25.00%
Equipment Revenues	\$405,400	\$405,400	\$415,400	\$429,705	\$429,705	\$385,705	-\$44,000	-10.24%
Interest Income	\$45,000	\$45,000	\$45,000	\$40,000	\$174,000	\$60,000	-\$114,000	-65.52%
Miscellaneous Revenue	\$23,000	\$23,000	\$23,000	\$94,000	\$39,000	\$22,000	-\$17,000	-43.59%
Fund Balance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Operating Transfers	\$863,475	\$808,475	\$999,066	\$1,148,969	\$1,148,969	\$1,148,969	\$0	0.00%
TOTAL - Non Tax Revenues	\$4,681,100	\$4,266,583	\$4,990,065	\$5,390,869	\$5,489,817	\$5,904,631	\$414,814	7.56%
Downtown Imp. District Tax	\$60,000	\$60,000	\$60,000	\$61,077	\$41,700	\$62,000	\$20,300	48.68%
TOTAL REVENUES	\$15,078,290	\$14,706,595	\$16,139,421	\$17,383,101	\$17,859,440	\$18,870,512	\$1,011,072	5.66%



BUDGET COMPARISON - General Fund Revenue

REVENUE CATEGORIES	FY21	FY22	FY23	FY24	FY25	FY26	\$ Change	% Change
Prop. Tax - City	\$9,939,719	\$10,006,041	\$10,656,060	\$11,495,881	\$11,860,353	\$12,278,226	\$417,873	3.52%
Prop. Tax - Ballot	\$397,471	\$373,971	\$433,296	\$435,274	\$467,570	\$625,655	\$158,085	33.81%
DT Imp. District	\$60,000	\$60,000	\$60,000	\$61,077	\$41,700	\$62,000	\$20,300	48.68%
Fund Transfers	\$863,475	\$808,475	\$999,066	\$1,148,969	\$1,148,969	\$1,148,969	\$0	0.00%
Fee Revenue	\$2,632,940	\$2,272,240	\$2,694,553	\$2,934,031	\$3,119,169	\$3,609,391	\$490,222	15.72%
Intergovernmental	\$1,184,685	\$1,185,868	\$1,296,446	\$1,307,869	\$1,221,679	\$1,146,271	-\$75,408	-6.17%
Total	\$15,078,290	\$14,706,595	\$16,139,421	\$17,383,101	\$17,859,440	\$18,870,512	\$1,011,072	5.66%
Grand List	\$874,828,158	\$879,938,398	\$881,162,159	\$1,333,868,900	\$1,313,420,900	\$1,312,211,680	-\$1,209,220	-0.09%
	0.53%	0.58%	0.14%	51.38%	-1.53%	-0.09%		
Total Property Tax Dollars	\$10,397,190	\$10,440,012	\$11,149,356	\$11,992,232	\$12,369,623	\$12,965,881	\$596,258	4.82%
Property Tax Rate	\$1.1816	\$1.1796	\$1.2585	\$0.8945	\$0.9386	\$0.9834	\$0.0448	4.77%
Avg Municipal Tax Bill	\$2,694.11	\$2,689.56	\$2,869.36	\$3,309.57	\$3,472.86	\$3,638.46	\$166	4.77%

General Fund Revenue Comparison

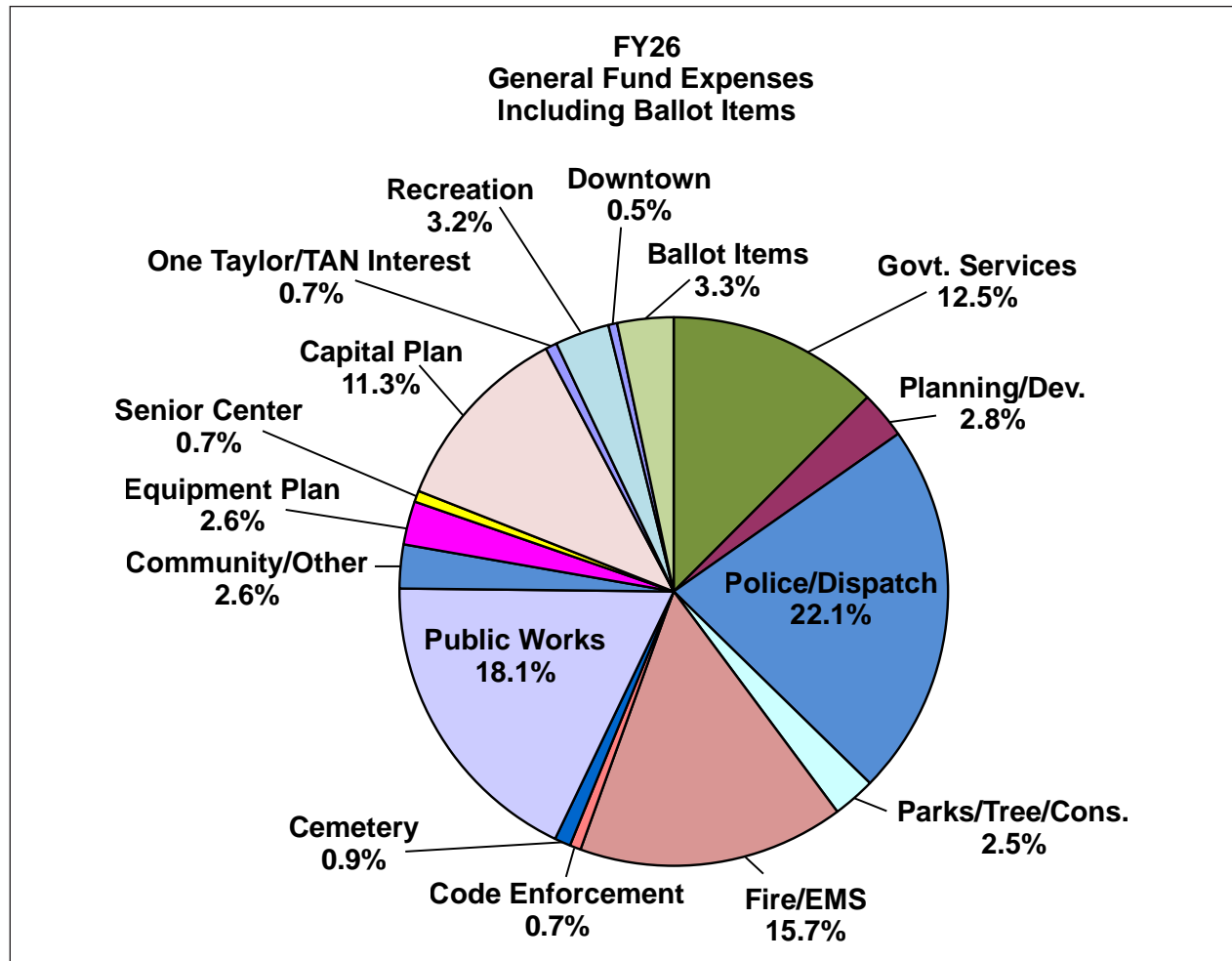


BUDGET COMPARISON - General Fund Expenditures

Item	FY21	FY22	FY23	FY24	FY25	FY26	\$ Change	% Change
City Council Operations	\$44,548	\$45,826	\$28,826	\$27,268	\$30,185	\$32,343	\$2,158	7.15%
City Manager's Office	\$459,717	\$500,885	\$497,528	\$661,980	\$693,403	\$643,739	-\$49,664	-7.16%
Clerk/Elections	\$172,093	\$182,057	\$179,957	\$196,294	\$197,025	\$215,113	\$18,088	9.18%
Finance/Treasurer	\$527,005	\$601,131	\$724,472	\$791,799	\$777,435	\$879,252	\$101,817	13.10%
Technology Services	\$274,878	\$288,955	\$364,983	\$396,265	\$409,265	\$440,000	\$30,735	7.51%
Property Assessment	\$190,600	\$195,959	\$171,544	\$196,296	\$203,154	\$144,783	-\$58,371	-28.73%
Planning & Development	\$427,255	\$422,938	\$461,612	\$492,103	\$491,575	\$524,244	\$32,669	6.65%
City Hall Maintenance	\$278,348	\$253,688	\$236,559	\$347,779	\$361,052	\$415,644	\$54,592	15.12%
Police - Operations	\$2,105,278	\$2,256,752	\$2,533,952	\$2,703,489	\$2,697,117	\$3,003,846	\$306,729	11.37%
Police - Communications	\$772,381	\$931,119	\$864,079	\$938,063	\$1,045,984	\$1,158,047	\$112,063	10.71%
Police- School Resource Off.	\$120,874	\$123,077	\$3,068	\$0	\$0	\$0	\$0	0.00%
Community Justice Center	\$331,657	\$285,599	\$330,777	\$344,612	\$366,991	\$284,210	-\$82,781	-22.56%
Transit Center	\$17,174	\$17,147	\$18,395	\$49,411	\$46,631	\$47,194	\$563	1.21%
Fire & Emergency Services	\$2,145,547	\$2,260,715	\$2,432,294	\$2,528,033	\$2,651,795	\$2,920,247	\$268,452	10.12%
Code/Health Enforcement	\$97,421	\$101,236	\$108,758	\$108,890	\$112,317	\$123,390	\$11,073	9.86%
Emergency Management	\$10,000	\$15,000	\$10,000	\$9,000	\$9,000	\$9,000	\$0	0.00%
DPW - Streets	\$1,624,734	\$1,593,655	\$1,761,370	\$1,897,163	\$1,995,656	\$2,179,116	\$183,460	9.19%
DPW - Fleet Operations	\$589,829	\$576,367	\$613,916	\$751,891	\$845,414	\$750,050	-\$95,364	-11.28%
DPW - Building Operations	\$63,800	\$63,800	\$63,800	\$67,237	\$65,200	\$62,500	-\$2,700	-4.14%
Wrightsville Beach	\$12,200	\$12,200	\$12,200	\$20,200	\$20,200	\$20,200	\$0	0.00%
Community Fund	\$131,050	\$131,050	\$131,050	\$134,150	\$134,150	\$0	-\$134,150	-100.00%
Community Enhancements	\$121,600	\$111,100	\$266,600	\$185,100	\$59,600	\$56,000	-\$3,600	-6.04%
Tree Management & Board	\$119,252	\$98,131	\$122,484	\$110,547	\$122,255	\$133,769	\$11,514	9.42%
Conservation Commission	\$3,500	\$3,500	\$3,500	\$3,500	\$0	\$0	\$0	0.00%
Capital Plan Debt Service	\$630,585	\$590,183	\$716,117	\$1,148,195	\$1,104,389	\$1,057,118	-\$47,271	-4.28%
Capital Plan Annual Funding	\$1,254,415	\$866,427	\$1,057,500	\$641,805	\$880,611	\$1,078,767	\$198,156	22.50%
Other Governmental Services	\$279,235	\$179,235	\$231,491	\$282,118	\$142,118	\$145,938	\$3,820	2.69%
Equipment Plan	\$515,000	\$469,049	\$359,548	\$363,500	\$415,000	\$484,116	\$69,116	16.65%
Sprinkler/Veterans	\$86,500	\$86,500	\$86,500	\$86,500	\$92,500	\$32,000	-\$60,500	-65.41%
Cemetery	\$151,783	\$131,783	\$131,783	\$131,364	\$131,363	\$177,738	\$46,375	35.30%
Parks	\$250,237	\$200,237	\$308,139	\$342,788	\$300,778	\$320,494	\$19,716	6.56%
TAN Interest Expense	\$0	\$0	\$0	\$0	\$134,000	\$80,000	-\$54,000	-40.30%
Housing Trust Fund	\$110,000	\$50,000	\$110,000	\$110,000	\$0	\$0	\$0	0.00%
Recreation	\$567,573	\$492,573	\$543,573	\$630,736	\$595,352	\$603,684	\$8,332	1.40%
Senior Center	\$134,750	\$134,750	\$159,750	\$188,674	\$199,278	\$124,303	-\$74,975	-37.62%
Sub TOTAL CITY BUDGET	\$14,620,819	\$14,272,624	\$15,646,125	\$16,886,750	\$17,330,793	\$18,146,845	\$816,052	4.71%
<i>Library Ballot Item</i>	\$350,471	\$350,471	\$395,696	\$411,774	\$444,070	\$464,255	\$20,185	4.5%
<i>Other Ballot Items</i>	\$47,000	\$23,500	\$37,600	\$23,500	\$23,500	\$161,400	\$137,900	586.8%
Sub TOTAL BALLOT ITEMS	\$397,471	\$373,971	\$433,296	\$435,274	\$467,570	\$625,655	\$158,085	33.8%
<i>Downtown Improvement</i>	<i>\$59,890</i>	<i>\$60,000</i>	<i>\$60,000</i>	<i>\$61,077</i>	<i>\$61,077</i>	<i>\$98,012</i>	<i>\$36,935</i>	<i>60.5%</i>
TOTAL GENERAL FUND	\$15,078,180	\$14,706,595	\$16,139,421	\$17,383,101	\$17,859,440	\$18,870,512	\$1,011,072	5.66%

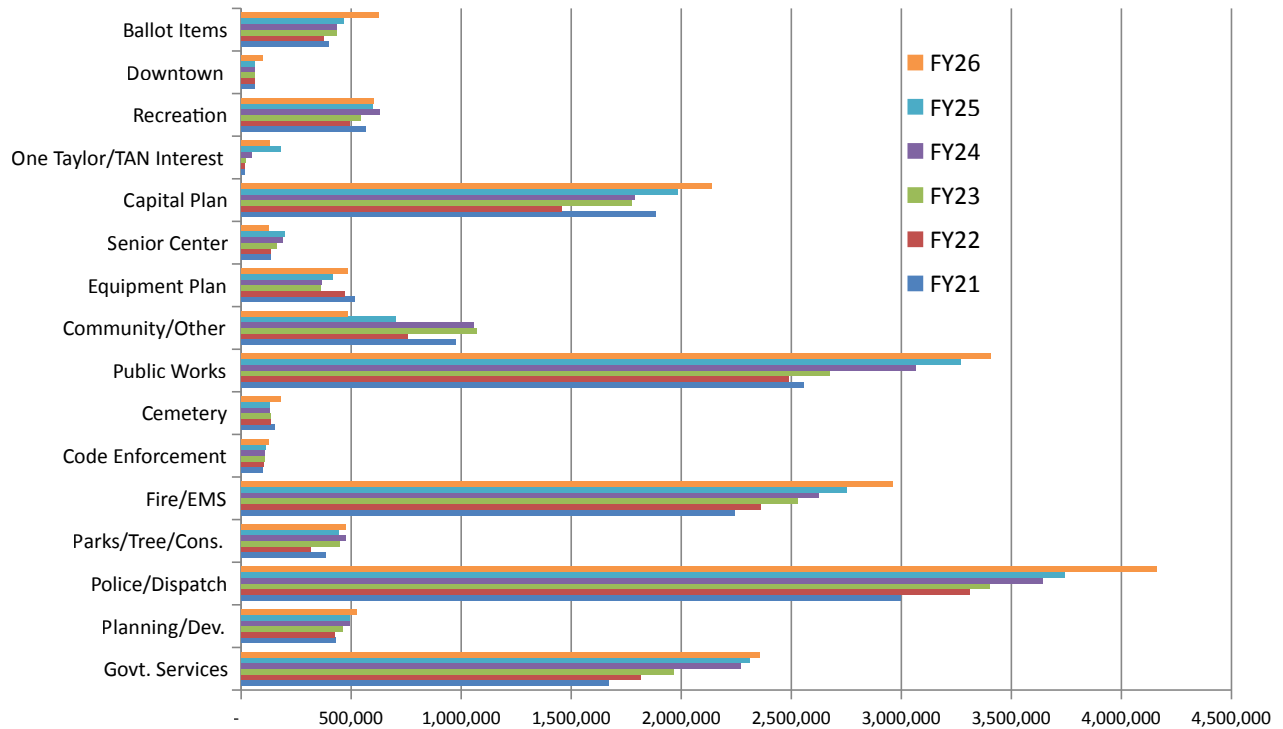
BUDGET COMPARISON - Expense Categories

EXPENSE CATEGORIES	FY21	FY22	FY23	FY24	FY25	FY26	\$ Change	% Change
Govt. Services	1,668,841	1,814,813	1,967,310	2,269,902	2,310,467	2,355,230	44,763	1.9%
Planning/Dev.	427,255	422,938	461,612	492,103	491,575	524,244	32,669	6.6%
Police/Dispatch	2,998,533	3,310,948	3,401,099	3,641,552	3,743,101	4,161,893	418,792	11.2%
Parks/Tree/Cons.	385,189	314,068	446,323	477,035	443,233	474,463	31,230	7.0%
Fire/EMS	2,242,047	2,362,215	2,528,794	2,623,533	2,753,295	2,961,247	207,952	7.6%
Code Enforcement	97,421	101,236	108,758	108,890	112,317	123,390	11,073	9.9%
Cemetery	151,783	131,783	131,783	131,364	131,363	177,738	46,375	35.3%
Public Works	2,556,711	2,487,510	2,675,645	3,064,070	3,267,322	3,407,310	139,988	4.3%
Community/Other	973,542	756,984	1,069,918	1,055,980	702,859	486,148	(216,711)	-30.8%
Equipment Plan	515,000	469,049	359,548	363,500	415,000	484,116	69,116	16.7%
Senior Center	134,750	134,750	159,750	188,674	199,278	124,303	(74,975)	-37.6%
Capital Plan	1,885,000	1,456,610	1,773,617	1,790,000	1,985,000	2,135,885	150,885	7.6%
One Taylor/TAN Interest	17,174	17,147	18,395	49,411	180,631	127,194	(53,437)	-29.6%
Recreation	567,573	492,573	543,573	630,736	595,352	603,684	8,332	1.4%
Downtown	59,890	60,000	60,000	61,077	61,077	98,012	36,935	60.5%
Ballot Items	397,471	373,971	433,296	435,274	467,570	625,655	158,085	33.8%
Totals	15,078,180	14,706,595	16,139,421	17,383,101	17,859,440	18,870,512	1,011,072	5.7%

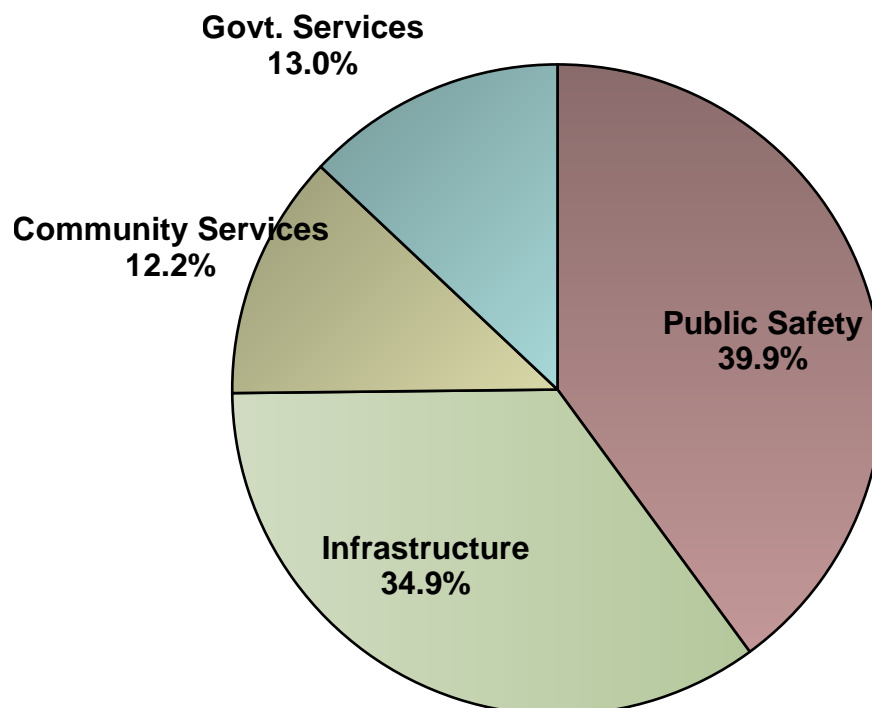


BUDGET COMPARISON - Expense Categories

General Fund Comparison by Department FY21, 22, 23, 24, 25, 26



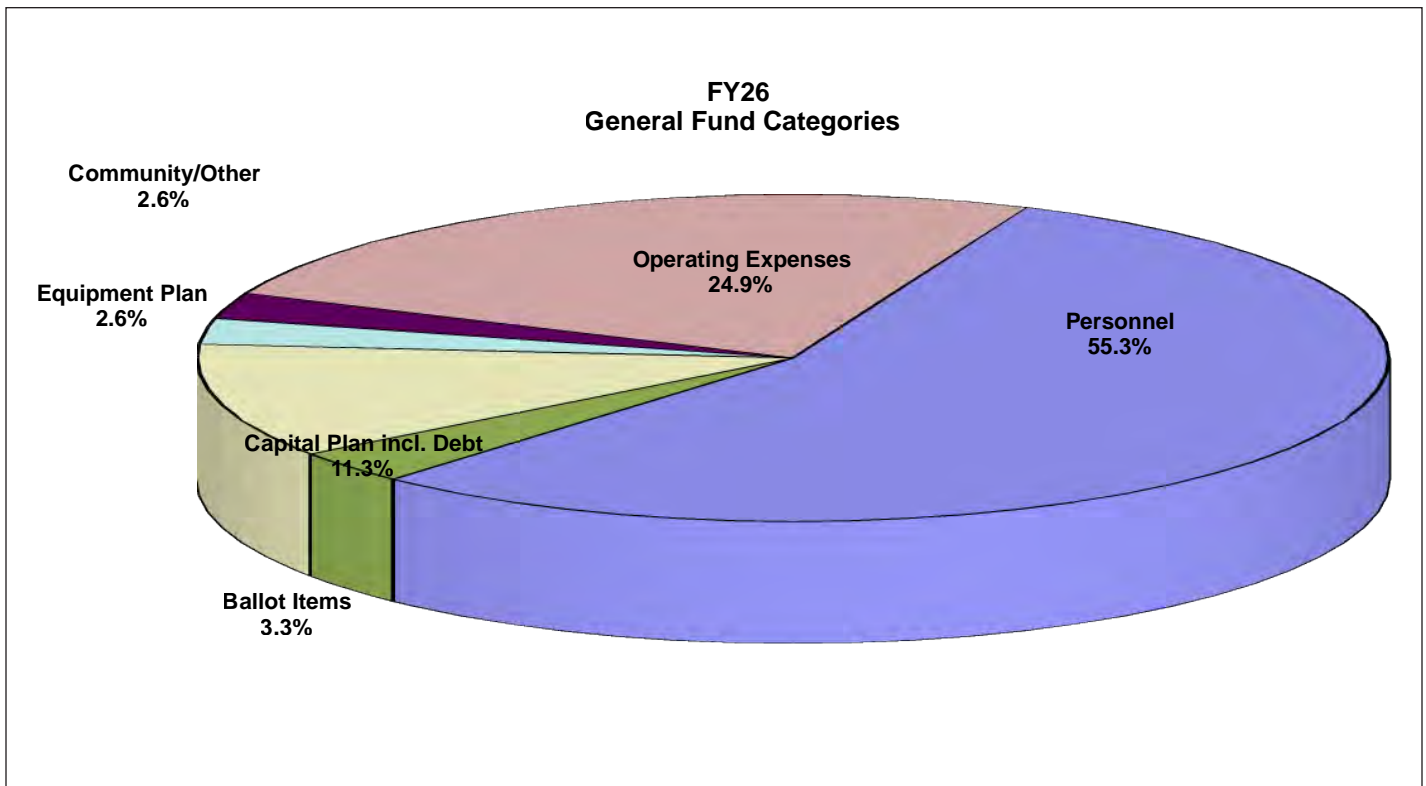
General Fund Expenses by Broad Category FY26



BUDGET COMPARISON - Expense Categories

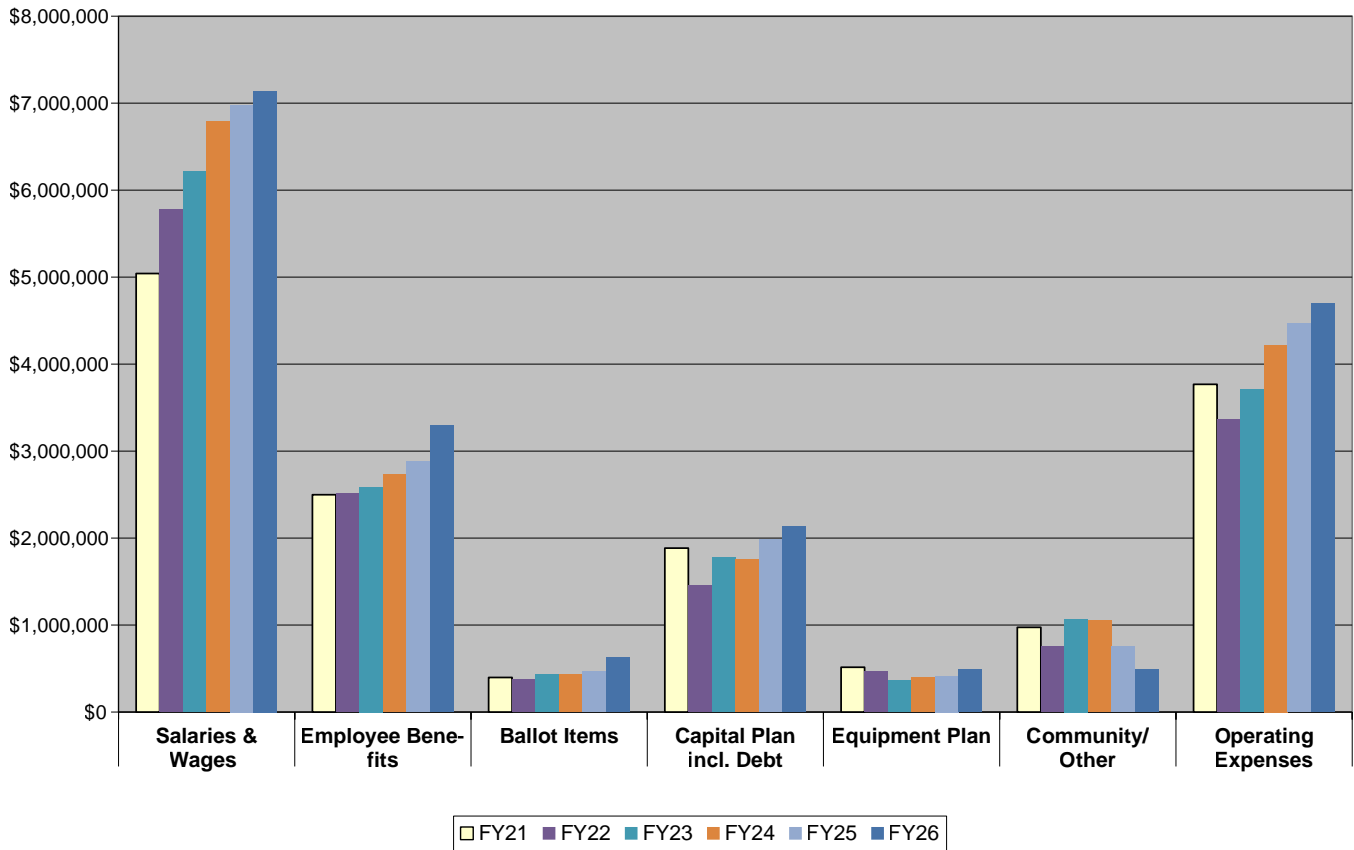
GENERAL FUND - Allocation by Category

Category	FY21	FY22	FY23	FY24	FY25	F26	\$ Change	% Change
<i>Salaries & Wages incl. OT</i>	\$5,041,300	\$5,773,653	\$6,211,534	\$6,790,224	\$6,977,799	\$7,139,975	\$162,176	2.3%
<i>Employee Benefits incl. FICA</i>	\$2,498,095	\$2,516,572	\$2,586,598	\$2,729,038	\$2,885,465	\$3,298,590	\$413,125	14.3%
Personnel	\$7,539,395	\$8,290,225	\$8,798,133	\$9,519,262	\$9,863,264	\$10,438,565	\$575,301	5.8%
Ballot Items	\$397,471	\$373,971	\$433,296	\$435,274	\$467,570	\$625,655	\$158,085	33.8%
Capital Plan incl. Debt	\$1,885,000	\$1,456,610	\$1,773,617	\$1,790,000	\$1,985,000	\$2,135,844	\$150,844	7.6%
Equipment Plan	\$515,000	\$469,049	\$359,548	\$363,500	\$415,000	\$484,116	\$69,116	16.7%
Community/Other	\$973,542	\$756,984	\$1,069,918	\$1,055,980	\$702,859	\$486,148	-\$216,711	-30.8%
Operating Expenses	\$3,767,773	\$3,359,756	\$3,704,909	\$4,219,085	\$4,425,747	\$4,700,184	\$274,437	6.2%
General Fund Budget	\$15,078,180	\$14,706,595	\$16,139,421	\$17,383,101	\$17,859,440	\$18,870,512	\$1,011,072	5.7%

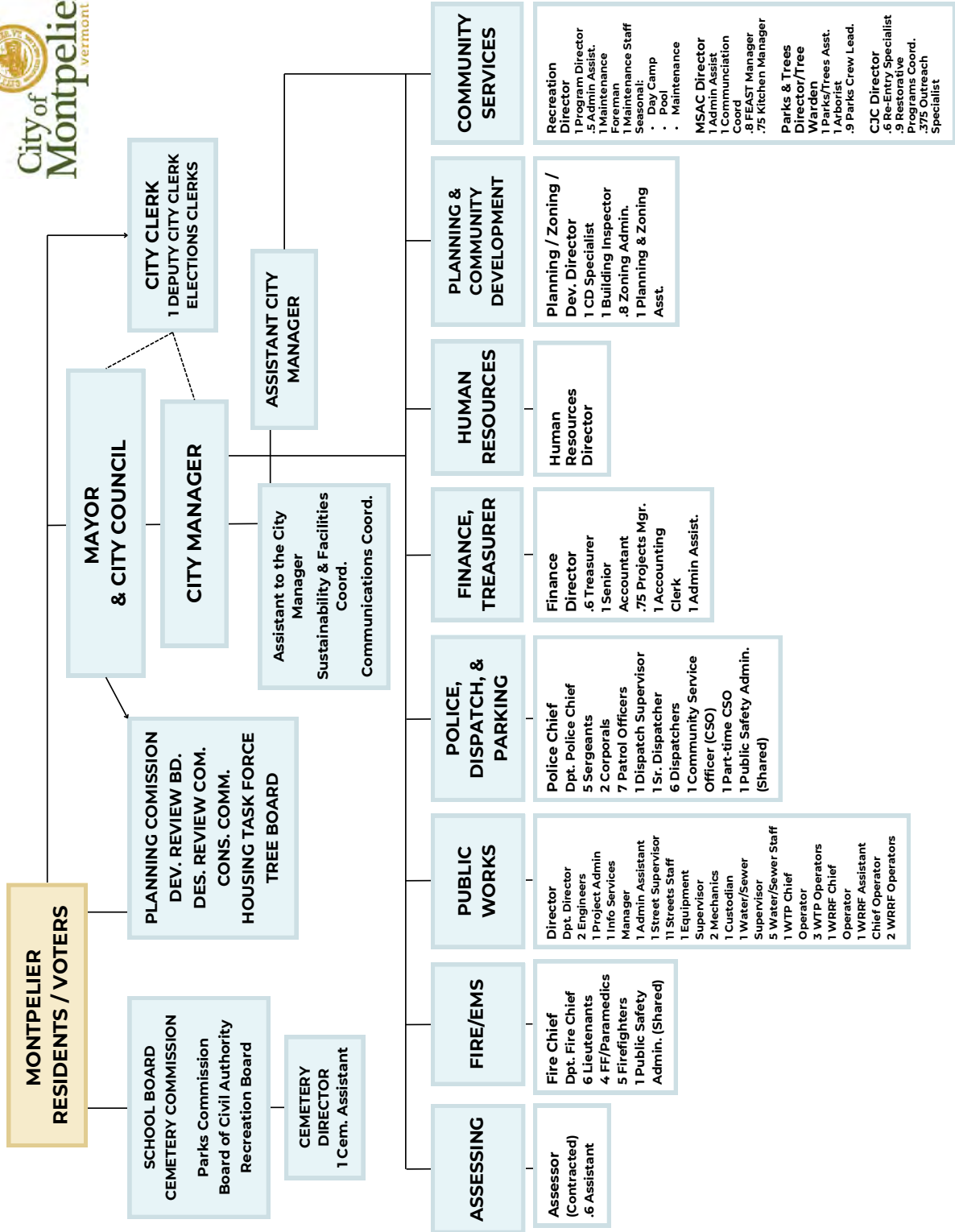


BUDGET COMPARISON - Expense Categories

Comparison of Budget Categories
FY21, 22, 23, 24, 25, 26



CITY ORG CHART

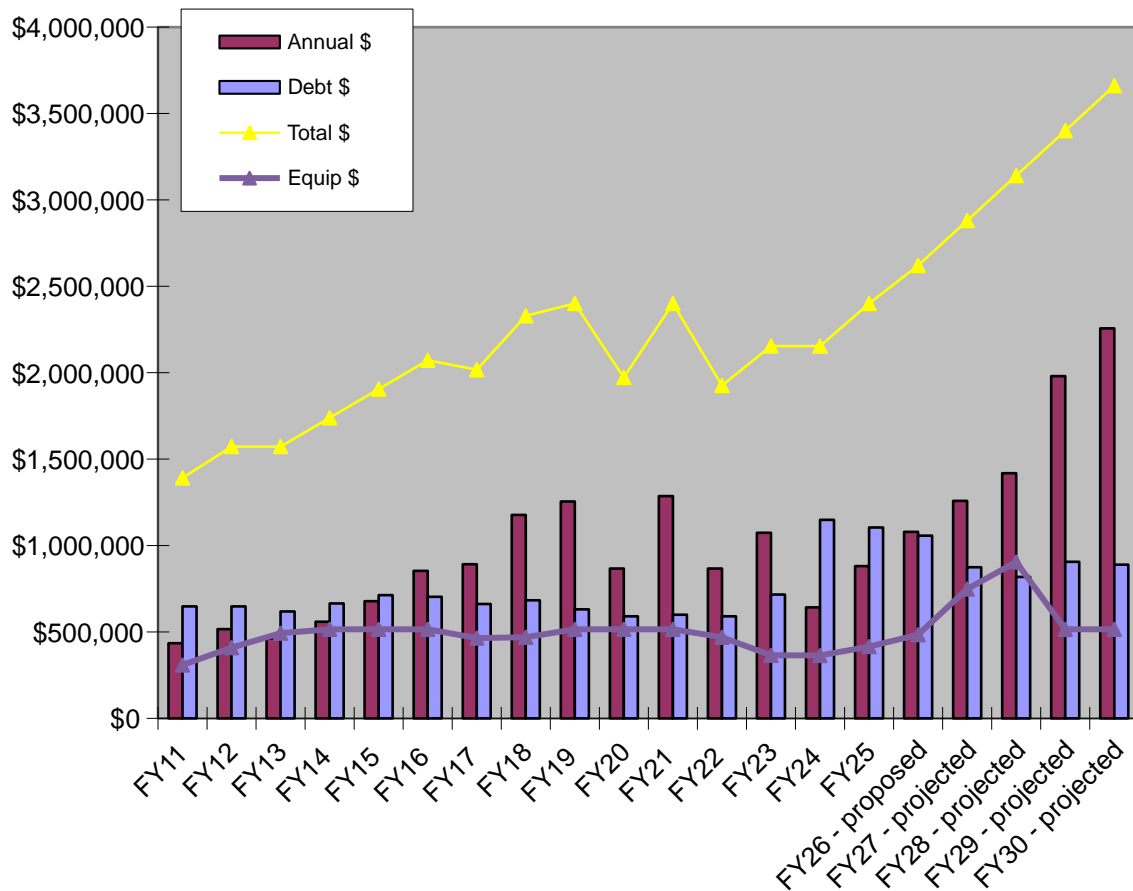


EMPLOYEES BY DEPARTMENT, FUNCTION AND FUND

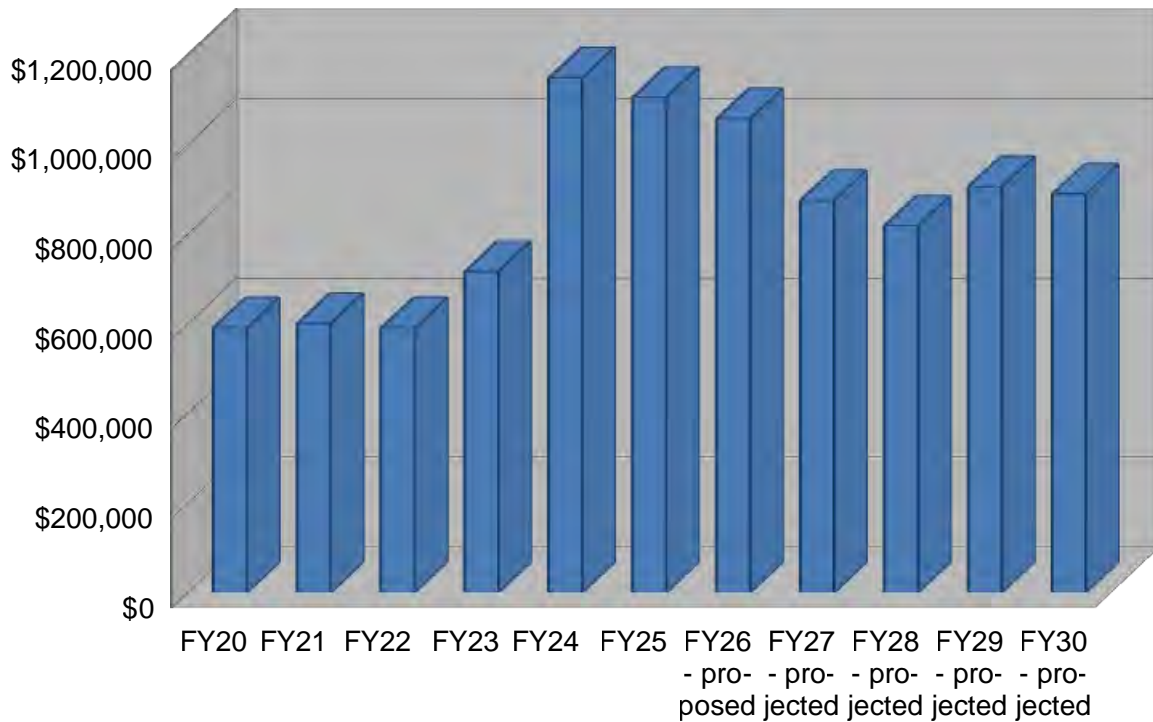
Employees by Function	FY22	FY23	Change	FY24	Change	FY25	Change	FY26	Change
Highway Maint	10.94	12.37	1.43	12.88	0.51	11.55	(1.33)	12.67	1.12
W/S Maint	6.15	6.15	-	7.50	1.35	8.16	0.66	6.69	(1.47)
Water Plant	3.30	3.80	0.50	4.06	0.26	4.21	0.15	4.01	(0.20)
Sewer Plant	4.00	4.50	0.50	5.30	0.80	4.40	(0.90)	4.40	-
Equip Maint	4.00	4.00	-	3.51	(0.49)	3.51	-	2.49	(1.02)
DPW Op.	5.15	5.15	-	3.95	(1.20)	4.14	0.19	5.26	1.12
Stormwater	2.04	2.04	-	1.86	(0.18)	1.76	(0.10)	1.56	(0.20)
District Heat	0.50	0.50	-	0.47	(0.03)	0.47	-	0.29	(0.18)
Bldg Maint	1.50	1.50	-	1.97	0.47	1.97	-	2.00	0.03
Police	15.75	17.75	2.00	16.75	(1.00)	15.75	(1.00)	15.25	(0.50)
SRO	1.00	-	(1.00)	-	-	-	-	-	-
Dispatch	8.00	8.00	-	8.00	-	8.00	-	8.00	-
Parking	2.00	2.00	-	3.43	1.43	2.82	(0.61)	2.52	(0.30)
Fire/EMS	17.25	17.25	-	17.25	-	17.25	-	17.75	0.50
Bldg Insp.	1.25	1.00	(0.25)	1.00	-	1.00	-	1.00	-
City Clerk	2.00	2.00	-	1.60	(0.40)	1.60	-	1.60	-
Finance/Treas.	5.20	6.20	1.00	5.74	(0.46)	5.16	(0.58)	5.76	0.60
IT	1.00	-	(1.00)	-	-	-	-	-	-
Planning/Zoning	2.30	3.80	1.50	2.80	(1.00)	2.80	-	2.80	-
Comm. Dev	1.25	1.25	-	1.00	(0.25)	1.00	-	1.00	-
City Manager	3.00	3.00	-	4.00	1.00	4.00	-	3.00	(1.00)
Senior Center	3.00	4.50	1.50	5.45	0.95	4.70	(0.75)	3.45	(1.25)
Cemetery	1.67	1.50	(0.17)	1.25	(0.25)	1.60	0.35	1.60	-
CJC	3.40	2.87	(0.53)	3.02	0.15	3.02	-	2.30	(0.72)
Parks/Trees	4.00	3.90	(0.10)	3.95	0.05	3.93	(0.02)	3.49	(0.44)
Recreation	3.00	5.00	2.00	5.05	0.05	3.75	(1.30)	4.07	0.32
Assessing	1.00	1.18	0.18	0.58	(0.60)	0.58	(0.01)	-	(0.58)
Total	113.65	121.21	7.56	122.37	1.16	117.13	-5.25	112.96	-4.17
Employees by Department	FY22	FY23	Change	FY24	Change	FY25	Change	FY26	Change
Public Works	37.58	40.01	2.43	39.34	(0.67)	38.00	(1.34)	37.00	(1.00)
Police Dept	26.75	27.75	1.00	27.75	-	25.75	(2.00)	25.75	-
Fire/EMS	17.25	17.25	-	17.25	-	17.25	-	17.75	0.50
Planning & Dev.	4.80	6.05	1.25	4.80	(1.25)	4.80	-	4.80	-
City Clerk	2.00	2.00	-	2.00	-	2.00	-	2.00	-
Finance/Treas/IT	6.20	6.20	-	6.93	0.73	6.75	(0.18)	6.75	-
City Manager	3.00	3.00	-	5.00	2.00	5.00	-	4.00	(1.00)
Senior Center	3.00	4.50	1.50	5.55	1.05	4.50	(1.05)	3.50	(1.00)
Cemetery	1.67	1.50	(0.17)	1.25	(0.25)	1.60	0.35	1.60	-
Justice Center	3.40	2.87	(0.53)	3.02	0.15	3.02	-	2.30	(0.72)
Parks/Trees	4.00	3.90	(0.10)	3.90	-	3.88	(0.02)	3.44	(0.44)
Recreation	3.00	5.00	2.00	5.00	-	4.00	(1.00)	4.07	0.07
Assessor	1.00	1.18	0.18	0.58	(0.60)	0.58	(0.01)	-	(0.58)
Total	113.65	121.21	7.56	122.37	1.16	117.13	(5.25)	112.96	(4.17)
Employees by Fund	FY22	FY23	Change	FY24	Change	FY25	Change	FY26	Change
General	78.84	82.17	(4.00)	81.30	(0.87)	78.39	(2.91)	76.82	(1.57)
Water	9.45	9.95	0.50	11.20	1.25	12.20	1.00	10.53	(1.67)
Wastewater	11.19	11.69	-	11.47	(0.22)	10.47	(1.00)	11.38	0.91
District Heat	0.50	0.50	-	0.47	(0.03)	0.47	-	0.29	(0.18)
Cemetery	1.67	1.50	(0.17)	1.25	(0.25)	1.60	0.35	1.60	-
Parking	2.00	2.00	-	3.43	1.43	2.82	(0.61)	2.52	(0.30)
Senior Center	3.00	4.50	-	5.45	0.95	4.70	(0.75)	3.45	(1.25)
Parks	4.00	3.90	(0.10)	2.75	(1.15)	2.73	(0.03)	2.29	(0.44)
Recreation	3.00	5.00	2.00	5.05	0.05	3.75	(1.30)	4.07	0.32
Total	113.65	121.21	7.56	122.37	1.16	117.13	(5.25)	112.96	(4.17)

20 YEAR SUMMARY of ANNUAL and DEBT FUNDING for CAPITAL PROJECTS & EQUIPMENT

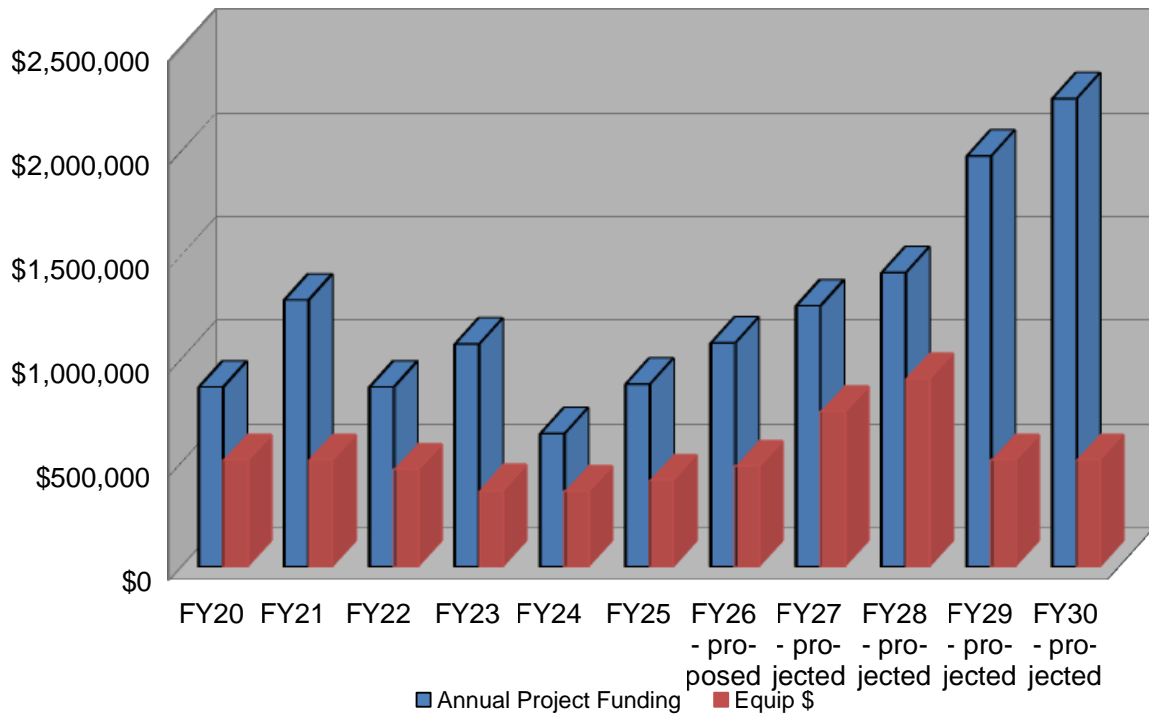
Fiscal Year	General Fund			Total \$	\$ Change	% Change
	Annual \$	Debt \$	Equip \$			
FY11	\$434,509	\$647,691	\$308,275	\$1,390,475	\$69,428	5.3%
FY12	\$515,849	\$647,651	\$408,904	\$1,572,404	\$181,929	13.1%
FY13	\$461,693	\$618,061	\$492,650	\$1,572,404	\$0	0.0%
FY14	\$558,974	\$664,730	\$515,000	\$1,738,704	\$166,300	10.6%
FY15	\$677,570	\$712,434	\$515,000	\$1,905,004	\$166,300	9.6%
FY16	\$853,109	\$703,195	\$515,000	\$2,071,304	\$166,300	8.7%
FY17	\$891,317	\$661,280	\$464,399	\$2,016,996	-\$54,308	-2.6%
FY18	\$1,176,945	\$683,055	\$469,049	\$2,329,049	\$312,053	15.5%
FY19	\$1,254,415	\$630,585	\$515,000	\$2,400,000	\$70,951	3.0%
FY20	\$866,427	\$590,183	\$515,000	\$1,971,610	-\$428,390	-17.8%
FY21	\$1,285,609	\$599,391	\$515,000	\$2,400,000	\$428,390	21.7%
FY22	\$866,427	\$590,183	\$469,049	\$1,925,659	-\$474,341	-19.8%
FY23	\$1,073,500	\$716,117	\$364,548	\$2,154,165	\$228,506	11.9%
FY24	\$641,805	\$1,148,195	\$363,500	\$2,153,500	-\$665	0.0%
FY25	\$880,611	\$1,104,389	\$415,000	\$2,400,000	\$246,500	11.4%
FY26 - proposed	\$1,078,767	\$1,057,117	\$484,116	\$2,620,000	\$220,000	9.2%
FY27 - projected	\$1,257,927	\$873,994	\$748,079	\$2,880,000	\$260,000	9.9%
FY28 - projected	\$1,417,927	\$817,837	\$904,236	\$3,140,000	\$260,000	9.0%
FY29 - projected	\$1,979,637	\$905,363	\$515,000	\$3,400,000	\$260,000	8.3%
FY30 - projected	\$2,256,148	\$888,852	\$515,000	\$3,660,000	\$260,000	7.6%



Scheduled Debt Payments FY20-FY30

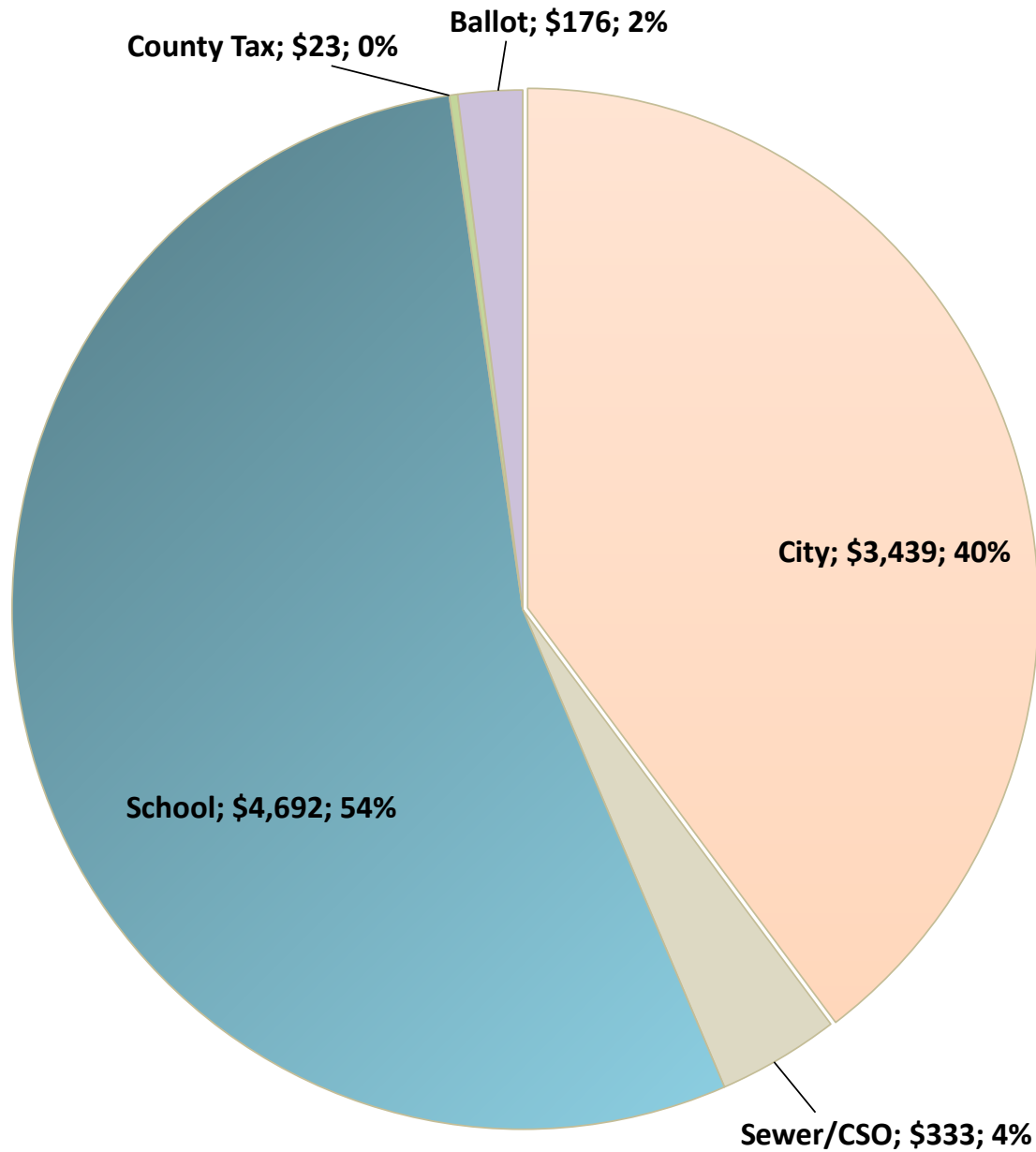


Annual Project and Equipment Funding FY20-FY30

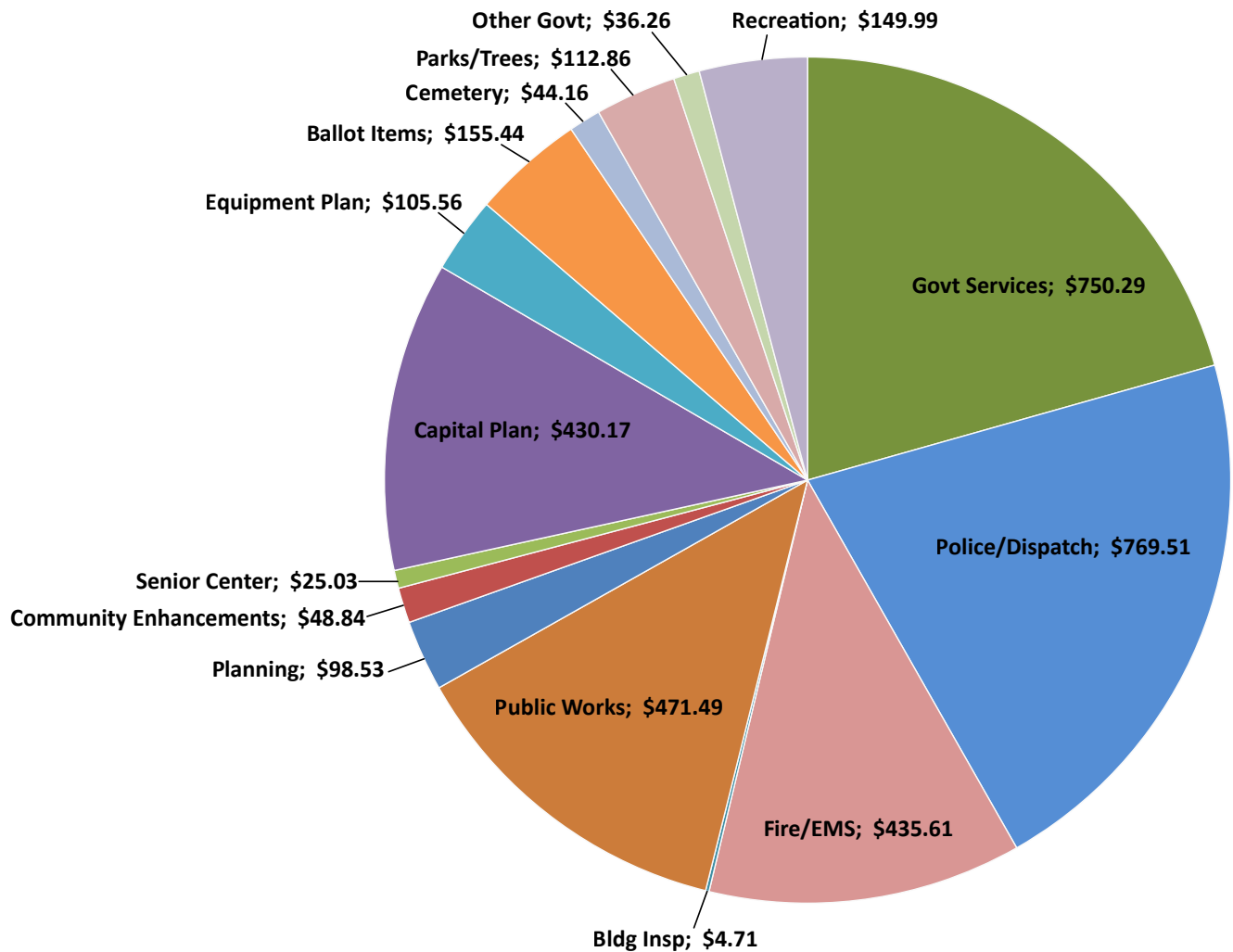


[illegible]

FY26 Avg. Residential Tax Distribution Avg. Bill = \$8,593



Municipal Tax Dollars: FY26 Budget
Avg. Residence \$370,000 = Tax Bill \$3,638



School St.



School St.



Cummings St.



New Storm Drain





City Department Reports

PUBLIC SAFETY PROTECTION

Montpelier Police Department

From the Chief

The Montpelier Police Department is pleased to present our 2024 department overview and 2024 data reports. The Department wishes to thank the residents, workers, and visitors of our City for their continued support of their police department during these challenging times. Rebounding from the major flood of 2023, department staffing challenges and the current homeless crisis have certainly tested our small town. Together, we can work to make our city a better place for all.

Police Staffing Challenges

The FY2026 Budget authorizes the return of the 17th police officer position for our department. This position offers some much-needed relief for staff who for the last year have been working with 11-12 police officers available for duty. While the challenge of finding a viable candidate will be great, the hope is to rebuild the staff to its full capacity.

Our focus has been and always will be on hiring quality people, providing a good working environment, focusing on training and career development, and, most importantly, staff wellness.

FY 2026 Police Staffing

Chief of Police	1
Deputy Chief of Police	1
Detective Sergeant	1
Patrol Sergeant	4
Corporal	2
Patrol Detective	1
Patrol Officers	3
Officer in Training	1
Officer Our with injury	1
Vacancy	2

Newest Members of Montpelier PD:

- Dispatcher Sarah Haugen
- Officer Carter Pelzel

Police Review Committee Status Updates

At the request of former Chief Brian Peete, the City of Montpelier assembled a group of residents and community leaders in 2020 to examine the Montpelier Police Department and provide findings to help us maintain and improve upon our positive departmental culture.

In late 2021 the Police Review Committee (PRC) published these findings, which are located here:

https://www.montpelier-vt.org/DocumentCenter/View/7860/Montpelier-Police-Review-Committee-Report_PDF-Version_Final

Based on their report, community feedback, and best practices, the department began work to improve and prepare a long-term

strategic plan. Most of this work began in 2022 and progress is ongoing, but below are some of our key success measures for 2024.

Transparency & Accountability. One recommendation was a request for an increase in data transparency. Each week, the department releases our media logs which show every incident the police department responds to, available at this link:

<https://www.montpelier-vt.org/Archive.aspx?AMID=39>



The Montpelier Police Department website (<https://www.montpelier-vt.org/220/Police-Department>) features more important data information including the following:

- Searchable raw data on arrests, incidents, and traffic stops, incidents involving the unhoused community
- Monthly traffic stop data
- Monthly arrest reports
- Police forms
- Officer contact information
- Quarterly reports including use of force and internal affairs
- Case disposition memos from the State's Attorney Office
- Barre City and Montpelier PD shared clinician data with outcomes of interactions

We have also enlisted the help of Power DMS software which provides an online dashboard on the City's webpage for all the Montpelier Police Department's policies. Residents, visitors, and any other interested parties can now look at our policies in real-time in an easily accessible manner. This platform also allows for improved staff access, enhanced policy training, and better documentation along with public transparency. Our policies are linked here:

<https://www.montpelier-vt.org/1021/Policing-Policies>

Anti-Bias Training. Fair and Impartial Policing will always be a priority of the Montpelier Police Department. To that end, we were a pilot test site for nationwide managing bias training that will potentially set a nationwide standard. Officers and select

dispatchers took part in the inaugural training held in October of 2022. In 2023, all Montpelier Police Department officers participated in the state fair and impartial police training and in 2024 the Department once again hosted a Department of Justice/Center for Justice Research and Innovation sponsored training for our staff and other law enforcement officers throughout the country. We have continued our relationship with Language Line for translation services for those citizens we encounter who do not have English as their primary language.

In 2025 we will be hosting the FBI Culture and Diversity Institute Training to further our training.

Crisis Intervention Training. Our crisis intervention training has continued, and we will be hosting our fourth class in Washington County. This class has brought police, fire, EMS, mental health service providers and Good Samaritan outreach staff together for a team approach to solve problems in our community.

<https://www.montpelier-vt.org/DocumentCenter/View/7496/Crisis-Intervention-Team-CIT-Program-Virtual-Town-Hall-Presentations->



In October of 2024, the Chief was able to co-present (with Team Two Founder Kristin Chandler) on our area's crisis response model. We presented a workshop entitled "Creating a Team Response to Crisis Calls in a small Jurisdiction at the International Chiefs of Police Conference in Boston, Ma.



Grants, Trainings, And Opportunities

MPD has secured several grants which led to the Montpelier Police Department receiving grant funding to host a two-week tactical training in April of 2024. This training will greatly enhance MPD and area police department's emergency response capabilities.

The Department received a data consulting grant from the Justice Center, The Council of State Governments, to assist in measuring the effectiveness of the shared crisis clinician.

The Department of Justice/ Center for Justice Research and Innovation provided no cost managing bias training for our staff and other officers nationwide. (Montpelier PD was the host agency)

The Department received a Governor Highway Safety Grant and purchased a speed data sign and the software to provide live data on a publicly facing dashboard. This will allow staff and the public to see in real time where problems are, and we can allocate resources appropriately. The department used operational funds to purchase a second sign and DPW purchased two to assist with data collection. Look for these new speed signs to be introduced soon.

About the Department

The Montpelier Police Department (MPD) provides 24-hour law enforcement service to the City of Montpelier with an authorized strength of 17 full-time sworn members: Chief, Deputy Chief, four Patrol Sergeants, a Detective Sergeant, two Patrol Corporals, one patrol Detective, and six patrol officers.

It is MPD's Vision to provide exemplary police services to the residents, workers, and visitors of Montpelier to provide a safe and healthy environment. MPD has partnered with the commissioned Police Review Committee to incorporate ideas and practices that preserve peace and work towards the prevention of crime and enforcement of the law while protecting individual rights. MPD aims to serve all with dignity and respect.

Patrol

The department provides 24-hour police and communications services seven days a week. For safety reasons, there is a minimum of two police officers on duty during any given shift. Routinely, most officers work four-ten-hour shifts per week. This schedule enables the department to have critical shift overlaps during peak times and reduce the amount of overtime used when officers are on leave. It is important to note that all uniformed officers handle a full spectrum of law enforcement services that include traffic safety, foot patrols, bike patrols, crime prevention and investigation, mental health crisis response (the department has two active hostage/crisis negotiators), community support, and emergency operations.

Investigations

Most complex criminal investigations are handled by the department's investigative division. Our Detectives have a wealth of

investigative experience. They, as well as many of our Patrol officers, hold advanced and specialized training in areas such as death investigation, financial crime, child sexual abuse, and narcotics investigations.

Officers and agents from MPD, Barre City PD (BCPD), Vermont State Police (VSP), Drug Enforcement Administration (DEA), Bureau of Alcohol Tobacco and Firearms (ATF), the Federal Bureau of Investigations (FBI), the U.S. Marshall's Service, the Vermont Drug Task Force, and other area departments continue to work collectively to respond to and prevent criminal activity that is intensified by the drug addiction problem in Vermont. The prevalence of illegal firearms associated with the drug trade in this region is of paramount concern to our officers, and ultimately the community. MPD also works with the High Intensity Drug Trafficking Area (HIDTA) program enforcement under the Drug Enforcement Agency (DEA).

Partnerships

The department has been actively involved with the organization and support of the Washington County Special Investigative Unit (SIU). Per state statute (Brook Bennett legislation), each county needed to have an SIU, coordinated by the Washington County State's Attorney's Office (WCSA). Central to Washington County's SIU is OUR House, an advocacy and support organization for the protection of children and the investigation of child sexual and other serious abuse. MPD, BCPD, VSP, WCSA, Vermont Department of Children and Families (DCF), and OUR House have taken lead roles in the SIU. The SIU is one part of a multi-disciplinary team (MDT) that also includes advocates from the WCSA's office, the medical community, the mental health community, Circle (formerly Battered Women's Services), the sexual assault crisis team (SACT), MOSIAC and OUR House. The Montpelier Police Department is an affiliate agency of the Vermont Internet Crimes Against Children Task Force (VTICAC). VT-ICAC works to prevent the victimization and exploitation of children using computers, technology, or the internet.

The Montpelier Police Department values its relationship with Washington County Mental Health Services and works to provide positive outcomes for those experiencing crisis.



Turning Point Referrals/ Addiction Services

Project Safe Catch is a law enforcement addiction support and recovery effort, where anyone can seek help for drug addiction anytime, day or night and MPD personnel will coordinate linking treatment options with anyone struggling with substance use. Officers will also offer treatment through Project Safe Catch in a post-arrest situation as well if drug addiction is suspected with an arrestee.



The department's primary partners for Project Safe Catch include Central Vermont Substance Abuse Services, Washington County Mental Health, Central Vermont Medical Center's Emergency Department, and Central Vermont New Directions Coalition (education, outreach, and prevention specialists). Project Safe Catch was also supported by the Washington County State's Attorney, the United States Attorney (Dist. of Vermont), and the Washington County police chiefs. All MPD officers carry and are trained in the use of Naloxone (Narcan).

Turning Point Recovery Center works hand in hand with Montpelier PD officers offering peer support to those suffering from addiction. Turning Point peers conduct foot patrols with officers, accept referrals, and provide a valuable partnership for our department and community. Turning Point staff are often found at MPD events such as Coffee with a Cop and the Farmer's market.

Embedded Mental Health Clinician/Mental Health Services

MPD, the Barre City Police Department and Washington County Mental Health Services have partnered to provide an onsite crisis worker to respond with officers for calls for services related to mental health crisis. Annie Kasper works out of each department and is matched with officers to assist those in crisis. The clinician also assists with follow-up consultations, links services for those in need and often acts as an advocate to those most in need.

Data for the crisis clinician is posted on the City of Montpelier website and can be found at the following link:

<https://www.montpelier-vt.org/Archive.aspx?AMID=133>



The State sponsored funding for this position ends on September 30, 2025, but the City of Montpelier is allocating \$50,000 in the FY26 budget to address outreach needs.

The State of Vermont is working on a full roll out of the 988-suicide and crisis lifeline. Information on this important resource can be found here:

<https://mentalhealth.vermont.gov/services/988-suicide-and-crisis-lifeline>

The President's Task Force on 21st Century Policing

On May 18, 2015, a Task Force commissioned by then President Barack Obama submitted a report outlining best practices that would help departments redefine and modernize policing towards community service and guardianship models. The report summarized six key pillars of focus: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness. Our FY 2025 budget was presented with these pillars in mind.

The Montpelier Police Department has maintained a long culture revolving around these philosophies, and formally adopted and embraced these pillars since their 2015 introduction. For example, MPD maintains a Facebook page to disseminate information to the community. The page is overseen by a small team of staff members devoted to providing information to the public about the goings-on within the Department, City, and State. MPD remains committed to community outreach and immersion and we are eager to continue activities such as Bike and Foot Patrols and "Coffee with a Cop."

MPD will soon be expanding its social media platform to X along with Instagram.

The City's webpage is a great source of police-related information, and all our activities are documented for the public to see. Every policy of the Montpelier Police Department is also available for inspection on the webpage.

Training

Training is a critical pillar of modern policing and vital to the City's goal of competency and professional service. It is imperative that officers stay current in criminal law, juvenile law, liability issues related to policing, evidence (collection and maintenance), technology, weapons, and tactics, interacting with vulnerable populations, first aid/CPR, emergency vehicle operation, critical incident management, ethics, and training on departmental policies.



For the last several years, the department has instituted rigorous training requirements for all officers in high-risk areas such as use of force, mental health/crisis intervention training, legal training, and vehicle operation. This is part of the department's risk management approach to training which focuses on high-risk–low frequency incidents. The goal here is to train our officers better, which helps to maintain our culture of excellence, improve our police capacity, and keep both the officers and citizens safer while minimizing the City's liability risks. These efforts have gained positive attention of the Vermont League of Cities and Towns (VLCT), our federal partners, and our local law enforcement peers with whom we have shared some of this training.

The department does as much training internally as it can, utilizing "in-house" academy-certified instructors when possible. However, it is common for our officers to travel around the state or even out of state to attend certain training courses, all of which add to the cost. Therefore, we are careful in our selection of classes and assessing officer and departmental needs. MPD has hosted training in advanced interviewing and tactics, de-escalation, and Tactical operations, along with Human Trafficking and Anti-Bias training.



Communications (Dispatch)

The MPD Dispatch is a regional dispatch center that has two contracts, one with the Capitol Police (State House), and the other with Capital Fire Mutual Aid (Capital West) which is an organization representing fire and emergency medical services covering 19 communities—which encompass 19 public safety entities. The following Vermont communities are served by the MPD Dispatch: Montpelier, E. Montpelier, Berlin, Northfield, Roxbury, Plainfield, Cabot, Marshfield, Worcester, Middlesex, Walden, Waterbury, Duxbury, Moretown, Waitsfield, Fayston, Calais, and Woodbury.

In addition to providing information to our community and answering questions from the public, our Dispatchers are a lifeline to those in need of help and are "the Angels on our Shoulders."

Because anything can happen, either in the lobby of the station or on the other end of the phone, MPD dispatchers receive training in interacting with individuals experiencing a mental health crisis (MPD was the first PD in the state to require this police level training for dispatchers), critical incident dispatching, and all maintain CPR/first aid certifications. The dispatchers and officers must go through the annual National Crime Information Center (NCIC) training and certifications, which are required by both the state (VCIC) and the FBI.

Additionally, there are environmental standards for the dispatch center itself, which must follow federal regulations (computer use security policies, computer encryption, security screens on monitors, approved network diagrams and firewalls, etc.). Our Dispatchers have attained Public Safety Telecommunicator Certification from APCO, the world's oldest and largest organization of public safety communications professionals, making us among the first (if not only) communications center in Vermont where all Dispatchers have this designation. In addition to the community support and public safety mission of dispatch, they also provide clerical support to both the police and parking division functions of the department. They also monitor the security cameras located in City Hall and the police station.

Parking Division

Parking enforcement is primarily accomplished using one full-time and one part-time Community Service Officer (CSOs). One of the CSO's duties is parking meter maintenance (we have over 400 meters around town) and the maintenance of five permit vending machines. Police officers also issue parking tickets, and they are the ones tasked with Alternate Side Winter Parking enforcement and applying the "boot" on vehicles when owners have past due parking violations.



Dispatch has parking duties as well which include updating late notices, parking permits, and data entry using parking-specific computer applications. Certain sergeants are assigned duties related to the supervision and direction of parking enforcement personnel. Because both police and dispatchers are so involved with both enforcement and the administration of the parking division, a percentage of general fund expenditures for police and communications are offset by the parking fund.

The city has fully adopted ParkMobile, an app-based technology that allows people to find and pay for parking on their mobile devices and has transitioned back to coin-operated parking meters in the downtown along with several kiosks that accept credit card payments.

2024 Montpelier Police Department Statistics

The information below is a summarization of data retrieved from Valcour, MPD's Records Management System. This is some of the information MPD uses to monitor trends, community concerns, and fair and impartial policing indicators.

Five (5) year look at calls for service at the Montpelier Police Department Dispatch Center:

Year	Montpelier Police	Capitol Police	Capitol Dispatch
2020	7384	359	5824
2021	7691	481	6882
2022	7936	671	6916
2023	8206	831	7465
2024	9184	886	7541

Montpelier Police Department Calls for Service

2020	7,384
2021	7,691
2022	7,936
2023	8,206
2024	9,184

Calls for Service for the Montpelier Police Department increased by 978 calls or approximately 10% in 2024.

The Montpelier Police Department provides valuable data for the public to inspect on the City's webpage.

Some highlights of the website data include:

- Weekly media logs of every incident the MPD responds to:
<https://www.montpelier-vt.org/Archive.aspx?AMID=39>
- Monthly raw data on every incident, traffic stop and arrest:
<https://www.montpelier-vt.org/1393/Monthly-Raw-Data-Tables---Arrests-Traffi>
- Monthly Arrest Reports:
<https://www.montpelier-vt.org/Archive.aspx?AMID=130>
- Monthly Traffic Stop Data:
<https://www.montpelier-vt.org/Archive.aspx?AMID=125>
- Quarterly Data Reports:
<https://www.montpelier-vt.org/Archive.aspx?AMID=124>
- Barre City/Montpelier Shared Police Clinician Reports:
<https://www.montpelier-vt.org/Archive.aspx?AMID=133>
- Monthly Washington County State's Attorney Case Disposition Memos:
<https://www.montpelier-vt.org/Archive.aspx?AMID=137>
- Monthly calls for service involving the unhoused:
<https://www.montpelier-vt.org/Archive.aspx?AMID=138>

2024 Police Activity Data Report

1. Incidents And Location

Our top call for service in 2024 was traffic stops. Speaking with area residents, traffic safety, vandalism and potholes are always brought to my attention.

To address the requests that MPD can, we have continued "directed patrols" in areas where we get a lot of complaints, have traffic crashes, and where there are high concentrations of pedestrians. We also look at data to determine where to place officers and the times they would be most effective.

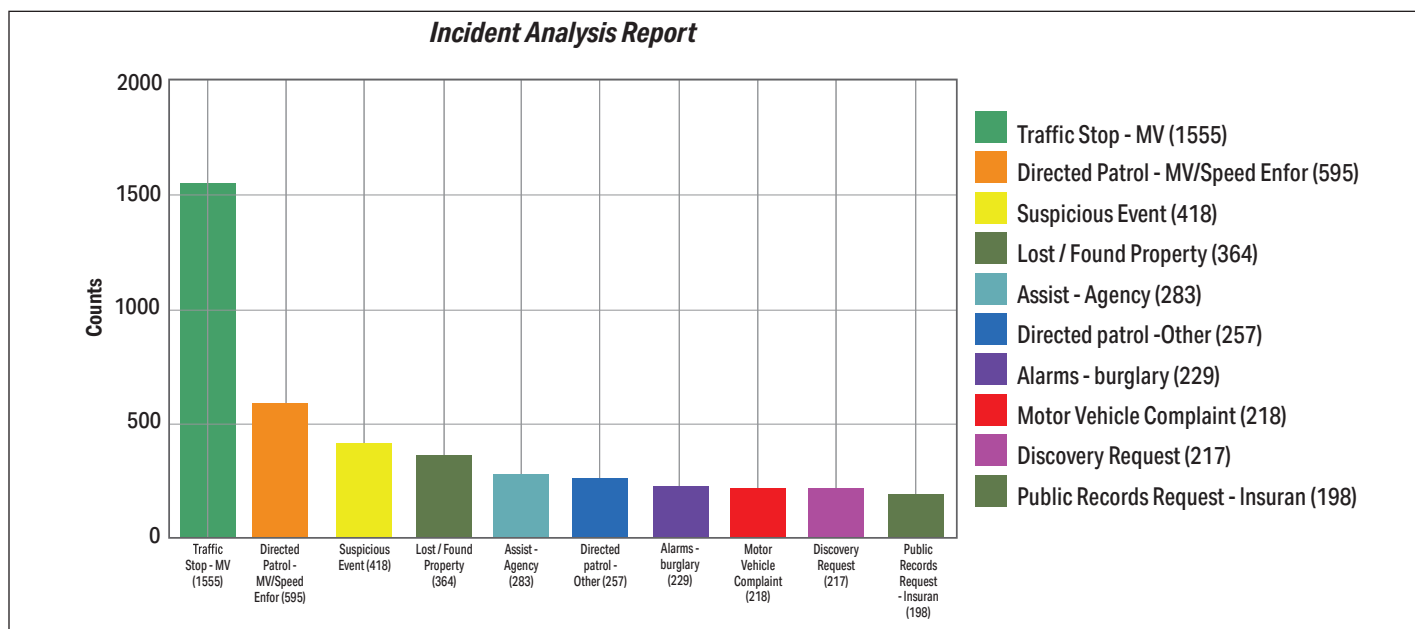
We monitor the bike path before and after school, do high visibility enforcement in school zones along with foot patrols downtown.

Addressing the needs of the unhoused has created an additional set of challenges for the department and the city to navigate. The increase in calls for service can certainly be attributed to these types of interactions.

The Montpelier Police Department has continued our messaging on thefts and personal safety with the “9PM Routine” campaign. We ask the public to lock their vehicles, remove valuables and

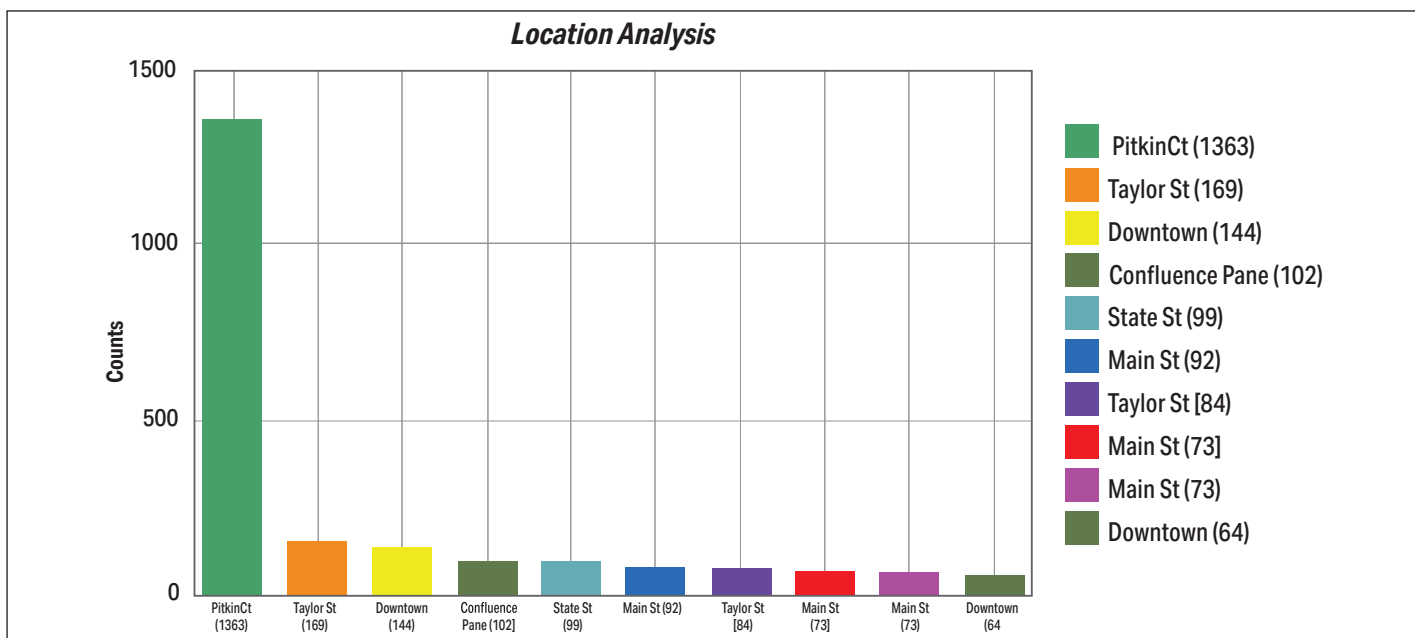
make sure their homes are secure when they leave. These simple steps can help reduce crimes of opportunity in our community.

The graph below illustrates our incident data for 2024:



Location of incidents is something MPD regularly looks at when deciding where to place staff and during what times. The

chart below shows the most common locations that officers were responding to in 2024:



Pitkin Court is the home address of the Montpelier Police Department and our dispatch center. MPD sees foot traffic, lost, and found and all administrative functions take place at this location. It should be noted that these locations all have a specific address for a data point which results in several Main Street and Taylor Streets in our top ten (10) locations for 2024.

Taylor Street is a high call area for MPD with the transit center located there along with the bike path. We spend a lot of time in this area conducting foot patrols, working with Turning Point to provide peer supported substance abuse counseling and our shared WCMH crisis clinician frequents the area with us.

2. Offense Summary

Disorderly Conduct was our top offense in 2024. Unlawful Mischief was second and saw a small reduction from 2023. Unlawful Mischief is commonly referred to as vandalism. These non-violent quality of life crimes continue to occur even with our best proactive efforts.

In 2022 a small group of residents met with the MPD and DPW to discuss these growing concerns for vandalism in and around Montpelier and wanted to help clean it up. In that moment, The Graffiti Removal Infrastructure Team (GRIT) was formed. Interested in joining?

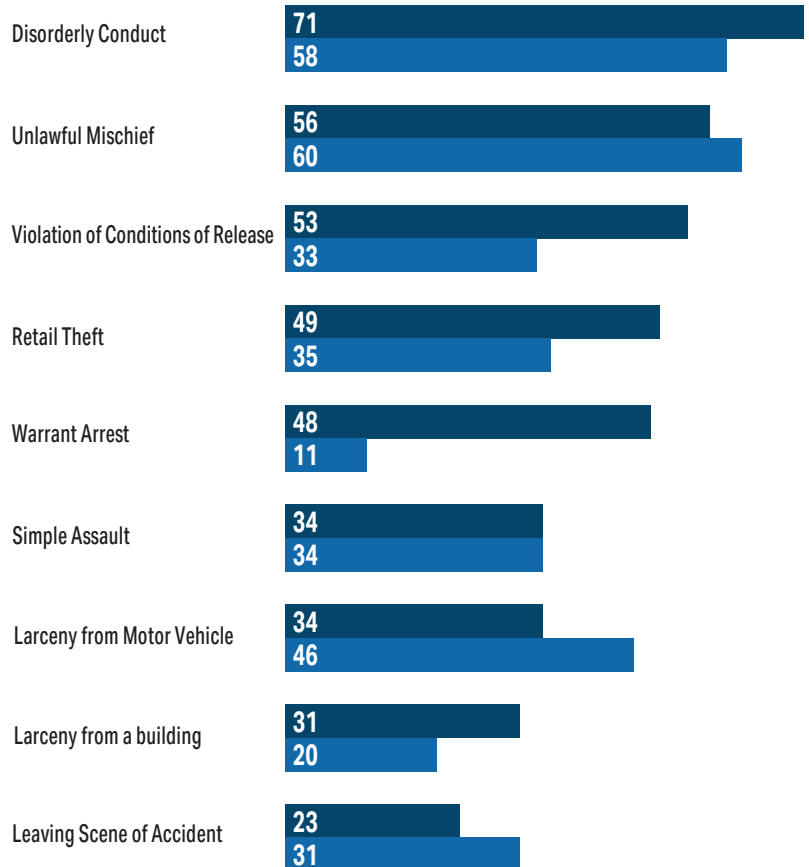
<https://www.montpelier-vt.org/1250/Drop-in-Groups>

3. Traffic Stop Data

Most of our traffic stops result in a warning to the operator as seen in the attached graphs. The MPD encourages the officers to use their own discretion when deciding whether to issue a traffic ticket. While traffic stops are not typically described as pleasant experiences, MPD does its best to turn each encounter into a positive interaction and an opportunity to learn/deliver a safety message. These interactions are also recorded on our body cameras for review during our body-worn camera footage audits. The footage can then be used for training purposes or to correct any policy violations that may be found.

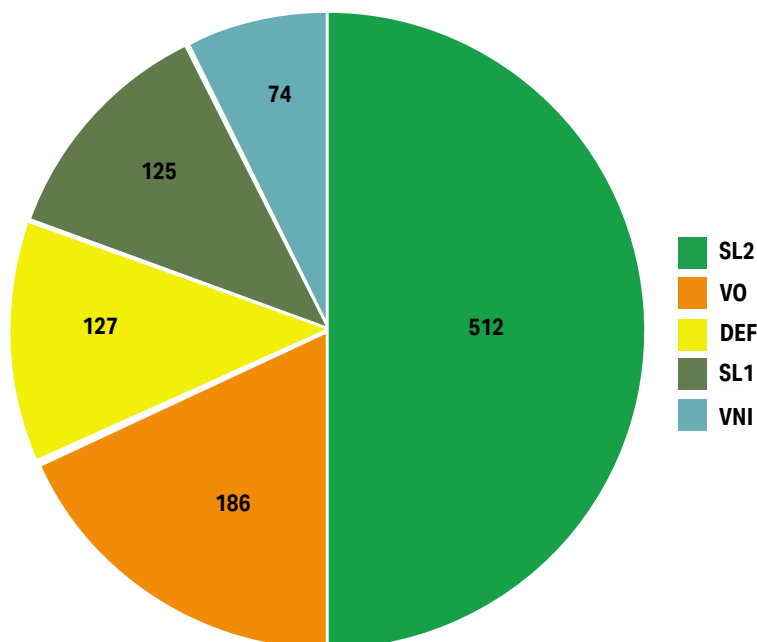
Reported Offense 2024 vs 2023

■ 2024 Count ■ 2023 Count



Top 5 Traffic Violations

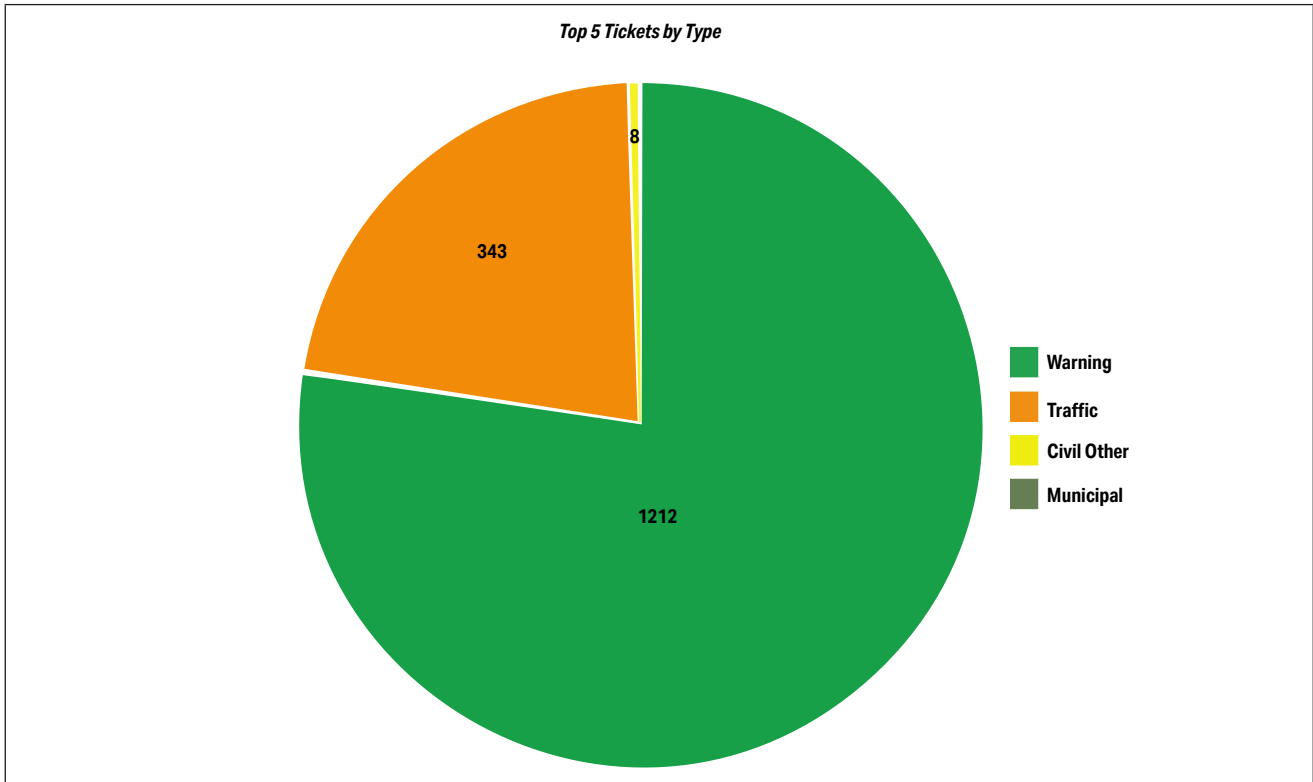
Top 5 Violations by Code



The top 5 Traffic violations recording in 2024 were the following:

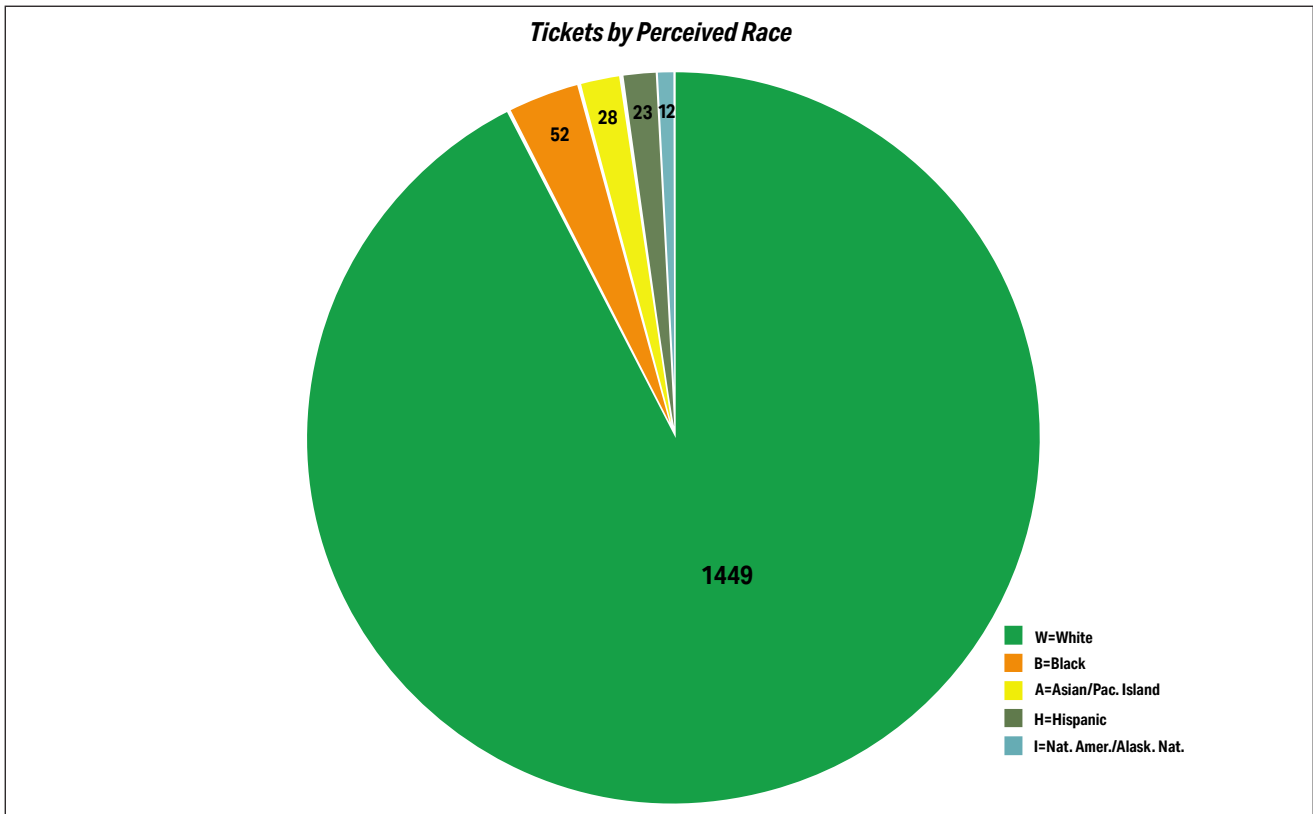
- SL2: This is speeding 11-20 miles per hour over the speed limit.
- DEF: This is operating a motor vehicle with some form of defective equipment.
- VO: This is a violation of Montpelier City Ordinance (red light/stop sign violations).
- SL1: This is speeding 1-10 miles per hour over the speed limit.
- VNI: This is operating a motor vehicle that is not inspected.

Top 5 Traffic Violations by ticket type



Tickets By Perceived Race

The final graph shows tickets and warnings issued by perceived race.



4. Arrest Data 2024

Breakdown of Arrests in 2024 - Chart #1

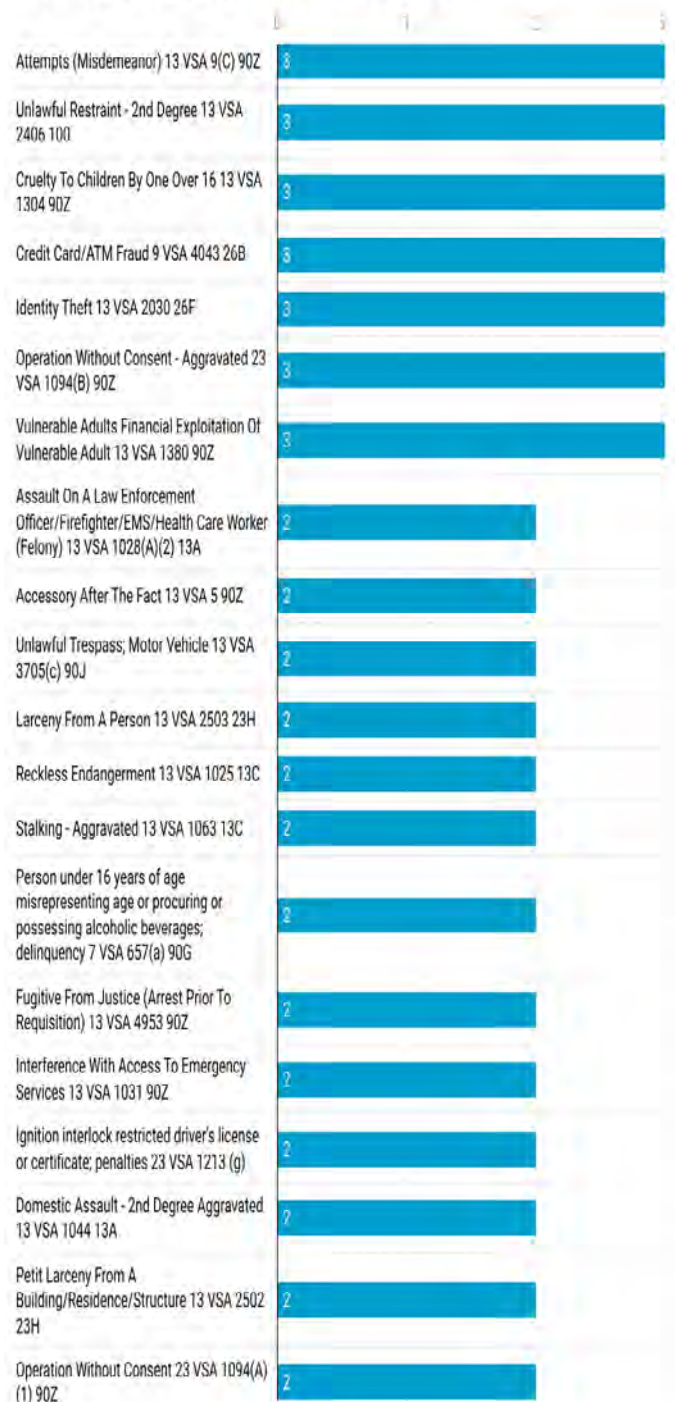
Disorderly conduct was the most common arrest in 2024.



This chart shows the number of arrests in each category with a frequency greater than three.

Created with Datawrapper

Breakdown of Arrests in 2024 - Chart #2



This chart shows the number of arrests in each category with a frequency of two or three.

Created with Datawrapper

Breakdown of Arrests in 2024 - Chart #3

Each of these charges occurred once in 2024

Arrect Charge	Number of Arrests
Lewd And Lascivious Conduct 13 VSA 2601 90Z	1
Leaving Scene Of An Accident, With Bodily Injury Resulting 23 VSA 1128(8) 90Z	1
Domestic Assault - Offense Committed within the Presence of a Child 13 VSA 1047 13B	1
Petit Larceny Other 13 VSA 2502 23H	1
Disarming A Law Enforcement Officer 13 VSA 3019 902	1
Sexual Assault 13 VSA 3252 11A	1
Impeding Public Officers 13 VSA 3001 902	1
Negligent Operation 23 VSA 1091 (A) 902	1
Illegal Possession of a Credit Card 9 VSA 4045 280	1
Murder- 2nd Degree 13 VSA 2303(A)(2) 09A	1
Accessory Before The Fact 13 VSA 4 902	1
Criminal Threatening 13 VSA 1702 (C) 13C	1
Petit Larceny From Other Location 13 VSA 2502 23H	1
Assault And Robbery 13 VSA 608 120	1
Aiding In Commission Of Felony 13 VSA 3 902	1
Drugs - Depressant, Stimulant And Narcotic Possession Misdemeanor 18 VSA 4234(A)(1) 35A	1
Unlawful Taking of Tangible Personal Property 13 VSA 3833 23H	1

Arrect Charge	Number of Arrests
Noise in the nighttime 13 VSA 1022 90C	1
Grossly Negligent Operation 23 VSA 1091 (B) 902	1
Aggravated Sexual Assault 13 VSA 3253 11A	1
Unlawful Restraint- 1st Degree 13 VSA 2407 100	1
Drugs - Heroin, Possession (Misdemeanor) 18 VSA 4233(A)(1) 35A	1
Drugs - Cocaine, Possession Misdemeanor 18 VSA 4231 (a)(1) 35A	1
Contributing To Juvenile Delinquency 13 VSA 1301 902	1
Dispensing cannabis to a person under 21 years of age 18 VSA 4230(f)	1
Driving Under The Influence - Criminal Refusal 23 VSA 1202 90D	1
Retail Theft (Felony) 13 VSA 2575 23C	1
License Required 23 VSA 601 (g) 902	1
MV Purchase and Use Tax -Tax Imposed 32 VSA 8903 26A	1
Unlawful Trespass (Felony) 13 VSA 3705(D) 90J	1
Minor electronically disseminating indecent material to another person	1
Drugs - Selling Or Dispensing A Regulated Drug With Death Resulting 18 VSA 4250 35A	1

For a more detailed look at our monthly arrests please visit:
<https://www.montpelier-vt.org/Archive.aspx?AMID=130>

Reported Offense vs. Arrests/Charges



Year	Reported Offenses	Arrest/Charge
2024	747	465
2023	722	394
2022	801	411
2021	762	351

We often hear that the crime rate is increasing. The four (4) year chart and graph above shows that reported crime is lower than 2021/2022 levels, while arrests for those reported offenses are up.

5. Use Of Force Incidents

The Montpelier Police Department had fifteen cases in 2024 that resulted in the use of force. Each case is documented in the table:

Incident Number	Gender	Race	Date
24MP009005	Male - M	White - W	12/24/2024 15:11
24MP008840	Female - F	White - W	12/17/2024 16:39
24MP008114	Male - M	Black or Afri	11/15/2024 11:29
24MP007820	Male - M	White - W	11/5/2024 20:39
24MP007493	Male - M	White - W	10/23/2024 19:24
24MP007123	Male - M	Black or Afri	10/5/2024 21:51
24MP006926	Male - M	White - W	9/28/2024 10:47
24MP006218	Female - F	White - W	8/29/2024 10:42
24MP006447	Male - M	White - W	9/8/2024 19:33
24MP005822	Male - M	White - W	8/14/2024 8:43
24MP005584	Female - F	White - W	8/4/2024 9:43
24MP004697	Male - M	White - W	7/4/2024 11:16
24MP004295	Male - M	White - W	6/19/2024 0:23
24MP004111	Male - M	White - W	6/12/2024 9:37
24MP003872	Female - F	White - W	6/3/2024 2:07
24MP003775	Male - M	White - W	5/29/2024 1:28
24MP002689	Male - M	White - W	4/16/2024 12:59
24MP001322	Male - M	Black or Afri	2/20/2024 20:21
24MP000919	Male - M	White - W	2/5/2024 7:45
24MP000817	Male - M	Black or Afri	1/31/2024 3:00

6. Internal Affairs Investigations

Date	Time	Incident Number	Call Type
12/16/2024	11:12	24MP008802	Public Service Report
12/16/2024	10:56	24MP008800	Public Service Report
11/1/2024	9:36	24MP007697	Public Service Report
9/25/2024	10:22	24MP006866	Public Service Report
9/23/2024	10:30	24MP006787	Public Service Report
9/17/2024	17:25	24MP006671	Public Service Report
9/5/2024	13:47	24MP006381	Public Service Report
5/28/2024	13:13	24MP003751	Public Service Report
5/27/2024	14:18	24MP003724	Public Service Report
4/11/2024	16:52	24MP002564	Public Service Report

The city of Montpelier Police Department has an internal affairs policy as well as several trained internal affairs investigators who assist outside agencies with their investigations.

THANK YOU

I want to thank the dedicated officers, dispatchers, community service officers, and admins of the Montpelier Police Department. They serve with honor every day, in challenging situations, while continuing to “answer the call” to those in need.



Lastly, thank you to my family: Jen, JT and Emily who have supported me in every way possible throughout my career.

Respectfully submitted,
Eric W. Nordenson, Chief of Police

Fire and Emergency Services

2024 has brought significant changes to the Montpelier Fire and Ambulance Department. Over the summer, Chief Robert Gowans retired from the department after a significant 44 years of service to the City of Montpelier. We can not overstate the importance of the Chiefs steadfast service and the impact it has had on the department. The entire department thanks Chief Gowans for his dedication and devotion to public safety for our community.

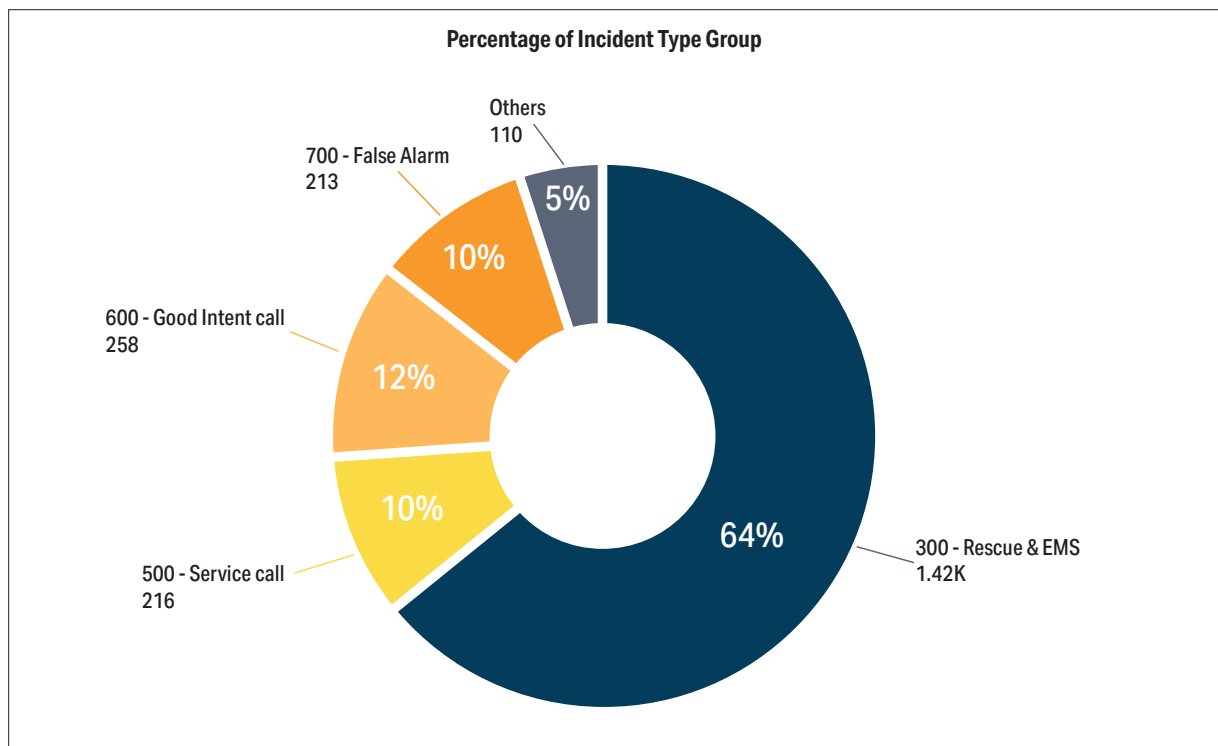
On August 12, 2024, the incredible honor of leading the department was bestowed upon me, and I cannot thank enough the members of the department, city leadership, and the community for the warm welcome and willingness to progress the department as our team moves forward. Over the last four months, we have worked together to support our strengths while looking at opportunities to enhance the services we provide and tackle our challenges together. While there are opportunities ahead of us, I am proud to say that the citizens and visitors of the Capital City have a tremendous asset in their Fire and Ambulance department with services provided by a 17-member department that cumulatively has over 197 years of service to the city. In addition to my hiring, we welcomed Anthony Brochu to our family, as a Probationary Firefighter. Anthony brings with him years of experience in delivering emergency services and the department is excited to watch his career flourish in the future.

Department Calls for Service

In the calendar year 2024, your Montpelier Fire and Ambulance Service responded to 2216 calls for service. As you can see from the data below, 64% of our incidents are Emergency Medical Service (EMS) calls which vary greatly in nature from checking on an individual who appears not well to a passing motorist, to providing lifesaving interventions at the paramedic or Advanced Emergency Medical Technician (EMT) level.

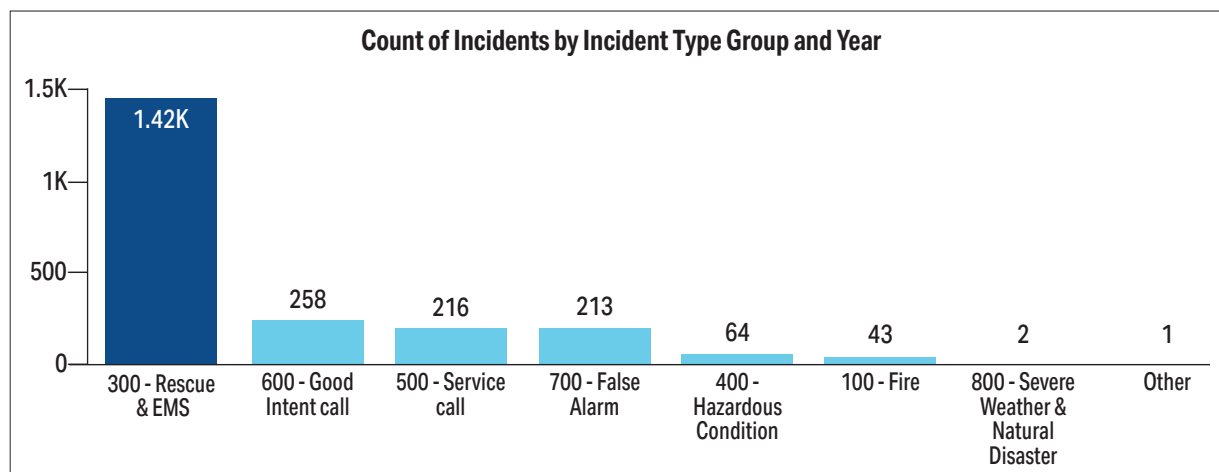
As an “all hazards” agency, the department is summoned for a variety of responses, which requires members to utilize a variety of skills and experiences to solve. The data below is a breakdown of the National Fire Incident Reporting System (NFIRS) categories of all calls handled in 2024. One may note that this data appears significantly different from previous An-

nual Reports and the explanation is that these are the dispositions of the incident versus the initial reported problem. It is not uncommon for a caller to report one thing and upon investigation our members to find it to be something that NFIRS codes differently or the cause of the call was not exactly what the members were sent to.



With minimum staffing on duty, to respond to emergencies, there is often the need to call back off duty members. Simultaneous calls for service present a challenge to handle the second or third overlapping call. Overlapping calls for service means a second or subsequent call is received while another incident is still active. Our goal is to be able to respond to those additional calls for service and not rely heavily on our mutual aid partners. In 2024, 12% of our emergency responses overlapped with another

active call. In 2024 we received outside aid 48 times for either fire or EMS responses. Additionally, we continue to see an increase in emergency responses in general. Below is a review of the last 10 years of call volume, while the annual number of calls fluctuates a bit, one should note that the number of Non-emergency transfers (scheduled transfers) we conduct now are minimal due to the volume of emergency responses and the ability to staff these requests.





Calendar Year	Total Incidents	EMS Call Type	% EMS	Non-Emer / Transfer	Change from Prior Year
2014	1878	1071	57.029	182	
2015	1949	1079	55.362	147	3.78
2016	1787	949	53.106	124	(8.31)
2017	1938	1062	54.799	68	8.45
2018	1900	1088	57.263	72	(1.96)
2019	2058	1117	54.276	94	8.32
2020	1967	1158	58.871	81	(4.42)
2021	1964	1226	62.424	53	(0.15)
2022	1952	1240	63.525	31	(0.61)
2023	2133	1343	62.963	22	9.27
2024	2216	1418	63.989		3.89

In addition to emergency responses, our members remain active throughout the day with numerous other responsibilities. Members begin their shift by confirming the readiness of the equipment which the taxpayers have entrusted us with. Throughout the day, members can be found completing training necessary to maintain both their fire and EMS credentials,

conducting public education, completing pre-fire planning of occupancies and maintaining the fire station. While the station is still recovering from the devastation of the 2023 flood, members have great pride in the facility and work diligently to keep it functional and clean. Repairs and maintenance of the building is limited by general funds, however through a commitment towards its upkeep, we strive to preserve this historic and critical landmark.

2024 DEPARTMENT SUMMARY

Health Officer

The Building Inspector serves as the Health Officer while the Fire Chief serves as Deputy Health Officer. As Health Officer, there is the need to respond to complaints and proactively act to protect the community from public health threats. Areas of regular activities are rental housing, rabies and animal bites, garbage control and rats, mold complaints, lead abatement issues, carbon monoxide and smoke complaints, water supplies, septic tanks, and restaurant inspections. The Health Officer works under the authority of the Vermont Department of Health. Both the Health Officer and Deputy Health Officer completed the annual statewide health officer training program in 2024.

Building Inspector

The Building Inspector's is located in the Planning and Development office. Michelle Savary has been the Building Inspector since October of 2022. The Building Inspector has two primary tasks: 1) reviewing plans and providing support for construction projects in the City, and 2) inspecting current buildings. Reviewing and inspecting construction projects in the City ensures that work is performed in compliance with the building, fire and life safety codes adopted by the City and the State of Vermont. Since 2007 the department has been responsible for virtually all construction in the City. Significant permit and inspection fees which had been paid to the State are now collected by Montpelier. The Building Permit system allows us to deliver this service. Most construction, except for minor repairs or routine maintenance, requires a building permit. In 2024, 113 single family building permits and 123 public building permits were processed. Included in this are 17 permits for photovoltaic solar installations and 33 flood-related permits. No building permit fees for buildings damaged during the July 2023 flood were charged. Building permits are valid for one year from the issue date. If construction is ongoing, permits can be renewed. If permits are renewed before the expiration date there is no additional fee. Existing buildings, especially residential rental units, are inspected to ensure proper maintenance and operation. Buildings are inspected primarily on receipt of a complaint, although there are limited inspections on a scheduled basis. Complaints are given a higher priority while scheduled inspections are conducted as resources are available. The intent of the existing building inspections is to ensure safe and healthy conditions.

Montpelier Energy Advisory Committee

The Montpelier Energy Advisory Committee was founded in 2010 to act in an advisory capacity to the City Council on energy issues. MEAC identifies and nurtures energy-saving projects and opportunities, informs and engages city residents on energy issues, and partners with other statewide groups to foster projects that reduce Montpelier's energy use or help to meet its energy needs from renewables. MEAC meets on the third Tuesday of every month at 7pm and the public is welcome.

Net Zero 2030 Action Plan - The City of Montpelier has set an ambitious goal to eliminate fossil fuels from City-owned buildings, operations, and vehicle/transportation fleet by the year 2030. The City of Montpelier can cost-effectively reach 88% renewable energy by 2030 by taking actions outlined in

the Net Zero 2030 Action Plan. (Vehicles and some building energy will still likely use some fossil fuels and require offsets to achieve the Net Zero goal.)

Sustainability and Facilities Coordinator Chris Lumbra is working with all City Departments on the implementation of electricity and fossil fuel reduction strategies. (The Sustainability and Facilities Coordinator files a separate annual report.)

Window Dressers - This year MEAC coordinated with the Energy Committees in Calais and Barre Town to run our annual Window Dressers Community Build at the Barre Auditorium in November. Our volunteer teams assembled 341 interior storm window inserts for 53 local households (including 76 free inserts for 9 low-income families). Grant funding was provided by the Central Vermont Regional Planning Commission, and a small grant was received from Northfield Savings Bank, to cover the cost of the free inserts. To sign up for inserts or to volunteer, go to <https://windowdressers.org/>

School District Liaison - MEAC continued to advise the Montpelier-Roxbury School Board on ways forward to implementing its Net Zero and Decarbonization Resolution amidst the budgetary challenges it and many other school boards face statewide.

MEAC Members (as of January 2024):

Tim Favorite - Member, Secretary

Geoffrey Fitzgerald - Member

Amy Gamble - Member

Karl Johnson - Chair

Dan Jones - Member

Ken Jones - Vice Chair

Kate Stephenson - Member

Amanda Sardonis - Member

Julia Leopold - Member

Peter Sterling Member

Mark Seltzer - Member

Staff Rep. Chris Lumbra - Sustainability and
Facilities Coordinator

Sal Alfano- Council Rep

Lauren Hierl - Council Rep

MEAC is actively seeking new members to support our work. To apply please visit <https://www.montpelier-vt.org/formcenter/boards-commissions-12/city-of-montpelier-boards-commissions-ap-60>. To learn more about MEAC's activities, please visit www.netzeromontpelier.org and follow us on Facebook at www.facebook.com/montpelierenergy/.

To reach the committee, email netzeromontpelier@gmail.com.

Sustainability and Facilities

The Sustainability and Facilities Coordinator's office is in City Hall. Chris Lumbra was hired to fill this position in August of 2022. The Sustainability and Facilities Coordinator is responsible for implementing the City's Net Zero Plan, facilities management, and recommending energy policy. Chris is focused on the City's commitment to reducing fossil fuel and energy usage, greenhouse gas emissions, ecological impact, and overall costs, strengthening reliability, building resiliency and sustainability, sustaining investments in facilities, and employing new technologies and energy infrastructure. Chris works closely with the Montpelier Energy Action Committee and serves as the committee's staff liaison. He is also the City's ADA Coordinator and staff liaison for the Restroom Committee.

The following sustainability projects were advanced in 2024:

- City wide LED lamp replacement is 48% complete. Annual savings of \$15,928 yield a simple payback of 1.3 years and the estimated average lifetime of the efficiency improvements is 17 years. Lifetime energy savings from this project is calculated to be \$250,000. This project has been significantly delayed by numerous flood recovery projects including sewage pump station repairs, Montpelier District Heat customer building control and fiber data network elevation and repair, and downtown streetlight repair.
- Pursuit of the Municipal Energy Resilience Program (MERP) implementation grant has continued. MERP no-cost level 2 energy assessments were performed for 3 city buildings: Barre St Rec Center, DPW Garage/Shop, and DPW Equipment Barn. This was the 2nd step in the 3-step application process. The city partnered with CVRPC to complete the final implementation grant application in the amount of \$493,000 which was intended to be used for weatherization and heating system and fuel switch projects for the DPW campus on Dog River Road. We were ultimately not awarded the grant because preference was given to municipalities that had been determined to have high energy burdens based on a 2019 Efficiency VT study.
- The city supported Green Mountain Power in their plans to install EV DC Fast Chargers in downtowns around the state by facilitating an installation at the parking lot located at 10 Main St. GMP has installed 2 dual port Flo Ultra Chargers which are capable of a maximum charging rate of 500 kW. These are the first Flo Ultra Chargers installed in the United States. Additional Level 2 chargers are planned to be incorporated into the rebuild/upgrade of City Hall electrical systems.
- Current plans under development for the Phase II Solids Drying Project at WRRF include a 2-way heating loop with a pellet boiler to allow heat sharing between WRRF and

the DPW campus. The 2-way loop will be able to be fueled with either biogas from WRRF or with wood pellets from the boiler at DPW.

- We have been awarded a Thermal Energy Storage Grant sponsored by the U.S. DOE for the Barre St Rec Center. The grant is up to \$1.2 million and requires a 20% City match to fund a total project cost of up to \$1.5 million. It will provide air-to-water heat pump heating with thermal storage and a back up pellet boiler. This project will eliminate approximately 7,000 gallons of heating oil use, which is +/- 28% of the city's current oil usage. It will also result in significant operational cost savings for the building. The required electrical upgrades and building envelope improvements will also be covered by the grant. Asbestos removal and basement cleanout have been performed and an RFQ has been issued to select an engineering firm to perform the system design. Design will be completed by spring of 2025, with the system construction beginning immediately afterwards. This project may make the city eligible to participate in GMP's flexible load management program, which would improve the resiliency of the local electric grid and provide additional electric rate savings or revenue for the city. This grant opportunity was identified through our ongoing collaboration and weekly meetings with Efficiency VT/VEIC.
- Chris coordinated Montpelier District Heat customer control elevation/repairs and fiber data network restoration. This project repaired damages sustained during the 7/23 flood. This was an extensive, time-consuming project that stretched over the entire summer of 2024. This work required working with building owners to identify elevated locations to install MDH communication cabinets and heat meters and coordinating access for 5 different contractor crews performing sequential work steps to restore control and monitoring to the MDH system for 14 different customer buildings. This work was performed in 20 different buildings, only 3 of which were owned by the city.

Numerous facilities issues were addressed to support the ongoing recovery from the historic flooding experienced by Montpelier on July 10, 2023:

- The city continues to engage with Stevens and Associates to develop plans to repair and incorporate resiliency into city buildings damaged by flooding. Flood proofing, utility elevation, programming, code review, and hazardous material studies have been performed and initial designs have been prepared. Initial cost estimates have been developed and are being refined based on city staff input. This phase of the project is nearing completion, and the resulting report will be submitted to FEMA to form the basis for determining reimbursement for flood repair and resiliency work.

- Ongoing support was provided as other city department offices were relocated into more permanent temporary workspaces. This included coordinating network and electrical work to facilitate Planning Dept move to rented office space and issuing change orders to perform office fit-up at the DPW Garage.
- RFPs were issued and a contractor was selected to repair flood damage to MFD and the Finance wing of City Hall. This work has required extensive coordination to minimize interruption to ongoing city functions.
- Work was performed to update the Capital Needs Assessment. Critical facilities needs were identified and steady state funding recommended to address future facilities needs as well as ensuring that outstanding code related capital needs are captured in flood rebuild of city buildings.
- Chris coordinated with New England ADA Center to allow Lost Nation Theater and City Council to resume in person meetings and performances.

Work was performed to advance additional city priorities:

- Ongoing building repairs were performed to support the return of the Good Samaritan Haven emergency warming shelter at the Country Club Rd property, as well as planning, permitting, bidding and implementing shower installation for 2024-2025 season. The shower work was performed on a compressed timeline due to the timing of the state funding award.
- An additional portable toilet was placed at CCR in addition to the units that are at City Hall and the Barre St Rec Center to provide facilities for public use.
- Coordination was performed to support clean-up of abandoned encampments.

Communications Coordinator

The Communications Coordinator position has been full-time since 2023. Evelyn Prim was hired into this full-time role serving part-time in 2022. The institutionalization of this position exemplifies the City's commitment to providing responsible, responsive, and engaged government as outlined in the FY22-23 Strategic Plan.

Evelyn presented the City's first-ever Strategic Communications Plan to the City Council at their meeting in June of this year. Our strategic communications plan lays out the major communications channels, systems, standard operating procedures, and communications goals for the coming year. The CCRT meets quarterly to review and amend the Strategic Communications Plan, track progress, and evaluate identified needs.



Emergency and disaster preparedness was the theme that prevailed city communications this year. Our Crisis Communications Response Team (CCRT) had a déjà vu moment on July 10th, 2024, as we experienced severe flash flooding throughout Central and Southern Vermont. While Montpelier did not experience inundation flooding as we did in 2023, the impact nevertheless required our team to spring into action to assist our emergency management team.

Our CCRT has been working closely with the City's new Fire Chief, Derek Libby, to improve our emergency response capacity with vulnerable populations. Part of this initiative is to gather and establish networks among populations, such as the unhouse, childcare facilities, and persons with mobility or other health-related issues that impact their ability to respond during an emergency event.

Additionally, the CCRT have been working with members of Vermont Dam Safety and the National to better understand how Montpelier's dams function before, during, and after a flood. This partnership has helped our communications team better communicate potential flood risks and the functionality of this important hydrological infrastructure. Ensuring this highly-technical information is accessible to all Montpelier community members is a high priority for the CCRT in 2025.

Making sure every Montpelier community has signed up for VT-Alert and the City's "Notify Me" notification system has been and remains a core priority in our Emergency Management Plan and the Strategic Communications Plan. As of late December 2024, only 500 people have signed up to receive notifications through the City's Notify Me notification system, which is about 6% of the City's total population. Meanwhile, VT-Alert subscribers total 4257, which is about 53% of the City's population during the same point in time. Our goal in the coming year is to continue growing subscribers in both lists so every Montpelier community member has access to important information when they need it.

In addition to crisis communications, the communications coordinator has been working to increase engagement and participation in committee meetings. The City of Montpelier has over two dozen committees that each serve an important role in our local government. All committees are volunteer-run and have a City Council member and a City staff liaison to help facilitate constructive outcomes. Serving on a committee is an impactful way to contribute to our local government's operations and make positive changes in your city. If you're interested in learning more about committees or their contribution to our community, check out the listing of all boards and committees on our website at <https://www.montpelier-vt.org/154/Boards-Commissions>

As we look forward into 2025, the challenges facing communications are the same challenges we are experiencing city-wide. This year, we faced the greatest budget challenge in recent decades. The city will continue to do without its monthly article in The Montpelier Bridge and Times Argus due to spending cutbacks. This absence of these written, physical communication methods means we have to work even harder to reach those who do not have access to the internet or who prefer non-digital communication. In the era of artificial intelligence and abundant misinformation, it is more critical than ever that the City continue to share information timely, accurately, and transparently.

Similarly, the communications coordinator functions as a point of contact for community members when they have questions or would like to share feedback on projects, policies, or City activities. Facilitating two-way communication between the City and its community members remains one of the most important duties of the Communications Coordinator. If you'd like to learn more about the City's communications efforts, please visit our website at: <https://www.montpelier-vt.org/1395/Communications>

Transportation & Public Utilities

Public Works Department

Department Overview: A total of 36 dedicated and skilled employees work for Montpelier's Public Works Department, providing essential services that: maintain infrastructure, establish safe living and working conditions, and contribute to a high quality of life for our citizens. As such, it is the largest of the City's Departments and includes seven divisions; Streets, Water & Sewer, Water Treatment, Wastewater Treatment, Equipment/Fleet Operations, District Heat, and Engineering & Administration.

The City's infrastructure is the backbone of the community, providing safe drinking water, treated waste, and safe travel routes. Nearly every project undertaken in the City touches Public Works in some way. The technical expertise of the department's staff is wide-ranging and a critical asset to the community.

Streets Division:

- The Streets Division maintains **56 miles of paved streets**, approximately **25 miles of sidewalk** as well as **6.7 miles of shared-use paths** within the City limits. Responsibilities extend beyond the physical streets and sidewalks to: 17 bridges (including 3 for pedestrian use), guardrails, retaining walls, storm water management, street lights, traffic signals, street sweeping, pavement markings and signage, maintenance of trash and recycling containers, and the care of numerous benches and flower barrels to enhance our downtown.



Notable 2024 Accomplishments: Staff performed a number of preventative measures prior to the second consecutive annual flood event in July 2024, which minimized the damage to the City and private property. The damage that did occur was restored quickly by staff, the most notable damage was along Finch Road. The Streets Division also supported the paving contract by prepping Marvin St., Bingham St., and Mather Terrace, significantly reducing the contract cost. The Streets Division prepped for new sidewalks on School St. and in “the meadow” neighborhood allowing for further savings in capital improvement costs.

The Street Division is responsible for compliance with the City’s Municipal Roads General Permit (MRGP) This permit requires the stabilization of ditches and stormwater outfalls to improve water quality during storm events. Towne Hill Road, Bliss Road, Mill Road, Independence Green, and Terrace St. were all stabilized this summer. Much of the staff time is reimbursed through a state grant program.

Water/Sewer Division:

- The Water/Sewer Division Maintains **52 miles of water piping**, approximately **44 miles of sewer main**, and **8 sewer pump stations**. The Water & Sewer Division annually undertakes numerous routine and ongoing maintenance tasks such as sanitary and storm sewer cleaning, inspecting and maintaining sewer pump stations, and flushing of the water system, inspecting & repairing fire hydrants. The Division is also responsible for fixing water and sewer main breaks throughout all times of the year regardless of the weather conditions, and supporting contracted infrastructure replacement projects. In addition, they perform other tasks and responsibilities related to managing public water and wastewater systems.



Notable 2024 Accomplishments: Construction of the 490 ft. of new water main on Bingham Street and supported the construction of a new water main on School Street. This project was especially challenging due to issues with several of the older valves not shutting down completely. It should be noted that for much of the year, the Water & Sewer Division has only had three of the six positions filled and has been supporting winter operations due to reduced staffing in the Streets Division.

Water Treatment:

- An average of 1 million gallons of high-quality drinking water per day is distributed to Montpelier and Berlin customers via the Water Treatment Facility. Employees continuously monitor water quality through laboratory analysis, consumption (usage) trends, and source protection inspections. Staff regularly perform preventative maintenance to the processing equipment to extend the life of all the systems. This Division also fulfills State reporting requirements, prepares the Consumer Confidence Report every spring, and takes care of facility and grounds maintenance. Water Treatment Facility staff also maintains the existing water pump stations on Towne Hill, Terrace St., and the Murray Hill water pump station. Water treatment staff also water storage tanks. This year, water meter maintenance was transferred from the Water & Sewer Division to the Water Treatment Division to minimize missed appointments resulting from emergency water leak response.

Water Quality Reports are archived in the “document library” with a direct link on the Public Works Department’s page of the City’s website for easy reference (<http://www.montpelier-vt.org/DocumentCenter>). With the Use of Public Waters rules permitting recreational use of Berlin Pond, our crews continue to update and follow our source protection plan to safeguard our water against potential pollutants that could affect the quality of the drinking water.

Notable 2024 Accomplishments: A transition plan has been developed and implemented as the three long term water plant operators are all nearing retirement, one of which retired this year. Two new DPW staff members are currently in training at the water plant to prepare for succession. Water plant staff also managed the rebuilt of one of the two pumps at the Terrace St. Pump Station and coordinated with the Parks Division to clear trees from around the raw water main. The Belin Pond Dam located off Shed Road in Berlin was damaged in the 2023 flood. This dam controls the water elevation at the Berlin Pond, which is the water supply for Montpelier. Water Plant staff have been monitoring the dam and helped set up temporary control measures at the pond outlet until an engineering evaluation can be completed at the dam.

Water Resource Recovery:

- Almost 2 million gallons of wastewater is received at the Water Resource Recovery Facility (WRRF) from Montpelier and the Town of Berlin for processing every day. This water pol-

lution control facility has received recognition for excellence from the New England Water Environment Association (NEWEA) and routinely exceeds state required minimum water quality standards ensuring our rivers and the Lake Champlain basin remain as clean as possible.

The WRRF staff manages the High Strength Organic Waste, septage, and leachate receiving facility, operates an on-site certified laboratory, and the numerous wastewater processing systems such as sludge pressing and de-watering, ultra-violet disinfection, and phosphorus control prior to release to the river. Our discharge permit requires accurate and timely reporting to the State regulators. WRRF staff also operate the effluent pump station for flood prevention through ice melting. This system was funded by FEMA and utilizes the treated plant effluent to open a channel in the ice during river freeze-up.

The treatment plant recently finished its major Aging Infrastructure and Organics to Energy (AI/OE) project which was awarded the 2021 American Public Works Association Project of the year within the Environmental Category for small/rural communities. Since the completion of the project, the staff has seen the improved performance of the plant and has met the expected financial targets of (AI/OE) project.

Notable 2024 Accomplishments: WRRF staff in conjunction with the engineering division is currently working on a second phase project at the WRRF that will incorporate odor control, UV improvement, secondary clarifier upgrades, and enhanced renewable heating improvements. Over \$3 million in USDA grant funding has been secured for this project. WRRF staff also took on district heat operations from the Engineering Division. Staff is currently working to develop a system for reduced chemical use in the dewatering process. Staff also took over the Combined Sewer Overflow monitoring/alarm system. A new wastewater discharge permit with ammonia limits is expected to go into effect in early 2025.

Equipment & Fleet Operations:

- The Equipment Division repairs and maintains the City's fleet, including vehicles owned by Public Works, Police, Fire, Green Mount Cemetery, Parks, Recreation, and School Departments. The high level of reliability and excellent condition of the fleet is a testament to the dedication of the division employees and their technical expertise. Computer software is used for asset management which develops work orders for vehicle preventative maintenance scheduling, facilities management, and tracking purposes for each of the divisions including the Water and Wastewater Treatment Plants. The division operates and maintains a fueling station on the premises providing fuel to most City vehicles at a reduced rate. Mechanics assist the Water Resource Recovery Facility staff when repairs such as welding, pump and motor repair, and other tasks are needed

while also handling the buildings and grounds maintenance at the Dog River Road DPW facility.

Notable 2024 Accomplishments: Staff has implemented a new asset management system for tracking vehicle maintenance schedules and repair costs. DPW is also moving to rubber cutting edges for the plow blades which are able to get into rutted pavement areas and save on salt costs.

Building Maintenance:

- The building maintenance division is responsible for the cleaning and maintenance of City Hall, the DPW garage, the Water Resource Recovery Facility, and the cleaning of the Police Department. In addition to providing building maintenance, this division is responsible for maintaining the outdoor facilities around City Hall.

With the new Facilities and Sustainability position and building maintenance management has moved out of public works. This Division is now part of the City Manager's office, but remains within the Department of Public Works General Fund.

Notable 2024 Accomplishments: City Hall, the police department, and Fire HVAC repairs from the July Flood.

District Heat:

- District Heat is a thermal utility operated by the City that distributes thermal energy through a network of pipes throughout downtown Montpelier. The City purchases energy produced by the State of Vermont's heat plant and distributes it to customers in the City of Montpelier. DPW manages the operational and customer service components of the system while DPW, the Finance Department, and the City Manager's office work collectively to manage billing, customer concerns, and expansion.

Notable 2024 Accomplishments: Staff operated the system manually this past year due to all controls being inoperable from the flood. Staff have since completed repairs to the metering system and controls and this winter have full remote access for monitoring and control of the system.

Engineering & Administration:

- The DPW administrative & engineering offices are now located at the Public Works Garage at 793 Dog River Road. Staff was relocated to this facility following the flooding of the basement of City Hall. Staff provides management and oversight of the various division facilities including the Wastewater Treatment Plant, Water Treatment Facility, and the Public Works garage located on Dog River Road which houses the street, water/wastewater and equipment divisions, and material storage.

The so-called "stump dump" located on Finch Road is also an important open storage facility for recycling earth materials, processed gravel, pipes, and structures. It is also a disposal site for brush, earth & yard waste, and serves as a regional

disposal site for stumps through a cooperative agreement with the Central VT Solid Waste Management District. The stump dump is also now our primary snow disposal site.

Last year, the State of Vermont placed restrictions on the use of the stump dump citing concerns about wetlands impacts and landfill permitting. As a result, DPW was forced to close the stump dump to the public as we are no longer able to push off material due to restrictions put on the site by the state. To fill this need, DPW implemented a Friday drop-off option at the DPW Garage and hauls the residential yard waste to a local compost facility. Staff hired Stone Environmental Engineering to develop a mitigation plan for the stump dump. The current goal is to complete design work in the winter of 2025 and construction the following summer. At this point, we are hopeful but uncertain if the stump dump will reopen to the public at a future date.

The administration and engineering staff prepare all of the operational and Capital budgets and grant applications, develop project designs, plan and manage infrastructure projects, provide technical support to the operations divisions, the City Manager's office, boards & committees, and also maintain all city-owned traffic signals, street lights, and facilities including buildings and grounds of municipal buildings (except schools). **Engineering & Administration** staff manage and support state-mandated performance & permit requirements such as those associated with operating a public water system, a wastewater treatment facility, storm water operational permits, and other reporting processes. Permits for private construction-related activities that take place within a public right-of-way and utility connection permits are also processed by the engineering staff.

Notable 2024 Accomplishments: Managed numerous flood repair projects, completed flood debris removal from the Bailey Ave Bridge, and replaced failed stormwater piping on Prospect Street. Engineering staff also completed the design and oversaw the construction of the second phase of the School Street reconstruction, closed out the Grout Road Bridge Project, and bid out Phase 1 of the East State Street Reconstruction Project. This Phase of the project will separate the stormwater from the sewer system through the creation of a new stormwater outfall to the river. The piping will be installed using trenchless technologies to reduce impacts on the businesses. Staff also advanced the final design of the WRRF upgrade, bid and oversaw the street paving projects, and directly managed sidewalk replacements in the meadow and on School St. with a subcontractor. Engineering staff also coordinated Municipal Roads General Permit compliance with DPW streets staff and implemented a pilot program for a bike lane on Barre St. Staff also coordinated a major repair on the downtown lighting system resulting from corroded electrical connectors after the 2023 flood. A minor but noticeable project was the long-needed repair to the fence along the bike path on Stonecutter's Way.

Staff have also been diligently working on **developing a Stormwater Utility**. This is a major undertaking to develop a new enterprise fund specifically for stormwater infrastructure projects, water quality improvements, and stormwater maintenance. The fee will be based on the impervious surface, associated with each parcel with larger impervious parcels contributing a higher amount to the fund. An impervious surface is defined as an area that water cannot pass through and includes things like paved surfaces, rooftops, and gravel parking lots and driveways. This project has temporarily been put on hold as upgrades to billing software will be needed before it can be implemented.

Capital Improvement Plan and Projects:

- The DPW's responsibilities shift throughout the year to accommodate and respond to New England's changing seasons and challenges. Snow removal is an obvious example, but other examples include: collaboration with Police & Fire Departments to provide flood monitoring through the River Watch/Ice Jam Prevention program, serving as a first responder to natural disasters; fall leaf collection; roadside mowing; infrastructure repair, and heavy construction such as the many summer/fall paving and utility projects, support for parades and other civic events.

With the financial commitment to infrastructure support through the Capital Improvement Projects (CIP) maintenance plan, we continue to make progress to improve overall conditions of the City's streets and sidewalks as well as fund vehicle and equipment replacement. Because of the high level of technical expertise of our staff, we are often able to use our own crews to prepare streets for rehabilitation, including subsurface drainage, sidewalk reconstruction, and utility structure rehabilitation. This helps to contain project costs while improving controls of the quality of work undertaken—an important consideration in the effort to achieve a "steady state" system while working within budget constraints.

In 2024, we experienced a second flood event and are working through repairs and the FEMA reimbursement process for flood damages from both 2023 and 2024. The biggest challenges we experienced post-flood are related to decreased funding, staffing cuts, equipment deferral, and staffing capacity impacts. With that being said, we are recovering and are making operational changes to adapt to the evolving financial situation including exploring new technology to further reduce salt use and expense.

We are fortunate to have knowledgeable, dedicated employees supporting the Public Works Department's mission and goals who strive to provide exemplary service to the public every day. The personnel of this department respond to snow storms, water and sewer breaks, operating system alarms, district heating problems, and natural disasters. They provide mapping and engineering guidance, oversee consultant and contractor

projects, collaborate with State and Federal partners and other City departments, and assist citizen committees, external organizations, private property owners, and developers. The entire staff is fully committed to supporting the City Council's goals and initiatives. All of this—and more—is done for the residents and customers of the City of Montpelier. I am proud, pleased, and honored to work with all our employees and to serve with them to provide the very best possible services.

If you have any questions or comments, please feel free to call the Public Works Office at 802-223-9508.

Kurt Motyka, P.E.
Director of Public Works

Water Fund

It is the responsibility of the Department of Public Works – Water Division to maintain a consistent and adequate flow of water to the City from the City's water source at Berlin Pond. Raw water is transmitted via pipeline to the Water Treatment Facility for reduction or elimination of possible contaminants. The Water Treatment Facility was completed in the fiscal year 2001.

A combination of user fees and water benefit charges fund the Water Division. Water Division staff maintain hydrants for fire protection, construct water lines, maintain control valves and gates, flush hydrants annually, provide water meter readings, maintenance, and repairs, keep daily records on water quality and consumption, repair leaks and mains, operate the water treatment facility, oversee land management of the City's property in Berlin and support all systems associated with providing potable water to our customers. There are more than 3,000 water meters in the City of Montpelier (including some users in the Town of Berlin) and each meter is read quarterly.

The Montpelier City Council, sitting as the Water & Sewer Commissioners, determines water rates. Water rates are reviewed annually.

The current quarterly rates are as follows: \$10.87 per 1,000 for the first 50,000 gallons, \$11.68 per 1,000 for the next 200,000 gallons, \$18.06 per 1,000 for over 250,000 gallons, and a fixed charge for all accounts for meter reading, billing and other administrative service costs of \$70.82. A water benefit charge of \$.01 per \$100 of property value is dedicated to the repayment of bonded indebtedness.

From 2005-2010 the Water Fund accumulated a deficit due to high fixed costs (debt) and a reduction in billable usage. Between 2011 and 2015, the fund made continued progress toward reducing the deficit and in 2016, the Water Fund was finally able to eliminate prior year deficits. Continued improvements to equipment and system monitoring have been made to reduce the number of water line breaks. The Water Fund continues to

operate under the Water/Sewer Masterplan whereby rates are aligned with usage and infrastructure needs. The adoption of the Water/Sewer Masterplan has resulted in continued investment in the City's water system infrastructure.

The Water Fund's proposed fiscal year 2026 budget and other financial information can be found online at: <https://www.montpelier-vt.org/179/Annual-Budget>, please contact the Finance Department at 802-223-9520. If you have any concerns or questions about your quarterly water bill, please contact the City Clerk's Office at 802-262-6266.

Sarah LaCroix, CPA, *Finance Director*

Sewer Fund

The primary responsibility of the Department of Public Works – Sewer Division is to collect and treat sewage from the City of Montpelier and part of the Town of Berlin. A combination of user fees and sewer benefit charges fund the Sewer Division.

The Sewer Division maintains sanitary sewer collection mains and pumping stations, installs new service connections, and repairs clogged or broken sewer lines in Montpelier. This division is also responsible for the maintenance and operation of the Water Resource Recovery Facility, which has undergone major upgrades to become a regional treatment facility for septage and leachate treatment. Future upgrades are anticipated in response to state and federal environmental standards that improve the quality of life in Montpelier and the State of Vermont. The Department of Public Works continues to focus on additional operations and maintenance of the Combined Sewer Overflow (CSO) to include the stormwater maintenance component of the wastewater discharge permit.

The Montpelier City Council, sitting as the Water & Sewer Commissioners, determines sewer rates. Sewer rates are reviewed annually.

Quarterly sewer rates are as follows: \$12.29 per 1,000 gallons of water used and a fixed charge for all accounts for meter reading, billing, and other administrative service costs of \$70.82. Utility rates may be adjusted annually due to increases in maintenance, chemical, fuel, electricity costs, and debt payments. New stormwater management requirements also add operating costs to the Sewer Fund.

A sewer benefit charge of \$.01 per \$100 of property value is dedicated to the repayment of bonded indebtedness. A sewer separation benefit charge of \$.07 per \$100 of property value is dedicated to pay off debt and project costs associated with the Combined Sewer Overflow (CSO) separations. The objective of these projects is to divert stormwater from going into sanitary sewer lines reducing a major source of potential pollution for our City's waterways.



Information about the proposed fiscal year 2026 Sewer Fund Budget can be found online at: <https://www.montpelier-vt.org/179/Annual-Budget>, please contact the Finance Department at 802-223-9520. If you have any concerns or questions about your quarterly sewer bill, please contact the City Clerk's Office at 802-262-6266.

Sarah LaCroix, CPA, *Finance Director*

District Heat Montpelier

District Heat Montpelier (DHM) is the thermal utility operated by the City of Montpelier. District Heat Montpelier distributes thermal energy through a system of underground pipes to downtown Montpelier. The City has contracted with the State of Vermont to receive wholesale energy from the primarily wood-chip-fired central heat plant located at 120 State Street in Montpelier. Twenty-one downtown buildings receive heat from DHM. This number remains unchanged for the 2024 calendar year, but there have been ongoing conversations with potential new customers.

The 2023-2024 heating season was the tenth full season of operation, and the system provided continuous uninterrupted heating to customers. The heat was comprised of approximately 88 percent renewable and locally sourced biomass—generally wood from trees that is otherwise unusable for other uses. The remainder of the energy (about 12 percent) is from conventional fuel oil.

DHM customer buildings use the DHM system in the winter. The heating system is then shut down during the summer months. DHM users that had historically utilized the system for domestic hot water were provided heat-pump water heaters while some had existing systems that are now used to provide domestic hot water during those summer months.

In 2022 and 2023, the City contracted with Ever-Green Energy to do a review of customer demand on the system. The City was unable to perform this review on the 2024 season due the damage sustained in the July 2023 flooding, but intends to contract for this review after the 2025 heating season. This review was to assist with the determination of the contracted capacity utilized by each customer and to aid in the reallocation of the capacity charges based on actual experience. The first reassessment for the capacity charge allocation was conducted in 2021 to align with the actual utilization of the system. Our Public Works Department has also been working hard on upgrading user systems and suggesting energy efficiency improvements to help curb fluctuating readings that impact the capacity allocation.

To better inform customers, the City has been hosting regular customer meetings to review the budget, efficiencies, and system expansion. The City is actively working with potential customers to increase the use of DHM.

The District Heat system sustained significant damage during the July 2023 flooding event and the Department of Public Works

and the Building and Sustainability Coordinator were able to have the system ready and able to deliver heat to all customers at the start of the 2023-2024 heating season and repaired in its entirety for the 2024-2025 heating season. These significant damages and repair costs will be included as part of the City's FEMA public assistance recovery.

District Heat Montpelier is supported by City staff within the Department of Public Works and the Building and Sustainability Coordinator. They provide customer service for operations, engineering, and technical support, as well as maintenance planning and implementation. Budget, billing, and audit support is provided by the City's Finance Department. The City Manager's Office is ultimately responsible for the heat utility.

Sarah LaCroix, CPA, *Finance Director*

Municipal Development

Planning and Community Development Department

In 2024, the Planning and Community Development Department continued to support 2023 flood recovery while maintaining core services. This year also included several changes. Audra Brown retired after well over a decade in service with the City. We also found ourselves moving to a new office for the third time in just over a year. Our new space is located at 1 Blanchard Ct in suite 205, which is the building to the right when looking at the Police Station. This will be our home until repairs are completed at City Hall. I want to thank all my staff for their flexibility and resiliency during this whole process.

This year we advanced a number of efforts. First, staff worked with the legislative team to secure a special appropriation for residential flood victims to help elevate their homes. After finally securing the money in September we moved forward with the slow process of planning for those elevations. We hope that they will be completed in 2025. We also secured three property buyouts for flood victims whose homes could not be elevated. Those will also be completed in 2025.

The City continued to advance the Actionable Master Plan for the Country Club Road Site. The zoning was changed to allow for an expansion to the City's growth center which will happen in 2025. This will allow the City to apply for Tax Increment Financing to pay for future infrastructure at the site (and Sabins Pasture). We also signed contracts to start design work for utilities up to the site and applied for grant funding to pay for it. We hope to make substantial progress in 2025 so we can break ground in 2026.

We also continued to provide our core services including issuing permits, holding hearings, managing grants, working on City Plan chapters, and wrapping another set of zoning bylaw revisions. We look forward to 2025 when we can hopefully finish work on the City Plan update and advance the Country Club Road project. Please feel free to contact me with questions and comments as we move forward on these and other initiatives.

Mike Miller, Director of Planning & Community Development (mmiller@montpelier-vt.org)

Mission: *To serve the community by facilitating the creation and preservation of a healthy, safe, sustainable, and high quality living environment through the management of an effective, on-going planning and implementation process.*

This broad mission is carried out through several areas of responsibility:

- To protect and enhance Montpelier's natural and built environment;
- To strengthen the local economy and tax base;
- To meet housing needs of low and moderate income residents;
- To engage the whole community in planning for growth and change;
- To provide information and service to the public; and
- To be accountable to our citizens.

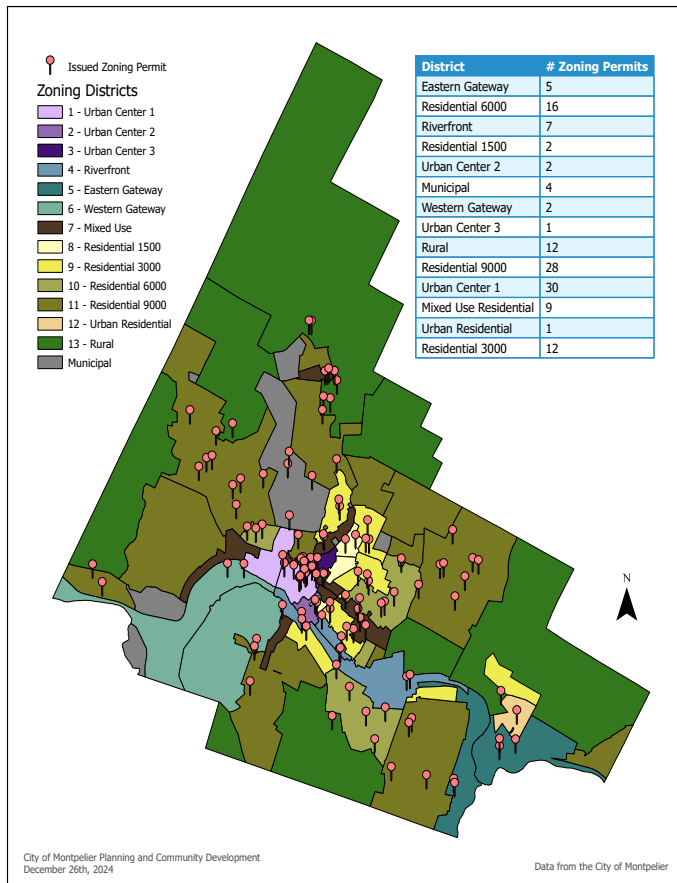
The Department is staffed by 3 full-time employees (Director, Community & Economic Development Specialist, and the Planning & Zoning Assistant) and one 0.8 FTE employee (Planning & Zoning Administrator). The Department also works closely with the Building Inspector position who is part of the Building Code and Health Enforcement Department.



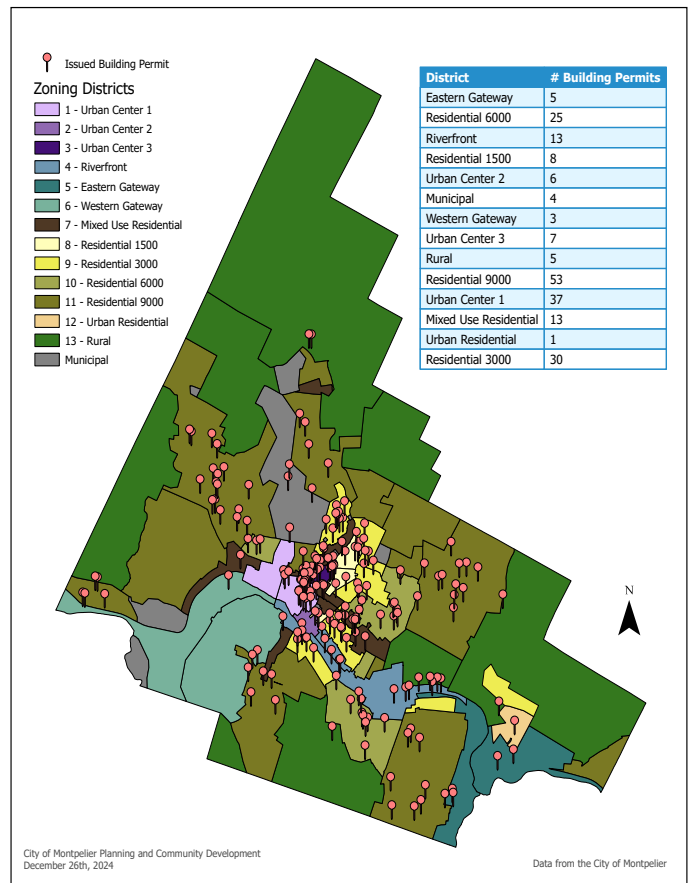
Planning and Community Development activities can generally be broken into four groups:

- Planning (developing broad master plans or making specific plans on topics like parking, stormwater, or economic development; proposing revisions to zoning bylaws, coordinating committee and subcommittee meetings, and facilitating public input);
- Regulatory programs (such as zoning administration, flood hazard regulations, and building permits);

Zoning Permits Issued in 2024



Building Permits Issued in 2024



- Community development programs (managing the housing trust fund and business loan fund; grant writing and administration; economic development assistance, E-911 road naming coordination, community rating system for floodplains, certified local government for historic preservation); and
- Special projects (one-time projects like the Country Club Road project).

The Department works closely with the City Manager and Assistant City Manager to advance Council goals including creating a thoughtfully planned and built environment and adding more housing to the City. The Department also provides assistance and staffing to many of our committees including Design Review Committee, Development Review Board, Historic Preservation Commission, Housing Committee, Public Arts Commission, and the Planning Commission.

We could not do all that it does without the thoughtful and hard work done staff and the individuals who volunteer on commissions and committees. We also appreciate the support from local officials, and the participation of citizens and other people and departments within and outside of City Hall. Montpelier is especially fortunate to have so many highly motivated, skilled, and interested citizens willing to give of themselves, their time, and their energies to make so many things happen.

Planning

Planning Commission: The full Planning Commission is as follows (all seats are for 2-year appointments):

Members:

• Ariane Kissam, Chair-	term expires 9/2025
• Maria Arsenlis, Vice Chair-	term expires 9/2026
• Aaron Kisicki-	term expires 9/2025
• Gabriel Lajeunesse-	term expires 9/2026
• Leah Candland-	term expires 9/2025
• Sean Linehan-	term expires 9/2026
• Timothy Sinnott-	term expires 9/2026

Zoning Fixes: 2024 included the approval of another set of zoning fixes. These included a set of amendments to address housing related changes from the HOME Act passed by the legislature as well as some others to expand housing infill opportunities. The proposal also contains changes to demolition rules, signs, removal of solar access and shading rules, as well as other technical changes. Finally, the zoning amendment rezoned the Country Club Road site to allow for future redevelopment.

City Plan: Throughout 2024 the Planning Commission held public input sessions on the draft City Plan. The new plan will

go to hearings in 2025 with a hopeful spring adoption. The new plan will be a web-based city plan rather than the traditional paper plan. We hope this will make a document that is more dynamic and useable for the future. Considerable work was also put into the implementation plan to make it more strategic and actionable.

Development Review – Land Use Regulation

The Planning & Zoning Administrator provides assistance to residents looking to develop their properties as well as staff support to the Development Review Board and Design Review Committee. During 2024, approximately 126 zoning permits were issued. Many projects require multiple reviews. DRB approval was required for 17 of the permits and 29 required DRC approval. A total of 17 applications required administrative site plan reviews. 40 projects required River Hazard Area (RHA) permits. In 2024, 27 new dwelling units were permitted. On average the City issues administrative permits in less than one day and applications that require Board approval in an average of 36 days. These numbers reflect only permits issued, not all that have been applied for during the year. Applications are regularly submitted with inadequate information, making them pending, while others are periodically withdrawn before or after review. Beyond these instances, some applications have been processed and reviewed but not yet issued.

Development Review Board (DRB):

- Sharon Allen, Chair – term expires 6/08/2025
- Robert Goodwin, Vice Chair – term expires 6/08/2025
- Katherine Burgess – term expires 5/12/2027
- Joseph Ryan Kiernan – term expires 5/12/2027
- Kevin O’Connell – term expires 4/26/2026
- Gene Leon, Alternate – term expires 6/08/2025
- Bryan Jones – term expires 4/26/2026
- One vacant alternate seat – term expires 5/12/2027

Design Review Committee (DRC):

- Steve Everett, Chair – term expires 9/13/2026
- Benjamin Cheney, Vice Chair – term expires 10/11/2026
- Eric Gilbertson, Vice Chair – term expires 9/13/2026
- Martha Smyrski – term expires 1/12/2025
- Vacant – expires 9/13/2027
- Liz Pritchett, Alternate – expires 1/12/2025
- Rebekah Owens, Alternate – expires 9/14/2027

Development Review Board and Design Review Committee information is available online: <http://www.montpelier-vt.org/489/Development-Review-Board>
<http://www.montpelier-vt.org/411/Design-Review-Committee>

You can view upcoming meeting agendas and watch past meetings at; <http://www.montpelier-vt.org/416/Media-Archive>

Planning Programs

Floodplain Management – Community Rating System (CRS):

The Planning & Zoning Administrator serves as the Floodplain Manager while the Planning and Zoning Assistant serves as CRS Coordinator.

The City of Montpelier participates in the National Flood Insurance Program (NFIP), and as a participating community, the City is committed to the following minimum NFIP activities:

- Providing floodplain development information including construction requirements, elevations, hazards, options and procedures.
- Providing floodplain maps and other assistance to residents and the general public.
- Providing flood insurance information, including information about ways to reduce flood risk and flood insurance costs.
- Issuing or denying floodplain development permits.
- Inspecting all development to assure compliance with the local floodplain ordinance.
- Maintaining records of floodplain development and elevation certificates.
- Assisting in the preparation and revision of floodplain maps.

Additionally, the City of Montpelier participates in the NFIP’s Community Rating System (CRS). CRS is a voluntary incentive program that recognizes and encourages community floodplain management activities that exceed the minimum NFIP requirements. As a result, flood insurance premium rates are discounted to reflect the reduced flood risk resulting from the community actions meeting the three goals of the CRS: (1) reduce flood losses; (2) facilitate accurate insurance rating; and (3) promote the awareness of flood insurance. In 2025 we will be going through a 5 year “cycle” verification. This process will include an on-site visit from FEMA to review the City’s compliance with CRS.

For CRS participating communities, flood insurance premium rates are discounted in increments of 5% - i.e., a Class 1 community would receive a 45% discount, while a Class 9 community would receive a 5% discount. The City of Montpelier is currently at a Class 8 therefore we receive an insurance premium discount of 10% on all policies within the City limits.

The CRS classes for local communities are based on 19 creditable activities, organized under four categories:

1. Public information,
2. Mapping and Regulations,
3. Flood Damage Reduction, and
4. Warning and Response.

Our continued participation in the Community Rating System reflects commitment to a sound floodplain management program for the benefit of the City of Montpelier and its citizens. Staff will continue to look for opportunities to improve our rating as

each level is equivalent to approximately \$30,000 in savings annually on premiums for those with flood insurance.

Floodplain information is available online: <http://www.montpelier-vt.org/603/Flood-Information> or by calling or visiting the Planning Department.

Certified Local Government (CLG) – Montpelier Historic Preservation Commission (HPC): The Planning & Zoning Administrator serves as the CLG Coordinator and provides limited staff support to the Historic Preservation Commission (HPC). All of the information regarding the Historic Preservation Commission is available online: <http://www.montpelier-vt.org/426/Historic-Preservation-Commission>. Meeting agendas and minutes can be found at: <https://www.montpelier-vt.org/129/Agendas-Minutes>. The Commission regularly meets once a month, generally on the second Tuesday at 7:00 PM, via Zoom since the July 2023 Floods. All meetings of the Commission are open to the public; community members are invited and encouraged to attend.

In 2024 the Commission received a finalized Historic Resources Scoping Study, conducted by a consultant paid in part through a 2023 CLG Grant of \$7,200.00. The Study identifies the extent of Montpelier’s historic resources outside of the existing Historic District. The Commission will spend the first months of 2025 using the Study to focus its priorities for future work, as well as crafting a related memo to share with the Montpelier Planning Commission, City Council, and the general public.

The Commission also provided comments to multiple project leads and property owners per its mandate under Section 106 of the National Historic Preservation Act of 1966, as well as advising on changes to historic structures that needed to be compliant with river hazard area requirements or with the National Park Standards of Rehabilitation.

The Historic Preservation Commission can have up to seven members, each serving a three-year term, and currently consists of:

Eric Gilbertson, Chair –	term expires 10/14/2026
Robert McCullough, Vice Chair –	term expires 10/14/2026
Paul Carnahan –	term expires 10/25/2025
Craig Durham –	term expires 10/25/2025
Linden Chozinska –	term expires 12/13/2025
Bryan Jones –	term expires 10/25/2025
One Vacancy –	term expires 10/13/2027

Should you have any questions or be interested in serving on the Commission, please contact the Planning & Zoning Administrator at mcrandall@montpelier-vt.org.

E911: The Planning and Zoning Administrator is the E911 coordinator, she works with landowners, the E911 board, phone and cable companies, and the US Postal Service to determine correct E911 numbering for new building sites as well as existing. The

process of updating address information is ongoing.

Many streets in Montpelier were never re-numbered to the accepted numbering system but were instead “grandfathered” with the older numbering system. There are circumstances where this older style can no longer be used because of the addition of structures or changes of use that require a previously un-numbered structure to need a number, for example. In these cases the “grandfathered” numbers have to change. The older system was just sequential numbering; odd numbers on one side and even on the other. The newer system uses distance to calculate the address number so future additions and changes do not affect the entire street.

Community Development

The Community Development Office is staffed by the Community & Economic Development Specialist and addresses a wide range of economic and community development issues. The Community & Economic Development Specialist works to further the development goals established annually by the City Council. Additionally, they work closely with Montpelier Alive and the Central Vermont Regional Development Corp., as needed. Projects and initiatives worked on in 2024 include:

Country Club Road Project – Site due diligence necessary to advance the development of housing continued in 2024 including being awarded grant funding through the Central Vermont Regional Planning Commission’s Brownfield Program to complete a Phase II Environmental Site Assessment, utility design and cost estimates, rail siding and grade modifications, and conceptual streetscape design. The project was also named to Regional Project Priority list as the top housing project for 2025 by CVRPC’s project review committee. The parcel is on track to be added to Montpelier’s Growth Center in 2025 which will allow the City to include the parcel in a new Tax Increment Financing district. For more information, contact Community & Economic Development Specialist, Joshua Jerome, at (802) 223-9507.

Development Agreement Policy – The Planning Dept. proposed to City Council a Development Agreement Policy, which was adopted. The new development policy provides a way for the City to consider partnering with private developers by investing in public infrastructure that provides a public benefit.

Flood Hazard Mitigation – The City was awarded two FEMA Advance Assistance awards for scoping activities to determine a preferred strategy for mitigating future flood damages to the wastewater treatment facility and the water treatment plant. The two Advance Assistance projects will submit implementation applications under the Hazard Mitigation Grant Program (HMGP) funding round, DR-4720, in early 2025. The City also applied for funding to update the scoping on the effluence piping project under FEMA’s Building Resilient Infrastructure and Communities (BRIC). The City also was awarded funding through the

Natural Resources Conservation Services Emergency Watershed Protection grant program to help with armoring the streambank in back of a commercial building on River Street to protect the structure from being destroyed in future flooding. We submitted buyout applications to FEMA and were awarded funding for three properties that were impacted by the 2023 flood. The City continues to work with the property owners on closing the projects which should happen in early 2025. We were also awarded funding from the Vermont Dept. Of Public Safety's Community Resilience and Disaster Mitigation Grant Program and Fund to elevate at least three structures that were adversely affected by the flooding of 2023.

Housing Committee- The Housing Committee presented to City Council a Short-Term Rental Ordinance, but it was only partially adopted by Council. The STR registry was the only component of the ordinance and will be implemented in the first quarter of 2025. The Housing Committee also revised the Housing Trust Guidelines in 2024 and was adopted by City Council. The new guidelines suggest a higher annual contribution of \$250,000 into the Housing Trust Fund, identify timelines for soliciting proposals and provide guidance on how awardees should be reporting their projects to the City. Under the new HTF guidelines, the Housing Committee recommended to City Council, awarding funding for two projects from Downstreet Housing and Community Development in 2024; a four-unit rental rehabilitation on Hubbard Street in partnership with Central Vermont Refugee Action Network and a subdivision and creation of four single-family homes on Heaton Street. The rehab project should be completed in early 2025 and the single-family homes are expected to be completed by end of 2025. Committee members have advocated for the need for housing to City Council and in support of projects going through the Development Review process. Community & Economic Development Specialist staffs the Committee.

The Housing Committee members are:

- | | |
|---------------------------------------|-------------------------|
| • Rebecca Copans, Co-Chair | • Amanda Ibey, Co-Chair |
| • Emma Zavez | • Herrie Son |
| • Sandra Vitzthum | • Dan Coppock |
| • Stan Brinkerhoff | • Sean Sheehan |
| • Tim Heney (Council Representative) | • Dan Wheeler |
| • Cary Brown (Council Representative) | |

Montpelier Public Art Commission- The Public Art Commission worked on several projects in 2024. The Arts Commission oversaw the Transit Center mural project by Abena Songbird named "We Continue to Live," depicting Abenaki heritage. The Commission also oversaw the completion of murals at the Gateway Park by Wyatt Cunningham and Erik Gillard. The Commission reviewed numerous locations around the City and helped select the location and helped install the Clothespin sculpture. The Commission provided financial support to Montpelier Alive's "Lighting the Bridges" project and implemented a matching

building owner mural project that saw the installation of two murals on buildings on Elm Street. The Commission worked with local designers on signage to be placed at various arts installations around the community. The Community & Economic Development Specialist staffs the Commission.



The Public Art Commission members include:

- | | |
|---------------------|--------------------------|
| • Ward Joyce, Chair | • Rob Hitzig, Vice Chair |
| • Abena Songbird | • Bob Hannum |
| • Jody Brown | • Jesse Jacobs |
| • Judie Ehrlich | |

Community Development Block Grant Program (CDBG)-

The CDBG program is a federal grant program administered by the State of Vermont's Community Development Program and it awards federal funds to local projects based on need, merit, and ability to complete the project. In recent years the city has partnered with multiple non-profits to undertake critical projects including:

Another Way/Washington County Mental Health: \$600,000 toward the rehabilitation of 90 Barre Street and 125 Barre Street to provide housing and services for the unhoused. These projects were finished in 2024.

ADU Program: \$330,000 Pilot program to construct 7 ADU's in Montpelier. This project finished in 2024.

Downstreet Housing and Community Development: \$630,000 for their Green Mountain Home Repair program to be used in Downstreet's service area for low-income qualified property owners in need of critical renovation. This program accepts applications on a rolling basis and anybody in need of housing rehabilitation who may be considered low-income is encouraged to inquire.

Michael Miller, *Planning Director*

Management & Support

Finance Department

Financial Management & Administrative Services

Sarah LaCroix, CPA, Finance Director

The mission of the Finance Department is to ensure the financial resources of the City of Montpelier are managed and accounted for in an effective and efficient manner. Staff strive to provide financial information in a timely, accurate and meaningful format and continually work toward financial and operational improvements while providing professional service.

The Finance Department oversees all the City's financial matters. It is responsible for maintaining the daily accounting records and providing payroll, accounts payable, and utility billing services for the City's governmental and business-type activities. The Finance Department provides regular financial information to the Management Team, the City Manager, the City Council and residents. The department prepares the annual budget, manages human resources, prepares year-end financial statements and coordinates the annual audit. Financial records are maintained to ensure compliance with federal, state and local laws and regulations. The department also oversees all grant financial activities to ensure proper use and reporting of grant funds.

Many reports are available on the City's web site.

Budget, Financial and Annual Audit information can be found online at:

<https://www.montpelier-vt.org/176/Finance-Department>

Employment Agreements can be found online at:

<http://www.montpelier-vt.org/586/Personnel-Documents>

The City of Montpelier has 24 active funds, 13 departments and 5 labor contracts/employee plans. Montpelier has \$106 million dollars in assets and 34 loans that total approximately \$33 million. The annual operating budgets for all governmental and business-type activities is approximately \$31.6 million dollars.

In addition to processing the city's financial transactions, the Finance Department is responsible for collecting and remitting tax receipts for Montpelier-Roxbury School District.

Familiar faces in the Finance Department include: Serena Baker, who plays a critical role in the processing of accounts payable and quarterly water/sewer billings. Heather Graves, a Senior Staff Accountant, is responsible for the audit and all things accounting related. Todd Provencher is the Project Manager for the department and works on special projects and operational functions in key areas. Tanya Chambers continues to handle the myriad of personnel, payroll and benefit challenges of working with a large group of employees and the 50 or so seasonal employees hired each year. Crystal Lamell, the Payroll and Accounting Specialist, is responsible for payroll processing, monthly reconciliations,

and warrant review. Charlotte Hoyt, the City Treasurer, manages the daily demands of cash flow for the City.

The City is now in year five of a managed services contract with VC3 for the administration of the City's IT infrastructure needs. We have moved nearly all the City's IT infrastructure to cloud-based operating environments. By way of this service, the City continues to support employees with remote work arrangements as needed. Most computer workstations now operate in a virtual office environment which provides a consistent electronic environment across computer platforms and limits expenditures needed for new hardware. This environment offers a superior advantage against external threats, as well as physical threats as Montpelier's data will no longer be housed on internal servers.

Finance has used ClearGov for the fourth year to publish a digital budget book to create greater transparency and access to information. This has been eliminated from the fiscal year 2026 budget; the finance department will be reviewing cost effective methods for financial transparency and will be building financial reports, charts, graphs and the budget book internally.

I have now completed my second year as Finance Director; two years that have been very challenging and have tested all my skillsets, accounting and otherwise. I expect that those challenges will continue as the finance department will undergo a complete restructuring as we move into the upcoming fiscal year. The fiscal year 2026 budget season was incredibly difficult and contains significant cuts, of those cuts are two part-time finance positions and one part-time assessor's position, whose job responsibilities will also be absorbed by the finance department. The entire finance team will need to work together to reallocate job roles and maintain proper segregation of duties as we continue to provide services and manage financial assets. I am beyond proud of my finance team; they have held their heads high and continued to serve the community through several flood relocations and back to back years of staff budget reductions all with smiles on. I would like to take a moment to thank the women in those three positions that were cut from the FY26 budget for their decades of selfless service to the City – Charlotte Hoyt, Treasurer, Jane Aldrighetti, Assessor's Assistant, and Beverlee Hill, Delinquent Tax Collector. It has been an honor to work alongside and learn from them these past two years. Their unwavering expertise in their roles, wealth of historical City knowledge, and wonderful personalities will be missed greatly in City Hall.

In addition, I have certainly appreciated the support that the Finance Department has received from the City Council, the City Manager, and members of the leadership team during this past year. We would not be where we are today if it were not for our incredible staff stepping up when called upon.

Our office is located in City Hall, and we are available Monday-Friday from 8:00 AM to 4:30 PM. We always welcome city residents' questions, comments, and concerns. If I can be of service,

please do not hesitate to call me at (802-262-6253) or e-mail me at: slacroix@montpelier-vt.org

Sarah LaCroix, CPA, Finance Director

City Clerk's Office

The City Clerk's office performs several city functions:

The office administers all elections, including administering the voter checklist, as well as the recruitment and management of 40-60 volunteers each election.

- All marriage, business, and dog licenses are processed and recorded in the office.
- The office is the official library of all land records (deeds, mortgages, liens, etc.) and we assist the attorneys, realtors, surveyors and members of the general public in accessing and utilizing them
- The office manages liquor and related licensing (special events, catering, etc.).
- Shares responsibility for processing payments (tax payments, water/sewer payments, parking tickets, etc.).
- Manages and maintains the city's vital records.
- Serves as secretary to the city council, including the archiving of records.
- Coordinates abatement requests and the Board of Abatement.
- Coordinates property tax valuation and the Board of Civil Authority
- Registers residents for the state park pass program (Green Mountain Passports).
- Provides general assistance to residents and visitors as the basic point of contact between the city and the public and manages customer service in the office

Currently, the clerk's office staffing structure consists of City Clerk John Odum and Deputy City Clerk Sara McMillon. Temporary election workers are retained as needed.

The 2023 Annual City Meeting was held on March 7 and the 2024 meeting will be on March 5. As a helpful reminder, voters can log in at <https://mvp.vermont.gov> to register to vote, check their voter status, or request an early ballot. A voter guide for Annual City Meeting is maintained at <http://www.montpelier-voterguide.org>.

Non-U.S. citizens residing in the city legally are now eligible to vote on all city questions on the Annual City Meeting ballot. Please note that this does not include voting on ballot questions or offices relating to the Montpelier Roxbury School Board, or the Central Vermont Career Center.

In 2024, the clerk's office recorded 84 deaths, 56 births, 73 marriages, 1,751 documents in the land records, and licensed 295 dogs.

March 5, 2024 Annual City Meeting results:

ARTICLES 1-3 (Candidates for office).

FOR MAYOR

Dan Jones	994
Jack McCullough	1441
Carlton Langston Anderson	182

FOR GREEN MOUNT CEMETERY COMMISSIONER

Linda Hogan (write-in)	102
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FOR PARK COMMISSIONER

Kassia Randzio	2074
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FOR COUNCIL PERSON DISTRICT 1

Adrienne Gil	622
Nat Frothingham	94
Dona Bate	164

FOR COUNCIL PERSON DISTRICT 2

Sal Alfano	767
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FOR COUNCIL PERSON DISTRICT 3

Cary Brown	644
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FOR SCHOOL COMMISSIONER (3-year)

Scott A. Lewins	1438
Mia Moore	1806

FOR SCHOOL COMMISSIONER (1-year)

Tim Duggan	1155
Thomas "Tim" Favorite	1806
Jake Feldman	1301

FOR SCHOOL DISTRICT MODERATOR

No candidate

FOR SCHOOL DISTRICT CLERK

Tammy Legacy	1889
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FOR SCHOOL DISTRICT TREASURER

Hillary Montgomery	1937
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FOR CENTRAL VERMONT CAREER CENTER BOARD

No candidate

ARTICLE 4. Shall the voters appropriate the sum of \$11,860,353 for the payment of debts and current expenses of the City for carrying out any of the purposes of the Charter, plus payment of all state and county taxes and obligations imposed upon the City by law to finance the fiscal year July 1, 2024 to June 30, 2025? (Requested by the City Council)

YES	1935
NO	771

ARTICLE 5, Shall the voters of the school district adopt a budget of \$32,046,114 which is the amount the school board has determined to be necessary for the ensuing fiscal year? (Requested by the School Board)

YES	1214
NO	1507

ARTICLE 6. Shall the voters of the school district appropriate \$270,000 necessary to supplement the Capital Reserve Fund in support of the District? (Requested by the School Board)

YES	1519
NO	1124

ARTICLE 7. Shall the voters appropriate the sum of \$4,080 as compensation to the Mayor for services for the fiscal year July 1, 2024 to June 30, 2025? (Requested by the City Council).

YES	2279
NO	411

ARTICLE 8. Shall the voters appropriate the sum of \$12,240 (\$2,040 each) as compensation to the Council Members for their services for the fiscal year July 1, 2024 to June 30, 2025? (Requested by the City Council)

YES	2248
NO	427

ARTICLE 9. Shall the voters appropriate the sum of \$9,700 (Chair \$1,500; Vice Chair \$1,200; others \$1,000 each) as compensation to the School Directors for their services for the ensuing fiscal year? (Requested by the School Board)

YES	2093
NO	557

ARTICLE 10. Shall the voters authorize the Board of School Directors to hold any audited fund balance as of June 30, 2024 in a reserve (assigned) fund to be expended under the control and direction of the Board of School Directors for the purpose of operating the school? (Requested by the School Board)

YES	1893
NO	683

ARTICLE 11. Shall the voters authorize the City to levy a special assessment of \$0.0515 per \$100 of appraisal value on properties within Montpelier's Designated Downtown not used entirely for residential purposes? The assessment shall be apportioned according to the listed value of such properties except that the assessment for any property also used for residential purposes shall be reduced by the proportion that heated residential floor space bears to heated floor space for such property. Funds raised by the assessment shall be used to improve the downtown streetscape and to market the downtown. (Requested by the City Council)

YES	1824
NO	350

ARTICLE 12. Shall the voters appropriate the sum of \$444,070 to be used by the Kellogg-Hubbard Library for the fiscal year July 1, 2024 to June 30, 2025? (by petition).

YES	2321
NO	394

ARTICLE 13. Shall the City Voters authorize expenditures for Central Vermont Home Health & Hospice in the amount of \$23,500? (Requested by the City Council)

YES	2450
NO	255

ARTICLE 14. Shall the Charter of the City of Montpelier as amended, be further amended to give the City Council the power to provide by ordinance protections for residential tenants from evictions without "just cause" by adopting and adding a new section 301(b)9? (by petition)

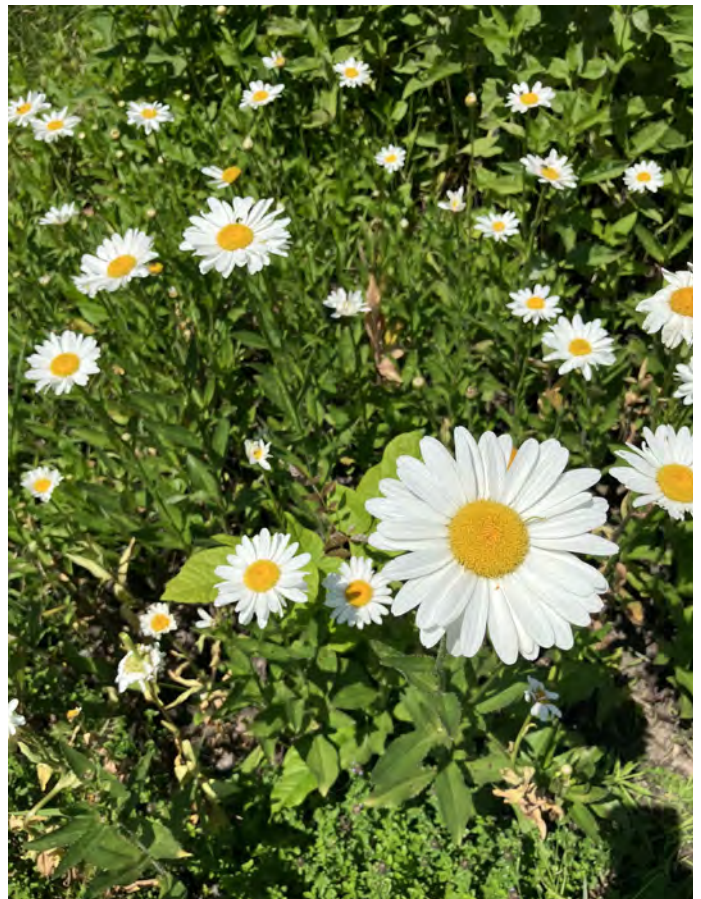
YES	1524
NO	1114

2024 SPECIAL SCHOOL MEETING APRIL 30 - MONTPELIER VOTE

SCHOOL ARTICLE. Shall the voters of the school district adopt a budget of \$30,575,415 which is the amount the school board has determined to be necessary for the ensuing fiscal year? (Requested by the School Board).

YES	990
NO	538

John Odum, *City Clerk*



Assessor's Office

The Assessor's Office is responsible for maintaining current ownership information and the listing and valuation of all real property (taxable and exempt) and all taxable personal property in the City. The Grand List is prepared as of April 1 each year and filed with the City Clerk in mid-June. Change of Appraisal Notices are sent to owners of properties with value changes at that time. Building and zoning permits, property transfer tax returns, listings, surveys and field inspections are used to update assessments.

The 2023 reappraisal appeal process is slowly winding down with 16 more appeals to be heard by the State.

The grand list value as of April 1, 2024, was \$1,286,723,000.

According to data in the MLS for Montpelier in 2024 there were:

61 single family sales, median sale price \$475,000; highest sale \$820,000

18 condominiums sales, median sale price \$277,000; highest sale \$529,000

7 multi-family sales, median sale price \$325,000; highest sale \$382,000

3 commercial property sales, median sale price \$423,000; highest sale \$610,000

4 vacant land sales, median sale price \$232,000; highest sale \$1,150,000

Work on the Parcel (Tax) Maps is ongoing. The maps are updated on an annual basis reflecting new surveys, deed research, subdivisions and changes in ownership.

I encourage property owners to check the maps on the Assessor's page of the city website.

The 2024 Municipal Grand List includes 2,933 taxable real and 238 personal property accounts, plus exempt properties. The final figures in the 2024 Grand List for taxable properties are as follows:

Property type	Number of parcels
Residential	2,130
Commercial	255
Commercial Apartments	79
Industrial	7
Utilities- Electric	4
Condominiums	404
Vacant Land	54
Cable - PP	1
Personal Property	237
TOTAL	3,171

Total taxable property value by category:

Residential	799,828,000
Commercial	294,039,200
Commercial Apartments	67,596,300
Condominiums	92,551,400
Industrial	3,624,400
Utilities	21,634,900
Land	7,448,800
TOTAL Real Property	1,286,723,000
Personal Property	34,569,254

TOTAL TAXABLE PROPERTY \$1,321,292,254

The 2024 Grand List decreased by \$17,516,898 compared to the 2023 Grand List, due to flood, fires and grievances.

While there were many renovations and additions in 2024, only a few new buildings were under construction.

Residential properties (including Condominiums) account for almost 65% of the total Grand List. The percentage share of Grand List categories saw little change from 2023. Over 500 Personal Property accounts were processed with 254 accounts falling above the \$10,000 value threshold and therefore included in the Grand List.

All owners of taxable Personal Property (Business Equipment) are still required by State Statute to submit an inventory form, per 32 VSA Sections 4004, 4005 and 4006, so that the assessed value can be calculated. Accounts that qualify (value less than \$10,000) will not receive a personal property tax bill.

The Assessor's Office annually updates the Downtown Improvement District (DID) parcel list and the Sprinkler Credit list.

Jane Aldrighetti, my able and devoted Administrative Assistant, is in the office Monday through Wednesday. My position continues to be a 60% (4 days/week) contracted service. I am usually in the office on Monday-Thursday. If you have questions or concerns regarding the valuation of real or personal property in the City, please feel free to contact our office. Jane's telephone number is 802-223-9504; my number is 802-223-9505.

I will continue to make my best effort to maintain accuracy, fairness and equity in property assessments in the City.

Marty Lagerstedt, *City Assessor*

Montpelier Community Justice Center

The Montpelier Community Justice Center (MCJC) is **Montpelier's community-based restorative justice services provider**. The MCJC operates programs that respond to criminal activity ranging from court-diverted misdemeanors to serious and violent offenses. In addition, the MCJC plays an important role in building a healthy community by assisting people in managing conflict; facilitating dialogue; and providing educational programs in conflict management, principles of effective parenting, safe and respectful relationships, and other justice related matters.

The MCJC is one of the 17 Community Justice Centers supported by the State of Vermont that offer restorative justice programs. The MCJC and the other CJs provide an opportunity for real accountability and community engagement in the resolution of crime and conflict. They facilitate dialogue and understanding that allows people affected by crime and those responsible for it to tell their stories in a safe environment where the goal is to help people find resolution and an appropriate way forward. Restorative justice has been shown to reduce recidivism, increase safety, reduce criminal justice costs and build stronger communities. People harmed by crime experience the support of their community and have the opportunity to seek what they need to help the healing process.

The MCJC's **Restorative Justice (RJ) Program** works with people who are referred at various levels of involvement with the criminal justice system. For cases diverted from the criminal/legal system, the RJ Program allows local and state police as well as the State's Attorney's office to send people to resolve their offense through a community-based restorative process in lieu of being charged or prosecuted. For people sentenced by the Court, the RJ Program serves as an alternative to fines or other punitive sanctions. The RJ Program provides a way for people on probation to enhance learning as they meet with their community and the people who have been impacted by their actions, are asked to be accountable for their actions, and find ways to make amends. The MCJC screens people who are referred to make sure they are appropriate for the program. At a minimum, they must acknowledge wrong-doing and be willing to talk about it. Intimate partner violence cases are currently excluded. Those who do not complete the program are sent back to the referring agent.

The RJ Program is available for people of all ages and accepts people more than once, should they re-offend and demonstrate that they are ready to make a change. The RJ Program requires active engagement by the person referred to learn about the impacts of the offense on others, make amends, make a positive connection with their community, and work on strategies to keep

from re-offending. This is most often done by meeting with the person(s) impacted by the offense (if that person wants to be involved) and a Restorative Justice Panel. In this meeting, the RJ Panel, made up of local, community volunteers, represents the broader community in which the harm occurred. It is not unusual for one or more of the RJ Panel members and the person who offended to have some level of acquaintance, thus increasing the personal stake in resolution. People typically complete the program in about three months. In FY24 MCJC processed 105 RJ Panel cases. Where people chose to engage in the process, 74% completed successfully. Of the cases that did not complete successfully, 21.5% were due to a lack of engagement by the person offered the program. Twenty-eight community volunteers dedicated over 520 hours to serve on RJ Panels. These volunteers also participated in relevant training and educational opportunities to meet volunteer requirements and to enhance knowledge and skills.

At the core of Restorative Justice is the goal of looking at crime and other offenses in terms of the harm to people directly and indirectly affected and responding to the needs that were created by the offense. The MCJC reaches out to the people impacted by the actions of those referred to the RJ Program. MCJC staff offers options for participation that range from not participating at all to full engagement at an RJ Panel meeting. The MCJC respects the choice of the person(s) impacted in the matter in how they choose to engage. In FY24, there were 271 affected parties who were contacted regarding participation in a restorative process.

In the restorative process, people impacted by an offense can participate in a tangible and constructive way. Including the voices and presence of affected parties helps craft successful agreements and prevent harms from happening again. Some of the most successful stories result when affected parties request restorative justice for the case. In one example, a couple requested a restorative justice process for a neighbor who, in a moment of intense stress and fed up with noise and lack of privacy, damaged some of their property in a fit of rage. The referred person, feeling great remorse at the realization of what they had done, was able to repair the relationships with the couple and other neighbors as a result of the restorative justice process. The damage was paid for, apology letters were written, and a conversation around mutual expectations was facilitated in the process. In completing the process successfully, the responsible party was able to avoid criminal penalties and, more importantly, began to re-establish trust and open communication with their neighbors.

When the MCJC works with people who have been incarcerated for serious or violent offenses who are returning to live in their community, it provides a different type of service. While the participants are expected to deepen their understanding of the harmful effects of their offenses on others and to make amends, they are also supported in building a life that is more

accountable than the one they lived before. The main feature of the **Reentry Services Program** is the Circle of Support and Accountability (CoSA) that is provided for each program participant (core member). CoSAs are intentional teams made up of the core member and three or four community volunteers who are organized and supported by MCJC staff. Weekly CoSA meetings over the course of at least a year have been shown to increase community safety as core members desist from committing new offenses. In FY'24 the MCJC organized and supported 22 volunteers who spent 483 hours working with 12 core members. An additional 8 program participants accessed services for resource referral and 47 for educational programs. One core member recently participating in the CoSA program was released from incarceration to a shared housing situation where he was able to work in exchange for rent. As a result, he was also able to maintain a vehicle, find temporary employment and consistently meet his probation conditions.

The MCJC's community building work happens through its **Conflict Assistance Program** and Education and Outreach efforts. The Conflict Assistance Program provides readily available help from a mediator for community-based conflicts such as those between neighbors, landlords and tenants, friends, etc. This service is free to Montpelier residents and can be accessed by calling our offices at 802-223-9606.

The MCJC participates in a state-wide effort to improve sensitivity in restorative justice practices where people in marginalized groups are impacted. The mission of the Equity through Data, Justice, Inclusion, and Education (EDJIE) initiative, prioritizes diversity in all its forms when recruiting staff and volunteers for our work, in establishing and implementing policies, and in the delivery of services. The intent is to ensure everyone in the communities we serve has equitable access to our services.

The MCJC offers classes that teach skills for improved relationships.

- *Insights into Conflict* is a class developed by MCJC staff that helps people become more mindful of their relationship with conflict and develop and improve basic conflict resolution skills.
- *Parenting with Respect* is a 10-week class for fathers to help them become more understanding of, and responsive to, the needs of their children. The class was designed specifically for men who are supervised and referred by the Department of Corrections or the Department for Children and Families, though it is also open to those who self-refer. The class receives funding support from the Vermont Domestic Violence Council. For more information or to enroll in PWR, contact the Director, Carol Plante, at 802.522.5566 or cplante@montpelier-vt.org.



Four people are employed by the Montpelier Community Justice Center. The staff currently includes one experienced mediator. The Director is employed full time and the Reentry Specialist and the Programs Coordinator are part-time positions (28-32 hours). The Restorative Outreach Specialist position is part-time (12 hours). All that the MCJC does is possible only with the dedicated members of the community who give their time to serve on Restorative Justice Panels, Circles of Support and Accountability, the Community Advisory Board or help in other ways to implement the programs we offer. The MCJC has approximately 50 volunteers on its roster.

The MCJC is primarily funded by the Agency of Human Services of the State of Vermont, Department of Corrections. The Vermont Domestic Violence Council provides funding for the Parenting with Respect class.

For more information, to access services, or learn about volunteering, please leave a message at 802.223.9606 or contact us directly:

Carol Plante, Director
cplante@montpelier-vt.org / 802.522.5566

Meredith Whitney, Reentry Specialist
mwhitney@montpelier-vt.org / 802.279.9467

Rick Pereira, Restorative Programs Coordinator
rpereira@montpelier-vt.org / 802.522.2492

Green Mount Cemetery

Mowing Practice

Traditionally, we have maintained the green spaces in the cemetery to lawn standards.

At the beginning of Covid 19, we reduced our mowing rotations, saving staffing requirements and reducing the use of gasoline and its emissions. As the green spaces grew out, we appreciated the diversity of wildflowers that grew and noticed an increase in wildlife activity in all parts of the cemetery. We adopted a philosophy of minimal mowing which honors the park qualities of GMC and supports its ecosystem. We continually fine-tune our mowing process but will continue to mow less during the spring and summer and have the whole cemetery mowed during the fall month in preparation for wintering over. Green Mount Cemetery is not the only cemetery that has tackled this change. Please see the following article in the New York Times.

<https://www.nytimes.com/2024/11/29/climate/us-cemeteries-wild-flowers.html#>

Please call our Director to discuss how we can assist your family in case your lot is in the less mowed sections of the cemetery

Chapel Vault Building

Our gothic designed Chapel building was built in 1904 with funds from John Hubbard's estate. This marble building needs restoration and preliminary estimates are over 1 million dollars in cost. We will be looking at further fundraising to preserve this majestic building. Roger Huntington of Marshfield has given us a monetary donation to begin this effort. Thank you, Roger! Additional tax-deductible donations can be sent to Green Mount Cemetery, 39 Main Street, Montpelier VT 05602. Please write "Chapel Renovation" on the check.

Budget

At present, we have 1 Director at .6 full-time, 1 full-time Cemetery Technician, 1 part-time seasonal employee, and a Vermont Corrections Work crew of 6 offenders with an officer. Our concern is the potential instability with the Corrections crew. If the crew were ever canceled (after 40 years), we would need to revisit the financial model. To be financially efficient, we have divided up the work crew labor hours between mowing and restoration of older monuments.

Service charges have been increased especially for nonresidents of Montpelier.

Finances have always been limited at Green Mount. Our perpetual care fund is now over \$900,000 and we can only use the interest that the fund produces. In theory, a cemetery's perpetual care fund should be enough to finance all its operations. Our fund would need to be \$7 Million. Our hilly terrain exponentially creates higher costs. The charge for the Department of Corrections work crew is \$28,000 for a crew 5 days a week, 4 hours a day from mid-May to mid-November. To evaluate the amount

of money spent on the work crew, we have recently received a private contractor proposal of \$210,000 for the complete mowing of the cemetery for one season.

Weather

As the climate changes, we are facing the challenge of making the cemetery resilient to future threats. For the second summer in a row, the cemetery suffered road damage mainly contained to the western end. The damage was caused by surface water running off the hillside behind the cemetery. We are working with FEMA for the damage and remediation caused during the summer of 2023.

Pollinators

As a natural park, how can we play a role in fighting the worldwide decline of pollinators? We no longer use pesticides and are beginning to rethink our landscape of plants. We started a pollinator garden and will continue to add more throughout the cemetery. Our privately funded apiary produced its first honey, and we will evaluate if having this project funded with cemetery funds is financially advantageous. We also have begun to create habitats (stumps, brush piles) in specific locations for native pollinators to overwinter.

Goals for 2025

- Evaluate our perpetual care fund holdings
- Continue to add pollinators to the landscape
- Develop a tree planting plan
- Continue to apply for grants to renovate the Chapel/Vault building

Volunteers sought – We are looking for volunteers to assist in:

1. Flag placement before Memorial Day
2. Grant writing for the renovation of the Chapel Vault Building
3. Care and maintenance of present and future flower beds

This past year's data:

- **Winter vault entombments:** 2
- **Foundations installed:** 13
- **Lots sold:** Full Burial 27 (with 9 graves as natural burial sites), 9 Cremation sites
- **Burials** – 5 casket, 8 Natural, 21 Cremations and 3 Outside of our cemetery
- **Monuments cleaned:** 30
- **Monument/markers purchased:** 5
- **Monuments lettered:** 9

Visits

We welcome groups of 1 to 25 to visit our cemetery. We have an electric golf cart in which we can assist in maneuvering over our hilly terrain. Please contact our Director to make an appointment.

For further information, please call our office at

802-223-5352 or email us at cemetery@montpelier-vt.org.

Our website is: [HTTP://www.montpelier-vt.org/155/Cemeteries](http://www.montpelier-vt.org/155/Cemeteries)

Patrick Healy, *Director*

Community Services

Community Services Department

The Community Services Department provides for the health and well-being of the Montpelier community by offering educational, recreational, social, and outdoor opportunities for all. Since merging in the summer of 2017, the three divisions of Community Services (Parks and Trees, Recreation, and

the Montpelier Senior Activity Center) have strengthened and improved the quality, efficiency, and delivery of their community programs and events. Our staff can easily coordinate and collaborate, and our department's dedicated volunteers and contracted program instructors support our programs and help us run effectively. The Community Services Department is very fortunate to have such an extensive network of volunteers. Our department would like to express gratitude to all its volunteers, including those from many area businesses, nonprofit partners, and educational institutions who support volunteerism and our department's work. Community Services is also grateful to the countless individuals, businesses, and municipalities who provide us with financial support during these difficult times."



Montpelier Senior Activity Center

A Gathering Place for Healthy Aging, Lifelong Learning and Delicious Dining

Staff members:

Amy Pitton, Director of MSAC (she/her)

Norma Maurice, Community Services Office Manager (she/her)

Matt Wilson, Community Services Communications and Development Coordinator (he/they)

Kim Myers, FEAST Senior Meals Manager

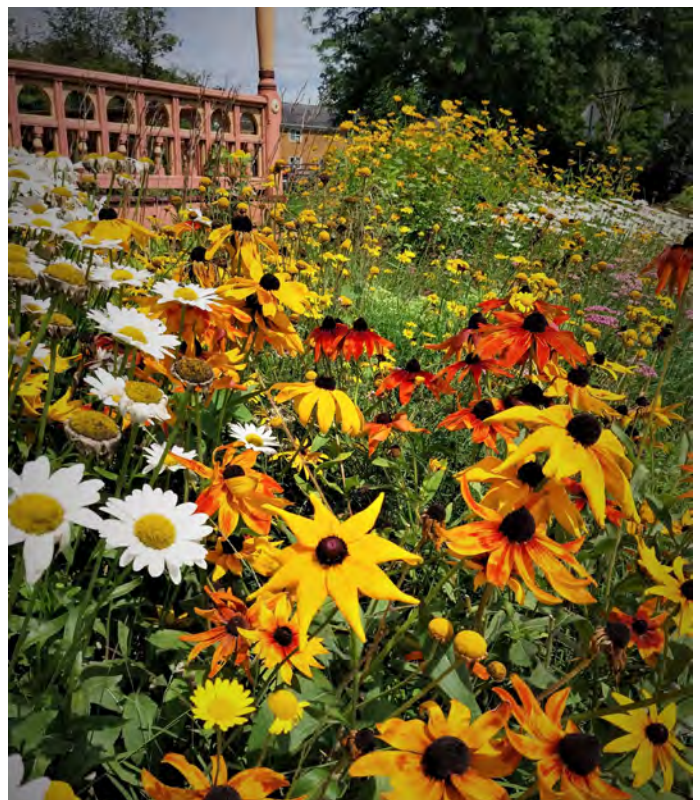
Shalonda James, FEAST Senior Meals Executive Chef

The mission of the Montpelier Senior Activity Center (MSAC) is to enhance the quality of life for older adults in the Montpelier area through opportunities that develop physical, mental, cultural, social and economic well-being in a welcoming, flexible environment. Forty percent of Montpelier's residents, those who are age 50 and up, are eligible to take advantage of the programs and resources that MSAC offers. According to the National Council on Aging, older adults who take part in senior center programs can learn to manage and delay the onset of chronic disease and experience measurable improvements in their physical, social, spiritual, emotional, mental, and economic well-being.

Additionally, compared with their peers, senior center participants have better health and higher levels of social interaction and life satisfaction.

From its humble beginnings in 1967, MSAC now serves approximately 1500 people annually from Montpelier and surrounding towns through a variety of programs including classes, FEAST/Meals on Wheels, drop-in groups, and a weekly community lunch. Six central Vermont towns; Berlin, Calais, East Montpelier, Middlesex, Moretown, and Worcester, also support MSAC with appropriated funds. Residents of these towns get a reduced membership fee at MSAC compared to non-supporting towns. Other community partners include the Central Vermont Council on Aging, the Vermont Department of Aging and Independent Living, and SASH (Support and Services at Home), all of whom provide resources and services to older adults.

In February 2024, MSAC welcomed Amy Pitton as the new Director of Program and Membership. Amy brought significant skills and experience in working with older adults to the position. She joined a very competent team, including long-time office manager Norma Maurice, Communications and Development Coordinator Matt Wilson, FEAST Program Manager Eli Mutino (and later, Kim Myers), and FEAST chef, Shalonda James, all under the direction of Arne McMullen, Director of Recreation and Senior Services. In September 2024, Amy was promoted to full MSAC Director status, which added city leadership team responsibilities to her position and removed MSAC responsibilities from Arne McMullen's position. Helping the staff to ensure



a welcoming and well-run program in the past year are Yona Shafor and Martha Brown with Associates for Development and Training, office volunteer Eva St. Clair, and kitchen volunteers Rebecca Shepherd, David Hartnett, Jean Richardson, Steve August, Sue Stinehurst, and Kiera Fahey, along with many drivers for Meals on Wheels. Additionally, FEAST partners with Montpelier High School to introduce interested students to the food service profession. These students help prepare and package meals, learning valuable skills in how to make meals in a food-safe environment.

Amy Pitton began her work at MSAC by meeting with the Advisory Council and all four of the MSAC committees to learn about their responsibilities, hopes, concerns, and ideas for the future. The Committees (Membership and Hospitality, Fundraising, Program, and Finance) are all back on a regular meeting schedule with new enthusiasm for their tasks. The Advisory Council, too, is finding new direction and purpose as MSAC looks to meet its goals to increase the number of older adults that are served by MSAC in a fiscally responsible manner. All are committed to helping MSAC be a top-notch senior center that helps older adults in Central Vermont live healthy and engaged lives.

To meet the goal of fiscal responsibility and at the request of the Advisory Council and the Finance Committee, a Budget Boot Camp was held in August of 2024 with Kelly Murphy, Ass't. City Manager and Heather Graves from the city's Finance Department so that all parties could learn the ins and outs of the MSAC budget, a process that is on-going. The MSAC budget is a bit complex, with income derived from an appropriation from the city's General Fund, surrounding town appropriations, class fees, membership dues, the Annual Appeal, investment income, and grants. Some of the income is restricted in use, and grant income is not reliable year over year, which adds to the complications in working with and planning the budget. The City of Montpelier supported MSAC in 2024 with an appropriation of \$188,674, which amounts to 26% of MSAC's total budget. Because of a particularly good year with investments, MSAC ended FY24 with a surplus, which was a nice surprise.

MSAC is unlike any other Senior Center in Vermont, presenting more classes and drop-in groups than many others. MSAC is not your grandparent's senior center! We offer a wide variety of classes in 10 – 12-week sessions, including such diverse subjects as Spanish, watercolor painting, storytelling, wood carving, line-dancing, yoga, Pilates, and Bone Builders. The average class costs \$50 a session or \$5 a class, making classes affordable for most. We provide financial aid for those who request it. We offer 12-15 free drop-in groups each week, including fun activities like tabletop games, Trash Tramps, Crafting, Art, and Ukelele. We offer day trips to sites around Vermont with the use of the Do-Good Van. Then, there is our FEAST Senior Meals program, which serves a community lunch every Tuesday and

sends out a daily meal through the Meals on Wheels program to about 50 Montpelier residents and 11 Berlin residents (paid for by the town of Berlin). In addition to all that, we host Foot Clinics, UVM's OLLI Lecture series, and free AARP Tax Preparation assistance for all seniors. MSAC is a busy place!

FEAST Senior Meals/Meals on Wheels has resided under the umbrella of MSAC for the last 11 years, utilizing two different operational models in that time. The first model, which was in place until 2020, was contracted the meal production out to Good Taste Catering and delivered by FEAST volunteers. Under the current model, FEAST employs two part-time employees, a program manager and an executive chef, to manage both the Meals on Wheels meals and the congregate lunch on Tuesdays. Income for the FEAST program is derived from federal funding from the Older Americans Act, distributed by a per meal reimbursement through the Central Vermont Council on Aging. In 2024, that funding increased to \$6.50 per meal for 2/3 of the meals and \$4.45 for the remaining 1/3. Other funding sources includes grants and fundraisers. In FY24, FEAST produced and delivered 15,744 meals through Meals on Wheels and served 731 meals at the revived Tuesday congregate meal that began again weekly in March 2024. In the fall of 2023, it became obvious that the FEAST program was not operating in a self-sustaining manner as was initially envisioned. A committee was appointed to assess the program from a strategic perspective. The final strategic assessment is not available at the time of this writing but will be by the time the Annual Report is published. It is expected that the report will show that the program does have the potential to be self-sustaining with appropriate and careful management.

FEAST also celebrated the third year of the FEAST Farm, a joint project with the Department of Parks and Trees. The FEAST Farm, on a new location on Country Club Road, produced thousands of pounds of vegetables and fruits for use in FEAST meals. Along with lowering FEAST's food costs, this locally grown produce raises the standard of our meals and helps to create a robust, sustainable food system in Montpelier. Beyond supplying produce for our meal program, extra produce is sold at an affordable price to the public through our FEAST farmstand, proceeds from which go to support the FEAST program. MSAC would like to thank Charlie Watt, the FEAST farm manager, for his hard work on the farm and for being a great co-worker.

Information about MSAC is available through our regular publications: our monthly newsletter Active Times, weekly e-letters, and quarterly program guides, as well as on our website at www.montpelier-vt.org/Montpelier-Senior-Activity-Center. MSAC's office hours are 8 am – 4 pm Monday through Friday. Our office phone number is (802)223-2518 and our email address is msac@montpelier-vt.org. Stop by and visit us – we'd love to show you around!

Parks & Trees Department

The Mission of Montpelier Parks & Trees is to steward Montpelier's Parks, Trees, and natural spaces for the health and enjoyment of all.



2024 was another eventful year for the Parks & Trees Department. Our aim is to provide high quality services at an affordable price for residents. At just 2.2% of the annual budget, the Parks & Trees department comes in at a very reasonable cost to taxpayers, and leverages significant external funding to support projects and programs that are important to residents. The FY25 budget, which we felt in the 2nd half of 2024, had significant cuts to our Parks & Trees budget. Fortunately this year we were largely able to offset the cuts with grants and fundraising, thereby keeping on our Americorps members and MYCC programming. We don't foresee that being possible every year moving forward, but we felt very fortunate to keep these important programs going in 2024. Our work in the Parks this year was dominated by flood recovery projects. In addition to fixing trails and other infrastructure, we were also able to make several notable long-term improvements.

The following is a summary of our notable accomplishments looking back on the year as a whole:

Parks:

- Ran our 4th year of the "Montpelier Youth Conservation Corps" summer program.
- Finished the last 500' of the universally accessible trail in Hubbard Park all the way to the tower.
- Replaced the roof on the New Shelter
- Built 15 bridges and boardwalks in the North Branch Park to replace flood-damaged trails.
- Finished a 65 foot bridge into the new section of Hubbard Park off of Clarendon Ave.
- Re-built the Hemlock Hill Trail in Hubbard Park to be much more user-friendly and sustainable.
- Made significant improvements to the Fitness Trail in Hubbard Park
- Re-built the Feast Farm at a new location at Country Club Rd.

- Began construction of a new universally accessible outhouse at the New Shelter in Hubbard Park.

Trees:

- Completed a city-wide update to our Tree Inventory, recording almost 5,000 trees that are in the City right of way or could impact public roads.
- Established 2 new tree wells downtown using the Stockholm Planting method, building on the 4 we completed in 2021.
- Continued with our EAB management plan, including treating high value trees and removing 10% of the ash trees within the ROW each year.

Core Services



Park Maintenance: The Parks & Trees crew of 4 people maintains over 500 acres of parks spread across 8 parks. We also share maintenance duties along the 4.5 mile recreation path. Our primary goal is to provide a clean, safe, recreational experience for all park users. This year our maintenance work was focused on flood recovery tasks and basic maintenance of our facilities. Our major maintenance project was rebuilding the roof on the New Shelter, which was leaking and had some rotten structural pieces. The roof was rebuilt by our staff and MYCC crews with cedar shingles. We also did a very significant re-route on the Hemlock Hill Trail to make it more sustainable and more enjoyable to use. Our work was assisted by 2 full-time Americorps members, 2 summer Americorps members, and our MYCC crews.

Tree Work: Our crew maintains the trees along all of the roads in Montpelier. This work includes removal of elevated risk trees, proactive pruning, planting, maintenance, care of our downtown trees, and execution of the Emerald Ash Borer management plan. This year we did a comprehensive update of the City's tree inventory, identifying roughly 5,000 trees that are in or can impact the City's ROW. We also logged over 1600 hours of tree removals, and contracted for removal or pruning of 11 trees. Due to the efforts of our City Arborist Joseph Ferris, we were also able to get Green Mountain Power to do 7 large jobs for the City at no cost to residents, which we estimated at a value of \$47,500.



Notable trees removed include a 38" white pine on Wilson St., two 26" sugar maples on upper Main St., a 25" sugar maple on College St., a 22" ash on Parkway St., a 24" white pine at the Elm St. softball field, and a major Winter storm cleanup following an early April snow storm.

Programs

MYCC: This year we hosted our 4th year of the "Montpelier Youth Conservation Corps" (MYCC) summer program. We were able to employ 28 students from MHS and U-32 and an intern from Sterling College. Participants worked for 6-8 weeks on Parks projects, tree projects, and at the Feast Farm. Overall they logged 6535 hours! Thanks to Matt Mclane and the Community Based Learning (CBL) Staff at MHS for being wonderful partners, and the Vermont Department of Labor for funding this program with their Work Based Learning and Training Grant. This program came at no cost to residents, as funding for this program was cut from the FY25 budget. Unfortunately we do not expect to continue this program in the summer of 2025.

Feast Farm: Early in 2020 (pre-pandemic), we developed a program in collaboration with the Montpelier Senior Activity Center (MSAC) called the Feast Farm. The goal of this project is to engage an intergenerational group of volunteers to grow food for MSAC's FEAST Meals program. 2024 was our fifth season, and it was dedicated to moving the farm to higher ground following last year's devastating flooding.



Our farm manager Charlie Watt worked for his second season. He and the MYCC crew did an unbelievable job transitioning the space from a patch of old fairway to a full-fledged mar-

ket garden. Thanks those who fund this program including the VT Farm to School Program, The Vermont Community Fund, Hunger Mountain Coop, Just Basics, Kiwanis Club, Harris and Frances Block Foundation, National Life Group, AARP, Central Vermont Council on Aging, VSECU, the Mergens Foundation, VT Community Garden Network, the Tarrant Foundation, the New England Grassroots Environment Fund, and many individuals. This program came at no cost to residents. Due to cuts in staff capacity we do not expect to continue this program in 2025.

Economic Development: We are working hard to capture the economic benefits of outdoor recreation for Montpelier using the following 3 strategies:

1. Tell the right story: Montpelier has a vibrant downtown seamlessly connected to high quality outdoor recreation.
2. Town to Trails: Connect our trail networks to downtown and to each other to create longer and more diverse recreation experiences that can start and end downtown.
3. Regional Connections: Work with regional partners to create connections outside our borders.

Some of our past accomplishments include a new outdoor recreation website, 9 promotional videos, a new comprehensive map, and some important trail planning. This year we continued this work through the design of a multi-use connector trail through Hubbard Park, which will help connect our trail system to downtown.



AmeriCorps: We host 2 year-long AmeriCorps members through the ECO and VHCB-AmeriCorps programs. Alex McKearin finished her first service term with us, and stayed on for a second year (and her 3rd year of Americorps). Marek Zajac finished up their second service term with VHCB Americorps and we also welcomed them back for an unprecedented third year! Marek and Alex were instrumental for us this year in all of our projects and programs, we are so grateful for their efforts. Due to FEMA funding, we were also able to fund 2 summer Americorps members. Jess Forsyth served on our trail crew fixing and improving flood damaged trails. Hannah Thomas helped transition the Feast Farm to a new site. Overall our Americorps members logged 4360 hours in service to Montpelier! Funding for this pro-

gram was cut from the FY25 budget and we do next expect to have Americorps members after this year.

Community Volunteers: We continue to have a great turnout of community volunteers for a variety of projects including invasive removal, tree planting, trail work, and our most popular project - the Feast Farm. Some of our key partners include the Montpelier Tree Board, National Life Group, Montpelier Senior Activity Center, Montpelier Area Mountain Bike Association (MAMBA), Onion River Nordic (ORN), Norwich University, the Greenway Institute, and Two Roads Academy. In 2025 we logged 1,500 hours of volunteer labor.

Events: This year we were able to run all of our annual events: Enchanted Forest (26 years), Ice on Fire (29 years), and Parkapalooza (6 years). Unfortunately this is likely to be the last year of Parkapalooza. Due to cuts in funding and staff capacity, we do not expect to continue that event in 2025.

Tree Nursery: Our old tree nursery at 5 Home Farm Way was destroyed in the flooding in 2023, so we spent part of this year re-establishing our City tree nursery tree nursery at Country Club Rd. The site will be excellent for this purpose, with good access, plenty of sun, no risk of flooding, and more in the public eye. This year we prepared the soil, planted cover crop, and erected fencing. We will do our first planting into the nursery in 2025.

Projects



Flood Recovery: This year most of our projects were related to improving our trails to be more flood-resilient. This work involved fixing trail sections that were destroyed, re-setting culverts that were dislodged, and in many cases replacing culverts

and trail sections with bridges and boardwalks. We also spent a significant amount of time meeting with FEMA representatives, writing damage reports, and going through the paperwork to get reimbursed for all of the damages to Parks facilities. Lastly, our crews were able to support our neighboring communities (Barre and Plainfield) following the second round of devastating flooding they experienced this past July. We brought them supplies, equipment, technical assistance, and support with mucking out basements and other tasks.

Hubbard Park Multi-Use Connector Trail: This year we completed the design for a Hubbard Park Multi-Use connector trail, which would connect Hubbard Park to the North Branch Park & Elm St. Recreation facilities via North Park Drive. The trail would mostly replace the existing Parks Connector Trail, which is not suitable for multi-use. The design involved extensive public input via the Parks Commission, and was completed by Timber & Stone LLC. This winter we will work on permitting and further due diligence in preparation for the next phase of the project.

Universally Accessible Interpretive Trail: In 2022 we completed the first universally accessible trail in our parks network. The trail goes from the New Shelter in Hubbard Park nearly to the tower, and features a smooth surface, gentle grades, and great views of the park. In 2024 we completed the last section of this trail to go all the way to the tower. Thanks to the Recreational Trails Program (VT FPR) for funding the project, and to Timber & Stone LLC for their excellent work constructing the trail.



Hubbard Park Expansion Trails: This year we finished a 65' long bridge which will provide a new access point to Hubbard Park for the Park West neighborhood. This is a project we've been envisioning since we acquired the land in 2021. Thanks to the Vermont Outdoor Recreation Economic Collaborative (VOREC) grant program and to the Vermont Mountain Bike Association (VMBA) for funding this work, and to our contractor Timber & Stone LLC.

Mountain Bike Trails: Our network of mountain bike trails in the North Branch Park remains a popular year-round destination with skiing and fat biking taking over in the winter. Thanks to the Montpelier Area Mountain Bike Association (MAMBA) for their tireless dedication to maintaining these trails. This year we were able to use FEMA funding to replace or build 15 bridges and boardwalks on our network of mountain bike trails as part of our annual maintenance program.



Downtown Tree Planting: This year we installed 2 new tree wells downtown, following up on the 4 that we did in 2021. We used the Stockholm Planting Method, which has a number of benefits including greatly enhancing the root space and water infiltration into the root zone. The new trees planted this year were a Freeman Maple in front of Walgreens at 29 Main St., and a Red Oak in front of the American Legion at 21 Main Street. The trees planted in 2021 appear to be thriving, with an American Elm at the corner of State and Main putting on 47 inches of growth on one shoot.

Thanks

2024 was a very productive year. Despite budget challenges, and still feeling the effects of the 2023 floods, we were able to provide a lot of valuable services to the community. A very special thank you to our small staff, Americorps, and MYCC members for their dedication. Our team has a lot of responsibilities and juggles them all with gumption and good humor. We have a lot to look forward to in 2025, and we appreciate the opportunity we have to serve this community.

Parks Commission

The mission of the Parks Commission is to advance a long-term vision to ensure that parks, gardens, greenways, and natural areas are vital to Montpelier's community identity and are forever available for the enjoyment of all. The five members of the Montpelier Parks Commission are your voice in the city's parks. We guide park policy, hold monthly meetings open to the public, and help set the agenda for the work of the staff in the Parks Department. Each member of the Commission serves a 5-year term, with a new member elected each year.

This year the Parks Commission's time was largely dedicated to re-evaluating the rules for dogs in Hubbard Park with the goal of making Hubbard Park more welcoming and accessible to a greater number of people. After an unprecedented public discussion, the Commission voted to require dogs to be on leash at all times in a core section of the park (~100 acres), while reserving a larger separate section where dogs can be off-leash at all times (~150 acres). This policy will aim to provide more equitable access to Hubbard Park in alignment with the Montpelier Parks Commission's mission to ensure that park spaces are forever available for the enjoyment of all. The solution represents the Commission's best effort to both accommodate public needs and broaden access to Hubbard Park, based on years of public comment, surveys and discussion. The decision was informed by 18 public meetings from 2022-2024, over 150 pages of public comments gathered from emails, public meetings, and Front Porch Forum, the Hubbard Park Canine Committee's Policy Proposal, staff input, and 3 different surveys between 2021 and 2024. The Commission wishes to thank everyone who participated in this process.

The Parks Commission also took steps to move forward on the Hubbard Park multi-use connector trail. After an open-house meeting on the topic in January, the Commission decided to proceed with a design phase. Upon evaluating the design and getting further feedback from the community throughout the Summer and Fall, the Commission then approved to move forward into the permitting and due diligence phase, with the goal of moving to implementation in 2025.

In addition to these two large projects, the Commission has also taken on many smaller projects and regular business. We look forward to a busy and productive year in 2025. Thank you to all who have used our parks or engaged with the Parks Commission in 2024.

Kassia Randzio, Chair (Term expires 2029), Stephanie Hunt (Term Expires 2025), Lincoln Frasca (Term expires 2026), Emily Donaldson (Term expires 2027), Andrew Brewer (Term expires 2028).

Recreation Department

"Serving our community since 1945"

As we look back on 2023, programs are starting to gain back participants that were lost during COVID-19. The Montpelier Recreation Division continues to develop safe opportunities for citizens of Montpelier. During this past year, we are getting back to normal business. We were able to open up all facilities and programs in a safe manner for the public. The staff of the Recreation Division are proud of the services we were able to provide to the community even with a frozen positing during these challenging times recovering from the flood..

The Mountaineers were back in full swing on the Recreation Baseball Field. Babe Ruth and Senior Men's Baseball teams populated the diamond when the Mountaineers were out of town. Adult softball at Dog River Fields were cut short due to the July Flood of 2023. Our K-sixth grade youth soccer program had a great despite moving off the Dog River Flooded fields. We kept K-2 soccer fields up to 203 Country Club Road and added ¾ fields up there with the loss of Dog River. We also added a 5/6 field there as an additional practice field for this year. Everyone continues to enjoy the soccer fields on the hill. Despite our limited maintenance staff, they continue to do a great job keeping our facilities safe and in great shape for our participants and park users. Youth baseball and softball are continuing to grow in Central Vermont.

The pool had a good participation this summer. Participants were very happy to have things returning to pre-covid – 19 operations. We closed the pool a couple of days due to the flood issues on the streets that prevented traffic from getting

through to the pool. We also had a couple of weeks of free admission for those affected by the flood. Safety protocols were still used as needed for public safety and staff. Everything went very well.

Day Camp numbers continue to increase from the previous summer as families are starting to return to normal. However we are not back to pre-COVID numbers. We are heading in the right direction.

The recreation shelter continues to be popular for community and family outings. People really appreciate the safe outdoor space. The Recreation Division continues to offer many activities including: soccer camps, tennis camp lessons, and Mountaineer baseball camps. Swimming lessons went really well this year despite the flood. Our youth soccer and fall tennis programs once again had great participation this fall.

Our Capital Kids Summer Day Camp program enjoyed a good season at the pool for the third summer since COVID. Numbers at camp are still climbing slowly to pre-COVID numbers. The shelter allows us to spread out Day Camp to provide a great space. We had to close our Afterschool Licensed Childcare program that ran during the school year due to space and the staff position reduction.

The Summer Lunch Program was in full swing again this year making a free lunch available to feed anyone in our community under 18 regardless if they are in the recreation programs. It was a very successful summer for the lunch program that fed many others outside of our camp as well that were eligible.

The Recreation Division's overall program attendance increased slightly in 2023, but we are still not back to pre-pandemic attendance. We are still working on additional space for programs. Rentals have really been good this year in the gym. We have open gym three days a week, youth basketball had another strong year with numbers. Tae Kwon Do and other small programs had a good year. Pickleball and noontime basketball have been having strong attendance throughout the year.

Some of our special events returned this year such as the Chocolate Egg Hunt, Ski/Skate Sale and many special pool events. Doggie Days also returned to the pool. We are hoping to see more of our events returning this year.

Looking back, starting to see some programs recovering from the impacts of COVID-19 and the loss of our of our frozen staff positions, we are hoping we have learned ways to work through these challenges to move forward into the future. We are also hoping seasonal staffing hires will bounce back to pre-covid times. We are always trying to do more with the limited resources we have and new ways to serve the community's needs. Our staff is very proud of the work we do for the community. We hope that you will take advantage of your

Recreation Department in 2024. We are here to help you find "constructive use for your leisure time".

If you know of a program you would like to see offered, know of an instructor to teach a class for us, or if you have any questions, please call us at 802-225-8699 or stop by our office at 58 Barre Street. Don't forget to check us out on the web at: www.montpelier-vt.org/838/Montpelier-Recreation

RECREATION ADVISORY BOARD MEMBERS:

- Heather Bailey, Chair
- Chris Hancock
- Peter Cohn
- Scott Van Beck
- Tristan Cherry

Montpelier Housing Authority

A Valuable Community Resource

The Montpelier Housing Authority is a local, independent government agency that has served our community for over fifty years. Our five member Board of Commissioners is appointed by the City Council with Commissioners serving staggered five-year terms. The Board employs an Executive Director and staff to oversee its operations. As a local independent agency, we are not a City department. We are funded entirely by federal funds and management fees paid by the properties that we manage. No local or state funds are received to operate our programs.

The Authority operates a wide variety of programs in its continuing effort to meet the need for affordable housing in our community. We own and manage Pioneer and Gould Apartments. We also serve as full managing agent for 58 Barre Street Apartments, Lane Shops Apartments, Cummings Street Apartments, and Prospect Place. We provide management services for two properties for Washington County Mental Health Services: a group home on St. Paul Street and a small apartment house on Prospect Street. In addition, we administer the Section 8 Housing Choice Voucher Program which totals 125 vouchers. These subsidies assist eligible households in private apartments in the City. During the last year we paid Montpelier landlord over \$850,000 on behalf of Section 8 Voucher program participants.

A total of 327 units of affordable housing are provided for Montpelier residents through these programs.

Our 501(c) 3 nonprofit, Capital City Housing Foundation (CCHF) was created in 1989 to provide another way to meet the affordable housing needs of the community. CCHF is the general partner for Cummings Street Family Housing Limited Partnership and 58 Barre Street Housing Limited Partnership,

and also owns Prospect Place. Perhaps CCHF's biggest challenge was to renovate Heaton House, a closed nursing home, into a level three residential care facility. Heaton Woods is a tremendous asset to the community. CCHF operated the facility over twenty years. In May of 2016 it was sold to the Living Well Group a non-profit that owns two other residential care facilities in Vermont and is better able to carry on our mission.

CCHF continues sponsorship of the meals site at Pioneer Apartments, which has operated continuously since 1973. The Senior Meals Program serves weekday noon meals to the elderly and persons with disabilities at Pioneer Apartments, along with weekend frozen meals for those who need them. They also provide home deliveries to our elderly/disabled buildings and those living near the meals site. Please call 223-6357 for more information.

The Montpelier Housing Authority is committed to paying our fair share toward City expenses. All projects owned or managed by MHA and CCHF pay full water and sewer charges, including the sewer benefit. 58 Barre Street Apartments, Cummings Street Apartments, Prospect Place, Lane Shops Apartments, 7 St. Paul Street group home and the Washington County Mental Health Prospect Street property also pay full property taxes. A total of \$144,830.19 in property taxes to the City for the 2023-24 tax year.

Pioneer Apartments paid \$3,902.40 in sewer benefit and \$14,688.42 in PILOT. Gould paid \$841.68 in sewer benefit and \$3,000.00 in PILOT

The Authority works cooperatively with City Departments and other non profits, especially the Planning and Development Office and Downstreet Housing and Community Development. We continue to work closely with the City on issues that arise in connection with the 58 Barre Street property. The Authority not only serves as managing agent for the housing at 58 Barre Street, but also manages the commercial condominium comprised of the fourteen unit housing complex and the Montpelier Senior Activity Center. This includes ensuring that the bills are paid and that all the building systems are maintained, serviced and inspected as required.

The Executive Director also serves on the Washington County Housing Coalition and the Vermont Consolidated Plan Advisory Board

The authority strives to maintain a high level of service to our tenants and the Montpelier community. Please feel free to call our office at 229-9232 if we can be of service to you. You can also visit us on the City web site for more information including meeting agendas and minutes.

Jo Ann Troiano, *Executive Director*

Conservation & Recreation



Montpelier Conservation Commission

The mission of the Montpelier Conservation Commission (MCC) is to strengthen the relationship between people and nature, in order to involve residents in the protection and enhancement of the City's natural environment. The MCC is charged with advising the Planning Commission, City Council, and other City officials on issues concerning Montpelier's natural resources. In 2024, the commission recruited several new members which necessitated a review of the mission, vision, and strategic goals of the commission. In tandem with these discussions, the commission took steps to centralize documentation and develop a virtual library of information where past projects and other documentation could be easily accessed and transferred to new commissioners. This effort has led to better informed decisions and even kicked off several Lake Champlain Basin Program grant applications.

This year the MCC had several notable projects which included volunteering and supporting the restoration of the EastRise Rain Garden following the 2023 flood, developing a social media toolkit for No Mow May that was utilized by the City, and worked collaboratively with the Parks Commission to develop a grant application to establish interpretative signage along the new multi-use trail planned for Hubbard Park. The Commission also had the opportunity to establish new relationships with partner organizations like the Winooski Natural Resource Conservation District, the Berlin Pond Watershed Association, and the Vermont Fish and Wildlife Department.

Regarding MCC membership, Rose Vath completed her first full year as the chair of the commission while Jennifer and Paul served their first full years as the Secretary and Treasurer, respectively. While we have had one departure this year, the MCC has had three additional commissioners join the throughout the year: Royce Meyer, Jas Smith, and Joanne Garton.

EastRise Bioretention Garden Rehabilitation

Ecolibrium, LLC, in partnership with the MCC, received funding through the Lake Champlain Basin Program to support the restoration of the EastRise (formerly VSECU) Bioretention garden in 2023. This beautiful rain garden, installed in 2019, was designed to collect runoff from a specific drainage area and acts as a buffer for the Winooski River. In 2024, the MCC supported the project by providing volunteer support for site preparation and public outreach efforts associated with the grant. The in-

stallation took approximately a week and a half and completed with new native plantings and an expanded basin to capture additional water in high precipitation events.



In 2025, the MCC will work with Ecolibrium, LLC to identify education and outreach opportunities relating to the benefits of stormwater infrastructure.

No-Mow-May Educational Program

The MCC developed a social media toolkit that communicates the benefits of pollinators, provides tips for maintaining a pollinator-friendly lawn, and addresses questions that the community may have about the initiative. The social media toolkit includes social media posts for every week of the month and can be re-used year after year to maintain consistent messaging. The social media toolkit was a collaborative project completed by the MCC and will provide the City communications department a template of high-quality information to work from for future No-Mow-May outreach campaigns. The MCC hopes to further develop the outreach campaign to educate residents on how they can convert their lawn spaces to native pollinator gardens in the future by developing yard signs for community members who participate and even a speaker's series. The MCC will continue to collaborate with the City communications department and hopes to identify funding opportunities in 2025 that could further expand the impacts of no-mow-may to be all summer long!

Membership and Meetings

Following the loss of valuable knowledge and expertise in 2023, the MCC experienced a growth spurt in 2024 with the addition of 3 new commissioners. These new members have provided valuable input and support to the commission, and we thank them for their dedication and willingness to serve. We have one remaining vacancy that we hope to fill in the coming year.

Our regular meeting time for the upcoming year (2025) will be the third Wednesday of each month at 6:00 p.m. Monthly meetings are held through a hybrid method, using both a Zoom link as well as in-person representation at City Hall in the Manager's Conference Room. The Zoom link is posted with the draft agenda on the City's Agendas and Minutes web page.

Members:

- Rose Vath (Chair)
- Jennifer Leigh Brown (Secretary)
- Paul Marangelo (Treasurer)
- Nolan Carver
- Linden Chozinska
- Joanne Garton
- Royce Meyer
- Jas Smith

The MCC is staffed by Montpelier Parks and Trees Crew Leader, Cara Barbero.

Montpelier Tree Board



The Montpelier Tree Board had what we might call a “growing year” in 2024. Yes, we did plant some trees that are growing. But much of the growth we had hoped to accomplish has been a bit stunted, first by COVID and then by floods and finally by a very tight city budget that again left us with no appropriation. Is there good news? Yes!

- As I walk around town I see many trees we've planted in years past have grown to make impressive contributions all around the city neighborhoods. The Freeman Maple we planted just east of the Washington County Courthouse in 2013, when it was a mere 8' tall, is now nearly as tall as the ridge of the building. And that is just one of hundreds we have planted in the 34 years since the City Council created this standing committee.
- Although our young nursery at Farm Way was lost in the flood last year, along with nearly 400 trees we had just planted, some of those trees have continued to grow and will, if all goes well, help stabilize that piece of the flood plain to protect the city in the future.
- Despite having no city appropriation for the past several years, we are grateful for a substantial bequest from Ken Liberto who was a long time, vibrant supporter of our work.



- Perhaps the best news is how these difficult years have resulted in our working much more closely with the City's Trees and Parks Department. Honestly we would have accomplished far less without their support, planning and partnership. High on the list is a new nursery located at the former Elks Club property. City arborist, Joseph Ferris, had led this work which we hope will end up producing several hundred trees annually we can plant out.
- Another project we worked on with Trees and Parks is the planting to two more trees downtown using the "Stockholm Method." This involved an ambitious excavation and careful construction of the planting area that will allow trees to successfully grow much larger and more healthy. We are monitoring these two along with three others we planted in 2023 to further refine the planting method.
- In general the downtown trees are, for the most part, in great shape. We have several that will be replaced this spring but

in general they are showing good health and growth. This is due in large part to a faithful team of volunteers who water regularly throughout the summer. You will often see them at 6am pulling hoses around—please thank them!

- Although the Emerald Ash Borer is continuing to spread throughout the city (and state) the execution of our plans continues to slow the spread and help us keep ahead of having trees die and become hazardous. In addition Parks and Trees has continued to treat all of the significant downtown Ash trees with an insecticide that keeps the trees healthy until the many trees we've planted nearby can grow to replace them.
- Again with a lead from Parks & Trees, the inventory of trees in the city right of way was updated. This helps immensely with planning.
- We have a full Board that includes two student representatives. Each member lends their special interests and talents to help achieve our common goals of increasing the "urban forest canopy." Some of our plans for 2025 are:
- Help neighbors develop a plan for the Summer Street Park
- Work with Green Mountain Cemetery on planing more trees and establishing a memorial fund

- We were honored to again be designated a Tree City USA for the 22nd year in a row. Part of the requirement is to plant a tree as shown below on Dunpatrick Circle.
- Work with Trees & Parks to plant two more downtown trees using Stockholm Method
- Provide more information on the City website to help citizen understand, plant, and take care of trees
- Expand our work with schools to more deeply involve young people
- Plan on supporting efforts to improve riparian plantings as part of flood management
- Continue to plant trees throughout the city...no matter the size of our budget!

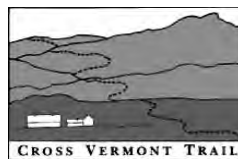
Tree Board members:

John Snell, <i>Chair</i>	Alec Ellsworth, <i>Tree Warden</i>
John Akielaszek	Worth Allen
Steve Bailey	Nancy Stone
James Findlay-Shirras	Linda Young
Sarah Hoffmeier	Shawn White
Ben Wetherell (<i>Student</i>)	Jay Borland (<i>student</i>)



And, despite budget problems, we very much appreciate the support we get from taxpayers, the City Council, the Department of Public Works and the Parks & Trees Department. As you walk around the city please notice and enjoy the many trees you see! If you'd like to help plant for make a donation, please be in touch through the city website.

John Snell, *Chair*
jrsmelljr@gmail.com



Cross Vermont Trail Association

The Cross Vermont Trail is different from other long-distance trails because it celebrates local trails and works to connect them together. Our goal is convenient paths to desired destinations like schools, villages and quiet natural areas. We take an active role in helping communities join trails into a regional network, with the Cross Vt Trail as the link among them. We believe strongly that trails which are inviting and accessible to people of all ages, abilities and backgrounds help improve the quality of life for everyone and add vitality to our towns and cities.

2024 accomplishments and plans for 2025:

- **Flood Response Is Ongoing.** 2024 was another year of repairing flood damage. The good news is that we were able to move quickly to shore up threatened trail structures. This quick work saved things from being even worse than they might have been. Long term repairs are still needed, and we will be working through 2025 to get all our trails back up to standard.
- **New Trail Still Being Built.** The original plan for 2024 was to make a big push to finish the trails on either side of the Winooski Bridge in East Montpelier, especially the connection up to the U-32 School. Despite being sidetracked by need for storm response in the middle of the work season, we were still able to put in a major effort and came very close to finishing this large new trail segment. We are on track to celebrate a formal opening June 2025 of the U-32 Forest trails. And after that we will keep building the planned new trail eastward across East Montpelier up to the existing rail trail at Route 14.
- **Clear Signage and Neat Trailheads Progress.** In 2024 we continued to roll out the results of a multi-year push to provide new, informative signage along the Cross Vermont route and upgrade trailheads to be inviting and functional.

Cross Vermont Trail Association is funded by donations from local individuals. Donations to CVTA are critical to:

- keep existing trails in good shape, inviting and clear;
- build out the new trail segments that are now actively planned and ready to go;
- make deals with landowners to allow future projects that will continue to fill in the gaps and eventually create a complete state wide off-road trail.

Thank you to all who have helped us to keep up this good work! You can always learn more at crossvermont.org.

Gratefully,
Mike Thomas (CVTA Board Chair)
Rose Paul (CVTA Board Secretary)
Greg Western (CVTA Executive Director)



Wrightsville Beach Recreation District

The Wrightsville Beach Recreation District (WBRD) formed in 1985 is made up of the four member “District” towns of East Montpelier, Middlesex, Montpelier and Worcester. The five-member Board with representatives from each town (Montpelier has two) provides oversight of the District. Administrative and Bookkeeping assistance is contracted through the Central Vermont Regional Planning Commission. The Beach Manager is responsible for all operations, staffing, and more.

The 2024 season saw a continuation of planning for the Park’s recovery from the 2023 Flood. In May we had the Park’s roads repaired, and two culverts replaced. That work was completed in time to open for Memorial Day Weekend. It was great to have people back in the park, to play, picnic, swim, and chillout.

Over June we continued to implement our Resiliency Plan. Then the 2024 Flood hit, and we had to close the Park again. But thanks to the resilience of the just completed repair work the Park’s facilities came through without any damage. Once the thin layer of silt had dried we were able to reopen, just two weeks after the flood event. After reopening Park use was significantly reduced.

We continue to work on fully implementing our Resilience Plan. Once completed the Park grounds will be easy to prepare for all threats of flooding. The grounds and facilities will also be far more resilient, enabling us to quickly reopen following future rain events. Even with the completed and coming resilience improvements we expect future challenges to operations and attendance. With that reality and the unknown nature of what climate change has in store we are actively researching new ways to deliver a great recreation experience for as many days annually.

The implementation of our Resilience Plan is currently funded by FEMA and Vermont’s VOREC Grant program, but there will be a funding gap. We plan to seek additional public funds, and will conduct a Donations and Sponsorship Drive to finance the Plan’s completion.

We want to thank our amazing community members, who we look forward to continuing to provide a great outdoor recreation experience for, and for visitors.

The following 5 volunteer Board Members donate their time to help Wrightsville operate. Their time is valuable, and we greatly appreciate them for using some of it for Wrightsville!

Carl Witke, Worcester, (Chair); Kim Kendall, (term just completed), East Montpelier; **Jon Copans, & Dan Currier (Treasurer), Montpelier;** George Longenecker, Middlesex.

Collin O’Neil, *Beach Manager*

Area Agencies Social Services



Central Vermont Home Health and Hospice

Central Vermont Home Health & Hospice (CVHHH) is a full-service, not-for-profit Visiting Nurse Association (VNA) that provides intermittent, short-term medical care, education, and support at home to help Central Vermonters recover from an illness, injury, surgery, or hospital stay and manage their chronic disease. We serve 23 communities in Washington and Orange Counties and care for people of all ages. Our services include home health care, end-of-life care, and family and child health care. We also offer long-term care and private care services and free grief support groups.

CVHHH is guided by a mission to care for all Central Vermonters regardless of a person’s ability to pay, their geographic remoteness, or the complexity of their care needs. CVHHH embraces new technology and collaborates with other local providers to ensure that central Vermonters’ care needs are met. To learn more, visit www.cvhhh.org.

CVHHH Services to the Residents of Montpelier| January 1, 2024 – December 31, 2024 *

Program	# of Visits
Home Health Care	3,792
Hospice Care	1,140
Long Term Care	2,322
Family Child Health	281
Palliative Care Consultative Service	89
TOTAL VISITS/CONTACTS	7,624
TOTAL PATIENTS	372
TOTAL ADMISSIONS	498

**Audited figures are not available at the time of report submission. These preliminary figures are annualized based on the number of visits from January 1, 2024 – August 31, 2024, and are not expected to vary significantly.*

Town funding ensures that CVHHH can continue to provide services in Montpelier through 2025 and beyond. For more information contact Sandy Rousse, President & CEO, or Kelly Finnegan, Community Relations & Development at 223-1878.



The Vermont Center for Independent Living

The Vermont League of Cities and Towns (VLCT) is a non-profit, nonpartisan organization, owned by its member municipalities, with a mission to serve and strengthen Vermont local government. It is directed by a 13-member Board of Directors elected by the membership and comprising municipal officials from across the state.

Member Benefits – All 247 Vermont cities and towns are members of VLCT, as are 140 other municipal entities that include villages, solid waste districts, and fire districts. As members, municipal officials and staff can tap into specialized benefits, expertise, and services, such as:

- **Legal and technical assistance**, including prompt responses to thousands of questions on how to comply with state and federal requirements. VLCT also creates and publishes guidance, templates, research reports, and FAQs to simplify the day-to-day work of municipal officials and staff. In 2024, members used VLCT's consultation, resources, and government-specific finance training to help them obtain federal infrastructure funding, respond to flooding, and manage grants. Staff even helped state leaders design and implement grant programs to be easier for municipalities to use.
- **Trainings and timely communications on topics of specific concern to local officials.** VLCT provides training via webinars, classes at members' locations, and its annual member conference. In the wake of the 2023 floods, VLCT became a crucial information hub for local officials, and in 2024 VLCT helped members understand the local effects of updates to the Open Meeting Law, Act 250, and other state laws. VLCT's Equity Committee assists local officials in centering the work of justice, diversity, equity, inclusion, and belonging in their municipalities' decision making, policies, practices, and programs.
- **Representation before the state legislature, state agencies, and the federal government**, ensuring that municipal concerns are heard collectively and as a single, united voice. VLCT's recent legislative efforts have helped secure flood relief for municipalities, increase local transportation funding, expand remote meeting authority, improve emergency medical services, exempt downtowns from Act 250, and create local option tax authority. Members are also represented at the federal level to Vermont's Congressional delegation and through our partner, the National League of Cities.

- **Not-for-profit insurance programs.** The Property and Casualty Intermunicipal Fund (PACIF) provides comprehensive and cost-effective property, liability, and workers' compensation insurance coverage, programs, and services that protect the assets of your community. The VLCT Unemployment Insurance Trust provides unemployment insurance at stable pricing. VLCT also offers members group rates on desirable employee benefits. All the programs offer coverage and products that members need and ask for, help Vermont municipalities stretch their budgets, and are only available to VLCT members.

To learn more about the Vermont League of Cities and Towns, visit vlct.org. Recent audited financial statements are available at vlct.org/AuditReports.



People's Health & Wellness Clinic

People's Health & Wellness Clinic (PHWC) is a free healthcare clinic for uninsured and underinsured residents of Central Vermont. Our services include high quality and essential primary, oral, and mental health services, which are provided at no cost to patients. PHWC also continues to provide extensive case management, referrals, and assistance enrolling in health insurance, finding primary care providers, and financial assistance programs.

In 2024, PHWC cared for nearly 650 unduplicated patients, a 10% increase over the previous year. Patients visited the clinic (in person and via telemedicine) for 645 medical visits and 411 dental visits. 85 patients received assistance in enrolling in Medicaid, another health insurance plan, and financial assistance programs. Patients came from 60 cities and towns in the region.

Services provided to 73 Montpelier resident in 2024, for a total 191 interactions:

- 64 visits with a primary care physician
- 55 visits with a dental hygienist

As a federally deemed free clinic, PHWC cannot charge for services and depends on grants, donations, and municipal funding. We are grateful to the voters of Montpelier for many years of support and are very pleased to be able to provide free and accessible healthcare to the Central Vermont community. For additional information, please contact Daniel Barlow, Executive Director, at 802-479-1229, ext. 109, or daniel@phwcvt.org.

Daniel Barlow, *Executive Director*



Vermont Association for the Blind and Visually Impaired

Mission: *The Vermont Association for the Blind and Visually Impaired (VABVI) was founded in 1926 to enable Vermonters who are blind or visually impaired to be more independent, cultivate adaptive skills, and improve their quality of life.*

VABVI has provided clients with life-changing services for nearly a century. While we are best known for our direct services, our organization also connects clients to a larger network of resources and additional support. We are proud to both provide services and act as a gateway for our clients as they become more independent, cultivate adaptive skills, and improve their quality of life.

VABVI Services

- Orientation and Mobility Volunteer Transportation
- Adaptive Equipment and Technology
- Peer Assisted Learning and Support (PALS) Low Vision Services and Vision Rehab
- SMART (Speech, Magnification, Access, Reading, and Telecommunications) Device Training
- Infant and Toddler Family Service Planning
- IRLE (Intensive Residential Life Experiences) Program HAPI (Helping Adolescents Prepare for Independence) Program
- Partners with LEAP (Learn, Earn, Prosper) Program Special Education
- Provides professional support to Vermont Division for the Blind and Visually Impaired (DBVI) clients
- Refers clients to the ABLE Library for large print, electronic, braille, and audio books

VABVI launched its Second Century Campaign in August 2023 to raise \$2 million to ensure long-term, sustainable funding for our SMART Device Training Program. SMART (Speech/ Magnification/ Access/ Reading/ Telecommunications) Device Training assists our clients with using technology to stay connected and thriving. Our goal is to raise or secure pledges for a total of \$2 million by Summer 2024.

Thanks to a generous \$500K donation from the Pizzagalli Family Foundation [PFF], longtime friend of VABVI and the SMART Device Training Program, we are already one-quarter of the way to permanent funding for SMART. Additionally, the PFF has offered a matching gift opportunity. For every \$2 raised by VABVI for the campaign, the PFF will contribute \$1, with additional funds up to \$500K.



* Maximum Possible Gift

As of January 2025, the Second Century Campaign has raised a total of \$1,037,279. Thank you to all donors for supporting our important services! The Second Century Fund's goal is within our reach, and every contribution brings us closer to permanent funding for SMART. Please consider supporting our services today!

The Ambassador Program was launched. This program aims to help connect seniors with vision loss with other Vermont seniors experiencing vision loss. Too often people experience vision loss and feel alone or misunderstood. The Ambassador Program connects Vermonters who have experienced adjustment to vision loss with those newly diagnosed. The experienced Ambassador can be a listening ear and share their own experiences with the person newly exposed to vision loss. Both participants express great benefit from being able to talk to another person going through a similar experience. This personal one-to-one connection helps those who live rurally and may be the only person in their circle of acquaintances experiencing vision loss to feel less isolated and alone.

VABVI met with the local chapter of the AARP to discuss a mutual partnership to promote each other's services. AARP connected Adult Services with the nonprofit Technology for Tomorrow; a group that provides training to seniors in Excel, Word, and other computer programs. They will be sharing with VABVI the different seminars they are running so that we can refer clients who may benefit from their offerings. They in turn will refer clients who could use our services back to us.

The Tech Fair was held in Rutland at the Elk's Lodge. Approximately 80 Vermonters with vision loss attended the event with their family and drivers. Other Vermont services such as the

ABLE Library and the transportation/interpreting service for Vermonters with dual vision and hearing loss, Vancro, were in attendance. Emphasis was placed on access to commonly accessible assistive technology like the iPhone and iPad during breakout sessions. Eschenbach sent their representative Jim Leahy to attend, and he was able to share the latest in their offerings during a breakout session. Adaptive recreation and leisure were highlighted as well by our own Orientation and Mobility Specialist Jack Trainor, who covers the Southern half of Vermont.

An online video to promote the Second Century Campaign was launched with two videos that feature three clients demonstrating the SMART training they have received and the impact it has had on their lives. The end goal of the campaign is to develop a sustainable stream of income to expand the SMART Training to include a full-time Certified Assistive Technology Instructional Specialist for adult services. We recognize that as technology continues to advance and become more mainstream that the opportunity for seniors with vision loss to benefit from that access will only continue to increase. This additional position for our adult services program will ensure we can stay abreast of the changes and development to provide our population with the latest training as it develops.

It is important to provide a person who has been diagnosed with a serious health condition resources, so they can begin to address their wellbeing right away. VABVI developed a one page Resource Guide for doctors to provide to their patients when they are diagnosed with serious vision loss. Often our clients report they felt alone and without assistance when diagnosed. This Resource Guide aims to address that important need, and VABVI is happy to provide any medical provider with this Resource Guide to share. It contains not only information on VABVI, but the State Division for the Blind, the ABLE Library and other sister agencies that can directly help those experiencing vision loss.

The New Americans vision screening found that about half of those who participated did require follow up from an eye care provider for distance vision correction. Furthermore, many were identified as having elevated pressures which could indicate glaucoma and cataracts that required consultation from an eye care provider. Many who participated reported that they had been in the United States for several decades and never had their eye screened. VABVI hopes to continue partnering with these organizations and others to expand the screening opportunity across Vermont.

New referrals for Children's Services grew significantly from 39 in FY23 to 56 in FY24. VABVI currently has 14 teachers in the Children's Department who are one or more of the following: Licensed Teachers of the Visually Impaired (TVI), Certified Orientation and Mobility Specialists (COMS) and one Certified Assistive Technology Specialist (CATIS).

The annual Intensive Residential Life Experience took place at the Jay Peak Resort in June of 2024 with 8 students in attendance, ages 9-18, and one of the students was hired as Junior Counselor. Students' favorite activities were ice skating, disc golf, beep baseball, dungeons & dragons, and swimming.

Students prepared breakfast, lunches and one dinner. In addition to exploring kitchen gadgets designed for the visually impaired, they enhanced their pre-employment soft skills. Many students participated in various October White Cane Awareness

events throughout the state of Vermont.



*Formerly the Sexual Assault Crisis Team
of Washington County (SACT)*

- Over 2,300 direct responses to harm were provided.
- 200 individuals were served due to incidents of sexual violence. 35 were children.
- 414 people participated in Mosaic programs and over 4,500 people were reached by our programming.
- Mosaic engages in community-wide culture-change efforts to connect, share resources, increase accessibility to programming for all people, and to help end violence. This year, educators engaged over 1,200 youth and 600 adults throughout 9 schools in Washington County.

"I am so thankful for all the support you have provided. Emotional and practical during the chaos of getting out. I'm so glad that organizations like this exist." - Mosaic Service User Mosaic's work is led by the people who have been impacted by sexual harm. Through the provision of services such as our 24-hour helpline; safety planning; advocacy at Sexual Assault Nurse Examinations; support in court hearings or at crime related appointments or interviews; referrals to and support in accessing community resources; parent, friend, and caregiver support; and case management; we help people begin to heal. We provide additional, specialized services for people who have experienced sex trafficking, adult survivors of child sexual abuse, and children and youth who have experienced sexual violence. Mosaic's services are highly confidential, and people are not required to disclose their town of residence to receive services. Many do not. We are deeply grateful to the cities and towns of Washington County for your continued support as our advocates undertake highly complex and confidential work. Your steady allyship and preservation of privacy have saved lives.

In hope and healing,

Anne Ward, MEd, *Mosaic Vermont, Executive Director*



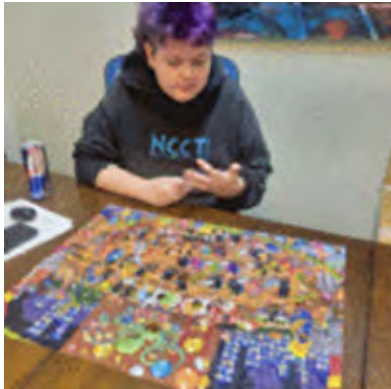
FORMERLY THE
WASHINGTON COUNTY
YOUTH SERVICE BUREAU

Strengthening the Future: The Basement Teen Center

The Basement Teen Center (BTC), a program of Elevate Youth Services (formerly the Washington County Youth Service Bureau/Boys & Girls Club), provides a vital space where teens in Montpelier and surrounding areas can connect, learn, and thrive. Designed as a safe, substance-free, and adult-supervised environment, the BTC invites teens aged 12-17 to explore their interests, develop leadership skills, and build supportive relationships with peers and mentors. Through engaging programs and the support of dedicated community members, the BTC remains an essential resource for Montpelier youth.

Empowering Teen Leadership and Ownership

BTC participants take pride in their role as active contributors to the center's operations. Teens collaboratively establish rules, resolve conflicts, and design programs that reflect their unique interests and needs. When resources allow, the BTC hires a part-time Teen Coordinator, providing teens with professional development opportunities and a platform to exercise leadership through an active Teen Council. These efforts nurture a sense of ownership and responsibility, equipping participants with skills that extend far beyond the walls of the center.



Vibrant Programs and Activities

From July 1, 2023, to June 30, 2024, the BTC welcomed 582 individual visits—**459 from Montpelier youth**—and served 49 unique individuals (**33 from Montpelier for a total of 1,370 hours of programming**.) This year's participation highlights the center's pivotal role in fostering connection and engagement, despite not having a dedicated, full time space available since the July 2023 flooding. These numbers reflect the capacity of the program to serve youth, while operating in guest spaces two to three afternoons per week (on average) for the reporting period.

Dynamic Offerings

BTC's programs continue to stimulate creativity, promote well-being, and inspire learning. Before the July 2023 flooding, the BTC's home in Montpelier City Hall was fully equipped with recreational and educational tools, including a pool and ping pong table, computer lab, video games, a full kitchen, and an outdoor space for grilling and games. Despite the loss of this facility, the BTC has continued to offer:

- **Creative Arts:** Painting, linocut, origami and musical instruction (ukulele, guitar).
- **Gaming and Technology:** Board games, video games, movie nights and guided Dungeons & Dragons sessions.
- **Life Skills Development:** Cooking lessons with hands-on practice in meal preparation.
- **Prevention Education:** Participation in the federally funded PREP program, focusing on sexual health, identity exploration, and harm-reduction strategies.
- **Teen-Led Governance:** Teen Council actively guiding programming and operations.
- **Field trips:** Offsite programming, such as swimming, disc golf, Hubbard Park, etc.

Unstructured Drop-In Time

Recognizing the value of unstructured time, the BTC offers a welcoming environment where teens can relax, socialize, and explore new interests. Whether playing video games, creating art, or engaging in lively conversations, this flexibility fosters a sense of belonging and encourages healthy, organic connections. While the majority of BTC teens come for social engagement, many also value the center as a safe space where they can feel at ease and free from judgment. Personal safety and a supportive environment are paramount for young people, and the BTC offers a place where teens can express themselves, build trust with their peers, and navigate challenges with the assurance that they are in a space designed to prioritize their well-being.



Nutrition and Community Meals

Over the reporting period, the BTC served **384 snacks and 283 meals**, often prepared and shared in a family-style setting. These meals provide not only nourishment but also opportunities for teens to learn culinary skills and engage in meaningful conversations around the table. **Snacks and meals were made possible,*

despite the absence of a dedicated BTC kitchen.

Building Resilience Through Mentorship

Mentorship at the BTC is rooted in the Positive Youth Development framework, which prioritizes building resilience and strengthening protective factors. Through a blend of group activities and one-on-one interactions, mentors establish trust, offer guidance, and create meaningful connections that enhance participants' confidence and emotional well-being. Volunteer mentors at the BTC bring invaluable energy, perspective, and care. Their presence not only enhances programming through activities and skill-building but also reinforces to teens that they are seen, valued, and supported by adults in their community*. These mentors' model healthy relationships and provide a consistent, positive influence, creating a space where teens feel understood and encouraged to explore their potential. **Roughly 55% of Montpelier youth consistently report they feel undervalued by their community, 2021 VTyrBS.*

Volunteer Contributions

The BTC thrives on the dedication of volunteers who contribute their time and skills to enhance programming. **During this period, four new volunteers joined the team, and nine volunteers collectively contributed nearly 1000 service hours.** These volunteers engaged in group and one-on-one mentoring, activity facilitation, and meal preparation and played a crucial role in maintaining the BTC's welcoming and dynamic environment. All staff and volunteers are required to complete a comprehensive state and national background check.

Strengthening Community Partnerships

The BTC's impact is amplified through collaborations with organizations like ORCA, MOSAIC, Outright VT, to name a few. These partnerships enable the BTC to connect youth with vital services, including counseling, substance abuse treatment, and emergency shelter. Elevate Youth Services' 24-hour on-call system ensures that teens in crisis always have access to support.

Rising Above Challenges

Flood Recovery and Adaptive Programming

The July 2023 flooding devastated the BTC's long-time home in Montpelier City Hall. Despite this setback, the BTC quickly adapted, relocating to temporary spaces provided by Vermont Humanities, the Center for Arts in Learning, and Orca Media. These free/low cost partnerships have allowed the BTC to maintain programming, demonstrating the resilience and commitment of the BTC team and community. With crucial support from the Montpelier Community Fund, the VT Community Foundation, and private donors, the BTC has not only sustained its operations but has also laid the groundwork for future stability (referenced below). The Montpelier Community Fund's sponsorship underscores its vital role in ensuring that the BTC continues to serve as an invaluable resource for community youth development and support.

Looking to the Future

This year, Elevate Youth Services engaged in discussions with the Kellogg Hubbard Library about a longer-term space partnership, signaling a promising step forward. This collaboration will provide the stability necessary to expand BTC programming and pursue new funding opportunities, ensuring that the BTC continues to thrive as a vital, accessible community resource in downtown Montpelier – and in a location that teens are comfortable frequenting. More information regarding this exciting partnership is forthcoming.

Gratitude for Ongoing Support

The BTC's success is a testament to the unwavering support of the Montpelier community, generous donors, and dedicated volunteers. Your contributions enable us to create a nurturing and inspiring space where teens can grow, lead, and flourish. Your investment in the BTC ensures that we can provide a safe, enriching environment for Montpelier's youth. Together, we are shaping the leaders of tomorrow. Please continue to support this important community resource.

For more information about the BTC or other Elevate Youth Services programs, please contact us at 802-229-9151 or visit us at www.elevateyouthvt.org.



Family Center Of Washington County

....serving families in Montpelier

Building resourceful families and healthy children to create a strong community

Our Mission

Building resourceful families and healthy children to create a strong community.

Our Vision

Acceptance and hope for all families.

At the Family Center, day in and day out, we are here for you. As your local Parent Child Center, we are dedicated to making connections and growing hope for the future—one child and family at a time. We focus on building resourceful families and nurturing healthy children to create a strong, vibrant community.

We couldn't do it without our amazing staff, board, and community members, who help make the Family Center the thriving and resilient organization it is today. Central Vermont has faced its share of challenges recently, but together, we are coming back stronger than ever.

Thank you all for your support, passion, dedication, and commitment to the mission of the Family Center!

Our Impact by the Numbers

- ▶ **33** children enrolled in our **5 STARS Early Childhood Education** program
- ▶ **79 families** were assisted in finding childcare through our **referral services**
- ▶ **70 parents** and **111 children** participated in **Family Support Home Visiting**
- ▶ **13 parents** and **13 children** benefited from **Parents as Teachers curriculum Home Visiting**
- ▶ **426 families** received help **paying for childcare**
- ▶ **433 parents** and **397 children** received **Early Intervention support** for children from birth to age 3
- ▶ **99 parents** and **133 children** received **Specialized Child Care support**
- ▶ **72 parents** participated in **parent support groups**
- ▶ **97 parents** received **information and general services referrals**
- ▶ **17 parents** participated in **Parent Education sessions**
- ▶ **251 parents** and **285 children** engaged in our **weekly playgroups**
- ▶ **279 children** received **diapers**, with **14,250 diapers** distributed
- ▶ **313 parents** and **315 children** joined us in **community events**
- ▶ **202 parents** and **242 children** benefited from our **food pantry**
- ▶ **109 parents** and **134 children** received case management for **housing services**
- ▶ **133 parents** and **156 children** received **food deliveries** through our **gleaning program**
- ▶ **1,290 ready-made meals** were distributed to families in need
- ▶ **94 parents** and **125 children** received financial support during times of hardship

In total, **2408 parents*** and **2362 children** in Central Vermont were positively impacted by The Family Center from July 1, 2023, to June 30, 2024.

*We use parents as a term inclusive of all caregivers who play a parenting role

Each number represents a story of resilience, hope, and opportunity a family on the path to stability, a child reaching new developmental milestones, or a community that is more connected and resourceful. With your continued support, we can keep making these life-changing services available to those who need them most. Help us build a brighter future for Central Vermont's children and families.

To learn more about what we do or to make a donation, visit: www.fcwcv.org



**Green
Mountain Transit**

Who We Are

GMT is the public transportation provider for the northwest and central regions of Vermont, offering a variety of services to the communities in which we serve. GMT is proud to offer traditional public transportation services like commuter, deviated fixed routes and demand response shuttles, while providing individualized services such as shopping and health care shuttles, Medicaid, Elderly and Disabled services to both urban and rural communities.

Our Services

Individual Special Service Transportation

GMT provides essential medical and non-medical transportation service to those who qualify for Medicaid, Elderly and Disabled, non-Medicaid medical, human service and/or critical care funds. We offer individual coordinated services for those who qualify and who need scheduled rides through GMT volunteer drivers, special shuttle service or general public routes.

In FY24 Montpelier residents were provided special transportation services, totaling 730 rides. Special services offered direct access to:

- Medical treatment
- Meal site programs
- VT Association of the Blind
- Reach Up
- Central VT Substance Abuse
- Prescription and Shopping
- Social and Daily services
- BAART
- Washington County Mental Health
- Vocational Rehabilitation

General Public Transportation GMT also provides traditional general public transportation service directly supporting the increasing demand for affordable commuter and essential daily needs transportation solutions.

In FY24, total GMT ridership was 294,737. This general public transportation ridership was in addition to Special Service ridership, (above), and is available through a variety of services including:

- Deviated Fixed Routes
- Local Commuter Routes
- Local Shopping Shuttles
- Health Care Shuttles
- Demand Response Service
- Regional Commuters to Chittenden and Caledonia Counties



MyRide by GMT is a new flexible-schedule, flexible-route service in Montpelier. Operated by GMT, *MyRide* features technology-enabled vehicles that provide curb-to-curb service, taking you when and where you need to go.

US 2 Commuter now operated by RCT (GMT still operates mid-day trip)

Route	FY 24 Ridership
City Commuter	28,022
City Route Mid-Day	23,468
Barre Hospital Hill	39,701
Waterbury Commuter	4,190
US 2 Commuter	58
Northfield Commuter	3,146
MyRide	33,231

GMT Volunteer Driver Program

In addition to shuttle vehicles, GMT uses an extensive network of Volunteer Drivers to provide coordinated and caring rides throughout our rural service area. Volunteer Drivers are essential in providing cost effective and community driven services, and are the foundation of our special services. Drivers are reimbursed for the miles they drive and provide services under the management of GMT.

Thank You

Thank you to Montpelier taxpayers and officials for your continued financial support of GMT's public transportation service and for your commitment to efficient transportation solutions.

Information

Please feel free to contact Monica White, Director of Central Vermont Services, with questions or to request additional information on GMT services at 802-223-7287 or mwhite@ridegmt.com.



Local Health Office Annual Report

Twelve Local Health Offices around the state are your community connection with the Vermont Department of Health. The Barre Local Health Office provides essential services and resources to towns in Washington and northeast Orange counties. Some highlights of our work in 2023 are below. For more information, visit HealthVermont.gov/local/barre.



Central Vermont Flood Response

For the second year in a row, central Vermont faced severe flooding. In response, the Barre Office of Local Health provided key resources, including:

- Free water test kits for residents.
- Health and safety tips to navigate immediate dangers and long-term recovery.
- Protective equipment for cleanup efforts.

We held a tetanus vaccination clinic on the Grace Methodist Church lawn, vaccinating 17 flood cleanup volunteers. Collaborating with partners like Barre Up, Waterbury CREW, Central Vermont Hospital, and the Regional Planning Commission, we tackled flood-related health concerns and long-term recovery needs. We shared real-time updates from impacted communities through THRIVE, central Vermont's service network, keeping state officials informed of evolving conditions.



Protecting Central Vermonters

Our team of epidemiologists, public health nurses, and specialists works daily to stop the spread of disease and protect community health. In 2024, we investigated 211 reportable diseases in the Barre district, responding quickly to emerging health risks. With the support of our partners, we hosted vaccine clinics at farms, community events, and treatment centers to make vaccines easy to access. This year, we gave 284 vaccines for COVID-19, flu, tetanus, Mpox, and Hepatitis A, helping protect the most vulnerable residents.



Celebrating 50 Years of WIC: Supporting Family Health

For 50 years, the WIC program has improved public health by providing families with nutritious food, breastfeeding support, health checkups, and referrals to essential services.

Between January and October 2024, the Barre Office of Local Health enrolled 968 central Vermont residents in WIC.

Scan to access the report online



Community Development



Montpelier Alive

Montpelier Alive celebrates the City of Montpelier. We work with partners to sustain and build upon Montpelier's vibrant downtown community by offering and supporting special events and activities and by promoting City businesses. We work to ensure a thriving local economy for Montpelier and to preserve the City's historic character and unique sense of place. Montpelier Alive celebrates its 25th anniversary this year!

Downtown Beautification

We work to create moments of wonder and beauty downtown. With support from Downtown Improvement District funds, we plant and maintain flowers, purchase and coordinate benches and trash cans, and create public art. We financially support the Public Arts Commission and have a representative on our Design committee. In 2024, we implemented a community mural as a part of the July 3rd Celebration, now displayed at the Transit Center, and decorated our downtown with bright flowers that dozens of volunteers assisted with planting and hanging. Most notably, we uplifted the community with illumination projects during the darkest time of year, including fresh garland with lights on every lamp-

post, and the magnificent and historic lighting of seven bridges in downtown! These projects are just a sampling of our contributions to the vibrancy of our town.

Marketing

We share Montpelier's charm with visitors from near and far to encourage people to stay, dine, and shop downtown. In 2024, we were able to hire a full-time Communications and Marketing Manager to help expand and implement broader campaigns attracting out of State visitors to our region. We worked collaboratively with the Vermont Department of Tourism and invested in a marketing campaign with WCAX to help spread the news about our events and Bridge illumination project to a broader audience. Montpelier Alive continued to work on economic recovery and vitality following the 2023 flood by promoting businesses, creating more small events to drive foot traffic downtown, and investing in Sevendays advertising to promote Montpelier across the State.

Festivals and Events

Montpelier Alive hosted many of our traditional events, including Moonlight Magic, Mayfest, and the July 3rd Celebration which draws almost twenty thousand people to Montpelier each year! Montpelier Alive collaborated with the Montpelier Senior Activity Center on a Chalk Art festival to commemorate the 2023 flood. To celebrate the Bridge Illumination project, we collaborated with the TW Wood Gallery, where community members gathered to create unique lanterns for the surprisingly popular lantern parade, which marched through town bringing light to every dark cor-



ner. We wrapped up the year in late November with a successful Flannel Friday and horse-drawn wagon rides on Small Business Saturday, with a Small Business Saturday proclamation presented by Mayor Jack McCullough. We also supported countless events through our Downtown Event Grant program, including another fabulous New Year's Eve Celebration hosted by Lost Nation Theater and Shidaa Projects, Inc.

Economic Development

Montpelier Alive has continued to work on the ground to assist businesses in flood recovery. After raising over \$2 million dollars together with the Montpelier Foundation to support Montpelier's businesses in 2023, we provided yet another round of grants to business owners in early 2024, and worked on the MAPLE plan with the Montpelier Commission for Recovery and Resilience so that the business community could be better prepared for future flooding events.

Montpelier Alive received a two-year GROW Grant from the Department of Tourism to continue work with their relocation program, acting as an ambassador for Central Vermont. We have set up systems to engage with prospective Montpelierites and provide them with resources for a smooth transition into our community. In addition, Montpelier Alive fundraised for the Bridge Illumination project, and with the help of Vivian Ladd Tomasi who became the project coordinator, we were able to light seven downtown bridges. The lights are dynamic and can change color, so we plan to explore this throughout the year, drawing new attention to our City each time. Montpelier Alive is investing a considerable amount of funding, provided by the Vermont Department of Tourism, in a marketing campaign to elevate the Bridge Illumination project, and bring in more visitation to boost the local economy and make our streets more vibrant year-round.

Downtown Improvement District

Montpelier's Downtown Improvement District (DID) was implemented by public vote in 2013. The purpose of the District is to raise revenue for streetscape improvements / enhancements and for marketing and promoting downtown Montpelier. The funds are administered by Montpelier Alive with oversight and approval from the Montpelier City Council.

FY 24 Approved Budget

Advertising and Marketing

In-State: \$7,500.00

Out-of-State: \$8,500.00

Tourism Brochure: \$8000

Website and Website Design: \$1500

Photography and Videography: \$3000

Downtown Design

Holiday Decorations: \$8,000

Plantings and Maintenance: \$9,000

Streetscape: \$2,500

Public Art Commission: \$5,000

Downtown Events Grants: \$5,000



Central Vermont Economic Development Corporation

The Fiscal Year 24 began with devastating floods to our region just 10 days in, and that dominated the work of our organization in the 12 months that followed. A typical year for CVEDC involves site visits with about 48 unique businesses in our region. In FY24, we had 2,037 of those visits. We did not add any permanent staff or expand our budget—this extra work was taken on by our organization as it has traditionally existed to respond to the incredible demand for our services in responding to the floods.

Generally, the work of CVEDC is to provide free support to business owners and municipalities as it encourages economic growth and the retention and addition of good wage-paying jobs in Central Vermont. While we did lots of this work in 'FY24, we also worked with business owners and municipalities to access grants related to devastating floods, access lending to support flood recovery, and to strategize a return to business for those impacted by floods. Businesses were encouraged to prioritize financial forecasting to ensure future viability and to also consider pivoting the work of the business and mitigating the business against future flooding.

In FY'24 we additionally brought together several other programs that support business growth in our region. We had worked to secure \$1.25M deployed in FY'24 to create the Small Business Technical Assistance Exchange. This program funded 209 projects pairing in-state service providers with small- to medium-sized businesses in Vermont, completing transformative work that helped the business growth and thrive. Projects like eCommerce websites, sales coaching sessions, creation of HR tools like employee handbooks, and legal services for copyright registrations and intellectual property protection were all examples of this incredible program which ran from November 2023-June 2024. The program's final report can be found here: <https://www.rdcsofvermont.org/rdc-updates>. Three Montpelier businesses received this transformational grant. Of these, two were featured success stories with one local maker reaching a #1 listing on her first-ever audiobook of her work!

CVEDC also secured funding through the Vermont Department of Labor to administer a year-long internship program. Participating employers received one half of the wages of their interns as a grant, as well as support for both employers and interns for a successful internship. This program is still ongoing but has brought over \$6,000 in paid wages to 5 employers based in Montpelier.

In 2024, CVEDC attended 11 of the 18 Town Meetings in our region and presented to these communities to spread awareness

of the free services offered by our offices.

CVEDC also worked through its Small Business Uplift program in FY24. This program was based on identified need of business owners impacted by July 2023 flooding who faced a barrier in accessing services and making a strong return to work. 35 business owners in Montpelier participated in this program which brought \$275,000+ of funded services to them. Services ranged broadly from tax preparation and bookkeeping, restaurant specific consultation, website and marketing, and other responsive services to coming back online after the devastating flood.

CVEDC additionally supported 22 Montpelier businesses with matters unrelated to floods. We assisted in Secretary of State filings, site moves, start-ups, business transfers, best practices, and general business questions in Montpelier.

CVEDC maintains a nontraditional loan program of which 4 Montpelier businesses are borrowers. We had two new applications this year from Montpelier businesses, which are under review.

At the request of several small businesses, CVEDC offered several workshops in Montpelier this year. These workshops are free and open to all business owners. CVEDC brought experts in to lead workshops on updating a website, buying a car for New Americans, accessing the Regional Project Priority List, accessing Congressional Delegated Spending, and a series of roundtable discussions on housing.

Finally, CVEDC has been proud to lend a hand in Montpelier's own initiatives, providing support to Jon Copans at the Commission for Resilience and Recovery and to Josh Jerome, economic development, on flood-responsive, housing, and development projects.

We look forward to working with you in the future!

Regards,

Melissa Bounty, Assistant Director



**Central Vermont
Regional Planning
Commission**

Regional Commissioner: Marcella Dent
Transportation Advisory Committee: Dona Bate

The Central Vermont Regional Planning Commission (CVRPC) provides planning, development, and project implementation services to its 23 municipalities in Washington and western Orange Counties. Municipalities in the region are entitled to equal voting representation by a locally appointed member to the governing Board of Commissioners. CVRPC has no regulatory or taxing

authority; each year, we request a per capita assessment from our members in support of local and regional planning activities and to help offset costs and provide local matching funds needed for state and federal funding. Your continued support for local and regional planning is appreciated! CVRPC is your resource – please contact us at 802-229-0389 or cvrpc@cvregion.com for assistance.

Montpelier Activities Through June 30, 2024 (Fiscal Year 2024)

- Completed inventory of town owned bridges (1) and culverts (271). Inventoried data includes asset condition and various other attributes that support maintenance and Capital improvement planning.
- Provided outreach and support on FEMA process relating to July 2023 Flood.
- Coordinated after action review of Local Hazard Mitigation Plan with City staff at City request.
- Met with municipal staff and municipal stakeholders to determine flood hazard mitigation priorities for federal funding opportunities (RIVER Program).
- Met with municipal planning commission, reviewed their municipal plan updates, and provided technical assistance and resources.
- Facilitated water quality restoration project scoping site visit with Montpelier Director of Recreation at the Dog River Recreation Fields.
- Matched municipal plan Goals, Objectives, and Actions with clean water funding sources within the Department of Environmental Conservation Watershed Project Database.
- Facilitated Energy Assessments of the Department of Public Works and the Recreation Center- provided application, assessment workflow, and technical assistance throughout as part of the Municipal Energy Resilience Program (MERP). Assisted the municipality identify and apply for \$493,350 in Implementation Phase MERP funding.
- Hosted Central Vermont Energy Roundtables, workshops on enhanced energy planning, community resilience hubs, & Windowdressers; prepared & provided resources and assistance on funding, project development and the Window-Dressers Community Build program.
- Assisting the municipality secure brownfields assessment funding for the Country Club Road Property

CVRPC Projects & Programs

- ◆ Municipal Plan and Bylaw Updates that focus on predictable and effective local permitting
- ◆ Brownfields environmental site assessments to facilitate redevelopment and economic growth

- ◆ Transportation planning, studies, data collection, traffic counts, and coordination of local involvement through the regional Transportation Advisory Committee
- ◆ Emergency planning for natural disasters and coordination with local volunteers and the State
- ◆ Climate and energy planning to support projects to reduce energy burdens and build resilience
- ◆ Natural resource planning to protect water resources, preserve forest blocks, enhance recreational opportunities and support agricultural and forest industries
- ◆ Regional Planning to coordinate infrastructure, community development, and growth
- ◆ Geographic Information System Services to support to municipalities
- ◆ Special Projects such as recreation paths, farmland preservation, and affordable housing
- ◆ Grant support through project identification, scoping, and applications
- ◆ Clean Water Service Provider to identify and fund water quality projects to achieve phosphorous reduction targets



Central Vermont Solid Waste Management

The Central Vermont Solid Waste Management District (CVSWMD) serves 19-member municipalities and just over 53,000 residents. CVSWMD's mission is to provide education, advocacy, and services for residents and businesses in reducing and managing their solid waste in order to protect public health and the environment. Montpelier's appointed representative to CVSWMD's Board of Supervisors is Leesa Stewart. The per capita assessment has been established at \$1.25 for fiscal year 2026.

With your support, CVSWMD offers valuable programs and services to its residents, including:

- **Additional Recyclables Collection Center (ARCC):**

Our Barre recycling facility for special items that cannot go in your regular recycling accepts TVs, computers, architectural paint, household batteries, mercury bulbs, and thermostats from Vermont residents at no cost through the State's Extended Producer Responsibility programs. We also accept other electronics and hard-to-recycle materials.



Unfortunately, our facility was flooded again on July 10, 2024, a year to the day since we were forced to close due to historic flooding in July 2023. Despite both floods, 139,678 lbs. of materials were collected through the ARCC and diverted from the landfill in FY24. We also continued to sell composting and recycling equipment to District residents at discounted rates once we re-opened.

- **Household Hazardous Waste:** In FY24, we helped 639 households dispose of 53,616 lbs. of hazardous waste through seven single-day collections, including two special emergency collections in response to the July 2023 flood. We are planning to open our Eco-Depot in 2025, which will include the ARCC, our administrative offices, and our new year-round household hazardous waste facility in one convenient location in the Berlin industrial park.
- **Grants:** CVSWMD offers grants to towns, businesses, organizations, and schools for Organizational Waste Reduction and Reuse, Municipal Services, Emergency Solid Waste Response, and School Zero Waste initiatives. In FY24, CVSWMD awarded \$23,669 in grant funding across the District, including \$6,830 in non-competitive Green-Up Day grants.
- **Outreach and Education:** CVSWMD maintains a website, social media accounts, and a searchable A-Z guide with information on landfill-banned items, composting, blue bin recycling, special materials recycling, and household hazardous waste. We also send out monthly email newsletters to communicate relevant information and program updates to residents. In FY24, our School Zero Waste Program provided solid waste management support for 28 public and 3 independent schools. This included 1,871 students, pre-K-12, reached through 118 on-campus programs.



Vermont League of Cities and Towns

Serving and Strengthening Vermont Local Government

The Vermont League of Cities and Towns (VLCT) is a non-profit, nonpartisan organization, owned by its member municipalities, with a mission to serve and strengthen Vermont local government. It is directed by a 13-member Board of Directors elected by the membership and comprising municipal officials from across the state.

Member Benefits – All 247 Vermont cities and towns are members of VLCT, as are 140 other municipal entities that include villages, solid waste districts, and fire districts. As members, municipal officials and staff can tap into specialized benefits, expertise, and services, such as:

- Legal and technical assistance, including prompt responses to thousands of questions on how to comply with state and federal requirements. VLCT also creates and publishes guidance, templates, research reports, and FAQs to simplify the day-to-day work of municipal officials and staff. In 2024, members used VLCT's consultation, resources, and government-specific finance training to help them obtain federal infrastructure funding, respond to flooding, and manage grants. Staff even helped state leaders design and implement grant programs to be easier for municipalities to use.
- Trainings and timely communications on topics of specific concern to local officials. VLCT provides training via webinars, classes at members' locations, and its annual member conference. In the wake of the 2023 floods, VLCT became a crucial information hub for local officials, and in 2024 VLCT helped members understand the local effects of updates to the Open Meeting Law, Act 250, and other state laws. VLCT's Equity Committee assists local officials in centering the work of justice, diversity, equity, inclusion, and belonging in their municipalities' decision making, policies, practices, and programs.
- Representation before the state legislature, state agencies, and the federal government, ensuring that municipal concerns are heard collectively and as a single, united voice. VLCT's recent legislative efforts have helped secure flood relief for municipalities, increase local transportation funding, expand remote meeting authority, improve emergency medical services, exempt downtowns from Act 250, and create local option tax authority. Members are also represented at the federal level to Vermont's Congressional delegation and through our partner, the National League of Cities.
- Not-for-profit insurance programs. The Property and Casualty Intermunicipal Fund (PACIF) provides comprehensive and cost-effective property, liability, and workers' compensation insurance coverage, programs, and services that protect the assets of your community. The VLCT Unemployment Insurance Trust provides unemployment insurance at stable pricing. VLCT also offers members group rates on desirable employee benefits. All the programs offer coverage and products that members need and ask for, help Vermont municipalities stretch their budgets, and are only available to VLCT members.

To learn more about the Vermont League of Cities and Towns, visit vlct.org. Recent audited financial statements are available at vlct.org/AuditReports.

Culture and the Arts



Kellogg-Hubbard Library

The Kellogg-Hubbard Library empowers community members to become lifelong learners. While our history dates to 1895, we strive to be a resilient, inclusive, and innovative library that continually learns and adapts to meet the changing needs of our community. We are delighted to serve more than 4,500 patrons from Montpelier each year and host nearly 150,000 annual visits.

At the Kellogg-Hubbard Library, you can borrow from our physical collection of over 60,000 books, DVDs, audiobooks, magazines, newspapers, and more, our digital collection (available 24/7 online), including over 100,000 downloadable titles, and from libraries statewide. We deliver library materials to homebound patrons and to outreach sites in all six towns we serve. Our meeting rooms were used over 500 times. For many, the library is a warm (or cool) space, a public bathroom, and a place to feel welcome.

Library Lending was strong in fiscal year 2024 with 178,279 physical circulations (books, DVDs, CDs, magazines); and 36,044 digital circulations (e-books, audiobooks, streaming video and online magazines). We have 4,505 library patrons from Montpelier, who borrowed more than 75,000 items from our collection, plus digital library use, which we can't separate by town.

In FY '24 we offered 286 programs for children and teens and 163 programs for adults. 9,664 of our community members attended those programs, up significantly from last year. 154 children from

Montpelier completed our summer reading challenge and many more attended programs. We are also looking forward to hosting the Basement Teen Center in partnership with Elevate Youth Services starting in spring 2025. This year, we also recommitted ourselves to strengthened communications to ensure that everyone is aware of library programs and services, and launched a new website focused on accessibility and ease of use.

We recently implemented several changes that will enhance our collection and increase access for our patrons. This includes joining the Catamount Library Network, which will provide patrons with seamless access to more than 650,000 items from nearly 30 libraries around Vermont, directly from our improved online catalog. Our new video service Biblio+ provides unlimited streaming to hundreds of films and TV series, and our new magazine service provides access to hundreds of titles.

We are still working hard at restoring the building after experiencing \$2 million of damage in the July 2023 flood. The flood has provided us with an opportunity to make needed building improvements, including elevating all our mechanical equipment above the flood elevation, creating new small-format meeting rooms, and adding climate control to the building.

The Library is funded annually through tax support from the municipalities we serve (54% in the current fiscal year), income from our endowment and reserves (24%), and private contributions and fundraisers (19%). We are requesting \$464,255 in our fiscal year 2026, a \$20,185 or 4.5% increase over last year, primarily due to inflationary pressure and increased health insurance costs. Our total FY '25 budget is \$1,153,159.

Our City Council nominees are Judy Walke and Craig Durham and our Executive Director is Dan Groberg. Library trustees are made up of a majority of Montpelier residents, with representation from each of the additional five towns we serve. **Thank you for your continued support!**

Carolyn Brennan, Co-Director, Library Director



Montpelier Historical Society

In 2024 the Montpelier Historical Society (MVHS) continued to rebuild after a twelve-year period of inactivity. We now operate with a board of seven people and a membership base of around 100 individuals and families. In 2024, MVHS

- Presented a well-attended program entitled "Montpelier's Neighborhoods: East State Street, Half a Mile of History"
- Displayed the Middlesex Grange stage curtain that contains advertisements for 15 Montpelier businesses in the window of Walgreen's

- Collaborated with Montpelier Alive to create an online slideshow and Walgreen's window display on the history of Montpelier's bridges
- Researched and wrote label text for the new clothespin sculpture on State Street
- Continued to catalog artifacts, photographs, and ephemera in our collection
- Accepted gifts of historical items from 13 individuals
- Responded to reference inquiries from around the country.

The historical society thanks The Bridge and Greenway Institute for office and storage space and the Montpelier Senior Activity Center for meeting space. We also had support from Walgreen's, ORCA Media, the City of Montpelier (Public Works, City Clerk, and City Manager), and program sponsors Guare & Sons; National Life; Tarrant, Gillies & Shems; Cody Chevrolet; and Heney Realtors/Element Real Estate. To join and get involved as we expand our activities and collections visit our website at montvths.org.



Lost Nation Theater

Thanks for this annual opportunity to take stock and remember all that's been accomplished! Despite all the odds!

All of us at Lost Nation Theater continue to be proud and grateful to be Montpelier's Resident Professional Theater Company – bringing high quality performance, education, and outreach pro-

grams to the community; as well as assisting other users of City Hall Auditorium Arts Center

Like the entire community, LNT is still reeling from the effects of the 2023 July flood.

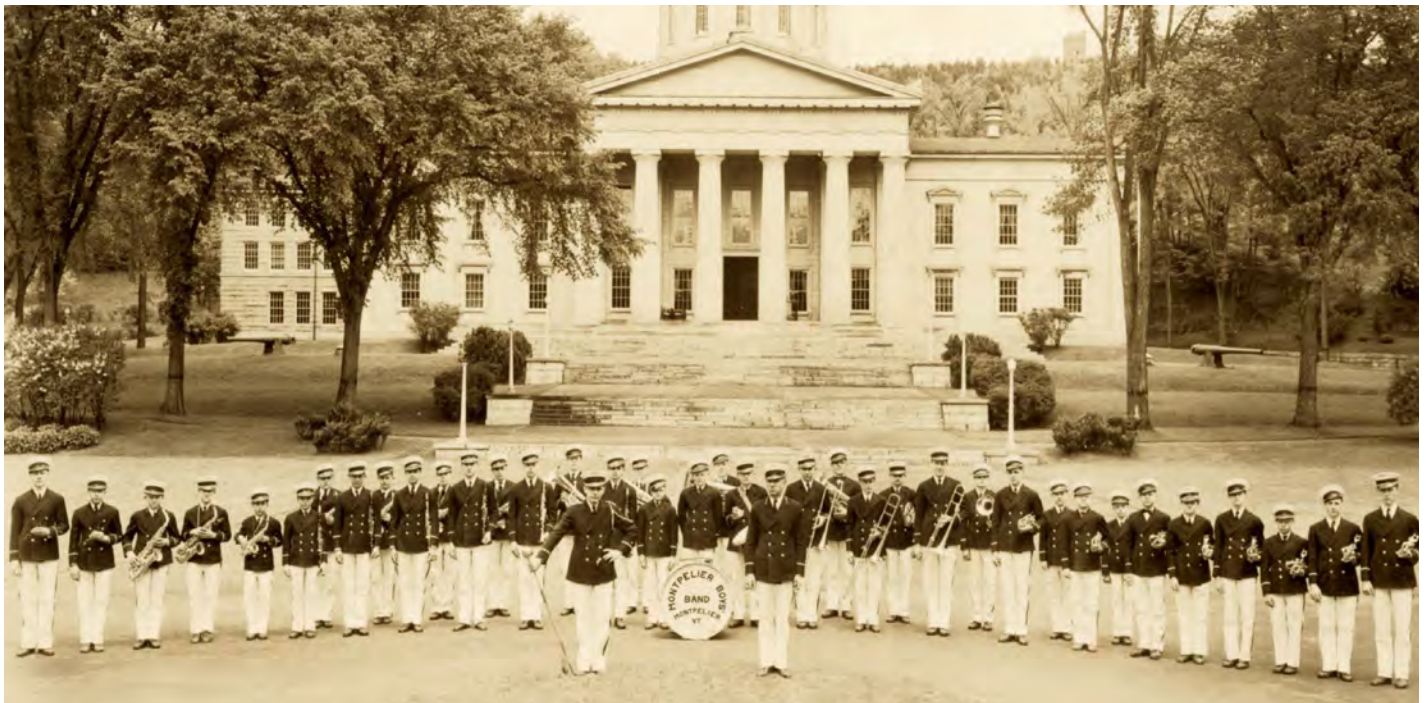
But, we're here, and The Shows (and the training programs and special events, etc) *Are Going On!*

LNT continues to meet ADA requirements while the elevator remains out of service due to the flood, by livestreaming programs and events.

Thanks to our investment in the Synexis Air Purification System, our protocols, and audience/artist cooperation, LNT remains one of the very few theater companies nationwide that has not had to cancel a performance due to Covid-19! (*"Due to the weather" is a whole other story!*)

Here are a few highlights:

- The Auditorium Arts Center is now home to a concert quality Baby Grand Piano. Thanks to a bequest to Montpelier Chamber Orchestra and LNT, the able assist of Tom McNeil of Vermont Piano Restoration, and some incredible piano movers who transported the piano and literally carried/pushed it up 3 flights of stairs. (*Yes. Remember – there's no elevator in City Hall right now*). It's a gorgeous instrument. We look forward to showcasing it for many years!
- LNT partnered with several important community organizations on special events and mainstage shows. For the drama *I Am My Own Wife* and the big splashy musical *The Prom*, LNT worked with SURJ, The Pride Center, Outright Vermont, Rainbow Bridge and other groups to provide resource informa-



In the 1930s and 1940s the Montpelier Boys Band, founded and directed by Dwight L. Long (center right), flourished in the capital city. Here they pose in front of the State House, ca. 1933. The photograph by Houston Studios, with a list of the names of those pictured pasted on the back, was a gift to the MVHS from Nancy Rossi in February 2024.

tion to audience members. Experiencing how very much these shows meant to audiences was unforgettable.

Vermont Works for Women & The Vermont League of Women Voters got involved in our premiere production of *Three Sisters, Four Women* in June.

Our biggest collaboration was our partnership with Mosaic VT, on a special event production of *The Vagina Monologues*. It was not only a hit featuring an interactive lobby here in Montpelier, but also toured with its attendant arts installation to Waitsfield and Plainfield – raising awareness and much needed funds.

- LNT also welcomed The Montpelier Chamber Orchestra “back home” for several concerts in the space, as well as the Green Mountain Film Festival, occasional rehearsals for other theaters, and police training sessions, Vermont Mutual Insurance Company retreats, and department-wide City meetings.
- For this 35th Anniversary Season, LNT was delighted to be able to bring back our Fall Foliage Shakespeare tradition with director Ann Harvey and *The Tempest*; featuring our founder Kim Bent as Prospero. Here’s just one response to the shoe:
“I just saw Lost Nation Theater’s *The Tempest*. It was amazing. Find time to go - The acting was superb, the costumes insane, and the whole production so well thought out. Kim Bent is a genius. GO!” - Janet Watton, president emeritus, Chandler Center for the Arts
- *The Prom* was special for another reason. Kim Bent made his musical theater debut (after 50 years as a professional theater artist) which also featured producing artistic director Kathleen Keenan. It was their first time performing together on stage – and opposite one another – in a very long time! The show also featured many of our students with the cast ranging in age from 12-70+!
- For the holiday season, LNT brought back David Budbill’s *Two For Christmas*, Willem Lange’s one-man *Christmas Carol* (for year #49!) and *The Beat Goes On – New Year’s Eve Celebration* (with Shidaa Projects)
- Our education programs continue to grow, with youth camps & intensives for ages 6-21; and the addition of master classes for adults.
- Really fun: our own Samuel Biondolillo (former camper/intern and now lighting guru) won a Tony Award! His production company produced *Merrily We Roll Along* winning Best Musical Revival! (Sam designed the lights for *Three Sisters, Four Women* and *The Prom* in 2024)

All in all, we continue to feel privileged and honored to be here for our community, and we are ready to dive into our 36th year of professional theater in residence at Montpelier City Hall.

We are so grateful! We wouldn’t have made it through this past year without your support.

Thank you for keeping us inspired!

To all who are still struggling – our hearts are with you!

Here’s to a healthy, happy, and hopeful 2025!

LNT 2024 Staff

Kim Allen Bent, Kathleen Keenan – *artistic directors*

Brandy Perez – *associate managing director*

Dona Bate – *accounts manager*

Samuel J Biondolillo – *lighting supervisor*

2024 LNT Board of Directors (and Advisors)

Kianna Bromley, Jessica Goodlin, Pam Lerner, Sister Sankofa, Steve Willis, Christine Zahm, Michael Zahm, Andy Butterfield, Shirly Hook, Gary Haas, Mara Iverson, Emily Miethner, Stoph Scheer, Arthur Zorn

2024 CITY HALL ARTS CENTER

Because the elevator is still not functional, many groups and organizations are deciding to hold their events & meetings elsewhere. But we are very excited to note that The Montpelier Chamber Orchestra (after several years hiatus due to Covid-19) have resumed live concerts and are proud to call LNT/City Hall Auditorium Arts Center their home.

And thanks to the MCO/LNT partnership – the Arts Center is now home to a concert-level baby Grand Piano. (And yes – it was miraculously installed in the arts center despite the lack of elevator!)

Also returning to the Arts Center:

the Green Mountain Film Festival, Kellogg Hubbard Library’s Anything Goes Poetry Slam with host Geof Hewitt, and of course the Arts Center continues to hosts voting, municipal staff meetings & trainings, and the USS Montpelier Museum.









Tax Exempt Parcels

Property Owner	Exempt Value	Payment in Lieu of Taxes as of 1/2025	Property Owner	Exempt Value	Payment in Lieu of Taxes as of 1/2025
American Legion 21 Main Street	512,800	--	Montpelier Elderly Housing Project 155 Main St (Pioneer Apts) 120 Northfield St (Gould Apts)	4,336,000 935,200	14,688.42 3,000.00
Brown Johnson Post #792 (VFW) 1 Pioneer Center	578,300	--	Resurrection Baptist Church 144 Elm Street	887,000	
Beth Jacob Synagogue 10 Harrison Avenue	338,500	--	Roman Catholic Diocese of VT Rectory/Church, 16 Barre St	6,431,100	--
Bethany Church 115 Main Street	3,003,900	--	Shepherd of the Hills Lutheran Church 115 Northfield Street	637,400	--
Awakening Sanctuary, Inc. Heaton Woods	3,868,600	--	Social Security Admin Bldg 33 School Street	898,400	--
Another Way Inc. 125 Barre Street	304,900		Trinity Methodist Church of Montpelier, VT Inc. 137 Main Street 2 Deerfield Dr/Parsonage	2,071,200 325,900	--
Cemeteries: Elm Street Green Mount Roman Catholic	123,500 637,700 196,700	--	Unitarian Church 130 Main Street	1,298,600	--
Center for Arts & Learning 46 Barre Street	860,900	--	US Post Office 87 State Street	7,805,000	--
Central VT Memorial Civic Ctr 268 Gallison Hill Road	1,088,500	--	VT Center for Independent Living 11 East State Street	579,000	--
Central VT Solid Waste Management District 137 Barre Street	396,400	--	Vermont College of Fine Arts 5 properties College, Ridge & West Sts	7,287,100	--
Christ Church – Episcopal 64 State Street	4,295,700	--	Greenway College Inc. 37 & 39 College Street	1,828,100	
Family Center of Washington County 383 Sherwood Drive	2,008,900	--	Orchard Valley Waldorf School 155 Northfield St	551,500	
Lighthouse Christian Church 34 School Street	828,300	--	Vermont Humanities Council 11 Loomis Street		827,800
First Church of Christ, Scientist 145 State Street	633,800	--	Friends of the North Branch Nature Center 713 Elm Street	366,800	--
Fisher, OM Home 149 Main Street	1,792,600	--	VT Program for Quality in Health Care Inc. 132 Main Street	468,300	--
Kellogg Hubbard Library 135 Main Street	3,163,600	--	Vermont, State of 37 properties Baldwin, Court & State Sts, Gov. Aiken Ave, Green Mt. Dr, Stone Cutters Way	176,115,200	*184,000.00 1,388,809.00 *anticipated
Laraway Youth & Family Services 111 Bliss Road	708,800	--	Washington, County of 3 properties Elm St, State St	2,509,600	--
Montpelier, City of 3 school properties	17,825,500	--	Washington County Mental Health 34 & 90 Barre Street	1,132,700	--
Montpelier, City of 21 properties	23,021,900	--			

Calendar Year 2024 Compensation

Name	Department/Officer	2024 Wages	Ferris, Joseph	City Arborist	59,553.60
Aguayo, Lucia	Recreation	2,206.88	Fleury, Clifton E Iii	DPW Equipment Supervisor	85,389.74
Aldrighetti, Jane P	Assessor's Assistant	40,443.48	Name	Department/Officer	2024 Wages
Amaral, Michelle F	Meter Enforcement	60,580.06	Forlow, Ian	Recreation	5,008.50
Amore, Noah	Recreation	2,425.50	Fortier, Kimberly	CJC Victim Services Specialist	4,984.86
Apgar, Andrew P	Dispatcher	81,123.92	Fraser, William J	City Manger	156,104.00
Arias, Haidi E	Recreation Program Director	69,451.60	Frattini, Danielle M	Senior Dispatcher	95,312.25
Bagg, Scott	Dispatcher	2,277.61	Garand, Michael C	Recreation Maintenance	10,656.00
Baginski, Michael	Recreation	939.76	Gauthier, Nicholas	Planning & Zoning Assistant	26,418.10
Baker, Burtis W	Custodian	64,394.66	Gibson Davis, Christine E	Recreation	2,737.00
Baker, Serena L	Finance Admin Assistant	62,084.40	Gil, Adrienne	City Council	1,700.00
Barbero, Cara E	Parks	49,067.84	Gilbert, Hughes	Parks	2,798.14
Bate, Dona	City Council	340.00	Giroux, Kaden	MFD Firefighter/EMT	67,664.43
Bean, Chad	MPD Patrol Officer	1,265.28	Goslin, Michael	MPD Patrol Officer	34,935.60
Benson, Jasmine	DPW Admin Assistant	67,006.56	Gould, Mya	Parks	1,942.50
Bigglestone, Abigail	Recreation	5,035.50	Gowans, Robert A Jr	MFD Chief	113,846.04
Blodgett, Zachary R	DPW Deputy Director	104,268.59	Grant, Paul Jr	DPW Water/Sewer	60,198.52
Borland, Ethan	Parks	2,738.01	Grant, Paul M	DPW Streets	78,531.25
Borland, Jay	Parks	1,938.00	Graves, Heather M	Senior Staff Accountant	77,948.00
Boutin, Sabrina	MPD Patrol Officer	18,585.95	Gray, Christopher C	DPW Streets	70,765.29
Breault, Bonnie J	Public Safety Support Admin.	75,244.00	Griffith, Carl A	Cemetery	70,365.77
Bresette, Nicholas P	MFD Lieutenant	129,873.44	Grout, Brian	DPW Mechanic	76,784.56
Brochu, Anthony	MFD Firefighter/EMT	15,557.74	Hancy, Hunter	Recreation	2,597.00
Brown, Audra K	Planning & Zoning Assistant	24,491.65	Hartnett, David	MSAC	1,901.03
Brown, Cary	City Council	2,040.00	Haugen, Sarah	Dispatcher	47,926.69
Brown, Martha	MSAC	7,439.00	Healy, Patrick R	Cemetery Director	59,826.00
Bullard, Jonathan	MPD Corporal	116,039.02	Heney, Timothy	City Council	2,040.00
Campbell-Nelson, Samuel J	WRRF Plant Operator	86,673.74	Hierl, Lauren	City Council	2,040.00
Cannella, Adeline	Recreation	1,927.50	Hood, George E	BWTF Plant Operator	82,154.96
Cannella, Grace	Recreation	2,002.50	Hoyt, Charlotte L	City Treasurer	51,894.44
Chambers, Tanya	HR Director	91,936.00	Impey, Lisa	Dispatcher	82,302.30
Chase, Eric	Stock Records Clerk	78,350.98	Jackson, Isabel	Parks	3,334.64
Chase, Julia	Recreation	30.00	Jacques, Rauli	Parks	1,908.75
Christman, Kenneth J	MFD Lieutenant	144,449.02	James, Shalonda	Feast Kitchen Manager	49,406.61
Cook, Alexandra M	Recreation	2,794.88	James, Sheila	Meter Enforcement	23,942.07
Cox, Christopher P	WRRF Chief Operator	109,388.98	Jarvis, Emmett	Parks	3,737.02
Crandall, Meredith	Zoning Administrator	57,574.40	Jerome, Joshua P	Community Development Specialist	71,968.00
Cubit, Colby	DPW Water/Sewer	77,375.65	Jesmonth, Jonathan	Recreation	5,213.82
Cushing, Sidney E Jr	DPW Water/Sewer Foreman	94,899.42	Joy, Isobel	Recreation	3,006.50
Davis, Scarlett	Recreation	4,117.50	Kahn, Josephine	Parks	6,673.88
Deforge, Jason	Recreation	550.50	Kelley, Elyse	Recreation	5,620.50
Dion, Jillian	Dispatcher	77,765.26	Khiran, Suliman	Parks	1,815.00
Donahue, Grace	Parks	2,223.75	King, Annette	Dispatcher	92,635.31
Donofrio, Lena	Parks	1,517.01	Kirtlink, Rowan	Parks	3,140.40
Donovan, Alesha	MPD Patrol Officer	99,041.27	Knudsen, Alexander	DPW Water/Sewer	48,763.87
Doyle, Danny	DPW Water/Sewer	47,493.22	Kohn, Meryem Pelin	City Council	2,040.00
Drake, Adam	DPW Streets	69,663.76	Kopsco, Noah	Recreation	1,845.13
Durkee, Daniel W	DPW Streets	87,732.65	Lacroix, Sarah	Finance Director	106,849.60
Eggleston, Leon	MFD Lieutenant	120,091.55	Ladd, Eric R	DPW Project Manager	83,513.79
Ellsworth, Alec G	Parks Director	75,257.60	Lambert, Samuel B	MPD Corporal	99,036.35
Ericson, John	Parks	2,222.75	Lamell, Crystal A	Payroll & Accounting Clerk	73,549.20
Farnham, Michael	BWTF Plant Operator	78,554.96	Lamson, Matthew J	WRRF Asst Chief Operator	92,084.04
Farrell, Cavan	Recreation	2,689.75	Lane, Hunter R	MPD Patrol Officer	98,014.88
Faulstich-Hon, Leila	Parks Caretaker	60,962.64	Laperle, Justin	DPW Engineer	85,516.03
Fechter, Earl	Cemetery	3,727.75	Larrabee, Jacob	MFD Lieutenant	129,801.39
Felice, Amy	Parks	3,982.13	Laxer, Erica	Parks	536.50

Calendar Year 2024 Compensation

Laxer, Oliver	Parks	1,796.00	Powers, Dakota W	Recreation Maintenance	48,941.20
Lee, Jayme S	DPW Streets	11,764.15	Powers, Logan	DPW Water/Sewer	69,514.55
Leu, John J	MFD Firefighter/Paramedic	58,252.59	Prim, Evelyn A	Communications Coordinator	62,594.25
Lewis, Jeremy A.	WRRF Plant Operator	83,032.10	Provencher, Todd R	Accounting Project Manager	60,075.60
Name	Department/Officer	2024 Wages	Name	Department/Officer	2024 Wages
Libby, Derek	MFD Chief	40,851.12	Quesnel, Christopher M	MPD Sergeant	115,175.48
Line, Corey	Project Management Director	85,633.60	Quinn, James	MFD Deputy Chief	101,524.80
Lumbra, Christopher H	Sustainability & Facilities Coordinator	85,633.60	Rahman, Ryaz	Parks	2,160.00
Lund, Johannes	Parks	1,188.75	Redmond, Justin P	MFD Firefighter/EMT	91,376.33
Mancauskas, Sonya	Recreation	2,303.00	Reed, Zachary	DPW Mechanic	64,736.17
Mancini, Caroline	Recreation	4,292.00	Reeves, Jackson	Recreation	2,848.00
Marineau, Andrew	MFD Firefighter/EMT	84,243.47	Richardson, Cara	Recreation	5,274.00
Marino, James	Parks	19,728.50	Richardson, James	DPW Water/Sewer	76,868.75
Martinez, Laura	Parks	2,039.64	Robtoy, Kellen	Recreation	2,555.00
Mason, Jackson	Parks	1,833.75	Rolland, Joshua T	MPD Patrol Officer	96,572.35
Mathews, Diane	MPD Sergeant	126,927.13	Rouelle, Jon	DPW Streets	3,131.16
Maurice, Norma L	Recreation Admin Assistant	64,274.19	Ruggles, Daniel J	MFD Lieutenant	101,200.83
Mccool, Carrie E	Dispatch Supervisor	105,565.54	Salvatore, Alfano	City Council	2,040.00
Mccullough, John J	Mayor	4,080.00	Saunders, Cole	Parks	3,223.64
Mckearin, Alexandria	Parks	1,454.55	Savary, Michelle	Building Code & Health Officer	73,174.40
Mckenna, Keith	Recreation	8,016.75	Scribner, Preston	Recreation	2,058.00
Mclain, Joseph	Recreation	1,218.00	Serrano, Olivia	Parks	2,594.63
Mcmillon, Sara E	Deputy City Clerk	70,121.21	Serrels, Andrew	MPD Patrol Officer	66,359.58
Mcmullen, Arne T	Recreation & MSAC Director	95,513.60	Sirois, John P	Dispatcher	12,894.44
Michaud, Benjamin R	MPD Sergeant	124,047.79	Smith, Mary	Administrative Assistant	73,667.89
Milak, Atif	Recreation	4,690.00	Stearns, Charles	Recreation	17,891.33
Miller, Michael C	Planning & Community Dev. Director	106,849.60	Stoufer, Stella	Recreation	1,710.00
Mills, Alfred S	CJC Re-entry Specialist	49,770.62	Supan, Amanda	Recreation	2,989.00
Monczka, William	DPW Water/Sewer	13,276.25	Supan, Mallory M	Recreation	2,900.00
Montes, Quinn	MPD Patrol Officer	102,314.45	Supan, Steven	Recreation	3,180.00
Montminy, Maddison	Parks	7,228.89	Taylor, John	Meter Enforcement	22,521.60
Morse, Chad M	MFD Lieutenant	113,904.88	Taylor, Keith	MFD Firefighter/Paramedic	114,610.21
Motyka, Kurt	DPW Director	119,667.22	Thomas, Viviane M	Recreation	2,926.00
Moulton, Kevin T	MPD Deputy Chief	112,200.80	Thomson, Karsten	Parks	1,410.00
Muller, Elliott	Parks	2,849.01	Thurston, Peter B	MFD Firefighter/EMT	79,937.11
Murphy, Kelly	Assistant City Manager	110,240.00	Timian, Jacob	MFD Firefighter/EMT	107,666.63
Mutino, Eli	Feast Manager	40,711.34	Toman Greenberg, Eliades	Recreation	3,728.00
Myers, Kimberly	Feast Manager	8,080.80	Torrens-Martin, Finley	Parks	3,459.51
Naikus, Vytas J	Recreation Maintenance	688.00	Truedson, Marc	MFD Firefighter/EMT	88,947.36
Nichols-Timpone, Ariannah	Recreation	3,948.00	Turner, Jasper	Parks	3,367.02
Nichols-Timpone, Graceyn	Recreation	2,158.76	Wagner, Lauren C	Recreation	4,254.48
Nordenson, Eric W	MPD Chief	119,724.80	Wagner, Lindsay B	Recreation	4,159.98
Odum, John M	City Clerk	79,913.60	Watson, Barbara	Recreation	1,315.50
Page, Emily A	Dispatcher	71,318.58	Watt, Charles	MSAC Feast Farm	53,390.17
Pearson, Jeffrey A	MPD Sergeant	120,175.91	Wetherell, Benjamin	Parks	3,131.13
Pelzel, Carter	MPD Patrol Officer	43,261.77	Whitney, Shaylene	Recreation	4,954.50
Pereira, Carlos E	CJC Program Coordinator	48,262.80	Willis, Adam S	DPW Water/Sewer	80,181.29
Perry, Daniel	DPW Street Foreman	107,015.72	Wilson, Geoffrey P	BWTF Chief Operator	106,317.30
Persons, Albert C	DPW Streets	80,208.85	Wilson, Matthew	MSAC Communication & Development	58,229.60
Peterson, Daniel S	MFD Firefighter/Paramedic	77,755.38	Yaeger, Joseph M	DPW Streets	66,721.11
Philbrick, Michael B	MPD Sergeant	126,999.24	Young, Nina	Parks	3,357.76
Pitton, Amelia	MSAC Director	62,430.72	Zajac, Marek	Parks	3,372.71
Plante, Carol	CJC Director	76,498.24	Zimet, Eva	CJC Victim Services Specialist	7,101.60
Poland, Vern Jr	DPW Streets	74,749.23			
Powers, Caleb	DPW Water/Sewer	86,096.45			
Powers, Cameron	DPW Streets	55,181.85			

City Certification Letter



Proven Expertise & Integrity

January 24, 2025

City Council
City of Montpelier
Montpelier, Vermont

We were engaged by the City of Montpelier and have audited the financial statements of the City of Montpelier as of and for the year ended June 30, 2024. The following statements and schedules have been excerpted from the 2024 financial statements, a complete copy of which, including our opinion thereon, is available on the City's website at www.montpelier-vt.org/archive.

RHR Smith & Company

RHR Smith & Company
Certified Public Accountants

MONTPELIER ROXBURY SCHOOL DISTRICT WARNING OF 2025 ANNUAL MEETING

The legal voters of the Montpelier Roxbury School District are hereby warned of voting for all Australian ballot articles to be held on Tuesday, March 4, 2025. The legal voters of Montpelier may vote at Montpelier City Hall from 7:00 a.m. to 7:00 p.m. The legal voters of Roxbury may vote at the Roxbury Town Hall from 10:00 a.m. to 7:00 p.m.

ARTICLE 1 To elect one School District Moderator, one School District Clerk and one School District Treasurer to serve from their election and qualification for one year or until the election and qualification of their successors. (Requested by the School Board)

ARTICLE 2 To elect two Montpelier School Directors, each for a three-year term, one Roxbury School Director for a three-year term, and one Roxbury School Director for two years remaining on a three- year term. (Requested by the School Board)

ARTICLE 3 Shall the voters of the school district approve the school board to expend \$32,634,264, which is the amount the

school board has determined to be necessary for the ensuing fiscal year? The Montpelier Roxbury school district estimates that this proposed budget, if approved, will result in per pupil education spending of \$14,796.81, which is 7.58% higher than per pupil education spending for the current year. (Requested by the School Board)

ARTICLE 4 Shall the voters appropriate the sum of \$9,700 (Chair \$1,500; Vice Chair \$1,200; others \$1,000 each) as compensation to the School Directors for their services for the ensuing fiscal year? (Requested by the School Board)

ARTICLE 5 Shall the voters authorize the Board of School Directors to hold any audited fund balance as of June 30, 2025 in a reserve (assigned) fund to be expended under the control and direction of the Board of School Directors for the purpose of operating the school? (Requested by the School Board)

Approved by the Board of School Directors on the 22nd day of January, 2025.



Jim Murphy, Board Chairperson



CENTRAL VERMONT CAREER CENTER SCHOOL DISTRICT – WARNING FOR MARCH 4, 2025 VOTE

The legal voters of the Central Vermont Career Center School District who are residents of the City of Barre and the Towns of Barre, Berlin, Cabot, Calais, Duxbury, East Montpelier, Fayston, Marshfield, Middlesex, Montpelier, Moretown, Plainfield, Roxbury, Waitsfield, Warren, Waterbury and Worcester are hereby notified and warned to meet at their respective polling places on Tuesday, March 4, 2025. Polls close statewide at seven (7:00) o'clock in the afternoon (p.m.). Voting will take place by Australian ballot upon the following Articles of business:

Article 1: To elect one member to the Central Vermont Career Center School District Board for the ensuing term commencing March 4, 2025 as follows

- One at-large director from the Barre Unified Union School District to serve a 3 year term.
- One at-large director from the Harwood Unified Union School District to serve a 3 year term.
- One at-large director from the Montpelier Roxbury School District to serve a 1 year term
- One at-large director from the Washington Central Unified Union School District to serve a 2 year term.

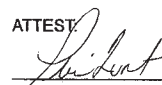
Article 2: Shall the voters of the Central Vermont Career Center School District approve the school board to expend \$5,103,189, which is the amount the school board has determined necessary for the support of the Central Vermont Career Center for the ensuing fiscal year?

The legal voters and residents of the Central Vermont Career Center School District are further warned and notified that an informational meeting will be held in room 127 at the Central Vermont Career Center in the City of Barre and virtually via Google meet on February 26th, 2024 commencing directly after the annual meeting which begins at six o'clock (6:00) in the afternoon (pm) for the purpose of explaining the articles to be voted on by Australian ballot. A recording of this forum will be placed on the CVCC website at cvtcc.org.

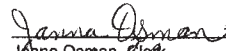

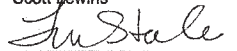

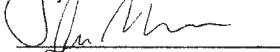
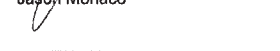
The legal voters of the Central Vermont Career Center School District are further notified that voter qualification, registration and absentee voting relative to said election shall be as provided in Chapters 43, 51, and 55 of Title 17, Vermont Statutes Annotated.

Adopted and approved at a meeting of the Board of School Directors of the Central Vermont Unified Union School District held on January 13, 2025. Received for the record and recorded in the records of the Central Vermont Career Center School District on January 13 2025.

ATTEST



Tina Lunt, Clerk
Central Vermont Career Center School District


Alice Farrell, Chair
Jenna Osman, Clerk
Jim Halavonich
Scott Lewins
Terri Steele
Lyman Castle, Vice Chair
Corey Hackett
J. Guy Isabelle
Jason Monaco
Patrick Whelley



School Superintendent's Report

Our schools are caring, creative, and equitable communities that empower all children to build

011 their talents and passions to grow into engaged citizens and life-long learners.

Dear Montpelier and Roxbury Communities,

It is my pleasure to submit to the community this update on the Montpelier Roxbury Public School system. We work hard each and every day to ensure that every child who graduates from our system has the skills and confidence they need to make any choice available to them.

This fall Union Elementary School (UES) welcomed our younger students who live in Roxbury into the building. For some this was a hard transition, however with the intentional scaffolds put in place, our newest Wise Owls were quite successful! To maintain the community connection to Roxbury, we have in place a three day a week after school enrichment program. During the school day, our school counselors held lunch play groups to ensure that friendships blossomed quickly. There were some hiccups with bussing, however it was mostly a smooth transition.

UES has incorporated a new structure for when we have a half day that has our Wise Owls hooting with laughter. Each half day, the regular schedule is thrown out the window and our kids and staff are engrossed with super fun enrichment activities. So far this year, our fourth graders have painted a mural at the outside parent pick up spot and the whole school has tried taking some healthy risks with rollerblading and singing in front of a crowd. Show up on any half day at UES and you will see tons of smiling faces!

Main Street Middle School (MSMS) also has super exciting student-centered work happening. The Trailblazers team just

wrapped up their month of celebrating the talents of the young adolescent with student performances that were amazing. Our robotics team, the Gear Guppies, just took home the Core Values trophy at a Vermont regional competition. The Sustainability Lab continues to work to end food insecurity within our towns. These young leaders are quite impressive.

Never to be outdone, our students at Montpelier High School always shine - on the stage, field, court, and classroom. The Annual Fall Harvest Festival celebrated the talents of many in the school while also celebrating Vermont's traditions of farm to school. Senator Peter Welch even paid a visit to our gardens in the back of the school.

As a system we continue to tighten instruction to ensure that all students learn at high levels. We have a group of teacher leaders working together to define high impact, inclusive instruction for the district. The leadership team spent the fall analyzing student data through the lens of disproportionality so that we can name which part of our system needs improvement to reach more students. Our elementary teachers are in year two of LETRS instruction - a professional learning opportunity meant to build developmental literacy skills. We are also analyzing our math data to determine where our gaps are in efforts to increase student achievement in this area. There is never a shortage of work here at MRPS!

Thank you to all who support our system and students - be it through the care you provide as a caregiver, connection as a business owner with our flexible pathways program, or community member who cheers on our students doing a co-curricular activity they love. We could not enjoy the success we do without our full community's support.

With much appreciation,

Libby Bonesteel

Superintendent of Schools

Salaries for 2024-- Montpelier Roxbury School District

Salaries for all school employees including substitute teachers, instructional assistants, and other temporary employees.

NAME	JOB CLASS TITLE	ANNUAL SALARY			
			BURKE, SAYDE	TEACHER	\$64,494.00
ADAMS, CLARISSA	TEACHER	\$79,643.00	BUSHWAY, ANTHONY	FOOD SERVICE STAFF	\$64,748.88
ADAMS, ELLEN	PLAYGROUND/LUNCH MONITOR	\$8,785.26	CARLEY, EMILY	TEACHER	\$75,970.00
ALDRICH, RACHEL	TEACHER	\$64,494.00	CARROLL, JOSEPH	TEACHER	\$79,872.00
ALLEN, THOMAS	CUSTODIAL SUPERVISOR	\$86,515.00	CECKLER, TONI	TEACHER	\$81,708.00
ALOKOZAY, HAMEEDULLAH	CUSTODIAN	\$49,233.60	CHABOT, KATHERINE	TEACHER	\$56,550.00
ANDERSON, MELISSA	BEHAVIOR INTERVENTIONIST	\$79,643.00	CHABOT, LAUREN	SCHOOL LIBRARIAN	\$78,036.00
APPEL, SCOTT	TEACHER	\$77,806.00	CHATER, MYLES	TEACHER	\$79,643.00
ATHENA-BLACKWELL, CHRISTIANA	TEACHER	\$61,511.00	CLARK, ALEXANDER	IT SUPPORT STAFF	\$54,454.40
BACKMAN, CHERYL	PARAEDUCATOR	\$31,560.60	CLOSTER, JILL	TEACHER	\$77,806.00
BAILEY, ELIZABETH	SCHOOL NURSE	\$62,429.00	CODY, DENA	TEACHER	\$81,708.00
BALL, DAVID	TEACHER	\$72,068.00	COHEN, ELLIA	ATTEND/SOCIAL WORKER	\$77,806.00
BALLANTYNE, LAURA	TEACHER	\$66,560.00	CONNER, NICHOLAS	COMMUNITY LIAISON	\$80,098.00
BALLARD, MICHELE	ASST TO DIR CURR & TECH	\$75,324.00	CONNOR, JAMIE	TEACHER	\$75,970.00
BANDINI, GIANNA	PARAEDUCATOR	\$27,373.50	CONRAD, JULIE	PRINCIPAL	\$114,737.00
BAREA, KATHRYN	PRINCIPAL	\$114,737.00	COPELAND, SUE	FOOD SERVICE STAFF	\$5,363.55
BARRY, KATHLEEN	MATH INTERVENTIONIST	\$75,970.00	CORNETT, JUSTIN	PARAEDUCATOR	\$26,049.60
BARTLETT-HARDY, JENNY	ADMIN ASST TO PRINCIPAL	\$55,868.80	CRUIKSHANK, LISA	TEACHER	\$81,708.00
BASILE, GABRIELLA	PARAEDUCATOR	\$25,214.18	DAVIA, SUZANNE	TEACHER	\$81,708.00
BATE, JOHN	TEACHER	\$31,030.80	DAWSON, MOLLIE	TEACHER	\$75,741.00
BATES, HEATHER	TEACHER	\$81,708.00	DECASAS, KARIE	TEACHER	\$64,494.00
BEATTIE, TAMMI	TEACHER	\$64,494.00	DELCORE, JACOB	PARAEDUCATOR	\$31,560.60
BEAUPRE, LINDA	ASSISTANT PRINCIPAL	\$89,116.00	DELCORE, LAURA	PARAEDUCATOR	\$39,675.00
BELLOW-HANDELMAN, PERRY	TEACHER	\$57,481.67	DELCORE, MATTHEW	PARAEDUCATOR	\$30,939.60
BERRY, MICHAEL	CURRICULUM COORDINATOR	\$65,776.00	DICKINSON, KIM	CUSTODIAN	\$56,035.20
BIRMINGHAM JR, JAMES	FOOD SERVICE DIRECTOR	\$76,915.00	DILAURO, REBAKKA	TEACHER	\$70,691.00
BOLIO, BRENDA	TEACHER	\$75,741.00	DOSTIE, LINDA	TEACHER	\$75,741.00
BONESTEEL, ELIZABETH	SUPERINTENDENT	\$171,400.00	DOW COLLIER, PATRICIA	TEACHER	\$81,708.00
BOOTH, RYAN	TEACHER	\$56,920.00	DREWITZ, JENNIFER	PARAEDUCATOR	\$31,878.00
BOURQUE JOHNSON, KATIE	PARAEDUCATOR	\$33,837.60	DUBOIS, ASHLEY	TEACHER	\$62,429.00
BOWERS, KRISTIN	TEACHER	\$72,068.00	DUGGAN, TIMOTHY	SCHOOL BOARD & OFFICERS	\$1,000.00
BRAVAKIS, JENNA	GUIDANCE	\$73,905.00	ELDRIDGE, ABBIE	CUSTODIAN	\$4,010.58
BRIEN, KERRI	TEACHER	\$57,654.40	ELDRIDGE, ABBIE	SPEECH PATHOLOGIST	\$75,741.00
BRIGHAM, MARGARET	PARAEDUCATOR	\$38,605.22	FAGIN, SYLVIA	TEACHER	\$81,708.00
BRKIC, ELVIR	CUSTODIAN	\$56,035.20	FAIR, TAYLOR	ADMIN ASST/REGISTRAR	\$47,174.40
BRKIC, ELVIR	HEAD CUST STIPEND	\$7,675.00	FALCARO, LOUIS	ACCTS PAYABLE MANAGER	\$56,000.00
BROMLEY, ANNA	EXEC ASST SUPERINTENDENT	\$72,141.00	FAUCHER, MARCELLA	PAYROLL/ACCOUNTING MANAGER	\$80,000.00
BROMLEY, SAMUEL	TEACHER	\$75,970.00	FELDMAN, JACOB	SCHOOL BOARD & OFFICERS	\$1,000.00
BROWER, CAITLIN	ATTEND/SOCIAL WORKER	\$50,035.00	FERACHI, KRISTI	TEACHER	\$79,872.00
BROWN, KEVIN	PARAEDUCATOR	\$36,280.20	FLANAGAN, COLLEEN	TEACHER	\$66,560.00
BRYANT, JENNY	TEACHER	\$57,150.00	FLOOD, COLIN	PARAEDUCATOR	\$30,939.60
BULLETT, KRISTIN	ADMIN ASST/REGISTRAR	\$48,131.20	FORD, SUZANNE	FOOD SERVICE STAFF	\$23,938.92
BURKE, JANET	PARAEDUCATOR	\$38,605.22	FOSTER, PAMELA	ADMIN ASST SUPPORT SERV	\$50,585.60

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FRANCKE, SUZANNE	GUIDANCE	\$81,708.00	KIMBALL, AMY	MATH INTERVENTIONIST	\$79,643.00
FRASER, ANNE	PARAEDUCATOR	\$36,735.60	KIMBALL, CHRISTINA	BUSINESS MANAGER	\$122,004.00
FRATTALONE, DAVID	FOOD SERVICE STAFF	\$19,623.29	KINGZETT, STEFANIE	TEACHER	\$81,708.00
FRENCH, ADAM	TEACHER	\$70,232.00	KINIRY ROBERGE, CAROLYN	TEACHER	\$81,708.00
FULLER, TIMOTHY	TEACHER	\$62,658.00	KNAUSS, SARAH	GUIDANCE	\$81,708.00
GALLAGHER, BRIAN	TEACHER	\$75,741.00	KOENEMANN, KARLYNN	PARAEDUCATOR	\$42,793.80
GARDNER, SARAH	TEACHER	\$73,905.00	KOLIANDER, DIANA	ADMIN ASST TO PRINCIPAL	\$51,803.28
GEIER, HANNAH	TEACHER	\$62,429.00	KREITZ, KIRK	TEACHER	\$64,494.00
GENTILE, REBECCA	TEACHER	\$36,034.00	LAFLEUR, SAMANTHA	TEACHER	\$72,068.00
GERVIA, PAULA	SPEECH PATHOLOGIST	\$81,708.00	LAIDLAW, WILLIAM	TEACHER	\$75,741.00
GINGOLD, JASON	PRINCIPAL	\$125,186.00	LAROSA, ANDREW	BUILDING/GROUND DIRECTOR	\$107,151.00
GINGOLD, LILY	PARAEDUCATOR	\$30,939.60	LEENE, PATRICK	TEACHER	\$72,068.00
GOODELL, DIANA	PARAEDUCATOR	\$37,011.60	LEETE, RUSSELL	IT SUPPORT STAFF	\$70,096.00
GOODRICH, FRED	CUSTODIAN	\$56,596.80	LEFEBVRE, DANIEL	TEACHER	\$73,905.00
GOODWIN, DEBORAH	TEACHER	\$75,970.00	LEGACY, TAMMY	SCHOOL BOARD & OFFICERS	\$1,000.00
GOODWIN, ELIZABETH	TEACHER	\$62,429.00	LEWINS, SCOTT	SCHOOL BOARD & OFFICERS	\$1,000.00
GRESSER, SAUL	TEACHER	\$81,708.00	LIMA NEVES, ROMINA	FOOD SERVICE STAFF	\$30,540.26
GRIFFITH, JENNIFER	TEACHER	\$75,741.00	LINK, MATTHEW	ATHLETIC DIRECTOR	\$88,055.00
GUMMERE, TARA	CUSTODIAN	\$52,270.40	LLOYD, MORGAN	TEACHER	\$75,741.00
GUMMERE, TARA	HEAD CUST STIPEND	\$7,675.00	LOCKE, ZACHARY	CUSTODIAN	\$46,384.00
HALEN, ESTHER	FOOD SERVICE STAFF	\$36,888.44	MACHNIK, WHITNEY	TEACHER	\$81,708.00
HARDY, TRISTAN	IT SUPPORT STAFF	\$60,736.00	MAGUIRE, DANIEL	TEACHER	\$66,560.00
HARPER, MAGALI	PARAEDUCATOR	\$31,022.40	MAHONY, ALYSON	SCHOOL LIBRARIAN	\$75,741.00
HARPER, MICHELLE	TEACHER	\$81,708.00	MAI, HONG	FOOD SERVICE STAFF	\$34,067.03
HART, JASON	TEACHER	\$66,560.00	MAJCHZRZAK, BENJAMIN	TEACHER	\$51,871.00
HIRSCHFELD, CORA	ATTEND/SOCIAL WORKER	\$51,871.00	MALLERY, ANGELA	ADMIN ASST TO PRINCIPAL	\$47,652.80
HOCK, BRITTA	TEACHER	\$78,036.00	MAMORIA, SARITA	PARAEDUCATOR	\$31,878.00
HUCKABAY, KATURA	FOOD SERVICE STAFF	\$34,757.37	MARQUARDT, KIM	FOOD SERVICE STAFF	\$22,550.40
HUMKE, RYAN	TEACHER	\$62,429.00	MARTIN, HOWARD	FOOD SERVICE STAFF	\$21,892.68
JACKSON, GLENN	TEACHER	\$78,036.00	MAURICE, ROBERT	CUSTODIAN	\$55,473.60
JAGEMANN, JAEDEN	PARAEDUCATOR	\$30,636.00	MCCORMICK, RYAN	TEACHER	\$70,462.00
JENNINGS, ALICIA	TEACHER	\$66,560.00	MCCOY, CAITLIN	PARAEDUCATOR	\$34,030.80
JENNINGS, MARIE	TEACHER	\$62,429.00	MCGLYNN, CHARLES	FOOD SERVICE STAFF	\$59,194.80
JOHNSON, LUCAS	IT SUPPORT STAFF	\$56,659.20	MCGUIGGAN, WENDY	TEACHER	\$75,970.00
JONES, SADIE	TEACHER	\$49,576.00	MCLANE, BRENDAN	TEACHER	\$62,429.00
JOY, MARK	CROSSING GUARD	\$8,388.54	MCLANE, HEATHER	TEACHER	\$79,643.00
KADHEM, AREEJ	TEACHER	\$51,871.00	MCLANE, MATTHEW	DEPARTMENT HEADS	\$89,116.00
KAHN, ELISABETH	TEACHER	\$79,643.00	MCNAUGHTON, DREW	ENRICHMENT CORD	\$53,676.00
KANE, KRISTINA	TEACHER	\$73,905.00	MEARS, NANCY	TEACHER	\$79,643.00
KEEGAN, CHRISTINA	TEACHER	\$70,232.00	MERRILL, BETH	TEACHER	\$53,478.00
KELLEY, WINDY	TEACHER	\$81,708.00	MICHAUD, HEATHER	HUMAN RESOURCES COORD	\$84,872.00
KENDALL, KIMBERLY	TEACHER	\$70,462.00	MIDDLETON, ALLISON	MATH INTERVENTIONIST	\$51,641.00
KENNEY, KATIE	TEACHER	\$75,970.00	MILES, JASON	TEACHER	\$75,741.00
KENNISON, AARON	DATA COORDINATOR	\$50,086.40	MILLER-ARSENAULT, DANIEL	TEACHER	\$75,741.00
KHIRAN, HAMIDULLAH	CUSTODIAN	\$48,755.20	MITCHELL, SUSAN	PARAEDUCATOR	\$30,415.20
KILTON, AMY	PARAEDUCATOR	\$37,591.20	MOLASKI, JESSA	FOOD SERVICE STAFF	\$1,773.20

MONMANEY, SUSAN	SCHOOL LIBRARIAN	\$79,643.00	SAVARD, BRIGITTE	TEACHER	\$75,741.00
MONTERO, CARLOS	PARAEDUCATOR	\$42,528.29	SCHMID, LUCY	TEACHER	\$57,379.00
MONTGOMERY, HILLARY	SCHOOL BOARD & OFFICERS	\$2,000.00	SCOTT, KIMBERLY	TEACHER	\$81,708.00
MOORE, MIA	SCHOOL BOARD & OFFICERS	\$1,200.00	SEARLES, CASEY	AFTER SCHOOL	\$56,650.00
MURPHY, JAMES	SCHOOL BOARD & OFFICERS	\$1,500.00	SEITZ, TIFFANY	TEACHER	\$57,150.00
MURRAY, HENRY	PARAEDUCATOR	\$40,075.20	SHARMA, ANJU	PARAEDUCATOR	\$36,280.20
MURRAY, JESSICA	SEL DIRECTOR	\$110,334.00	SHOAF, LEAH	TEACHER	\$70,232.00
NAKARAR, NAWAB	CUSTODIAN	\$50,731.20	SINGER, LAUREN	TEACHER	\$66,560.00
NUNNELLEY, KATHRYN	ADMIN ASST TO PRINCIPAL	\$36,972.83	SKIDMORE, KIARA	PARAEDUCATOR	\$33,175.20
OCCASO, CARLA	TEACHER	\$67,019.00	SMART, JULIE	TEACHER	\$75,741.00
O'CONNELL, LYNN	CROSSING GUARD	\$8,388.54	SNYDER, CHEA	SPEECH PATHOLOGIST	\$68,396.00
OLSON, SARAH	SPEECH PATHOLOGIST	\$66,560.00	SPAULDING, MEGAN	SCHOOL NURSE	\$62,429.00
PARKER, BENJAMIN	TEACHER	\$75,741.00	SPILLANE, MAREN	TEACHER	\$42,736.40
PARKER, CHRISTINE	ATTEND/SOCIAL WORKER	\$81,708.00	SPRAGUE, SARAH	TEACHER	\$73,905.00
PARKER, IAN	TEACHER	\$62,888.00	ST JOHN, MORGAN	TEACHER	\$62,888.00
PARKER, MELISSA	TEACHER	\$79,643.00	SULLIVAN, HELEN	TEACHER	\$75,970.00
PARKS, JEFFREY	CUSTODIAN	\$47,777.60	SULLIVAN, SEAN	PARAEDUCATOR	\$31,257.00
PATTERSON, CAITLIN	SCHOOL NURSE	\$74,364.00	SWICK, KATIE	TEACHER	\$62,658.00
PAYNE, AMANDA	GUIDANCE	\$70,691.00	TARWATER, ALLY	TEACHER	\$70,232.00
PELOQUIN, BRANDI	FOOD SERVICE STAFF	\$30,840.41	TASSIE, JOSHUA	PARAEDUCATOR	\$36,859.80
PERANTONI, KASSANDRA	TEACHER	\$55,084.00	TAYLOR III, DONALD	TEACHER	\$81,708.00
PHILIBERT, PASCALE	PARAEDUCATOR	\$39,288.60	THERRIEN, EMILY	ASSISTANT PRINCIPAL	\$83,281.00
PHILLIPS, KATRINA	PARAEDUCATOR	\$42,528.29	THOMAS, JOY	ADMIN ASST/REGISTRAR	\$57,553.60
PIERCE, MELISSA	TEACHER	\$79,643.00	THOMAS, LINDSAY	PSYCHOLOGIST	\$78,036.00
PIETTE, JARRETT	ATTEND/SOCIAL WORKER	\$61,052.00	THOMPSON, PEGGY	PARAEDUCATOR	\$42,528.29
PISCITELLI, MELISSA	TEACHER	\$81,708.00	TILLOTSON, JERRY	TEACHER	\$75,741.00
PLYLAR-MOORE, KRISTEN	TEACHER	\$75,741.00	TRAMMELL, AUSTIN	TEACHER	\$53,248.00
POPOLI, RACHEL	TEACHER	\$75,970.00	TURCOTTE, MARILYN	SCHOOL BOARD & OFFICERS	\$1,000.00
POWELL, RICHARD	TEACHER	\$62,429.00	VAN NOSTRAND, PEGGY-SUE	SPECIAL EDUC DIRECTOR	\$137,917.00
PULSIFER, COREY	PARAEDUCATOR	\$37,011.60	VON DUNTZ, TRISTAN	PARAEDUCATOR	\$36,128.40
PURCELL, COLLEEN	TEACHER	\$64,494.00	VOORHIS, SARAH	TEACHER	\$62,888.00
QUINN, SHELBY	TEACHER	\$73,905.00	WALKER, EMILY	PARAEDUCATOR	\$28,049.70
REED, MARY CATHARINE	TEACHER	\$79,643.00	WARING, ALLISON	TEACHER	\$51,092.00
REMICK, GILLIAN	SCHOOL BOARD & OFFICERS	\$1,000.00	WATSON, ANNE	TEACHER	\$81,708.00
RIBY-WILLIAMS, EMMANUEL	TEACHER	\$75,741.00	WATT, JUDITH	TEACHER	\$81,708.00
RICHARDS, PHILIP	TEACHER	\$62,429.00	WEBB, NANCY	FOOD SERVICE STAFF	\$65,396.16
RIVERS, LOREN	TEACHER	\$73,905.00	WEISKOTTEN, LAURA	TEACHER	\$68,396.00
RONCI, SAMANTHA	GUIDANCE	\$61,052.00	WELLS, JESSICA	ASSISTANT PRINCIPAL	\$85,217.00
ROONEY, LAURA	TEACHER	\$61,052.00	WILLIAMS, RHETT	SCHOOL BOARD & OFFICERS	\$1,000.00
ROSE, SARAH	TEACHER	\$51,412.00	WILSON, HANNAH	TEACHER	\$75,741.00
ROSENBERG, ELI	TEACHER	\$81,708.00	WINTERS, EMILY	TEACHER	\$75,970.00
ROSENBLUM, RACHEL	TEACHER	\$81,708.00	WORLEY, GARRET	FOOD SERVICE STAFF	\$31,785.89
ROTHAMMER, SARAH	PARAEDUCATOR	\$33,175.20	ZAYAS, TALISA	PARAEDUCATOR	\$31,878.00
ROUX, CHRISTOPHER	CUSTODIAN	\$51,750.40			
SABO, LESLIE	PARAEDUCATOR	\$36,128.40			
SABO JR, THOMAS	TEACHER	\$81,708.00			

Mudgett
Jennett &
Krogh-Wisner, P.C.
Certified Public Accountants #435

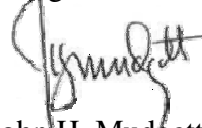
January 14, 2025

The Superintendent and Board of Education
Montpelier Roxbury School District

AUDITOR'S CERTIFICATION

The financial statements of the Montpelier Roxbury School District for the fiscal year ended June 30, 2024 are being audited by Mudgett, Jennett & Krogh-Wisner, P.C. of Montpelier. The financial statements and auditors reports will be available at the school district office in Montpelier, Vermont.

Mudgett, Jennett & Krogh-Wisner, P.C.

A handwritten signature in dark ink, appearing to read "J. Mudgett", is written over the printed name.

John H. Mudgett, CPA
Principal

Budget Overview & Residential Tax Rates:

Description	FY25 Final Budget - ACT 127		FY26 Proposed Budget	
	Montpelier	Roxbury	Montpelier	Roxbury
General Budget	\$30,575,415		\$32,364,264	
+ Capital Plan	\$270,000		\$270,000	
= Total Budget	\$30,845,415		\$32,634,264	
- Non-Tax Revenues	\$5,551,418		\$4,908,597	
= Education Spending	\$25,293,997		\$27,725,668	
÷ LTW ADM (Formerly Equalized Pupils)	1,839.02		1,873.76	
= Ed Spending per LTW ADM (Formerly Eq Pupil)	\$13,754.06		\$14,796.81	
÷ Property Dollar Yield*	\$9,893		\$8,553	
= Equalized Residential Tax Rate	\$1.39		\$1.73	
Cent Reduction	\$0.10		\$0.11	
= Adj Equalized Residential Tax Rate	\$1.29		\$1.62	
÷ Common Level of Appraisal (CLA)	100.18%	94.51%	127.72%	124.36%
= Residential Tax Rate w/ CLA	\$1.29	\$1.37	\$1.27	\$1.30

*The Property Dollar Yield is subject to Legislative/Governor approval

Estimated Tax Rate Impacts:

Montpelier			
Property Value on Tax Bill	\$200,000	\$300,000	\$400,000
FY25 Property Tax Bill	\$2,576	\$3,864	\$5,152
Estimated FY26 Property Tax Bill	\$2,537	\$3,805	\$5,074
Difference	(\$39)	(\$59)	(\$78)

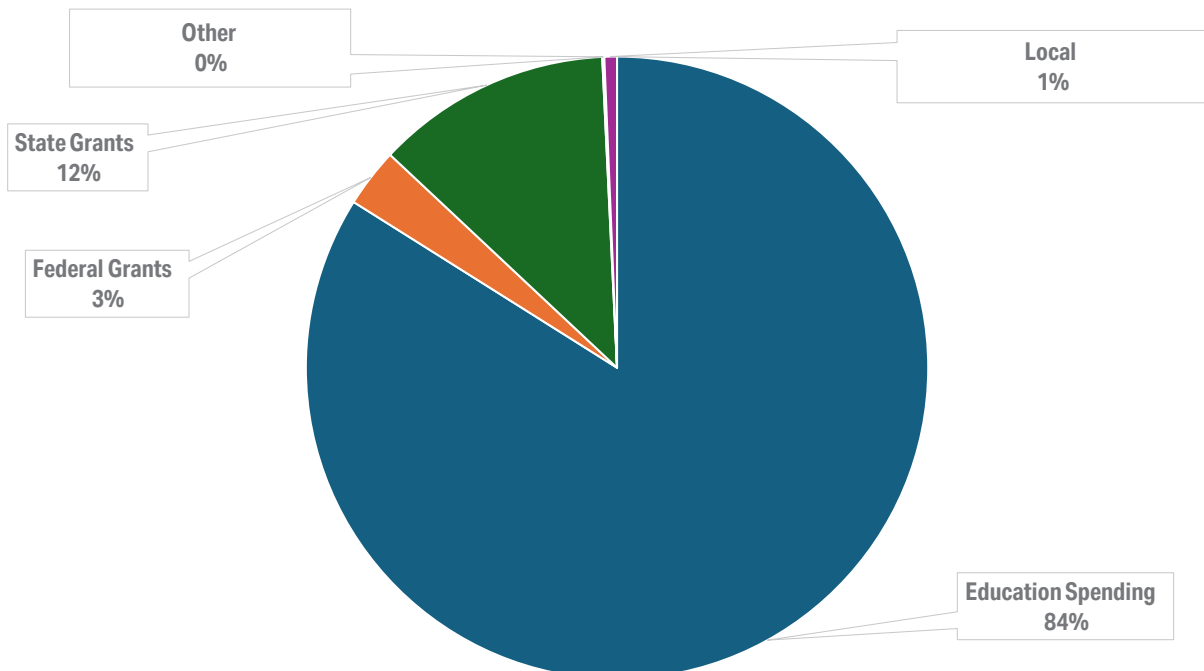
Roxbury			
Property Value on Tax Bill	\$200,000	\$300,000	\$400,000
FY25 Property Tax Bill	\$2,730	\$4,096	\$5,461
Estimated FY26 Property Tax Bill	\$2,605	\$3,908	\$5,211
Difference	(\$125)	(\$188)	(\$250)

MRSD Budget Overview- Program

Program (by Function)	FY25 Budget	FY26 Proposed	\$ Increase/ Decrease	% Increase/ Decrease
General Education	\$11,946,609	\$12,421,844	\$475,235	3.98%
Special Education	\$5,379,816	\$6,099,321	\$719,505	13.37%
Career Center Tuition	\$544,619	\$544,619	\$0	0.00%
Co-Curriculars/Athletics	\$601,919	\$616,734	\$14,815	2.46%
Student Support: Nurse, Guidance, SocWkr, Speech	\$2,793,274	\$3,054,118	\$260,844	9.34%
Staff Support: Library, Tech, Curriculum, Prof Dev	\$2,041,707	\$2,109,173	\$67,466	3.30%
School Board, Superintendent	\$462,149	\$521,609	\$59,460	12.87%
Principal Offices/Special ServicesAdministration	\$1,889,049	\$1,970,063	\$81,014	4.29%
Business Services	\$569,715	\$610,978	\$41,263	7.24%
Buildings & Grounds	\$2,801,402	\$2,797,765	(\$3,637)	-0.13%
Safety	\$97,409	\$108,912	\$11,503	11.81%
Transportation	\$849,484	\$915,980	\$66,496	7.83%
Debt Service	\$758,263	\$753,149	(\$5,114)	-0.67%
Fund Transfers	\$110,000	\$110,000	\$0	0.00%
Total	\$30,845,415	\$32,634,264	\$1,788,849	5.80%

MRSD Revenue Projections

	FY25 Budget	FY26 Proposed	Difference	% Increase/ Decrease
EDUCATION SPENDING GRANT	\$24,960,662.42	\$27,392,332.64	\$2,431,670.22	9.74%
TECH CENTER ON BEHALF	\$333,335.00	\$333,335.00	\$0.00	0.00%
TUITION-PUB VT LEAS	\$34,000.00	\$17,000.00	(\$17,000.00)	-50.00%
TUITION-PUB VT LEAS PRE K	\$7,200.00	\$0.00	(\$7,200.00)	-100.00%
TUITION - OTHER	\$10,000.00	\$126,000.00	\$116,000.00	1160.00%
INVEST INTEREST EARNED	\$30,000.00	\$25,000.00	(\$5,000.00)	-16.67%
MISC OTHER LOCAL REVENUE	\$35,000.00	\$35,000.00	\$0.00	0.00%
LOCAL REV - AFTERSCHOOL	\$120,000.00	\$40,000.00	(\$80,000.00)	-66.67%
OTHER REVENUES-RENTALS	\$10,000.00	\$5,000.00	(\$5,000.00)	-50.00%
SPED EXCESS COST REV	\$10,000.00	\$10,000.00	\$0.00	0.00%
PRIOR YEAR SURPLUS	\$475,000.00	\$0.00	(\$475,000.00)	-100.00%
SMALL SCHOOLS GRANT	\$79,992.00	\$79,992.00	\$0.00	0.00%
STATE AID TRANSPORT	\$112,000.00	\$180,000.00	\$68,000.00	60.71%
SPED REIMBURSE-INTENSIVE	\$0.00	\$0.00	\$0.00	0.00%
SPED REIMBURSE-EXTRA	\$550,000.00	\$550,000.00	\$0.00	0.00%
STATE PLACED-SPED REIMB	\$0.00	\$0.00	\$0.00	0.00%
SPED CENSUS BLOCK GRANT	\$2,392,581.00	\$2,570,958.69	\$178,377.69	7.46%
REIMBURS-DRIVERS ED	\$8,000.00	\$8,000.00	\$0.00	0.00%
TECH ED-TRANSPORTATION	\$14,000.00	\$15,000.00	\$1,000.00	7.14%
HIGH SCHOOL COMPLETION	\$0.00	\$0.00	\$0.00	0.00%
ECSE/EEE	\$120,704.00	\$116,958.00	(\$3,746.00)	-3.10%
IDEA-B FLOW THRU	\$716,951.00	\$392,322.00	(\$324,629.00)	-45.28%
IDEA-B PK FLOW THRU	\$8,000.00	\$8,000.00	\$0.00	0.00%
TITLE I GRANTS	\$544,089.00	\$456,638.00	(\$87,451.00)	-16.07%
TITLE IIA	\$135,562.00	\$140,075.00	\$4,513.00	3.33%
MEDICAID IEP REIMB	\$95,033.00	\$89,347.00	(\$5,686.00)	-5.98%
MEDICAID EDPSDT	\$43,306.00	\$43,306.00	\$0.00	0.00%
	\$30,845,415.42	\$32,634,264.33	\$1,788,848.91	5.80%



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PRELIMINARY

Three Prior Years Comparisons - Format as Provided by AOE

ESTIMATES
ONLY

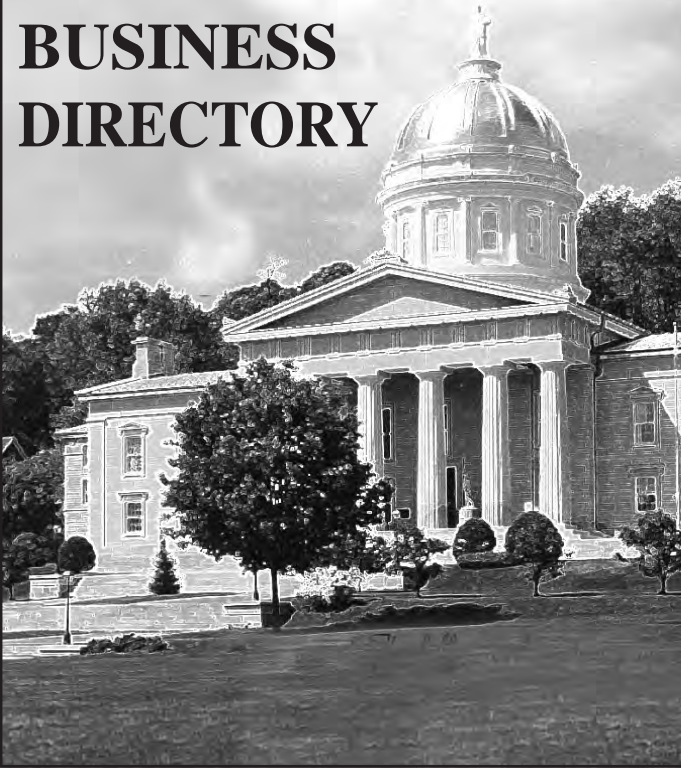
District: Montpelier-Roxbury USD		U071		Property dollar equivalent yield			Homestead tax rate per \$8,553 of spending per pupil
SU: Montpelier-Roxbury		Washington County			8,553	<--See bottom note	1.00
					12,260		Income dollar equivalent yield per 2.0% of household income
							FY2026
Expenditures		FY2023	FY2024	FY2025			
1.	Adopted or warned union district budget (including special programs and full technical center expenditures)	\$27,198,821	\$28,878,500	\$30,845,415	\$32,634,264		
2.	plus Sum of separately warned articles passed at union district meeting	-	-	-			
3.	Adopted or warned union district budget plus articles	\$27,198,821	\$28,878,500	\$30,845,415	\$32,634,264		
4.	plus Obligation to a Regional Technical Center School District if any	-	-	-			
5.	plus Prior year deficit repayment of deficit	-	-	-			
6.	Total Union Expenditures	\$27,198,821	\$28,878,500	\$30,845,415	\$32,634,264		
7.	S.U. assessment (included in union budget) - informational data						
8.	Prior year deficit reduction (if included in union expenditure budget) - informational data	-	-	-			
Revenues							
9.	Union revenues (categorical grants, donations, tuitions, surplus, federal, etc.)	\$4,674,180	\$4,870,347	\$5,551,418	\$4,908,597		
10.	Total offsetting union revenues	\$4,674,180	\$4,870,347	\$5,551,418	\$4,908,597		
Education Spending		\$22,524,641	\$24,008,153	\$25,293,997	\$27,725,667		
11.							
12.	Montpelier-Roxbury USD pupils	1,248.74	1,220.51	1,839.02	1,873.76		
Education Spending per Pupil		\$18,037.89	\$19,670.59	\$13,754.06	\$14,796.81		
13.		na	na	na	na		
14.	minus Less net eligible construction costs (or P&I) per pupil	-	-	-	na		
15.	minus Less share of SpEd costs in excess of \$66,446 for an individual (per pupil)	-	-	-	na		
16.	minus Less amount of deficit if deficit is SOLELY attributable to tuitions paid to public schools for grades the district does not operate for new students who moved to the district after the budget was passed (per pupil)	-	-	-	na		
17.	minus Less SpEd costs if excess is solely attributable to new SpEd spending if district has 20 or fewer equalized pupils (per pupil)	-	-	-	na		
18.	minus Estimated costs of new students after census period (per pupil)	-	-	-	na		
19.	minus Total tuitions if tuitioning ALL K-12 unless electorate has approved tuitions greater than average announced tuition (per pupil)	-	-	-	na		
20.	minus Less planning costs for merger of small schools (per pupil)	-	-	-	na		
21.	minus Teacher retirement assessment for new members of Vermont State Teachers' Retirement System on or after July 1, 2015 (per pupil)	-	-	-	na		
22.	minus Costs incurred when sampling drinking water outlets, implementing lead remediation, or retesting.	-	-	-	na		
23.	Excess spending threshold	threshold = \$19,997	threshold = \$22,204	threshold = \$23,193	threshold = \$15,926		
24.	plus Excess Spending per Pupil over threshold (if any)	+ na	+ na	+ na	\$15,926.00		
25.	Per pupil figure used for calculating District Equalized Tax Rate	\$18,038	\$19,671	\$13,754	\$14,796.81		
26.	Union spending adjustment (minimum of 100%)	135.481%	127.375%	139.028%	173.001%		
27.	Anticipated equalized union homestead tax rate to be prorated [\$14,796.81 ÷ (\$8,553 / \$1.00)]	\$1.3548	\$1.2738	\$1.2903	\$1.7300		
28.	Tax rate "cent discount" (FY25-FY29) adjusted by statewide adjuster of 72.36%				\$0.111		
29.	Cent discount adjusted anticipated district equalized homestead tax rate				\$1.6190		
Prorated homestead union tax rates for members of Montpelier-Roxbury USD		FY2023	FY2024	FY2025	FY2026		
T129	Montpelier	1.3548	1.2738	1.2903	1.6190		
T170	Roxbury	1.3548	1.2738	1.2903	1.6190		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
30.	Anticipated income cap percent to be prorated from Montpelier-Roxbury USD [((\$14,796.81 ÷ \$12,260) x 2.00%)]	2.26%	2.24%	2.53%	2.41%		
Prorated union income cap percentage for members of Montpelier-Roxbury USD		FY2023	FY2024	FY2025	FY2026		
T129	Montpelier	2.26%	2.24%	2.53%	2.41%		
T170	Roxbury	2.26%	2.24%	2.53%	2.41%		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		
		-	-	-	-		

- Using the revised December 1, 2024 Education Fund Outlook FY26 forecast, the FY26 education fund need results in a property yield of \$8,553 for every \$100 of homestead tax per \$100 of equalized property value, an income yield of \$12,260 for a base income percent of 2.0%, and a non-residential tax rate of \$1.791. **New and updated data will likely change the proposed property and income yields and perhaps the non-residential rate.**

- Final figures will be set by the Legislature during the legislative session and approved by the Governor.

- The base income percentage cap is 2.0%.

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Cary Brown 802-595-5419
Council Member, District 3
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City Hall: 39 Main Street
8:00 AM - 4:30 PM, Monday - Friday

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Asst. City Manager, *Kelly Murphy* 802-262-6250
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City Assessor, *Marty Lagerstedt* 802-223-9505
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Community Justice Center
Carol Plante, Director 802-223-7335

Parks & Trees
Alec Ellsworth, Director
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Montpelier Recreation Department 802-225-8699
55 Barre Street
Arne McMullen, Director
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Montpelier Senior Activity Center
58 Barre Street
Amy Pitton, Director 802-223-2518
apitton@montpelier-vt.org

Communications Coord., *Evelyn Prim* 802-262-6257

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Eric Nordenson, Police Chief
enordens@montpelier-vt.org

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PUBLIC WORKS 802-223-9508

Kurt Motyka, Director
kmotyka@montpelier-vt.org

Tree Warden: Alec Ellsworth

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Director, *Patrick Healy* 802-279-6957
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The Development Review Board
generally meets on the 1st and 3rd
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p.m., in the City Council Chambers
or remotely via Zoom.

Design Review Committee

The Design Review Committee
meets on the first and third Monday
of every month at 5:30 p.m. in the
Council Chambers.

Planning Commission

The Planning Commission meets on
the second and fourth Monday of
the month at 5:30 p.m. in in the
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Zoom.

All City Council, Development
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High School Library

School Board meetings are televised
on Channel 1095.

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School Commissioners

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Mia Moore, Vice Chair
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Back Row, left to right: City Manager William “Bill” Fraser, Councilor Cary Brown — District 3, Councilor Sal Alfano, District 2, Councilor Tim Heney - District 3

